



2023
TOWN OF PEMBROKE
ANNUAL REPORT

JANUARY 1, 2023 THROUGH DECEMBER 31, 2023





2023
PEMBROKE SELECT BOARD

(From Left to Right)

Top Row: Daniel W. Trabucco (Chairman), Steven Ciciotti (Vice-Chair),
Tracy Marino (Clerk)

Front Row: John G. Brown, Jr. (Selectman), William Chenard (Town Manager),
Richard Flynn (Selectman)

ANNUAL REPORTS OF THE TOWN OFFICERS

JANUARY 1, 2023 - DECEMBER 31, 2023

COVER PICTURE: Pembroke Police Department Comfort Dog, Sasha

District Attorney Cruz has developed the Plymouth County Comfort Dogs Program to provide additional services and resources to our communities. The Plymouth County District Attorney's Office provides a mini-grant to Plymouth County Police Departments to assist with costs associated with acquiring, training and caring for their comfort dog.

The pilot program has been designed to be implemented by either the local School Resource Officer or the PD's Community Outreach Officer, who in turn becomes the dog's handler and sole caretaker. Both the handler and the comfort dog become members of the Plymouth County Comfort Dogs Program and are required to undergo all necessary trainings in the certification process to qualify as a comfort/therapy dog. Both the handler and comfort dog are available to assist not only in their community, but in all communities across Plymouth County.

Photo Courtesy of Community Outreach Officer M. Simmons

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TELEPHONE DIRECTORY

Alphabetically by Service: Inside Back Cover
Alphabetically by Department : Outside Back Cover

In Memoriam

Lynne Whiteley

April 8, 2023

Pembroke Public Schools
Teacher

Richard E. Nickerson

April 21, 2023

DPW Highway Department
DPW Water Department

Elaine West

June 6, 2023

Pembroke Public Schools
Teacher

George Stagno

June 21, 2023

Pembroke Public Schools
Math Teacher

Mary Moylan

August 27, 2023

Pembroke Public Schools
Teacher

Madelyn Lyn Sheehan

September 6, 2023

Friends of the Pembroke
Council on Aging

Arthur Wilcox

October 31, 2023

Pembroke Public Schools
Custodian

Anna B. Smith

November 27, 2023

Friends of the Pembroke
Public Library

TOWN OF PEMBOKE

INCORPORATED March 21, 1712

Ninth Congressional District

William Keating (D) Representative

Quincy

First Councilor District

Joseph C Ferreira Councilor

Swansea

Plymouth & Barnstable Senatorial District

Susan Moran (D), State Senator

Falmouth

Sixth Plymouth Representative District

Josh Cutler (D), Representative (Precincts 1-2-3A-4-5)

Duxbury

Kathleen Lanata (D), Representative (Precinct 3)

Kingston

Plymouth County Commissioners

Sandra Wright (R)

Bridgewater

Gregory A Hanley (D)

Plymouth

Jared Valanzola (R)

Rockland

ANNUAL TOWN MEETING

Second Tuesday in May

SELECTMEN'S MEETING

Wednesdays: 7:00 to 9:00 PM

Population 2023 18,328 Town Census

ANNUAL REPORT OF THE SELECT BOARD

To the Citizens of the Town of Pembroke:

The Select Board is pleased to submit this 169th 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 2023. These reports are designed to inform citizens of how town government works, as well as where and how your tax dollars are being spent.

The current elected officials of this five-member Select Board are Chairman Daniel W. Trabucco, Vice Chair Steven Ciciotti, Clerk Tracy Marino, Selectman John Brown, Jr., and Selectman Richard Flynn. As the Chief Elected and Executive Officers of the Town, the Select Board are vested with all the municipal authority not specifically retained by the Town Meeting or other elected boards. The Select Board appoints a Town Manager who is responsible for the daily management of the Town. William Chenard has proven to be most competent and professional in his service and advice in the matters before the Board.

The Select Board wishes to thank legislators Senator Susan Moran, Representative Josh Cutler and Representative Kathy LaNatra for their continued and diligent hard work in support of the residents of Pembroke.

The Select Board issues 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. 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 Select Board met under their regular schedule twenty-two times and held special meetings three times in 2023. Annual Town Meeting was held on the regularly scheduled, second Tuesday of May. The Annual Warrant contained nineteen articles for business while the Special within the Annual contained two articles for business. A fall Special Town Meeting was held October 24, 2023, with an additional five important matters of business.

The Select Board's office provides support for many town offices and departments including the curbside Solid Waste program, the Recycling Center, Department of Municipal Inspections, Emergency Management, Town Landing, Affordable Housing and ADA Coordination. The Select Board shares the Town Manager's staff with others to prepare and post meeting notices, minutes, news, announcements, calendars, and press releases and provides meeting coverage and other requested services for various boards and committees to ensure statutory compliance and improve communication between the Town and the residents. This is done at a fraction of the cost additional staff or overtime hours would be as the result of increased demand for services. The board wishes to thank the Town Manager's Executive Assistant Angela Sestito for making this possible.

The three-year term of the Community Choice Power Supply purchase under municipal aggregation expired in November. The Select Board's office worked with Colonial Power Group and Pembroke residents to secure a new two-year rate agreement for Community Choice Power Supply purchase under municipal aggregation voted at town meeting, which is provided by First Point Power at a rate of \$.14750 per kWh as inflation has seen the cost of electricity on the open market increase to \$0.33

per kilowatt. 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 Select Board 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 2023 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
16	Common Victualer All Alcoholic Beverages Licenses
1	Common Victualer Wine and Malt Beverage Licenses
5	Retail Package Sales of All Alcoholic Beverages Licenses
5	Retail Package Sales of Wine and Malt Beverages Licenses
2	Club All Alcoholic Beverages Licenses
3	General on Premises All Alcoholic Beverages License
1	Class I New Motor Vehicle Dealer License
25	Class II Auto Dealer Licenses
49	Common Victualer Licenses
12	Live Entertainment Licenses/ Special Events Permits
2	Amusement Device Licenses
3	Precious Metal Dealer Licenses
5	Sunday Entertainment Licenses
10	One Day Special Liquor License
4	Mobile Food Vendor/Ice Cream Truck Permits
1	Temporary Trailer Permits
0	Underground Storage Tank Permit
14	Permits for Special Events
1	Farm Stand Permit
3	Door-to-Door Solicitation Permit

The Town Manager's office collected \$433,748.76 in revenue in 2023 through rents paid, licenses, permits, fees, antenna revenues, recycling disposal receipts, parking fines and other revenue sources.

Additionally, the Select Board's office continued to promote the Cell Phones for Soldiers program, 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.

PEMBROKE SELECT BOARD
Daniel W. Trabucco, Chairman
Steven Ciciotti, Vice-Chairman
Tracy Marino, Clerk
John G. Brown, Jr., Selectman
Richard Flynn, Selectman

ANNUAL REPORT OF THE TOWN MANAGER

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

It is my pleasure to submit the annual Town Manager's report.

In 2023 the Town returned to normalcy as we put COVID-19 behind us and returned to normal operations. COVID-19 changed how we think and operate. Some of those changes will remain. These include virtual meetings, remote participation at board, committee, and commission meetings, cleaning protocols, and telehealth to mention a few.

Projects

Congress Street Culvert – The culvert, paving, and surrounding landscaping was completed in 2023. The project contract was awarded to Celco Corporation. The total project cost was \$506,099.99.

Community Center – The Community Center project was just over 80% complete at the close of 2023. The project is expected to be complete within budget and on time opening in the spring of 2024.

Route 36 (Center Street) – The Route 36 project is a Transportation Improvement Program (TIP) project. TIP projects receive federal funding for roadway improvements. This project is managed by the Massachusetts Department of Transportation. The project consists of the resurfacing/rehabilitation and full depth reconstruction of certain areas of Route 36 (Center Street) from the intersection with Route 27 in the south to the intersection with Route 14 to the north. Sidewalks will be constructed and reconstructed. Drainage will be upgraded. The project also includes sign and pavement markings. The construction price is \$8,857,852. The project was 72% at the close of 2023.

Public Safety Complex – This project continues the planning phases. The project is expected to go to bid in 2024.

Fiscal

Pembroke maintained its AA/Stable bond rating in 2023. Revenue increased slightly in 2023. The Town's fiscal condition remains stable despite lower-than-expected new growth. New Growth was projected at \$400,000. The certified New Growth was \$301,570. Meals tax revenue remained strong at \$446,431. The Town will need to monitor revenue estimates over the next two years as increases to State Aid and Local Receipts flatten.

Long term planning and preparation is ongoing as the shift to lower increases in State Aid and Local Receipts becomes a reality. Despite this, the Town was still able to advance a number of fiscal goals throughout 2023 and accomplish the following:

- Targeted capital improvements and maintenance throughout the community.
- Municipal employees continue to maintain an exceptional level of service.
- Continued to supplement the Chapter 90 funding with a local appropriation of \$682,592 for improvements to the Town's roads.

- Improvements to the Town's information technology and phone systems.
- Supporting the Town's first responders with appropriations for new cruisers, a new ambulance, and a new fire engine.
- Continued the water capital plan with \$2,500,000 appropriations in water distribution and storage.

Long-term financial planning must focus on the needs and priorities of the Town. The revenue targets of the Commonwealth fell short of projections in each of the first six months of the fiscal year. This coupled with lower new growth will require constant monitoring.

Conclusion

The Town would not have made it through 2023 without the hard work and dedication of our employees. Our employees in the Police and Fire Departments continued to do outstanding work in keeping the residents safe. Working alongside of them were the dedicated men and women of the Public Works Department whose responsibilities touch residents on a daily basis. They kept our streets clean, our cemetery functioning, our parks and fields mowed, and our water flowing. The Town Hall and Library employees, along with the Council on Aging and Recreation Departments provided outstanding public service and were here for residents every day. All of the Town employees deserve our thanks and gratitude for the work they do every day to keep Pembroke such a wonderful place to live, work and play.

I am fortunate to have dedicated and hardworking employees in my office. The hard work and dedication of Sabrina Chilcott and Angela Sestito kept the office running throughout 2023. Their professionalism and compassion assisted countless residents navigating the municipal system.

In closing, I would like to extend my thanks to all those individuals who, despite many competing demands, volunteer to serve our town on various Boards, Committees and Commissions. It is their hard work and dedication that keeps the Town moving forward.

Thank you!

William Chenard, Town Manager

ANNUAL REPORT OF THE TOWN CLERK

To the Honorable Board of Selectmen and Residents of Pembroke:

The Town Clerk's Office is responsible for all elections – state and local, the certification of town meeting and election votes, updates the voter list, certifies petitions and nomination papers, records birth, marriage and death records, records marriage intentions, and genealogical research when requested.

The Town Clerk also conducts the annual town census, prepares the annual street listing; certifies the residency of veterans' who qualify for state bonuses; receives board and committee meeting postings; administers oaths of office to town officials; registers and maintain a list of all known dogs in town; issues cemetery deeds and maintains cemetery records; administers the State's Conflict of Interest and State Ethics annually; submits zoning by-law and general by-law changes to the Attorney General after each town meeting.

As required by MA General Law, the Town Clerk serves as the Clerk on the Board of Registrars.

Births: 189

Deaths: 158

Marriages Registered: 66

Dogs registered: 1879

Total amount of money turned over: \$64,903.00

Pembroke held their annual Town Meeting on May 9, 2023 and Annual Town Election on May 13, 2023 where we voted to build a new public safety building complex that will house our police and fire departments. The Town Clerk's office submitted a bylaw change that was approved at the annual town meeting to provide seniors over 70 and service dogs free dog tags. The purchase of a high speed scanner was approved at the October's Special Town Meeting, which will assist greatly during the 2024 election season.

Our office could not conduct its business without the assistance of so many. As always, I would like to thank:

- The election workers of Pembroke who generously sign up and dedicate their time to ensure Pembroke always runs successful elections. We would be lost without our amazing help.
- The men and women who work the election police details as required by State Law to keep law and order at the voting polling locations. Even though they are required, they are nothing but courteous, engaging, and professional to our poll workers and voters.

- The Board of Registrars for their annual commitment in conducting the town census. The town census helps us maintain population and voter records crucial to the Clerk's Office. We appreciate their dedication to the town.
- Cemetery Foreman Christine Callahan, with whom this office works closely with to keep current maps of the cemetery grounds, issue deeds following the sale of lots, and maintain records of lot ownerships. Thank you for your dedication to our town- we value our relationship with you tremendously.
- Dog Officer Lee Ann Miehl for her dedication to the animals in Pembroke.
- Assistant Town Manager Sabrina Chilcott and Executive Assistant Angela Sestito, who are assets for every department in town. You both work incredibly hard for your town, and it does not go unnoticed by our office.

Respectfully Submitted,
Margaret Struzik
Town Clerk

Andraea McEttrick
Assistant Town Clerk

REPORT OF THE TOWN CLERK POPULATION STATISTICS

YEAR	TYPE	NUMBER	YEAR	TYPE	NUMBER
2023	Town Census	18,328			
2022	Town Census	18,763	1981	Town Census	13,507
2021	Town Census	18,790	1980	Federal Census	13,453
2020	Town Census	19,295	1979	Town Census	13,076
2019	Town Census	18,770	1978	Town Census	12,856
2018	Town Census	19,079	1977	Town Census	12,775
2017	Town Census	19,004	1975	State Census	12,374
2016	Town Census	19,352	1970	Federal Census	11,193
2015	Town Census	19,473	1965	State Census	7,708
2014	Town Census	19,563	1960	Federal Census	4,919
2013	Town Census	19,417	1955	State Census	3,833
2012	Town Census	19,265	1950	State Census	2,579
2011	Town Census	19,071	1945	State Census	1,821
2010	Town Census	18,892	1940	Federal Census	1,718
2009	Town Census	19,092	1935	State Census	1,621
2008	Town Census	18,834	1930	Federal Census	1,492
2007	Town Census	18,549	1925	State Census	1,480
2006	Town Census	18,520	1920	Federal Census	1,358
2005	Town Census	18,556	1910	Federal Census	1,336
2004	Town Census	18,270	1905	Federal Census	1,358
2003	Town Census	18,270	1900	State Census	1,240
2002	Town Census	18,016	1895	State Census	1,223
2001	Town Census	17,701	1890	Federal Census	1,320
2000	Town Census	17,425	1885	State Census	1,313
1999	Town Census	16,974	1880	Federal Census	1,405
1998	Town Census	16,415	1875	State Census	1,399
1997	Town Census	16,167	1870	Federal Census	1,447
1996	Town Census	15,726	1865	State Census	1,489
1995	Town Census	15,840	1860	Federal Census	1,524
1994	Town Census	15,479	1855	State Census	1,500
1993	Town Census	15,208	1850	Federal Census	1,388
1992	Town Census	15,110	1840	Federal Census	1,258
1991	Town Census	14,840	1830	Federal Census	1,325
1990	Town Census	14,704	1820	Federal Census	1,297
1989	Town Census	14,759	1810	Federal Census	2,051
1988	Town Census	14,612	1800	Federal Census	1,943
1987	Town Census	14,310	1790	Federal Census	1,954
1986	Town Census	13,864	1776	Provincial Census	1,768
1985	State Census	13,847	1765	Provincial Census	1,409
1984	Town Census	13,576			
1983	Town Census	13,510			
1982	Town Census	13,507			

TOWN OFFICERS AND COMMITTEES

<u>ELECTED OFFICIALS</u>		
<u>Moderator</u>		Three Year Term
Stephen C. Dodge		Term Expires 2025
<u>Selectmen</u>		Three Year Term
John G. Brown, Jr.		Term Expires 2024
Daniel W. Trabucco		Term Expires 2024
Steven Ciciotti		Term Expires 2025
Tracy Marino		Term Expires 2026
Richard J. Flynn		Term Expires 2026
<u>Assessor</u>		Three Year Term
Mary E. Quill		Term Expires 2024
Elaine Boidi		Term Expires 2025
Elizabeth Bates		Term Expires 2026
<u>Town Clerk</u>		Three Year Term
Margaret Struzik		Term Expires 2026
<u>Board of Health</u>		Three Year Term
Matthew Newman		Term Expires 2024
Maureen Jaycie		Term Expires 2025
Adam Gedutis		Term Expires 2026
<u>Housing Authority</u>		Five Year Term
Carolyn Crossley		Term Expires 2024
Judith Parks		Term Expires 2025
Thomas Berry		Term Expires 2026
Paul Gorman	Resident's Appointee	Term Expires 2026
James Muscato	State Appointee	No term limit
<u>Library Trustees</u>		Three Year Term
Larissa Curley		Term Expires 2024
Carol Watches		Term Expires 2024
Mary Beth Courtwright		Term Expires 2025
Sean Fitzpatrick		Term Expires 2025
Stephanie Ciciotti		Term Expires 2026
Linda MacDonald		Term Expires 2026
<u>Planning Board</u>		Five Year Term
James Noone		Term Expires 2026
Daniel Taylor		Term Expires 2024
Stephan Roundtree		Term Expires 2026
Andrew C. Wandell		Term Expires 2027
Heather Tremblay		Term Expires 2027
Scott Martino		Term Expires 2028
Alyssa Siciliano-Perry		Term Expires 2025

TOWN OFFICERS AND COMMITTEES

<u>Constable</u>		Three Year Term
Phillip Reilly		Term Expires 2024
Arthur P. Boyle, Jr.		Term Expires 2025
Andraea C. McEttrick		Term Expires 2026
<u>Pembroke School Committee</u>		Three Year Term
Allison Glennon		Term Expires 2026
Susan Bollinger		Term Expires 2024
Michael A. Tropeano		Term Expires 2024
Susan Scholl		Term Expires 2025
David Boyle		Term Expires 2026
<u>D.P.W. Commissioners</u>		Three Year Term
Ian Campbell		Term Expires 2024
Andrew Wandell		Term Expires 2025
Richard Nicholson		Term Expires 2026

TOWN OFFICERS AND COMMITTEES

<u>APPOINTED OFFICIALS</u>		
<u>Advisory Committee</u>	Estab. ATM, 1934	Joint Appt: 3 Years
Elizabeth Benotti		Term Expires 2024
Robert Kenney		Term Expires 2024
Vacant		Term Expires 2024
Linda Peterson		Term Expires 2025
Timothy Landy		Term Expires 2025
Stephen Patt		Term Expires 2025
John Scholl		Term Expires 2026
Stephen M. Walsh		Term Expires 2026
Sandra Beaton		Term Expires 2026
<u>Affordable Housing Committee</u>	Estab. BOS, 1987	No Term Limit
Carolyn Crossley	Judith Parks	Andrew Wandell
James Noone	Jane Ford	
Susan Runne	Sharon McNamara	
<u>Animal Control Officer</u>		One Year Term
Lee-Ann Meehl		Term Expires 2024
<u>Board of Assessors</u>		
Jeanne Gigliotti, Chief Assessor		
<u>Board of Health</u>		
Lisa Cullity, Health Agent	Animal Inspector	
<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 2024
<u>Commission on Disabilities</u>	Estab. ATM, 1990	Three Year Term
Vacant		Term Expires 2024
Andrew Freeman		Term Expires 2024
Vacant		Term Expires 2024
Daniel Robinson		Term Expires 2025
Joyce Stephens		Term Expires 2025
Darren MacDonald		Term Expires 2026
Vacant		Term Expires 2026
William Chenard, 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	Joel Sugarman	Stephen Curley

TOWN OFFICERS AND COMMITTEES

<u>Community Preservation Comm.</u>	Estab. ATM, 2006	Three Year Term
Carolyn Crossley	Housing Authority	Term Expires 2024
Paul Whitman	DPW Commission	Term Expires 2024
George Grey	Recreation Commission	Term Expires 2024
Andrew Wandell	Planning Board	Term Expires 2025
Stephen Hermann	Historical Commission	Term Expires 2025
Gino Fellini	Conservation Comm	Term Expires 2025
Teresa Harling	Open Space Committee	Term Expires 2025
Lisa Cullity	Selectmen's Appointee	Term Expires 2026
Daniel Pelletier	Selectmen's Appointee	Term Expires 2026
<u>Conservation Commission</u>	Estab. ATM, 1961	Three Year Term
Richard Madden		Term Expires 2024
James Campbell		Term Expires 2024
Robert Clarke, Conservation Agent		Term Expires 2025
Teresa Harling		Term Expires 2025
Nicole Pelletier		Term Expires 2025
Gino Fellini		Term Expires 2026
Arthur Egerton		Term Expires 2026
<u>Council on Aging</u>	Estab. ATM, 1975	Three Year Term
Joan Dorsey	(nine members 2018)	Term Expires 2024
Sue Ellen Hewitt		Term Expires 2024
James Kinkade		Term Expires 2024
Pamela Blades		Term Expires 2025
Curtis Kuta		Term Expires 2025
Michele Campbell		Term Expires 2025
Norina Perry		Term Expires 2026
Marilyn Christmann		Term Expires 2026
Vacant		Term Expires 2026
<u>Cultural Council</u>	May Serve 2 Terms	Three Year Term
Linda McCollum	First Term	Term Expires 2026
Lydia Hale	First Term	Term Expires 2024
Eugenie King	Second Term	Term Expires 2025
Carol Watches	Second Term	Term Expires 2026
Margaret Moll	Second Term	Term Expires 2026
Bonnie Bowler	First Term	Term Expires 2026
<u>Drainage Commission</u>	Estab. ATM, 1976	Joint Appt: 3 yrs
Vacant Term	Five Members	Term Expires 2024
Vacant (Two)		Terms Expire 2025
Vacant (Two)		Terms Expire 2026
<u>Emergency Management Director</u>		One Year Term
Wendy LaPierre		Term Expires 2024
Jason Viveiros		Term Expires 2024
Lisa Cullity		Term Expires 2024

TOWN OFFICERS AND COMMITTEES

<u>Fire Chief & Forest Warden</u>		
Jason Viveiros, Fire Chief		
<u>Gas Inspector</u>		Three Year Term
Gary Young	Ed Geswell, Alternate	Terms Expire 2026
<u>GATRA</u>		No Term Limits
Gretchen Emmetts	Vacant, Alternate	
<u>Herring Fisheries Commission</u>		Three Year Term
David Clauss, Jr.		Term Expires 2024
Robert McCarthy, Jr.		Term Expires 2024
Christos Kapoutsos, alternate		Term Expires 2024
Willard Boulter, Jr., Superintendent		Term Expires 2025
Virginia McCarthy		Term Expires 2025
Robert McCarthy, Sr.		Term Expires 2025
David Clauss		Term Expires 2026
Teresa Harling		Term Expires 2026
Jack Boulter, alternate		Term Expires 2026
<u>Historic District Commission</u>		Three Year Term
Laura DeYoung	Estab. ATM, 1974	Term Expires 2026
Linda Osborne		Term Expires 2026
Elizabeth Bates		Term Expires 2024
Kyle Harney		Term Expires 2024
Miles Prescott		Term Expires 2024
Scott Chaharyn		Term Expires 2025
Stephen Hermann		Term Expires 2025
<u>Insect Pest Control Supt.</u>		Three Year Term
Vacant		Term Expires 2025
<u>Inspector of Buildings/Zoning Enforcement Officer</u>		Three Year Term
Peter Delprete		Term Expires 2026
<u>Inspector of Buildings, Alternates</u>		Three Year Term
Joseph S. Stack	George H. Verry	Terms Expire 2026
<u>MAPC Representative</u>		Three Year Term
Vacant Rep, Vacant Alternate		Term Expires 2025
<u>MBTA Advisory Board</u>		One Year Term
William Cullity, Jr.		Term Expires 2024
<u>North River Commission</u>		Three Year Term
Willard J. Boulter, Jr., Rep.	Gino Fellini, Alternate	Terms Expire 2025

TOWN OFFICERS AND COMMITTEES

<u>Old Colony Elderly Services</u>		One Year Term
Gretchen Emmetts, Representative		Term Expires 2024
<u>Old Colony Planning Council</u>	Joined ATM, 1969	Three Year Term
Rebecca Coletta, Representative		Term Expires 2026
Alysha Siciliano-Perry, Alternate		Term Expires 2026
<u>OCPC Joint Transportation Com.</u>		Three Year Term
Eugene Fulmine, Jr., Representative		Term Expires 2026
<u>Open Space Committee</u>	Estab. ATM, 1996	No Term Limits
Michael McDonough	Denise Moraski	Robert Clarke, Jr.
Tracy Marino	Julie Slys	Debbie Schneider
Teresa Harling, Conservation Liaison		
<u>Plumbing Inspector</u>		Three Year Term
Gary Young	Ed Geswell, Alternate	Terms Expire 2026
<u>Plymouth County Advisory Board</u>		One Year Term
John G. Brown, Jr.		Term Expires 2024
<u>Police Department</u>		
Rick MacDonald, Police Chief		
<u>Recreation Commission</u>	Estab. ATM, 1961	Three Year Term
Ginger Comeau		Term Expires 2026
Timothy Folan		Term Expires 2026
Corey Pento		Term Expires 2026
Vacant		Term Expires 2024
Nicole Pedro		Term Expires 2024
Eric Hurt		Term Expires 2024
George Grant		Term Expires 2025
Rachel Quinlan		Term Expires 2025
Grant Nickerson		Term Expires 2025
<u>Recycling & Sustainability Comm.</u>	Estab. ATM, 2010	Three Year Term
Charles Marshall		Term Expires 2026
Evan Payne		Term Expires 2026
Vacant		Term Expires 2026
Vacant		Term Expires 2024
Meghan Watts		Term Expires 2024
Catherine Kopper		Term Expires 2025
Stephen Curley		Term Expires 2025
<u>Registrars, Board of</u>		Three Year Term
Mary Ann Smith		Term Expires 2026
Stephanie Callanan		Term Expires 2024
Virginia Wandell		Term Expires 2025

TOWN OFFICERS AND COMMITTEES

<u>Sealer of Weights & Measures</u>		One Year Term
Joseph Suppa		Term Expires 2024
<u>S.S. Community Action Council</u>		Three Year Term
Linda Osborne, Selectmen's Rep		Term Expires 2025
<u>Town Accountant</u>		
J. Michael Buckley, Jr.		Contract until 2024
<u>Town Manager</u>		
William D. Chenard		Contract until 2026
<u>Town Clock Winder</u>		One Year Term
Robert Hynes		Term Expires 2025
<u>Town Collector/Treasurer</u>		
Kathleen McCarthy		
<u>Town Counsel</u>		One Year Term
Kopelman & Paige, P.C.		Term Expires 2024
<u>Town Landing Committee</u>	Estab. ATM, 1949	Three Year Term
Arthur P. Boyle, Jr,		Term Expires 2026
Marc Gallagher		Term Expires 2024
Emily Norman		Term Expires 2024
Vacant		Term Expires 2025
Lisa Renee Spring		Term Expires 2025
Amy Hill, Town Landing Director		
<u>Town Memorial Committee</u>	Estab. ATM, 1987	No Term Limits
Linda Osborne, Chairman	<u>Representatives:</u>	
Kathleen A. Keegan	Andy Pongratz, Neglected Graves Officer	
Sean Keegan	Gwen Chapman, Pembroke Public Schools	
Denise Hawes	David McPhillips, Veterans Agent, Am. Legion	
James Baillie	Anna Nicklas, American Legion Auxiliary	
Elaine Crudup		
<u>Veterans' Agent</u>		One Year Term
David McPhillips		Term Expires 2024
<u>Veterans' Neglected Graves Off.</u>		One Year Term
Michael Duchaney		Term Expires 2024
Andrew Pongratz		Term Expires 2024
<u>Wage & Personnel Board</u>		Three Year Term
Vacant		Term Expires 2024
Vacant		Term Expires 2025
Vacant		Term Expires 2026

TOWN OFFICERS AND COMMITTEES

<u>Wiring Inspector</u>		Three Year Term
Kenneth Twigg		Term Expires 2026
Nicholas Zechello, Assistant/Alt.		Term Expires 2026
<u>Zoning Board of Bldg Law Appeals</u>		Three Year Term
Frederick C. Casavant, IV		Term Expires 2023
John Grenier		Term Expires 2024
Christopher Mc. Grail		Term Expires 2025
Arthur P. Boyle, Jr., Alternate		Term Expires 2023
Louis Christian Carpenter, Alternate		Term Expires 2024
Vacant, Alternate		Term Expires 2025

TOWN OF PEMBROKE
Count of Residents by Ward and Precinct

Precinct No.	Active	Inactive	Non-Voter	Total
1	2670	366	770	3806
2	2338	511	708	3557
3	2620	305	694	3619
3A	21	2	12	35
4	2880	87	884	3851
5	2614	171	675	3460
Total	13143	1442	3743	18328



ANNUAL TOWN MEETING

TUESDAY, MAY 09, 2023

7:00 P.M.

PEMBROKE HIGH SCHOOL

TOWN OF PEMBROKE

Office of the Town Clerk

100 Center Street, Pembroke, MA 02359

PEMBROKE HIGH SCHOOL

LEARNING LANE, PEMBROKE, MASSACHUSETTS

TUESDAY, THE NINTH DAY OF MAY 2023

AT SEVEN O’CLOCK IN THE EVENING

PLYMOUTH, ss.

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

Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the PEMBROKE HIGH SCHOOL, Learning Lane, on TUESDAY, the TENTH DAY OF MAY 9, 2023 at SEVEN O’CLOCK in the evening, then and there to act on the following articles:

ARTICLES 1 – 19

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:10 P.M. at the Pembroke High School, Learning Lane Pembroke MA on May 9, 2023, pursuant to a warrant under the hands of the Select Board Chair Dan Trabucco, Clerk John G Brown, Vice Chair Tracy Marino, Members Rebecca Coletta and Steve Ciciotti Checkers appointed by the Town Clerk were Gillian Canniff, Zoie Curtin, Stacey Curtin, Janet Fahey, Kyle Harney, and Sheila Sullivan-Landy and Karen Giddens-Wright who reported 297 voters in attendance to start the meeting. Tellers sworn in by the Moderator were Kristine Fraser, Matthew Noonan, Karen Giddens-Wright, and Virginia Wandell.

Moderator Stephen Dodge lead the body in the pledge of allegiance and asked for a moment of silence for

the following town employees and volunteers: Donald Yacovone On -Call Firefighter, Christine Riley Assessing Department, Albert Supple, Jr COA, Douglas Irish Fire Department, Robert “Digger” Dorsey Constable, Irma Wall Election Worker, Marilyn Dionne Library Trustee, Kenneth Girtten COA and Advisory Committee, Susan Roche Recreation Director, Joseph Ryan COA Driver, Michele Dowling Zoning Board Assistant, Marie Federico School Department and Robert Reardon. The Moderator thanked Carol Dodge for her long dedication to the Key Club and decades of attendance at town meetings, Carol was gifted with flowers by Ginny Wandell on behalf of the attendees of Town Meeting.

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

Non-residents in attendance:

William Chenard, Town Administrator
 Michael Buckley, Town Accountant
 Carolyn Murray, Town Attorney
 Stephanie McBain-Library Department
 Michael Buckley, Town Accountant
 Wendy LaPierre, Assistant Police Chief
 Jason Vivieros, Fire Chief
 Erin Obey, School Superintendent
 Marky Beth Burst, School Department
 Gretchen Emmens, COA Director
 Christine Callahan, Cemetery Department
 Matthew Hines, Secretary to Planning Board
 Lee-Ann Meehl, Animal Control Officer
 Sean Schmigle, Kastle Boos Assoc, Public Safety Facility
 Todd Costa, Kastle Boos Assoc, Public safety Facility
 Dave Antone, PAC TV
 Julie Thompson PAC TV
 David May Buck PAC TV
 Allison Murphy, Parent
 Kenneth Hildebrand, Resident
 Iliana Boneo, Resident

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

ARTICLE 1 – ACTION 1: WAGE & CLASSIFICATION PLAN

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 A** attached to this warrant and to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to fund any changes thereto, or take any action relative thereto.

Moved by Steve Walsh that the Town amend schedules A, B, C and D of the Classification and Compensation By-laws according to the schedules listed and printed in Appendix A of the 2023 Annual Town Meeting warrant and to raise and appropriate from taxation the sum of \$10,738 to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 2 of this meeting, such changes to take effect July 1, 2023.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 2 – ACTION 2: OPERATING BUDGET

To see what sums the Town will raise by taxation or otherwise to pay Town Debts and for the purpose of funding personal services and expenses for Town operations as may be necessary for the ensuing Fiscal Year commencing July 1, 2023 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 B** attached to this warrant, or take any action relative thereto.

Moved by Linda Peterson that the Town appropriate the sum of \$72,633,276 to fund the operating expenses of the Town for the Fiscal Year 2024 as listed under Appendix B of the 2023 Annual Town Meeting warrant, column headed “FY2024 Request”, and to fund this appropriation, raise and appropriate from taxation the sum of \$70,070,372 and transfer the following sums:

Capital Stabilization Fund	\$35,000
Ambulance Fund	\$1,035,710
Septic Loan Program	\$71,165
Recreation Revolving	\$53,471
Council on Aging Transportation	\$71,116
School Athletic Fund	\$69,375
School Construction Funds	\$73,360
Water Enterprise Indirect	\$517,641
Solid Waste Enterprise Indirect	\$59,291
Cemetery Trust Funds	\$22,150
Regional ACO	\$54,625
Overlay Release	\$350,000
Free Cash	\$150,000

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3 – ACTION 7 WATER ENTERPRISE OPERATING BUDGET

To see if the town will vote to raise and appropriate and/or transfer from available funds a sum of money to operate the Water Enterprise Fund as shown in **Appendix C** attached to this warrant, or take any other action relative thereto.

Moved by Tim Landy that the Town appropriate the sum of \$2,650,901 from Water Revenue to fund the FY2024

Water Enterprise Fund as shown in Appendix C of the 2023 Annual Town Meeting warrant.

SECONDED AND SO VOTED

MAJORITY

The Moderator recessed the up actions of the Special Town

ARTICLE	ACTION
2	1
1	2

Annual Meeting at 7:49 to take Meeting within the Annual.

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF PEMBROKE
SPECIAL WITHIN THE ANNUAL TOWN MEETING WARRANT**

ARTICLE 1 – ACTION 2: DEPARTMENTAL TRANSFERS

To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2023 appropriations, and to authorize the below listed reductions in Fiscal Year 2023 appropriations, or take any other action relative thereto:

To		From
Elections	\$12,000	Free Cash
Medicare Tax	\$40,000	Free Cash

Moved by Bob Kennet that the sum of \$ 52,000 be appropriated to supplement Fiscal Year 2023 appropriations and to fund these supplements by transferring the following:

\$12,000 from Free Cash to Elections; and \$40,000 from Free Cash to Medicare Tax.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 2 – ACTION 1: FUND COLLECTIVE BARGAINING AGREEMENTS

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding the cost of items of the first year of any new

collective bargaining agreements between the Town and Council 93, Local 1700 (Clerical), or take any other action relative thereto.

Move by Steve Walsh that the Town appropriate the sum of \$62,707 by transferring \$60,068 from overlay surplus and \$2,639 from Water Retained Earnings to fund the first two year's cost items of the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Clerical Unit for the period from July 1, 2021 to June 30, 2023, and further authorize the Town Accountant to allocate the funds to the appropriate budget items and personnel in such amounts as are proper and required.

SECONDED AND SO VOTED

MAJORITY

With business of the Special Town Meeting concluded, the meeting was adjourned at 7:52 and the Annual Meeting was resumed.

ARTICLE 4 – ARTICLE 12: SOLID WASTE OPERATING BUDGET

To see if the town will vote to raise and appropriate and/or transfer from available funds a sum of money to operate the Solid Waste Enterprise Fund as shown in **Appendix D** attached to this warrant, or take any other action relative thereto.

Moved by Kristi Cullinane that the Town appropriate the sum of \$2,310,880 from Solid Waste Revenues to fund the FY2024 Solid Waste Enterprise Fund as shown in Appendix D of the 2023 Annual Town Meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 5 – ACTION 13: CAPITAL BUDGET

Moved by Linda Peterson that the Town appropriate \$7,251,197 for the capital projects set forth in Appendix E of the Annual Town Meeting warrant; that to meet this appropriation, the Town: (i) transfer \$733,605 from Free Cash for the projects and in the amounts listed as “Free Cash” under the column “Funding Source”, as printed in Appendix E of the Annual Town Meeting warrant; (ii) authorize the Treasurer, with the approval of the Select Board, to borrow \$2,330,000 under Chapter 44, Section 7 of the General Laws or any other enabling authority for the projects and in the amounts listed as “GF Borrowing” under the column “Funding Source” as printed in Appendix E of the Annual Town Meeting warrant, and any bonds or notes issued for such projects shall be general obligations of the Town and debt service shall be payable from the General Fund; (iii) transfer \$325,000 from the Ambulance Revolving Fund for the project and in the amount listed as “Ambulance Fund” as under the column “Funding Source”, as printed in Appendix E of the Annual Town Meeting warrant; (iv) transfer \$80,000 from Water Fund retained earnings for the projects and in the amounts listed as “Retained Earnings” under the column “Funding Source” as printed in Appendix E of the Annual Town Meeting warrant, (v) authorize the Treasurer, with the approval of the Select Board, to borrow \$3,700,000 under Chapter 44, Section 8 of the General Laws or any other enabling authority for the projects and in the amounts listed as “Water Ent. Borrowing” under the column “Funding Source” as printed in Appendix E of the Annual Town Meeting warrant, and while any bonds or notes issued for such projects shall be general obligations of the Town, debt service is expected to be paid from the Water Enterprise fund; and (vi) transfer \$82,592 from unexpended proceeds of bonds

dated February 10, 2017, which were authorized October 27, 2015 (Article 12, Action 1) for Furnace Pond dredging engineering costs which project is complete and no liability remains, for the project and in the amount listed as “Reappropriation” under the column “Funding Source” as printed in Appendix E of the Annual Town Meeting warrant; and authorize the Town Manager to take any other action necessary or convenient to carry out these projects.

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 6 – ACTION 8: TRUST FUND TRANSFERS

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, Capital Stabilization Fund, Water Stabilization Fund and the Stabilization Fund, or take any other action relative thereto.

Moved by Liz Benotti that the Town appropriate and transfer from Free Cash the sum of \$125,000 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 \$175,000 be appropriated and transferred from Free Cash to the Separation Pay Benefits Fund established by the vote of Article 16 of the November 4, 2003 Special Town Meeting; and further that the sum of \$50,000 be appropriated and transferred from Free Cash to be added to the Capital Stabilization Fund established by the vote of Article 22 of the May 8, 2018 Town Meeting; and that the sum of \$50,000 be appropriated and transferred from Free Cash to the Stabilization Fund; and further that the sum of \$25,000 be appropriated and transferred from Free Cash 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 \$50,000 be appropriated and transferred from Free Cash to the Worker’s Compensation Insurance Fund established by the vote of Article 4 of the October 24, 2017 Town Meeting.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 7 – ACTION 9: COMMUNITY PRESERVATION FUND ALLOCATIONS

To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues the following amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2024, with each item to be considered a separate appropriation:

Appropriations:

From FY24 estimated revenues for Historic Resources Reserve	\$ 50,000
From FY24 estimated revenues for Community Housing Reserve	\$ 50,000
From FY24 estimated revenues for Open Space Reserves	\$ 50,000
From FY24 estimated revenues for Committee Administrative Expenses	\$ 20,000

and further to appropriate any remaining balance of funds as of the termination of the 2023 Annual Town Meeting from Community Preservation Fund FY24 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

Moved by Sandra Beaton that the Town appropriate from the Community Preservation FY24 estimated annual revenues the amounts recommended by the Community Preservation Committee, as set forth in the warrant, with each item to be considered a separate appropriation:

Appropriations:

From FY24 estimated revenues for Historic Resources Reserve \$ 50,000
 From FY24 estimated revenues for Community Housing Reserve \$ 50,000
 From FY24 estimated revenues for Open Space Reserve \$ 50,000
 From FY24 estimated revenues for Committee Admin. Expenses \$ 20,000

and further to appropriate any remaining Community Preservation Fund FY24 estimated revenues to the Community Preservation Fund Annual Budgeted Reserve.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 8 – ACTION 4: REVOLVING FUND LIMITS

To see if the Town will vote to set the FY2023 annual spending limits on the Revolving Funds set forth in Article X-A of the Town of Pembroke General Bylaws 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
TREASURER/COLLECTOR	\$50,000
DPW CEMETERY	\$10,000
DPW TREE	\$10,000
CONSERVATION 3	\$20,000
COUNCIL ON AGING 1	\$110,000
BOARD OF HEALTH	\$5,000
HISTORIC DISTRICT COMM.	\$3,000
RECREATION COMMISSION	\$50,000
COUNCIL ON AGING 2	\$20,000
POLICE DEPARTMENT	\$20,000
TOWN CLERK	\$20,000

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

Moved by John Scholl that the Town authorize FY24 spending limits for the revolving accounts pursuant to Massachusetts General Laws,

SECONDED AND SO VOTED

MAJORITY

ARTICLE 9 – ACTION 19: FUND COLLECTIVE BARGAINING AGREEMENTS

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding the cost of items of the first year of any new

collective bargaining agreements between the Town and AFSCME Council 93, Local 1700 (Clerical), or take any other action relative thereto. **Chapter 44, Section 53E½ as printed in Article 8 of the Annual Town Meeting warrant.**

Moved By Bob Kenney that the Town appropriate the sum of \$26,153 by transferring \$24,632 from overlay surplus and \$1,521 from Water Retained Earnings to fund the third year cost items of the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Clerical Unit for the period from July 1, 2023 to June 30, 2024.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 10 – ACTION 17: EXPLORE JOINING REGIONAL VOCATIONAL SCHOOL

To see if the Town will accept the provisions of sections sixteen to sixteen I, inclusive of chapter seventy-one of the Massachusetts General Laws providing for the establishment of a regional school district, together with the towns of Abington, Cohasset, Hanover, Hanson, Norwell, Rockland, Scituate, and Whitman and for construction, maintenance and operation of a regional school by said district in accordance with the provisions of a potential regional agreement to be filed with the Select Board, or take any other action relative thereto.

Moved by John Brown that Town vote, pursuant to G.L. Chapter 71, Section 14, to form a regional school district planning committee for the purpose of exploring the Town’s membership in the South Shore Regional Vocational Technical School District.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 11 – ACTION 6: ADOPT MGL C.140 SEC. §139 AND AMEND GENERAL BYLAWS

To see if the Town will vote to accept the provisions of MGL c.140, §139(c) relative to dog license fees, so as to provide that no fee shall be charged for a license for a service animal as defined by the American with Disabilities Act and dog(s) owned by a person aged 70 years or over; and further, to see if the Town will vote to amend Article XX, Section 7, paragraph A of the Bylaws of the Town of Pembroke, entitled “Police Regulations,” by adding the words shown in bold, as follows; or take any other action relative thereto.

SECTION 7.

- A. Every owner or keeper of a dog who is three (3) months old or over shall license it with the Town Clerk between the first (1st) day of January and the twenty-eighth (28th) day of February of each year. Every owner or keeper of a dog which becomes three (3) months old subsequent to the first (1st) day of January of any year shall license it with the Town Clerk when it becomes three (3) months old. The license fee shall be twelve dollars (\$12.00) for female and male dogs and nine dollars (\$9.00) for altered male and spayed female dogs. All licenses must be renewed by the twenty eighth (28th) day of February or be subject to a late fee charge of fifteen dollars (\$15.00). **In accordance with Massachusetts General Law Chapter 140, Section 139, no fee shall be charged for a license for a service animal as defined by the Americans with Disabilities Act and dog(s) owned by a person aged 70 or older.** The owner or keeper of every dog which is so licensed shall cause it to wear at all times a metal license tag issued for this purpose by the Town

any person. (Amended by Article 17 of April 22, 2008 ATM and Article 14 of April 24, 2012 ATM)

- B. Clerk. No person shall own or keep in the Town any dog which by biting, barking or howling, or in any other manner disturbs the peace or quiet of any neighborhood or endangers the safety of.

Moved by John Scholl to accept the provisions of MGL c.140, §139(c) relative to dog license fees, so as to provide that no fee shall be charged for a license for a service animal as defined by the American with Disabilities Act and dog(s) owned by a person aged 70 years or over; and further, to amend Article XX, Section 7, paragraph A of the Bylaws of the Town of Pembroke, entitled "Police Regulations," by adding the words shown in bold as printed in the Annual Town Meeting warrant.

SECOND AND SO VOTED

MAJORITY

ARTICLE 12 – ACTION 10: AMEND ZONING BYLAWS, MBTA COMMUNITIES

To see if the Town will vote to amend the Town of Pembroke Zoning Bylaws Section IV "Use and Dimensional Regulations", sub-sections 5 "Industrial District A" and 5A "Industrial District B" and Section V "Special Provisions, Standards and Procedures", sub-section 14, by deleting the strikethrough text and inserting the bold underlined text as follows, or take any action relative thereto:

Moved by Lance Kennedy to amend the Town of Pembroke Zoning Bylaws Section IV "Use and Dimensional Regulations", sub-sections 5 "Industrial District A" and 5A "Industrial District B" and Section V "Special Provisions, Standards and Procedures", sub-section 14, by deleting the strikethrough text and inserting the bold underlined text as printed in the Annual Town Meeting warrant.

SECOND AND SO VOTED

MAJORITY

ARTICLE 13 – ACTION 11: RECYCLING COMMITTEE NAME AND TASK CHANGE

To see if the town will vote to amend the vote taken under Article 23 of the October 19, 2010 Special Town Meeting to change the name of the Recycling Committee to the Recycling and Sustainability Committee; and further, to strike the words "recommendations regarding the design, operation, record keeping, and contractual obligation related to the Recycling Center" and replace them with "public education and projects aimed at resource management and conservation efforts, with outreach focus areas to include waste reduction and recycling, home efficiency tips including power and water, ecofriendly home and lawn maintenance and gardening, home chemical and pesticide alternatives and home resource conservation education."

Moved by Kristie Cullinane to amend the vote taken under Article 23 of the October 19, 2010 Special Town Meeting to change the name of the Recycling Committee to the Recycling and Sustainability Committee; and further, to strike the words "recommendations regarding the design, operation, record keeping, and contractual obligation related to the Recycling Center" and replace them with "public education and projects aimed at resource management and conservation efforts, with outreach focus areas to include waste reduction and recycling, home efficiency tips including power and water, ecofriendly home and lawn maintenance and gardening, home chemical and pesticide alternatives and home resource conservation education."

SECOND AND SO VOTED

MAJORITY

ARTICLE 14 – ACTION 3: COMMUNITY PRESERVATION PROJECT PROPOSALS

To see if the Town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2024, and to see if the Town will vote to appropriate the sum of \$50,000 from the undesignated reserve fund and that said funds be granted to the Town Manager for the purchase and installation of shade structures at the Town beaches, thereby preserving and rehabilitating land for recreational use, or take any other action relative thereto.

Moved by Tim Landy to appropriate the sum of \$50,000 from the Community Preservation Fund Undesignated Reserve Fund and that said funds be granted to the Town Manager for the purchase and installation of shade structures at the Town beaches, thereby preserving and rehabilitating land for recreational use.

SECOND AND SO VOTED

MAJORITY

ARTICLE 15 – 18: ACCEPT TOWN REPORTS

To hear and act on the Reports of the Town Officers and Committees, or take any action relative thereto.

Moved Liz Benoti that the Town hear and accept the reports of Town Officers, Boards, and Committees.

SECOND AND SO VOTED

MAJORITY

ARTICLE 16 – ACTION 14: ANNUAL TOWN ELECTION

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

Two Select Board members for three years; one Town Clerk for three years; one Assessor for three years; one Board of Health member for three years; two Library Trustees for three years; one Planning Board member for five years; one Constable for three years; one School Committee member for one year; two School Committee members for three years; one Water (DPW) Commissioner for three years; one Housing Authority Member for five years; or take any other action relative thereto.

Moved by Sandy Beaton that the Town bring to the Election Officers their vote, all on one ballot, for the officers and committees as printed in Article 16 of the 2023 annual town meeting warrant.

SECOND AND SO VOTED

MAJORITY

ARTICLE 17 – ACTION 16: PUBLIC SAFETY BUILDINGS PROJECT

To see if the Town will appropriate a sum of money for the purpose of designing and constructing Public Safety Buildings, including all costs incidental thereto, and to authorize the Treasurer, with the approval of the Select Board, to borrow said amount pursuant to M.G.L. c. 44

or any other enabling authority and to issue bonds or notes of the Town that may be necessary for that purpose, provided, however, that the appropriation authorized hereunder shall be contingent upon approval by the voters of a ballot question to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called, and, further, to authorize the Select Board to execute any and all documents, agreements and instruments and take all other action necessary or convenient to accomplish the foregoing, or take any other action relative thereto.

Moved by John Brown that the Town appropriate \$61,140,000 to design and construct a new Public Safety Building Complex for both Police Department and Fire Department on Washington St., and a Fire Department Substation on School St. (Route 27), and for the payment of all other costs incidental and related thereto; that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$61,140,000 under G.L. c.44, §7(1) or any other enabling authority; and that the Select Board is authorized to execute any and all documents, agreements and instruments and take all other action necessary or convenient to accomplish the foregoing; provided, however, that this vote shall not take effect until the Town votes to exempt from the limitation on total taxes imposed by G.L. c.59, §21C (Proposition 2½) amounts required to pay the principal of and interest on the borrowing authorized by this vote.

SECONDED AND SO VOTED

2/3RD MAJORITY

ARTICLE 18 – ACTION 15: CITIZENS PETITION TO AMEND RECALL PROVISIONS

To see if the Town will vote to amend the Acts of 1983 with reference to Chapter 356, Section 2, “the recall petition shall be returned and filed with the town clerk within fourteen days” shall be changed to 30 days; “...shall have been signed by at least twenty per cent of the qualified voters of the town” shall be changed to ten percent; Section 6, “at least forty per cent of those entitled to vote shall have voted” shall be deleted, or take any other action relative thereto.

Moved by Vincent Cogliano that the Town authorize the Select Board to file a petition with the General Court for a special act to amend Chapter 356 of the Acts of 1983 as follows:

- a) Amend the last sentence of the first paragraph of Section 2, by deleting the reference to “fourteen days” and replacing it with “thirty days” and by deleting the reference to “twenty per cent” and replacing it with “ten per cent” such that this sentence shall read: “The recall petition shall be returned and filed with the town clerk within thirty days after the filing of the affidavit and shall have been signed by at least ten per cent of the qualified voters of the town, who shall add to their signatures the street and number, if any, of their residences.”; and
- b) Amend the fourth sentence of Section 6 by deleting the phrase “at least forty per cent of those entitled to vote shall have voted” such that this sentence shall read, “If a majority of the votes cast upon the question of recall is in the affirmative, the candidate receiving the highest number of votes shall be declared elected.”
- c) Strike the first sentence of Section 3 and replace it with the following: “If the petition shall be found and certified by the town clerk to be sufficient they shall submit the same with their certificate to the select board without delay, and said board shall forthwith give written notice of the receipt of the certificate to the officer sought to be recalled and shall, if the officer does not resign within five days thereafter, order the recall election to be held at the next scheduled town election, provided the next town election is scheduled more than thirty-five days from the date said officer resigns or refuses to resign.”

Several suggestions to amend this article were proposed.

SECONDED AND SO VOTED

FAILED

A vote on the main motion as proposed was then taken.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 19 –ACTION 5: RESCIND AMOUNTS VOTED TO BE BORROWED

To see if the Town will vote to rescind a total of \$1,348,266 of previously authorized but unissued debt which is no longer needed for the various purposes listed below because the projects have been completed, or take any other action relative thereto:

<u>Unissued Amount</u>	<u>Date of Approval</u>	<u>Warrant Article</u>	<u>Original Purpose</u>
\$1,248,266	November 12, 2013	21, Action 9	School Roofs
\$100,000	May 8, 2018	20, Action 8	Luddam's Dam

Moved by Tim Landy that the Town rescind the following amounts previously authorized but unissued debt, which are no longer needed for the purposes for which they were initially approved:

<u>Unissued Amount</u>	<u>Date of Approval</u>	<u>Warrant Article</u>	<u>Original Purpose</u>
\$1,248,266	November 12, 2013	21, Action 9	School Roofs
\$100,000	May 8, 2018	20, Action 8	Luddam Dam

SECONDED AND SO VOTED

MAJORITY

With all town business completed the Moderator adjourned the meeting at 9:32

APPENDIX A
Wage Classification Plan, Article 1

COMPENSATION SCHEDULES
ANNUAL SALARY SCHEDULE A
FULL TIME OFFICERS AND EMPLOYEES
EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024

<u>Title</u>	<u>SA</u>	<u>Minimum</u>	<u>Proposed</u> <u>Minimum</u>	<u>2nd Year</u>	<u>Proposed</u> <u>2nd Year</u>	<u>Maximum</u>	<u>Proposed</u> <u>Maximum</u>
Lieutenant (Fire) Captain (Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	574	585
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	436	445
Youth Services Librarian	SA-11	53,844	54,921	59,056	60,237	64,332	65,619
Assistant Librarian	SA-12	15,867	16,184	16,271	16,596	18,809	19,185
Associate Librarian II	SA-13	47,578	48,529	49,949	50,948	52,346	53,393
Associate Librarian I	SA-14	41,878	42,716	44,513	45,403	46,191	47,114
Coordinator/Dir. of Recreation	SA-15	59,200	60,384	62,545	63,796	65,668	66,982
Building Inspector/Zoning Agent	SA-16	70,762	72,177	73,788	75,263	75,631	77,143
Animal Control Officer	SA-17	45,662	46,576	50,280	51,285	53,344	54,411
Dir. of Planning & Comm. Dev.	SA-22	66,706	68,040	71,776	73,211	76,740	78,275
Library Director	SA-27	76,465	77,995	81,600	83,232	87,720	89,474
Health Agent	SA-28	67,129	68,471	69,199	70,583	72,849	74,306
Council on Aging Director	SA-29	57,203	58,347	60,063	61,265	63,067	64,329
Library Assistant Director	SA-31	53,551	54,622	57,834	58,991	63,750	65,025
Generalist Reference Librarian	SA-32	50,580	51,591	54,749	55,844	60,459	61,668

ANNUAL SALARY SCHEDULE B
APPOINTED PART TIME OFFICERS AND EMPLOYEES
EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024

<u>Title</u>	<u>Annual Salary</u>	<u>Proposed Annual Salary</u>
Conservation Agent Field Agent	36,497	37,226
Wiring Inspector	29,882	30,480
Veterans Agent	19,064	19,445
Plumbing Inspector	14,689	14,982
Gas Inspector	14,689	14,982
Animal Inspector	7,591	7,743
Summer Playground Director	7,427	7,575
Inspector of Weights & Measures	6,911	7,049
Assistant Wiring Inspector	5,634	5,746
Assist. Summer Playground Director	5,041	5,142
Herring Fisheries Superintendent	2,935	2,994
Civil Defense Director	2,935	2,994

APPENDIX A
Wage Classification Plan, Article 1

COMPENSATION SCHEDULES
HOURLY WAGE SCHEDULE C
FULL TIME/PART TIME EMPLOYEES
EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024

<u>Department</u>	<u>SC</u>	<u>Proposed</u>		<u>Proposed</u>		<u>Proposed</u>	
		<u>Minimum</u>	<u>Minimum</u>	<u>2nd Year</u>	<u>2nd Year</u>	<u>Maximum</u>	<u>Maximum</u>
Matron	SC-1	26.21	26.74	28.92	29.50	32.74	33.39
Patrolman-Permanent Intermittent	SC-1	26.21	26.74	28.92	29.50	32.74	33.39
Patrolman-Special	SC-2	26.21	26.74	28.92	29.50	32.74	33.39
Summer Playground Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	15.00	15.30
After School Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Basic Recycling Attendant	SC-3	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Part Time Laborer	SC-4	19.94	20.34	21.21	21.63	22.56	23.01
Call Firefighter	SC-5	22.53	22.98	22.53	22.98	22.53	22.98
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	30.48	31.09
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	23.21	23.68
Custodians	SC-9	19.90	20.29	22.12	22.56	23.97	24.45
Election&Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Senior Clerk	SC-11	18.94	19.32	20.17	20.57	21.43	21.85
Junior Clerk	SC-12	15.09	15.39	16.39	16.71	17.66	18.01
Typist-Part Time	SC-13	15.00	15.30	15.50	15.81	16.00	16.32
Maintenance Person (PT)	SC-13	15.00	15.30	15.50	15.81	16.00	16.32
Council on Aging Van Drivers	SC-13	16.60	16.94	17.23	17.58	17.94	18.30
Library Aide	SC-14	17.81	18.17	19.05	19.43	20.38	20.79
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	16.00	16.32
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	16.13	16.46
Summer Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	15.50	15.81
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	15.50	15.81
Summer Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	17.24	17.59
After School Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	17.24	17.59
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	27.74	28.30
Dir. Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	20.18	20.58
Library Page	SC-24	n.a.	n.a.	n.a.	n.a.	15.00	15.30
Recycling Attendant	SC-25	15.00	15.30	15.25	15.56	15.50	15.81
Recycling Supervisor	SC-28	16.00	16.32	16.67	17.01	17.29	17.63
Principal Clerk	SC-29	19.07	19.46	20.19	20.60	21.36	21.79
Senior Aide - Council on Aging	SC-29	19.07	19.46	20.19	20.60	21.36	21.79
Conservation Comm. Admin. Agent	SC-30	23.07	23.53	24.25	24.73	25.40	25.91

APPENDIX A
Wage Classification Plan, Article 1

COMPENSATION SCHEDULES
ANNUAL SALARY SCHEDULE D
ELECTED FULL TIME/PART TIME OFFICIALS
EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024

<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	92,555	94,406

APPENDIX B

Town of Pembroke Fiscal Year 2024 Recommended Budget

	FY2021 Budget	FY2022 Budget	FY2023 Budget	FY2024 Request
MODERATOR-114				
Personal Services - Elected	\$ 100	\$ 100	\$ 100	\$ 100
SELECT BOARD-122				
Personal Services - Elected	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000
Personal Services	\$ 147,787	\$ 178,227	\$ 191,108	\$ 201,542
General Expenses	\$ 10,400	\$ 10,400	\$ 12,600	\$ 12,600
Audit Services	\$ 41,500	\$ 41,500	\$ 42,000	\$ 49,500
Town Manager Search Committee	\$ -	\$ -	\$ -	
Pond Treatment	\$ 58,600	\$ 52,500	\$ 60,000	\$ 60,000
OPEB Study	\$ -	\$ 8,000	\$ 9,000	
South Shore Community Action Counsel			\$ 5,000	\$ 5,000
TOWN MANAGER-129				
Personal Services	\$ 154,900	\$ 154,900	\$ 159,475	\$ 166,498
General Expenses	\$ 3,150	\$ 3,350	\$ 3,350	\$ 3,600
ADVISORY COMMITTEE-131				
Personal Services	\$ 5,000	\$ 6,000	\$ 6,000	\$ 6,000
General Expenses	\$ 545	\$ 500	\$ 550	\$ 550
RESERVE FUND-133				
Transfers	\$ 25,000	\$ 66,350	\$ 70,000	\$ 75,000
TOWN ACCOUNTANT-135				
Personal Services	\$ 141,522	\$ 157,951	\$ 172,714	\$ 180,890
General Expenses	\$ 39,800	\$ 50,000	\$ 49,315	\$ 47,315
BOARD OF ASSESSORS-141				
Personal Services - Elected	\$ 5,400	\$ 5,400	\$ 5,400	\$ 5,400
Personal Services	\$ 258,833	\$ 265,687	\$ 285,120	\$ 261,745
General Expenses	\$ 37,500	\$ 43,600	\$ 53,100	\$ 62,835
TREASURER/COLLECTOR-145				
Personal Services	\$ 367,224	\$ 388,036	\$ 402,005	\$ 405,043
General Expenses	\$ 72,800	\$ 79,700	\$ 79,750	\$ 86,350
LEGAL-151				
Purchase of Services	\$ 110,000	\$ 115,000	\$ 115,000	\$ 105,000
INFORMATION TECHNOLOGY-155				
Personal Services	\$ -	\$ -	\$ -	
General Expenses	\$ 69,000	\$ 97,900	\$ 104,900	\$ 122,500
TOWN CLERK-161				
Personal Services - Elected	\$ 88,961	\$ 88,961	\$ 92,555	\$ 94,869
Personal Services	\$ 51,882	\$ 51,882	\$ 52,660	\$ 54,503
General Expenses	\$ 11,440	\$ 10,600	\$ 11,900	\$ 12,450
ELECTIONS-162				

APPENDIX B

Personal Services	\$ 48,000	\$ 18,000	\$ 34,000	\$ 14,500
General Expenses	\$ 13,000	\$ 15,000	\$ 19,600	\$ 20,700
REGISTRATIONS-163				
Personal Services	\$ 7,600	\$ 7,600	\$ 8,000	\$ 8,000
General Expenses	\$ 8,700	\$ 5,200	\$ 5,000	\$ 4,650
CONSERVATION COMMISSION-171				
General Expenses	\$ 900	\$ 900	\$ 900	\$ 900
PLANNING BOARD-175				
Personal Services (Moved to DMI)	\$ -	\$ -	\$ -	\$ -
General Expenses	\$ 2,750	\$ 2,750	\$ 2,750	\$ 2,750
ZONING BOARD OF APPEALS-176				
General Expenses	\$ 2,300	\$ 2,500	\$ 2,500	\$ 2,500
TOWN BUILDING MAINTENANCE-192				
Personal Services	\$ 146,628	\$ 192,959	\$ 201,850	\$ 206,129
General Expenses	\$ 95,392	\$ 95,505	\$ 102,315	\$ 113,625
POLICE DEPARTMENT-210				
Personal Services	\$ 3,769,394	\$ 3,754,369	\$ 4,123,368	\$ 4,258,174
General Expenses	\$ 288,610	\$ 303,610	\$ 320,080	\$ 336,580
FIRE DEPARTMENT-220				
Personal Services	\$ 3,262,095	\$ 3,686,439	\$ 3,718,620	\$ 3,971,187
General Expenses	\$ 143,000	\$ 152,000	\$ 157,615	\$ 173,315
INSPECTIONAL SERVICES-241				
Personal Services	\$ 438,987	\$ 454,547	\$ 480,580	\$ 509,938
General Expenses	\$ 12,200	\$ 17,450	\$ 17,450	\$ 19,425
EMERGENCY MANAGEMENT-291				
Personal Services	\$ 4,212	\$ 4,250	\$ 4,250	\$ 4,250
General Expenses	\$ 8,023	\$ 10,001	\$ 10,250	\$ 10,250
ANIMAL CONTROL OFFICER-292				
Personal Services	\$ 48,084	\$ 52,036	\$ 78,150	\$ 81,250
General Expenses	\$ 9,550	\$ 10,000	\$ 11,100	\$ 15,786
PUBLIC WORKS-422				
Personal Services	\$ 943,192	\$ 959,712	\$ 1,096,019	\$ 1,121,175
General Expenses	\$ 248,432	\$ 290,525	\$ 326,275	\$ 357,529
SNOW & ICE-423				
Snow & Sanding	\$ 150,000	\$ 175,000	\$ 185,000	\$ 185,000
TOWN WIDE UTILITIES - 424				
General Expenses	194,077	197,950	205,350	\$ 221,350
BOARD OF HEALTH-510				
General Expenses	\$ 23,800	\$ 25,000	\$ 26,350	\$ 26,850
COUNCIL ON AGING-541				

APPENDIX B

Personal Services	\$	164,109	\$	225,751	\$	244,490	\$	272,668
General Expenses	\$	43,342	\$	40,675	\$	41,675	\$	43,500
Senior Tax Program	\$	3,000	\$	5,000	\$	5,000	\$	5,000
VETERANS' SERVICES-543								
Personal Services	\$	74,002	\$	74,002	\$	75,297	\$	77,461
General Expenses	\$	1,900	\$	1,950	\$	1,950	\$	2,100
General Relief	\$	115,000	\$	115,000	\$	115,000	\$	115,000
COMMISSION ON DISABILITIES-599								
General Expenses	\$	500	\$	500	\$	500	\$	500
LIBRARY-610								
Personal Services	\$	579,330	\$	591,053	\$	603,975	\$	613,575
General Expenses	\$	59,800	\$	65,900	\$	81,520	\$	89,020
Books	\$	90,000	\$	90,000	\$	90,000	\$	92,500
LYDIA DRAKE LIBRARY								
General Expenses	\$	4,500	\$	5,000	\$	5,000	\$	5,300
RECREATION COMMISSION-630								
Personal Services	\$	111,325	\$	112,689	\$	112,634	\$	123,431
General Expenses	\$	9,720	\$	9,220	\$	10,940	\$	12,100
COMMUNITY CENTER-631								
General Expenses	\$	42,636	\$	42,550	\$	4,400	\$	14,950
HERRING FISHERIES-632								
General Expenses	\$	1,600	\$	1,800	\$	1,800	\$	1,845
TOWN LANDING-634								
Personal Services	\$	32,000	\$	40,000	\$	44,000	\$	44,000
General Expenses	\$	1,510	\$	1,500	\$	1,500	\$	1,580
TOWN CLOCK WINDER-638								
Personal Services	\$	1,517	\$	1,525	\$	1,548	\$	1,587
TOWN MEMORIAL COMMITTEE-670								
General Expenses	\$	4,000	\$	4,000	\$	4,000	\$	9,650
PLYMOUTH COUNTY COOPERATIVE								
General Expenses	\$	107	\$	107	\$	107	\$	110
HISTORICAL COMMISSION-691								
General Expenses	\$	1,000	\$	1,000	\$	1,000	\$	1,025

APPENDIX B

MATURING DEBT PRINCIPAL-710					
General Expenses	\$	868,079	\$	835,980	\$
				992,460	\$
					871,424
MATURING DEBT EXCLUDED - 712					
General Expenses	\$	1,485,000	\$	1,470,000	\$
				2,172,000	\$
					2,150,000
MATURING DEBT INTEREST-720					
General Expenses	\$	225,432	\$	197,676	\$
				246,464	\$
					205,816
MATURING DEBT INTEREST-722					
General Expenses	\$	424,751	\$	539,470	\$
				857,201	\$
					758,976
SHORT TERM INTEREST-730					
General Expenses	\$	27,000	\$	28,838	\$
				50,000	\$
					37,737
RETIREMENT-911					
General Expenses	\$	3,699,885	\$	3,990,309	\$
				4,298,632	\$
					4,803,392
UNEMPLOYMENT COMPENSATION - 913					
General Expenses	\$	150,000	\$	120,000	\$
				100,000	\$
					95,000
HEALTH INSURANCE-914					
General Expenses	\$	8,691,840	\$	8,806,968	\$
				9,116,017	\$
					9,479,927
LIFE INSURANCE-915					
General Expenses	\$	20,000	\$	20,000	\$
				20,000	\$
					20,000
MEDICARE TAX-916					
General Expenses		551,250		545,000	
				563,325	\$
					625,000
PROPERTY & LIABILITY INSURANCE - 945					
General Expenses	\$	660,000	\$	690,380	\$
				702,644	\$
					765,000
School General Fund Totals	\$	34,300,000	\$	35,500,000	\$
				36,615,000	\$
					37,600,000
Total	\$	64,023,405	\$	66,492,690	\$
				70,310,053	\$
					72,633,276

APPENDIX C

Water Budget, Article 3

WATER	FISCAL 2021 BUDGET	FISCAL 2022 BUDGET	FISCAL 2023 BUDGET	FISCAL 2024 REQUEST
Salaries	724,335	735,736	840,447	882,711
Expenses	612,031	605,928	638,437	654,409
Debt Service	670,591	719,153	730,969	708,781
Capital	245,000	265,000	340,000	305,000
Reserve Fund	0	100,000	100,000	100,000
Total Cost Water	2,251,957	2,425,817	2,649,853	2,650,901

APPENDIX D

Solid Waste Budget, Article 4

SOLID WASTE	FISCAL 2021 BUDGET	FISCAL 2022 BUDGET	FISCAL 2023 BUDGET	FISCAL 2024 REQUEST
Salaries	79,554	81,792	83,019	85,654
Expenses	1,812,221	1,879,331	1,965,949	2,019,671
Debt Service	233,798	239,637	175,099	180,555
Reserve Fund	0	0	0	25,000
Total Cost Solid Waste	2,125,573	2,200,760	2,224,067	2,310,880

APPENDIX E
Capital Budget, Article 5

Fiscal Year 2024 Capital Plan Budget

Department	Request	Cost	Funding Source
ACO	Replace Front Door at Pound	1,000	Free Cash
ACO	Vehicle for ACCO	60,000	Free Cash
Assessor	AP5 Upgrade	22,000	Free Cash
Assessor	Data Cloud - Mobile Assessor	24,855	Free Cash
Assessor	iPad Pro (2)	2,000	Free Cash
Assessor	Server Replacement	15,000	Free Cash
Assessor	Desk Top Replacement	1,500	Free Cash
DPW	Loader Plow Grapple Bucket	300,000	GF Borrowing
DPW	Mini Excavator	70,000	GF Borrowing
DPW	Pickup Utility Body with Plow	90,000	GF Borrowing
DPW	Park Street Culvert Engineering & Permitting	85,300	Free Cash
DPW	Street Signage	20,000	Free Cash
DPW	Repairs to Backhoe	12,000	Free Cash
DPW Highway	Roadway Improvements	600,000	GF Borrowing
DPW Highway	Roadway Improvements	82,592	Reappropriation
Facilities	Engineering Review of Building Systems	50,000	Free Cash
Facilities	Pembroke Public Library Roof Engineering	15,000	Free Cash
Fire	Radio System Upgrades	200,000	GF Borrowing
Fire	Deputy Chief Vehicle	65,000	Free Cash
Fire	Ambulance Replacement	325,000	Ambulance Fund
Fire	Fire Engine	790,000	GF Borrowing
Pembroke Public Library	Paving	10,500.00	Free Cash
Police	Active Shooting Training	17,000	Free Cash
Police	Replacement of (2) Cruisers	130,000	Free Cash
Police	Vehicle Computer Upgrade - ACCO	2,500	Free Cash
Police	Station Roof Replacement	31,950	Free Cash
Recreation	Community Center Courts Surface	65,000	Free Cash
School	HVAC Roof Top	280,000	GF Borrowing
School	Middle School Walkway	8,000	Free Cash
School	Tennis Court Resurfacing	60,000	Free Cash
Town Manager	Computer Replacement	35,000	Free Cash
Water	Water Superintendent - Vehicle	60,000	Retained Earnings
Water	Replace #524 - 3/4 Ton Pickup w/ Utility Body	100,000	Water Ent Borrowing
Water	Utility Body #521	20,000	Retained Earnings
Water	Van Utility Box Truck	100,000	Water Ent Borrowing
Water	Water Storage Tank Upgrade/MX	2,500,000	Water Ent Borrowing
Water	Water System/Main Upgrade	1,000,000	Water Ent Borrowing

PEMBROKE TOWN ELECTION MAY 13, 2023

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
SELECTBOARD						
	3 YEAR TERM 1 SEAT					
TRACY A. MARINO	280	272	332	307	280	1471
RICHARD J. FLYNN	214	240	276	248	212	1190
FRASER R. TOWNLEY	190	171	211	200	197	969
WRITE INS	1	4	9	5	5	24
BLANKS	155	151	172	146	132	756
TOTAL	840	838	1000	906	826	4410
BOARD OF ASSESSORS						
	3 YEAR TERM 1 SEAT					
ELIZABETH A. BATES	299	267	361	297	265	1489
WRITE INS	6	6	2	5	8	27
BLANKS	115	146	137	151	140	689
TOTAL	420	419	500	453	413	2205
BOARD OF HEALTH						
	3 YEAR TERM 1 SEAT					
ADAM E. GEDUTIS	298	294	362	328	259	1541
WRITE INS	0	5	4	4	4	17
BLANKS	122	120	134	121	150	647
TOTAL	420	419	500	453	413	2205
TOWN CLERK						
	3 YEAR TERM 1 SEAT					
MARGARET M. STRUZIK	333	314	390	338	290	1665
WRITE INS	1	4	4	4	3	16
BLANKS	86	101	106	111	120	524
TOTAL	420	419	500	453	413	2205
PUBLIC SAFETY BLDG						
	YES OR NO					
YES	249	215	252	240	228	1184
NO	160	191	230	198	158	937
BLANKS	11	13	18	15	27	84
TOTAL	420	419	500	453	413	2205
LIBRARY TRUSTEE						
	3 YEAR TERM 2 SEATS					
STEPHANIE M. CICIOTTI	235	225	306	268	227	1261
LINDA MARIE MacDONALD	212	236	278	233	202	1161
MAARY DEBRA VANRIPER	191	149	189	199	192	920
WRITE INS	2	8	2	4	2	18
BLANKS	200	220	225	202	203	1050
TOTAL	840	838	1000	906	826	4410
PLANNING BOARD						
	5 YEAR TERM 1 SEAT					
SCOTT PAUL MARTINO	281	259	345	287	253	1425
WRITE INS	1	3	2	5	4	15
BLANKS	138	157	153	161	156	765
TOTAL	420	419	500	453	413	2205
CONSTABLE						
	3 YEAR TERM 1 SEAT					
ANDRAEA C. McETRICK	301	282	364	307	266	1520
WRITE INS	1	3	2	2	2	10
BLANKS	118	134	134	144	145	675
TOTAL	420	419	500	453	413	2205
SCHOOLD COMMITTEE						
	1 YEAR TERM TO FILL VACANCY 1 SEAT					
MICHAEL E. QUINN	288	288	366	312	264	1518
WRITE INS	0	5	3	6	9	23
BLANKS	132	126	131	135	140	664
TOTAL	420	419	500	453	413	2205
SCHOOL COMMITTEE						
	3 YEAR TERM 2 SEATS					
DAVID R. BOYLE	206	229	284	241	199	1159
LANCE DAVID KENNEDY	181	147	220	202	178	928
ALLISON GLENNON	171	165	193	214	205	948
ADAM CHRISTIAN MURPHY	105	108	129	115	101	558
WRITE INS	2	3	1	2	4	12
BLANKS	175	186	173	132	139	805
TOTAL	840	838	1000	906	826	4410
WATER COMMISSIONER						
	3 YEAR TERM 1 SEAT					
RICHARD J. NICHOLSON	281	265	360	296	251	1453
WRITE INS	3	3	4	3	1	14
BLANKS	136	151	136	154	161	738
TOTAL	420	419	500	453	413	2205
HOUSING AUTHORITY						
	5 YEAR TERM 1 SEAT					
THOMAS BERRY	280	270	356	297	249	1452
WRITE INS	2	2	3	3	4	14
BLANKS	138	147	141	153	160	739
TOTAL	420	419	500	453	413	2205



SPECIAL TOWN MEETING

TUESDAY, OCTOBER 24, 2023

7:00 P.M.

PEMBROKE HIGH SCHOOL

TOWN OF PEMBROKE
Office of the Town Clerk
100 Center Street, Pembroke, MA 02359

**PEMBROKE HIGH SCHOOL
LEARNING LANE, PEMBROKE, MASSACHUSETTS
TUESDAY, THE TWENTHY-FOURTH DAY OF OCTOBER 2022
AT SEVEN O’CLOCK IN THE EVENING**

PLYMOUTH, ss.

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

Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the **PEMBROKE HIGH SCHOOL**, Learning Lane, on **TUESDAY**, the **TWENTHY-FOURTH DAY OF OCTOBER 2023** at **SEVEN O’CLOCK** in the evening, then and there to act on the following articles:

ARTICLES 1 – 5

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:05 P.M. at the Pembroke High School, Learning Lane Pembroke MA on October 24th 2023, pursuant to a warrant under the hands of the Select Board Chair Dan Trabucco, Vice Chair Steven Ciciotti, Clerk Tracy Marino, Members John G. Brown Jr and Richard Flynn. Checkers appointed by the Town Clerk were Gillian Canniff, Kyle Harney, and Joan Dorsey 163 voters in attendance to start the meeting. Tellers sworn in by the Moderator were Susan Runne and Virginia Wandell.

Moderator Stephen Dodge led the body in the Pledge of Allegiance and gave opening remarks about upcoming Pembroke events and procedure of Town Meeting. At this time Town Administrator Bill Chenard debriefed the body on the development of the Community Center, Route 36 road construction project, Congress Street reconstruction due to the manhole, Herring Run culvert, West Elm Street construction project, Public Safety Complex, and the Oldham water main project.

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

Non-residents in attendance:

William Chenard, Town Administrator
Michael Buckley, Town Accountant
Carolyn Murray, Town Attorney
Greg Mathieu, KP Law
Mark Tocchio, KP Law
Jason Vivieros, Fire Chief
Erin Obey, School Superintendent
Mary Beth Burst, School Department
Gretchen Emmens, COA Director
Christine Callahan, Cemetery Department
Dave Antone, PAC TV
Julie Thompson PAC TV
David May Buck PAC TV
Miriam Theodore, First Church Pastor

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

ARTICLE 1: ACTION 4 – BALANCE THE CURRENT YEAR’S BUDGET: GENERAL OPERATING

To see if the Town will transfer from surplus revenue and/or other available funds a sum of money to reduce the amount to be raised through taxation for the Town's operating costs for FY 2024 or take any other action relative thereto.

Moved by Tim Landy that the Town vote to increase the total appropriation for the town’s fiscal year 2024 operating budget, as voted by the 2023 Spring Annual Town Meeting under article 2, by the sum of \$80,000 said sum to be distributed as follows: • To supplement the Town Manager’s Budget by adding \$10,000 to fund drainage improvements on Oldham Street, and • To supplement the School Department budget by adding \$70,000. With the above budget supplements to be raised by transferring \$80,000 from free cash. And further move that the Town transfer \$120,000 from free cash to fund the Town’s Fiscal Year 2024 operating budget thereby reducing the amount to be raised through taxation as voted under article 2 of the 2023 Spring Annual Town Meeting.

Description	Funds	Source
Pembroke Public Schools	\$70,000	Free Cash
Oldham Street Drainage	\$10,000	Free Cash
Revenue – Net State Aid/Assessments	\$6,335	Free Cash
Revenue – Net New Growth	\$90,405	Free Cash
Tax Rate	\$23,260	Free Cash
Total	\$200,000	Free Cash

SECONDED AND SO VOTED

MAJORITY

ARTICLE 2: ACTION 1 – BALANCE THE CURRENT YEAR’S BUDGET: WATER ENTERPRISE,

To see if the Town will vote to transfer from Water Enterprise Retained Earnings and/or other available funds a sum of money to supplement funds previously appropriated for the FY2024 the Water Enterprise Budget under Article 3 of the May 2023 Annual Town Meeting, to reduce the amount to be raised through water rates for the Fiscal Year 2024 or take any other action relative thereto.

Move by Sandy Beaton that the Town vote to transfer \$120,000 from Water Enterprise Retained Earnings to supplement funds previously appropriated for the FY2024 Water Enterprise Budget voted under Article 3 of the May 2023 Annual Town Meeting, to reduce the amount to be raised through water rates for the Fiscal Year 2024.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3: ACTION 3 – CAPITAL ITEM FUNDING REQUESTS

To see if the Town will transfer from surplus revenue and/or other available funds a sum of money to be expended for capital projects and/or equipment in accordance with the following capital budget schedule which is incorporated by reference herein, or take any other action relative thereto.

Move by Steven Walsh that \$239,500 is appropriated for the capital projects described in the table contained in Article 3 of the special town meeting warrant in the amounts set forth in the table for each such project, and to meet this appropriation, \$239,500 shall be transferred from Free Cash.

DEPARTMENT	PROJECT	REQUEST	FUNDING
DPW – Highway	Ms4 Stormwater Management Program Engineering	\$53,500	Free Cash
DPW – Cemetery	Cemetery Building Repairs: Roof and Siding Replacement, Electrical, Heating	\$50,000	Free Cash
Town Clerk	High Speed Vote Tabulator System	\$25,000	Free Cash
Library	Paving	\$11,000	Free Cash
Town Hall	Front Entry Approach and Walkway Engineering	\$25,000	Free Cash
Town Hall	Gutter, Drainage and Stormwater Engineering	\$75,000	Free Cash

Total \$ 239,500

SECONDED AND SO VOTED

MAJORITY

ARTICLE 4: ACTION 5– COMMUNITY PRESERVATION COMMITTEE PROJECTS

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2024, 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. Further, to authorize the Select Board to enter into grant agreement with the entities and for the projects identified below on such terms and conditions as the Select Board deem to be in the best interests of the Town.

Recommendation A: To appropriate the sum of \$45,000.00 from the historic resources reserve fund for historic preservation purposes, and that said funds be granted to the Town Manager for the purpose of installing a septic system at Bryantville Meeting House, thereby preserving and rehabilitating this historic resource, or take any other action relative thereto.

Move by Linda Peterson that the sum of \$45,000.00 be appropriated from the Community Preservation Fund historic resources reserve for historic preservation purposes, and that said funds be granted to the Town Manager for the purpose of installing a septic system at Bryantville Meeting House, thereby preserving and rehabilitating this historic resource.

SECONDED AND SO VOTED

MAJORITY

Recommendation B: To appropriate the sum of \$124,175.00 from the recreational resources reserve fund for recreational purposes and that said funds be granted to the Town Manager for the purpose of making improvements to boat ramps at town beaches, thereby preserving, rehabilitating and restoring land for recreational use, or take any other action relative thereto.

Move by Linda Peterson that the sum of \$124,175.00 be appropriated from the Community Preservation Fund recreational resources reserve for recreational purposes and that said funds be granted to the Town Manager for the purpose of making improvements to boat ramps at town beaches, thereby preserving, rehabilitating and restoring land for recreational use.

SECONDED AND SO VOTED

MAJORITY

Recommendation C: To appropriate the sum of \$75,000.00 from the recreational resources reserve fund and that said funds be granted to the Town Manager for the purpose of developing a parks and recreation Master Plan to preserve, rehabilitate, and restore land for recreational use or take any other action relative thereto.

Moved by Linda Peterson that the sum of \$75,000.00 be appropriated from the Community Preservation Fund recreational resources reserve fund and that said funds be granted to the Town Manager for the purpose of developing a parks and recreation Master Plan to preserve, rehabilitate, and restore land for recreational use.

SECONDED AND SO VOTED

MAJORITY

Recommendation D: To appropriate the sum of \$47,000.00 from the recreational resources reserve fund, and that said funds be granted to the Town Manager for the purpose of making improvements to parking and drainage at the ballfield and playground improvements at Magoun Baseball Field, thereby preserving, rehabilitating and restoring land for recreational use, or take any other action relative thereto.

Move by Linda Peterson that the sum of \$47,000.00 be appropriated from the Community Preservation Fund recreational resources reserve, and that said funds be granted to the Town Manager for the purpose of making improvements to parking and drainage at the ballfield and playground improvements at Magoun Baseball Field, thereby preserving, rehabilitating and restoring land for recreational use.

SECONDED AND SO VOTED

MAJORITY

Recommendation E: To appropriate the sum of \$10,000.00 from the open space resources reserve fund, and that said funds be granted to the Town Manager for the purpose of funding an engineering assessment and preliminary plans to install or improve bathrooms at Lage Preserve and Birch St Playground, thereby preserving, rehabilitating and restoring land for recreational use, or take any other action relative thereto. Move by Linda Peterson that the sum of \$10,000.00 be appropriated from the Community Preservation Fund open space resources reserve, and that said funds be granted to the Town Manager for the purpose of funding an engineering assessment and preliminary plans to install or improve bathrooms at Lage Preserve and Birch St Playground, thereby preserving, rehabilitating and restoring land for recreational use.

SECONDED AND SO VOTED

MAJORITY

Recommendation F: To appropriate the sum of \$25,000.00 from the recreational resources reserve fund, and that said funds be granted to the Town Manager for the purpose of funding engineering design and plans for fencing and field improvements at Howard Bezanson Field at 128 Center Street, thereby preserving, rehabilitating and restoring land for recreational use, or take any other action relative thereto. Moved by Linda Peterson that the sum of \$25,000.00 be appropriated from the Community Preservation Fund from the recreational resources reserve, and that said funds be granted to the Town Manager for the purpose of funding engineering design and plans for fencing and field improvements at Howard Bezanson Field at 128 Center Street, thereby preserving, rehabilitating and restoring land for recreational use.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 5: ACTION 2 – ACCEPTANCE OF PROVISIONS OF M.G.L. C. 59, s. 5N: REDUCTION OF PROPERTY TAX OBLIGATION OF VETERAN IN EXCHANGE FOR VOLUNTEERISM

To see if the Town will vote to accept the provisions of G.L. c. 59, Section 5N whereby the Select Board may establish a program to allow veterans, as defined in clause Forty-third of section 7 of chapter 4 or a spouse of a veteran in the case where the veteran is deceased or has a service-connected disability, to volunteer to provide services to that city or town. In exchange for such volunteer services, the city or town shall reduce the real property tax obligations of that veteran on the veteran's tax bills and that reduction shall be in addition to any exemption or abatement to which that person is otherwise entitled; provided, however, that person shall not receive a rate of, or be credited with, more than the current minimum wage of the commonwealth per hour for the services provided pursuant to that reduction; and provided further, that the reduction of the real property tax bill shall not exceed \$1,500 in a given tax year. A city or town, by vote of its legislative body, subject to its charter, may adjust the exemption in this clause by: (i) allowing an approved representative for persons physically unable to provide such services to the city or town; or (ii) allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500.

Move by Stephen Patt that the Town vote to accept the provisions of G.L. c. 59, Section 5N for the purposes of authorizing the Select Board to establish a program to allow veterans, as defined by G.L. Chapter 4, Section 7, clause forty-third, or a spouse of a veteran in the case where the veteran is deceased or has a service-connected disability, to volunteer to provide services to the Town of Pembroke in exchange for a reduction of said veteran's real property tax obligation, which shall be in addition to any exemption or abatement to which that person is otherwise entitled, provided, such reduction shall not exceed \$1,500 in a given tax year.

SECONDED AND SO VOTED

MAJORITY

With all matters of business conducted, the meeting was adjourned at 7:32

ANNUAL REPORT OF THE ADVISORY COMMITTEE

To: The Honorable Select Board and Citizens of the Town of Pembroke

The primary responsibility of the Advisory Committee is to recommend a balanced budget at the Annual Town Meeting for next fiscal year. The committee also evaluates and recommends action on each warrant article whether favorable or unfavorable. Should there be a Special Town Meeting in the Fall, the committee makes recommendations on those articles as well.

The Town Manager develops the annual budget in conjunction with the Department Heads. The Town Manager then presents the proposed budget to the Advisory Committee with the Department Heads present for our review, discussion and understanding of the rationale for the proposals and the benefits to the Citizens of Pembroke and offers input if needed.

The committee meets in person at intervals necessary to conduct business. The Town Manager presents and keeps the committee informed of the status of the budget and the concerns for the Town of Pembroke.

The fiscal year 2023 budget was \$70,310,053.

The reserve fund appropriation was \$70,000 with \$25,000 incurred for the Town Hall Chiller, returning the remainder of \$45,000 to the general fund.

Respectfully submitted:

Linda A Peterson, Chair: Stephen Walsh, Clerk: Members: Sandra Beaton, Elizabeth Benotti, Kristi Cullinane (resigned 8/9/23), Robert Kenney, Tim Landy, Mathew Rushing (resigned 3/1/23), John Scholl (resigned 12/7/23).

REPORT OF THE BOARD OF ASSESSORS

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

The members of the Board of Assessors are:

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

Jeanne Gigliotti, MAA, holds the position of Chief Assessor. The office staff consists of Casey Driscoll, MAA, Assistant Assessor, Amanda O’Neil, Principal Lister, and Nicole Lydic, Principal Clerk.

Each year the Assessing staff conducts a number of inspection projects including:

- properties that have sold in the previous year,
- properties where building permits have been pulled,
- cyclical recollection of various neighborhoods in town to ensure that all properties are recollected over a period of time, as required by the Department of Revenue

We wish to thank all of the Pembroke property owners who have cooperated with our staff as we strive to collect accurate information. The ability to inspect properties in the town is crucial to our office and therefore the cooperation is very much appreciated.

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. Fiscal Year 2023 had over 300 property tax exemptions processed by the office.

The Assessing Department is responsible for the commitment of all Property Tax Bills. Fiscal Year 2024 there were 6,805 Real Estate Bills and 143 Personal Property Bills issued.

The Assessing Department is responsible for the commitment of all Motor Vehicle Excise Tax and administration of 22,000 MVE tax bills.

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2024 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 also available online. Go to www.pembroke-ma.gov, click on “Town Departments” and then click on “Assessors Office”. Click the ASSESSORS MAPS ONLINE link.

**FISCAL YEAR 2024
TAX RATE RECAPITULATION**

Total amount to be raised	
Town meeting appropriation, state & county costs.....	\$82,223,701
Less total receipts	
From state, local receipts (permits, auto excise tax, free cash, etc.)	\$32,446,270
Levy – amount to be raised by taxation.....	\$49,777,430
Divided by: Total valuation of Town.....	\$4,137,774,797
Equals – tax rate.....	\$12.03

Respectfully submitted:
BOARD OF ASSESSORS

Mary E. Quill, MAA, Chair
Elaine Boidi, 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 2023.

I would like to take this opportunity to thank the Select Board 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										
Combined Balance Sheet - All Fund Types and Account Groups										
as of June 30, 2023										
	Governmental Fund Types			Proprietary Funds	Fiduciary Fund Types	Account Groups	Totals			
	General	Special Revenue	Capital Projects					Enterprise	Trust and Agency	Long Term Debt
ASSETS										
Cash and cash equivalents	12,131,055	10,966,866	12,525,348	1,426,016	6,554,059		43,603,344			
Receivables:										
Personal Property Taxes	8,462						8,462			
Real Estate Taxes	287,763						287,763			
Deferred Taxes	86,135						86,135			
Allowance for Abatements and Exemptions	(997,026)						(997,026)			
Tax Liens	368,656						368,656			
Tax Foreclosures	1,453						1,453			
Motor Vehicle Excise Tax	341,886						341,886			
Departmental Charges	841,087	4,405		585,894			1,431,386			
Special Assessments		658,792					658,792			
Due From Other Governments							-			
Amounts to be Provided - Payment of Bonds							36,389,084			
Amounts to be Provided - Payment of Notes			3,170,500				3,170,500			
Amounts to be Provided - Authorized & Unissued Debt							-			
Total Assets	13,069,471	11,630,063	15,695,848	2,011,910	6,554,059		85,350,435			
LIABILITIES AND FUND EQUITY										
Accrued Payroll	1,135,698						1,135,698			
Deferred Revenue	938,416	663,197		585,894			2,187,507			
Accrued Payroll and Withholdings							-			
Other Liabilities					587,091		587,091			
Bonds Payable							36,389,084			
Bonds Authorized & Unissued							-			
Notes Payable			3,170,500				3,170,500			
Total Liabilities	2,074,114	663,197	3,170,500	585,894	587,091		43,469,880			
Reserved for Encumbrances				99,494			4,604,567			
Reserved for Expenditures	3,721,276	783,797		80,000			1,638,237			
Reserved for Continuing Appropriations	1,558,237			90,146			1,394,496			
Reserved for Snow and Ice Deficit	1,304,350						-			
Reserved Fund Balance							-			
Undesignated Fund Balance	4,411,494	10,183,069	12,525,348	1,156,376			34,243,255			
Total Fund Equity	10,995,357	10,966,866	12,525,348	1,426,016			41,880,555			
Total Liabilities and Fund Equity	13,069,471	11,630,063	15,695,848	2,011,910	6,554,059		85,350,435			

General Fund Summary		
Revenue, Expenditures and Change to Fund Equity		
Fiscal Year Ending June 30, 2023		
		Totals
Revenue		
Real Estate Tax	47,184,282	
Unrestricted State Aid	16,351,515	
Motor Vehicle Excise Tax	3,126,454	
Interest on Investments	1,211,599	
Personal Property Tax	788,125	
Licenses and Permits	661,336	
Local Meals Tax	446,431	
Rentals	356,909	
Medicaid Reimbursements	237,091	
Tax Liens and Deferrals	210,213	
Penalties and Interest	196,182	
Departmental Revenue	139,952	
Miscellaneous Revenue	58,892	
In Lieu of Taxes	57,268	
Charges for Services	36,270	
Fines and Forfeitures	27,583	
Cemetery Revenue	25,800	
School Department	156	
Total Revenue		\$71,116,058
Expenditures		
Education	36,709,855	
Insurances and Other	14,332,426	
Public Safety	9,016,180	
Debt Service	4,267,121	
General Government	2,213,142	
Public Works	1,962,711	
Intergovernmental Assessments	1,407,697	
Culture and Recreation	953,601	
Health & Human Services	459,695	
Total Expenditures		\$71,322,428
Total Excess (Deficiency) of Revenues over Expenditures		(206,370)
Transfers & Other Financing Sources (Uses)		
Transfer From Other Funds		1,948,800
Transfer To Stabilization Fund		(50,000)
Transfer To OPEB Fund		(125,000)
Transfer To Self Insurance Funds		(75,000)
Transfer To Special Education Stabilization		(172,595)
Transfer To Other Funds		(50,000)
Total Transfers & Other Financing Sources & Uses		\$1,476,206
Fund Equity		
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)		1,269,836
FY2022 Fund Equity		9,725,522
FY2023 Fund Equity		\$10,995,358

Statement of Appropriations and Expenditures							
Year Ending June 30, 2023							
	Beginning			Total			To
	Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
Moderator							
Elected Officials	0.00	100.00	0.00	100.00	100.00		0.00
	0.00	100.00	0.00	100.00	100.00	0.00	0.00
Selectmen							
Elected Officials	0.00	9,000.00		9,000.00	8,850.00	0.00	150.00
Wages & Salaries	0.00	191,108.00		191,108.00	145,322.87	0.00	45,785.13
General Expenses	37.00	12,600.00		12,637.00	9,307.75	535.04	2,794.21
Purchase of Services	0.00	42,000.00		42,000.00	40,500.00	0.00	1,500.00
Pond Treatment	0.00	60,000.00		60,000.00	0.00	60,000.00	0.00
OPEB Study	0.00	9,000.00		9,000.00	0.00	9,000.00	0.00
S.S. Community Action	0.00	5,000.00		5,000.00	5,000.00	0.00	0.00
Computer Replacements	0.00	33,000.00		33,000.00	10,464.18	22,535.82	0.00
Pond Treatment	46,000.00	0.00		46,000.00	19,270.40	0.00	26,729.60
Pavement Management	3,900.00	0.00		3,900.00	700.00	3,200.00	0.00
ADA Transition Plan	1,450.00	0.00		1,450.00	0.00	1,450.00	0.00
Engineering Services	17,280.00	0.00		17,280.00	3,474.45	13,805.55	0.00
Building Repairs	30,731.63	0.00		30,731.63	0.00	30,731.63	0.00
Police Assessment	3,051.00	0.00		3,051.00	3,051.00	0.00	0.00
DMI technology	2,400.00	0.00		2,400.00	0.00	2,400.00	0.00
Town Hall HVAC	100,000.00	0.00	25,000.00	125,000.00	0.00	125,000.00	0.00
Playground Assessment	3,900.00	0.00		3,900.00	0.00	3,900.00	0.00
Town Landing	15,000.00	0.00		15,000.00	15,000.00	0.00	0.00
Mass Works Grant Match	13,940.00	0.00		13,940.00	0.00	13,940.00	0.00
Town Celebrations	15,895.40	0.00		15,895.40	0.00	15,895.40	0.00
Encumbered Expenses	37.00	0.00		37.00	37.00	0.00	0.00
	253,622.03	361,708.00	25,000.00	640,330.03	260,977.65	302,393.44	76,958.94
Town Manager							
Wages & Salaries	0.00	159,475.00	5,717.00	165,192.00	165,191.77	0.00	0.23
General Expenses	0.00	3,350.00		3,350.00	2,502.71	500.00	347.29
	0.00	162,825.00	5,717.00	168,542.00	167,694.48	500.00	347.52
Advisory Committee							
Wages & Salaries	0.00	6,000.00		6,000.00	2,657.32	0.00	3,342.68
General Expenses	0.00	550.00		550.00	250.00	0.00	300.00
Reserve Fund	0.00	70,000.00	-25,000.00	45,000.00	0.00	0.00	45,000.00
	0.00	76,550.00	-25,000.00	51,550.00	2,907.32	0.00	48,642.68
Town Accountant							
Wages & Salaries	0.00	172,714.00		172,714.00	172,456.29	0.00	257.71
General Expenses	0.00	49,315.00		49,315.00	37,420.14	0.00	11,894.86
Wage & Classification Plan	0.00	10,496.00	-9,919.00	577.00	0.00	0.00	577.00
Clerical Contract	0.00	37,783.82	0.00	37,783.82	0.00	0.00	37,783.82
Buyback Fund	96,067.72	0.00	175,000.00	271,067.72	101,540.47	169,527.25	0.00
Accounting System	88,501.00	0.00		88,501.00	1,588.08	86,912.92	0.00
Encumbered Expenses	279.00	0.00		279.00	279.00	0.00	0.00
	184,847.72	270,308.82	165,081.00	620,237.54	313,283.98	256,440.17	50,513.39
Board of Assessors							
Elected Officials	0.00	5,400.00		5,400.00	5,400.00	0.00	0.00
Wages & Salaries	0.00	285,120.00		285,120.00	275,464.35	21.00	9,634.65
General Expenses	0.00	53,100.00		53,100.00	48,359.07	0.00	4,740.93
Encumbered Expenses	130.80	0.00		130.80	29.50	0.00	101.30
	130.80	343,620.00	0.00	343,750.80	329,252.92	21.00	14,476.88

Statement of Appropriations and Expenditures							
Year Ending June 30, 2023							
	Beginning			Total			To
	Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
Treasurer/Collector							
Wages & Salaries	0.00	402,005.00		402,005.00	356,362.92	0.00	45,642.08
General Expenses	0.00	79,750.00		79,750.00	72,788.11	0.00	6,961.89
Encumbered Expenses	1,174.59	0.00		1,174.59	815.70	0.00	358.89
	1,174.59	481,755.00	0.00	482,929.59	429,966.73	0.00	52,962.86
Town Counsel							
General Expenses	0.00	115,000.00		115,000.00	111,686.67	0.00	3,313.33
	0.00	115,000.00	0.00	115,000.00	111,686.67	0.00	3,313.33
Data Processing/MIS							
General Expenses	0.00	104,900.00		104,900.00	101,018.98	0.00	3,881.02
Town Hall Technology	1,780.17	0.00		1,780.17	0.00	1,780.17	0.00
Encumbered Expenses	2,072.16	0.00		2,072.16	1,165.66	0.00	906.50
	3,852.33	104,900.00	0.00	108,752.33	102,184.64	1,780.17	4,787.52
Town Clerk							
Elected Officials	0.00	92,555.00		92,555.00	92,162.94	0.00	392.06
Wages & Salaries	0.00	52,660.00	8,193.46	60,853.46	60,853.46	0.00	0.00
General Expenses	0.00	11,900.00		11,900.00	10,673.56	0.00	1,226.44
Poll Pads	0.00	10,500.00		10,500.00	10,499.00	0.00	1.00
	0.00	167,615.00	8,193.46	175,808.46	174,188.96	0.00	1,619.50
Elections							
Wages & Salaries	0.00	34,000.00	3,568.00	37,568.00	35,314.38	0.00	2,253.62
General Expenses	0.00	19,600.00	7,007.00	26,607.00	25,387.57	0.00	1,219.43
	0.00	53,600.00	10,575.00	64,175.00	60,701.95	0.00	3,473.05
Board of Registrars							
Wages & Salaries	0.00	8,000.00	774.00	8,774.00	8,773.72	0.00	0.28
General Expenses	0.00	5,000.00	1,425.00	6,425.00	6,342.92	0.00	82.08
	0.00	13,000.00	2,199.00	15,199.00	15,116.64	0.00	82.36
Conservation Commission							
General Expenses	0.00	900.00		900.00	0.00	0.00	900.00
	0.00	900.00	0.00	900.00	0.00	0.00	900.00
Planning Board							
General Expenses	0.00	2,750.00		2,750.00	1,072.61	0.00	1,677.39
	0.00	2,750.00	0.00	2,750.00	1,072.61	0.00	1,677.39
Zoning Board of Appeals							
General Expenses	0.00	2,500.00		2,500.00	1,523.72	0.00	976.28
	0.00	2,500.00	0.00	2,500.00	1,523.72	0.00	976.28
Town Hall Maintenance							
Wages & Salaries	0.00	201,850.00		201,850.00	120,799.03	0.00	81,050.97
General Expenses	0.00	102,315.00		102,315.00	100,969.98	77.23	1,267.79
Building Repairs	8,315.00	0.00		8,315.00	0.00	8,315.00	0.00
Encumbered Expenses	21,200.00	0.00		21,200.00	20,694.08	0.00	505.92
	29,515.00	304,165.00	0.00	333,680.00	242,463.09	8,392.23	82,824.68
General Government	\$473,142.47	\$2,461,296.82	\$191,765.46	\$3,126,204.75	\$2,213,121.36	\$569,527.01	\$343,556.38
Police Department							
Wages & Salaries	0.00	4,066,641.00	56,727.00	4,123,368.00	4,087,044.17	0.00	36,323.83
General Expenses	0.00	320,080.00		320,080.00	285,954.02	455.28	33,670.70
Ballistic Vests	8,100.11	0.00		8,100.11	0.00	8,100.11	0.00
Police Cruiser		65,000.00		65,000.00	65,000.00	0.00	0.00
Police Outdoor Storage		15,000.00		15,000.00	14,615.23	384.77	0.00
Police Weapons		17,000.00		17,000.00	17,000.00	0.00	0.00
Police Cruiser Equip		12,180.00		12,180.00	10,956.42	1,223.58	0.00
Encumbrances	5,886.11	0.00		5,886.11	5,886.11	0.00	0.00
	13,986.22	4,495,901.00	56,727.00	4,566,614.22	4,486,455.95	10,163.74	69,994.53

Statement of Appropriations and Expenditures							
Year Ending June 30, 2023							
	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
Fire Department							
Wages & Salaries	0.00	3,780,001.00	2,880.00	3,782,881.00	3,780,676.27	1,500.00	704.73
General Expenses	0.00	157,615.00		157,615.00	157,615.00	0.00	0.00
Dive Team Equipment		18,000.00		18,000.00	9,647.52	8,352.48	0.00
Roof Repair		65,000.00		65,000.00	600.00	64,400.00	0.00
Communication Upgrades		70,000.00		70,000.00	0.00	70,000.00	0.00
HVAC Repairs	20,739.78	0.00		20,739.78	374.94	20,364.84	0.00
	20,739.78	4,090,616.00	2,880.00	4,114,235.78	3,948,913.73	164,617.32	704.73
Municipal Inspections							
Wages & Salaries	0.00	480,580.00	12,098.54	492,678.54	492,678.11	0.00	0.43
General Expenses	0.00	17,450.00		17,450.00	10,086.52	0.00	7,363.48
	0.00	498,030.00	12,098.54	510,128.54	502,764.63	0.00	7,363.91
Emergency Preparedness							
Wages & Salaries	0.00	4,250.00		4,250.00	4,250.16	0.00	-0.16
General Expenses	0.00	10,250.00		10,250.00	5,513.68	0.00	4,736.32
	0.00	14,500.00	0.00	14,500.00	9,763.84	0.00	4,736.16
Animal Control							
Wages & Salaries	0.00	78,150.00		78,150.00	53,348.40	0.00	24,801.60
General Expenses	0.00	11,100.00	4,200.00	15,300.00	14,933.27	0.00	366.73
Shelter Upgrades	2,561.12	0.00		2,561.12	0.00	2,561.12	0.00
	2,561.12	89,250.00	4,200.00	96,011.12	68,281.67	2,561.12	25,168.33
Public Safety	\$37,287.12	\$9,188,297.00	\$75,905.54	\$9,301,489.66	\$9,016,179.82	\$177,342.18	\$107,967.66
Pembroke Public Schools							
Operating Budget	0.00	36,615,000.00		36,615,000.00	32,966,933.02	3,648,066.98	0.00
Technology	24,187.23	0.00		24,187.23	24,187.23	0.00	0.00
Technology	25,000.00	0.00		25,000.00	0.00	25,000.00	0.00
HVAC Repairs	200,000.00	0.00		200,000.00	0.00	200,000.00	0.00
Chromebook Lease		70,000.00		70,000.00	0.00	70,000.00	0.00
Server Replacement		75,000.00		75,000.00	51,824.08	23,175.90	0.02
PCMS Hot Water Boiler		72,000.00		72,000.00	72,000.00	0.00	0.00
Security Cameras		60,000.00		60,000.00	0.00	60,000.00	0.00
PHS Pathway		50,000.00		50,000.00	0.00	50,000.00	0.00
North Playground Drain		25,000.00		25,000.00	7,650.00	17,350.00	0.00
Bryantville Gym Roof		65,000.00		65,000.00	0.00	65,000.00	0.00
PHS Science Labs		25,000.00		25,000.00	9,502.01	15,497.99	0.00
Encumbrances	3,790,071.60	0.00	-172,595.00	3,617,476.60	3,577,759.42	0.00	39,717.18
	4,039,258.83	37,057,000.00	-172,595.00	40,923,663.83	36,709,855.76	4,174,090.87	39,717.20
Education	\$4,039,258.83	\$37,057,000.00	-\$172,595.00	\$40,923,663.83	\$36,709,855.76	\$4,174,090.87	\$39,717.20
Public Works							
Wages & Salaries	0.00	1,072,659.00		1,072,659.00	1,061,794.78	0.00	10,864.22
General Expenses	0.00	326,275.00		326,275.00	321,097.97	742.00	4,435.03
Pavement Management	5,307.05	0.00		5,307.05	5,307.05	0.00	0.00
Safety Equipment	17,800.00	0.00		17,800.00	0.00	17,800.00	0.00
Dump Body & Lift	1,300.00	0.00		1,300.00	618.02	681.98	0.00
Stormwater Support	0.00	84,200.00		84,200.00	84,200.00	0.00	0.00
Columbarium	0.00	40,000.00		40,000.00	25,000.00	15,000.00	0.00
Cemetery Mowers	0.00	40,000.00		40,000.00	38,066.36	1,933.64	0.00
Cemetery Vehicle	0.00	28,000.00		28,000.00	0.00	28,000.00	0.00
Encumbered Expenses	3,258.50	0.00		3,258.50	3,258.50		0.00
	27,665.55	1,591,134.00	0.00	1,618,799.55	1,539,342.68	64,157.62	15,299.25
Snow & Ice							
General Expenses	0.00	185,000.00	86,505.90	271,505.90	271,505.90	0.00	0.00
	0.00	185,000.00	86,505.90	271,505.90	271,505.90	0.00	0.00
Town Wide Utilities							
General Expenses	0.00	205,350.00		205,350.00	151,863.29	0.00	53,486.71
	0.00	205,350.00	0.00	205,350.00	151,863.29	0.00	53,486.71
Public Works	\$27,665.55	\$1,981,484.00	\$86,505.90	\$2,095,655.45	\$1,962,711.87	\$64,157.62	\$68,785.96

Statement of Appropriations and Expenditures							
Year Ending June 30, 2023							
	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
Board of Health							
General Expenses	0.00	26,350.00		26,350.00	23,037.97	0.00	3,312.03
	0.00	26,350.00	0.00	26,350.00	23,037.97	0.00	3,312.03
Council on Aging							
Wages & Salaries	0.00	244,490.00		244,490.00	214,193.52	0.00	30,296.48
General Expenses	0.00	41,675.00		41,675.00	39,853.82	330.00	1,491.18
Senior Tax Program	0.00	5,000.00		5,000.00	3,000.00	0.00	2,000.00
Encumbrances	14.00	0.00		14.00	14.00	0.00	0.00
	14.00	291,165.00	0.00	291,179.00	257,061.34	330.00	33,787.66
Veterans' Services							
Wages & Salaries	0.00	75,297.00	5,179.18	80,476.18	75,368.03	0.00	5,108.15
General Expenses	0.00	1,950.00		1,950.00	1,917.12	0.00	32.88
Veterans Benefits	0.00	115,000.00		115,000.00	102,107.42	0.00	12,892.58
	0.00	192,247.00	5,179.18	197,426.18	179,392.57	0.00	18,033.61
Commission on Disabilities							
General Expenses	0.00	500.00		500.00	203.26	0.00	296.74
	0.00	500.00	0.00	500.00	203.26	0.00	296.74
Human Services	\$14.00	\$510,262.00	\$5,179.18	\$515,455.18	\$459,695.14	\$330.00	\$55,430.04
Library							
Wages & Salaries	0.00	603,975.00		603,975.00	600,874.29	0.00	3,100.71
General Expenses	0.00	81,520.00		81,520.00	75,520.68	0.00	5,999.32
Books & Periodicals	0.00	90,000.00		90,000.00	89,995.65	0.00	4.35
Outside Book Returns		11,000.00		11,000.00	10,228.50	771.50	0.00
Faucet Replacement		3,700.00		3,700.00	3,700.00	0.00	0.00
Childrens Room Carpet		18,000.00		18,000.00	0.00	18,000.00	0.00
Capital Outlay	15,953.76	0.00		15,953.76	11,388.17	4,565.59	0.00
Technology	10,000.00	0.00		10,000.00	1,071.41	8,928.59	0.00
Encumbrances	811.79	0.00		811.79	811.79	0.00	0.00
	26,765.55	808,195.00	0.00	834,960.55	793,590.49	32,265.68	9,104.38
Lydia Drake Library							
General Expenses	0.00	5,000.00		5,000.00	4,954.43	0.00	45.57
	0.00	5,000.00	0.00	5,000.00	4,954.43	0.00	45.57
Recreation							
Wages & Salaries	0.00	112,634.00		112,634.00	82,664.34	0.00	29,969.66
General Expenses	0.00	10,940.00		10,940.00	10,024.35	0.00	915.65
Commercial Mower	0.00	9,360.00		9,360.00	8,995.79	364.21	0.00
Libby Short Courts	7,500.00	0.00		7,500.00	0.00	7,500.00	0.00
Encumbrances	294.83	0.00		294.83	0.00	0.00	294.83
	7,794.83	132,934.00	0.00	140,728.83	101,684.48	7,864.21	31,180.14
Community Center							
General Expenses	0.00	4,400.00		4,400.00	1,966.16	0.00	2,433.84
	0.00	4,400.00	0.00	4,400.00	1,966.16	0.00	2,433.84
Herring Fisheries							
General Expenses	0.00	1,800.00		1,800.00	1,325.13	0.00	474.87
	0.00	1,800.00	0.00	1,800.00	1,325.13	0.00	474.87
Town Landing							
Wages & Salaries	0.00	44,000.00		44,000.00	43,433.38	0.00	566.62
General Expenses	0.00	1,500.00		1,500.00	118.53	0.00	1,381.47
	0.00	45,500.00	0.00	45,500.00	43,551.91	0.00	1,948.09
Town Clock Winder							
Wages & Salaries	0.00	1,548.00		1,548.00	1,548.00	0.00	0.00
	0.00	1,548.00	0.00	1,548.00	1,548.00	0.00	0.00
Commemorations							
General Expenses	0.00	4,000.00		4,000.00	4,000.00	0.00	0.00
	0.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00
Plymouth County Cooperative							
General Expenses	0.00	107.00		107.00	0.00	0.00	107.00
	0.00	107.00	0.00	107.00	0.00	0.00	107.00
Historical Commission							
General Expenses	0.00	1,000.00		1,000.00	1,000.00	0.00	0.00
	0.00	1,000.00	0.00	1,000.00	1,000.00	0.00	0.00
Culture & Recreation	\$34,560.38	\$1,004,484.00	\$0.00	\$1,039,044.38	\$953,620.60	\$40,129.89	\$45,293.89

Statement of Appropriations and Expenditures							
Year Ending June 30, 2023							
	Beginning			Total			To
	Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
Debt Service							
Principal	0.00	992,460.00		992,460.00	992,460.00	0.00	0.00
Interest	0.00	246,464.00		246,464.00	244,961.25	0.00	1,502.75
Principal-Excluded	0.00	2,172,000.00		2,172,000.00	2,172,000.00	0.00	0.00
Interest-Excluded	0.00	857,201.00		857,201.00	857,200.00	0.00	1.00
Short Term Interest	0.00	50,000.00		50,000.00	500.00	0.00	49,500.00
	\$0.00	\$4,318,125.00	\$0.00	\$4,318,125.00	\$4,267,121.25	\$0.00	\$51,003.75
Debt Service	\$0.00	\$4,318,125.00	\$0.00	\$4,318,125.00	\$4,267,121.25	\$0.00	\$51,003.75
Pension Assessment							
General Expenses	0.00	4,298,632.00		4,298,632.00	4,298,632.00	0.00	0.00
	0.00	4,298,632.00	0.00	4,298,632.00	4,298,632.00	0.00	0.00
Unemployment Assessment							
General Expenses		100,000.00		100,000.00	35,830.91	0.00	64,169.09
	0.00	100,000.00	0.00	100,000.00	35,830.91	0.00	64,169.09
Health Insurance							
General Expenses	0.00	9,116,017.00	-86,505.90	9,029,511.10	8,919,339.90	0.00	110,171.20
	0.00	9,116,017.00	-86,505.90	9,029,511.10	8,919,339.90	0.00	110,171.20
Life Insurance							
General Expenses	0.00	20,000.00		20,000.00	19,449.97	0.00	550.03
	0.00	20,000.00	0.00	20,000.00	19,449.97	0.00	550.03
Medicare Tax							
General Expenses	0.00	563,325.00	40,000.00	603,325.00	592,847.31	0.00	10,477.69
	0.00	563,325.00	40,000.00	603,325.00	592,847.31	0.00	10,477.69
General Town Insurance							
General Expenses	0.00	702,644.00		702,644.00	466,325.51	48.00	236,270.49
	0.00	702,644.00	0.00	702,644.00	466,325.51	48.00	236,270.49
Insurance & Other	\$0.00	\$14,800,618.00	-\$46,505.90	\$14,754,112.10	\$14,332,425.60	\$48.00	\$421,638.50
General Fund Totals	\$4,611,928.35	\$71,321,566.82	\$140,255.18	\$76,073,750.35	\$69,914,731.40	\$5,025,625.57	\$1,133,393.38

General Fund Expenditures			
County and State Assessments			
Budget to Actual			
	Fiscal 2023 Budget	Fiscal 2023 Actual	Variance
County Tax	59,711	59,711	0
Mosquito Control	70,028	70,028	0
Air Pollution Control	6,096	6,096	0
Metro Area Planning Council	10,255	10,255	0
Old Colony Planning Council	7,138	7,138	0
Registry Non-Renewals	18,720	17,020	1,700
Regional Transit	160,860	160,860	0
Special Education	0	0	0
School Choice Tuitions	168,732	141,437	27,295
Charter School Tuitions	1,208,878	935,152	273,726
Assessment Totals	\$1,710,418	\$1,407,697	\$302,721

General Fund Revenue			
Receipts Received as of June 30, 2023			
Revenue Source -			Percent
Real Estate Tax		47,184,282	
Personal Property Tax		788,125	
Tax Liens		210,213	
Total Property Taxes		\$48,182,620	65.94%
Chapter 70 Education Aid		13,852,952	
Charter School Reimbursements		198,014	
Unrestricted General Govt. Aid		1,947,245	
Veterans Benefits		70,629	
Elderly & Veterans Reimbursements		138,027	
Miscellaneous		144,648	
Total Unrestricted State Aid		\$16,351,515	22.38%
Excise Taxes -			
Motor Vehicle Excise Tax		3,126,454	
Local Meals Excise Tax		446,431	
Penalties & Interest			
Property Taxes		67,389	
Excise Taxes		89,174	
Tax Liens		39,619	
Payments In Lieu of Taxes -		57,268	
Charges for Services -			
Lien Certificates		19,650	
Registry Fees		16,620	
Rentals -			
General Rentals		41,682	
Antenna		238,727	
Solar		76,500	
Fees -			
Select Board		888	
Treasurer		3,768	
Town Clerk		8,544	
Assessors		925	
Building Department		1,920	
Board of Health		1,485	
Conservation		9,500	
Planning Board		31,990	
ZBA		10,134	
Police Detail		70,798	
Cemetery Revenue		25,800	
School Department		156	

General Fund Revenue			
Receipts Received as of June 30, 2023			
Revenue Source -			Percent
Licenses & Permits -			
Building Department		473,541	
Public Works		14,375	
Select Board		65,420	
Police Department		8,625	
Fire Department		19,666	
Dog Licenses		14,872	
Town Clerk		7,491	
Board of Health		57,346	
Fines and Forfeits -			
Registry Fees		17,736	
Court Fines		2,305	
Animal Control		4,337	
Investment Income		1,211,599	
Medicaid Reimbursements		237,091	
Sale of Surplus Property		3,931	
Town of Hanover Shared ACO		41,480	
Miscellaneous Revenue		16,686	
Total Local Receipts		\$6,581,923	9.01%
Transfers From Other Funds -			
Special Revenue Funds-School		72,125	
Special Revenue Funds-Recreation		10,200	
Special Revenue Funds-Ambulance		1,022,679	
Special Revenue Funds-Septic Fund		93,360	
Special Revenue Funds-COA Revolving		105,000	
Capital Project Funds		73,360	
Water Enterprise Fund		495,191	
Solid Waste Enterprise Fund		58,885	
Trust Funds		18,000	
Total Interfund Transfers		\$1,948,800	2.67%
Total General Fund Revenue		\$73,064,858	100.00%

General Fund Revenue			
<u>Receipts Received as of June 30, 2023</u>			
Revenue Source -			Percent
Real Estate Tax		47,184,282	
Personal Property Tax		788,125	
Tax Liens		210,213	
Total Property Taxes		\$48,182,620	65.94%
Chapter 70 Education Aid		13,852,952	
Charter School Reimbursements		198,014	
Unrestricted General Govt. Aid		1,947,245	
Veterans Benefits		70,629	
Elderly & Veterans Reimbursements		138,027	
Miscellaneous		144,648	
Total Unrestricted State Aid		\$16,351,515	22.38%
Excise Taxes -			
Motor Vehicle Excise Tax		3,126,454	
Local Meals Excise Tax		446,431	
Penalties & Interest			
Property Taxes		67,389	
Excise Taxes		89,174	
Tax Liens		39,619	
Payments In Lieu of Taxes -		57,268	
Charges for Services -			
Lien Certificates		19,650	
Registry Fees		16,620	
Rentals -			
General Rentals		41,682	
Antenna		238,727	
Solar		76,500	
Fees -			
Select Board		888	
Treasurer		3,768	
Town Clerk		8,544	
Assessors		925	
Building Department		1,920	
Board of Health		1,485	
Conservation		9,500	
Planning Board		31,990	
ZBA		10,134	
Police Detail		70,798	
Cemetery Revenue		25,800	
School Department		156	

General Fund Revenue			
Receipts Received as of June 30, 2023			
Revenue Source -			Percent
Licenses & Permits -			
Building Department		473,541	
Public Works		14,375	
Select Board		65,420	
Police Department		8,625	
Fire Department		19,666	
Dog Licenses		14,872	
Town Clerk		7,491	
Board of Health		57,346	
Fines and Forfeits -			
Registry Fees		17,736	
Court Fines		2,305	
Animal Control		4,337	
Investment Income		1,211,599	
Medicaid Reimbursements		237,091	
Sale of Surplus Property		3,931	
Town of Hanover Shared ACO		41,480	
Miscellaneous Revenue		16,686	
Total Local Receipts		\$6,581,923	9.01%
Transfers From Other Funds -			
Special Revenue Funds-School		72,125	
Special Revenue Funds-Recreation		10,200	
Special Revenue Funds-Ambulance		1,022,679	
Special Revenue Funds-Septic Fund		93,360	
Special Revenue Funds-COA Revolving		105,000	
Capital Project Funds		73,360	
Water Enterprise Fund		495,191	
Solid Waste Enterprise Fund		58,885	
Trust Funds		18,000	
Total Interfund Transfers		\$1,948,800	2.67%
Total General Fund Revenue		\$73,064,858	100.00%

General Fund Revenue				
Local and State Receipts				
Budget to Actual				
	Fiscal 2023	Fiscal 2023		
Local Receipts	Budget	Actual	Variance	%
As reported on the Tax Rate Recapitulation Sheet				
Motor Vehicle Excise Tax	2,930,207	3,126,454	196,247	106.70%
Meals Tax	360,000	446,431	86,431	124.01%
Penalties and Interest	200,000	196,182	(3,818)	98.09%
Payments in Lieu of Taxes	45,000	57,268	12,268	127.26%
Other Charges for Services	50,000	36,270	(13,730)	72.54%
Fees	102,000	139,952	37,952	137.21%
Rentals	350,000	356,909	6,909	101.97%
Departmental Revenue - Schools	0	156	156	-
Departmental Revenue - Cemeteries	36,000	25,800	(10,200)	71.67%
Licenses and Permits	695,000	661,336	(33,664)	95.16%
Fines and Forfeits	20,000	27,583	7,583	137.92%
Investment Income	144,000	1,211,599	1,067,599	841.39%
Medicaid Revenue	200,000	237,091	37,091	118.55%
Miscellaneous Non-recurring	<u>0</u>	<u>58,892</u>	<u>58,892</u>	-
Total - Local Receipts	\$5,132,207	\$6,581,923	\$1,449,716	128.25%
Cherry Sheet Receipts Detail	Fiscal 2023	Fiscal 2023	Variance	%
	Budget	Actual		
Education				
Chapter 70	13,852,952	13,852,952	0	100.00%
Charter School Assessment Reimbursement	<u>392,019</u>	198,014	(194,005)	<u>50.51%</u>
Total Education	14,244,971	14,050,966	(194,005)	98.64%
General Government				
Unrestricted General Government Aid	1,947,245	1,947,245	0	100.00%
Federal Revenue Through County	0	0	0	-
Veterans Benefits Reimbursements	78,459	70,629	(7,830)	90.02%
Exemptions: Vets, Blind, & Surviving Spouse	110,185	138,027	27,842	125.27%
Miscellaneous Revenue	0	144,648	144,648	-
Total General Government	2,135,889	2,300,549	164,660	107.71%
Total - Cherry Sheet Revenue	\$16,380,860	\$16,351,515	-\$29,345	99.82%
Total - Local and State Revenue	\$21,513,067	\$22,933,438	\$1,420,371	106.60%

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Public Safety Gifts	0201	1,933	350	2,283			0
Fuel Assistance Gifts	0202	5,444	1,075	850			5,669
Selectboard Gifts	0205	1,759	72	144			1,687
Camp Pembroke Fund	0207	39,366	5,000	9,234			35,132
Sidewalk Fund	0209	76,410	0	0			76,410
COA Gift Fund	0226	8,098	4,717	6,549			6,266
Veterans Gift Fund	0227	5,798	1,370	3,047			4,121
COVID-19 Hope Gifts	0229	5,686	0	1,784			3,902
Veterans Brick Gift Fund	0243	120	0	0			120
Anniversary Fund	0244	2,869	80	0			2,949
Animal Control Gifts	0254	556	0	0			556
Library Gift Fund	0263	240	18,227	13,710			4,757
Fire Department Gift Fund	0281	12,601	3,015	3,224			12,392
Lydia Drake Library Fund	0299	0	2,700	0			2,700
Total Gifts & Donations		\$160,880	\$36,606	\$40,825	\$0	\$0	\$156,661
Tax Title Revolving	0204	53,798	28,561	12,944			69,415
Bond Premiums	0211	9,241	5,517	13,466			1,292
Bond Premiums-Excess Interest	0212	0	242,759	0			242,759
ZBA Deposits	0213	19,043	0	1,125			17,918
Selectboard Deposits	0215	3,000	0	0			3,000
Wetlands Protection Fund	0217	16,617	3,244	1,949			17,912
Conservation Deposits	0220	963	3,800	3,300			1,463
Town Forest Committee	0223	7,298	2,350	0			9,648
Water Permits Revolving	0224	29,024	11,572	26,470			14,126
BOS Insurance Proceeds	0228	25,057	59,798	40,780			44,075
Police Insurance Proceeds	0234	0	37,687	35,256			2,431
Fire Insurance Proceeds	0235	0	65,832	65,832			0
Planning Deposits	0236	80,046	122,450	77,812			124,684
Town Clerk Document Fees	0241	3,894	1,529	0			5,423
Ambulance Fund	0245	1,579,242	2,169,729	723,563	-1,022,679		2,002,729
COA Program Revolving	0246	7,822	8,386	10,662			5,546
Police Law Enforcement Fund	0251	4,123	0	600			3,523
Water Payments to Others	0260	16,773	57,695	56,808			17,660
Library Fines Revolving	0261	1,466	2,545	2,936			1,075
Library Passport Program	0269	40,946	46,015	50,814			36,147
Septic Review Revolving	0282	14,683	4,875	5,699			13,859
Parking Fines Revolving	0283	4,481	1,670	0			6,151
DPW Road Opening Revolving	0284	13,275	15,731	13,200			15,806
DPW Vehicle Revolving	0285	34,062	13,257	7,563			39,756
DPW Tree Fund	0286	954	200	250			904
DPW Insurance Revolving	0287	7,113	0	2,462			4,651
DPW Insurance Revolving	0288	23,252	7,559	0			30,811
Town Landing Revolving	0296	18,873	6,470	6,948			18,395
Affordable Housing Fund	0297	48,645	0	0			48,645
Historical Society Revolving	0298	7,664	660	2,051			6,273
Total Town Revolving Funds		\$2,071,355	\$2,919,891	\$1,162,490	-\$1,022,679	\$0	\$2,806,077
REC Teen Gifts	0402	112	0	0			112
Rec My Rec	0404	673	0	0			673
Rec Registrations	0406	6,852	4,790	0	-8,200		3,442
Rec June Clubhouse	0408	4,230	2,765	172			6,823
Rec Skate Park Gifts	0409	44,310	0	0			44,310
Rec Summer Playground	0410	42,743	52,800	42,277			53,266
Rec Courts	0414	8,065	8,393	0			16,458

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Rec Outsiders Gym	0422	477	0	0			477
Rec Birthday Parties	0424	66	0	0			66
Rec Capital	0425	200	0	0			200
Rec Adult Programs	0426	2,794	0	0			2,794
Rec Day Trips	0428	632	0	0			632
Rec Debt Service	0430	1,712	290	0	-2,000		2
Rec Tots Program	0431	56	0	0			56
Rec Junior programs	0432	90	400	400			90
Rec Drama	0434	1,876	0	0			1,876
Rec Fields	0442	1,686	2,813	2,267			2,232
Rec Social Events	0444	207	0	0			207
Rec Quilters	0446	73	0	0			73
Rec Rentals	0452	1,785	0	0			1,785
Rec Equipment	0453	911	0	0			911
Rec After School	0454	20,740	37,270	38,738			19,272
Rec Vehicle Maintenance	0456	2,933	20	620			2,333
Rec Clinics	0458	215	0	0			215
Rec Director	0460	2,676	0	39			2,637
Recreation Revolving	0292	0					0
Total Rec.. Revolving Funds		\$146,114	\$109,541	\$84,513	-\$10,200	\$0	\$160,942
School Transportation Fund	2020	579,269	110,713	285,129			404,853
School Transportation Fund	2021	9,383	0	9,383			0
School Athletic Fund	2030	281,543	203,314	115,602	-72,125		297,130
School Insurance Fund	2040	23,046	0	18,147			4,899
School Extended Day Revolving	2050	286,947	155,463	325,269			117,141
School Facilities Revolving	2060	328	0	0			328
School Building Revolving	2070	75,862	120,674	73,149			123,387
N. Pembroke Gift Fund	2200	2,624	0	1,597			1,027
Bryantville Gift Fund	2210	800	250	395			655
Hobomock Gift Fund	2220	0	6,175	6,079			96
Middle School Gift Fund	2230	8,726	1,500	0			10,226
High School Gift Fund	2240	634	0	54			580
School Gift Fund	2270	0	73	0			73
Mosher Gift Fund	2280	26	0	0			26
N. Pembroke Revolving Fund	2310	7,066	34,749	35,715			6,100
Bryantville Revolving Fund	2320	1,455	30,220	30,927			748
Hobomock Revolving Fund	2330	4,341	32,491	34,470			2,362
PCMS Revolving Fund	2340	4,847	1,552	1,011			5,388
High School Revolving Fund	2350	20,160	62,182	56,176			26,166
High School Clubs	2351	3,200	2,975	0			6,175
Technology Fund	2361	4,413	4,530	169			8,774
PCMS Activity Fund	3950	6,874	4,789	3,316			8,347
High School Activity Fund	3960	99,349	138,482	143,977			93,854
Total School Revolving Funds		\$1,420,893	\$910,132	\$1,140,565	-\$72,125	\$0	\$1,118,335
Pond Cleanup Grant	0300	9,960	0	0			9,960
Financial Planning Grant	0302	16,980	0	2,442			14,538
Records Management Grant	0305	88,500	0	88,500			0
Green Community Grant	0306	0	34,049	130,420		96,371	0
Master Planning Grant	0307	37,500	37,500	14,039			60,961
Recreation Earmark Grant	0308	5,998	50,000	0			55,998
Mun. Vulnerability Grant	0312	500	0	0			500
Mattakesett Fields Grant	0313	125,000	0	0			125,000
Veterans Park Grant	0314	15,000	0	0			15,000

		Special Revenue Accounts					
		Gifts, Grants and Other Special Revenue					
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Lage Preserve Grant	0315	0	100,000	4,718			95,282
Opioid Settlement Grant	0317	0	149,819	0			149,819
Recycling Grant	0318	40,578	12,100	13,493			39,185
ARPA COVID-19 Grant	0320	715,545	968,655		-147,882		1,536,318
Fire Equipment Grant	0321	0	32,793	32,793			0
COA Formula Grant	0322	5,549	52,104	44,104			13,549
Municipal Regionalization	0323	0	0	30,000		30,000	0
COA Earmark Grant	0324	0	10,000	9,787			213
Fire Equipment Grant	0325	0	30,000	12,500			17,500
COA Transportation	0329	77,048	125,336	23,215	-105,000		74,169
COA Memory Café Grant	0331	6,872	325	935			6,262
Indian Head Trail Grant	0334	6,396	0	0			6,396
Police E-911 Grant	0338	0	91,107	54,733			36,374
Public Safety Building Grant	0340	163,080	0	41,280			121,800
Police COAP Grant	0342	0	4,028	3,984			44
Police Equipment Grant	0344	0	3,000	3,000			0
Fire HazMat Grant	0349	3,428	16,897	16,827			3,498
Fire SAFE Grant	0355	0	2,277	0			2,277
Fire SAFE Senior Grant	0356	0	1,500	250			1,250
Library MEG Grant	0362	5,936	12,539	7,500			10,975
Library LIG Grant	0364	8,991	23,325	12,000			20,316
Library NRC Grant	0368	4,577	3,834	1,044			7,367
Lydia Drake Grant	0369	0	35,000	35,000			0
Police Vest Grant	0370	5,545	24,914	8,430			22,029
Police Traffic Grant	0376	0	22,006	22,006			0
Health Nursing Grant	0380	4,772	5,712	2,127			8,357
Health Vaccine Grant	0381	25,630	0	25,630			0
Water GP Wellfield Grant	0385	0	130,000	0			130,000
Water Oldham Water Main	0386	0	0	30,751			-30,751
Water Well #4 Grant	0389	0	0	191,428			-191,428
Water Lead Service Line Grant	0392	0	0	11,540			-11,540
School Title IIA Grant	3510	38,555	0	0			38,555
School Title IIA Grant	3511	4,340	43,263	45,322			2,281
School IDEA Grant	3521	9,193	523,354	563,452		31,797	892
School Title One Grant	3530	-19,562	119,876	126,359		24,371	-1,674
Early Childhood IDEA Grant	3540	982	0	0			982
Early Childhood IDEA Grant	3541	5,706	20,452	21,303			4,855
Title VI Grant	3561	6,589	10,000	18,823		7,823	5,589
School Health Grant	3564	2,446	40,000	42,446			0
Credit For Life Grant	3565	0	2,000	2,000			0
SAFER School Grant	3566	226	0	0			226
Open Science Grant	3568	27,586	20,410	15,510			32,486
One Engineering Grant	3572	0	22,000	0			22,000
One Biomedical Grant	3573	0	23,743				23,743
Career Connected Grant	3574	0	30,158	37,744		9,842	2,256
STEM Internship Grant	3575	0	7,500	7,500			0
My Cap Grant	3598	0	450	4,491			-4,041
School Circuit Breaker Grant	3710	1,072,294	1,416,672	1,072,394			1,416,572
School Project Lead the Way	3720	24,831	0	1,200			23,631
Food Security Grant	3732	28	0	0			28
ESSER III Grant	3734	81,807	0	0			81,807
ESSER II Grant	3736	27,054	235,972	261,163			1,863
ARP IDEA Grant	3737	5,496	22,802	28,298			0
ARP IDEA Grant II	3738	1,249	11,906	13,555		400	0
Vocational Transportation Grant	3740	6,198	0	6,198			0

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Supply Chain Grant	3741	56,968	0	56,968			0
Total Grants		\$2,725,371	\$4,529,378	\$3,199,202	-\$252,882	\$200,604	\$4,003,269
Chapter 90 Paving	0693	2,797	1,053,443	1,052,555			3,685
Chapter 90 WRAP	0696	0	315,038	315,038			0
School Lunch Fund	2000	447,887	1,675,753	1,190,512			933,128
Community Preservation Fund	0024	1,561,682	538,811	138,367			1,962,126
Septic Betterment Program	0025	160,434	139,205	183,040	-93,360		23,239
Total Other Special Revenue		\$2,172,800	\$3,722,250	\$2,879,512	-\$93,360	\$0	\$2,922,178
Total Special Revenue		\$8,697,413	\$12,227,798	\$8,507,107	-\$1,451,246	\$200,604	\$11,167,462

Capital Project Funds
Fiscal Year Ending June 30, 2023

	Beginning			Total		Ending
	Balance	Borrowing	Transfers	Available	Expended	Balance
Town Building Repairs	19,303			19,303	19,303	0
Furnace Pond Dredging	81,592		-81,592	0		0
Fire Pumper B	203			203	203	0
School Roof Repairs	113,373			113,373	0	113,373
DPW Dump Truck	2,326			2,326	0	2,326
Mill Pond Drainage	27,818			27,818	0	27,818
School Technology	153,873			153,873	152,394	1,479
School Construction	363,795		-73,360	290,435		290,435
Police Boat	8			8	0	8
Fire Command Vehicle	12,095			12,095	11,140	955
Fire Ambulance	11,386			11,386	5,460	5,926
Firefighting Gear	51,142			51,142	42,185	8,957
Fire Ladder Truck Refurb	67,940			67,940	54,981	12,959
Pavement Management	90,070	600,000	81,592	771,662	557,211	214,451
Herring Run Culvert	399,995			399,995	7,800	392,195
Route 36 Easements	97,803			97,803	35,934	61,869
Public Safety Building Design	150,000			150,000	0	150,000
Security Cameras	25,000			25,000	0	25,000
High School HVAC	90,000			90,000	0	90,000
Teacher Laptops	105,000			105,000	105,000	0
Van Purchase	45,000			45,000	45,000	0
Sidewalk Replacement	35,000			35,000	2,982	32,018
Master Plan	75,000			75,000	14,039	60,961
Hobomock Fire Panel	0	81,000		81,000	81,000	0
Police Cruisers	0	115,000		115,000	64,040	50,960
Fire SCBA Equipment	0	265,000		265,000	265,000	0
Mattakeesett Lights	0	300,000		300,000	0	300,000
Cemetery Dump Truck	0	75,000		75,000	73,847	1,153
Congress Street Culvert	0		147,882	147,882	147,882	0
DPW Roadside Mower	0	180,000		180,000	0	180,000
DPW One Ton Plow	0	100,000		100,000	98,615	1,385
DPW Sidewalk Plow	0	132,000		132,000	66,028	65,972
DPW Six Wheel Dump	0	230,000		230,000	145,391	84,609
Recycling Center Paving	0	300,000		300,000	0	300,000
Community Center	18,133,869	0		18,133,869	9,613,956	8,519,913
Town Capital Projects	\$20,151,592	\$2,378,000	\$74,522	\$22,604,114	\$11,609,391	\$10,994,723
Route 36 Water Lines	108,387			108,387	30,189	78,198
Elevated Tank Maintenance	1,000,000			1,000,000	1,401	998,599
Utility Service Vehicle	165,453			165,453	134,819	30,634
3/4 Ton Pickup	0	80,000		80,000	77,366	2,634
Mini Excavator	0	88,000		88,000	88,000	0
Transport Trailer	0	14,500		14,500	0	14,500
Six Wheel Dump Truck	0	200,000		200,000	128,243	71,757
Swanberg Pumping Station	0	350,000		350,000	15,700	334,300
Water Capital Projects	\$1,273,840	\$732,500	\$0	\$2,006,340	\$475,718	\$1,530,622

Capital Project Funds						
Fiscal Year Ending June 30, 2023						
	Beginning			Total		Ending
	Balance	Borrowing	Transfers	Available	Expended	Balance
Town Building Repairs	19,303			19,303	19,303	0
Furnace Pond Dredging	81,592		-81,592	0		0
Fire Pumper B	203			203	203	0
School Roof Repairs	113,373			113,373	0	113,373
DPW Dump Truck	2,326			2,326	0	2,326
Mill Pond Drainage	27,818			27,818	0	27,818
School Technology	153,873			153,873	152,394	1,479
School Construction	363,795		-73,360	290,435		290,435
Police Boat	8			8	0	8
Fire Command Vehicle	12,095			12,095	11,140	955
Fire Ambulance	11,386			11,386	5,460	5,926
Firefighting Gear	51,142			51,142	42,185	8,957
Fire Ladder Truck Refurb	67,940			67,940	54,981	12,959
Pavement Management	90,070	600,000	81,592	771,662	557,211	214,451
Herring Run Culvert	399,995			399,995	7,800	392,195
Route 36 Easements	97,803			97,803	35,934	61,869
Public Safety Building Design	150,000			150,000	0	150,000
Security Cameras	25,000			25,000	0	25,000
High School HVAC	90,000			90,000	0	90,000
Teacher Laptops	105,000			105,000	105,000	0
Van Purchase	45,000			45,000	45,000	0
Sidewalk Replacement	35,000			35,000	2,982	32,018
Master Plan	75,000			75,000	14,039	60,961
Hobomock Fire Panel	0	81,000		81,000	81,000	0
Police Cruisers	0	115,000		115,000	64,040	50,960
Fire SCBA Equipment	0	265,000		265,000	265,000	0
Mattakesett Lights	0	300,000		300,000	0	300,000
Cemetery Dump Truck	0	75,000		75,000	73,847	1,153
Congress Street Culvert	0		147,882	147,882	147,882	0
DPW Roadside Mower	0	180,000		180,000	0	180,000
DPW One Ton Plow	0	100,000		100,000	98,615	1,385
DPW Sidewalk Plow	0	132,000		132,000	66,028	65,972
DPW Six Wheel Dump	0	230,000		230,000	145,391	84,609
Recycling Center Paving	0	300,000		300,000	0	300,000
Community Center	18,133,869	0		18,133,869	9,613,956	8,519,913
Town Capital Projects	\$20,151,592	\$2,378,000	\$74,522	\$22,604,114	\$11,609,391	\$10,994,723
Route 36 Water Lines	108,387			108,387	30,189	78,198
Elevated Tank Maintenance	1,000,000			1,000,000	1,401	998,599
Utility Service Vehicle	165,453			165,453	134,819	30,634
3/4 Ton Pickup	0	80,000		80,000	77,366	2,634
Mini Excavator	0	88,000		88,000	88,000	0
Transport Trailer	0	14,500		14,500	0	14,500
Six Wheel Dump Truck	0	200,000		200,000	128,243	71,757
Swanberg Pumping Station	0	350,000		350,000	15,700	334,300
Water Capital Projects	\$1,273,840	\$732,500	\$0	\$2,006,340	\$475,718	\$1,530,622

Trust Funds						
Fiscal Year Ending June 30, 2023						
	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfer In</u>	<u>Transfer Out</u>	<u>Ending Balance</u>
Non-Expendable						
Perpetual Care	634,926	18,428				653,354
Expendable						
Perpetual Care Income	769	3,405				4,174
Sale of Lots	233	18,691			(18,000)	924
Stabilization Fund	535,351	2,653		50,000		588,004
Stabilization Fund	938,152	4,650				942,802
Post Employment Benefits Fund	1,241,586	95,466		125,000		1,462,052
Conservation Fund	47,725	10,039	61			57,703
Open Space Fund	247,405	1,934				249,339
Hatch School Fund	24,183	981				25,164
Richard Chase Fund	22,484	912				23,396
Edna Raistrick Fund	2,909	118				3,027
Library Building Fund	320	13				333
Elsie Duffill Fund	3,496	142				3,638
Irene L. Smith Fund	9,911	402				10,313
Darling Book Fund	11,979	486				12,465
Paul Magoun Fund	4,342	176				4,518
Della Chiesa Fund	10,930	1,112				12,042
Estes Flower Fund	870	36	25			881
Louis Gray Flower Fund	213	9	25			197
Lewis & Sturtevant Fund	24	1				25
William Lavalley Flower Fund	401	16	25			392
Blakeman Flower Fund	340	14	25			329
Lois W. Hall Fund	1,585	64				1,649
Cultural Council Fund	8,642	11,681	5,717			14,606
Police Block Grant Fund	24,660	646	8,743			16,563
Stone Flower Fund	451	18	25			444
Tubbs Meadow Fund	55,722	2,261				57,983
Center Library Fund	26,347	1,069				27,416
Lydia Drake Library Fund	18,774	797	5,430			14,141
Dr. Randall Scholarship Fund	120	504	500			124
Injured on Duty Fund	224,541	9,470		25,000		259,011
Workers Comp Fund	574,777	24,039		50,000		648,816
Kellogg Scholarship Fund	5,989	243				6,232
Capital Stabilization Fund	91,957	3,548	4,961	50,000		140,544
Stabilization Fund-Water	373,559	15,158				388,717
Stabilization Fund-Special Educ.	150,387	12,668		172,595		335,650
Total Trust Funds	\$5,296,060	\$241,850	\$25,537	\$472,595	(\$18,000)	\$5,966,968
*Mark to Market Value						
Agency Funds						
Fiscal Year Ending June 30, 2023						
	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll/Expense</u>	<u>Transfer</u>	<u>Accruals</u>	<u>Ending Balance</u>
Payroll Withholdings Payable	285,322	9,978,853	9,972,918			291,257
Performance Deposits	702,383	2,065	321,356			383,092
Police Details Payable	38,256	1,178,022	1,316,708		100,430	0
Fire Details Payable	0	9,475	11,129		1,654	0
Firearm Permits Payable	1,443	25,625	25,488			1,580
Cemetery Details Payable	7,440	10,305	10,197			7,548
Senior Center Details Payable	18	160	150			28
Deputy Collector Fees Payable	3,437	47,622	45,389			5,670
Total Agency Funds	\$1,038,299	\$11,252,127	\$11,703,335	\$0	\$102,084	\$689,175

Enterprise Funds			
Revenue, Expenditures and Changes in Fund Balance			
		Water	Solid Waste
		<u>Enterprise</u>	<u>Enterprise</u>
Revenue			
	Departmental User Charges	2,663,947	2,248,491
	Penalties and Interest	48,526	17,915
	Departmental Revenue	66,065	65,887
	Capital Payments	53,450	0
	Transfer From Other Funds		
	Total Revenue Raised	\$2,831,988	\$2,332,293
Expenditures			
	Personal Services	800,204	77,994
	Operating Expenses	657,666	1,832,635
	Capital Replacement	288,854	0
	Capital Projects	62,700	0
	Debt Service	730,566	172,777
	Transfer to Other Funds - Indirect Costs	495,191	58,885
	Transfer to Other Funds - Water Stabilization	0	0
	Total Operating Expenditures	\$3,035,181	\$2,142,291
	Revenues over/(under) Expenditures	-\$203,193	\$190,002
Retained Earnings			
	Fund Balance July 1, 2022	\$982,135	\$457,071
	Revenues over/(under) Expenditures	-203,193	190,002
	Fund Balance June 30, 2023	\$778,942	\$647,073
	Less: Reserve for Encumbrances		
	Reserved for Encumbrances	320	99,174
	Reserved for Continued Appropriations	40,146	50,000
	Reserved for Expenditure	80,000	0
	Unreserved Retained Earnings	\$658,476	\$497,899

Financial History					
<u>Various Information</u>					
	Free Cash	Stabilization Fund	OPEB Fund	Injured on Duty Fund	Workers Comp Fund
Fiscal 2023	3,378,755	1,530,806	1,462,053	259,011	648,816
Fiscal 2022	2,497,210	1,473,503	1,241,586	224,541	574,777
Fiscal 2021	2,710,268	1,500,959	1,332,854	199,385	530,357
Fiscal 2020	851,696	1,498,420	1,072,785	199,265	583,884
Fiscal 2019	1,087,750	1,425,313	941,939	131,800	352,653
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
<u>State Aid (Less Offsets)</u>					
	General Government	Education	Assessments	Net State Aid	% of General Fund Budget
Fiscal 2023	2,176,548	14,050,966	(1,404,697)	14,822,817	21.08%
Fiscal 2022	2,060,429	14,034,927	(1,489,934)	14,605,422	21.97%
Fiscal 2021	1,883,938	13,763,271	(1,276,625)	14,370,584	22.39%
Fiscal 2020	1,910,315	13,767,280	(1,172,646)	14,504,949	22.74%
Fiscal 2019	1,957,136	13,759,758	(1,012,115)	14,704,779	23.44%
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%
<u>General Fund Bonded Debt Service</u>					
	Excl. Debt Service	Debt Service	Debt % Budget*	Bond Rating	Tax Rate
Fiscal 2023	3,029,200	1,237,921	1.76%	AA	12.72
Fiscal 2022	2,009,470	1,033,656	1.55%	AA	14.15
Fiscal 2021	1,909,751	1,093,511	1.71%	AA	14.58
Fiscal 2020	1,982,837	1,213,938	1.90%	AA	14.49
Fiscal 2019	2,136,876	910,957	1.45%	AA	14.60
Fiscal 2018	1,998,075	992,183	1.65%	AA	14.89
Fiscal 2017	2,545,858	853,510	1.48%	AA	15.10
Fiscal 2016	1,932,461	995,546	1.83%	AA	15.26
Fiscal 2015	2,002,795	790,837	1.50%	AA	14.74
Fiscal 2014	2,057,563	928,387	1.80%	AA-	14.69
	*Non Excluded Debt Service Target >2%				

To the Honorable Select Board and the Citizens of Pembroke:
 I hereby respectfully submit the report of the Collector/Treasurer for the Fiscal Year 2023. 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

		07/01/22	Commitment	Exemptions	Receipts	Refunds	Transfer	06/30/23
		Balance		Abatement			Other	Balance
Real Estate	2023	0	47,742,709	244,695	47,288,979	202,417	123,688	287,763
	2022	301,594	0	306	194,177	0	107,111	0
Total R.E.		301,594	47,742,709	245,002	47,483,156	202,417	230,799	287,763
Personal Property Tax	2023	0	791,499	0	787,466	74	0	4,107
	2022	3,408	0	0	1,405	181	0	2,184
	2021	2,312	0	0	141	0	0	2,171
	2020	1,716	0	1,716	0	0	0	0
Total P.P.		7,436	791,499	1,716	789,012	255	0	8,462
Comm. Preservation Fund	2023	0	396,453	3,594	391,530	1,458	906	1,881
	2022	2,101	0	3	1,291	0	806	0
Total C.P.A.		2,101	396,453	3,597	392,821	1,458	1,712	1,881
Motor Vehicle Excise Tax	2023	0	2,966,209	95,114	2,686,326	22,005	0	206,774
	2022	217,794	296,615	31,673	444,382	32,054	0	70,408
	2021	62,505	0	3,272	44,741	3,136	0	17,628
	2020	16,333	0	512	5,608	400	0	10,612
	2019	11,566	0	149	2,360	65	0	9,122
Total M.V.E.		308,198	3,262,824	130,720	3,183,417	57,659	0	314,544
Water Liens	2023	0	253,349	228	239,760		11,178	2,183
Trash Liens	2023	0	140,424	855	133,479		3,680	2,410
Total		0	393,773	1,083	373,238	0	14,858	4,593
Tax Deferral Balance as of 6/30/23	Tax	85,789						
Liens	Liens	0						
CPF	CPF	346						
Tax Title Balance as of 6/30/23	Tax	368,656						
Liens	Liens	30,971						
CPF	CPF	2,178						
Tax Possession Balance as of 6/30/23		1,453						

Fiscal Year 2023	Issue	Pay Off	FY 2023	Interest	Principal	Total	FY 2023
Current Outstanding	Date	Date	Starting	Due	Due	Due	Ending
Debt Issues			Balance				Balance
Community Center	9/23/21	7/5/46	\$17,547,000	\$570,925	\$707,000	\$1,277,925	\$16,840,000
			17,547,000	570,925	707,000	1,277,925	16,840,000
Departmental Equipment - Fire	7/15/08	7/15/22	\$64,500	\$1,613	\$64,500	\$66,113	\$0
Emergency/DPW Generator	4/1/15	4/1/23	\$5,000	\$200	\$5,000	\$5,200	\$0
3 Sanders	4/1/15	4/1/24	\$15,000	\$600	\$10,000	\$10,600	\$5,000
Library Generator	4/1/15	4/1/24	\$10,000	\$400	\$5,000	\$5,400	\$5,000
DPW Front End Loader and Attachment	2/10/17	2/1/26	\$150,000	\$3,488	\$40,000	\$43,488	\$110,000
DPW 10 Wheel Dump/Sander/Plow	2/10/17	2/1/26	\$135,000	\$3,125	\$35,000	\$38,125	\$100,000
Snow Blower/Blade for Backhoe	2/10/17	2/1/26	\$40,000	\$925	\$10,000	\$10,925	\$30,000
Trackless Tractor and Attachments	2/10/17	2/1/26	\$65,000	\$1,538	\$20,000	\$21,538	\$45,000
DPW Ten Wheel Dump Truck	2/10/17	2/1/24	\$50,000	\$1,250	\$25,000	\$26,250	\$25,000
Mini Pumper Fire Truck	2/10/17	2/1/27	\$100,000	\$2,300	\$20,000	\$22,300	\$80,000
Fire Truck Full Size Pumper	12/13/18	9/15/26	\$200,000	\$9,000	\$40,000	\$49,000	\$160,000
Fire Truck Full Size Pumper	12/13/18	9/15/33	\$490,000	\$20,625	\$45,000	\$65,625	\$445,000
Supply and Attack Hoses	12/13/18	9/15/28	\$45,000	\$2,000	\$10,000	\$12,000	\$35,000
DPW Dump Truck and Plow	12/13/18	9/15/28	\$45,000	\$2,000	\$10,000	\$12,000	\$35,000
Turnout Gear and Storage	12/13/18	9/15/27	\$80,000	\$3,625	\$15,000	\$18,625	\$65,000
Extraction Equipment	12/13/18	9/15/27	\$30,000	\$1,375	\$5,000	\$6,375	\$25,000
DPW Dump Truck	10/29/20	8/1/27	\$90,000	\$4,125	\$15,000	\$19,125	\$75,000
Replacement Ambulance	9/23/21	7/15/26	\$255,000	\$11,375	\$55,000	\$66,375	\$200,000
Replacement SCBA Equipment	9/23/21	7/15/31	\$132,000	\$6,075	\$17,000	\$23,075	\$115,000
Replacement Fire Fighting Gear	9/23/21	7/15/31	\$99,000	\$4,550	\$14,000	\$18,550	\$85,000
Police Cruisers	9/23/21	7/15/26	\$107,500	\$4,688	\$27,500	\$32,188	\$80,000
Public Safety Design	9/23/21	7/15/26	\$150,000	\$6,750	\$30,000	\$36,750	\$120,000
Mater Plan	9/23/21	7/15/26	\$75,000	\$3,375	\$15,000	\$18,375	\$60,000
			\$2,433,000	\$95,000	\$533,000	\$628,000	\$1,900,000
Elementary School Construction 1	4/15/16	8/1/25	\$110,000	\$3,950	\$30,000	\$33,950	\$80,000
Elementary Schools	4/15/16	8/1/25	\$1,110,000	\$40,200	\$280,000	\$320,200	\$830,000
School Acquisition	4/15/16	8/1/26	\$540,000	\$19,950	\$110,000	\$129,950	\$430,000
Secondary School Construction 1	4/15/16	8/1/26	\$805,000	\$29,725	\$165,000	\$194,725	\$640,000
Secondary School Construction 2	4/15/16	8/1/26	\$2,560,000	\$94,450	\$530,000	\$624,450	\$2,030,000
Hob, North, Midd & High Roofs	4/1/15	4/1/35	\$3,620,000	\$107,200	\$280,000	\$387,200	\$3,340,000
Hob, North, Midd & High Roofs Adj.	10/1/19	4/1/35	-\$695,000	-\$20,575	-\$55,000	-\$75,575	-\$640,000
Engineering Services - School 1	4/15/16	8/1/26	\$55,000	\$2,050	\$10,000	\$12,050	\$45,000
Engineering Services - School 2	4/15/16	8/1/22	\$10,000	\$250	\$10,000	\$10,250	\$0
			\$8,115,000	\$277,200	\$1,360,000	\$1,637,200	\$6,755,000
Hobmock Septic 1	4/15/16	8/1/24	\$10,000	\$325	\$5,000	\$5,325	\$5,000
Hobmock Roof	4/15/13	4/15/27	\$25,000	\$625	\$5,000	\$5,625	\$20,000
School Project Special Legislation	4/15/16	8/1/24	\$25,000	\$850	\$10,000	\$10,850	\$15,000
Hobmock/Learning Lane Drainage Eng./Study	2/10/17	2/1/27	\$25,000	\$575	\$5,000	\$5,575	\$20,000
Hobmock/Learning Lane Drainage	2/10/17	2/1/27	\$185,000	\$4,275	\$40,000	\$44,275	\$145,000
Turf Field and Track	12/13/18	9/15/28	\$370,000	\$17,125	\$55,000	\$72,125	\$315,000
School Technology	10/29/20	8/1/29	\$220,000	\$10,250	\$30,000	\$40,250	\$190,000
High School HVAC RTU	9/23/21	7/15/28	\$90,000	\$4,125	\$15,000	\$19,125	\$75,000
Teacher Laptops	9/23/21	7/15/26	\$102,000	\$4,550	\$22,000	\$26,550	\$80,000
High School HVAC/Hot water/Boiler	9/23/21	7/15/28	\$125,000	\$5,750	\$20,000	\$25,750	\$105,000
			\$1,177,000	\$48,450	\$207,000	\$255,450	\$970,000
Bridge Repairs	7/15/08	7/15/27	\$80,500	\$3,688	\$13,500	\$17,188	\$67,000
Cemetery Drainage	7/15/08	7/15/28	\$110,000	\$5,050	\$18,000	\$23,050	\$92,000
Recreational Facility-Mattakeesett	7/15/08	7/15/22	\$9,950	\$249	\$9,950	\$10,199	\$0
Oldham Algea	4/15/13	4/15/25	\$15,000	\$375	\$5,000	\$5,375	\$10,000
Elm & Harvard Culvert @3%	4/1/15	4/1/35	\$185,000	\$5,475	\$15,000	\$20,475	\$170,000
Rt.14 Drainage	2/10/17	2/1/27	\$100,000	\$2,300	\$20,000	\$22,300	\$80,000
Rt.14 Reconstruction Project Drainage X2	2/10/17	2/1/27	\$25,000	\$575	\$5,000	\$5,575	\$20,000
Owls Bog	2/10/17	2/1/27	\$40,000	\$925	\$10,000	\$10,925	\$30,000
Storm Damage Repairs	12/13/18	9/15/28	\$120,000	\$5,500	\$20,000	\$25,500	\$100,000
Land acquisition Washington Street	12/13/18	9/15/36	\$640,000	\$26,075	\$45,000	\$71,075	\$595,000
Hobmock Sidewalks	12/13/18	9/15/36	\$640,000	\$26,075	\$45,000	\$71,075	\$595,000
Pavement Management Ch. 90 Supplement	9/23/21	7/15/32	\$100,000	\$4,650	\$10,000	\$14,650	\$90,000
Herring Run Culvert Replacement	9/23/21	7/15/41	\$405,000	\$14,075	\$25,000	\$39,075	\$380,000
Rt.36 Easement and Engineering	9/23/21	7/15/31	\$335,000	\$15,575	\$35,000	\$50,575	\$300,000
			\$2,805,450	\$110,587	\$276,450	\$387,037	\$2,529,000
Landfill ClosureX2-Outside Debt limit	6/13/12	1/15/33	\$1,542,896	\$31,821	\$125,676	\$157,497	\$1,417,220
Landfill ClosureX3	1/7/15	1/15/35	\$68,649	\$1,476	\$4,627	\$6,103	\$64,022
Total Outside Trash Debt			\$1,611,545	\$33,297	\$130,303	\$163,600	\$1,481,242
Trash Bins	2/10/17	2/1/22	\$35,000	\$1,500	\$10,000	\$11,500	\$25,000
Total Inside Trash Debt			\$35,000	\$1,500	\$10,000	\$11,500	\$25,000

Total Trash Debt			\$1,646,545	\$34,797	\$140,303	\$175,100	\$1,506,242
Water Mains-Outside Debt Limit	4/15/16	8/1/25	\$60,000	\$2,175	\$15,000	\$17,175	\$45,000
Edgewood Bogs-Outside Debt Limit	7/15/08	7/15/27	\$240,550	\$11,039	\$39,550	\$50,589	\$201,000
Water Mains-Outside Debt Limit	4/15/13	4/15/28	\$125,000	\$3,125	\$25,000	\$28,125	\$100,000
Pleasant Street Land 2	4/15/13	4/15/28	\$515,000	\$12,875	\$90,000	\$102,875	\$425,000
Little Brook Water Mains-Outside Debt Limit	4/1/15	4/1/35	\$185,000	\$5,475	\$15,000	\$20,475	\$170,000
DPW 4X4 Backhoe	4/1/15	4/1/28	\$55,000	\$1,675	\$10,000	\$11,675	\$45,000
Water Filtration Upgrades	12/13/18	9/15/36	\$685,000	\$27,600	\$50,000	\$77,600	\$635,000
Water Filtration Upgrades Adj.	12/13/18	9/15/36	\$695,000	\$20,575	\$55,000	\$75,575	\$640,000
Rt.36 Corridor Project	10/29/20	8/1/40	\$1,555,000	\$51,625	\$85,000	\$136,625	\$1,470,000
Additional Water Filtration	10/29/20	8/1/40	\$475,000	\$15,625	\$25,000	\$40,625	\$450,000
Elevated Water Tank Maintenance	9/23/21	7/15/31	\$1,000,000	\$46,500	\$100,000	\$146,500	\$900,000
Water Utility Truck	9/23/21	7/15/22	\$2,000	\$50	\$2,000	\$2,050	\$0
Total Outside Water Debt			\$5,592,550	\$198,339	\$511,550	\$709,889	\$5,081,000
Storm Water Management	7/15/17	7/15/37	\$268,179	\$5,766	\$15,314	\$21,080	\$252,865
Total Inside Water Debt			\$268,179	\$5,766	\$15,314	\$21,080	\$252,865
Total Water Debt			\$5,860,729	\$204,105	\$526,864	\$730,969	\$5,333,865
Total Debt Excluding Septic			\$39,584,724	\$1,341,064	\$3,750,617	\$5,091,681	\$35,834,107
Septic Loan Program-Outside Debt Limit	Varies	Varies	\$635,986	\$1,501	\$81,010	\$82,511	\$554,976
			\$635,986	\$1,501	\$81,010	\$82,511	\$554,976
Total Debt			\$40,220,710	\$1,342,565	\$3,831,627	\$5,174,192	\$36,389,083
Fiscal Year 2023	Issue	Pay Off	FY 2023				
Current Outstanding	Date	Date	BAN				
Short Term Debt Issues			Amount				
Fire Alarm Panel Hobomock	6/16/23	9/29/23	\$81,000				
2 Police Cruisers	6/16/23	9/29/23	\$115,000				
Self Contained Breathing Apparatus	6/16/23	9/29/23	\$265,000				
Mattakesett Field Lights	6/16/23	9/29/23	\$300,000				
F350 Pickup Plow and Dump Set	6/16/23	9/29/23	\$75,000				
F250 w/ Plow Setup	6/16/23	9/29/23	\$60,000				
Swanberg Wellfield and Pumping Station	6/16/23	9/29/23	\$350,000				
Roadside Mower	6/16/23	9/29/23	\$180,000				
One-Ton Plow w/ Sander	6/16/23	9/29/23	\$100,000				
Sidewalk Snowplow/Blower/Sweeper (2)	6/16/23	9/29/23	\$132,000				
Six Wheel Dump 10ft Plow 7-Yard Sander	6/16/23	9/29/23	\$230,000				
Roadway Pavement Mgmt Ch.90 Supplement	6/16/23	9/29/23	\$600,000				
3/4 Ton Pickup w/ Utility Body	6/16/23	9/29/23	\$80,000				
Mini Excavator	6/16/23	9/29/23	\$88,000				
Transport Trailer	6/16/23	9/29/23	\$14,500				
Six Wheel Dump Truck w/ Plow	6/16/23	9/29/23	\$200,000				
Road Resurfacing	6/16/23	9/29/23	\$300,000				
Total Short Term Debt Issued			\$3,170,500				
Fiscal Year 2023	Town Meeting		Authorized/				
Current	Authorization		Unissued				
Authorized/Unissued Debt	Date		Amount				
Septic Betterment Program	7/28/20		\$200,000				
Community Center Supplemental Funding	10/18/22		\$3,100,000				
Swanberg Wellfield and Pumping Station	10/18/22		\$4,150,000				
Loader Plow and Grapple Bucket	5/9/23		\$300,000				
Mini Excavator	5/9/23		\$70,000				
Pickup Utility Body w/ Plow	5/9/23		\$90,000				
Roadway Improvements	5/9/23		\$600,000				
Radio System Upgrades	5/9/23		\$200,000				
Fire Engine	5/9/23		\$790,000				
HVAC Roof Top	5/9/23		\$280,000				
Van Utility Box Truck	5/9/23		\$100,000				
Water Storage Tank Upgrade	5/9/23		\$2,500,000				
Water System Main Upgrade	5/9/23		\$1,000,000				
Replace #524 3/4 Ton Pickup/Utility Body	5/9/23		\$100,000				
Public Safety	5/9/23		\$61,140,000				
Total Authorized/Unissued Debt			\$74,620,000				

Town of Pembroke
Trust Fund Activity
Fiscal Year 2023

<u>Trust Fund Name</u>	<u>Beginning Balance</u>			<u>Ending Balance</u>	
	<u>7/1/22</u>	<u>Deposits</u>	<u>Interest</u>	<u>Transfers</u>	<u>6/30/23</u>
Perpetual Care	\$559,788	\$0	\$2,062	\$21,700	\$583,550
Perpetual Care Income	\$769	\$0	\$4	\$0	\$773
Stabilization Fund	\$535,351	\$0	\$2,653	\$0	\$538,004
Special Purpose Stabilization	\$938,152	\$0	\$4,650	\$0	\$942,802
Other Post Employment Benefits	\$1,241,586	\$0	\$95,466	\$0	\$1,337,052
Sub Totals:	\$3,275,646	\$0	\$104,835	\$21,700	\$3,402,181
General Funds:					
Conservation Fund 1	\$42,999	\$0	\$1,745	\$0	\$44,744
Conservation Fund 2	\$4,725	\$0	\$189	-\$61	\$4,854
Open Space Fund 1	\$154,289	\$0	\$6,261	\$0	\$160,550
Open Space Fund 2	\$93,116	\$0	\$3,778	\$0	\$96,894
Injured on Duty (IOD)	\$224,541	\$0	\$9,470	\$25,000	\$259,011
Workers Compensation Stabilization Fund	\$574,777	\$0	\$24,039	\$50,000	\$648,816
Law Enforcement Block Grant	\$15,710	\$0	\$646	\$207	\$16,563
Arts Lottery - Cultural Council	\$13,648	\$0	\$881	\$18,915	\$33,444
Hatch School Fund	\$24,183	\$0	\$981	\$0	\$25,164
Richard Chase Fund	\$22,484	\$0	\$912	\$0	\$23,396
Tubbs Meadow Fund	\$55,722	\$0	\$2,261	\$0	\$57,983
Capital Fund	\$91,958	\$0	\$3,548	\$45,039	\$140,545
Water Stabilization Fund	\$373,559	\$0	\$15,158	\$0	\$388,717
Special Purpose Stabilization-School	\$150,387	\$0	\$12,668	\$172,595	\$335,649
Sub Totals:	\$1,842,098	\$0	\$82,536	\$311,694	\$2,236,328
Scholarship Funds:					
Dr. Randall's Scholarship Fund	\$120	\$0	\$4	\$0	\$124
Paul Kellogg Memorial Scholarship	\$5,989	\$0	\$243	\$0	\$6,232
Sub Totals:	\$6,109	\$0	\$247	\$0	\$6,356
Cemetery Funds:					
Perpetual Care-E. Marston	\$750	\$0	\$30	\$0	\$780
Perpetual Care-M. Page	\$116	\$0	\$3	\$0	\$119
Perpetual Care-E. Allen	\$587	\$0	\$24	\$0	\$611
Perpetual Care-G. Church	\$488	\$0	\$19	\$0	\$507
Perpetual Care-John Church	\$644	\$0	\$26	\$0	\$670
Perpetual Care-A. McPherson	\$3,527	\$0	\$143	\$0	\$3,670
Paul Magoun Fund	\$4,342	\$0	\$176	\$0	\$4,518
Sale of Lots	\$233	\$0	\$266	\$21,700	\$22,199
Cemetery Perpetual Care	\$27,034	\$0	\$1,097	\$0	\$28,131
Sub Totals:	\$37,721	\$0	\$1,785	\$21,700	\$61,206
Cemetery Flower Funds:					
Lewis & Sturtevant Flower	\$24	\$0	\$1	\$0	\$25
William LaValley Flower	\$401	\$0	\$16	-\$25	\$392
Louis Gray Flower Fund	\$213	\$0	\$8	-\$25	\$196
C. Bruno Stone Flower Fund	\$451	\$0	\$18	-\$25	\$444
John Blakeman Flower Fund	\$340	\$0	\$14	-\$25	\$329
Estes Flower Fund	\$870	\$0	\$36	-\$25	\$881
Sub Totals:	\$2,299	\$0	\$93	-\$125	\$2,267
Library Funds:					
Center Library Investment	\$21,029	\$0	\$853	\$0	\$21,882
Center Library Liquid	\$5,318	\$0	\$216	\$0	\$5,534
Library Building Fund	\$320	\$0	\$13	\$0	\$333
Darling Book Fund	\$11,979	\$0	\$486	\$0	\$12,465
Della Chiesa Fund	\$10,930	\$0	\$454	\$658	\$12,042
Edna Raistrick Fund	\$2,909	\$0	\$118	\$0	\$3,027
Irene L. Smith Fund	\$9,911	\$0	\$402	\$0	\$10,313
Lydia Drake (Murphy)Fund Library Upkeep	\$16,247	\$0	\$659	\$0	\$16,906
Elsie Duffill Fund	\$3,496	\$0	\$142	\$0	\$3,638
Lois W. Hall Fund	\$1,585	\$0	\$64	\$0	\$1,649
Lydia Drake Library Fund	\$2,525	\$0	\$138	\$2,450	\$5,113
Sub Totals:	\$86,250	\$0	\$3,546	\$3,108	\$92,903
Trust Totals:	\$1,974,477	\$0	\$88,207	\$336,377	\$2,399,060
Grand Totals:	\$5,250,123	\$0	\$193,042	\$358,077	\$5,801,242

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$218,748.27	OBEY	ERIN E.	SUPERINTENDENT PRF SAL
\$161,876.26	BRUST	MARYBETH	ASSIST SUPERINTENDENT PRF SAL
\$151,548.93	DeLORENZO	JESSICA	DIRECTOR OF STUDENT SERVICES
\$150,717.05	TALBOT	MARC J.	PHS SCH LEADERSHIP PRF SAL
\$145,596.75	MCGARRIGLE	DONNA	PCMS SCH LEADERSHIP PRF SAL
\$134,515.29	MURPHY	MICHAEL D.	HES SCH LEADERSHIP PRF SAL
\$129,371.71	GALLIGAN	MARK N.	CONTENT AREA COORDINATOR
\$128,188.55	CHAPMAN	GWYNNE L.	DIRECTOR FINE ARTS PRF SAL
\$126,324.77	PHILLIPS	BRIAN E.	ATHLETIC DIRECTOR/FACILIT MGR
\$123,524.83	KELLEY	KRISTEN A.	PHS SCH LEADERSHIP PRF SAL
\$122,848.44	SWIFT	ERICA N.	PCMS SCH LEADERSHIP PRF SAL
\$121,864.47	SIMMONS	JENNIFER R.	BES SCH LEADERSHIP PRF SAL
\$121,748.38	RIX	DAVID	PHS SCH LEADERSHIP PRF SAL
\$121,371.77	SHAPIRO	JONATHAN E.	CONTENT AREA COORDINATOR
\$120,264.45	HALL	BRANDON	DIRECTOR INSTRUCTIONAL TECH
\$119,383.00	ZOPATTI	GREGORY D.	PCMS TEACHERS PRF SAL
\$115,699.60	COLLUM	MEGHAN L.	IDEA DW CURRICULUM DIR PRF SAL
\$115,452.35	SAFIZADEH	SAVIZ	CONTENT AREA COORDINATOR
\$113,627.93	CROSS	ASHLEY R.	HES SCH LEADERSHIP PRF SAL
\$111,695.21	GOFF	KERRAN B.	PHS GUIDANCE COUNSELOR
\$109,997.50	ROONEY	JAMES	PHS TEACHERS PRF SAL
\$109,471.44	CHARPENTIER	VALERIE R.	NPES SCH LEADERSHIP PRF SAL
\$109,471.44	COSTA	TRACI	BES SCH LEADERSHIP PRF SAL
\$108,599.23	GLASS	AUSTIN	PHS TEACHERS PRF SAL
\$108,483.97	TINKER	MICHAEL A.	DISTRICT LEARN MUSIC/DIGITAL
\$107,162.78	EARNER	JOANNE	PCMS MED/HEALTH SER PRF SAL
\$106,798.73	WALLS	JESSICA A.	PHS TEACHERS PRF SAL
\$106,674.84	CONATHAN	ROBIN L.	PHS GUIDANCE COUNSELOR
\$106,545.87	MOTTA	AMY B.	PHS TEACHERS PRF SAL
\$106,420.86	GEARIN	JULIANNE S.	PCMS TEACHERS PRF SAL
\$105,955.26	BATCHELDER	JUDITH	NPES TEACHERS PRF SAL
\$105,802.01	KNIFFEN	HILLARY M.	PHS TEACHERS PRF SAL
\$104,643.01	MULLIGAN	JENNIFER A.	PCMS TEACHERS PRF SAL
\$104,613.01	TALBOT	CAROLYN	PHS TEACHERS PRF SAL
\$104,428.88	GATES	MARYELLEN	PHS TEACHERS PRF SAL
\$103,588.90	PELTON	MELISSA A.	NPES TEACHERS PRF SAL
\$103,273.01	FERNALD	MARIESA	BES TEACHERS PRF SAL
\$103,224.01	PEARSON	ERICA S.	NPES PSYCHOLOGIST
\$103,011.48	SHANNON	JAMES	PHS GUIDANCE COUNSELOR
\$102,924.01	LISI	MICHAEL	HES PSYCHOLOGIST
\$102,924.01	SULLIVAN	MICHELE	NPES TEACHERS PRF SAL
\$102,911.51	KILEY	ROSEMARY	SPED NPES TEACHERS PRF SAL
\$102,823.23	DUNN	MARIA	BES TEACHERS PRF SAL
\$102,710.23	GRIGGS	ELAINE B.	PHS TEACHERS PRF SAL
\$102,552.55	SOLIWODA	MELINDA	NPES TEACHERS PRF SAL
\$102,512.09	DOYLE	GRETCHEN	HES TEACHERS PRF SAL
\$102,424.01	MROWKA	AMANDA	PHS TEACHERS PRF SAL
\$102,330.23	MATHESON	MICHELLE	BES TEACHERS PRF SAL
\$102,174.01	HARRIS	MICHELLE R.	HES TEACHERS PRF SAL
\$102,169.50	HOVEY	THOMAS	PCMS TEACHERS PRF SAL
\$101,895.73	FITZGERALD	LYN M.	PCMS TEACHERS PRF SAL
\$101,833.23	WHALEN	COURTNEY L.	PHS TEACHERS PRF SAL

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$101,775.86	McNULTY	SARA E.	BES TEACHERS PRF SAL
\$101,733.23	STODDARD	WENDY	PCMS TEACHERS PRF SAL
\$101,633.23	ANGLEY	TARA E.	NPES TEACHERS PRF SAL
\$101,633.23	BOCK	RENEE K.	HES TEACHERS PRF SAL
\$101,633.23	SAN GIOVANNI	LARA	HES TEACHERS PRF SAL
\$101,580.23	KENNY	NEIL	PHS TEACHERS PRF SAL
\$101,483.06	JEFFERS	MEGAN D.	PCMS TEACHERS PRF SAL
\$101,378.23	RUKA	ANNE F.	PHS TEACHERS PRF SAL
\$101,333.23	DWYER	KAREN	IDEA HES MED/THERP PRFSAL
\$101,315.05	HAWES	DANIEL F.	DISTRICT LEARN MUSIC/DIGITAL
\$101,265.86	POURBAIX	NOELLE	PHS TEACHERS PRF SAL
\$101,250.17	WALSH	ABIGAIL B.	PHS TEACHERS PRF SAL
\$101,133.23	CHRISTENSEN	MARIANNE	BES SPEECH THERAPIST
\$101,133.23	KENNY	JENNIFER	NPES TEACHERS PRF SAL
\$101,133.23	LASNIER-DUNCAN	KATLYN P.	NPES TEACHERS PRF SAL
\$101,133.23	MACDONALD	PAUL	HES TEACHERS PRF SAL
\$101,133.23	McFADYEN	NATALIE J.	NPES TEACHERS PRF SAL
\$101,133.23	O'LEARY	VIRGINIA	BES TEACHERS PRF SAL
\$101,133.23	WOODS	ELIZABETH N.	NPES TEACHERS PRF SAL
\$100,905.73	COSTA	MEREDITH A.	PHS TEACHERS PRF SAL
\$100,883.23	FRATES	MICHAEL C.	SPED PHS TEACHERS PRF SAL
\$100,861.71	EVANS	MICHAEL	HES CUSTODIAL WAGES
\$100,760.93	CAMPBELL	JENNIFER R.	PHS TEACHERS PRF SAL
\$100,725.45	KENNEDY	TIMOTHY	BES TEACHERS PRF SAL
\$100,715.86	FOLEY	KARIN	NPES TEACHERS PRF SAL
\$100,651.50	MURPHY	MARINDA	HES TEACHERS PRF SAL
\$100,474.96	LEEPER	NAOMI J.	PCMS TEACHERS PRF SAL
\$100,367.28	MICHALEK	COURTNEY G.	PCMS TEACHERS PRF SAL
\$100,237.78	INFASCELLI	COURTNEY A.	PHS TEACHERS PRF SAL
\$100,074.86	ADAMS	KATHIE	BES TEACHERS PRF SAL
\$99,988.36	LEONIDO	MAUREEN	PCMS TEACHERS PRF SAL
\$99,906.50	KIRTLEY	RACHEL C.	PHS TEACHERS PRF SAL
\$99,870.86	SNEE	MEGHAN	NPES TEACHERS PRF SAL
\$99,783.23	POWER	MEGHAN L.	BES TEACHERS PRF SAL
\$99,775.86	GLYNN	MEGAN	BES TEACHERS PRF SAL
\$99,741.50	DRESSER	RACHEL A.	PCMS TEACHERS PRF SAL
\$99,714.86	LARSON	CHERYL A.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$99,525.86	MOLISSE	JULIE	NPES TEACHERS PRF SAL
\$99,525.86	MONTANA	KELLY	NPES TEACHERS PRF SAL
\$99,525.86	WELDON	KEVIN	BES TEACHERS PRF SAL
\$99,513.36	MORRIS	JULIE A.	HES TEACHERS PRF SAL
\$99,448.36	McCORMACK	MARIJANE	PHS TEACHERS PRF SAL
\$99,316.50	ANDERSON	KIRSTEN L.	ELL TEACHERS PRF SAL DW
\$99,298.36	CALLANAN	ANNE	NPES TEACHERS PRF SAL
\$99,258.18	RAICHE	SHARYN L.	HES TEACHERS PRF SAL
\$99,225.86	MCDERMOTT	ANGELA	BES TEACHERS PRF SAL
\$99,175.86	CONSOLATI	PAUL	PHS TEACHERS PRF SAL
\$99,138.36	KING	BRIAN	PHS TEACHERS PRF SAL
\$99,095.93	SHADRICK	HEIDI M.	NPES TEACHERS PRF SAL
\$99,076.50	PALICA	ERIN	NPES SPEECH THERAPIST
\$99,025.86	DECOSTA	SHANNON	HES TEACHERS PRF SAL
\$99,025.86	DeIPOZZO	TRACEY	SPED BES TEACHERS PRF SAL

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$99,025.86	DOHERTY	CHRISTINE C.	BES TEACHERS PRF SAL
\$99,025.86	FORD	KELLI	BES TEACHERS PRF SAL
\$99,025.86	LEFEBVRE	LAUREN E.	HES TEACHERS PRF SAL
\$99,025.86	O'MARA	KATHLEEN	PHS TEACHERS PRF SAL
\$99,025.86	ROSA	JULIE D.	HES TEACHERS PRF SAL
\$99,025.86	RUSHTON	JENNA	NPES TEACHERS PRF SAL
\$99,025.86	STACK	KAREN J.	SPED NPES TEACHERS PRF SAL
\$99,025.86	TOOLIN	STEPHANIE M.	SPED HES TEACHERS PRF SAL
\$98,903.50	COURCHENE	AMANDA M.	PHS TEACHERS PRF SAL
\$98,833.36	MACDONALD	TAMMY L.	SPED HES TEACHERS PRF SAL
\$98,551.50	MURPHY	CHRISTINE M.	PHS LIBRARIAN PRF SAL
\$98,248.86	DOYLE	JEFFREY	PHS TEACHERS PRF SAL
\$98,212.27	KING	COLLEEN	BUS & FINANCE PRF SAL
\$98,198.50	RUGGIERO	CATHERINE W.	PCMS TEACHERS PRF SAL
\$98,139.00	WEIR	MICHELLE C.	NPES TEACHERS PRF SAL
\$98,100.94	DEPAUL	ANDREA M.	HES MED/HEALTH SER PRF SAL
\$98,047.50	McDONOUGH	KIELY J.	IDEA PCMS TEACHERS PRFSAL
\$97,952.76	FRUSTACI	KATHRYN M.	BES TEACHERS PRF SAL
\$97,901.50	DUFFY	AMIEE	BES TEACHERS PRF SAL
\$97,877.50	GILLIS-JANSSEN	MELANIE F.	PCMS TEACHERS PRF SAL
\$97,863.48	ULYSSE	JAMES	DATA & NETWORK MGMT PRF SAL
\$97,794.00	JACKSON	GEORGE	PHS TEACHERS PRF SAL
\$97,701.50	MURPHY	CARRIE	PCMS TEACHERS PRF SAL
\$97,675.86	McNAMARA	MARY E.	SPED NPES TEACHERS PRF SAL
\$97,651.50	CALTER	JENNIFER D.	HES TEACHERS PRF SAL
\$97,648.86	GERETY	HOLLY	PHS SOCIAL WRK/ADJ COUNSELOR
\$97,601.50	SCHAFFERT	GERRI A.	BES TEACHERS PRF SAL
\$97,598.50	STEFANOSKI	MELISSA	SPED HES TEACHERS PRF SAL
\$97,594.90	LAZARUS	JESSICA T.	PHS TEACHERS PRF SAL
\$97,518.50	HALL	THERESA M.	PHS TEACHERS PRF SAL
\$97,501.50	FROST	JENNYE P.	PCMS TEACHERS PRF SAL
\$97,401.50	FLAHERTY	ERIC	PHS TEACHERS PRF SAL
\$97,401.50	NADWORNY	CYNTHIA A.	BES TEACHERS PRF SAL
\$97,389.00	DROWNE	LYNNE	BES TEACHERS PRF SAL
\$97,318.00	TOWNSEND	KARYN	PHS TEACHERS PRF SAL
\$97,101.50	FULTZ	KAREN	NPES TEACHERS PRF SAL
\$97,101.50	MURPHY	KAREN J.	IDEA NPES TEACHERS PRFSAL
\$97,101.50	WEISMAN	WENDY J.	HES TEACHERS PRF SAL
\$97,101.24	GREALIS	ERIN	IDEA NPES TEACHERS PRFSAL
\$96,901.50	BALASCO	KIMBERLY	SPED BES TEACHERS PRF SAL
\$96,901.50	CORWIN	NATHANIEL P.	PCMS TEACHERS PRF SAL
\$96,901.50	GLYNN	JOELLE	HES TEACHERS PRF SAL
\$96,901.50	LUSSIER	KATHLEEN E.	NPES TEACHERS PRF SAL
\$96,901.50	ROONEY	MICHELLE	PCMS SPEECH THERAPIST
\$96,730.25	MYLETT	CHRISTINA M.	NPES TEACHERS PRF SAL
\$96,696.50	NOGUER	CHRISTINE	PHS TEACHERS PRF SAL
\$96,647.86	KNISLEY	SAMANTHA	PHS MED/HEALTH SER PRF SAL
\$96,492.34	GOITIA	ERIN S.	PCMS GUIDANCE COUNSELOR
\$96,426.14	CREHAN	MEGHAN K.	HES TEACHERS PRF SAL
\$96,235.34	GOETZ	GREGORY F.	SPED PHS TEACHERS PRF SAL
\$95,900.50	HAYLON	ANNE MARIE B	PCMS TEACHERS PRF SAL
\$95,642.40	COOK	AMANDA M.	NPES TEACHERS PRF SAL

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$95,497.87	VINCENZI	MATTHEW D.	NPES TEACHERS PRF SAL
\$95,287.56	MCKAY	MICHAEL	HES TEACHERS PRF SAL
\$95,229.44	TINKER	ERIN	DATA & NETWORK MGMT PRF SAL
\$95,001.78	BELLIVEAU	CHRISTINE L.	HES TEACHERS PRF SAL
\$94,908.14	MCDONOUGH	LESLIE J.	PHS TEACHERS PRF SAL
\$94,906.97	VANDERMOLEN	NATALIE	HUMAN RESOURCES WAGES
\$94,793.40	FOOTE	MEAGHAN E.	NPES SPEECH THERAPIST
\$94,440.86	McGOWAN	RACHEL H.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$94,113.51	KELLY	CHERYL A.	HES TEACHERS PRF SAL
\$93,693.40	REILLY	WHITNEY C.	BES TEACHERS PRF SAL
\$93,676.67	CONN	JESSICA N.	NPES TEACHERS PRF SAL
\$92,717.73	LOPEZ	ROSA D.	PCMS TEACHERS PRF SAL
\$92,646.68	AUGER	BENJAMIN P.	PHS TEACHERS PRF SAL
\$92,537.14	FIGUEIREDO	JENNA M.	SPED BES TEACHERS PRF SAL
\$92,355.63	COWGILL	BARRY O.	PHS TEACHERS PRF SAL
\$92,161.18	DEBELLIS	ALLISON F.	PCMS TEACHERS PRF SAL
\$91,982.36	STRUK	MARCIA J.	EXT DAY PREK TEACH PRF SAL
\$91,943.20	SCANLAN	ALLISON M.	SPED HES TEACHERS PRF SAL
\$91,914.81	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
\$91,596.97	GOODE	ANNEMARIE M.	NPES TEACHERS PRF SAL
\$91,057.33	MCLEAN	DANIELLE H.	PCMS GUIDANCE COUNSELOR
\$90,820.06	FITZPATRICK	SUSAN L.	BES TEACHERS PRF SAL
\$90,772.17	MORSE	CHARLES W.	PHS TEACHERS PRF SAL
\$90,620.06	LEONARD	KERRY B.	PCMS TEACHERS PRF SAL
\$90,579.48	GOULD	EDWARD A.	PHS TEACHERS PRF SAL
\$89,147.91	FULMINE	ANTHONY S.	SPED PHS TEACHERS PRF SAL
\$89,018.20	SHARON	ERIN E.	BES TEACHERS PRF SAL
\$88,953.20	DUMONT	ALYSON G.	HES TEACHERS PRF SAL
\$88,155.70	FERRER BURGOS	ROSALORENNA	ELL TEACHERS PRF SAL DW
\$88,155.70	RHODES	MARY M.	SPED HES TEACHERS PRF SAL
\$88,005.46	NOONS	BRITTNEY J.	HES TEACHERS PRF SAL
\$87,900.98	CAVACCO-WILLIS	MICHELLE R.	HES TEACHERS PRF SAL
\$87,740.11	CARTEE	TARA L.	PHS TEACHERS PRF SAL
\$87,740.11	MANNIX	BRENDA D.	BES PSYCHOLOGIST
\$87,720.99	dePONTBRIAND-B	LAURA K.	PHS TEACHERS PRF SAL
\$87,293.87	LEACH	MARGARET F.	NPES MED/HEALTH SER PRF SAL
\$86,485.62	NUNES	GAIL	SPED BES TEACHERS PRF SAL
\$86,285.62	VALERI	KELLY	HES TEACHERS PRF SAL
\$86,194.27	FITZWILLIAM	EVAN M.	PCMS TEACHERS PRF SAL
\$86,090.62	RICHARDSON	KRISTEN C.	NPES TEACHERS PRF SAL
\$85,960.87	DOOLEY	GAIL M.	PCMS TEACHERS PRF SAL
\$85,860.87	WHYE	ASHLEY D.	ELL TEACHERS PRF SAL DW
\$85,569.20	CANTINO	KERRI A.	IDEA NPES MED/THERP PRFSAL
\$85,511.87	MARTIN	CAITLIN L.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$85,479.17	ROSE	JESSICA A.	PHS TEACHERS PRF SAL
\$85,265.06	WARREN	THOMAS D.	SPED PHS TEACHERS PRF SAL
\$84,293.07	LAFOND	MARY V.	SPED PHS TEACHERS PRF SAL
\$83,532.44	LEBLANC	KELLY M.	BES TEACHERS PRF SAL
\$82,945.67	THERIAULT	NICOLE M.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$82,844.00	GRIER	MEGHAN K.	NPES TEACHERS PRF SAL
\$81,557.59	POWELL	SAMANTHA J.	BES TEACHERS PRF SAL
\$81,375.45	LUCAS-TERRA	CINDY M.	FOOD SERVICES DIRECTOR

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$81,302.59	CHRISTMAS	JOCELYN N.	NPES TEACHERS PRF SAL
\$81,196.76	SILVA DELGADO	JOVANN	PHS TEACHERS PRF SAL
\$80,903.01	ELFILALI	OUIDAD E.	PHS TEACHERS PRF SAL
\$80,480.09	MCCANN	NICOLE F.	NPES TEACHERS PRF SAL
\$80,316.43	DORGAN	MICHAEL	PHS CUSTODIAL WAGES
\$79,734.20	MACISSO	ALEXANDRA E.	HES TEACHERS PRF SAL
\$79,636.36	SHELTERS	DONALD J.	SPED PHS TEACHERS PRF SAL
\$79,508.99	HALEY	CATHERINE	SUBSTITUTES SHORT TERM
\$78,720.84	TARBOX	GREGORY R.	PHS TEACHERS PRF SAL
\$78,551.55	ELLIOTT	DIANE S.	PHS CUSTODIAL WAGES
\$78,044.20	RILEY	ILENE E.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$76,147.37	GREEN	ELIZABETH A.	PHS TEACHERS PRF SAL
\$76,049.64	OVERSTREET	TESSA L.	PHS TEACHERS PRF SAL
\$75,702.46	ROSEN	MICHAEL J.	BES TEACHERS PRF SAL
\$75,587.78	HALEY	ERIN K.	BES TEACHERS PRF SAL
\$74,431.28	SMILEY	HEATHER F.	NPES TEACHERS PRF SAL
\$74,154.05	BAKER	ANDREW R.	PHS TEACHERS PRF SAL
\$74,114.17	DUFFY	MARK	CONTENT AREA COORDINATOR
\$73,836.24	MAZZOLA	AMANDA L.	SPED HES TEACHERS PRF SAL
\$73,531.28	JOYCE	JAIME-LEE	SPED PCMS TEACHERS PRF SAL
\$70,391.69	SILVA	STEVEN	NPES CUSTODIAL WAGES
\$69,372.31	COPPENRATH-LAT	RACHAEL A.	SPED PCMS TEACHERS PRF SAL
\$68,956.00	FLYNN	ROBERT	PCMS CUSTODIAL WAGES
\$68,730.35	MONTEFORTE	SHARON M.	COMMUNICATIONS SPECIALIST
\$67,907.14	CURRIER	RYAN D.	PHS CUSTODIAL WAGES
\$67,567.01	MURPHY	LUCYANNE	BES TEACHERS PRF SAL
\$67,296.00	DUTRA	DEBRA	BUS & FINANCE CLR SAL
\$66,627.17	CAREY	LYNDA L.	OT, PT MED THERAPIST DW
\$66,570.77	PAGE	RICHARD E.	PCMS CUSTODIAL WAGES
\$65,918.90	HAYES-HINCHEN	MALLORY E.	PCMS TEACHERS PRF SAL
\$65,479.35	GILLIS	JAYMES R.	BES CUSTODIAL WAGES
\$65,357.40	EAKINS	KATHRYN	PHS SECRETARIAL SAL
\$65,230.44	COSBY	ROBERT T.	PHS CUSTODIAL WAGES
\$65,018.37	MCNAMARA	PATRICK S.	ELL TEACHERS PRF SAL DW
\$64,682.96	BRADFORD	ALICE M.	PHS TEACHERS PRF SAL
\$64,576.25	WHITE	ZACHARY E.	HES CUSTODIAL WAGES
\$64,470.35	SCIULLI	KRISTEN M.	SPED PCMS TEACHERS PRF SAL
\$64,158.10	MULLEN	JESSICA N.	BES CUSTODIAL WAGES
\$63,826.60	MENDES	MARKUS C.	BES CUSTODIAL WAGES
\$63,317.01	MURRAY	MICHAEL	PHS TEACHERS PRF SAL
\$63,225.28	FITZGERALD	LAUREN K.	HES TEACHERS PRF SAL
\$62,633.37	EIDLIN	SAMUEL L.	PHS TEACHERS PRF SAL
\$62,498.40	JACOBS	LORI	TRANSPORTATION REVOLAL CLR SAL
\$62,419.44	SZAFRANOWICZ	DANIEL E.	PHS CUSTODIAL WAGES
\$62,387.20	CRUISE	KENNETH	MEDIA TECH
\$62,132.17	LUCIER	ALEXANDER J.	ATHLETIC CUSTODIAN
\$62,105.01	ALMON	CAITLIN N.	PHS TEACHERS PRF SAL
\$61,953.20	JOHNSON	JOSHUA R.	PCMS CUSTODIAL WAGES
\$61,677.40	ROSSINI	ERIKA	BES SECRETARIAL SAL
\$61,609.79	ROBERTS	SARAH-RUTH B	OT, PT MED THERAPIST DW
\$61,486.00	LOGAN	ANDREA	HES SECRETARIAL SAL
\$61,427.60	DEPOLITO	JESSICA A.	PHS TEACHERS PRF SAL

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$60,392.78	KERR	BRYANNA L.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$60,218.00	SMITH	TRACEY A.	PCMS SECRETARIAL SAL
\$59,860.50	CORREA-HARRING	KRISTIN L.	PHS SECRETARIAL SAL
\$59,035.05	KLEMONSKY	NICOLE M.	HES TEACHERS PRF SAL
\$58,784.62	VIVIANO	ALISON G.	PHS MED/HEALTH SER PRF SAL
\$58,498.40	CLANCY	ALICIA M.	PCMS SECRETARIAL SAL
\$55,973.96	BLAKELEY	JACQUELINE E	PHS TEACHERS PRF SAL
\$55,733.87	WEBB	JANICE A.	PHS SECRETARIAL SAL
\$55,644.92	EOSUE	MICHAEL A.	HES CUSTODIAL WAGES
\$55,591.72	MANNING	PAUL T.	NPES CUSTODIAL WAGES
\$55,515.46	WALSH	THOMAS W.	PCMS SCH LEADERSHIP PRF SAL
\$53,013.08	BAMBERY	MICHAEL A.	NPES SCH LEADERSHIP PRF SAL
\$49,170.00	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS
\$48,544.69	DESMOND	BRITTANY L.	SPED PCMS TEACHERS PRF SAL
\$45,448.73	DESISTO	PETER J.	PHS TEACHERS PRF SAL
\$43,171.02	RINKUS	BROOKE M.	BES TEACHERS PRF SAL
\$42,900.74	CORNWALL	MARYBETH Z.	SPED HES TEACHERS PRF SAL
\$42,767.61	NOYES	LAURIE M.	SPED CLERICAL SUPPORT
\$42,725.21	GRINDLE	CAROL	BES SECRETARIAL SAL
\$41,857.23	MURPHY	KEELAN P.	PHS TEACHERS PRF SAL
\$41,668.72	SPADA	MARGARET C.	SPED PHS TEACHERS PRF SAL
\$40,601.10	MATHESON	MARK K.	DW LONG TERM SUB PRF SAL
\$40,534.39	HANLEY	THERESA	EXT DAY PREK PARA
\$40,386.70	VILAGIE	KATHLEEN	SPED HES PARAPROFESSIONAL
\$40,120.15	PROSPER	ELEANOR	SPED NPES PARAPROFESSIONAL
\$39,531.30	DECASTRO	SHARON	SPED NPES PARAPROFESSIONAL
\$39,381.51	MCCARTHY	BONNIE J.	NPES CLERICAL PARA SAL
\$39,344.89	MUSK	PAMELA A.	SPED HES PARAPROFESSIONAL
\$39,089.82	DUCHINI	DAWN	SPED HES PARAPROFESSIONAL
\$39,066.08	JOHNSON	BARBRA M.	BES PARAPROFESSIONAL
\$38,960.34	NUGENT	KATHERINE	NPES PARAPROFESSIONAL
\$38,660.89	ALFANO	MICHELLE	SPED PCMS PARAPROFESSIONAL
\$38,653.49	WEST	KIMBERLY	HES PARAPROFESSIONAL
\$38,054.99	HAMILTON	LINDA	SPED PCMS PARAPROFESSIONAL
\$37,914.83	DERITO	MAUREEN E.	PHS PARAPROFESSIONAL
\$37,739.45	SLEKIS	STEPHANIE E.	SPED BES PARAPROFESSIONAL
\$37,499.04	PRAETSCH	JERILYN	BUS & FINANCE CLR SAL
\$37,284.54	PARRELLA	PAMELA	SPED PHS PARAPROFESSIONAL
\$37,111.29	NICHOLS	DANIELLE	BES CLERICAL PARA SAL
\$37,065.34	LaPLANTE	JENNIFER M.	SPED HES PARAPROFESSIONAL
\$36,722.98	GERLACH	ERIN O.	EXT DAY PREK PARA
\$36,425.56	McMAHON	SHAWN A.	SPED HES PARAPROFESSIONAL
\$36,262.32	DAVIS	JILL	IDEA PCMS PARA OTHSAL
\$36,153.41	QUILL	JESSICA A.	SPED PHS PARAPROFESSIONAL
\$35,751.69	MESSNER	ALLISON M.	SPED HES PARAPROFESSIONAL
\$35,739.03	CARAFONE	ALICIA E.	EXT DAY KIND PARA
\$35,473.73	KELLER	COURTNEY C.	PCMS LIBRARY PARA
\$35,374.49	SMITH III	JAMES E.	BES PARAPROFESSIONAL
\$35,342.87	FOX	CHERI J.	SPED PHS PARAPROFESSIONAL
\$35,239.38	BISHOP	KELLY A.	SPED BES PARAPROFESSIONAL
\$35,100.49	CONNELL	KERRI B.	SPED HES TEACHERS PRF SAL
\$35,024.71	HUNT	KERRIE	SPED HES PARAPROFESSIONAL

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$34,906.20	MURPHY	SUSAN E.	SPED HES PARAPROFESSIONAL
\$34,896.44	SMITH	DEBRA	FOOD SERVICES SUPPORT STAFF
\$34,518.71	DONLON	AUDRA E.	HES CLERICAL PARA SAL
\$34,431.45	BALDWIN	BONNIE M.	JOB COACH
\$34,268.03	FREITAS	DONNA M.	PHS PARAPROFESSIONAL
\$34,138.13	WAGNER-SMITH	KIMBERLY	SPED NPES PARAPROFESSIONAL
\$33,866.83	THOMA	JUSTINA M.	SPED HES PARAPROFESSIONAL
\$33,675.93	TRASK	LISA J.	FOOD SERVICES SUPPORT STAFF
\$33,611.49	LEAHY	GINA A.	SPED PCMS TEACHERS PRF SAL
\$33,611.49	YUKNA	ANN MARIE	PHS TEACHERS PRF SAL
\$33,106.40	NEWMAN	MATTHEW	PHS CUSTODIAL WAGES
\$32,739.49	BODELL	ANN M.	FOOD SERVICES SUPPORT STAFF
\$32,603.13	FINOCCHI	ERIN K.	HES TEACHERS PRF SAL
\$32,281.90	HANNON	JESSICA B.	SPED PHS PARAPROFESSIONAL
\$32,200.99	JESSON	KATHRYN L.	SPED PCMS PARAPROFESSIONAL
\$32,098.37	HEATH	DEBORAH	SPED NPES PARAPROFESSIONAL
\$31,975.40	WATTS	JULIE A.	SPED BES PARAPROFESSIONAL
\$31,902.08	HRIVNAK	CHRISTY J.	SPED NPES PARAPROFESSIONAL
\$31,579.47	MCRAE	NANCY R.	FOOD SERVICES SUPPORT STAFF
\$31,215.00	PSAROS	CANDACE	TITLE ONE TUTOR BES
\$30,714.15	NORTH	LINDSEY N.	SPED BES PARAPROFESSIONAL
\$30,542.46	SAMUELSON	KIMBERLY A.	NPES CLERICAL PARA SAL
\$30,335.76	SMALL	CORINNE M.	HES PARAPROFESSIONAL
\$29,997.26	HUNT	THOMAS C.	SPED PHS PARAPROFESSIONAL
\$29,606.96	HOWIE	JULIE A.	FOOD SERVICES SUPPORT STAFF
\$29,245.61	SERHAL	ROULA A.	PCMS TEACHERS PRF SAL
\$29,159.20	DE SOUZA	LUIZ ARAUJO	NPES CUSTODIAL WAGES
\$28,916.18	KULIK	PATRICIA M.	EXT DAY PREK PARA
\$28,615.89	HALL	JEANINE M.	SPED HES PARAPROFESSIONAL
\$27,734.12	O'NEIL	DANIEL T.	SPED PCMS PARAPROFESSIONAL
\$26,169.81	BOURGET	CHRISTOPHER	PHS CUSTODIAL WAGES
\$26,133.32	SANDBERG	DANIEL	PCMS TEACHERS PRF SAL
\$25,280.00	MAURANO	MARGARET	INTERRUPTED TUTOR ESSER II
\$24,498.91	WALSH	DENISE M.	FOOD SERVICES SUPPORT STAFF
\$24,156.24	HOWIE	PATRICE	FOOD SERVICES SUPPORT STAFF
\$23,823.90	PHILLIPS	VALERIE D.	BES MED/HEALTH SER PRF SAL
\$23,466.54	O'LEARY	JENNIFER T.	BES PARAPROFESSIONAL
\$23,440.00	DESMOND	ELISE D.	NPES SECRETARIAL SAL
\$22,616.59	DODD	VICTORIA R.	SPED PCMS PARAPROFESSIONAL
\$22,176.35	BYRNE	FAITH L.	FOOD SERVICES SUPPORT STAFF
\$22,094.11	DeSIMONE	CAROL A.	SPED HES PARAPROFESSIONAL
\$22,032.27	GEORGE	CATHERINE D.	PHS TEACHERS PRF SAL
\$21,974.51	COSTA	JORDAN R.	SPED NPES PARAPROFESSIONAL
\$21,949.76	DUNPHY	MACKENZEE J.	SPED HES PARAPROFESSIONAL
\$21,289.74	PARLEE	MADISON K.	BES PARAPROFESSIONAL
\$20,962.30	MERRITT	PATRICIA A.	FOOD SERVICES SUPPORT STAFF
\$20,907.24	COSTANZO	NICOLE M.	EXT DAY PREK PARA
\$20,477.74	CASARANO	LEISE F.	SPED PHS PARAPROFESSIONAL
\$20,198.57	CONROY	KERRI M.	FOOD SERVICES SUPPORT STAFF
\$19,545.79	GALLINGER	JANICE M.	FOOD SERVICES SUPPORT STAFF
\$18,919.56	RICH	KAREN T.	SPED PHS PARAPROFESSIONAL
\$18,772.41	HOLMES	GAYLE M.	FOOD SERVICES SUPPORT STAFF

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$18,400.00	MOREIRA	ELIZABETH A.	INTERRUPTED TUTOR ESSER II
\$18,337.89	RADZEVICH	PAULA M.	SPED PHS TEACHERS PRF SAL
\$18,211.68	DEGAGNE	MICHAEL P.	HES PARAPROFESSIONAL
\$18,136.96	BURROWS	JANET	FOOD SERVICES SUPPORT STAFF
\$18,037.85	JACOBSEN	MARIAH L.	SPED PCMS PARAPROFESSIONAL
\$17,914.52	COLETTA	SARA D.	BES PARAPROFESSIONAL
\$17,800.00	ALTMAN-MASSIE	MICHELLE I.	INTERRUPTED TUTOR ESSER II
\$17,636.36	MCAULIFFE	JUDITH A.	FOOD SERVICES SUPPORT STAFF
\$17,417.84	FRATTASIO	LISA	FOOD SERVICES SUPPORT STAFF
\$17,408.03	MACCORMICK	CORINNE J.	FOOD SERVICES SUPPORT STAFF
\$17,130.28	LOVSTAD-FRANK	MONIKA	FOOD SERVICES SUPPORT STAFF
\$16,847.16	SUNNERBERG	JENNIFER	SPED PHS PARAPROFESSIONAL
\$16,836.98	ROSANO	RHONDA J.	SPED HES PARAPROFESSIONAL
\$16,200.00	HOLMES	MAUREEN C.	INTERRUPTED TUTOR ESSER II
\$16,127.16	EBBS	LAUREN E.	OUT OF DISTRICT MED/HEALTH SER
\$16,002.52	BEARD	LEONA M.	EXT DAY PREK PARA
\$15,923.33	TARBOX	LISA R.	FOOD SERVICES SUPPORT STAFF
\$15,830.38	BODELL	KERI M.	HES CUSTODIAL WAGES
\$15,500.00	COULL	KRISTINA M.	INTERRUPTED TUTOR ESSER II
\$15,385.25	BOUDREAU	ANNABELLE N.	SPED NPES PARAPROFESSIONAL
\$15,300.00	SETTINO	CAROLINE L.	INTERRUPTED TUTOR ESSER II
\$15,170.00	LANG	KATHLEEN	SUBSTITUTES SHORT TERM
\$14,785.82	EARL	RACHEL E.	FOOD SERVICES SUPPORT STAFF
\$14,700.00	TANGHERLINI	DANIEL L.	SUBSTITUTES SHORT TERM
\$14,391.50	COOK	GARY F.	NPES CUSTODIAL WAGES
\$14,379.86	HILL	LISA C.	FOOD SERVICES SUPPORT STAFF
\$14,010.17	PESTILLI	MARIA M.	SPED PHS PARAPROFESSIONAL
\$13,694.00	ABORN SR.	STEPHEN R.	PHS COACHES
\$13,392.00	LEAL	BRADLEY J.	PHS COACHES
\$13,383.26	GILLIS	BONNIE J.	FOOD SERVICES SUPPORT STAFF
\$13,090.00	HARRINGTON	THOMAS W.	SUBSTITUTES SHORT TERM
\$12,950.70	THOMPSON	ANN MARIE	SPED PCMS PARAPROFESSIONAL
\$12,673.83	MESSINA	MEGAN R.	SPED PHS TEACHERS PRF SAL
\$12,659.44	JACOBS	KELLY A.	FOOD SERVICES SUPPORT STAFF
\$12,629.19	HANNON	JUDITH K.	FOOD SERVICES SUPPORT STAFF
\$11,240.22	WASSERBACK	MARY K.	HES PARAPROFESSIONAL
\$11,089.29	MAHONEY	ANNETTE M.	FOOD SERVICES SUPPORT STAFF
\$11,078.97	LOGIUDICE	KAREN P.	SPED HES PARAPROFESSIONAL
\$10,927.15	LEADEN	HALEY M.	SPED HES PARAPROFESSIONAL
\$10,625.40	WRIGHT	LINSEY M.	SPED HES PARAPROFESSIONAL
\$10,351.92	MARTINO	MICHELLE E.	SPED PHS PARAPROFESSIONAL
\$10,207.24	CRONAN	CYNTHIA L.	SPED PHS PARAPROFESSIONAL
\$9,988.00	FLYNN	WILLIAM L.	PHS COACHES
\$9,988.00	GOOGINS	CHRISTOPHER	PHS COACHES
\$9,986.00	LOPES	TIMOTHY J.	PHS COACHES
\$9,680.00	ZIMMERMAN	JOHN W.	SUBSTITUTES SHORT TERM
\$9,499.63	SYNAN	MADISON B.	SPED HES PARAPROFESSIONAL
\$9,415.97	MIKALAUSKIS	RYAN W.	SPED PHS PARAPROFESSIONAL
\$9,080.60	STOYLE	BENJAMIN G.	SUBSTITUTES SHORT TERM
\$8,697.52	LYDON	KALYN B.	FOOD SERVICES SUPPORT STAFF
\$8,580.00	PROVOST	LORRAINE J.	SUBSTITUTES SHORT TERM
\$8,250.00	LACROIX	JOAN B.	INTERRUPTED TUTOR ESSER II

Pembroke School Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$7,461.72	CONA	AMANDAJANE F	SPED HES PARAPROFESSIONAL
\$6,934.00	FALCO	MICHAEL A.	PHS COACHES
\$6,906.00	TASSINARI	JASON H.	PHS COACHES
\$6,846.00	MCDONALD	MACKENZIE L.	PHS COACHES
\$6,846.00	SCOTT	ADAM H.	PHS COACHES
\$6,846.00	TURNER	JOHN R.	PHS COACHES
\$6,844.00	ABORN JR	STEPHEN R.	PHS COACHES
\$6,844.00	CABRAL	JUSTIN W.	PHS COACHES
\$6,844.00	GOFF	JAMES J.	PHS COACHES
\$6,800.00	SZOSTAK	MARGARET	SUBSTITUTES SHORT TERM
\$6,752.00	WRIGHT	CHRISTEN L.	PHS COACHES
\$6,620.00	BATES	JENNIFER K.	SUBSTITUTES SHORT TERM
\$6,548.00	NOYES	BRIAN	PHS COACHES
\$6,540.00	KEARLEY	ANNE B.	SUBSTITUTES SHORT TERM
\$6,352.50	RICE	MARSHA A.	FOOD SERVICES SUBSTITUTE
\$5,797.50	GUIDOBONI	CHERYL A.	SUBSTITUTES SHORT TERM
\$5,429.59	MAGUIRE	RORY P.	NPES CUSTODIAL WAGES
\$5,050.00	COSTA	JAIME J.	EXT DAY SUMMER TEACHER
\$5,050.00	CUSHING	MICHAEL B.	EXT DAY SUMMER TEACHER
\$4,996.00	GIROUARD	BRENDAN M	PHS COACHES
\$4,996.00	MANNING	RICHARD J.	PHS COACHES
\$4,834.00	ROSAS	JEFFREY L.	PHS COACHES
\$4,770.00	ROGERS	JACQUELINE M	SUBSTITUTES SHORT TERM
\$4,730.00	MURPHY	HELEN P.	SUBSTITUTES SHORT TERM
\$4,680.00	REGGIO	BENJAMIN J.	SUBSTITUTES SHORT TERM
\$4,359.00	SCARPA	ISABELLA P.	PHS COACHES
\$4,250.00	HALEY	MARGARET A.	EXT DAY SUM MED/HLTH SER
\$4,194.00	FINN	OWEN F.	PHS COACHES
\$3,957.00	HALL	SARA F.	PHS COACHES
\$3,787.50	HIGGINS	KERRI H.	EXT DAY SUMMER TEACHER
\$3,787.50	MURPHY	TRACEY A.	EXT DAY SUMMER TEACHER
\$3,684.00	DWYER	MARIE J.	PHS COACHES
\$3,684.00	GUIMARES	MICHAEL B.	PHS COACHES
\$3,600.00	CELLA	KARA K.	SUBSTITUTES SHORT TERM
\$3,524.00	BLAKE	SCOTT D.	PHS COACHES
\$3,524.00	GALOTTI	LAUREN N.	PHS COACHES
\$3,524.00	GOFF	KELLY E.	PHS COACHES
\$3,524.00	PINA	ROBERT G.	PHS COACHES
\$3,524.00	WILSON	MIKAELA M.	PHS COACHES
\$3,162.50	CONNICK	CAMILLE	INTERRUPTED LEARNING TUTOR
\$3,112.00	GUSTIN	ANDREW A.	PHS COACHES
\$3,100.00	SIFFLARD	ADAM J.	SUBSTITUTES SHORT TERM
\$3,084.00	PLANT	KEVIN P.	PHS COACHES
\$2,880.00	BYRNE	JAMES K.	PHS COACHES
\$2,880.00	PLACE	LYNNE	SUBSTITUTES SHORT TERM
\$2,750.00	TRAFTON	BETTY C	SUBSTITUTES SHORT TERM
\$2,737.50	SHEIL	ELLEN	TITLE 1 EARLY LITERACY PRF SAL
\$2,634.00	LEDGER	TODD T.	PHS COACHES
\$2,310.00	JONES	GRETCHEN A.	SUBSTITUTES SHORT TERM
\$2,015.10	JOHNSON	DENISE M.	SUBSTITUTES SHORT TERM
\$1,959.63	FOLEY	COLLEEN E.	EXT DAY SUMMER PARA
\$1,959.63	GORDON	CAROLINE E.	EXT DAY SUMMER PARA

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GrossPay	LastName	FirstName	PrimaryAccount
\$1,959.63	HATCH	SARA J.	EXT DAY SUMMER PARA
\$1,959.63	JOHNSON	HANNAH E.	SUBSTITUTES SHORT TERM
\$1,806.17	EISAN	JULIA E.	EXT DAY SUMMER PARA
\$1,748.72	PEKRUL	COLLEEN K.	HES TEACHERS PRF SAL
\$1,747.14	RICHARD	BRITTANY R.	EXT DAY SUMMER PARA
\$1,664.00	FINN	CAROLYN G.	PCMS COACHES
\$1,620.00	HEATH	MICHELLE L.	SUBSTITUTES SHORT TERM
\$1,620.00	STRAUTMAN	JESSA MAE C.	SUBSTITUTES SHORT TERM
\$1,600.00	SAVOIA	LAUREN M.	SUBSTITUTES SHORT TERM
\$1,260.00	KNIGHT	SARAH J.	EXT DAY SUM MED/HLTH SER
\$1,260.00	MAZARES	JOAN C.	SUBSTITUTES SHORT TERM
\$1,210.00	HOBAN	PATRICIA L.	SUBSTITUTES SHORT TERM
\$1,170.80	PACE	FRED	NPES CUSTODIAL WAGES
\$1,100.00	NORTHRUP	SAMANTHA L.	EXTDAY SUMM MED/THERPPRF SAL
\$1,080.00	KARRA	PALLAVI	SUBSTITUTES SHORT TERM
\$1,050.00	MCEVOY	SUSAN E.	SUBSTITUTES SHORT TERM
\$990.00	MORRISSEY	KELLY L.	SUBSTITUTES SHORT TERM
\$900.00	COSTA	MORGAN N.	SUBSTITUTES SHORT TERM
\$900.00	LOWD	DONNA R.	SUBSTITUTES SHORT TERM
\$892.50	MERCHANT	COREY E.	FOOD SERVICES SUBSTITUTE
\$815.00	CALLOW	GRACE E.	SUBSTITUTES SHORT TERM
\$810.00	ADAMS	NICHOLAS R.	SUBSTITUTES SHORT TERM
\$810.00	BOUSSY	SYDNEY C.	SUBSTITUTES SHORT TERM
\$720.00	MORRIS	CAROLINE G.	SUBSTITUTES SHORT TERM
\$720.00	SMITH	JOANNE L.	SUBSTITUTES SHORT TERM
\$700.00	MALLON	ROBERT	AP COORDINATOR
\$678.75	WARD	LAUREN E.	FOOD SERVICES SUBSTITUTE
\$585.00	LYDON	RORYANN M.	SUBSTITUTES SHORT TERM
\$534.60	TRIPP	JACQUELINE D	SUBSTITUTES SHORT TERM
\$450.00	MARINO	TRACY A.	SUBSTITUTES SHORT TERM
\$420.00	HOFFSES	PAIGE A.	SUBSTITUTES SHORT TERM
\$420.00	WENGRYN	ERIN M.	SUBSTITUTES SHORT TERM
\$400.00	FOX	JENNIFER L.	SUBSTITUTES SHORT TERM
\$360.00	FITZGERALD	HALEY A.	SUBSTITUTES SHORT TERM
\$330.00	KING	HEATHER R.	SUBSTITUTES SHORT TERM
\$305.39	RICE	TAMI J.	BUS DRIVER WAGES
\$300.00	REARDON	JAMIE L.	SUBSTITUTES SHORT TERM
\$270.00	SMITH	CHELSEA A.	SUBSTITUTES SHORT TERM
\$220.00	MIGNOSA	JULIE E.	SUBSTITUTES SHORT TERM
\$220.00	WALLS	MAX J.	SUBSTITUTES SHORT TERM
\$210.00	HENRY	SARAH J.	SUBSTITUTES SHORT TERM
\$180.00	O'KEEFE	JOHN K.	SUBSTITUTES SHORT TERM
\$105.00	PARLEE	KELLIANNE	SUBSTITUTES SHORT TERM
\$105.00	SHEA	MEAGHAN H.	SUBSTITUTES SHORT TERM
\$100.00	CLAFLIN	EMILY E.	SUBSTITUTES SHORT TERM
\$95.00	BIZZOZERO	ABIGAIL N.	SUBSTITUTES SHORT TERM
\$90.00	CAMPBELL	CHRISTINE C.	SUBSTITUTES SHORT TERM
\$90.00	GOUTHRO	ABIGAIL R.	SUBSTITUTES SHORT TERM

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GrossPay	LastName	FirstName	PrimaryAccount
\$232,513.56	BURNS	JAMES M	POLICE DEPT.
\$222,911.15	BARKOWSKY	DAVID	FIRE DEPT.
\$203,148.42	BOTTO	RYAN J	POLICE DEPT.
\$202,213.47	TYLER	COLBY M	POLICE DEPT.
\$195,384.32	GASSIRARO	MARK J.	FIRE DEPT.
\$192,935.15	WYMAN	CHRISTOPHER	POLICE DEPT.
\$192,303.18	JOUDREY	PAUL H	POLICE DEPT.
\$187,165.77	VIVEIROS	JASON J.	FIRE DEPT.
\$185,527.00	LaPIERRE	WENDY	POLICE DEPT.
\$184,886.48	MACDONALD	RICHARD	POLICE DEPT.
\$181,885.65	KILLINGER	ROBERT	FIRE DEPT.
\$181,857.12	SIMMONS	JONATHAN R	POLICE DEPT.
\$181,087.75	DOYLE	KEVIN R	POLICE DEPT.
\$176,693.63	MOORE	CHRISTOPHER	POLICE DEPT.
\$176,195.60	DIGRAVIO	MARK A	POLICE DEPT.
\$174,483.64	READY	SEAN	POLICE DEPT.
\$170,551.65	CHENARD	WILLIAM D.	TOWN MANAGER
\$167,286.86	BARAGWANATH	THOMAS J	POLICE DEPT.
\$165,913.30	LAMMI	PETER K	FIRE DEPT.
\$161,902.48	KIRBY	STEPHEN P	POLICE DEPT.
\$161,564.55	ANDERSON	ANTHONY M	POLICE DEPT.
\$161,304.41	FULMINE JR.	EUGENE B.	DEPT. OF PUBLIC WORKS
\$161,072.26	BRENNAN	WILLIAM A	POLICE DEPT.
\$156,567.14	HILL	JORDAN	FIRE DEPT.
\$150,576.79	SHEA III	JAMES P	FIRE DEPT.
\$149,931.56	CLAUSS JR	DAVID F	POLICE DEPT.
\$149,898.82	SMITH	DANIEL N.	FIRE DEPT.
\$143,378.01	SCANLON	ANDREW C	FIRE DEPT.
\$140,090.94	DIXON	DAVID T.	FIRE DEPT.
\$136,785.86	TWIGG	RYAN M	FIRE DEPT.
\$136,127.29	DAVIS	MICHAEL A	FIRE DEPT.
\$134,772.59	HORVATH	MICHAEL	POLICE DEPT.
\$133,662.30	HORKAN	CHRISTOPHER	POLICE DEPT.
\$131,893.46	JONES	NATHAN B.	FIRE DEPT.
\$127,725.33	DAVERN	JOSEPH J.	POLICE DEPT.
\$126,614.77	SIMMONS	MARY E.	POLICE DEPT.
\$125,032.99	TURNBULL JR.	EARL B.	POLICE DEPT.
\$124,977.04	McCARTHY	KATHLEEN E	TOWN TREASURER/COLLECTOR
\$123,472.44	JOSEPH	RYAN H.	FIRE DEPT.
\$122,595.69	ROBERTSON	MARK W	FIRE DEPT.
\$122,439.31	DOYLE	RICHARD G	FIRE DEPT.
\$121,729.37	RILEY	DILLON P	FIRE DEPT.
\$121,439.91	MARSH III	WILLIAM W	POLICE DEPT.
\$120,632.88	SHANAHAN	ADAM D.	FIRE DEPT.
\$118,117.94	HALL	MICHAEL R	FIRE DEPT.
\$116,425.99	CHILCOTT	SABRINA J	TOWN MANAGER
\$116,263.86	CHERNICKI	MICHAEL J	WATER DEPT.
\$115,351.92	EDMONSTON III	JOHN J.	POLICE DEPT.
\$115,188.64	COSTANZO	ROBERT A	FIRE DEPT.
\$115,187.80	CAMMARANO	ANTHONY R.	FIRE DEPT.
\$114,457.43	MALONE	ROBERT D	FIRE DEPT.
\$112,226.21	GLAUBEN	SCOTT E	DEPT. OF PUBLIC WORKS
\$111,379.64	DEAN	TREVOR J.	FIRE DEPT.

Pembroke Town Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$111,125.74	LANDRY	CLINTON	FIRE DEPT.
\$108,622.25	RICCIARELLI	SHAMUS J	FIRE DEPT.
\$108,392.66	CINCOTTA	JOSEPH M.	FIRE DEPT.
\$107,429.53	ENRIGHT JR.	STEVEN M.	FIRE DEPT.
\$107,061.95	CAIN	BRIAN R	POLICE DEPT.
\$104,795.51	GIGLIOTTI	JEANNE M	BOARD OF ASSESSORS
\$104,736.05	HUNTER	CHRISTOPHER	FIRE DEPT.
\$104,486.70	EVANGELISTA	BRIAN M	FIRE DEPT.
\$104,397.61	RAMSEY	MICHAEL G	POLICE DEPT.
\$103,130.27	BARROWS	ADAM F	POLICE DEPT.
\$100,339.90	RIVERS	STEPHEN L	WATER DEPT.
\$97,055.90	GRASSO	JENNIFER M	TOWN TREASURER/COLLECTOR
\$95,797.99	GUMPRIGHT	KARL R	POLICE DEPT.
\$95,621.87	PICARIELLO	LAUREEN M	POLICE DEPT.
\$93,743.21	STRUZIK	MARGARET	TOWN CLERK
\$92,513.20	CURRAN	KRISTIN A	TOWN MANAGER
\$90,256.49	CULLITY	LISA M	MUNICIPAL INSPECTIONS
\$89,138.64	TURVEY	JUSTIN A	POLICE DEPT.
\$88,135.22	CAIN	AMANDA E.	POLICE DEPT.
\$87,462.32	DAIUTE	JOSEPH P	DEPT. OF PUBLIC WORKS
\$86,599.34	MARTINELLI	PAUL L	WATER DEPT.
\$86,317.86	FRASER	KRISTINE S	FIRE DEPT.
\$85,414.36	MCCORMACK II	JOHN J.	POLICE - SPECIAL
\$83,399.15	BUCKLEY	JOHN M	TOWN MANAGER
\$82,722.44	BENVIE	KATHLEEN A	LIBRARY
\$82,102.50	OHRENBERGER	MICHAEL T	POLICE - SPECIAL
\$79,873.08	SULLIVAN	DANIEL M.	WATER DEPT.
\$78,812.86	BULGER	WILLIAM M.	POLICE - SPECIAL
\$78,169.81	CUNNINGHAM	MATTHEW T.	FIRE DEPT.
\$77,459.48	SLADEN	BARRY E	WATER DEPT.
\$74,020.82	DESMARAIS	ANDREW J.	FIRE DEPT.
\$73,593.86	CALLAHAN	CHRISTINE C	DEPT. OF PUBLIC WORKS
\$73,546.68	DEVINE	CHRISTOPHER	DEPT. OF PUBLIC WORKS
\$73,056.96	COSBY	STACEY A	TOWN TREASURER/COLLECTOR
\$71,194.38	BRISSETTE	MARK E	DEPT. OF PUBLIC WORKS
\$70,976.97	McCLEARY	MELISSA A	LIBRARY
\$69,107.59	McBAIN	STEPHANIE C	LIBRARY
\$68,931.46	MURRAY	DANA A.	DEPT. OF PUBLIC WORKS
\$68,277.23	NAUGHTON	BRENDAN J.	WATER DEPT.
\$68,048.30	ANDERSON	PHILLIP C	DEPT. OF PUBLIC WORKS
\$68,006.31	RASH	MICHAEL P.	DEPT. OF PUBLIC WORKS
\$67,084.93	McMAHON	JAMES M.	WATER DEPT.
\$64,928.17	ALDROVANDI	MICHAEL A	DEPT. OF PUBLIC WORKS
\$64,283.03	McETRICK	ANDRAEA C	TOWN CLERK
\$63,989.35	LONGABARD	BRIAN P	DEPT. OF PUBLIC WORKS
\$63,890.35	EMMETTS	GRETCHEN E.	COUNCIL ON AGING
\$63,460.20	HOPPIE	RICHARD F.	DEPT. OF PUBLIC WORKS
\$63,419.00	SIMON	PATRICK	DEPT. OF PUBLIC WORKS
\$63,254.43	WHITMAN	MARY F	TOWN MANAGER
\$63,164.74	JONES	SUSAN	WATER DEPT.
\$63,159.29	DRISCOLL	CASEY M	BOARD OF ASSESSORS
\$62,708.59	TIERNEY	KATHRYN	POLICE DEPT.
\$62,155.57	MARSH	JAMES F.	WATER DEPT.

Pembroke Town Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$61,524.69	NICHOLSON	RICHARD J.	WATER DEPT.
\$61,087.75	SWEEZEY	ROSE M	DEPT. OF PUBLIC WORKS
\$60,291.86	COLEMAN	JANET M	LIBRARY
\$60,009.66	SULLIVAN-LANDY	SHEILA M	MUNICIPAL INSPECTIONS
\$59,696.62	WONG	KENNETH H.	POLICE - SPECIAL
\$59,377.50	MCCANN JR	JOSEPH G	POLICE - SPECIAL
\$57,861.93	COYMAN	CHRISTOPHER	POLICE - SPECIAL
\$57,750.75	DEMPSEY	GERARD W	TOWN MANAGER
\$57,729.88	KENNEDY	LANCE D.	RECREATION
\$57,099.03	FULMINE	JESSICA M.	RECREATION
\$54,992.49	MAJENSKI	THOMAS J.	POLICE - SPECIAL
\$54,934.17	KENERSON	MATTHEW R.	DEPT. OF PUBLIC WORKS
\$54,634.00	MEEHL	LEE-ANN I.	POLICE DEPT.
\$54,362.73	DONAHUE	LAURA C.	LIBRARY
\$54,015.00	LANZILLOTTA	JAMES P.	POLICE DEPT.
\$53,798.03	JOYCE	MELISSA D	MUNICIPAL INSPECTIONS
\$53,240.00	VITALE	MARIE S.	COUNCIL ON AGING
\$52,541.05	SESTITO	ANGELA G.	TOWN MANAGER
\$51,418.16	IVERS	KATHRYN M.	POLICE DEPT.
\$51,262.22	HALL	THOMAS D	FIRE DEPT.
\$50,848.54	HEINS	MATTHEW W.	MUNICIPAL INSPECTIONS
\$50,213.11	MACPHERSON	DANIEL J.	FIRE DEPT.
\$49,945.28	O'NEIL	AMANDA N	BOARD OF ASSESSORS
\$49,518.10	COLBY	JOSEPH E.	DEPT. OF PUBLIC WORKS
\$48,407.14	HATCH	SHANNA L.	TOWN TREASURER/COLLECTOR
\$48,370.39	DROWN	BRIAN C.	DEPT. OF PUBLIC WORKS
\$47,393.03	MAVILIA	LINDA	LIBRARY
\$43,891.20	VERRY	GEORGE	MUNICIPAL INSPECTIONS
\$40,563.49	MCCORMICK	MITCHELL J.	POLICE - SPECIAL
\$37,455.54	CLARKE SR.	ROBERT A	SELECTBOARD - MONTHLY
\$37,428.63	WILLS	MELISSA L	TOWN TREASURER/COLLECTOR
\$37,119.08	SIMON	ROY L	POLICE - SPECIAL
\$36,834.47	BURKE	MICHAEL A.	POLICE - SPECIAL
\$36,412.00	STACK III	JOSEPH S	MUNICIPAL INSPECTIONS
\$34,708.05	MACDONALD	SEAN M.	POLICE DEPT.
\$31,422.50	BOULTER JR.	WILLARD	POLICE - SPECIAL
\$31,118.75	WANDELL	ANDREW C.	MUNICIPAL INSPECTIONS
\$30,669.30	ZECHELLO	NICHOLAS	MUNICIPAL INSPECTIONS
\$29,659.67	YOUNG	GARY A	MUNICIPAL INSPECTIONS
\$29,233.61	FLAHERTY	SCOTT A.	POLICE DEPT.
\$27,785.68	HARRINGTON	MICHAEL J.	POLICE - SPECIAL
\$27,711.42	YAKAVONIS	JOSEPH P.	POLICE - SPECIAL
\$27,355.59	DRISCOLL	SUZANNE	COUNCIL ON AGING
\$27,327.54	LESPERANCE	KAITLYN M.	TOWN MANAGER
\$25,227.59	HURLEY JR.	DAVID F	POLICE - SPECIAL
\$25,224.18	GRADY	LAUREN C	BOARD OF ASSESSORS
\$23,970.12	SANTORE	PETER D.	LIBRARY
\$23,223.55	NEWMAN	MATTHEW	LIBRARY
\$23,058.40	SULLIVAN	BRAD M.	POLICE DEPT.
\$22,356.04	ROSS	THEODORE J.	POLICE - SPECIAL
\$21,211.24	McPHEE	KAREN L	LIBRARY
\$21,113.72	SPICUZZA	MARYANNE	TOWN TREASURER/COLLECTOR
\$19,866.42	CLAUSS	DAVID F	POLICE - SPECIAL

Pembroke Town Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$19,078.82	LARKIN	SUSAN	COUNCIL ON AGING
\$18,555.00	FAHIE	MICHAEL W.	POLICE - SPECIAL
\$18,023.58	DRAKE	CARYN L.	LIBRARY
\$17,431.14	CANNIFF	GILLIAN K.	LIBRARY
\$16,371.43	MUSIAL	BRYAN D.	FIRE DEPT.
\$15,371.74	MCNAMARA JR.	ROBERT B.	FIRE DEPT.
\$14,552.13	O'NEILL	NANCY R.	COUNCIL ON AGING
\$14,462.02	RAYNOR	BRIAN K.	LIBRARY
\$14,441.52	WHITE	TIMOTHY A	COUNCIL ON AGING
\$13,999.50	LYDIC	NICOLE R	BOARD OF ASSESSORS
\$13,688.73	CARLSON	SCOTT W.	COUNCIL ON AGING
\$13,291.74	MARRARO	LIANA M.	LIBRARY
\$13,000.00	MCPHILLIPS	DAVID A.	TOWN MANAGER
\$12,778.83	HILL	AMY	TOWN LANDING
\$12,579.07	FOLEY	BRIAN F.	COUNCIL ON AGING
\$12,559.60	DELPRETE	PETER J	MUNICIPAL INSPECTIONS
\$11,529.93	YARASITIS	AMELIA R.	LIBRARY
\$11,287.89	TWIGG	KENNETH E	MUNICIPAL INSPECTIONS
\$10,892.34	BOUZAN	JOHN M	COUNCIL ON AGING
\$10,689.70	SALMON	CATHERINE M	BOARD OF ASSESSORS
\$10,527.60	GLAUBEN	SUSAN M.	MUNICIPAL INSPECTIONS
\$10,160.22	JULIANO	GEORGE E.	POLICE - SPECIAL
\$9,968.00	BRUCE	CATHERINE E	COUNCIL ON AGING
\$9,929.28	DISKIN	WAYNE M.	COUNCIL ON AGING
\$9,721.84	MCDEVITT	MATTHEW M.	POLICE - SPECIAL
\$9,510.91	MURDOCK	JACQUELINE N	LIBRARY
\$9,390.00	TENORE	RICHARD C	POLICE - SPECIAL
\$9,271.23	MAHNKE	CORY E	LIBRARY
\$9,131.38	KING	EUGENIE M.	LIBRARY
\$8,918.86	WALLS	FRANCIS M.	POLICE - SPECIAL
\$8,647.90	CLAFLIN	MOLLY M.	RECREATION
\$8,626.08	WRIGHT	ANNA M	RECREATION
\$8,542.20	LYDON	SHAWN W.	POLICE - SPECIAL
\$8,330.98	SHEA	PAMELA M	LIBRARY
\$7,124.88	ELLIOTT	ALFRED P.	COUNCIL ON AGING
\$6,980.04	SUPPA	JOSEPH	SELECTBOARD - MONTHLY
\$6,871.84	MURPHY	CHRISTINE	LIBRARY
\$6,746.79	FOSTER	VINCENT P	RECYCLING
\$6,565.32	LOWE	MARY A.	LIBRARY
\$5,874.47	ROBERTSON	SEAN P.	RECREATION
\$5,744.01	HUNT	STEPHANIE M.	LIBRARY
\$5,552.50	SHUBERT	MARK S.	POLICE - SPECIAL
\$5,379.28	PIERCE	CHARLES J.	POLICE - SPECIAL
\$5,262.23	MILCHUNES	RYAN D.	RECREATION
\$5,214.60	THAYER	TRAVIS J.	RECYCLING
\$5,076.72	DOHERTY	PATRICIA A.	LIBRARY
\$4,862.05	SZERLONG	LEONARD C	RECYCLING
\$4,849.74	BORDEN	HALEIGH M.	RECREATION
\$4,818.90	WITHINGTON	RICHARD A.	POLICE - SPECIAL
\$4,795.00	FRATALIA	ROBERT A	POLICE - SPECIAL
\$4,762.89	SAUNDERS	COLLIN M.	RECREATION
\$4,429.04	PICKERING	KIMBERLY A	LIBRARY
\$4,376.18	HANCOCK	ANDREW P.	RECREATION

Pembroke Town Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$4,350.85	AWAD	VERONIA E.	RECREATION
\$4,045.00	MCCARTHY	KEVIN C.	POLICE - SPECIAL
\$3,996.90	FERNANDES	CAMILA H.	TOWN LANDING
\$3,952.50	CALLANAN	STEPHANIE	TOWN CLERK
\$3,840.00	GILLAN	RYAN H.	POLICE - SPECIAL
\$3,807.90	LONG	CASSANDRA R.	TOWN LANDING
\$3,715.73	DERENNE	COURTNEY A	RECREATION
\$3,622.50	WANDELL	VIRGINIA J	ELECTIONS/REGISTRARS
\$3,584.85	BUCCHERI	GIANNA F.	RECREATION
\$3,573.53	NEWMAN	ABIGAIL E.	RECREATION
\$3,497.07	NORMAN	PATRICK D.	TOWN LANDING
\$3,490.00	GERVASI	ROBERT P.	POLICE - SPECIAL
\$3,354.80	BREEN	JOHN J.	COUNCIL ON AGING
\$3,201.00	WALENT	HANNAH E.	TOWN LANDING
\$3,135.49	BADGER	DONNA R	TOWN MANAGER
\$3,042.46	GALLAGHER	ASHLYNN G.	TOWN LANDING
\$3,035.00	SWEENEY	RONALD E.	POLICE - SPECIAL
\$2,997.90	KANYA	RYAN T.	TOWN LANDING
\$2,815.14	HRIVNAK	ALISON	RECREATION
\$2,781.75	LOPRESTI	HAROLD	RECYCLING
\$2,675.50	PELKEY	PERRY-LEE R.	LIBRARY
\$2,621.86	WALSH	CARLY A	LIBRARY
\$2,542.67	COREY	ERIN N	RECREATION
\$2,486.25	LOUD	DILLAN T.	RECREATION
\$2,463.54	GALANDZI	MICHAEL	CALL FIREFIGHTERS
\$2,461.80	BOYLE	EMILY M.	TOWN LANDING
\$2,450.00	REZENDES	ANDREW G.	POLICE - SPECIAL
\$2,364.36	LEARY	NATALIE M.	COUNCIL ON AGING
\$2,363.48	MACDONALD	JAMES R.	RECREATION
\$2,310.30	CHEVERIE	RICHARD J.	RECYCLING
\$2,140.60	SCOLEDDGE JR	WALTER	FIRE DEPT.
\$2,029.30	MORLEY	BRIAN M	CALL FIREFIGHTERS
\$1,980.00	QUILL	MARY E.	BOARD OF ASSESSORS
\$1,962.10	HAWES	DENISE M.	POLICE DEPT.
\$1,885.00	BEARCE	MICHAEL A.	POLICE - SPECIAL
\$1,815.60	LASTORIA	RYLEIGH E.	RECREATION
\$1,800.00	BATES	ELIZABETH A	BOARD OF ASSESSORS
\$1,800.00	BOIDI	ELAINE R	BOARD OF ASSESSORS
\$1,800.00	BROWN JR.	JOHN G.	SELECTBOARD - MONTHLY
\$1,800.00	CICIOTTI	STEVEN A.	SELECTBOARD - MONTHLY
\$1,800.00	MARINO	TRACY A.	SELECTBOARD - MONTHLY
\$1,800.00	TRABUCCO	DANIEL W	SELECTBOARD - MONTHLY
\$1,793.10	JASIE	KATHERINE M.	TOWN LANDING
\$1,721.48	MACDONALD	JOSEPH E.	RECYCLING
\$1,671.53	FINDLEY	AVERY K.	RECREATION
\$1,660.05	ROMANO	JULIA C.	TOWN LANDING
\$1,608.92	GESWELL III	EDWARD J	MUNICIPAL INSPECTIONS
\$1,572.40	BURRILL	EDWIN	CALL FIREFIGHTERS
\$1,567.50	HYNES	ROBERT J.	SELECTBOARD - MONTHLY
\$1,560.00	PAOLA	THOMAS M.	POLICE - SPECIAL
\$1,560.00	SMITH JR	DOUGLAS S	POLICE - SPECIAL
\$1,500.00	BATEMAN	MARY P.	COUNCIL ON AGING
\$1,500.00	SAYCE	JAMES N	COUNCIL ON AGING

Pembroke Town Departments Calendar Year 2023

GrossPay	LastName	FirstName	PrimaryAccount
\$1,483.20	QUEENAN	RILEY J.	TOWN LANDING
\$1,429.35	HERATY	SARAH E.	TOWN LANDING
\$1,413.45	ARCHAMBAULT	ISABELLA	TOWN LANDING
\$1,377.00	BOYLE	LIAM D.	RECYCLING
\$1,350.08	NEE	JULIA M	LIBRARY
\$1,340.00	COYNE	KEVIN C.	POLICE - SPECIAL
\$1,327.50	NUGENT	SADIE D.	RECREATION
\$1,238.70	CROWELL	MICHAEL K.	TOWN LANDING
\$1,235.00	RADDING	JEFFREY T.	POLICE - SPECIAL
\$1,211.02	HALLORAN	SHAWN F.	CALL FIREFIGHTERS
\$1,120.00	CARR	JOHN P.	POLICE - SPECIAL
\$1,120.00	HEIKKILA	DAVID A.	POLICE - SPECIAL
\$1,120.00	PRINCIPE	JACOB E.	POLICE - SPECIAL
\$1,082.48	PICCIRILLI	GIUSEPPE	RECREATION
\$1,051.20	GORMAN	MICHAELA F.	LIBRARY
\$1,050.00	FLYNN	RICHARD J.	SELECTBOARD - MONTHLY
\$1,047.15	DRUMMOND	ELIZABETH A.	TOWN LANDING
\$1,040.00	FEELY	BRIAN J.	POLICE - SPECIAL
\$1,040.00	FRATTASIO	JONATHAN F.	POLICE - SPECIAL
\$1,040.00	KITCHEN	DREW J.	POLICE - SPECIAL
\$1,038.18	MARTYNOWSKI	BRIAN D.	CALL FIREFIGHTERS
\$947.70	TOPHAM	DAVID F.	TOWN LANDING
\$932.40	JASIE	MARGARET M.	TOWN LANDING
\$850.34	MULLEN	MILYNDA S.	COUNCIL ON AGING
\$828.68	FARRELL	BRENDAN M.	LIBRARY
\$822.36	CHILCOTT	TESS M.	WATER DEPT.
\$800.00	SANDERSON	CHRISTOPHER	POLICE - SPECIAL
\$780.00	BROWN	TODD M.	POLICE - SPECIAL
\$780.00	JOHNSON	TIMOTHY P.	POLICE - SPECIAL
\$770.98	HARRIS	KAYLEIGH L	TOWN LANDING
\$750.00	GILES	GAIL A.	COUNCIL ON AGING
\$750.00	MELCHIN	JOHN L	COUNCIL ON AGING
\$723.75	DOYLE	KAYLIN M.	RECREATION
\$630.84	KELLY JR.	WILLIAM D.	CALL FIREFIGHTERS
\$617.50	MCANAUGH	TODD W.	POLICE - SPECIAL
\$600.00	COLETTA	REBECCA W.	SELECTBOARD - MONTHLY
\$560.00	FELTRUP	MARK T.	POLICE - SPECIAL
\$560.00	RAFFERTY	MICHAEL F.	POLICE - SPECIAL
\$533.52	DERENNE	JOSEPH E.	LIBRARY
\$520.00	SHAUGHNESSY	RYAN	POLICE - SPECIAL
\$520.00	TOSONE JR.	JOSEPH P.	POLICE - SPECIAL
\$457.20	KUBEK	ROSELYN Y.	LIBRARY
\$300.00	KAULBFLIESCH	KATELYN R.	RECREATION
\$280.00	SAYERS	ALISSA P.	POLICE - SPECIAL
\$240.00	CURTIN	STACEY A.	TOWN CLERK
\$200.00	DODGE	STEPHEN C.	SELECTBOARD - MONTHLY
\$191.25	MCPHEE	GRIFFITH	LIBRARY
\$103.32	MURIPH	MICHELLE A.	POLICE DEPT.
\$90.12	WALETKUS	VICKI L	CALL FIREFIGHTERS
\$90.00	CLAFLIN	EMILY E.	RECREATION
\$76.20	BISHOP	MADELEINE	LIBRARY
\$45.06	GALANDZI	CRISTIAN B	CALL FIREFIGHTERS

PEMBROKE POLICE DEPARTMENT 2023

First, I want to thank the members of the Select Board and the Town Manager for their support of the Public Safety building. This would never have happened without this collaboration. Thanks to the members of the Public Safety Committee and PACTV for volunteering many hours over the years promoting the need for this facility. Finally, thank you to our residents for voting in favor of the building.

We started off 2023 with an extremely generous donation of Tourniquets and Quick Clot from LEO Support Foundation.

We had members of our department attend the SEPAC Pembroke Mental Health Resource Fair at the Pembroke Public Library.

The Pembroke Police Department's biggest fan, Michael Shubert carried the Unified Torch at the Regional Unified Bocce Tournament at Pembroke High School.

Towards the end of winter, we started the Distracted Driving Campaign which focused strictly on Hands-Free while Driving patrols educating the public on the dangers of distracted driving. April the department transitioned on a new weapons system and conducted firearms training while using the Plymouth County Sheriff's Department trailer.

Members of our department attended Active Shooter Response Training (ASHER) at the Silver Lake Regional High School.

Chief MacDonald and Chief Viveiros spoke with several members of the community at the Council on Aging about the Public Safety Building.

In May we had two awesome days giving tours to the kids from CNK Pre-School. Later that month our residents voted "YES" for a new Public Safety Building. We are so thankful for this opportunity. A huge thank you to our Town.

We welcomed our first intern of 2023, Tyler Ready. Tyler was a tremendous asset to our department. Tyler began Massachusetts Maritime Academy in August of 2023.

Our Midnight shift had a blast helping students at Hobomock Elementary School arrive to school safely on their bicycles.

We accepted a donation from Pembroke Titans Against Drugs that provide numerous Pembroke students the opportunity to attend Plymouth County DARE Camp.

We welcomed a new patrolman, Sean MacDonald.

Officers gave ASHER training to Camp Pembroke Staff.

In July, members of our department partnered with Plymouth County Outreach for Coffee with a Recovery Coach. Residents were offered Narcan Training, free Narcan and other harm-reduction tools.

We welcomed our 2nd intern Eliot Townley. Eliot helped with patrolling the town, maintenance, organizing, and storytelling!

Officer Michael Horvath retired after 18 years of service.

In August the Pembroke Police and Pembroke Fire Department conducted part one of a two days of (Active Shooter) ASHER Training at Pembroke High School. We are extremely grateful to PHS staff for allowing us to use the building for our training.

In the fall we welcomed our first Co-Response Clinician Jillian Wager. Jill works with both the Pembroke and Hanover Police Departments and provides behavioral health assessments to individuals and families in crisis. We are very fortunate to have her!

We assisted the Plymouth County District Attorney's Office with a toiletry drive to help members of our county who are victims of Domestic Violence. Simultaneously, we helped The Action Team with a sock drive that helped collect well over 1300 pairs of socks!

Additionally, Pembroke Police and Pembroke Fire Departments had their first Annual Public Safety Day. This was such an amazing day for First Responders and residents alike!

The cutest member of our department made her debut, K-9 Sasha. She and her handler, Officer Simmons, are the most popular duo in our department!

November, we hosted our 1st Coffee with Retirees". About a dozen former officers stopped by for a nice visit. It was so wonderful to see all our retirees and hope to see even more at our next event.

Several officers attended the annual Turkey Trott at Hobomock Elementary School. Everyone had fun cheering on all the students.

Officers gathered at Gillette Stadium to pick up jackets for deserving Veterans. These coats were given to the Pembroke Veteran's Agent to give out to Veterans in need of a warm coat.

As we wrapped up the year, the Pembroke Police and Fire Department had a successful Fill-A-Cruiser event. Public Safety staff collected hundreds of toys for deserving children in our community. We also said goodbye to Det. Christopher Horkan after 22 years of service to our community. And finally, just before winter break several officers ran in the Jingle Jog with a very special third grade student, Cora Glennon from the Hobomock School.

End of year statistics

Calls for service	Arrest/Summons	Crash Reports	Incidents
16260	290	265	890
Mental Health Calls			
146			

Chief Richard G. MacDonald

ANNUAL REPORT OF THE PEMBROKE FIRE DEPARTMENT

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

The Pembroke Fire Department is committed to providing the citizens of Pembroke an effective, well-trained team of professionals to protect their lives and property through fire prevention, fire suppression, emergency medical services and community risk reduction programs.

We are a combination type department made up of 1 Fire Chief, 2 Deputy Fire Chiefs, 4 Captains, 24 Career Firefighters, 5 On-Call Firefighters and 1 Administrative Assistant.

Operations

Summary of Activity for 2023

Incident Type	Number of Incidents
Medical Emergencies / Rescue	2621
Fires	59
Motor Vehicle Accidents	153
Fire Alarms	356
Public Assist Calls	306
Hazardous Conditions	170
Mutual Aid	124
Total	3789

The number of calls for service continues to increase each year. This year, approximately 64% of the time the department received simultaneous calls for service. The average response time was 5min 43seconds.

Personnel

Former Firefighter Robert "Bob" Silva Sr passed away in November.

Firefighters Daniel McPherson and Bryan Musial were promoted from call firefighter to full time Firefighter/ Paramedic positions.

Full time Firefighters Richard Doyle and Thomas Hall along with call firefighters William Kelly, Vicki Waletkus and Brian Martynowski all retired after many years of dedicated service to the department.

Firefighter Robert MacNamara Jr and Andrew Desmarais resigned to pursue other career opportunities.

Fire Prevention

Fire prevention and public education are our primary means of preventing emergencies before they happen. In 2023 the department issued 362 permits and conducted 446 Inspections.

In October, in conjunction with the Police Department, we held our first annual “Public Safety Day” at Pembroke Community Middle School. This was a huge success and was attended by several hundred residents. In addition to a great day of fun it was an excellent opportunity for members of the community to meet the firefighters that are here to serve them every day and learn more about the services the department provides. We are very grateful for all the local businesses that helped to make this possible.

Stations

At Town Meeting in May, voters approved a plan to construct a new Public Safety Complex on Washington St and a Fire Department substation on School St. These much-needed buildings will provide the infrastructure, technology, and training needs of our department well into the future and significantly improve our response times to many areas of the town.

On behalf of the officers and members of the Pembroke Fire Department, I would like to extend our gratitude to the Select Board, the Town Manager, members of the Public Safety Building Committee and all Town Departments for their assistance and support during the year. On a personal note, I would like to thank the members of the department for the outstanding work they do every day serving the citizens of Pembroke. They are an amazing group of dedicated men and women who provide the very best in fire and emergency services.

Respectfully Submitted,

Jason Viveiros, Fire Chief

PEMBROKE EMERGENCY MANAGEMENT

To the Honorable Selectboard and the Citizens of the Town of Pembroke:

We would like to thank our Town Manager, William Chenard, members of the Town Managers office, Board of Health, Town Clerk's Office, Pembroke Police & Pembroke Fire Departments, Department of Public Works, Council on Aging, Pembroke Housing Authority & Pembroke Library Staff for their continued support throughout the year.

We worked with students from Massachusetts Maritime Academy (MMA) who are pursuing careers in Emergency Management. The students along with the EM Directors developed a tabletop exercise (TTX) for a specific emergency situation. The team met several times throughout the year to develop a plan and response for this particular emergency. A huge congratulations to our team for being selected to move forward with the facilitation of their TTX during their final semester at MMA.

We almost made it through the entire year without a major storm until the unnamed storm in December. The town had significant power outages as well as a substantial number of streets in town were impassable. We worked closely with the Department of Public Works along with our liaisons from National Grid to ensure the streets were safe and power was restored as soon as possible.

We are looking forward to the opening of the Community Center in 2024. The Community Center will house our Emergency Operations Center as well as the emergency shelter for the residents of Pembroke.

Wendy LaPierre
Jason Viveiros
Lisa Cullity

ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

HIGHWAY DIVISION

The winter season of 2023 saw below average snow fall and slightly above temperatures. DPW work forces with the aid of private contractors were dispatched One (1) occasion for a plowable snow event. In addition, DPW crews were dispatched Nineteen (19) times for de-icing operations, which included both pre and post plowable storms.

Route 36 (Center St) continued its construction, installing drainage, sidewalks, relocation utility poles and base course of asphalt. The Contractor for the project is A.R. Belli and their sub-contractors including Eversource, National Grid, Comcast and Verizon all involved. The entire project is being overseen by Mass DOT as it is a federally funded project.

Road repairs, which include complete paving of streets were as follows: 1.) Ingham Way 2.) Hatch Mill Circle 3.) Dwelley Street from West Elm to Maple Avenue 4.) Monroe Street 5.) Center Street from School Street to Halifax Town Line 6.) Chapel Street 7.) Mattakeesett Street from Maquan Street to School Street 8.) Mountain Avenue 9.) Lower Portion of Valley Street to the Duxbury Town Line. Infrared Paving on Center Street and Barker Street for settled trenches.

Annual street sweeping and all catch basins cleaning were completed town wide. Both were contracted out per storm water regulations.

Several catch basins were repaired or replaced by the Highway Division due to the aging infrastructure.

Street signs were replaced or repaired by the Highway Division due to damaged or outdated street signs.

Potholes were repaired by the Highway Division with the town owned Hot Box Asphalt device. If the equipment and or material was unavailable crews were out doing temporary repairs with cold patch.

The Tree Division is staffed with Two (2) employees and are responsible for any trees that are either compromised or fallen. Tree trimming also conducted throughout the town to prevent traffic concerns.

The Town took ownership of a new roadside mower late fall and was operated by the Tree Division to also maintain overgrowth roadside.

Line painting, crosswalks, and stop bars were completed by an outside contractor. A few streets were not completed due to weather and temperatures.

The Highway and Tree Division would like to express our sincere appreciation to Mike Aldrovandi upon his retirement from the DPW. He was a dedicated employee since June 7, 1999.

The Highway and Tree Division also shares responsibilities with the Cemetery, Parks, and Grounds Divisions, and also the Water Department when needed.

The Highway and Tree Division would like to express our gratitude to the Town Hall Staff, Police, Fire Departments, Cemetery, Parks, Grounds and Water Division for the efforts and assistance throughout the year.

Respectfully Submitted,

Joe Daiute, Working Foreman
Pembroke Public Works, Highway & Tree Division

ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

CEMETERY/PUBLIC GROUNDS DIVISION

To the Honorable Selectboard and the Citizens of Pembroke,

Our department consists of 2 skilled laborers and 1 working Forman. Our responsibilities include all ground maintenance for over 100 acres of property. There are 3 active cemeteries and 3 inactive cemeteries, 25 town buildings, several parks, multiple islands as well as 3 baseball fields. Other responsibilities included all aspects of cemetery burials, foundation preparations for headstones, installation of flat markers, mow, trim and trash removal of all properties, as well as everyday maintenance and upkeep of all our equipment and vehicles. Also, managing all correspondence, filing, organization, record retention and lawn maintenance schedules for all properties.

In November of this year, we had 2 new Columbarium Walls installed. Each wall has 24 spaces for cremation interments. There were also slight changes in the cemetery fee schedule. Mainly for nonresidents lot sales, and columbarium space prices. The new cemetery fees can be located on the town website.

This year the department has

64 burials in total

32 full internments

32 cremations

20 headstone foundation installations

13 flat marker installations

6 Military marker installations

Sold 25 resident lots.

Sold 2 nonresident lots.

The Cemetery and Public Grounds Division wishes to thank the employees at the Town Hall and Water Department for all their help throughout the year, with a special thank you to the Highway Department for their assistance. We would also like to thank the Pembroke Police and Fire Departments for their support.

Respectfully submitted,

Christine Callahan
Forman, Cemetery/Public Grounds
Department of Public Works

REPORT OF THE PEMBROKE DPW WATER DIVISION

To the Honorable Select Board and the Citizens of Pembroke

The Pembroke DPW Water Division provided the following services to the Town throughout 2023.

There were:

- 456 Mark outs
 - 31 Emergency Water mark outs
 - 19 Service Leaks repaired
 - 6 Water Main break repairs
 - 21 Frozen meters replaced
- 264 Meters replaced
- 24 New services installed
- 187 Final water readings
- 12 Fire Hydrants replaced
- 20 Fire Hydrants repaired
- 42 Water Services shut off
- 39 Water Services turned on
- 31 Trench inspections
- 20 Inside Water Shutoffs replaced
 - 6 Cross Connection inspections
- 28 Gate Valve/Box repairs
- 15 Pressure Tests\Flush & Sample
- 45 Data Log Reports
- 9 Water Flow test

Water Dept. also performed:

- Fire hydrant painting program
- Town Wide Leak Detection done.
- Yearly Bacteria and Quarterly samples
- Lead & Copper samples
- Town Wide Backflow testing and inspections
- Fall Unidirectional Flushing Program
- Spring & Fall meter readings
- Wells 2,3,4,5 cleaned and put back in service.
- New Water Main installed in our system 8' 1000' 6' 500'.

The Water Division would like to thank the residents and business owners who participated in the Backflow Prevention Inspections 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 throughout the year.

Respectfully submitted,
Pembroke Department of Public Works – Water Division

ANNUAL REPORT OF THE HOBOMOCK STREET LANDFILL RECYCLING AND COMPOST CENTER

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

In 2023, ground water and gas monitoring testing were once again completed at the landfill. The routine tests are required by the Department of Environmental Protection (DEP) as part of the Town's approved Post Closure Plan for the landfill. We are pleased to state that the annual inspection showed that Pembroke's Recycling Center continues to be a well-organized and compliant Center with no areas for correction or concern observed.

The Recycling Center was completely repaved in the fall as part of our maintenance plan with DEP; the road surface from the Center to the rear composting and disposal location was improved, and the roadway leading out to Hobomock Street was repaved and marked. New signage and one-way directionality enforcement improved patron and employee safety.

Pembroke co-hosted one Household Hazardous Waste Collection Day held in Hanover in June, and the Town enjoyed access to multiple Household Hazardous Waste Collection Events hosted by our neighboring communities through our continued partnership with the South Shore Recycling Cooperative.

The Town continued to support the November 1, 2022, waste ban disposal regulations that require mattresses, box springs and all textiles to be kept out of the trash stream that the Commonwealth of Massachusetts implemented as part of their Master Plan. To this effort, the Town invested in a new watertight overflow container for mattress short-term storage and contracted with a new vendor to dispose of them properly under the new regulations. The two textile recycling bins that the town installed in partnership with CMRK/Big Brother Big Sister experienced heavy use in 2023.

From July to December, Pembroke recycled 109,222 pounds of materials, 309 mattresses and diverted 2,192 pounds of textiles from the waste stream. In addition to maintaining statutory compliance and providing a vital service to residents, the town collected \$28,067 to defer the cost of proper disposal of these items. Other bulk waste items, like upholstered chairs, furniture and sofas are allowable waste collected through the Town's curbside program hosted by EZ Disposal, but at a significant cost to the Town's curbside program budget. The Recycling Center accepts all these materials and passes along to the resident only the cost to the Town to dispose of the item.

Pembroke again received a grant from the (DEP) this year through the Sustainable Materials Recovery Program (SMRP). The grant will provide equipment and services to assist the Town's response to the waste ban impacts, education and diversion and recovery efforts.

During the year we continued our material source separation program which included: ridged plastics, carpets, mattresses, and separated bulky items, white goods, and compost with great success.

Submitted by
Scott Glauben and Sabrina Chilcott, Landfill Co-Managers



**SOUTH SHORE
RECYCLING
COOPERATIVE**

PO Box 247
Westwood, MA 02090
781.329.8318
director@ssrcoop.info
ssrcoop.info

2023 REPORT OF SOUTH SHORE RECYCLING COOPERATIVE

January 18, 2024

The South Shore Recycling Cooperative (SSRC) is a voluntary association of South Shore towns. It was established by Intermunicipal Agreement and Special Legislation in 1998 to help member towns improve their recycling programs, and reduce the amount, toxicity and cost of disposal.

Eighteen towns are SSRC Members: **Abington, Braintree, Cohasset, Duxbury, East Bridgewater, Hanover, Hanson, Hingham, Hull, Kingston, Middleborough, Norwell, Pembroke, Plymouth, Rockland, Scituate, Weymouth, and Whitman.** Representatives from each member town are appointed by Chief Elected Official(s) (*list attached*).

In FY23, the SSRC raised **\$94,646**: \$87,300 from Member Town dues, \$3,310 in sponsorships, \$4,000.00 in grant funding, and \$36 in interest.

Total expense was **\$85,473**. This paid for the services of the Executive Director, the Hazardous Waste Specialist and assessors, and for waste reduction and recycling activities that benefit our member towns detailed below.

In addition to services and advocacy outlined below, membership in the SSRC **saved /earned Member Towns more than \$252,804** in CY2023. (See page 6 for details. Finer data is available upon request. Awaiting **two data sets** as of 1/18/2024, update will be forthcoming at ssrcoop.info/documents/ .)

The SSRC celebrated its **25th anniversary** in May, headlined by MassDEP Commissioner Bonnie Heiple. Municipal, legislative and DEP leaders, vendor-sponsors and past board members attended.

MATERIALS MANAGEMENT

Household Hazardous Waste Collections - Capacity of vendors to conduct household hazardous waste (HHW) events continues to be tight. Anticipating a continued supply shortage, the SSRC is in the process of planning a regional HHW Depot to replace most of our “pop-up” events. SSRC applied for and was awarded a grant of \$250,000 from MassDEP, as well as technical assistance. Additional funds will be raised from other sources. The Hanover Transfer Station is being considered to host the facility.

The SSRC arranges for and administers Household Hazardous Waste Collections on behalf of its Member Towns. It coordinated multi-town collections for twelve of our Member Towns in 2023, creating further savings. Member Towns saved staff time to contract, schedule, publicize and staff collections. The Executive Director, Hazardous Waste Specialist and/or HHW Assessors assisted at all events. The Executive Director coordinates the billing.

1,832 residents attended our **twelve collections** in 2023. The **reciprocity policy** also enabled **668** of those residents to attend other Member Towns' collections. This arrangement qualifies member towns for additional MassDEP **Recycling Dividend Program** points and earned them an extra **\$30,330** in the 2023 grant cycle.

In addition to the convenience of access to eleven events for Member Town residents, the total cost savings and benefits of the HHW program in 2023 is estimated at **\$74,710**.

General Recyclables – The “blended value” of traditional recyclables (paper, cardboard, bottles and containers) was steadier than usual in 2023, starting the year at \$10.32/ton, and ending at \$36.56/ton. This value is usually deducted from the ~\$105/ton processing cost (sorting, baling and delivery to end markets). The average net cost of mixed recycling was about \$71/ton, which is still less than the cost of disposal, which averaged \$93/ton.

The SSRC Director continues to monitor and report market fluctuations, seek out advantageous vendor options and pricing, and assist with resident education to improve material quality.

The Director is pursuing regulatory and legislative relief to achieve fairer, more transparent pricing, as well as total relief from these costs through a packaging and paper producer responsibility bill.

In December the Director released a bid for pre-sorted recyclables, as well as transfer station hauling and construction, demolition and bulky waste. This provides lower pricing and the convenience of not having to bid these services out individually.

Other Materials – The SSRC has enabled its Members to save money, find better service and/or earn rebates for such things as:

- Glass- connected seven Member towns with a new glass recycling facility in Hopedale, which offered to pay for pre-sorted material. Negotiated a reduction in cost with the vendor which most of the towns use from \$40/ton to zero. Potential savings to those towns is \$52,000-\$71,000/year.
- Textiles – SSRC connected Member Towns with a new service provider (**BBBSF**) that pays our Towns (General Funds) higher per-ton rebates than the Towns were receiving, as well as curbside service with a smaller rebate, providing more options for collection. SSRC negotiated a rebate increase from \$100/ton to \$160/ton with BST, our mainstay dropoff service provider.
- Books- SSRC introduced a service provider, BSB, for book collection that pays \$40/ton to the Towns. The service provider that they had been, or still are, using pays no rebates.
- Tires – Collaborated with Plymouth County Mosquito Control on 4 free tire collections. Residents throughout the service area recycled 884 tires through the program, saving them and their towns about \$5K.
- Mattresses – SSRC set up multitown curbside collections for our eleven towns that don't provide that service. **112** households recycled **208** mattresses at a reasonable cost. The Director conducted a Request for Quotes for the service, resulting in 3 quotes. This confirmed that Towns and residents were being charged the lowest rates available.

PUBLIC OUTREACH:

Abington Braintree Cohasset Duxbury East Bridgewater Hanover Hanson Hingham Hull
Kingston Middleborough Norwell Pembroke Plymouth Rockland Scituate Weymouth Whitman

Radio Public Service Announcements – With funding from MassDEP and Covanta SEMASS, the SSRC aired **8 PSAs** for 6 weeks with WATD FM and its 2 sister stations. They covered “bring your own bag”, textiles, proper preparation of recyclables, plastics and composting. In addition to educating residents, this helped our towns to qualify for MassDEP incentive grant funding. Listen at ssrcoop.info/radio-ads/

Website - ssrcoop.info provides both general and town-specific recycling and household hazardous waste collection information, meeting minutes and annual reports, a monthly newsletter, and links to other sites. Traffic increased 14% over 2022, with 86,870 page views by 42,794 visitors in 2023. 76% of visitors were new, same as for 2022.

Facebook: The SSRC posts waste reduction and recycling tips regularly on its [Facebook page](#), which has 659 followers.

Press Contacts - The SSRC is a resource to and a presence in print, web and cable media.

Resident Contacts – The Director fielded hundreds of calls and emails from residents and businesses in 2023. Most were about hazardous waste, but she also advised how to properly dispose of everything from hockey tape to carpet, taxidermy to couches. She also mentors Cohasset Middle School students doing research projects each semester.

ADVICE, ASSISTANCE AND NETWORKING

The Executive Director’s help is frequently sought by the solid waste managers. She stays current on local and national solid waste issues, attending conferences, meetings and webinars, visiting local disposal and recycling facilities, and reading professional publications. She provided requested advice and help on a **wide range of issues**, including single stream contracts and invoices, safe lithium battery disposal, fee setting and illegal tire dumping, to name a few.

Grant assistance - The SSRC helped **ten Member Towns** submit their MassDEP Data Surveys and/or Grant applications. Maximizing grant funds is a frequent topic at our Board meetings. Our Member Towns were collectively awarded **\$231,200** in MassDEP grants. Funds may be used for a broad range of recycling-related equipment, outreach, activity, memberships and conferences, and for hazardous waste management costs.

Membership in SSRC qualified our Member Town’s for an additional **\$79,230** in Recycling Dividend Program funds.

Newsletter - The SSRC emailed eight **SSRC News** issues, posted at ssrcoop.info/newsletters/ to 1,768 subscribers (up from 1,521 in 2022), including many residents. The open rate averages 59%. They cover a wide range of topics, including local, state and national waste issues, how to be a better recycler, and where our materials go.

ADVOCACY

The Executive Director promotes legislation the Board deems beneficial to its solid waste programs. She works with our Beacon Hill delegation and is an active adviser to the Mass. Product Stewardship Council. 2023’s focus legislation concerns **packaging/paper, mattress and paint producer**

responsibility, and Material Recovery Facility (**MRF**) **transparency** in contracting with municipalities. She testified at the hearings on those bills. She also provided written testimony supporting an **updated bottle bill** that would encompass wine and liquor bottles, nips, and noncarbonated beverage containers, and raise the deposit to 10¢. See our Advocacy page at ssrcoop.info/advocacy/ for more information.

The Director represents the Board on the MassDEP Solid Waste Advisory Committee (SWAC). She is advocating for more detailed reporting requirements by recycling processors in discussions with MassDEP, and for the establishment of an official Hazardous Waste subcommittee to the SWAC.

The SSRC exists to assist its member towns in improving their solid waste disposal and recycling functions. It always welcomes suggestions on how it can better serve its Members.

Respectfully submitted,

Claire L. Galkowski, Executive Director

South Shore Recycling Cooperative Board of Directors 2023

TOWN	FIRST	LAST	C/O	POSITION
Abington	Chris	Schultz	BOH	Health Agent
	Eddie	Murphy	BOH	Waste Reduction Coordinator
Braintree	Jeffrey	Kunz	DPW	Solid Waste Manager
	Rosemary	Nolan	DPW	Solid Waste Manager
Cohasset	Merle	Brown*	citizen	SSRC Past Chairman
	Brian	Joyce	DPW	Director
Duxbury	Peter	Buttkus*	DPW	Director
	Sheila	Sgarzi*	DPW	Director
	Norm	Smith	DPW	Assistant Director
Hanover	Kurt	Kelley	DPW	Assistant Superintendent
				open
Hanson	Arlene	Dias	BOH	Commissioner, SSRC Treasurer
	Gil	Amado	BOH	Health Agent
Hingham	Stephen	Messinger	Transfer Station	Foreman
	Randy	Sylvester	DPW	Superintendent
Hull	Chris	Gardner	DPW	Director
	Joan	Taverna	BOH	Health Director
Kingston	Paul	Basler	Streets, Trees, Parks	Superintendent, SSRC Vice Chair
	Jean	Landis-Naumann	Recycling Cmte	Chairman, SSRC Secretary
Middleboro	Christopher	Peck	DPW	Director
	Donna	Jolin*	DPW	Office Manager
Norwell	Ben	Margro	BOH	Health Agent

Abington Braintree Cohasset Duxbury East Bridgewater Hanover Hanson Hingham Hull
Kingston Middleborough Norwell Pembroke Plymouth Rockland Scituate Weymouth Whitman

	Vicky	Spillane	Recycling Cmte	Appointee
Pembroke	Angela	Sestito	Selectmen's Office	Principal Clerk
	Sabrina	Chilcott	Selectmen's Office	Assistant town Manager
	Dakota	Stockell*	DPW	Solid Waste Administrator
Plymouth	Leona	Cleveland*	DPW	Solid Waste Administrator
	Kerin	McCall	Marine/Env Affairs	Technician
	Delshaune	Flipp	BOH	Health Agent
Rockland	Christine	Stuart*	BOH	Commissioner
	David	Taylor*	Highway Dept.	Superintendant
	Kevin	Cafferty	DPW	Director; SSRC Chairman
Scituate	Sean	McCarthy	DPW	Asst. Director
	Katie	McDonald	DPW	Principal Clerk
Weymouth	Bob	O'Connor	DPW	Energy Manager
	Bruce	Martin	DPW	Director
Whitman	Dan	Kelly	BOH	Director

*partial year, new appointments forthcoming

	HHW total value	Bay State Textile, BBBSF, Bay State Books tons (facilitated by SSRC)**	BST additional rebates; BSB rebates, avoided disp cost **	glass savings SMI (4 mos, + \$40/ton)	RDP textile, outreach awarded point values (radio ads, data coll, etc)	Exec. Dir. MSW consults, assistance (\$65/hr), cost savings	Total	consultation topics					
Abington	13	29	\$600	\$900	\$975	\$1,200	\$3,675	\$6,102	\$1,800	\$293	\$11,870	commodity values, mattresses, compost site, curbside contract extension	
Braintree	0	30	\$1,500	\$900	\$490	\$3,600	\$6,490	98.89	\$5,400	\$163	\$18,413	commodity values, curbside contract, school HHW, compost site mgmt	
Cohasset	17	38	\$900	\$400	\$975	\$1,200	\$3,475	29.92	\$4,048	\$1,193	\$12,722	commodity values, RDF fees, Hg reimbursement, compost site mgmt, EcoFest	
Duxbury	36	62	\$1,050	\$150	\$975	\$2,200	\$4,375	38.93	\$5,391	\$260	\$17,654	commodity values, food waste collection, data survey, grant help, hauling invoice	
E. Bridgewater	15	20	\$1,500	\$150	\$975	\$0	\$2,625	25	\$3,238	\$390	\$6,253	commodity values, cart contract, data survey, Hg bill, site visit	
Hanover	134	8	\$1,500	\$1,050	\$1,950	-	\$4,500	21.98	\$3,428	\$195	\$8,123	commodity values, TS Study Cmte, data survey, unrecyclable mattress	
Hanson	17	22	\$900	\$900	\$975	\$1,200	\$3,975	13.44	\$1,862	\$813	\$8,449	commodity values, fuel surcharge, data survey, grant help, fees, TS cmte, illegal dumping	
Hingham	113	47	\$0	\$150	\$975	\$2,200	\$3,325	28.73	\$4,250	\$130	\$11,605	commodity values, C&D, compost screening contract	
Hull	39	12	\$0	\$150	\$975	\$490	\$1,615	16.19	\$648	\$195	\$2,458	HHW dates in grant application, data survey, fluorescent tubes	
Kingston	58	11	\$1,500	\$900	\$975	\$1,200	\$4,575	34.0	\$4,171	\$1,106	\$13,674	commodity values, food waste collection, data survey, mattresses, freon	
Middleboro	0	21	\$1,500	\$900	\$490	\$2,200	\$5,090	54.57	\$3,547	\$65	\$12,002	mattress pickups	
Norwell	25	47	\$1,000	\$400	\$975	\$1,200	\$3,575	24.31	\$3,142	\$390	\$8,907	commodity values, glass, curbside cost allocation, data survey, site visit, fee list, grant help	
Pembroke	23	64	\$450	\$900	\$975	\$2,200	\$4,525	59.71	\$8,141	\$390	\$16,063	commodity values, ballasts, lithium batteries, grant help	
Plymouth	377	78	\$0	\$300	\$1,950	\$600	\$2,850	124.9	\$17,476	\$195	\$25,001	commodity values, invoice and WM proposal reviews, exploding cell phone, DPW waste,...	
Rockland	20	35	\$500	\$900	\$975	\$2,200	\$4,575	26.26	\$3,722	\$455	\$12,052	commodity values, disposal and hauling contracts, data survey help, grant help	
Scituate	155	40	\$600	\$900	\$975	\$2,200	\$4,675	66.76	\$10,169	\$163	\$25,327	commodity values, tires, vegetable oil, site visit, grinding contract	
Weymouth	98	83	\$0	\$0	\$975	\$4,900	\$5,875	143.8	\$16,270	\$293	\$32,938	commodity values, mercury, site visit	
Whitman	24	21	\$1,500	\$900	\$975	\$1,540	\$4,915	18.95	\$2,350	\$1,800	\$9,292		
Total	1164	668	\$15,000	\$10,850	\$18,530	\$30,330	\$74,710	868.2	\$104,316	\$18,257	\$48,900	\$6,621	\$252,804

HHW detail	SSRC	vendor	savings
Trash rolloff	\$500	\$900	400
Trash & OCC rolloffs	\$750	\$900	150
setup fee	\$1,500		

staff time: 380 hrs/(18 towns + 2 double events) =19 hrs/town * \$55/hr= \$1045/town

** Awaiting BBBS data

REPORT OF THE BUILDING DEPARTMENT/BUILDING

This year the Building Department has seen a continuing trend with the installation of solar panels, generators, and insulation through the Mass Save Program. There is a constant request for information from the Department of Municipal Inspections by homeowners and real estate agents. The office handles all building and zoning complaints as well as issuing Occupancy Permits for new dwellings and businesses and performing annual inspections for local businesses. The majority of permits are being pulled online, however, some still prefer paper, which we continue to accept.

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

The following is a review of the construction in the Town of Pembroke for the year ending December 31, 2023.

Total: Category	Cost Value
(5) New Single-Family Dwellings, valued at	\$1,300,280.00
(86) Commercial New & Renovations, valued at	\$ 13,087,937.00
(586) Miscellaneous Residential Permits valued at	\$ 14,279,134.30
<hr/>	
(672) Permits issued, valued at	\$27,367,071.30
Fees collected & turned over to the Treasurer Dept.	\$389,504.50

REPORT OF THE BUILDING DEPARTMENT/SHEET METAL

(12) Sheet Metal valued at	\$1,369,574.00
Fees collected & turned over to the Treasurer Dept.	\$2,464.74

Respectfully submitted,
Pete Delprete
Building Inspector

REPORT OF THE GAS INSPECTOR

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

I hereby submit my report as Gas Inspector for the year ending December 31, 2023.

Permits as follows:

Total Permits issued	198
Fees collected & turned over to the Treasurer Dept.	\$11,440.00

Respectfully submitted,
Gary Young
Gas Inspector

REPORT OF THE PLUMBING INSPECTOR

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

I hereby submit my report as Plumbing Inspector for the year ending December 31, 2023.

Permits as follows:

Total Permits issued	179
Fees collected and turned over to the Treasurer	\$21,545.00

Respectfully submitted,
Gary Young
Plumbing Inspector

REPORT OF THE WIRING INSPECTOR

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

I hereby submit my report as Wiring Inspector for the year ending December 31, 2023.

Permits as follows:

Total Permits issued	460
Fees collected & turned over to the Treasurer Dept.	\$72,300.39

Respectfully submitted,
Nicholas Zechello
Inspector of Wires

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, 2023.

Permits as follows:

Total Permits issued.	11
Fees collected and turned over to the Treasurer	\$3,280.00

Respectfully submitted,
Joseph Suppa
Sealer of Weights and Measures

ANNUAL REPORT OF THE BOARD OF HEALTH

To the Honorable Select Board and the Citizens of Pembroke:

The Board of Health members are Adam Gedutis, Chair, Matthew Newman, Clerk, and Maureen Jasie, Member. In 2023, the Health Agent performed the following: 67 perk tests, 198 septic related inspections, 238 food related inspections (Agent and contractors), 17 housing complaints, 54 general complaints, 35 Animal complaints, and 3 pool inspection (Agent and contractors).

The Board of Health issued **115** Food Permit Licenses, **4** Body Art Establishment Licenses, **11** Body Art Practitioner Licenses, **1** Camp License, **46** Septic Install and Repair Licenses, **67** Livestock Licenses, **17** Pumping Licenses, 1 Skating Rink License, **25** Special Licenses, **3** Swimming Pool Licenses, **1** Tanning Salon License, **31** Title 5 Inspector Licenses and **10** Private Trash Hauler Licenses.

Our Public Health Nurses, under our eighth-year vaccination program, administered **45 flu** shots. We have three 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 (nine out of the last ten years). The remaining ponds also tested at normal levels during the entire summer. One of our ponds exceeded the state limit of bacteria and returned to normal soon after.

The Board continued working with the Five Town Tobacco Control Collaborative. This group will continue to work on education and enforcement of nicotine use as well as compliance checks to ensure proper sales and signage. Vaping and vaping related issues are also a focus of this program.

The Board of Health continues to work with three other communities to utilize a state grant for Public Health Excellence, with the goal of bringing additional health resources to the south shore community.

We continue to work with the Police and Fire departments to developing comprehensive all hazards emergency response plans.

Respectfully Submitted by

Lisa Cullity
Health Agent

ANNUAL REPORT OF THE PEMBROKE COUNCIL ON AGING

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

The Pembroke Council on Aging (Senior Center), located at 144 Center Street is the Town department that assesses the needs of and provides services to residents aged 60 and older. The mission of the Council of Aging is to advocate for improved quality of life for older adults through educational, social, and recreational activities. The Senior Center also provides advocacy and assistance to Pembroke's older adults and their families by helping them understand the complex issues associated with the aging process. Aging in place, transportation, property tax relief, medical coverage, fuel assistance, nutrition,

The Council on Aging staff consists of a full-time Director, Gretchen Emmetts, full-time Outreach Coordinator Marie Vitale who is paid 50% by grant and 50% by the Town. In addition to the two full-time positions we also have three part-time Union Principal Clerks, Suzanne Driscoll, Natalie Leary, *Volunteer and Event Coordinator*, and Milynda Mullen our *Transportation Coordinator* whose position is 100% reimbursed by GATRA. To assist Marie we have Cathy Bruce as an outreach assistant, Cathy works 12 hours per week and is fully funded by a grant. Joining us as part time van drivers that are 100% reimbursed by GATRA we have, Jack Bouzan, Scott Carlson, Wayne Diskin, Al Elliot, Brian Foley, and Tim White.

We are happy to say 2023 was a booming year! We had 14,856 sign ins with residents spending 45,866 hours here. We can't wait to see what this year brings. Make sure to go to our website to see all the upcoming programs and events.

The Senior Center with the staff's help 7633 GATRA rides, 1842 Volunteer Medical rides and 103 rides via our personal van to Boston appointments. The Town has three vans through GATRA and one personal van. All rides are curb to curb, to events, grocery shopping, bank, hairdresser, medical appointments, and daily programs with at least 48 business hours' notice in advance. These daily trips are free to Pembroke residents that are over 60. We also transport Pembroke ADA clients *upon availability*, please call and speak with Milynda if you would like more information.

The Senior Center now has over 70 volunteers without whom we as a center would not be able to function. Our dedicated volunteers donated over 5200 hours in 2023. We appreciate them more than we can even express! Volunteers are always welcome and needed, if you are interested, please call, and speak with Natalie.

Volunteers at the Senior Center have delivered over 9500 Meals on Wheels to clients which is up quite a bit from last year. MOW is provided Monday-Friday this number remains very steady each year. Our Community Lunch and Lunch and Learn series also saw us serving 857 meals. A HUGE shout out to the Firehouse Food Panty, with helping us get food to Pembroke Seniors who are shut in or can't drive. With their help and that of volunteers, we were able to deliver 635 times. If you or anyone you know could benefit from these meals, please contact OCES Nutrition Site Manger Julie Lowell, or Cathy Bruce for Food Pantry.

The Memory Café, which was funded by a grant from Massachusetts Council on Aging had continues to draw a good number of attendees every other 3rd Wednesday of the month at 1:00 pm under the supervision of our Outreach Coordinator Marie Vitale This group was formed for

clients with memory concerns and their care givers. The expansion of our Memory program last year has gone well. The first Tuesday is a movie, the second and fourth are support groups for caregivers as we have programs for their loved ones and still the third Tuesday, we have our ever-favorite memory café.

I would like to also thank the past and present members of the Friends of the Pembroke Council on Aging for all their support of programs and financial needs for our residents and also for being so welcoming. This year was a hard one as we lost Vice President Lyn Sheehan. Lyn was a firecracker and always had a smile no matter what she was going through.

We continue to work regularly with Old Colony Elder Services more as demand for services increases on a regular basis. If you are a senior or know of a senior that could use assistance with nutrition, basic home care needs or maybe help managing finances please call so we can set up an appointment. If there are concerns about abuse or neglect please call The Elder Abuse Hotline **800-922-2275**, your call will be kept confidential.

The Pembroke Council on Aging would like to thank the Town Managers office, Board of Selectman, and the citizens of Pembroke for their ongoing support and I look forward to submitting 2024 from our new facility.

Respectfully Submitted,
Gretchen Emmetts
Director

Council on Aging Board of Directors:
Curtis Kuta – Chairman, Pamela Blades – Vice Chair, Joan Dorsey – Secretary
Members: Shelley Campbell, Marilyn Christmann, Joanne Cummings, Sue Ellen Hewitt, James Kinkade, Norina Perry and Alternate John Melchin

ANNUAL REPORT OF THE DEPARTMENT OF VETERAN SERVICES

To the Honorable Select Board 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 8:00-6:30 on Mondays, 8:00-4:30 Tuesday through Thursday, and 8:00-12:00 on 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, wheelchair 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,

David McPhillips, Veterans' Service Officer

Mary Whitman, Assistant Veterans' Service Officer

ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

To the Honorable Select Board and Citizens of Pembroke:

The Pembroke Commission on Disabilities is a group of volunteers appointed by the Select Board who serve 3-year terms. This seven-member commission works to advocate disability-related issues. Members work on projects to improve access for persons with disabilities in the Town of Pembroke.

The Commission wishes to thank the Council on Aging Director Gretchen Emmetts and her Transportation Dispatch Coordinator for their hard work and effort ensuring that the Town continued to provide transportation to disabled residents of any age; the disabled share the Council on Aging vans with the seniors. If you or anyone you know is a non-driving, disabled resident and needs a ride, please contact the Senior Center to coordinate transportation at 781-294-8220.

Medical equipment has historically been available free of charge to anyone in need, and the construction project underway to build the new Community Center will house the new Commission on Disabilities office with storage space for medical equipment for those in need.

The Commission has accepted donated items including used eyeglasses, hearing aids, TTY telephone equipment and more provided all donations are in good condition and do not have any broken or missing parts; any equipment that is broken or has missing pieces will not be accepted.

For more information, please contact the Town Manager's office at 781-293-3844 or email disabilities@townofpembrokmass.org .

Thank You.

Respectfully submitted,

William Chenard, Acting ADA Coordinator



THE COMMONWEALTH OF MASSACHUSETTS
THE STATE RECLAMATION & MOSQUITO CONTROL BOARD



PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

272 SOUTH MEADOW RD, PLYMOUTH, MA 02360
TELEPHONE (781) 585-5450 FAX (781) 582-1276
www.plymouthmosquito.org

Commissioners:
John Sharland, Chairman
Ann Motyka, Vice Chairman/Secretary
Thomas Reynolds
Elaine Fiore

Ross Rossetti – Superintendent/Pilot
Matthew McPhee- Asst. Superintendent
Ellen Bidlack – Entomologist
Denise DeLuca – Administrative Assistant

REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project (PCMCP) are pleased to submit the following report of our activities during 2023.

The Project is a special district created by the State Legislature in 1957, and is composed of the 27 municipalities in Plymouth County 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.

In the spring, larviciding efforts begin as water temperatures rise and mosquito larvae begin to feed. The Project ground and aerial larvicided 14,581 acres and this was accomplished using an environmentally selective bacterial agent. Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on June 5th, 2023 and ended on October 6th, 2023. The Project responded to 13,655 requests for spraying and larval checks from residents covering all of the towns within the district.

The Department of Public Health (DPH) 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 Virus using several factors including the number of infected mosquitoes. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Control Project started the season at “Low Level Risk” for Eastern Equine Encephalitis. Near the end of the season, Bridgewater and West Bridgewater were moved to “Moderate Risk” due to a positive mosquito sample found in Bristol County. There was no Eastern Equine Encephalitis Virus detected in the PCMCP service area this year.

West Nile Virus activity was widespread in Massachusetts. Statewide there were 6 human cases, none of them were in the district. All towns in the district started the season at low risk for West Nile Virus. However, later in the season the human risk was raised to moderate for all towns but Hull, Marshfield and Scituate. These three towns remained at low risk. As part of our West Nile Virus control strategy a total of 48,597 catch basins were treated with larvicide in member towns to help control WNV.

The Project participates in DPH's mosquito surveillance program. As part of that program we collected 99,563 mosquitoes and submitted 29,259 mosquitoes for testing. The mosquitoes were combined into 685 groups. DPH also tested 14,498 mosquitoes from the district. In all there were 0 isolations of EEEV from mosquito samples. There was a total of 17 WNV isolations from Abington, Brockton, Carver, Halifax, Hanover, Hingham, Kingston, Marion, Marshfield, Mattapoisett, Middleboro, Pembroke, and Whitman.

The health threat of EEE and WNV continues to ensure cooperation between the Plymouth County Mosquito Control Project, local Boards of Health and the Department of Public Health. In an effort to keep the public informed, EEE and WNV activity updates are regularly posted on the Department of Public Health website.

The introduced mosquito *Aedes albopictus* has the potential to become a serious pest and a vector of disease. The mosquito has been present in Massachusetts since 2009. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. The Project began a tire recycling program in October 2017. During the 2023 season we recycled 4,039 tires bringing us to a total of 16,841 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. Field Technicians continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present. In Pembroke 149 larval sites were checked.

During the summer 1,770 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 1,655 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 October.

Water Management: During 2023 crews removed blockages, brush and other obstructions from 1,235 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 *Cq. peturbans* and *Cx. pipiens/restuans*. In the Town of Pembroke the three most common mosquitoes were, *Cs. melanura*, *Cq. peturbans*, and *An. crucians*.

Education and Outreach: Our Community Liaison, Erin Morrill, has had the opportunity to give 18 in-person presentations at local BOH's, COA's, libraries, schools, and fairs. Planning and scheduling for the upcoming season has already started with hopes of adding new

community organizations to the list. Erin has reached out to all of our school IPM coordinators in efforts to keep them up to date and in compliance with the Children and Families Protection Act. If your town is interested in setting up a presentation, please contact our office.

Our Project website is a great resource for information on upcoming meetings, the annual budget, educational information, and Project services. Announcements and important dates can be found on the home page.

We encourage residents 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.

Sincerely,

Ross Rossetti

Ross Rossetti
Superintendent

Commissioners:
John Sharland, Chairman
Ann Motyka, Vice-Chairman/Secretary
Thomas Reynolds
Elaine Fiore

South Shore Community Action Council (SSCAC)

71 Obery Street
Plymouth MA 02360



2023 Program & Services Impact Report - Pembroke

Date	Services Performed By:	Services Performed For:
February 5, 2024	South Shore Community Action Council (SSCAC) 71 Obery Street Plymouth MA 02360	Town of Pembroke Select Board 100 Center Street Pembroke MA 02359

SSCAC Mission

Our mission is to eliminate poverty on the south shore by creating opportunities for education and training, the opportunity to work, so that all people can live with dignity regardless of income. We work together with our community partners to strengthen and coordinate efforts so every individual can contribute to the full extent of their capabilities and in the workings of community life.

Low-income Residents Needs Assessment

Through our 2023 Community Needs Assessment Survey, low-income Pembroke residents identified the ability to pay heat and utility bills, affordable housing, and access to affordable food as their 3 most critical needs. The services we provided for Pembroke residents in 2023 addressed these critical needs and included Home Energy Assistance (commonly known as “Fuel Assistance”), Food Resources, Emergency Assistance, Energy Conservation, South Shore Early Education, Transportation, Income Tax Assistance, and more. SSCAC also served as an economic conduit bringing private, local, state, and federal funding to Pembroke and the South Shore.

\$425,211 Expended by SSCAC in FY23 on Behalf of 618 Low-income Pembroke Residents

With so many individuals and families financially destabilized in 2023 due to the ongoing effects of the pandemic, burgeoning household credit debt, and sky-high prices for food, housing, gas, utilities, and other necessities, we assisted 618 Pembroke residents in 2023, an increase over the 550 residents we served in 2022.

Home Energy Assistance (commonly known as Fuel Assistance)

414 Low-income Pembroke Residents Kept Warm

SSCAC helped 414 Pembroke residents keep safe and stay warm during the winter months by making \$287,130.21 in payments to local fuel vendors on their behalf.

Energy Conservation

91 Low-income Pembroke Residents Saved Money on Utility Bills through Improved Home Energy Efficiency

SSCAC lowered utility bills with \$131,825 paid to local home energy and heating system vendors for Weatherization, Appliance Management, and Heating System Repair/Replacement services for 91 Pembroke residents.

South Shore Family Network

58 Pembroke Children and Parents Participated in Free, Community-based Early Education and Parenting Support Programs

SSCAC's South Shore Family Network offered parent-child early literacy and STEM playgroups and parenting support for 58 children and parents at Pembroke Public Library and Bethesda House homeless shelter, providing children with much-needed socialization and empowering parents as their children's first teacher.

Volunteer Income Tax Assistance (VITA)

28 Pembroke Residents Saved Money and Maximized their Refunds

Free preparation and filing of state and federal income tax returns by IRS-certified volunteers for 28 Pembroke low-income taxpayers resulting in \$59,704 total refunds.

Consumer Aid

27 Pembroke Residents Received Consumer Complaint Mediation

Mediation of consumer complaints for 27 low-income Pembroke residents in partnership with the MA Attorney General's Office.

Emergency Assistance and Case Management

20 Pembroke Residents Maintained Utility Service and Increased Food Security

Emergency assistance to prevent utility shut-off and food insecurity for 20 low-income Pembroke residents, including \$6,256 in direct vendor payments.

Transportation

18 Elderly and/or Disabled Pembroke Residents Accessed Healthcare and Other Vital Services

SSCAC safely and reliably transported 18 elderly and/or disabled Pembroke residents with no other means of transportation from their homes to medical appointments and other vital human services with specially trained drivers and accessible vehicles.

South Shore Early Education (Early Head Start, Head Start, State-subsidized Childcare)
18 Infants, Toddlers, and Preschoolers Received High Quality Early Education for Free or Reduced Cost

Award-winning, accredited, and licensed preschool and childcare with BA-degreed teachers and staff, nutritious meals, health screening, school bus transportation, and comprehensive family supports for 18 children and their families from Pembroke.

Demographics of Pembroke Residents Served in FY23

PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
Residents Over Age 65	33%
Single Person Living Alone	47%
Female	63%
Living Below 100% Poverty Level	26%
Disabled	26%
Active Military or Veteran	3%
Homeowner	67%
Retired	43%
Employed Full-time	14%
White	92%
Non-Hispanic	97%

SSCAC Governance

Our Board of Directors’ composition is dictated by legislation and includes committed individuals with varying backgrounds and experiences, all of whom are South Shore residents volunteering their time, energy, and expertise to make a difference. Our Board of Directors currently includes 3 Pembroke residents – Virginia Wandell, Linda Mahonen, and Linda Osborne.

SSCAC by the Numbers FY23

- 29,445 Individuals Served
- \$29.9M Expended on Programs and Services
- 5.6% Agency Overhead
- 206 Locally Employed
- 626 Volunteers Donated 8,745 Hours of Service
- 664 Community Partners

For more information, visit www.sscac.org, find us on Facebook, or call us at 508-747-7575

2023 ANNUAL REPORT OF THE ZONING BOARD OF APPEALS

To the Honorable Select Board and the Citizens of Pembroke:

The responsibility of the Zoning Board of Appeals (whose official title is the Board of Zoning and Building Law Appeals) is to conduct public hearings for, and make decisions regarding, applications requesting variances, special permits, appeals and comprehensive permits (40b) under the provisions of the Zoning Bylaws.

The board consists of Frederick Casavant, IV. (Chair), Christopher McGrail (Vice-Chair), John Grenier (Clerk), Arthur Boyle, Jr. (Alternate), Louis Christian Carpenter (Alternate), and Fraser Townley (Alternate).

Matthew Heins, the Assistant to the Zoning Board of Appeals resigned in October. We thank Matthew for his many years of service and wish him well.

The Office of Zoning Board of Appeals is Room 12 at the Pembroke Town Hall.

The Zoning Board of Appeals held eleven meetings over the course of the year.

Thirteen applications were filed with the board. Eleven of the applications were for variances and/or special permits, one was for appeals, and one was for a comprehensive permit (40b). Eight of the applications were approved, one application was denied, and four applications are pending as of this writing.

The board looks forward to another productive year in 2024.

Respectfully submitted,

Frederick Casavant, IV., Chair

2023 ANNUAL REPORT OF THE PLANNING BOARD

To the Honorable Select Board and the Citizens of Pembroke:

The Planning Board of the Town of Pembroke consists of Alysha Siciliano-Perry (Chair), Daniel Taylor (Vice-Chair), Stephan Roundtree (Clerk), James Noone, Heather Tremblay, Andrew Wandell and Scott Martino.

Matthew Heins, the Assistant to the Planning Board resigned in October. We thank Matthew for his many years of service and wish him well.

The Office of the Planning Board is Room 12 at the Pembroke Town Hall.

In the May town elections, Scott Martino was elected to the board.

The Planning Board held sixteen meetings over the course of the year.

Five site plan applications were submitted to the board. The board approved all of them.

One special permit application was submitted to the board, in conjunction with a site plan application. It was approved by the board.

No definitive subdivision applications or preliminary subdivision applications were submitted to the board. A rescission application was submitted for a subdivision approved in 2018. The board approved the rescission.

Four Form A (also known as approval not required under subdivision control) applications were submitted to the board. All applications were endorsed by the board.

No new public ways were proposed to the town for acceptance.

In addition to the official applications that were submitted, the Planning Board also frequently conversed with developers, property owners, builders and concerned citizens about possible projects and other topics at board meetings.

The Planning Board reorganized in May after the town elections. Alysha Siciliano-Perry was reelected Chair, Daniel Taylor was reelected Vice-Chair, and Stephan Roundtree was reelected Clerk.

Respectfully submitted,

Alysha Siciliano-Perry, Chair

ANNUAL REPORT OF PEMBROKE AFFORDABLE HOUSING COMMITTEE

Members

Judith Parks, Chair
Susan Runne, Vice Chair and Secretary
Carolyn Crossley
Sharon McNamara
Andrew Wandell
Jane Ford
James Noone

The Pembroke Affordable Housing Committee (AHC) continued its focus on bringing Pembroke over the mandated 10% Commonwealth certified affordable housing as we seek to meet our goal of 15% affordable units. We have been working with the Planning Board as the AHC is a subcommittee of the elected board, to examine options in our current zoning to create a process for “Friendly 40Bs” once the Town has reached the mandated 10% of our housing units certified as affordable in compliance with the Commonwealth. This will give the Town more control and continue to address the lack of affordable housing options in the Town. In order to better understand the growth of Pembroke and the region, the committee has selected Sharon McNamara as a candidate for the Town’s Master Planning Committee.

The committee continues to work with Bristol Development in their planning for a 40B application for the Mattakeesett Village development of the former funeral home at 7 Mattakeesett Street in the Town Center. The plan is to build 66 age restricted rental units of which 17 are affordable units. In addition, the developer is planning a stand alone tavern/pub restaurant to offset the increases in building costs and higher interest rates. DHCD has approved this change. This proposal received a site approval letter from the Department of Housing and Community Development December 19 2022. The applicant is currently in the hearing process with the ZBA.

The Committee has also worked with a smaller development plan at 52 Plain Street for rental units. This developer, Josh and Angela Natella are proposing a Local Initiative Project for 20 units at this site. They have presented to the Selectboard and need to start a process with the ZBA. The AHC endorses the project but the number of units needs to be a ZBA and Selectboard decision.

Several other possible proponents met or contacted the Committee.

REPORT OF THE HOUSING AUTHORITY

To the Honorable Board of Selectmen and Citizens of Pembroke:

The 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 (Section 8).

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, it does not rely upon any financial aid or subsidy from the Town of Pembroke's General Fund, in order to sustain itself.

The Pembroke Housing Authority also manages and administers the *Halifax Housing Authority's* state and federal programs and; the Housing Choice Voucher Program for the *Rockland Housing Authority*. Providing these services for other local authorities is fiscally prudent, socially responsible and mutually beneficial. By managing other agencies, we have greater economies to scale, we streamline services and eliminate redundancies. This results in higher performance and better service for all parties involved – particularly those we house and care for. The Pembroke Housing Authority receives a management fee for doing this.

Beginning in 2023, numerous capital improvement projects were undertaken as well as regular work orders and preventive maintenance activities. Once again, there was another record high number of (unit) turn-overs across the elderly, disabled and family programs. Typically, as residents age and or their emotional or physical condition changes; a different setting may be required and this also results in a unit turn-over(s).

At *The Settlement* at Mayflower Court, there was a five (5) alarm fire at one of the buildings. All were evacuated and the PFD with support of neighboring towns contained the fire and limited the damage. All tenants were displaced and found housing in neighboring local housing authorities. The building is due to be back online in summer of 2024. New construction of additional parking, and new roadway pavement was installed. At *The Residences* at MacDonald Way there were new boilers replaced in 3 of the buildings.

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.

Once again, 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
Judith Parks, Vice-Chairman
Tom Berry, Treasurer
James Muscato, Vice Treasurer
Paul Gorman, Resident Commissioner
John P. McKeown, Executive Director

ANNUAL REPORT OF THE CONSERVATION COMMISSION

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

The members of the Pembroke Conservation Commission respectfully submit the following report for the year ending 2023.

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 commission assists property owners to help properly set up landscaping, erosion control and other best practices to protect wetlands and comply with the Wetlands Protection Act. Permits issued by the Conservation Commission include projects such as tree removal, pool installations, additions, culvert replacements, roadway improvements, and new subdivisions. The Commission also approves and issues annual Floating Dock permits. Any project proposed within 100 feet of a Bordering Vegetated Wetland area or 200 feet of a riverfront area requires approval by the commission. The board strives to protect our natural resources while still allowing for growth and improvement in our community.

The following is a breakdown of Conservation Commission activities:

1. The Commission received 11 Requests for Determination of Applicability
2. The Commission received 11 Notices of Intent
3. The Commission issued 10 Orders of Conditions
4. The Commission amended 0 existing Orders of Conditions
5. The Commission issued 5 Extension Permits for Orders of Conditions
6. The Commission issued 13 Certificates of Compliance
7. The Commission received 1 Abbreviated Notice of Resource Area Delineation
8. The Commission issued 1 Order of Resource Area Delineation
9. The Commission approved 11 Administrative Review requests
10. The Commission issued 1 Enforcement Order
11. The Commission conducted numerous on-site inspections and responded to inquiries and requests from the community.

Respectfully submitted,

Arthur Egerton, Chairman
Theresa Harling, Vice-Chair
Robert Clarke, Agent and Member
Gino Fellini, Member
Richard Madden, Member
Nicole Pelletier, Member
James Campbell, Member

ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

To the Honorable Select Board 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 providing funds 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 2023.

The townspeople awarded \$376,175.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2023 Annual Town Meeting and Special Town Meeting:

- Purchase and installation of shade structures at the Town beaches
- Replacement of the septic system at the Bryantville Meeting House
- Improvements to boat ramps at the town beaches
- Development of a parks and recreation Master Plan
- Improvements to parking and drainage at the ballfield and playground improvements at Magoun Baseball Field
- An engineering assessment and preliminary plans to install or improve bathrooms at Lage Preserve and Birch Street Playground
- Funding engineering design and plans for fencing and field improvements at Howard Bezanson Field at 128 Center Street

The committee looks forward to working with the 2023 fund recipients to ensure successful completion of their projects. Further, the committee will continue to work with the other town committees and residents to enhance historic, natural and community resources in Pembroke.

Respectfully submitted,
Lisa Cullity, Chairman
Carolyn Crossley, Housing Authority
Gino Fellini, Conservation Commission
Stephen Herrmann, Historic Commission
George Grey, Recreation Commission
Daniel Pelletier, Select Board Appointee
Paul Whitman, DPW Commissioner
Andrew Wandell, Planning Board

REPORT OF THE OLD COLONY PLANNING COUNCIL

To the Honorable members of the Select Board and the residents of the Town of Pembroke.

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2023.

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 the designated staff of 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. Learn more about OCPC in our [2022-2023 Annual Report here](#).

Our Mission

At Old Colony Planning Council, we assist cities and towns in planning for present and future needs, utilizing our local knowledge, technical expertise, and regional collaboration.

Our Vision

Our vision is that communities in the Old Colony region are:

- **Resilient**, using social, economic, and environmental resources to respond to, withstand, and recover from adverse situations brought about by natural disasters or economic downturns.
- **Sustainable**, the needs of all people and the natural environment are met now without compromising the ability to meet those needs in the future.
- **Equitable**, social, economic, and environmental opportunities exist for all.
- **Connected**, everyone has accessible, affordable, and sustainable mobility choices.
- **Responsive**, planning efforts are inclusive and reflect the diverse needs of all.
- **Collaborative**, cooperating regionally to tackle common challenges.

Our Organizational Values

PLANNING FOR ALL

We strive to be fair, impartial, inclusive, and transparent in all we do. Celebrating diversity, we prioritize engaging those who may be underrepresented in planning efforts. We aim for authentic, empowered public participation.

THINKING AHEAD

We look to the future as we help address challenges and seize opportunities across the region. Whether it is a time-tested solution or innovative new approach, communities rely on our technical expertise and local knowledge to help develop solutions.

PARTNERING WITH COMMUNITIES

We highly value our partnership with the communities in our region. We are responsive to their needs and seek to facilitate regional cooperation and collaboration on shared issues within our region and with our neighboring regions.

SERVING WITH DEDICATION

We are passionate about the work we do in service to our communities, and we strive for excellence as we do it. We are motivated to help our region excel socially, economically, and environmentally.

OCPC Area Agency on Aging Department Contributions:

During the past year, with assistance and guidance from community advisory committee members, the **Old Colony Area Agency on Aging (AAA)** continued ongoing administration of Older Americans Act and other Federal and State funding for older adult services in our region. In federal fiscal year 2023 the AAA funded over \$2 million in services to adults aged 60 and over as well as adults with disabilities. This funding occurred mainly through collaborations with community partner service providers such as Old Colony Elder Services, South Coastal Counties Legal Services, local Councils on Aging, and other private non-profit organizations to fund programs and services for: Nutrition, Legal Assistance, Transportation, and Family Caregiving for more than 100,000 people in the region.

We are now over half-way through the latest version of the OCPC-AAA's Area Plan on Aging. The Area Plan on Aging is a blueprint of priorities for older adult services established by federal, state, and local authorities, covering federal fiscal years 2022 to 2025. The Area Plan on Aging, which includes a link to the Old Colony Regional Elder Needs Assessment survey, can be found here: <https://oldcolonyplanning.org/aaa/>.

The **OCPC-AAA Ombudsman Program** continued to provide coverage to Assisted Living Residences (ALR's) and to Long-Term Care (LTC) homes. During fiscal year 2023, the OCPC-AAA Ombudsman program was one of only four organizations across the Commonwealth, which also hosted Ombudsman services for Assisted Living Residences (ALR's). The ALR Program Director now visits quarterly over 60 ALR's, including those in our OCPC catchment, those from the Cape and the Islands, and the Bristol, Coastline, and Hessco areas in southeastern Massachusetts.

In 2023, the **LTC Ombudsman program** reported gradual increases in visitation, but has still not returned to meeting its requirement of a visit at least every other week, with the on-going goal of weekly visits. There continue to be on-going pauses to the weekly visits due to Covid re-visiting the homes. There are currently 28 LTC homes in the OCPC catchment area.

OCPC Transportation Department Contributions:

The Transportation Department developed numerous reports and studies including the **FFY 2024-2028 Old Colony Transportation Improvement Program (TIP)** which serves as a prioritized listing of highway, bridge, and transit projects for implementation during the next five (5) federal fiscal years that reflect the needs of the regional transportation system.

Also prepared was the **FFY 2024 Old Colony Unified Planning Work Program (UPWP)** which is a one-year budget and planning document that lists the research projects, funds technical assistance, and other activities the transportation staff will undertake over the next federal fiscal year (FFY). These projects provide insight and recommendations to our municipal and regional partners, generate new data, and help shape concepts for the region's transportation future.

The policy and visioning plan of the Old Colony Metropolitan Planning Organization (MPO), **2050 Long Range Transportation Plan (LRTP)**, was prepared as it results from regional and statewide collaboration and consensus on a region's transportation system and serves as the defining vision for the region. The document also contains a financial plan or budget which guides and shapes the actions an MPO undertakes as they fulfill the region's visions and objectives. This 20-year transportation vision document is updated every four years by the MPO.

The **2023 Coordinated Human Services Transportation (CHST) Plan** developed identifies unmet service needs and provides strategies to meet those needs, and coordinates with known transportation service providers in the region to document and address said needs. The CHST Plan also identifies and addresses the needs of public transportation/ transit providers in the Old Colony Region, including fixed-route bus service, paratransit service, commuter bus, and taxi companies. Transportation projects seeking 5310 federal funding must be consistent with the CHST Plan. In addition to federal funding grants (5310, 5307, and 5311), MassDOT has a Community Transit Grant Program for transportation providers to apply for funds for operating, mobility management, and accessible vehicles projects.

OCPC GIS Department Contributions:

The GIS department completed 132 miles of pavement condition surveys. The department also prepared maps of the past three years of data collection (Automated Traffic Recordings (ATRs) and Turning Movement Counts (TMCs) and Local Technical Assistance projects.

OCPC Comprehensive Planning and Sustainability Department Contributions

Within Comprehensive Planning and Sustainability, our goal is to create a welcoming sense of place with diverse housing options, connectivity, vibrant spaces, amenities, and jobs that support a robust economy. The divisional department does this through technical assistance to our member communities through the District Local Technical Assistance (DLTA) program. This competitive grant program requires a cash investment from the community to complete projects within the focus area. Projects can include Comprehensive Master Planning, Housing Production Plans, MBTA Communities compliance, Age & Dementia Friendly Action Plans, Facilitation and Public Engagement, Grant Assistance and Project Management, Hazard Mitigation and Municipal Vulnerability, Open Space and Recreation Plans, Climate Action Planning, and Zoning and Land Use Technical Assistance. Our mission is to meet the current needs of all people and the natural environment without compromising the ability to meet future needs.

This past year, CP&S worked with all 17 communities on an ***Economic Development Administration Regional Water Plan*** being developed for the Old Colony Economic Development District to help ensure municipalities and the region have affordable, safe, plentiful, and ecologically sustainable water supplies for generations to come. All regional municipalities

and the largest chambers of commerce, watershed associations, and other stakeholders support this collaborative initiative.

OCPC has been working through a grant from the *Narragansett Bay Estuary Program* to advance projects that contribute to protecting water quality and wildlife and improving quality of life. Communities served by this grant may include one or more of the following within the OCPC and Narragansett Bay regions: Abington, Avon, Bridgewater, Brockton, East Bridgewater, Easton, Halifax, Hanson, Pembroke, Plympton, Stoughton, West Bridgewater, and Whitman. The department continues to work on this project.

The department continues supporting the *MBTA Communities* program as a consultant for Mass Housing Partnership to provide technical support to six communities that applied for a technical assistance grant. MHP has matched OCPC with six communities, including the town of Pembroke.

The department has completed an *Open Space and Recreation Plan*, which the Commonwealth approved as a tool through which a community plans for the future of its conservation and recreation resources. A thorough public participation process informs these OSRPs and reflects the needs of its community members. Proximity to parks and open spaces enhances the value of residential properties and produces increased tax revenues for communities. Open space captures precipitation and reduces stormwater management costs, and by protecting underground water sources, open space can reduce drinking water costs.

The *Regional Energy Planning Assistance (REPA)* program seeks to augment municipal capacity to 1) participate in the Green Communities Designation and Grant Program and 2) advance clean energy projects in under-resourced municipalities. OCPC supports Pembroke under this program to submit Green Communities Annual Reports, present Annual Reports to municipal officials, and conduct regional capacity building and regional project implementation through May 2025.

OCPC Economic Development Department Contributions

The Economic Development Department worked closely with Comprehensive Planning and Sustainability to secure a \$470,000 **Economic Development Administration (EDA)** funding match for the **district-wide Regional Water Study**, see Comprehensive Planning and Sustainability section for more details on the Regional Water Study.

In August, OCPC received a **\$500,000 Environmental Protection Agency (EPA) Brownfield Site Assessment Grant** that initially included the communities of Easton, East Bridgewater, Hanson, and Whitman but this assistance is available **region-wide** to all communities in OCPC's district including the Town of Pembroke. The grant includes brownfield site assessment and planning for potential future cleanup and redevelopment over a 4-yr project schedule.

OCPC received the second year of a 3-year funding cycle for the **EDA Annual Planning Grant** that provides economic development planning, project development and other TA assistance to all the communities in the OCPC District. The grant essentially allows OCPC to implement the Comprehensive Economic Development Strategy (CEDS), the region's economic development plan benefiting all seventeen communities in the district including the Town of Pembroke.

For more information regarding any of these projects contact Don Sullivan at dsullivan@ocpcrpa.org or Nick Giaquinto at ngiaquinto@ocpcrpa.org.

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 6:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. Our website is www.oldcolonyplanning.org. In 2023, the Council elected Rebecca Coletta of Pembroke as Council President; Christine Joy of Plympton as Council Treasurer; and Eldon Moreira of West Bridgewater as Council Secretary. Mary Waldron 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 to the Joint Transportation Committee (JTC) Chair Noreen O'Toole and Vice-Chair Daniel Salvucci; Comprehensive Economic Development Strategy Committee (CEDS) Chairs Maryellen Brett and, John Murray, and the Area Agency on Aging Advisory Committee Chair Emily Williams 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,

Rebecca Coletta, Delegate
Alysha Siciliano-Perry, Alternate

ANNUAL REPORT OF THE HERRING FISHERIES COMMISSION

To the Board of Selectman and the Residents of Pembroke

Greetings: Another year has passed and we are getting ready for the Annual Spring Migration of the alewife (anadromous species of herring)(river herring) which should be here by the end of March or early April.

2023 was a great year for the Herring migration. Our count recorded on the Division of Marine Fisheries electronic counter was 576,077 fish. Out of 57 communities the Town of Pembroke came in first place with the most fish recorded. At our yearly meeting of Herring Wardens in Orleans Pembroke was officially awarded the highest count of herring this year in the state. I represented Pembroke at this meeting and felt honored to take the praise of all the hard work everyone put into the migration route for the past 10 years. We got there because all the members of the Commission and volunteers worked very hard to keep the streams and brooks clear of debris. The electronic counter was shut off early because of the returning early fish so as not to get a double count. The brooks were still full of fish but we were unable to count them electronically. The N.S.R.W.A. continued to count in their usual manner by hand counting. We hope the DMF take that into account when approving the total count for the year.

We continue to use the new program that each commissioner puts on their phone to track where and when they go into the brooks to clean or scout on kayaks. This program allows me to see who, where, and when the migration route is cleaned or scouted for blockages. This is also used for safety reasons when the commissioners are far from roads in case of accidents or illness. I will know exactly where they are so I can direct Public Safety for any rescue if needed. This is a yearly cost and currently commissioners pay for this program on their own.

We had some malicious damage to areas of the migration route this year which prompted the installation of cameras in areas of concern. Some people of interest were identified and reported to the Police Department and Town Manager. The only people that should be involved in anything on the migration route should be easily identified as wearing a bright safety vest with the wording Herring Fisheries on the front and back of the vests. If you see anything while visiting these areas that don't look right please call someone on the enclosed list to report it.

The Fisheries Commission Annual Fish Fry may be held this year in May. We are working on a location and date and time for the event. Should we have this event it will be during the migration of the herring. A Notice will be posted in advance of the location, date, and time.

The Water Wheel was removed from its location this year for maintenance as the shaft broke. Roy Tinkham of SRC Medical offered to help with the repair. He contacted Presidential Titanium of Hanson which offered a new titanium shaft. Repairs are being made at Ocean Works off Mattakeesett St and should be installed before the spring.

The installation of a new culvert at Herring Run Bark is also underway and should be completed before the spring migration. DMF is also considering work on the water level adjustments to the current fish ladder at the park.

The Pembroke Herring Fisheries Commission assisted the Division of Marine Fisheries in installing a new aluminum fish ladder off Cranberry Rd Pembroke this year. The cost to the town was \$0.00. A big thank you to the DMF for the ladder and Edmon Fee of Barker St Pembroke for the use of his backhoe, without that it would have been very difficult.

The Pembroke Herring Fisheries also assisted the Division of Marine Fisheries in the installation of new wooden baffles for the ladder at Luddam's Ford Park off West Elm Street. The DMF requested that Pembroke and Hanover take care of this site in the future. This would increase our responsibilities for general maintenance and repair. This would include the cleaning of the ladder and general repairs before spring migration. We will meet with Hanover officials to assist for future maintenance.

Because of the large increase in the fish count over the last 10 years the Division of Marine Fisheries has been working on a Harvest Program for the Herring. Should this occur in the near future residents will be able to apply for a permit to take a number of fish for consumption or fishing. Any monies accumulated should go to the Fisheries for improvements.

Should you want to donate your time to assist in the cleaning of the streams and Brooks please see the attached list of Commissioners to contact. Also if you see something that is not right please report it to the list of Law enforcement locations. The fish have a right to passage and should not be disturbed or caught on their migration route.

Pembroke Herring Fisheries Commission Members Jan 1,2024

<u>Commissioners</u>	Name	Cell#	E-Mail
Position:			
Superintendent	Boulter, Willard	(781) 389-4548	billb13865@gmail.com
Assist Super	McCarthy, Rob	(617) 538-6949	rjbowman@gmail.com
Safety Officer:	McCarthy, Rob Jr	(617) 272-6590	robbiejoe30@yahoo.com
Sec / Treas	Clauss, David	(781) 983-3035	pembrokepines61@gmail.com
 <u>Commissioners</u>			
	Harling, Teresa	(617) 686-7274	harlingteresa@gmail.com
	Kapoutsos, Christos	617-688-5419	christoskapoutsos@gmail.com
	Clauss Jr, David	(339) 203-2477	daveclauss@yahoo.com
Alternate	Boulter, Jack	781-422-9049	jaboulter771@gmail.com
Alternate	McCarthy, Virginia	(774) 274-0379	ginptkrt@hotmail.com
<u>Jr. Members</u>	open		

We work with the following groups to make the Pembroke Fisheries very successful:

Pembroke Departments and Commissions
State Division of Marine Fisheries
State River Herring Network
State Fish & Wildlife
North River Commission
Brockton Water Division
Central Plymouth County Water Commission
Pembroke Watershed Assoc
North,South,River,Watershed Association
Wildlands Trust Inc
Pembroke Residents and property owners that abuts the migration route

If you see something wrong please report it to one of the following:

Pembroke Fisheries Commissioners (see attached list) or call	781-389-4548
Massachusetts Division of Marine Fisheries	617-626-1520
Massachusetts Environmental Police	617-626-1610
Pembroke Police Department (Emergency 911) (regular #)	781-293-6363

Thank you for your continued support in assisting the Pembroke Herring Fisheries Commissioners in completing their yearly jobs.

Superintendent of Herring Fisheries Commission

Willard J Boulter Jr.

REPORT OF THE OPEN SPACE COMMITTEE

The Open Space Committee is a sub-committee of the Conservation Commission. Over the last few years, the focus of the committee has been updating the town's Open Space Plan - a planning resource that serves as a tool to help Pembroke maintain and enhance its great wealth of natural, cultural, and historic resources. The committee has received conditional approval from the Massachusetts Executive Office of Environmental Affairs. The Town of Pembroke will be eligible for funding opportunities and grant programs administered through the state upon final approval of the Plan.

The Open Space Committee has worked hard to maintain the trails throughout town, holding trail cleaning events and gathering community involvement.

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

Open Space Committee Members

Michael McDonough, Chair

Denise Moraski, Clerk

Robert Clarke, Jr.

Tracy Marino

Julie Slys

Debbie Schneider

Respectfully Submitted,

Art Egerton

Chairperson of the Conservation Commission

ANNUAL REPORT OF THE RECREATION COMMISSION

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

The Pembroke Recreation Department is dedicated to enhancing the quality of life for residents of all ages by providing diverse and accessible recreational opportunities, fostering community engagement, and promoting health and wellness.

Our 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

As the new Community Center construction was underway in 2023, the Recreation Department continued to operate programming at Bryantville Elementary School. The two main programs that were offered were the *Afterschool* and the *Summer Happenings* Camp programs. Summer Happenings camp provided children with enriching experiences including outdoor adventures, arts and crafts, and water play, ensuring a memorable and educational summer experience. The After-School Program, which runs from September through June, provides affordable after school care and enrichment for working families of Pembroke. While space was limited, the programs both saw growth in attendance.

For more than 50 years, New England Village has been empowering adults with intellectual and developmental disabilities to realize their potential and pursue their dreams through innovative programs and community living. Dignity, respect, and choice are at the core of all New England Village services. The Recreation Department once again partnered with NEV to support the Unified Basketball program.

The Unified Basketball program specifically focuses on basketball teams composed of athletes with intellectual disabilities, known as Special Olympics athletes, and partners without disabilities, known as Unified partners. Teams typically consist of both Special Olympics athletes and Unified partners, who practice and compete together in basketball games and tournaments. The program emphasizes inclusion, friendship, and mutual respect while promoting physical activity and social interaction.

The Recreation Department is excited to expand on programming opportunities in the new Community Center to address needs and gaps in services to the residents of Pembroke.

Events

With the Center Green being closed during construction, the Entertainment on the Green Concert Series saw a return this past summer with a concert from Three Hour Tour at the Mattakeesett Street Ballfield Complex. It was a great evening of food from the snack shack, ice-cream from

Heidi's Ice Cream, and balloon creations from Lou with attendance of over 200 people. The ballfields served as a great location for the event.

The Series will return to the Green once construction is complete, with the hopes of keeping at least one concert at the Mattakesett Street Ballfields next year.

The Recreation Commission is a nine-member board.

Recreation Commission

Ginger Comeau, Chair

Corey Pento, Vice Chair

Rachel Quinlan, Secretary

Grant Nickerson, Treasurer

George Grey, CPC Representative

Tim Folan, Open Space Representative

Eric Hurt, Member

Kathleen Kelble, Member

Nicholas Riordan, Member

The Recreation Department extends its gratitude to our dedicated staff, volunteers, and community partners for their continued support and contributions to the success of the Recreation Department. Looking ahead, we are excited to continue serving the Pembroke community and fostering a vibrant recreational environment for all. The completion of the new Community Center will provide the Recreation Department with the space to create and support programming that will enhance the lives of the Pembroke residents.

Respectfully submitted,

Lance Kennedy, Director

Jessica Fulmine, Assistant to Director

REPORT OF THE RECYCLING & SUSTAINABILITY COMMITTEE

During 2023, the Recycling and Sustainability Committee underwent a change in name and purview after having completed its originally designated assignment of creating a report for the Town of Pembroke regarding the use of single-stream versus dual-stream recycling.

Our committee name changed from the Town of Pembroke Recycling Committee to the Town of Pembroke Recycling and Sustainability Committee, which allowed us to expand our outreach efforts beyond that of recycling.

Our purview change outlines that the committee exists to educate town residents on recycling and sustainability efforts that would benefit individual households in addition to the town.

We have focused our efforts on educating residents through a combination of social media outreach on the Town of Pembroke Facebook page and presence at town events such as the Pembroke Tree Lighting ceremony and Pembroke Celebrates.

Our social media posts have included a variety of informational points about recycling and other sustainability efforts. Most notably, we released our video made by PACTV about how residents can use the Wilson E. Whitaker Recycling Center.

Our aforementioned presence at town events has revolved around offering information to residents about recycling in Pembroke and other sustainability topics such as how to compost at home, methods to reduce food waste, and other establishments around Pembroke that accept items for donation, recycling, or consignment.

Our plans for 2024 include continuing to collaborate with the town on ways to promote the use of the Wilson E. Whitaker Recycling Center in addition to identifying ways to promote other sustainability efforts in the town.

PEMBROKE CULTURAL COUNCIL ANNUAL REPORT

The meeting to review grant requests for 2023 was held at the Pembroke Public Library on 12/22/22 with Laura DaSilva, Martha Scott, Margaret Woll, Eugenie King and Linda McCollum in attendance.

The council had 22 requests for 2023 grants adding up to \$19,312. The state MCC funded \$10,800 to Pembroke and additional available funds the Council had \$12,459 to grant.

The council discussed and evaluated the requests and agreed to fund 14 grants; Pembroke Arts Festival, the Friends of the Pembroke Library for the Museum Passes, the Pembroke Tree Lighting, Pembroke Celebrates, North and South River Watershed lectures, Stephen Lewis Poster exhibit at the library, Pembroke Association for Performing Arts scholarships, Matt York concert, Roger Tinknell for a COA program, John Porcino and Leigh Baltzer for library programs, the Soule Homestead Music program, and the Talking Information Center.

Respectfully submitted by Linda McCollum, Chair

ANNUAL REPORT OF THE PEMBROKE PUBLIC LIBRARY TRUSTEES

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

The Pembroke Public Library continues to serve the needs of our residents and strives to improve and expand opportunities for use and interaction.

We are pleased that the library met the minimum budget standards for state certification.

2023 saw the Library continue to be a vital asset to the community, thanks in no small part to the library's amazing staff. Kathy Benvie has performed admirably as Interim Director while the Trustees work to appoint a permanent Director.

The Friends raised an impressive amount of funds to benefit the library by holding their Annual Silent Auction, Basket raffle, Book and Bake Sale, and holiday ornaments sale. The funding provides Museum passes, Best Sellers, many programs and events like the weekly movie and monthly Teen Take and Make craft, as well as paying for the new blinds and chairs in the Meeting room.

The Foundation worked diligently to fundraise for needed updates to the library, including an addition to the library to provide a larger space for the Children's area. They are working on a plan for definitive opportunities on which they can focus. This year their funding allowed for upgrading the audio/visual equipment in the Meeting room, and purchase of STEM materials.

The Mattakeesett Garden Club continued to upgrade the Circle's landscaping and implemented an upgrade of the landscaping for the Story Garden. Also thanks to their efforts, a new Seed Library will be premiering in Spring 2024.

The Library building is its age in various ways but overall is still in good shape. There were several repairs required this year. Kathy Benvie worked closely with Town Hall to quickly facilitate repairs. There have been challenges as the library has been without a full time custodian for most of the year. We would like to thank the other town departments who have stepped up to help, including, but not limited to, the DPW, Water Department and the Fire Department.

This year saw the departure of long-term board member Jillian Taylor, who served as Secretary of the Board for a number of years. We would like to thank her for her many years of dedication and service.

Staff continues to receive training, including in new technologies.

Statistics:

- 8728 Cardholders
- 88048 visits to the library
- Circulation topped approximately 102,000 among adult and youth users

- 33,073 eBooks and Audio Books downloaded
- 455 Programs offered, with 16099 attendees
- 9988 Online Resource Sessions
- 6565 Public Computer uses
- 5728 Items added to the collection
- 1446 Passport applications facilitated.
- 667 Museum passes loaned

We wish to thank the individuals and other contributors who support our work including:

- Della Chiesa Trust Fund
- Pembroke Cultural Council
- South Shore Family Network
- The Friends of Pembroke Library
- Pembroke Library Foundation
- PACTV
- The Council on Aging for their assistance with the BOO-tacular and partnership with the Words on Wheels
- The staff at Town Hall, especially the Town Manager and staff for their help with necessary repairs

Respectfully submitted,

Sean Fitzpatrick, Chair

Larissa Curley, Vice Chair

Linda MacDonald, Secretary

Mary Beth Courtright

Carol Watches

Stephanie Ciciotti

ANNUAL REPORT OF THE TOWN MEMORIAL COMMITTEE

To the Honorable Select Board and the Citizens of Pembroke:

Our Memorial Day ceremony included the 1st Massachusetts Volunteer Cavalry. Also participating was the Pembroke High School Marching Band under the direction of Austin Glass, Miriam Theodore, Minister of First Church in Pembroke gave the Invocation and Benediction. Elaine Crudup of the Memorial Committee and the Pembroke Military Support Group was our speaker. Due to construction, The Memorial Committee was disappointed to not be able to have our annual parade.

Veterans' Day welcomed the Pembroke High School Chamber Singers, directed by Gwynne Chapman. Pastor Paul Atwater of North River Community Church gave the Invocation and Benediction and William Chenard, Town Manager, U.S. Air Force, gave our main address.

Each year the Town Memorial Committee sponsors a Veterans' Day Essay Contest. The winners this year are as follows:

Bryantville Elementary – Nicole Sullivan
Hobomock Elementary – Mabel Hanifan
No. Pembroke Elementary – Sydney Lane

As always, we thank all who participated to memorialize and honor our Veterans.

Respectfully submitted,

Linda Osborne, Chair – Regular Member
David McPhillips, Secretary – Veterans' Agent & Regular Member
Sean Keegan, Sergeant at Arms – Regular Member
Kathleen Keegan, Church Representative - Regular Member
Andrew Pongratz, Neglected Graves Officer -Regular Member
Gwynne Chapman – School Representative
Chief Richard MacDonald, Pembroke Police Department
Chief Jason Viveiros, Pembroke Fire Department
James Baillie – Regular Member
Denise Hawes – Regular Member
Elaine Crudup – Regular Member

ANNUAL REPORT OF THE PEMBROKE PUBLIC SCHOOLS

Erin Obey, Superintendent of Schools

Pembroke Public Schools is an outstanding school system with motivated students, a highly qualified staff, a dedicated administration, engaged caregivers, and a community committed to providing an excellent educational experience. Our mission "*to ensure student achievement through excellence in teaching and learning*" is not only a commitment but also an expectation that drives our decision-making as a district.

Through collaboration at every level, Pembroke Public Schools stands out as a model of public-school success. Since becoming an independent district in 2004, we have received many state and national honors, awards, and accolades. As a school system, we are steadfast in our mission to meet the ever-changing educational needs of all children. With the whole child mind set, we continually expand our curriculum, and improve our instructional, and assessment practices.

In all areas of our curriculum, the cognitive, social, emotional, and physical well-being of our students is valued and supported. Our students are provided with a rigorous academic program coupled with a caring school community. Together with outstanding teachers, these support systems promote and encourage personal responsibility and prepare our students for the world beyond the classroom.

The continued growth of our district is outlined in the attached principal reports. Each building has its own unique challenges and successes; however, they are united 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 aim to create an environment where all educators are reflective in their practice, and feel supported as they adjust instruction to improve student performance.

As we continue our work in the years ahead, I look forward to collaborating with our staff, families, and community members to pave the way for continued success for our students, past, present, and future.

**Pembroke High School
Annual Town Report
Marc Talbot, Principal**

NEASC Decennial Accreditation - Vision of the Graduate

As Pembroke High School faculty and staff prepare for its NEASC Decennial Accreditation, much of the work done during the 2023 school year was creating a Vision of the Graduate, which “includes the attainment of transferable skills, knowledge, and understandings for future success.” Collaboratively, teachers developed a Portrait of a Pembroke Titan, which will measure the extent to which our graduates have become Empowered Learners, Engaged Citizens, Meaningful Collaborators, and Effective Communicators.

This vision for our graduates has been captured in a beautiful visual by our Digital Arts teacher Ms. Jessica Lazarus and can be found in the Pembroke High School Student Handbook as well as in all of our classrooms and many common areas in our school. A copy has also been provided to Pembroke Community Middle School and our three elementary schools so that students in grades K-12 will have a full understanding of our Vision of the Graduate.

Pathways Program

The 2023 school year marked the advent of the Pembroke High School Pathway Program. Created to bring hands-on learning experiences, students had an opportunity to complete required coursework as well as an internship/capstone project in one of three Pathways: Digital Arts, Business Management, and Computer Science.

These Pathways were designed to expose students to the relevant skills and opportunities associated with the workplace. Students that selected a Pathway worked with Mrs. Maryellen Gates, our Pathways Coordinator, to create a schedule that allowed them to complete required elective courses and to place them, during the fourth term, in an internship in their chosen field and/or complete an independent study that includes industry-specific certifications.

In all, 14 students in the Class of 2023 earned Pathway designations, a remarkable feat considering that these students were only afforded one school year to do so. There were dozens of other students in grades 9-11 that enrolled in a Pathway and will be getting their designation in their year of graduation.

Athletics

The 2022-2023 Pembroke High School year in athletics was an extremely exciting and record-setting endeavor. All of the student-athletes should be proud of the tremendous efforts put forth in all three seasons, and in how they represented the town of Pembroke.

2022-2023 By the Numbers

- 77 Patriot League All-Stars
- 3 Patriot League MVP's
- 35 Patriot Ledger All-Scholastics
- 8 Boston Globe All-Scholastic
- 9 Boston Herald All-Scholastic
- 2 Eastern Mass All-Stars
- 12 programs qualified for the MIAA state tournament
- 5 Patriot League Fisher Division titles
- Division 3 runner up state championship
- MIAA Student Athlete of the Month
- 3 MIAA Student Ambassadors

Winter Athletics 2022-2023

The Pembroke girl's hockey team yet again had a tremendous season. The girls' hockey team once again earned the Fisher Division Patriot League Championship for the third consecutive season. The girls' finished the season with a 13-6-1 record. The girl's entered the MIAA Division 2 state tournament with a round of 32 win against Franklin, before losing to a strong Andover team, 6-8. Jen Birolini was crowned the Patriot League MVP. Pembroke also had 4 Patriot League All-Stars, Maria Cantino, Ava Dunphy, Alexa Lewis and Hannah D'Angelo.

The Pembroke boys' hockey team had a strong season playing against some of the toughest competition in Massachusetts. The boys earned wins over league members Scituate, Hanover and

Silver Lake, finishing with a regular season record of 8-10-2. Following the regular season, the boys defeated St. Paul in the MIAA State Tournament round of 32. The season ended with a loss at Essex North Shore in the round of 16. Pembroke had 3 Patriot League All-Stars, James Stone, Brandon Perry and Brendan Abban.

Pembroke indoor track continued their dominance on the track. University of Connecticut commit, Sarah Claflin, led the way claiming the All-State Championship in the 55m with a time of 7.12s. Claflin also was the Patriot League Champion in the 300m, and long jump. The 4x200m relay team of Claflin, Katie Gibbons, Caroline Minogue and Catrena Ghattas ran a Patriot League best 1:46.13 and personal best of 1:45.98. The boys side was led by Andrew Gleason, who ran himself into the Pembroke record book in the 55m with a personal best of 6.45s. This time crowned Gleason the All-State Champion. The 4x200 relay of Gleason, Jack Tosone, Gabe Lamar and Luke Lamar were Patriot League Champions running 1:32.59. In all, the Titans had 12 Patriot League All-Stars, Gabe and Luke Lamar, Adam Wengryn, Josh Phinney, Zack Shute, Nate Tosone, Catrena Ghattas, Ally Johnson, Katie Gibbons and Grace Stevens.

Boys Basketball made it to the MIAA State Tournament for the second consecutive season. The boys' finished the regular season 12-8, and defeated Brockton to win the Whitman-Hanson basketball tournament. The boys season came to end in the round of 32 at Marblehead, losing 57-60. Brady Spencer, Joey Dwyer and Devanti Perry were named Patriot League All-Stars.

Pembroke Girls Basketball also earned their way into the MIAA State Tournament with a regular season record of 11-9. A young Pembroke team lost in a close one in the round of 32, 45-49, at Bedford High School. The girls were led by Senior Captain Deanna Linscott. Linscott, Alissa Marcella and Elli Tam were named Patriot League All-Stars.

Pembroke/Silver Lake girl's gymnastics team once again had a strong season. At the Patriot League meet, Maya Bergamesca scored an 8.95 on the vault, and a 8.45 on the floor to give her an all-around score of 33.20 to lead the Titans.

On the mat, Aidan Callahan, Nate Rosas, and John Farrell had strong seasons for the Titans. In fact, Callahan was named a Patriot League All-Star.

In the pool, junior Ben Lynch qualified for the boys Division 2 state championships. Ben swam 2:06.05 in the 200 Y IM, and 5:06.79 in the 500 Y Free. Ben's strong season earned him Patriot League All-Star honors.

The winter season combined for 28 Patriot League All-Stars, 15 Patriot Ledger All-Scholastics, 3 Boston Herald All-Scholastic, and 3 Boston Globe All-Scholastics.

Spring Athletics 2023

The Titans' success continued into the spring season. The girl's tennis program had an outstanding regular season with a 16-4 record. Advancing into the MIAA State Tournament, the Titans won the round of 32 vs Apponquet, and the round of 16 vs Fairhaven, before losing to State Champion Newburyport, in the round of 8. Freshmen, [Nicole Makarewicz](#), was dominant on the court, earning herself the Patriot League MVP. Ruth Dannison and Emma Gerlach were named Patriot League All-Stars.

Pembroke Softball grinded out a tough season in Patriot League play. The girls finished the regular season with a 12-8 mark, clinching them a spot in the MIAA State Tournament. Softball won the round of 32, 8-2, over Plymouth South before losing a close game to Burlington in the round of 16. The Titans had 4 Patriot League All-Stars, Olivia Skeiber, Kelly McGee, Maria Cantino and Ava Dunphy.

The Pembroke girls outdoor track team claimed a Patriot League Fisher Division Championship. Led by school record holder Sarah Clafin, the Titans earned numerous accolades. The 4x100m team of Clafin, Katie Gibbons and Catrena Ghattas, Ally Johnson ran a season best 49.30s to win the Patriot League Championship. Clafin, saved her best 100m performance for last, winning the All-State Championship with a personal best time of 12.01. Ghattas also earned a 2nd place finish in the 100m hurdles at the Division 4 state championship meet. The girls 4x100m relay of Clafin, Ghattas, Katie Gibbons and Ally Johnson won the All-State Championship with a school record time of 48.98s. The boys' team did not disappoint either. The boys 4x100m relay team of Andrew

Gleason, Jack Tosone, Joseph D'Angelo, and Jayden Leonard claimed the Division 4 state championship with a time of 42.86s. Gleason finished 4th in Massachusetts, with a time of 10.93 in the 100m. Patriot League All-Stars were Clafin, Gibbons, Ghattas, Johnson, Ava Boupavongsa, Veronica Ghattas, Sarah Leach, Gleason, Leonard, Jack Tosone, Joe D'Angelo, Patrick Norman, Adam Wengryn, Gabe and Luke Lamar.

Pembroke Baseball played competitively throughout their 20-game schedule. Finishing 9-11, the Titans came up 1 game short of clinching a tournament bid. Garrett Bolan and Aidan Blake were named Patriot League All-Stars.

The girl's lacrosse team earned a state tournament berth. The girls traveled to Pentucket Regional in the round of 32. Deanna Linscott and Ashlynn Gallagher were named Patriot League All-Stars. Boys lacrosse also earned their way into the state tournament, before losing to Falmouth in the round of 32. Nate Holmes won the Sportsmanship award, and Ryan Darby won the Scholar-Athlete award.

Boys Tennis had a much-improved season, and were highly competitive in each match. The boys earned a MIAA State Tournament bid, led by Patriot League All-Star Evan Jacobson.

Other spring 2023 notables included 27 student-athletes who were selected at Patriot League All-stars. 16 Titans were chosen as Patriot Ledger All-Scholastics, 5 Boston Herald All-Scholastics, and 5 Boston Globe All-Scholastics.

Fall Athletics 2023

Boys Soccer continued their history of success with a record-breaking year. The Boys Soccer team won their 3rd consecutive Patriot League Fisher Division Championship. The boys finished the regular season with a 14-2-1 record, earning the #4 seed in the MIAA State Tournament. The boys defeated Weston in the round of 32, Boston Latin Academy in the round of 16, Ashland in the round of 8 and Oakmont Regional in the final four. Pembroke played Norwell in the State Championship, losing 3-2 in penalty kicks. Matt McAuliffe was named Patriot League MVP. Wil

McManus, Jack Duperre, Quinn Reilly, Joe D'Angelo, and Jack Eva were named Patriot League All-Stars.

The Girls Soccer team had a strong finish to their season. The girls' won their preliminary round game against Old Rochester 7-1, which advanced them into the tournament. The team was led by Patriot League All-Stars Bella Gill, Maggie MacDonald, and Sadie Nugent.

Football continued to build the program in the right direction. The Titans have won their annual Thanksgiving Day game against Silver Lake in back-to-back seasons. Football was led by captains and Patriot League All-Stars Will Johnson, Cole Griffin and Will McNamara.

The volleyball team had a strong season which qualified them for the MIAA tournament once again. Pembroke lost 2-3 in the round of 32 to Shawsheen. Freshman Meghan Murray was named a Patriot League All-Star.

Girls and Boys Cross Country continued to be successful in the Patriot League. The girls ran competitively in each meet, and the boys finished 3-1 on the season. Casey Motta, Joe D'Angelo, Parker Glass and Nathan Palmieri were Patriot League All-Stars for the boys. Elizabeth Souretis was the lone All-Star for the girls.

Field Hockey had an improved season in the Fall of 2023. Field Hockey captured 3 more league wins than the previous year. Three girls were named Patriot League All-Stars, Olivia Skeiber, Abby Graham and Katey Sullivan.

Pembroke Golf was led by Senior Captain and Patriot League All-Star, Declan Battell. Battell's strong season led him into the MIAA Division 2 State Tournament.

The Fall Season totaled 22 Patriot League All-Stars, 4 Patriot Ledger All-Scholastics, 1 Boston Herald and 1 Boston Globe All-Scholastic.

Visual and Performing Arts

The Visual and Performing Arts faculty 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 the 2019 adopted Department of Elementary and Secondary Education arts curriculum frameworks.

The VPA faculty continues to collaborate in our PLC groups and our K-12 VPA designated in-service time for 2022-2023 and 2023-2024 school years is allocated to “Navigating Access and Accommodation for Diverse Learners in an Arts Classroom”. Teachers have been working with two guest facilitators, Eve Montague, MSM, MT-BC, a board licensed Music Therapist, and Meredith Griffiths, a licensed Art Therapist, in exploring new instructional strategies and cutting-edge inclusion practices to engage and meet the needs of all the students they teach within the arts settings.

The 2022-2023 school year saw the implementation of the newly created Digital Arts Pathway. We are proud to share that five students met this challenge head on earning distinction in the field of digital arts. Students engaged with a number of local businesses to gain valuable real work experience in the field of digital arts and graphic design.

The Pembroke Music Department presented numerous concerts in 2023 including:

- Winter Concerts for all schools
- Spring Concerts for all schools
- All-Town Concerts
- Music for PHS Graduation
- Music for Baccalaureate
- The PHS Musicians traveled to Disney World in April of 2023 and participated in workshops led by Disney performing artists and performed public concerts on the stage at Disney Springs.
- PHS Marching Band presented their “ABBA” field show in the fall of 2023 under the direction of senior drum majors Cam McLaughlin and Jillian Pongonis. In addition, the marching band performed at “Pembroke Celebrates” in September of 2023, and the Pembroke Memorial Day Parade, May of 2023.

- PHS Thespian Society presented three major shows; *Puffs* in February of 2023, The Spring Festival of Plays in May of 2023, and the 2023 fall musical *The Addams Family*.
- In addition to all their regular concerts, the PHS Chamber Singers provided music for the 2023 Pembroke Veteran’s Day Ceremony.
- Pembroke Music Department was named “Best Communities for Music Education Award” for the 4th time by the NAAM Foundation.

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 2023:

- 5 PHS Artists won Regional Awards in the 2023 Massachusetts Scholastic Art and Writing Awards program: Abby Peterson, Katherine Wesinger, Sophia Hall, Gio Dous, Natalie Gonzalez.
- 5 PHS Artists were accepted into the 2023 CVPA Emerging Young Artists Recognitions Exhibition include: Kate Wesinger, Brody Graham, Michael Driscoll, Sarah Goodman, and Braeden Small.
- PHS artist Abby Peterson received second place in the Yearbook Action Category for her photo, *Self-portrait*. This annual Jostens Photo Contest had nearly 5,000 entries so this was quite the recognition for Abby.
- 6 PHS artist placed in the William Keating Congressional Art Competition with their amazing artwork:
 - Sarah DeCoste, 2nd Place, Collage, Samuel Demille, Honorable Mention, Computer Generated, Katie Driscoll, Honorable Mention, Computer Generated
 - Ava Zdenek, Honorable Mention, Drawings, Sophia Hall, Honorable Mention, Drawings, Abigail Peterson, Honorable Mention, Photography
- All AP Studio 2D Art Students received a qualifying score
- 3 PHS student musicians were accepted to the All-State Chorus.
- 20 PHS & PCMS student musicians were accepted to the SEMSBA Music Festival
- 13 student musicians were accepted to the Southeastern Junior District Music Festival.
- 8 PHS student musicians were accepted to the Southeastern Senior District Music Festival

English Language Arts Department

The English-Language Arts Department continued their professional-learning community work this year with a focus on revising writing curriculum. That work focused on revising common writing assessment and the use of two programs: No Red Ink and Newsela. Both programs assess

a wide range of literacy skills and give educators an opportunity to progress monitor students' skill development while revising instruction accordingly. Teachers also spent time analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State Frameworks. Student achievement on the MCAS 2.0 exam also continues to be a focus area for the department. Sophomore student achievement on the ELA MCAS test continues to rise and has now achieved pre-pandemic levels while also outperforming the state. Ms. Jennifer Campbell and Ms. Katie O'Mara adopted new progress monitoring tools for the ninth and tenth grade literacy courses which have received positive student feedback. In alignment with the district's diversity, equity, inclusion, and belonging initiatives-teachers continued to infuse the curriculum with new authors and works of both literature and nonfiction which include a more diverse range of perspectives and include student voice and choice in the selection of new novels as well as short stories. Under the expert guidance of Ms. Amanda Mrowka, the department is pleased to offer a full-year journalism course which publishes the *Titan Times News* available online throughout the school year.

Teachers continued to take advantage of professional development opportunities aimed at increasing student achievement and exposing teachers and students to new and innovative instructional practices. Teachers across the department are also participating in the professional development workshop series through the Language Collaborative at Bridgewater State University. Notably, Ms. Jennifer Campbell became an advanced Newsela certified educator and has continued to provide formal training to all humanities department members. Ms. Anne Ruka and Ms. Jane McCormack also participated in summer research and teaching seminars sponsored by the National Endowment for the Humanities. All members of the department continued training in Google Suite tools, WeVideo, and creating assessments and lessons using AI tools.

The ELA Department was honored to award academic excellence honors to 15 seniors and an additional 7 underclassmen in the Spring of 2023. Awards were presented for excellence in a wide range of course work from 9th grade Genre Studies to Advanced Placement English Language and Literature. We celebrate all of our incredibly talented students!

Supporting students outside the classroom: Ms. Hillary Kniffen, along with the entire ELA Department as well as the Guidance Department, organized college essay seminars (taking place during Titan Time and after school) in the fall of 2023. During these seminars, teachers, PHS administrators, and district administrators, provided feedback to students on college essay revisions. The seminars were very well attended, with more than 85% of the senior class taking part in multiple sessions held during the first semester.

Professional Development: Teachers continue to integrate new technologies into their instruction. Online pedagogical tools such as: NewsELA, CommonLit, NO Red Ink, IXL, Quill, and resources provided through our partnership with the Massachusetts Library Association provide students with a plethora of tools and access to expert, credible information. Teachers also participated in additional online professional development offered by MassCue and Google.

The department also maintains strong local and state ties through membership in NEATE (New English Association of Teachers of English) and NCTE-the national organization for English language educators. Membership in these organizations enables the department to share curriculum and instructional innovations with not only our neighboring schools but also schools throughout the United States.

Science Department

The Science Department is continuing its work to amplify students' content expertise while developing their abilities to reason and think critically as they become increasingly more adept at employing the Science & Engineering Practices in the 2016 Massachusetts Science and Technology/Engineering Curriculum Framework. The entire department worked to update curricula for all courses to include the newly developed Vision of a Graduate. A new Project Lead the Way Biomedical Pathway drew extensive interest and enrollment, as forecasted by district survey data. Extensive plumbing repairs in all lab rooms was conducted to enhance drainage and access to water at all sinks. The department used *Diversity and Equity in Science Education* to guide discussion and growth during early release day professional development opportunities, led by Ms. Karyn Townsend and [Jonathan Shapiro](#).

Mr. Jonathan Shapiro was named the Plymouth County Science Teacher of the Year for his contributions to science education locally, regionally and across the state. He continued his work with the Department of Elementary and Secondary Education's Innovative Science Assessment Committee, now the Science Performance Assessment. He served as the Plymouth County Director for the Massachusetts Association of Science Teachers (MAST). Mr. Shapiro was awarded and participated in an environmental science fellowship studying invasive jellyfish. His professional development in generative artificial intelligence was instrumental in the design and leadership of school-wide professional development and a presentation with Mr. Brandon Hall at the annual MAST Conference. Mr. Eidlin joined Mr. Shapiro in the AI professional development and has been a key partner in the development of the school's professional development in generative artificial intelligence.

Ms. Ann-Marie Butler joined the department as a life science teacher to fill the vacancy created by Mr. Michael Murray's departure. Ms. Butler brings a wealth of experience with novel educational programs and is applying that to AP Biology, Anatomy and Physiology and Introductory Biology.

Ms. Catherine George joined the department to fill the vacancy created by Mr. Keelan Murphy's departure. Ms. George is currently in her 2nd year teaching and brings a deep "can do" approach to her position as she teaches multiple courses that she has not previously taught. She is teaching Forensic Science, Marine Biology and Introductory Biology.

Dr. Tara Cartee completed a professional development course in preparation for leading the first course in Pembroke High School's new Project Lead the Way Biomedical Pathway, slated to begin in the 2024 school year. She is also serving as a mentor for Ms. George.

Mr. Andrew Baker completed his Master's program and further pushed his professional development with an additional five courses. He coached the women's JV soccer team and started a chess club. Mr. Baker mentored Ms. [Jacqueline Blakeley](#) in her first year at Pembroke High School. Demonstrating his devotion to the team, he worked to ensure students in her chemistry

classes stayed current with his own during her maternity leave and they were prepared for AP Chemistry or other science electives.

History and Social Science Department

The faculty of the History and Social Science Department at PHS continued to revise assessments and project-based learning activities in accordance with the 2018 Massachusetts Curriculum Frameworks. As of December 2023, all course curricula are now fully aligned with the historical thinking and literacy skills outlined in the standards. Teacher teams continue to work on aligning assessments with the latest research into historical thinking and reading and writing in history and social science.

Targeted professional development work in order to develop non-partisan civics projects for 11th graders is ongoing. Faculty members are engaged in ongoing professional development with local school districts under the guidance of the Democratic Knowledge Project (DKP) which is part of the Harvard Graduate School of Education. All 11th graders engaged in non-partisan civics projects this past Spring—tackling local and school-based issues where they felt they could be of service to the community and make a difference. Students’ civic engagement resulted in changes to an examination of the school lunch menu, recycling programs, and in consultation with the school administration—changes to the student handbook. Students also engaged in fruitful discussions with district administration and the school committee to share their thoughts on the school calendar, bussing schedules, and how to institute more environmentally friendly practices. Faculty also continue to concentrate 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 through studying and implementing the Inquiry-Design Method (IDM). A continued focus of the faculty’s work is the development of analytical writing skills demonstrated through the completion of a significant research paper and project in each grade level.

Department members and students have also been actively engaged in the following activities:

The History and Social Science Department was also grateful to honor five seniors and seven underclassmen through the annual PHS academic awards ceremony. Students were honored with academic excellence awards for course work and seniors received special recognition in social science, civics and government, and the study of history. Seniors Eva Dannison and Anthony Rizzitano were selected by their class to serve as the primary and secondary student representatives for PHS at the 2023 Massachusetts Student Government Day. The department is proud of all of its students for their commitment to their community.

Experiential learning: 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. Model United Nations I/II (MUN) students participated in BOSMUN XV--a Boston-based, but nation-wide conference of high school-level MUN students which returned to in-person events this year.

Professional Development: George Jackson and Edward Gould served as AP Readers and scorers of the AP Psychology and AP US Government and Politics exams in Spring of 2023. Additionally, George Jackson now enters his second year as an official AP Consultant for AP Psychology. These excellent professional development opportunities help to inform faculty members' instruction in their own AP courses. Ms. Caitlin Almon and Mr. Jeffrey Doyle have revised the AP US History curriculum to meet several changes in the course and worked to select new instructional materials.

Teachers also continue to integrate technology into their instruction using Google tools, WeVideo, AI technologies, and online pedagogical tools such as NYTIMES, Primary Source, ABC-CLIO, Newsela, and Learning for Justice. Teachers also participated in additional professional development offered by MassCue, Google, the Gilder-Lehrman Institute, the Stanford History Education Group, Facing History and Ourselves, and the Democratic Knowledge Project at Harvard University (DKP). In Fall 2023, members of the department, including Mr. Brian King, Ms. Jessica Rose, Ms. Leslie McDonough, and Dr. Mark Galligan assisted the Hingham Public Schools with their History/Social Science Department Coordinated Program Review—providing feedback on the department's curriculum, instruction, and assessment practices through classroom observations and document analysis.

The department also maintains strong local and state ties through membership in MCSS (Massachusetts Council for the Social Studies) and NCSS-the national organization for history and social science educators. Membership in these organizations enables the department to share curriculum and instructional innovations with our neighboring schools as well as schools around the country.

World Languages Department

During the 2022-23 school year World Language teachers across the department completed updating their curriculum maps in accordance with the new Massachusetts World Language Framework that was released by the Massachusetts Department of Elementary and Secondary Education in 2021. As of November 2022, all course content is aligned with the new World Language framework. Teachers also began the work of implementing the newly developed vision of the graduate in their curricular work.

Staff Achievements and Professional Developments

All World language teachers participated in the "Teaching Proficiency through Reading and Storytelling" (TPRS) Professional Development which was led by Ms. Kirtley and Mrs. Whitehill. In addition, teachers met routinely in their Professional Learning Communities to revise common assessments and engaged in data analysis to inform their teaching.

Mr. Auger successfully passed the Massachusetts Tests for Educator Licensure (MTEL) in French Language and Cultures, in addition to his existing teaching licenses in Latin and Spanish. In addition, Mr. Auger completed a Professional Development with CANE (Classical Association of New England) as well as "Living Latin" offered by the Plaidia Institute during February vacation 2023. This conference was designed to allow teachers of Latin to explore and practice the active use of the ancient languages in a classroom setting. The program included lectures in Latin and English and included sessions in which participants practiced speaking Latin themselves.

Mrs. Elfilali completed a professional development training with Avant Assessment on the ACTFL proficiency guidelines. She and Mrs. Whitehill also attended a two-day workshop offered by the MTA Minorities Affairs Committee. This Professional Development seminar offered by the Massachusetts Teachers Association offered participants the opportunity to engage in discussions about white privilege and racism, ethnic and racial identity, and economic and social justice in teaching. The conference inspired participants through workshops, presentations and entertainment to work on actionable ideas that would enhance students' sense of belonging and inclusion in the classroom. Mrs. Elfilai also attended a week-long Advanced Placement teacher training seminar in French Language and Cultures at Saint Johnsbury Academy in July 2023. She took on the challenge to teach this course for the first time in September.

In fall 2023, Mr. Sandberg returned to teaching Spanish at the Pembroke Community Middle School. Mrs. Nogueer returned to PHS after six wonderful years at PCMS to resume teaching Spanish at the high school level. The department is also excited for piloting Arabic II as a new course at Pembroke High School this year.

Student Enrichment

A number of enrichment opportunities were led by the World Language teachers who worked to enhance their students' learning in French and Spanish. Teachers in the middle and high school provided their students with learning opportunities that engaged them in and beyond the classroom. Their passion for teaching and their dedication to their students encouraged them to identify their strengths, spark their interests and needs. Mrs. Whitehill led two clubs at the Pembroke Community Middle School: the Spanish Club and the Cooking Club. Ms. Kirtley and Mr. Auger led the Latin Club while Mrs. Elfilali and Mrs. Safizadeh co-led the French Club and the Multicultural Club. They also led a field trip to the Museum of Fine Arts in Boston. Students completed a treasure hunt as they discovered three exhibits in French impressionist paintings, African masks, and Islamic arts. Mr. Silva Delgado completed five graduate level courses and also led the Pembroke High School Mock Trial team and the Spanish Club at PHS. In spring '2023, Mr. Silva's students visited the Harvard University's Fogg Museum where they learned about the Spanish and Latin American paintings. This field trip was directly tied to the AP Spanish unit on

Beauty and Esthetics. Students had a chance to engage in an activity as they explored paintings by Picasso, Miró, Clemente Orozco, Siqueiros and others. Students Also met with Dr. Julio Antonio Fernández Estrada, a law professor and visiting scholar at Harvard’s David Rockefeller Center for Latin American studies and interviewed him (in Spanish) about Cuba’s new Constitution, Penal and Family Codes.

International Trips

Mrs. Elfilali, Mrs. Safizadeh, and Mrs. Serhal led a group of eighteen students to Quebec City in April. Students discovered the first fortified city in North America as they practiced their French while ordering food or shopping in Old Quebec and Le Petit Champlain's cobblestone streets and souvenir shops and restaurants. While in Quebec, students took a tour of the Huron Village located in the heart of Wendake just north of Quebec City, Village Huron is a portrait of First Nations life past, present and future. Students enjoyed a guided tour of the village, followed by a legend presentation and had time to shop at the boutique. Mrs. Noguer and Mr. Silva led a student exchange program with Spain. As part of this exchange, twenty-three Pembroke High School students and their families hosted their partner students from IES Galileo Galilei located in Alcorón, a suburb of Madrid, Spain.

Massachusetts Seal of Biliteracy Awards

The World language Department is extremely proud of the twenty-two students who earned the Massachusetts Seal of Biliteracy in Brazilian Portuguese, Greek, French, Latin and Spanish in February 2023 (Please see student list below). The State Seal of Biliteracy is an award provided by state approved districts to recognize high school graduates who attain high functional and academic levels of proficiency in English and one or more world languages in recognition of having studied and attained proficiency in those languages by high school graduation. The PPS World Language Department aims to help students recognize the value of their academic success and see the tangible benefits of being multilingual. The State Seal of Biliteracy takes the form of a seal that appears on the transcript or diploma of the graduating senior and is a statement of accomplishment for future employers and for college admissions.

Sophomores:

- Katherine Bautista
- Daniel Noguera

Juniors:

- Madison Buckley
- Tess Carson
- Caroline Clarke
- Joseph D'Angelo
- Emma Gerlach
- Wil McManus
- Kevin Murphy
- Anthony Palino
- Claire Richardson
- Matthew Willshire

Seniors:

- Petros Anninos
- Pedro Bastos
- Joseph Beck
- Chloe Cela
- Allsion Coburn
- Eva Dannison
- Jacob Gabriel
- Sarah Leach
- Jack Taylor

Business

Under the direction of Mrs. Maryellen Gates and Mr. Barry Cowgill, 106 students competed in the District DECA competition at the Seacrest Hotel in Falmouth, with 12 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. Among the 12 state qualifiers were seniors Olivia Skeiber and Matt McAuliffe, who paired up to take 1st Place in the Hospitality and Team Decision-Making competition. Additionally, four members of the Class of 2023 successfully earned their designation in the Business and Entrepreneurship Pathway.

Mathematics

Our mathematics faculty spent considerable time continuing the work needed in preparation for our Decennial Accreditation Visit, which is scheduled for Winter 2024. As part of this work, department members helped define our Vision of the Graduate as well as reviewed curriculum documents to determine how we would measure student progress toward achieving it.

The department continues to focus on professional development that centers on the integration of technology as a learning tool and problem-based teaching as an instructional model. Ms. Meredith Costa and Ms. Courtney Whalen both attended a professional development conference entitled Making Best Use of Google Classroom to Strengthen Math Instruction. Ms. Courtney Infascelli attended Blended Learning: Empowering Students for Success in the Digital Age as well as Microsoft PowerPoint 2021. Mr. Charlie Morse traveled to Illinois in July to complete a week-long training in Project Lead the Way so that he could be ready to teach a new course Introduction to Engineering. This course will be a key component in the new Engineering Pathway scheduled to begin in the 2024 school year.

The Math Department continues to get involved with our students outside of the classroom as well. Mr. Morse coaches our Freshman Girls Basketball team and is the voice of so many athletic events at PHS, serving as the PA announcer for our football team as well as our boys and girls basketball teams. Mrs. Noelle Pourbaix continues to successfully mentor our Mathletes in practices and competitions with local high schools throughout the school year. Ms. Infascelli and Ms. Abby Walsh serve as the advisors to the Class of 2025, and Ms. Costa and Mr. Paul Consolati are the advisors to our Best Buddies chapter.

Computer Science

Under the direction of Mrs. Elaine Griggs, our Computer Science Department continues to thrive. In fact, during the Fall of 2023, Mrs. Griggs was notified that she has received the Education 2.0 Conference Outstanding Leadership Award. She was honored based on the following five elements: her leadership reputation, achievements and accolades, professional

experience, creative thinking, and her decisive leadership. She will be celebrated at the Education 2.0 Conference at Caesar's Palace in Las Vegas March 18-20, 2024. Her dedication to her students, both in and out of the classroom - she advises our Computer Science Honor Society, our Robotics Club, and our Future Women in Engineering club - is unparalleled.

Not to be outdone by their teacher, our Computer Science students also met with great success in 2023. The Robotics team qualified for the Global Conference for Educational Robotics and traveled to St. Augustine, Florida July 16-21. There they competed against Robotic students from all over the country and won the Social Media Outreach Award. What's more, five students successfully earned their designation in the Computer Science Pathway.

PHS Guidance Department

The Pembroke High School Guidance Department has continued to successfully implement the frameworks of the Massachusetts Association of School Counselors' Model, and as a result, counselors have continued to utilize a proactive and programmatic approach to ensure all students' needs are met. A strong emphasis has been placed on meeting with students during group seminars and 1-1 meetings throughout the school year to provide academic and social-emotional support.

The guidance curriculum continued to provide in-depth college and career searches utilizing Naviance for part of the year before transitioning to Scoir in the fall of 2023 to enhance college and career readiness for all students. The guidance counselors worked collaboratively with all stakeholders including administration, faculty, students, parents, and the community to accomplish this goal.

In order to effectively communicate with students and their parents, various outlets were utilized. A monthly Guidance Newsletter was published and emailed directly to parents, and students and posted on the PHS Guidance Website and in the Guidance Google Classrooms for students in grades 9-12. The newsletters provide important monthly updates regarding the most pertinent college and career planning information by month and reminders for students and parents. In addition, guidance counselors post information on the PHS Guidance Website and the Guidance Google Classrooms to keep students on track with their post-secondary planning including options

for community service, resourceful websites, and upcoming events. Step-by-step tutorials for students and parents were shared to demonstrate how to effectively research colleges, careers, scholarships and how to select courses in PowerSchool. Remind.com was also utilized to communicate with students and parents via text messages.

In addition, regular contact with parents was made to discuss any academic concerns with all students. When necessary, Senior in Jeopardy letters were sent home to any student in jeopardy of not meeting graduation requirements each term. Parents and students were strongly encouraged to attend a meeting with the student's guidance counselor, the appropriate assistant principal, and Mr. Talbot to discuss the student's progress and to review the necessary graduation requirements.

Maintaining focus on social-emotional and mental health remained a top priority. In turn, the guidance counselors collaborated with the administration, adjustment counselors, the school nurse, and the school resource officer in a weekly meeting to discuss students of concern. In addition, students that were not meeting with academic success despite interventions were referred to the Academic Success Team, where an in-depth analysis of the student was conducted by the administration, guidance counselors, and the special education coordinator to determine the best action plan to assist the student. Outcomes included scheduling progress review meetings with parents, students and teachers; referral to Special Education Services; access to the District Curriculum Accommodation Plans, and/or referral to the Academic Resource Center.

To support students returning from a long-term absence, counselors and the assistant principals held re-entry meetings for all students that were absent for 5 or more days to create an academic support plan, which involved utilizing the Compass program.

Each year, the adjustment counselors, physical education teachers, and guidance counselors collaborate to teach "Break-Free from Depression," a program developed by Boston Children's Hospital. The 4-module curriculum focused 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, a letter informing parents of the program and an opt-out option was mailed home before the start of the program.

Guidance counselors were an integral part of the special education process, with 15% of the population receiving Special Education services, counselors attended initial, 3-year evaluation and all progress meetings. Counselors provided feedback regarding the academic progress, students' graduation status, and postsecondary plans and collaborated with the team to create academic support plans and course schedules based on the IEP requirements. In addition, 8.1% of students received services from Section 504. Guidance counselors held initial 504 meetings with parents, students, and the appropriate grade level assistant principal to determine eligibility and conduct annual reviews for all students that required accommodations through a 504 plan.

To expand upon postsecondary and career options for all juniors and seniors, the Guidance Department hosted a Fall College Fair that took place in the gymnasium in early September with over 100 admissions representatives from Colleges and Universities throughout the country. In addition, a Financial Aid Night, with Jodi Conway, a financial planning consultant, providing in-depth information regarding the financial aid process took place virtually in November. A College Admission Night took place virtually in March with college admission representatives from the University of Massachusetts at Amherst, the University of Tampa, Stonehill College, and Saint Anselm College. The admissions representatives provided important information regarding the college admission process, providing perspectives from state, private, and public colleges and universities. In February, the Admission Director from Quincy College was invited to attend an in-person "Decision Day." Twelve students were admitted on the spot during a 1-1 in-person interview. All told, our counselors sent a total of 1398 transcripts to 282 different colleges/universities for the Class of 2023 which consisted of 193 students.

Pembroke High School proudly offered 18 Advanced Placement (AP) courses which required a mandatory standardized test which is administered through the College Board in May of each school year. AP Coordinator, Robin Conathan organized the administration of the exams that took place at PHS between May 2 -12, 2023. A total of 219 students took a total 428 AP Exams. Our students scored so well on these exams when compared to their state, national, and international peers that Pembroke High School earned a place on the AP Honor Roll (Bronze Medal).

To help the members of the Class of 2023 defray the costs of the post-secondary education, our students received a total of 75 local scholarships from our generous community, totaling over

\$191,000 at our annual Senior Awards Night. Our guidance secretary, Mrs. Janice Webb, played an invaluable role in making this evening possible, communicating throughout the year with various scholarship donors to organize the scholarship program. We remain incredibly grateful for the generosity of these local scholarship committees and look forward to working with them again in the future.

Finally, the Guidance Department participated in the 6th annual Junior Book Award Program, with several prestigious universities recognizing deserving juniors that have made significant contributions in and out of the classroom and within the school community. Institutions such as Harvard University, Rensselaer Polytechnic Institute, Rochester Institute of Technology, Yale University, Wellesley College and several others bestowed a total of 15 awards to members of the Class of 2023, many of which include generous scholarships and also serve as nice overtures to these juniors as they prepare for their own post-secondary education planning.

Class of 2023

On June 3, 2023, Pembroke High School graduated its 19th 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 success of Pembroke High School over the past 19 years.

The Class of 2023 also had 60 of its members named as recipients of The John and Abigail Adams Scholarship. Due to their academic accomplishments and outstanding MCAS scores, these students were eligible to receive four years of free tuition at Massachusetts state colleges and universities.

The Class of 2023 consisted of 193 graduates. Post-secondary plans included the following:

- 4 - Year College – 85.2%
- 2 - Year College – 4.8%
- Total College Matriculation – 90. %
- Employment – 6.3%
- Military – 0.5%
- Professional/Trade School – 2.2%
- Post Graduate – 0.5%
- Other - 0.5%

**John and Abigail Adams Scholarship Winners
Class of 2023**

Baker	Ryan		Gibbons	Kaitlyn
Balkam	Emily		Girgis	Viola
Barton	Conlan		Gleason	Andrew
Beaudoin	Holly		Gouthro	Michael
Beck	Joseph		Graham	Brody
Bergamesca	Matthew		Harrison	Paige
Bolan	Garrett		Hogan	Allison
Brennan	Liam		Jacobson	Evan
Brunet	Logan		Koplovsky	Liza
Cella	Chloe		Leary	Christian
Chmielinski	Amber		Linscott	Deanna
Christie	Anna		McKenna	Samantha
Cibotti	Hannah		O'Dette	Maya
Clark	Matthew		Peacock	Aiden
Coburn	Allison		Petillo	Noah
Crockett	Dylan		Pietraszek	Payton

Crowley	Declan		Reilly	Cameron
Curran	Madison		Reynolds	Alicea
Dannison	Eva		Rizzitano	Anthony
Darby	Ryan		Savoie	Luke
Darby	Madeline		Stokinger	Zachary
Driscoll	Michael		Straub	Sydney
Dubois	Morgan		Sweetser	Adeline
Dunn	Alexandra		Taylor	Jack
Farrell	Neela		Thistle	Connor
Farrell	Kristen		Tosone	Nathan
Gabriel	Jacob		Troiano	Anthony
Gallagher	Elizabeth		Ward	Lily
Gallagher	Ashlynn		Warrell	Dylan
Ghattas	Catrena		Wu	Meghan

Members of the Class of 2023

Anderlionis, Devin	Comeau, Jack	Gouthro, Michael E. ¶
Anderson, John	Cote, Jadalynn M.	Graham, Brody * ¶ ^
Brendon ¶	Cranston, Emma *	Graham, Liam P.
Anninos, Petros °	Crockett, Dylan *	Griffin, Molly K.
Avedissian, Marisa	Crowley, Declan *	Guay, Natalie Joyce Mae
Jane	Curran, Madison	French
Bairos, Benjamin ± ¶	D'Angelo, Deanna	Harrison, Paige J. *
‡	Rose +	Harvey, Mathew
Baker, Ryan ~ + * ^	Dannison, Eva R. ~ +	Henderson, Sergei
Balkam, Emily Rose *	* ° §	Hogan, Allison E. *
Balkam, Nicole Rose	Darby, Madeline * ^	Holmes, Nathaniel Anthony
*	Darby, Ryan S. *	Houghton, Gavin
Baronas, Emma	DeMille, Samuel	Hudson, Abigail N. ±
Catherine *	Edward ±	Hughes, Reagan L.
Barone, Vincent P.	Derochers, Ava L.	Jacobson, Evan ¶
Barrett, Nicholas	Devin, Logan	Johnson, Stephen P. III
Barton, Conlan M.	DiDomenico, Jack	Kalemkeridis, Christiana
Beaudoin, Holly	DiPietro, Alissa M.	Theodora
Elizabeth * ^	Dixon, Campbell G.	Kane, Benjamin Peter ±
Beck, Joseph	Dobrowski, Mason	Kane, Owen Thomas
Richard °	James	Kaplan, Hannah Louise
Bekheit, Christian ±	Doine, Malia Jane	Kelly, Kayleen Grace
Benton, Hayden E.	Driscoll, Michael J.	Kemp, Lily
Bergamesca,	Dubois, Morgan K. *	Kidd, Amanda Theresa
Matthew S.	Dunn, Alexandra	Kidd, Brandon ±
Blake, Aidan Michael	Jade +	Kidd, Nora A.
* ±	Dwyer, Joseph M.	Koplovsky, Liza Rose I * ¶
Bolan, Garrett	* ±	Leach, Sarah M. + * ° § ‡
Murphy * ¶ ^	Falco, Jake ‡	^
Boudreau, Cameron	Farrell, Kristen	Leary, Christian * ‡ ^
C.	Elizabeth *	Leonard, Kaitlyn Louise +
Boussy, Samuel	Farrell, Neela Mary	Linscott, Deanna Elizabeth +
Robert	~ + *	* ‡ ^

<p>Boyle, Emily Margaret Brennan, Liam * Broderick, Maeve Elizabeth Brunet, Logan W. Bunszel, Jacob Andrew Burke, Harrison William Burrill, Torie Callahan, Aidan S. ± ¶ ‡ Cella, Chloe Annabelle ~ * ° Chahed, Alyssa Marie Chase, Colby G. Chmielinski, Amber * Christianson, Cole P. Christie, Anna Elizabeth * § ^ Cibotti, Hannah Violet * ^ Clark, Matthew * Coburn, Allison Paige ° McCarthy, Haley McCormack, Colleen Marie McKenna, Samantha Taylor ~ + * McKeown, Brady * McKillop, Colleen K. ± ¶</p>	<p>Farrow, Jacob C. Fish, Audrey Gabriel, Jacob William ° Gallagher, Ashlynn Grace * ‡ ^ Gallagher, Elizabeth Riley + * ‡ Gedutis, Jessica Grace * Ghattas, Catrena R. * ‡ Gibbons, Kaitlyn Marie * ‡ Gibson, Sarah E. * Girgis, Viola * ^ Gleason, Andrew David ‡ Gonzalez, Natalie Chantel * Goodman, Olivia Rappaport, Avery ‡ Ready, Tyler James Reilly, Cameron C. ~ * Reynolds, Alicea * Richard, Aidan D. Richardson, Michaela Rinehart, Alexa M. * Rizzitano, Anthony * ^ Roche, Brooke A. *</p>	<p>Little, Madeline Rose Locke, Stephen R. Jr. Lopes, Myia R. Loud, Ashlin E. Lynch, Benjamin * § Lynch, Connor ~ Malone, Ryder Malone, Shawn M. Marrese, Hayden Stone, James W. III Stowers, Darnell, L. Straub, Cole Michael Straub, Sydney Josephine * ‡ Sullivan, Ethan * Sweeney, Sean Sweetser, Adeline Rose * Taylor, Jack * ° Thistle, Connor Stephen Toler, Keelin Anne Torrey, Elijah David Tosone, Jack ± ¶ ‡ Tosone, Nathan ¶ ^ Troiano, Anthony * ± ¶ ^ VanDerMolen, Trevor Ventura, Ryan Scott Verna, Nicholas M. ± Ward, Lily Grace + ^ Warrell, Dylan * ^ Wengryn, Adam Joseph ‡ Wiggin, Kaleb Williams, Matthew E. on, Laci Sage Meghan H. * ^ y, Taetum Anjelica</p>
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<p>McLeod, Dillon Taylor McManus, Jonathan T. Medico, Brianna Lavon Meeks, Madison Morgan, Kara Nicole * Morris, Andrea B. Morris, Evan Murphy, Elisabeth Ann Nguyen, Brandon H. O'Dette, Maya S. * ¶ Oxner, Olivia B. Peacock, Aiden Scott * ¶ ^ Pellagrini, Emily A. Perry, DeVanti Perry Petillo, Noah * ° Phinney, Joshua S. * ‡ Picariello, Kevin Pierce, Eli M. Pierce, Emma Rose Pietraszek, Payton * ¶ Pomarole, Jessica L. Pothier, William Pulselli, Mia DiLuca ‡</p>	<p>Rolfs, Elizabeth Rothhaar, Ella D. * Rundle, William James Saldanha, Dominic Fabricio Saunders, Katelyn Michelle Savoie, Luke James * ° ^ Scarselli, Erin Dina ~ + Schipper, Kyleigh Mae Searfoss, Savannah Marie Shaughnessy, James R. Shute, Zachary W. * ‡ Smiley, Shelby D. ~ + * ° Smith, Michael P. Smyth, Anthony C. Sparrow, Cassandra W. Spencer, Brady St. Aubin, Kayla Alexis Stastny, Lily Grace Stokinger, Zachary Robert</p>	<p>^ denotes Top 10% of Class of 2023 * denotes National Honor Society Members es Tri-M Music Honor Society Members es International Thespian Society Members s Seal of Biliteracy § denotes Student Council Executive Board Member ¶ denotes Computer Science National Honor Society Member ± denotes Pathways Scholars ‡ denotes Athletics 7-12 Letter Award Winners</p>
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Pembroke Community Middle School
Annual Town Report
Donna McGarrigle, Principal

Pembroke Community Middle School opened the 2023-2024 school year with an enrollment of 360 students: 165 seventh graders and 195 eighth graders.

At the end of the 2022-2023 school year, Mr. Tom Walsh, the assistant principal, left PCMS for another position. Although it was sad to see him go, we excitedly welcomed Erica Swift as the new PCMS Assistant Principal starting the 2023-2024 year. Christine Noguier transferred to PHS to instruct high school student in Spanish and PCMS welcomed back Dan Sandberg, who previously taught at PCMS several years ago. This school year, Ms. Safizadeh, the World Language content leader, began teaching middle school French and is running the French club.

The PCMS School Council is an advisory body who meet regularly with the principal, Donna McGarrigle. Our parent representatives are Helen McElroy and Andrea Doton. Faculty staff are Lyn Fitzgerald and Dan Sandberg. Our community representative is Caryn Drake. In addition, we have 4 student representatives: Beckett Hawkes, Madeline Rejewski, Tessa Vitale and Sam Ruggiero.

The PCMS Student Council for the 2023-2024 year consists of 33 students.

Our PTO continues to provide excellent support to our school community at both the staff and student level. The makeup of the PTO Board is as follows: Karen Laffey (President), Brandie Seavey (Vice President), Helen McElroy (Treasurer), Kathryn Jarrett (Secretary), and Melissa Archambault (Hospitality).

Additional PCMS Clubs for 2023-2024 are French Club, Stem Club and Unified Intramural Sports Club, which includes activities such as Bocce, Cornhole and Basketball.

We have 43 students taking Literacy Enrichment and 42 students taking Math Foundations. These courses are supplemental support for students that are funded through Title One, a federal program. Students typically take these courses in place of world language.

Orchestra and Chorus are offered as enrichment classes, 1-2x/week during Titan Study. Orchestra students needed to have previous experience playing an instrument, but Chorus was open to all students who were interested. Greg Tarbox teaches the orchestra students and teaches in all five buildings. Gwynne Chapman teaches the Chorus students and teaches at PHS and PCMS, but works as a director in all five buildings. All music students (Band, Orchestra, Jazz and Chorus) have the opportunity to perform at four concerts distributed throughout the year.

January 19, 2023 the PCMS Term 2 Winter Concert was held at the PHS auditorium at 6:30pm where they put on a wonderful performance.

January 25th, 2023 PCMS band, chorus and orchestra performed at the Providence Bruins game. March 2023 was Music In Our Schools Month with the PCMS music department holding an All-Strings Night Monday March 13th at 6:30pm at PHS; All Choral Night Wednesday March 15th at 6:30pm at PHS and All Band Night Thursday March 16th at 6:30pm at PHS.

PCMS Spring Spirit Week was April 24th-28th with students and staff participating in everything, but a backpack/Pembroke Pride Day, crazy hair/hat day, sports day, favorite costume/superhero day and color block day.

PCMS Spring Fling Dance was also April 28th. Students enjoyed a fun night with deejay, dancing, pizza and fun with their friends.

On May 12th 2023 Mr. Hovey and the PCMS band were invited to participate at the Music in the Park competition, winning 1st place with a Superior rating. Together with the PHS band they also earned the “Esprit de Corps” award for their exemplary behavior and spirit at the competition.

On May 24th the PCMS Jazz Band performed during a concert at New England Village.

June 12th PCMS held a year-end outdoor concert. Our band and orchestra students performed outside the school while family and friends set up lawn chairs.

June 7th and 8th PCMS held their grade level carnival field day. Students spent half a day competing in traditional field day activities (e.g., kickball) and the other half on inflatable rides,

with free popcorn and snow cones. This combo year end event was a great success and we plan on having the same type of celebration at the end of this year. Our PTO fully funded this wonderful school event.

June 13th , our 8th grade students got to enjoy a harbor dance cruise out of the Hingham Shipyard enjoying a deejay, dancing, pizza and dessert. This is a culminating event for our 8th grade students.

September 18th-23rd PCMS social studies classes acknowledged Constitution Day with a deeper understanding of our foundational principles and values that shape our nation's democracy. Its aim was to foster a sense of civic responsibility and appreciation for the U.S. Constitution for our students.

PCMS 2023-2024 Open House was held on Thursday September 28th from 6:30pm-8pm.

In September, PCMS held their Go Gold Fundraiser. Students were encouraged to bring in spare change to fill our gold boot. Students also made cards with notes of encouragement for the kids at Children's Hospital. On Friday, September 29th, students and staff wore yellow or gold to show our support for those in the community that are impacted by childhood illnesses, like childhood cancer and diabetes. Money raised went towards pediatric research at Boston Children's Hospital.

We also had the PTO's yearly Calendar Fundraiser where each student received 10 calendars to take home to sell. Every 10 calendars sold; the student's name was entered to win \$30. Three names were drawn from each grade. The top seller from each grade received \$100. The top six Titan Time rooms won a homeroom pizza party. All proceeds benefit the PCMS PTO, with which, in turn, the PTO funds several school-based initiatives, including the end of year carnival.

During the fall PCMS held their annual fall Art Contest consisting of impressive and outstanding student artwork.

Every school district in Massachusetts is allowed to nominate one 8th grade student for a state-wide leadership initiative called Project 351. Every year, the staff is asked to nominate students

who: 1. Exemplify the values of kindness, compassion, humility; gratitude; 2. Demonstrate an ethic of service. Project 351 is seeing aspiring change-makers who have shown a unique passion; commitment to others and a cause greater than self. 3. Strong potential and the desire to lead. 4. Reflects the rich diversity of the Commonwealth of Massachusetts and our community. Seamus McFarland was nominated by numerous PCMS staff and thus was selected as Pembroke's student representative.

This fall Obadiah, a therapy/comfort dog, continued to visit PCMS every Wednesday. Obadiah is trained to work with students in schools to promote social-emotional wellness, communication skills and increase academic performance.

PCMS Student Council along with the Pembroke Police held a sock drive with the goal of reaching over 6000 pairs of socks for the homeless.

On December 8th the Best Buddies hosted a holiday dance that took place at PCMS where students enjoyed a deejay and pizza. Teams also competed to bring in the most nonperishable food items for a food drive.

In December, PCMS hosted another Jingle Ball charity event, where staff played against students in basketball. The Jingle Ball was a success with team students taking the win and raising new unwrapped toys for the Pembroke community. The Jingle Ball Champions for 2022 were Colin Gresham, Travis McPhail, Aidan Spakoski and Molly Kelliher.

A spirit week was also held in December, with each day students dressing with a different theme (e.g., pajama day, country day, festive/ugly sweater day, tropical/Hawaiian day and red or green on Friday when we held out annual Jingle Ball.

This report is submitted with gratitude for the ongoing support our school receives from the staff, students, parents, community and our superintendent and school committee.

Sincerely,

Donna McGarrigle, Ed.D.

PCMS Principa

Bryantville Elementary School
Annual Town Report
Jennifer Simmons, Principal

Bryantville Elementary believes all children will achieve their greatest potential in a safe, caring, supportive, and enriching environment. Bryantville presently has an enrollment of 440 students grades Kindergarten through Grade Six. This total includes three full day kindergarten classes. The other grades (1-6) are currently staffed at three sections with the exception of Grade Two which has four sections. The Principal at Bryantville is Jennifer Simmons. She is supported by Traci Costa, who serves as both the Assistant Principal and Special Education Team Chairperson for the building.

The school focuses on excellence in teaching and strives to support and challenge all students. We offer additional, targeted support in Reading and Math through our Title 1 program. In addition, teachers at each grade level have a block of instruction during the day, called Titan Time, when teachers offer additional support and enrichment to students. Computer based programs called Lexia/Power Up (Reading) and iReady (Math) are utilized for enrichment and additional intervention. We are not also utilizing iReady as an ELA intervention at grades 3-5. Grade 6 has begun to utilize No Red Ink this school year. Our staff has received district wide professional development on the Science of Reading as we increase our literacy practices. To further support this work, the district has implemented the UFLI (University of Florida Literacy Institute) phonics program as well as exploring the Fishtank literacy program. Teachers meet weekly as grade level teams to discuss student's academic progress and collaborate on instructional strategies and interventions. Faculty meetings twice a month are used to work on areas identified in our School Improvement Plan. The School Improvement Plan is developed by our School Council, and our teachers develop individual and team goals in alignment with the school and district goals.

In addition to academics, Bryantville has focused on Social and Emotional Learning as well as Diversity, Equity, Inclusion, and Belonging. Teachers utilize practices from the Responsive Classroom curriculum which focuses on practical strategies that bring together social and academic learning throughout the day. This includes Morning Meeting which is a daily routine which allows students and the teacher 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. Our school adjustment counselor and school psychologist have provided in class lessons to our kindergarten and grade one utilizing the We Thinkers program. They will expand to other grades throughout the year as well.

Further, this year has seen the implementation of the updated Second Step program. a research-based social-emotional learning program designed to improve children's social-emotional skills. Second Step skills and concepts are designed to help children both in and out of school. Four units will cover the following: Growth Mindset & Goal-Setting: Children learn how to pay attention and manage distractions, develop a growth mindset, and apply goal-setting strategies to their social and academic lives. Emotion Management: Children learn how to identify and label emotions and use emotion management strategies—including stress management for older students—to calm strong feelings. Empathy & Kindness: Children learn how to recognize kindness and act kindly, have empathy for others and take others' perspectives, and recognize kind acts and empathy as important elements of building and maintaining relationships. Problem-Solving: Children learn how to identify and state a problem, recognize if a problem is an accident, and use the STEP problem-solving process: S: Say the problem T: Think of solutions E: Explore the outcomes P: Pick a solution. In addition, there is an anti-bullying unit which teaches and reinforces children to use strategies for effectively navigating social conflict.

The school holds community meetings each month with a focus on a different Core Value: respect, honesty, fairness, caring, trustworthy, perseverance, integrity, responsibility, self-discipline, and citizenship. These meetings reinforce the importance of acceptance and understanding. Students work toward receiving Positive Office Referrals and are celebrated for their achievements at the Community Meetings. Teachers continually review and reflect on our current units, resources, and novels, in order to ensure that we are addressing curriculum and standards that reflect Diversity, Equity, Inclusion and Belonging to ensure equity for all learners regardless of race, sex, gender or religion. These practices help to foster strong relationships between students, staff, and the school community.

Bryantville offers children a solid foundation in art, music, and physical education. We have rebranded our library to a STREAM Lab where students can explore through STEM experiments or reading adventures. We have a large percentage of our students participating in chorus, orchestra, and/or band. There are before and after school programs offered, such as Chorus, STEM Club, Art Club, Basketball, Color Guard, and Sixth Grade Ambassadors, and we house the YMCA and Town Rec program as before and after school care options for families.

The Bryantville PTO continues to be an active and integral part of our school community. We are thankful for the many contributions that our PTO and parent volunteers make to our school community. They provide events for family and the community to gather together to have fun. This includes Book Fair, Monster Mash, Paint Night, Skate Nights, and Movie Nights as well as the Holiday Fair. The PTO also funds all field trips and supports any request needed. In addition to purchasing a new slide for the playground, they have agreed to support the purchase of new playground mats, and have funded two enrichment programs. The PTO holds a monthly meeting where committee updates are given, events are planned, and the principal provides an update on the current pulse of the school.

Each year the School Council fulfills an advisory role to the administration of Bryantville. 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. This group contributes to the overall success of our school by sharing insight and generating ideas to ensure the success of our school year.

On behalf of the Bryantville School community, I thank the citizens of Pembroke for their commitment to education and for the beautiful facility we have for our children. We are appreciative of the continued support and collaboration. I am honored and proud to be the principal of Bryantville Elementary.

Respectfully submitted,

Jennifer R. Simmons, MEd, CAGS

Principal, Bryantville Elementary School

Hobomock Elementary School

Annual Town Report

Michael Murphy, Principal

Hobomock Elementary School has a student enrollment of 397 students. Our school services students in kindergarten through grade six and is comprised of twenty-one homeroom classrooms. The Principal of Hobomock is Mr. Michael Murphy and he is supported by Mrs. Ashley Cross, who serves as both the Assistant Principal and special education coordinator for the building. This year, we have continued to focus on celebrating our community by highlighting our different family cultures, traditions, and backgrounds that make our school community a special place.

Hobomock Elementary School focuses on excellence in teaching as we work to provide appropriate support and challenges for every child. In addition to a rigorous curriculum offered through the Pembroke Public Schools to support our general education population, Hobomock is also home to our district-wide programs for special education that support learners identified with significant special education needs. The program is taught by highly skilled professionals within their specialized areas of education. Our students are provided with multiple opportunities for inclusion at their given grade level

throughout their school day.

This past year, Hobomock along with the two other elementary schools in the district adopted a few new curriculums in the areas of reading, social-emotional learning, and science instruction at the sixth-grade level. Presentations on all three of these new curriculums have been delivered during school committee meetings over the past year or so. These curriculum additions have had a great impact on the skill development in these identified content areas.

Specialists and extracurricular opportunities

Our specialist teachers continue to provide our students with instruction and vibrant experiences in the arts and physical education. Hobomock has a thriving student council that is composed of several dedicated sixth-grade students. The club refers to itself as the student ambassadors. The club is facilitated by Ms. Crehan, one of our first-grade teachers. In addition to

the student ambassadors, Hobomock also hosts a thriving chorus that is spearheaded by our music teacher, Mrs. McDermott. Mrs. Shannon DeCosta leads our students with their exposure to the arts, and Ms. Brittany Noons keeps our students active and assists them in making healthy choices in physical education.

In addition to the specialist classes listed above, students also have an opportunity to attend our STREAM (Science, Technology, Reading, Engineering, Art, and Math) rotation each week. These sessions are facilitated by Mrs. Cori Small, our STREAM paraprofessional. These sessions provide dynamic hands-on activities that expose students to the various subject areas that make up our comprehensive curriculum.

Community Support

The Hobomock PTO continues to be an active and essential part of our school community. The members enhance our learning environment with enrichment as well as fun community-building activities. The organization has been generous in its support of field trips for every grade in the school over the years as well as providing funding that is used by the school administration to increase technology within the building. The PTO has met each month this year and has been instrumental in providing staff and students with positive messages and acts of kindness for our entire Hobomock community.

In addition to the work of the PTO, Hobomock has a solid working-relationship with the Town of Pembroke's Council on Aging. Each month, several of the council members arrive at Hobomock to volunteer their time to increase the literacy skills of our students through our guest reader program. The program began last year and has very much expanded this year. Hobomock is lucky to be supported by these great town partners.

Hobomock is also supported by a dedicated school council. Each year, the school council fulfills an advisory role to the administration of Hobomock. This group contributes to the overall success of our school by their sharing of ideas and concepts to ensure the smooth running of the school day. Our 2023-2024 school council members include the following individuals.

2023-2024 Hobomock Elementary School Council

Keri Tillson, parent

Kara Kenney, parent

Shannon DeCosta, staff

Stephanie Toolin, staff

Wendy Weisman, staff

Gretchen Emmetts, community member

Michael Murphy, Principal

Character Education

Hobomock Elementary School continues to embrace and promote the values of Fairness; Independence; Citizenship; Kindness; Responsibility; Perseverance; Integrity; and Individuality. Each grade level comes together regularly to celebrate their accomplishments and encourage each other to embody these character traits. These character traits have been and continue to be part of the student day and help make Hobomock a great place to teach and learn.

Overall, Hobomock Elementary School prioritizes a holistic approach to education, fostering a supportive community and providing a well-rounded educational experience for its students.

Respectfully Submitted,

Mr. Michael Murphy, *Principal*

North Pembroke Elementary School
Annual Town Report
Michael Bambery, Principal

North Pembroke Elementary School presently has an enrollment of 514 students in preschool through grade six. This total includes the four system-wide integrated preschool classes, serving seventy-nine children. We also have four first-grade classrooms and four third-grade classrooms. The other grades (K-6) currently have three sections. The Principal at North Pembroke is Michael Bambery. He is supported by Valerie Charpentier, who serves as both the Assistant Principal and special education team chair for the building.

The school focuses on excellence in teaching as we work to provide appropriate supports and rigorous curriculum for every student. This year the Grade 6 Team has switched to a departmental model where students change classes to receive instruction in different content areas. We believe this model will better prepare the Grade 6 students for their transition to the Middle School. Teachers at each grade level have at least 30 minutes of instruction during the day, called Titan Time, when teachers offer additional support and enrichment to students. Computer-based programs called Lexia and iReady are utilized for enrichment and additional intervention. Teachers meet weekly as grade-level teams to discuss students' academic progress and collaborate on instructional strategies and interventions.

This year North Pembroke Elementary School adopted a social emotional learning program called Second Step. The Second Step curriculum provides SEL lessons in grades Prek - 6. The program is designed to promote student's social emotional confidence and strengthen their relationship building skills. The Second Step program also provides a separate unit on Bullying Prevention. The curriculum is also utilized in all of our specialist classes. Teachers continue to utilize practices from the Responsive Classroom curriculum, which focuses on practical strategies that bring together social and academic learning throughout the day. The staff has continued to apply restorative practices as an approach to problem-solving with students and building relationships. We have the Titan Lab that is currently staffed with a paraprofessional, Christy Hrivnak and supported by our mental health staff; Erica Pearson, school psychologist and Caitlin Martin, school social worker. The Titan Lab serves as a preventative model for pushing into classrooms to support

students who are experiencing dysregulation, anxiety, and other needs. The paraprofessional works with students inside their classrooms or in the Titan Lab and educates them on strategies to help them learn self-regulation skills.

We are in the second year of our Ambassador club which is chaired by 5th and 6th grade teachers, Meghan Snee and Jocelyn Christmas. The Ambassadors Club has been instrumental in providing leadership opportunities for our 6th graders. The students must be in good academic standing and have appropriate behavior to participate. They assist students in the younger classrooms by reading stories or helping teachers with different projects. The Ambassadors also serve as bus helpers in the afternoon assisting students from the primary grades transition to their buses during dismissal. The 6th grade ambassadors also serve as mentors to the junior ambassadors in Grade 5, who hope to become ambassadors the following year. They also participate in various fundraising events for the school and the community throughout the year. This year the Ambassadors hosted a coat drive that resulted in the donation of approximately 120 jackets. These coats were donated to local charities serving children in the Pembroke community. In the spring the Ambassadors will be hosting a food and essentials drive to benefit the Pembroke Firehouse food pantry. The ambassadors will also deliver and stock all the donations they receive for the food pantry. They will also be conducting a Pennies for Postage coin drive to help pay for packages being sent to deployed soldiers through the Pembroke Military Support Group.

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. Mrs. Karin Foley directs the chorus. Mrs. Julie Molisse runs our art program, Mr. Matthew Vincenzi instructs physical education, and Mr. Dan Hawes runs our band program. Mr. Dan Hawes has conducted live concerts for our students including a performance at TD Garden during a Boston Celtics game, and a scheduled performance this spring at Gillette stadium. Mr. Tarbox continues to provide lessons to students taking strings.

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 has been generous in its continued support 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. Their major fundraising events include The Boo Bash and Pizza Bingo. This year they plan to add the Fun Run as well as the Washington Wizards basketball game against the NPES staff. The PTO has also been instrumental in funding field trips, guest speakers and schoolwide assemblies.

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

Stacey Fluet	Parent Representative
John Hannon	Parent Representative
Maureen Holmes	Community Representative
Jessica Conn	Grade 4 Teacher
Anne Callanan	Grade 2 Teacher
Kristen Richardson	Grade 2 Teacher
Valerie Charpentier	Assistant Principal
Michael Bambery	Principal

This group contributes to the overall success of our school with sharing of ideas and concepts to ensure a smooth running of the school day. This year the School Council has developed a School Culture and Climate survey to send to the parents. The survey will be instrumental in allowing us to gauge our effectiveness in areas such as two-way communication.

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.

The school has also continued our character education initiative with school wide assemblies that take place every month in the form of community meetings. These meetings focus on education around our school's values of Respect; Responsibility; Fairness; Caring; Perseverance; Honesty; Integrity; Self-Discipline; Trustworthiness; Citizenship. We also focus on educating students about anti-bullying and topics regarding diversity, equity, and inclusion. We have incorporated a positive incentive for students in the form of Titan Tickets. When students are caught in the act of demonstrating one of our core values, they are given a ticket which is placed in a grade-wide raffle drawn monthly for prizes. The students are then celebrated with an award and a prize bag.

The students and staff of North Pembroke Elementary School continue to benefit from the strong support of our PTO, School Council, and the many community organizations which provide us with a vast array of educational and cultural programs. We are most appreciative of the continued support we receive from these organizations. In addition, the school children of NPES are fortunate to have an experienced, dedicated staff who work hard to provide a positive and challenging learning environment for all students. As always, we thank the citizens of Pembroke for their continued support and commitment to the education and well-being of our school children.

Respectfully Submitted,

Mr. Michael Bambery, *Principal*

WHERE TO CALL FOR SERVICE

SERVICE	DEPARTMENT	
Alcohol Licenses	Town Manager's Office	293-3844
Animal Pound	Animal Control Officer	293-5288
Assessment (Tax)	Assessor	293-2393
Automobile Dealers License	Town Manager's Office	293-3844
Bills and Payments	Collector	293-2671
Birth Certificates	Town Clerk	293-7211
Building Permits (All)	Building Department	293-3864
Burial Plots	Cemetery Department	293-5649
Business Certificates	Town Clerk	293-7211
Civil Defense (PEMA)	Pembroke Emergency Mgmt Agency	293-5413
Death Certificates	Town Clerk	293-7211
Dog Licenses	Town Clerk	293-7211
Elderly Services	Council on Aging	294-8220
Highway, Tree, Cemetery	Department of Public Works	293-5620
Marriage Licenses	Town Clerk	293-7211
Trash Questions	Town Manager's Office	293-3844
Vendor Bills and Accounts	Accountant	293-4673
Veterans Benefits	Veterans Agent	293-4651
Voting & Registrations	Town Clerk	293-7211
Water Billing and Issues	Water Department	293-5620
Wetlands Issues	Conservation Department	293-4674
Working Papers	Pembroke High School Guidance Dept.	293-2357
Zoning Hearings	Zoning Board of Appeals	294-4425
Zoning Enforcement Issues	Building Inspector	293-3864

TELEPHONE DIRECTORY BY DEPARTMENT

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	SELECT BOARD	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	781-233-2211
FIRE EMERGENCY	911	TREASURER	781-293-3893
HEALTH	781-293-2718	VETERANS	781-293-4651
HIGHWAY	781-293-5620	WATER	781-293-5620
LIBRARY	781-293-6771	ZONING BOARD	781-294-4425