

2020

TOWN OF PEMBROKE

ANNUAL REPORT

JANUARY 1, 2020 THROUGH DECEMBER 31, 2020





2020

PEMBROKE SELECT BOARD

(From Left to Right)

Top Row: Daniel W. Trabucco (Chairman), Jessica Rushing (Vice Chairwoman), John G. Brown (Clerk)

Front Row: Rebecca Coletta (Selectwoman), William Chenard (Town Manager), Tracy Marino (Selectwoman)

ANNUAL REPORTS OF THE TOWN OFFICERS

JANUARY 1, 2020 - DECEMBER 31, 2020

COVER PICTURE: The new Pembroke High School turf field and track at 80 Learning Lane. On May 9, 2017 voters passed an article at town meeting to replace the old field and track which were 13 years old.

**PRINTING BY
The Country Press, Inc.
Lakeville, MA**

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TABLE OF CONTENTS

IN MEMORIAM	3
STATE AND COUNTY OFFICIALS	6
EXECUTIVE SERVICES	
Annual Report of the Select Board	7
Town Manager's Report	10
..	
TOWN CLERK	
Town Clerk	12
Census and Population Statistics – 2020	14
Elected Town Officials	15
Appointed Town Officials	17
Annual Town Election – May 18, 2020	23
Annual Town Meeting – July 28, 2020	25
November 3, 2020 State and Presidential Election	42
Report of the Board of Registrars	44
FINANCIAL MANAGEMENT SERVICES	
Advisory Committee	45
Board of Assessors	46
Town Accountant	48
Town Treasurer/Collector	67
School Employee Payroll	71
Town Employee Payroll	81
PUBLIC SAFETY	
Police Department	87
Fire Department	89
Emergency Management	91
PUBLIC WORKS	
DEPARTMENT OF PUBLIC WORKS	
Highway Division	93
Cemetery, Tree, Parks & Commons Division	94
Water Division	95
Wilson Whittaker (Hobomock Street) Recycling Center	96
South Shore Recycling Cooperative	97
INSPECTIONAL SERVICES	
Building Department	102
Wiring Inspector	102
Plumbing and Gas Inspector	103
Sealer of Weights and Measures	104
Health Agent, Board of	105

TABLE OF CONTENTS

HUMAN SERVICES

Council on Aging	106
Veterans' Department	110
Commission on Disabilities	111
Plymouth County Cooperative Extension	112
Plymouth County Mosquito Control	113
South Shore Community Action Council	116

COMMUNITY DEVELOPMENT

Board of Zoning Appeals	122
Planning Board	123
Affordable Housing Committee	124
Housing Authority	125
Conservation Commission	127
Community Preservation Commission	128

NATURAL RESOURCES AND RECREATION

Recreation Commission	129
Herring Fisheries Commission	130
Town Landing	131
Open Space Committee	132
Recycling Committee	133

LIBRARY AND CULTURAL SERVICES

Library Trustees	134
Town Memorial Committee	136

PUBLIC SCHOOLS

Pembroke High School, Graduation List, Class of 2020.....	137
Pembroke Community Middle School	153
Bryantville Elementary School	156
Hobomock Elementary School	159
North Pembroke Elementary School	161

TELEPHONE DIRECTORY

Alphabetically by Service	165
Alphabetically by Department	166

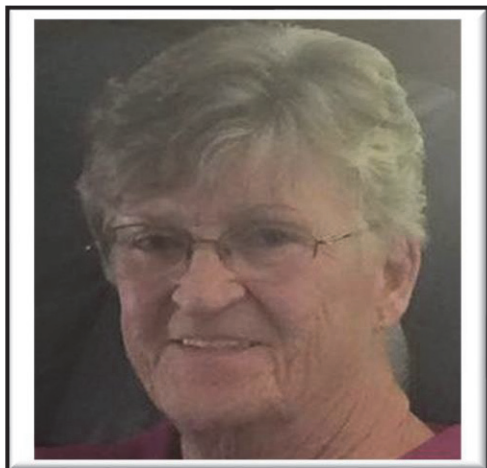
In Memoriam



William Robert Buckley

February 24, 2020

Pembroke Arts Festival
Volunteer



Kathleen T. Cuneo

July 9, 2020

Pembroke Public Schools
Food Service



Henry "Hank" Daggett

March 7, 2020

Pembroke Fire Department
DPW Commissioner

In Memoriam



William R. Hussey

September 3, 2020

Town Forest Committee

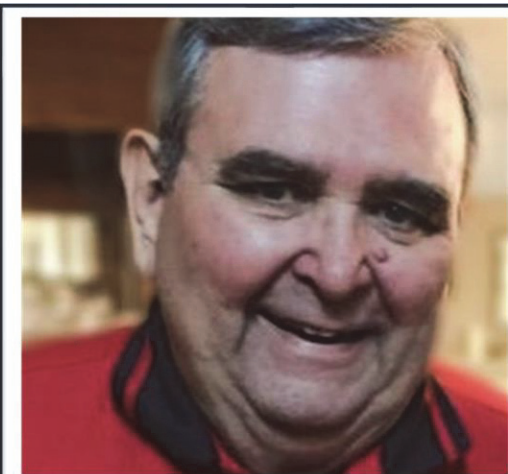
Pembroke Kiwanis Club



Anthony Carmen Nunes

June 13, 2020

Commission on Disabilities

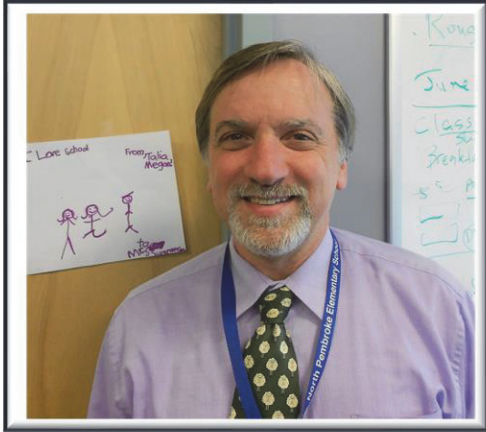


W. Norman Pulaski

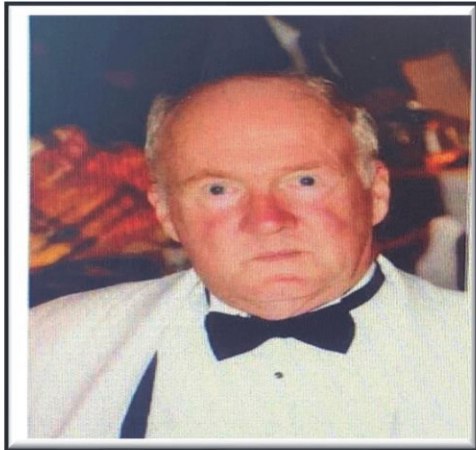
October 23, 2020

Pembroke Historical
Society

In Memoriam



David Summergrad
September 24, 2020
Pembroke Public Schools
Elementary School Principal



Robert A. Whitelaw
November 30, 2020
Pembroke Selectman

TOWN OF PEMBOKE

INCORPORATED March 21, 1712

Ninth Congressional District

William Keating (D) Representative

Quincy

First Councilor District

Joseph C Ferreira Councilor

Fall River

Plymouth & Barnstable Senatorial District

Susan Lynn Moran (D), Senator

Plymouth

Sixth Plymouth Representative District

Josh Cutler (D), Representative

Duxbury

Plymouth County Commissioners

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

Bridgewater
Plymouth
Hanover

ANNUAL TOWN MEETING

Second Tuesday in May

SELECTMEN'S MEETING

Wednesday 7:00 to 9:00 PM

Population 2020 Town Census

19295

ANNUAL REPORT OF THE SELECT BOARD

To the Citizens of the Town of Pembroke:

The Select Board is pleased to submit this 166th 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 2020. 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-Chairwoman Jessica Rushing, Clerk John Brown, Selectwoman Rebecca Coletta and Selectwoman Tracy Marino. 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.

Edwin J. Thorne retired in May after 21 years of faithful service to the town. He was appointed as Pembroke's first and only Town Administrator in 1998 and the Board thanks him on behalf of the town for his competent and professional service and advice in the matters before the Board.

The Select Board appointed William Chenard as Pembroke's new Town Manager in May of 2020. Mr. Chenard comes to Pembroke from the Town of Natick having served as the Deputy Town Administrator, Interim Town Administrator as well as several other key executive roles during his long tenure with Natick. Mr. Chenard brings depth of experience in information technology, financial management, capital planning, economic development and more, and Pembroke will benefit from his leadership. Please join the Board in welcoming Bill to Pembroke!

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

The Select Board issue the warrants for the Annual and Special Town Meetings, initiate legislative policy by inserting articles in these warrants, and then implement the votes that are subsequently adopted. 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.

As the Coronavirus (COVID-19) became a global Pandemic, Massachusetts and the Town of Pembroke responded to halt the spread. On March 10, 2020, Governor Charlie Baker declared a State of Emergency, giving the Administration more flexibility to respond to the Coronavirus outbreak. On March 17, 2020, Pembroke Town Manager Ed Thorne issued a Local Declaration of Emergency Related to COVID-19 and Governor Baker closed nonessential businesses and government operations with a Stay at Home Advisory issued March 24th which was subsequently extended to May 18th. On April 21st he extended the closure of schools to the end of the school year and early childhood education and day care centers to June 29, 2020.

On April 27th, the Pembroke Board of Health issued a Mandatory (indoor) Facial Covering requirement at any essential business or government operation, and on May 6, 2020 the Governor an Order requiring face masks or cloth face coverings in public places, indoor and outdoor, where social distancing is not possible.

May 18th the Governor released the report of the Re-opening Task Force defining a Four Phase Approach to re-opening businesses in Massachusetts, the criteria required of each business for each phase, guidance documents to help businesses prepare with templates and a Mandatory Self-Certification Checklist for every business to complete and post to re-open in the Commonwealth of Massachusetts. The Select Board deliberated and granted forty (40) temporary alterations of premises to assist businesses with reopening under this phase. The state had progressed through the plan to Phase Three, Step 2 before reverting operations, returning to Phase II Step 2 on November 2nd with a new Stay at Home Advisory taking effect November 6th.

In 2020, Boards and Committees needed to approach regular meetings in a different manner, and the Select Board led the way displaying great flexibility in utilizing technology in the conduct of meetings under the Open Meeting Law in accordance with the Governor's emergency Order March 12th Suspending Certain Provisions of Open Meeting Law. The Board met under their regular schedule thirty-seven times and held special meetings four times in 2020. While COVID-19 dominated the business before the Board to provide much needed assistance to residents and local businesses.

Annual town meeting was delayed while a committee consisting of the town moderator, town clerk and members of the Select Board and Advisory Committee worked to establish safe and sanitary protocols for a meeting in the midst of COVID-19. At an advertised hearing, the Board voted to execute a one-time reduction of quorum to open the meeting, and the meeting was held July 28, 2020.

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

Grants received and under implementation were paused during COVID-19 emergency response and business suspension. The Municipal Vulnerabilities Preparedness Plan begun under a state grant is pending necessary workshop strategic coordination to complete the Plan. The Town Manager's office is working with Conservation Commission and Open Space to file the Open Space Plan which is nearing completion. Work begun by the Town with Mass DOT on the Complete Streets project continues, with this initiative providing technical assistance and construction funding to create accessible options for all travel modes for people of all ages and abilities. These ongoing but delayed projects require the input and assistance from many boards and departments within the town and will continue in the upcoming year.

The Select Board's office assisted the Energy Committee again this year as they continued to work with the Department of Energy Resources to secure additional funding through the Green Community Grant for energy efficiency projects in town and secure a satisfactory, three-year rate for Community Choice Power Supply purchase under municipal aggregation voted at town meeting, selecting Dynergy Energy Services rate of \$.10529 per kWh versus the offering of National Grid rate at \$.12388 per kWh. 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 2020 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
15	Common Victualer All Alcoholic Beverages Licenses
2	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
2	General on Premises All Alcoholic Beverages License
1	Farmer Winery Pouring License
1	Class I New Motor Vehicle Dealer License
20	Class II Auto Dealer Licenses
1	Taxi Cab Licensee
45	Common Victualer Licenses
9	Live Entertainment Licenses/ Special Events Permits
3	Amusement Device Licenses
3	Precious Metal Dealer Licenses
3	Sunday Entertainment Licenses
0	One Day Liquor Licenses
2	Mobile Food Vendor/Ice Cream Truck Permits
1	Temporary Trailer Permits
0	Underground Storage Tank Permit
40 (12)	Restaurant Express Permits: Temporary Alteration of Premises (Outdoor)
0	Permits for Use: Town Land, Beaches, Road Use Permits (Races)
2	Permits for Special Events
1	Farm Stand Permit
0	Door-to-Door Solicitation Permit

The Town Manager's office collected \$455,223.54 in revenue in 2020 through rents paid, licenses, permits, fees, antenna revenues, 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. The Town of Pembroke has thus far donated \$2,685 for troops serving overseas, representing 1,342 hours of connection for deployed troops, their friends and family.

PEMBROKE SELECT BOARD
Daniel W. Trabucco, Chairman
Jessica Rushing, Vice-Chairwoman
John G. Brown, Jr., Clerk
Rebecca Coletta, Selectwoman
Tracy Marino, Selectwoman

ANNUAL REPORT OF THE TOWN MANAGER

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

It is my pleasure to submit my first annual Town Manager's report. I began as your Town Manager last May.

The year began with great optimism; the economy was positive, and Pembroke was positioned for great year. The transition from Town Administrator to Town Manager was nearly complete. Then the COVID-19 pandemic hit and changed the world.

Coronavirus was devastating to municipal operations. All town projects were delayed. Town buildings, parks, and playgrounds were forced to close. Recreation, senior, and library programs were curtailed.

The Town had to make mid-year budget changes.

The annual Town Meeting was delayed until July 28th. Only essential articles were presented. The Town passed a \$64,022,153 general fund operating budget, a water enterprise budget of \$2,251,957, and a solid waste enterprise budget of \$2,125,573.

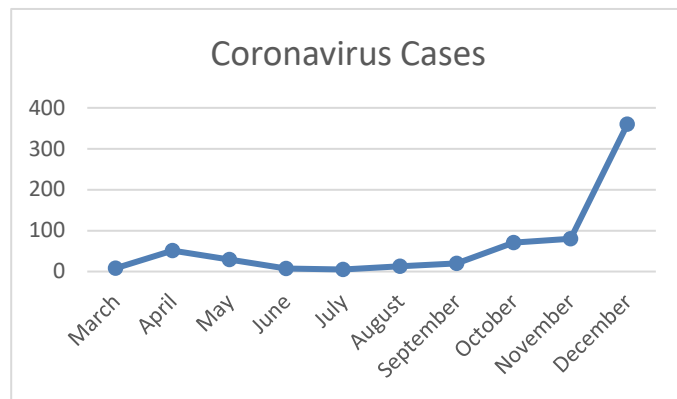
Town departments proved to be resilient quickly reacting to the coronavirus pandemic and moving operations to remote and socially distant service models;

- Building permits are now available online.
- Library services were adjusted to remote and curbside pickup.
- Senior services were provided remotely and via social distancing.
- The Recreation Department shifted its afterschool program to assist the remote learning model at the Pembroke Public Schools
- The Select Board voted to allow outdoor and curbside dining.
- Inspectional services (Municipal Inspections, Board of Health, and Fire Department) stepped up to approve the outdoor plans to ensure safe operations.
- Town Hall departments provided services via appointment.
- Boards and Committees moved their meetings to the Zoom platform. A special thank you to Assistant Town Manager Sabrina Chilcott and PAC TV for their work to make this happen.
- Our Fire and Police Departments continued to provide seamless service using covid protocols.
- DPW and Water continued to provide service with limited interruptions.

I would personally recognize all town employees for their dedication to the Town. I know how challenging this it has been. Thank you!!!

Coronavirus by the numbers.

Month	Count
March	8
April	51
May	29
June	7
July	5
August	13
September	20
October	71
November	80
December	360
	644



The numbers spiked early; in April we had 51 cases. Cases slid to five by July and climbed to 360 in December. In total Pembroke had 644 cases this year.

The route 36 paving project planning continued throughout 2020. Bids are expected in 2021. Construction to commence in 2022. Delayed projects at Town Landing, Mattakeesett Street Sports Complex and the Lage Preservation Property will also commence in the spring of 2021.

Cares funding played a major role in allowing the Town to afford pandemic response upgrades. The Town was allocated \$2,846,682.60 from Plymouth County cares funds. Thank you to the Plymouth County Commissioners, County Treasurer for their foresight when applying for the Cares funds and their management of the program.

Finally, my condolences to anyone who lost a friend or relative this year. It will get better.

Respectfully submitted,

William "Bill" Chenard

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: 158 Deaths: 169 Marriages: 66

The election landscape of 2020 could not have been predicted even with a crystal ball. The year started with the call for a special primary and election to fill the resignation of State Senator Vinny deMacedo. This resulted in our March 3rd Presidential Primary being coupled with the special State Primary, a first for Pembroke. Following the March 3rd primaries, the scheduled date for the Special General Election was March 31st, which would have worked well had the world not shut down in mid-March due to the Covid 19 pandemic. The date for the Special Election was changed to May 19th, and we promptly shifted our attention to compile a plan for holding a mandatory election in the most uncertain of times. Since a majority of our very valued election workers were in the group of compromised individuals due to their age, we turned to our younger demographics to help fill their void- and what a job they did. We truly could not have asked for a more cooperative, helpful, and informed group comprised mainly of young adults to assist us in our elections for 2020. The May 19th special election went off seamlessly, with crews on hand to sanitize the precincts after every voter.

The next scheduled events that were changed were the Annual Town Meeting and Annual Local Election. For the first time ever, our Town Meeting was held after our Town Election, with our Town Election being held June 20th, and the Town Meeting July 28th. The reduced quorum and rehearsed protocol from PEMA, the Board of Health, and the Town Moderator allowed our Town Meeting to be held in quick, concise manner to address necessary budgeting articles. Their efforts were appreciated not only by the Clerk's office, but the residents who participate in Town Meetings. There was absolutely no void of confidence going into the meeting that it would be anything but successful.

Following the Town Meeting, the Commonwealth of Massachusetts passed an election bill that allowed for voters to request a ballot by mail without any qualifying conditions and expanded the in person early voting; both processes on our end qualify as "voting early". While absentee ballots processes were in place, we were suddenly hit with a mountain of ballot requests and quickly implemented daily systems to address the volume.

With the help of experience election staff, the clerk's office processed 2789 early in person and early by mail ballots for the September 1st primary, and 7136 early in person and early by mail ballots for the November 3rd election. That means that for the September primary 59.72% of ballots were cast early, and for the November election 60.38% were cast early.

It is hard to convey in words the work that went in from the Clerk's office to prepare for these elections. Countless hours of logging ballots, fulfilling ballot requests, trying to assure voters the validity of the vote by mail process, all while juggling the difficulties presented by Covid, which was still as active in the fall elections as they were in the spring ones. Through all the struggles, we were able to successfully conduct all 6 elections without a hitch, with valued lessons learn.

As we end our very tumultuous year, we go into 2021 anticipating a hybrid of normalcy and life in a post pandemic world, with some new procedures from 2020 carrying on. The work of our office could not have possibly be fulfilled without the aid of the following:

- 1.) All our election workers, both new in 2020 and our returning crews. The Warden and Clerks, whose experience guides us through the long election day, the check in/check out attendees that faced the public with bravery amid pandemic for a transmittable disease, the ballot box attendees who watch over to ensure each voter's ballot is properly cast in the tabulation machines, and our Covid Cleaning Crews, who went behind every voter sanitizing any possible thing they may have touch.
- 2.) The members of PEMA, the Pembroke Health Agent Lisa Cullity and her staff, The Board of Health, and Moderator Stephen Dodge for working tirelessly on establishing a safe procedure for our Town Meeting. Their efforts allowed Pembroke to pass crucial budgeting articles to fund the Town until the next fiscal year.
- 3.) Cemetery foreman Christine Callahan and Animal Control Officer Lee Ann Meihl, both of whom we work with in their respective fields to carry out necessary duties of the Clerk's Office. We value the relationship and accessibilities offered when any issues arise.
- 4.) Angela and Sabrina in the Clerk's office, who offered their help during our many busy election seasons. They are a bedrock to the functioning of the Town of Pembroke, and not enough residents are aware of their importance.
- 5.) Town Manager Bill Chenard, who's support and professionalism was show at every turn.

Finally, I want to thank my assistant Andraea for her dedication to the Town of Pembroke, my sanity, and to the workings of Clerk's Office.

Respectfully Submitted,
Margaret Struzik
Town Clerk

REPORT OF THE TOWN CLERK POPULATION STATISTICS

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

TOWN OFFICERS AND COMMITTEES

<u>ELECTED OFFICIALS</u>		
<u>Moderator</u>		One Year Term
Stephen C. Dodge		Term Expires 2021
<u>Selectmen</u>		Three Year Term
Rebecca Coletta		Term Expires 2023
Tracy Marino		Term Expires 2023
John G. Brown, Jr.		Term Expires 2021
Daniel W. Trabucco		Term Expires 2021
Jessica M. Rushing		Term Expires 2022
<u>Assessor</u>		Three Year Term
Mary E. Quill		Term Expires 2021
Elaine Boidi		Term Expires 2022
Elizabeth Bates		Term Expires 2023
<u>Town Clerk</u>		Three Year Term
Margaret Struzik		Term Expires 2023
<u>Board of Health</u>		Three Year Term
Matthew Newman		Term Expires 2021
Thomas Driscoll		Term Expires 2022
Adam Gedutis		Term Expires 2023
<u>Housing Authority</u>		Five Year Term
Thomas Berry		Term Expires 2023
Carolyn Crossley		Term Expires 2024
Judith Parks		Term Expires 2025
Vacant	Resident's Appointee	No term limit
James Muscato	State Appointee	No term limit
<u>Library Trustees</u>		Three Year Term
Mary Beth Courtwright		Term Expires 2022
Sean Fitzpatrick		Term Expires 2022
Marilyn Dionne		Term Expires 2023
Jillian Taylor		Term Expires 2023
Larissa Curley		Term Expires 2021
Carol Watches		Term Expires 2021
<u>Planning Board</u>		Five Year Term
James Noone		Term Expires 2021
Daniel Taylor		Term Expires 2021
Stephen Roundtree		Term Expires 2022 (2021)
Andrew C. Wandell		Term Expires 2022
Heather Tremblay		Term Expires 2024 (2021)
Daniel Smith		Term Expires 2023
Alyssa Siciliano-Perry		Term Expires 2025

TOWN OFFICERS AND COMMITTEES

<u>Constable</u>		Three Year Term
Arthur Boyle, Jr.		Term Expires 2021
Gary Fine		Term Expires 2022
Jeanne Hickey		Term Expires 2023
<u>Pembroke School Committee</u>		Three Year Term
Lance Kennedy		Term Expires 2023 (2021)
James Agnew		Term Expires 2021
Michael A. Tropeano		Term Expires 2021
Susan Scholl		Term Expires 2022
David Boyle		Term Expires 2023
<u>D.P.W. Commissioners</u>		Three Year Term
Charles Cushing		Term Expires 2021
Paul Whitman		Term Expires 2022
Jason Federico		Term Expires 2023

TOWN OFFICERS AND COMMITTEES

<u>APPOINTED OFFICIALS</u>		
<u>Advisory Committee</u>	Estab. ATM, 1934	Joint Appt: 3 Years
John Scholl		Term Expires 2023
Stephen M. Walsh		Term Expires 2023
Sandra Beaton		Term Expires 2023
Matthew Norton		Term Expires 2021
Robert Kenney		Term Expires 2021
Kristianne Cullinane		Term Expires 2021
Linda Peterson		Term Expires 2022
Timothy Landy		Term Expires 2022
Matthew Rushing		Term Expires 2022
<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 2021
<u>Board of Assessors</u>		
Catherine Salmon, 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 2021
<u>Commission on Disabilities</u>	Estab. ATM, 1990	Three Year Term
Darren MacDonald		Term Expires 2023
Katherine Whitney		Term Expires 2023
Thomas Weinreich		Term Expires 2021
Andrew Freeman		Term Expires 2021
Michelle O'Connor		Term Expires 2021
Daniel Robinson		Term Expires 2022
Joyce Stephens		Term Expires 2022
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
Lisa Cullity	Selectmen's Appointee	Term Expires 2023
Daniel Pelletier	Selectmen's Appointee	Term Expires 2023
Carolyn Crossley	Housing Authority	Term Expires 2021
Paul Whitman	DPW Commission	Term Expires 2021
Corey Pento	Recreation Commission	Term Expires 2021
Andrew Wandell	Planning Board	Term Expires 2022
Stephen Hermann	Historical Commission	Term Expires 2022
Gino Fellini	Conservation Comm	Term Expires 2022
Ronald Boidi	Open Space Committee	Term Expires 2022
<u>Conservation Commission</u>	Estab. ATM, 1961	Three Year Term
Gino Fellini		Term Expires 2023
Arthur Egerton		Term Expires 2023
Richard Madden		Term Expires 2021
Mark Sotir		Term Expires 2021
Robert Clarke, Conservation Agent		Term Expires 2022
Ronald Boidi		Term Expires 2022
Sandy Gremlich		Term Expires 2022
<u>Council on Aging</u>	Estab. ATM, 1975	Three Year Term
Linda Osborne	(nine members 2018)	Term Expires 2023
John Melchin		Term Expires 2023
Marilyn Christmann		Term Expires 2023
Joseph Ryan		Term Expires 2021
Sue Ellen Hewitt		Term Expires 2021
James Kinkade		Term Expires 2021
Pamela Blades		Term Expires 2022
Karee Bohman		Term Expires 2022
Michele Campbell		Term Expires 2022
COA Associate Members:	Mary Lopes	
Ruth Ingalls	Linda Robbins Porazzo	Janet O' Melia
Gretchen Emmets, COA Director	John Sullivan	Rhonda Vickery
<u>Cultural Council</u>	May Serve 2 Terms	Three Year Term
Martha Scott	Second Term	Term Expires 2023
Lydia Hale	First Term	Term Expires 2021
Kyle Harney	Second Term	Term Expires 2021
Linda McCollum	Second Term	Term Expires 2022
Eugenie King	First Term	Term Expires 2022
Carol Watches	First Term	Term Expires 2023
Margaret Moll	First Term	Term Expires 2023
<u>Drainage Commission</u>	Estab. ATM, 1976	Joint Appt: 3 yrs
Vacant		Term Expires 2023
Paul Whitman		Term Expires 2023
Vacant		Term Expires 2021
Vacant		Term Expires 2022
Vacant		Term Expires 2022

TOWN OFFICERS AND COMMITTEES

<u>Emergency Management Co-Directors</u>		One Year Term
Wendy LaPierre		Term Expires 2021
Ken McCormick		Term Expires 2021
Lisa Cullity		Term Expires 2021
<u>Energy Committee</u>	Estab. BOS, 2007	No Term Limits
Nick Zechello, Jr.	Ann Marie Stanton	Richard Jones
Deborah Wall	Dick White	Lisa Karol
Bill Harmon	Donal Anderson	Sarah Fredrickson
<u>Fire Chief & Forest Warden</u>		
Ken McCormick, Fire Chief		
<u>Fiscal Planning/Management (Cash Management Comm)</u>	Estab. BOS, 1993	
School Superintendent	Erin Sullivan Obey	
School Committee Member	Susan Scholl	
School Committee Member	Michael Tropeano	
Town Treasurer/Collector	Kathleen McCarthy	
Town Accountant	Michael Buckley	
Chief Assessor	Catherine Salmon	
Assessor	Elizabeth Bates	
Selectman	Daniel W. Trabucco	
Selectman	John G. Brown, Jr.	
Selectwoman	Jessica M. Rushing	
Selectwoman	Rebecca Coletta	
Selectwoman	Tracy Marino	
Advisory Committee Member	Linda A. Peterson	
Advisory Committee Member	Stephen Walsh	
<u>Gas Inspector</u>		Three Year Term
Gary Young		Term Expires 2023
Ed Geswell, Alternate		Term Expires 2023
<u>GATRA</u>		No Term Limits
Joseph Ryan	Vacant, Alternate	
<u>Herring Fisheries Commission</u>	Estab. ATM, 1858	Three Year Term
Arthur Egerton		Term Expires 2023
Teresa Harling		Term Expires 2023
Robert McCarthy, Jr., alternate		Term Expires 2023
Gino Fellini		Term Expires 2021
Mark Amorello, Superintendent		Term Expires 2021
Aidan Maggiore, alternate		Term Expires 2021
Willard J. Boulter Jr.		Term Expires 2022
Rick Madden		Term Expires 2022
Robert McCarthy, Sr.		Term Expires 2022

TOWN OFFICERS AND COMMITTEES

<u>Historic District Commission</u>	Estab. ATM, 1974	Three Year Term
Laura DeYoung		Term Expires 2023
Linda Osborne		Term Expires 2023
Elizabeth Bates		Term Expires 2021
Kyle Harney		Term Expires 2021
Miles Prescott		Term Expires 2021
David Mallen		Term Expires 2022
Stephen Hermann		Term Expires 2022
<u>Insect Pest Control Supt.</u>		Three Year Term
Vacant		Term Expires 2022
<u>Inspector of Buildings/Zoning Enforcement Officer</u>		Three Year Term
George H. Verry		Term Expires 2023
<u>Inspector of Buildings, Alternates</u>		Three Year Term
Joseph S. Stack		Term Expires 2023
<u>MAPC Representative</u>		Three Year Term
Vacant		Term Expires 2022
Vacant, Alternate		Term Expires 2022
<u>MBTA Advisory Board</u>		One Year Term
William Cullity, Jr.		Term Expires 2021
<u>North River Commission</u>		Three Year Term
Willard J. Boulter, Jr., Rep.		Term Expires 2021
Gino Fellini, Alternate		Term Expires 2021
<u>Old Colony Elderly Services</u>		One Year Term
Gretchen Emmetts, Representative		Term Expires 2021
<u>Old Colony Planning Council</u>	Joined ATM, 1969	Three Year Term
Rebecca Coletta, Representative		Term Expires 2023
Daniel W. Trabucco, Alternate		Term Expires 2023
<u>Old Colony Planning Council Joint Transportation Committee</u>		Three Year Term
Eugene Fulmine, Jr., Representative		Term Expires 2023
<u>Open Space Committee</u>	Estab. ATM, 1996	No Term Limits
Michael McDonough	Denise Moraski	Robert Clarke, Jr.
Tracy Marino	Julie Slys	Debbie Schneider
Ronald Boidi, Conservation Liaison		
<u>Plumbing Inspector</u>		Three Year Term
Gary Young	Ed Geswell, Alternate	Term Expires 2023

TOWN OFFICERS AND COMMITTEES

<u>Plymouth County Advisory Board</u>		One Year Term
Rebecca Coletta		Term Expires 2021
<u>Police Department</u>		
Rick MacDonald, Police Chief (Int)		
<u>Recreation Commission</u>	Estab. ATM, 1961	Three Year Term
Ginger Comeau		Term Expires 2023
Timothy Folan		Term Expires 2023
Corey Pento		Term Expires 2023
Jennifer Skinner		Term Expires 2021
Nicole Pedro		Term Expires 2021
Eric Hurt		Term Expires 2021
Vacant		Term Expires 2022
Rachel Quinlan		Term Expires 2022
Bryan Phillips		Term Expires 2022
Susan Roche, Director		
<u>Recycling Committee</u>	Estab. ATM, 2010	Three Year Term
Carly Levy		Term Expires 2023
Kairyn Rainer		Term Expires 2023
Vacant		Term Expires 2023
Molly Rosen		Term Expires 2021
Meghan Watts		Term Expires 2021
Vacant		Term Expires 2022
Stephen Curley		Term Expires 2022
<u>Registrars, Board of</u>		Three Year Term
Mary Ann Smith		Term Expires 2023
Vacant		Term Expires 2021
Virginia Wandell		Term Expires 2022
<u>Sealer of Weights & Measures</u>		One Year Term
Joseph Suppa		Term Expires 2023
<u>S.S. Community Action Council</u>		Three Year Term
Linda Osborne, Selectmen's Rep		Term Expires 2022
<u>Town Accountant</u>		
J. Michael Buckley, Jr.		Contract until 2024
<u>Town Manager</u>		
William D. Chenard		Contract until 2023
<u>Town Clock Winder</u>		One Year Term
Robert Hynes		Term Expires 2021
<u>Town Collector/Treasurer</u>		
Kathleen McCarthy		

TOWN OFFICERS AND COMMITTEES

<u>Town Counsel</u>		One Year Term
Kopelman & Paige, P.C.		Term Expires 2021
<u>Town Landing Committee</u>	Estab. ATM, 1949	Three Year Term
Faith Byrne		Term Expires 2023
Marc Gallagher		Term Expires 2021
Emily Norman		Term Expires 2021
David R. Boyle		Term Expires 2022
Lisa Renee Spring		Term Expires 2022
Amy Hill, Town Landing Director		
<u>Town Memorial Committee</u>	Estab. ATM, 1987	No Term Limits
Linda Osborne, Chairman	Michael Hurney	Julie Caruso
Don Kernan, American Legion	Kathleen A. Keegan	Andy Pongratz
Mark Moneypenny	Gwen Chapman	David McPhillips
Anna Nicklas, American Legion Aux	Robin Kernan, Veterans Agent	
<u>Veterans' Agent</u>		One Year Term
David McPhillips		Term Expires 2021
<u>Veterans' Neglected Graves Officers</u>		One Year Term
Edward R. Bursaw		Term Expires 2021
Andrew Pongratz		Term Expires 2021
<u>Wage & Personnel Board</u>		Three Year Term
Vacant		Term Expires 2023
Vacant		Term Expires 2021
Vacant		Term Expires 2022
<u>Wiring Inspector</u>		Three Year Term
Nicholas Zechello		Term Expires 2023
Kenneth Twigg, Assistant/Alternate		Term Expires 2023
<u>Zoning Board of Bldg Law Appeals</u>		Three Year Term
Frederick C. Casavant, IV		Term Expires 2023
Christine Griffin		Term Expires 2021
James L. Gallagher, II		Term Expires 2022
Arthur P. Boyle, Jr., Alternate		Term Expires 2023
Michael Fay, Alternate		Term Expires 2021
John Grenier, Alternate		Term Expires 2022

PEMBROKE TOWN ELECTION June 20, 2020						
	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
MODERATOR	1 YEAR TERM		1 SEAT			
STEPHEN C. DODGE	249	280	264	235	198	1226
WRITE INS	2	0	1	2	3	8
BLANKS	44	45	45	42	42	218
TOTAL	295	325	310	279	243	1452
SELECTMEN	3 YEAR TERM		2 SEAT			
TRACY MARINO	165	192	202	173	153	885
STEPHEN CURLEY	141	140	130	130	108	649
REBECCA COLETTA	199	221	208	181	161	970
WRITE INS	1	3	0	1	0	5
BLANKS	84	94	80	73	64	395
TOTAL	590	650	620	558	486	2904
TOWN CLERK	3 YEAR TERM		1 SEAT			
MARGARET STRUZIK	247	273	273	229	204	1226
WRITE INS	4	0	2	2	3	11
BLANKS	44	52	35	48	36	215
TOTAL	295	325	310	279	243	1452
BOARD OF ASSESSORS	3 YEAR TERM		1 SEAT			
ELIZABETH BATES	218	244	246	204	177	1089
WRITE INS	1	2	4	1	1	9
BLANKS	76	79	60	74	65	354
TOTAL	295	325	310	279	243	1452
BOARD OF HEALTH	3 YEAR TERM		1 SEAT			
ADAM GEDUTIS	216	253	251	209	180	1109
WRITE INS	2	1	1	5	2	11
BLANKS	77	71	58	65	61	332
TOTAL	295	325	310	279	243	1452
HOUSING AUTHORITY	4 YEAR VACANCY		1 SEAT			
JUDY PARKS	10	18	15	21	12	76
WRITE INS	27	8	17	12	24	88
BLANKS	258	299	278	246	207	1288
TOTAL	295	325	310	279	243	1452
LIBRARY TRUSTEE	3 YEAR TERM		2 SEATS			
JILLIAN TAYLOR	20	55	26	37	36	174
MARILYN DIONNE	14	35	24	26	24	123
WRITE INS	20	14	20	30	14	98
BLANKS	536	546	550	465	412	2509
TOTAL	590	650	620	558	486	2904
PLANNING BOARD	5 YEAR TERM		1 SEAT			
ALYSHA S. PERRY	117	145	157	107	94	620
JOHN SCHOLL	117	135	108	118	115	593
WRITE INS	0	0	0	2	0	2
BLANKS	61	45	45	52	34	237
TOTAL	295	325	310	279	243	1452
CONSTABLE	3 YEAR TERM		1 SEAT			
JEAN HICKEY	156	171	146	127	139	739
PHILLIP REILLY	80	104	107	91	70	452
WRITE INS	3	0	2	3	0	8
BLANKS	56	50	55	58	34	253
TOTAL	295	325	310	279	243	1452

SCHOOL COMMITTEE		3 YEAR TERM 2 SEATS				
SUZANNE SCROGGINS	225	242	224	205	187	1083
DAVID BOYLE	197	233	227	203	170	1030
WRITE INS	6	1	2	4	7	20
BLANKS	162	174	167	146	122	771
TOTAL	590	650	620	558	486	2904
DPW COMMISSIONER		1 YEAR VACANCY 1 SEAT				
CHARLES CUSHING	5	8	6	15	5	39
THOMAS DRISCOTT	0	2	7	0	0	9
WRITE INS	16	14	20	22	10	82
BLANKS	274	301	277	242	228	1322
TOTAL	295	325	310	279	243	1452
DPW COMMISSIONER		3 YEAR TERM 1 SEAT				
JASON FEDERICO	222	251	233	197	173	1076
WRITE INS	7	3	6	5	6	27
BLANKS	66	71	71	77	64	349
TOTAL	295	325	310	279	243	1452



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF PEMBROKE
ANNUAL TOWN MEETING WARRANT
TUESDAY, July 28, 2020**

PLYMOUTH, ss.

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

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

**PEMBROKE HIGH SCHOOL
LEARNING LANE, PEMBROKE, MASSACHUSETTS
TUESDAY, THE TWENTY-EIGHT DAY OF JULY 2020
AT SEVEN O'CLOCK IN THE EVENING**

Then and there to act on the following: ARTICLES 1 – 15

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:00 P.M. at the Pembroke High School. Learning Lane Pembroke MA on July 28, 2020, pursuant to a warrant under the hands of the Selectmen Chair Daniel Trabucco, Vice-Chair Jessica Rushing., Clerk John Brown, Selectmen Rebecca Coletta. and Traci Marino. Checkers appointed by the Town Clerk were Issbella Toal, Haley Peck, Sara McKenna, Matt Newman Jr., Lauren Walsh and Sheila Landy who reported a state authorized 25% reduced Covid 19 quorum of 91 registered voters. Due to Covid Pandemic procedures additional staff required were Zoie Curtin, Charles Wright, Ben Hoare, Stacey Curtin and Stephanie Callanan. Tellers Sworn in were Karen Price and Virginia Wandell.

The scaled down meeting opened with Select Chair Dan Trubucco leading the Pledge of Allegiance. After a short opening talk the moderator asked for a moment of silence for all those suffering and in need during this time. Moderator Steve Dodge made note of retired Selectmen Willard Boulter and Arthur Boyle, retired Town Manager Edwin Thorn and welcomed newly elected Selectmen Rebecca Coletta and Traci Marino. Pembroke's new Town Manager Bill Chenard was also introduced to the body of the meeting.

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

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

Bill Chenard, Town Manager
Michael Buckley, Town Accountant
Cathleen Salmon, Chief Assessor
Gretchen Emmits, COA Director
Ken McCormick, Interim Fire Chief
Bridget Ricciarilli, EMT
Dillon Riley, EMT
Carolyn Murray, Town Attorney
Susan Moran, State Senator
Wheeler Cowperthwite, Patriot Ledger
Dave Antone, PAC TV
Keith Hughes, PAC TV
Julie Thompson, PAC TV
Brook Hoffman, Town Attorney
Tatyania Semyrog, Candidate for State Rep.

ARTICLE	ACTION	ARTICLE	ACTION
1	8	8	3*
2	3*	9	4
3	1	10	3*
4	3*	11	3*
5	3*	12	3*
6-1	5	13 A-D	6
6-2	5	14	2
7	3*	15	7

*CONSENT AGENDA: Housekeeping voted and passed as one article.

ARTICLE 1: ACTION 8:

To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2020 appropriations, and to authorize the below listed reductions in Fiscal Year 2020 appropriations, or take any other action relative thereto:

<u>To</u>		<u>From</u>
DPW – General Expenses	\$ 25,000	DPW – Wages & Salaries
DPW – General Expenses	\$ 127,122	Capital Fund
DPW Water – General Expenses	\$ 68,000	Water Surplus

MOVED BY Linda Peterson that the sum of \$ 229,622 is appropriated to supplement Fiscal Year 2020 appropriations and to fund these supplements that –\$127,122 be transferred from the Capital Fund, and \$102,500 be transferred from DPW Water Surplus to the account for DPW General Expenses;

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 2: ACTION 3: CONSENT AGENDA

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 in this warrant** and to raise and appropriate, transfer from available funds, , 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 2020 annual town meeting warrant and to raise and appropriate from taxation the sum of \$28,000 to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 3 of this meeting, such changes to take effect January 1, 2021.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3: ACTION 1:

To see if the Town will vote to raise and appropriate, and/or transfer from available funds in the Treasury, the sum of \$64,022,153 or a greater or lesser sum, as shown in **Appendix B in this warrant**, for the purpose of funding personal services and expenses for Town operations as may be necessary for the ensuing Fiscal Year commencing July 1, 2020; or take any other action relative thereto.

Move by Linda Peterson that the Town appropriate the sum of \$64,022,153 to fund the operating expenses of the Town for the Fiscal Year 2021 as listed under Appendix D of the 2020 annual town meeting warrant, column headed “2021 Town Manager”, and to fund this appropriation, raise and appropriate from taxation the sum of \$62,289,414 and transfer the following sums:

Free Cash	\$450,000
Ambulance Fund	\$795,168
Septic Betterment Program	\$93,36
Cemetery Funds	\$26,53
Recreation Revolving	\$11,000
Council on Aging Transportation Fund	\$105,000
School Construction Surplus	\$73,660
School Athletic Funds	\$87,875
Recreation Revolving	\$45,184
Wetlands Protection Fund	\$10,000
Regional ACO Reimbursement	\$34,960

SECONDED AND SO VOTED

MAJORITY

ARTICLE 4: ACTION 3: CONSENT AGENDA

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 in this warrant**, or take any other action relative thereto.

Moved by Kelly Seifert that the Town appropriate the sum of \$2,251,957 from water revenue to fund the FY21 Water Enterprise Fund as shown in Appendix C of the 2020 annual town meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 5: ARTICLE 3: Consent Agenda

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 in this warrant**, or take any other action relative thereto.

Moved by Kelly Seifert that the Town appropriate the sum of \$2,025,573 from Solid Waste Revenue and the sum of \$100,000 from Solid Waste Surplus to fund the FY21 Solid Waste Enterprise Fund as shown in Appendix D of the 2020 annual town meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 6-1: ACTION 5:

To see if the Town will raise and appropriate, transfer from the Water Enterprise Fund, the Stabilization Fund, or other available funds, or authorize borrowing or leasing, a sum or sums of money for capital projects and/or equipment in accordance with the following capital budget schedule, which is incorporated by reference herein, and further to authorize the Selectmen, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see recommended Capital Projects Requests below); further, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, or take any action in relation thereto.

<u>Department</u>	<u>Item/Project</u>	<u>Funding Request</u>	<u>Funding Mechanism</u>
Public Works	Route 36 Water Tie-Ins	\$ 1,800,000	Borrowing
Public Works	Water Filtration Plant Upgrades	\$ 500,000	Borrowing

Moved by Steve Walsh that the Town appropriates \$1,800,000 to pay costs of Route 36 Water Tie-Ins, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §8 or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and that while such bonds and notes shall be general obligations of the Town, debt service on such bonds and notes shall be paid in the first instance from Water Enterprise Fund revenues. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3rds MAJORITY

ARTICLE 6-2: ACTION 5:

To see if the Town will raise and appropriate, transfer from the Water Enterprise Fund, the Stabilization Fund, or other available funds, or authorize borrowing or leasing, a sum or sums of money for capital projects and/or equipment in accordance with the following capital budget schedule, which is incorporated by reference herein, and further to authorize the Selectmen, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see recommended Capital Projects Requests below); further, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, or take any action in relation thereto.

<u>Department</u>	<u>Item/Project</u>	<u>Funding Request</u>	<u>Funding Mechanism</u>
Public Works	Route 36 Water Tie-Ins	\$ 1,800,000	Borrowing
Public Works	Water Filtration Plant Upgrades	\$ 500,000	Borrowing

Move by Steve Walsh that the Town appropriates \$500,000 to pay costs of upgrades to the Water Filtration Plant, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer,

with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §8 or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and that while such bonds and notes shall be general obligations of the Town, debt service on such bonds and notes shall be paid in the first instance from Water Enterprise Fund revenues. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3RDS MAJORITY

ARTICLE 7: ACTION 3: CONSENT AGENDA

To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2021, with each item to be considered a separate appropriation:

From FY20 estimated revenues for Historic Resources Reserves	\$ 37,500
From FY20 estimated revenues for Community Housing Reserves	\$ 37,500
From FY20 estimated revenues for Open Space Reserves	\$ 37,500
From FY20 estimated revenues for Committee Administrative Expenses	\$ 18,750

Moved by Matthew Rushing that the Town appropriate and/or reserve from Community Preservation annual revenues the following amounts to be used for the Committee's administrative expenses, community preservation projects, and other expenses in Fiscal Year 2021: And further appropriate any remaining balance of funds as of the termination of the 2020 Annual Town Meeting from Community Preservation Fund FY21 Annual Revenues to the Annual Budgeted Reserve.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 8: ACTION 3: CONSENT AGENDA

To see if the Town will vote to set the FY2021 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	\$20,000
CONSERVATION 3	\$20,000
COUNCIL ON AGING 1	\$110,000
BOARD OF HEALTH	\$5,000

HISTORIC DISTRICT COMMISSION	\$3,000
RECREATION COMMISSION	\$50,000
COUNCIL ON AGING 2	\$20,000
POLICE DEPARTMENT	\$20,000
TOWN CLERK	\$20,000

Move that the Town authorize FY21 spending limits on the revolving accounts pursuant to Massachusetts General Laws, Chapter 44, Section 53E½ as printed in Article 8 of the Annual Town Meeting warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 9: ACTION 4:

To see if the Town will vote to borrow and appropriate the sum of \$200,000.00 for the purpose of continuing the program of financing the following water pollution abatement facility projects:

Moved by consent the town appropriates the sum of \$200,000.00 for the purpose of continuing the program of financing the following water pollution abatement facility projects: repair, replacement and/or upgrade of septic systems, pursuant to agreements with the Board of Health and residential property owners, including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; that in order to meet said appropriation the Treasurer with the approval of the Selectmen is authorized to borrow the sum of \$200,000.00 and issue bonds or notes therefor under G.L.C.111, Sec. 127B1/2 and/or Chapter 29C of the General Laws or any other enabling authority; that project and financing shall be repaid by the property owners, in accordance with those agreements, but such bonds or notes shall be general obligations of the Town; that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the trust and otherwise contract with the trust and the Department of Environmental Protection with respect to such loan and for any Federal or State Aid available for the projects or for the financing thereof; and that the Selectmen or other appropriate local body or official is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the projects and to take any action necessary to carry out the projects; further, any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3RDS MAJORITY

ARTICLE 10: ACTION 3: CONSENT AGENDA

To see if the Town will vote to authorize the Superintendent of Pembroke Public Schools, with the approval of the SELECTMEN to enter into Memorandum(a) of Understanding (“MOU”) with the Massachusetts Department of Children and Families, the Executive Office of Health and Human Services and the Department of Elementary and Secondary Education in order to obtain Federal Title IV-E reimbursement(s) for foster care transportation and to provide that payments for such foster care transportation under such MOU(s) may be made from such reimbursement(s) as a result of the foster care transportation being performed without appropriation of said reimbursement(s), pursuant to Massachusetts General Laws Chapter 44, Section 70, or take any other action relative thereto.

Moved by consent to authorize the to authorize the Superintendent of Pembroke Public Schools, with the approval of the Board of Selectmen, to enter into Memorandum(a) of Understanding (“MOU”) with the Massachusetts Department of Children and Families, the Executive Office of Health and Human Services and the Department of Elementary and

Secondary Education in order to obtain Federal Title IV-E reimbursement(s) for foster care transportation and to provide that payments for such foster care transportation under such MOU(s) may be made from such reimbursement(s) as a result of the foster care transportation being performed without appropriation of said reimbursement(s), pursuant to Massachusetts General Laws Chapter 44, Section 70.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 11: ACTION 3: CONSEN AGENDA

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 the Pembroke Police Union and Pembroke, Pembroke Police Superior Officers Association, or take any other action relative thereto.

Moved by consent that the Town vote to appropriate the sum of \$16,000 from taxation to fund the new collective bargaining agreement between the Town of Pembroke and Pembroke Police Superior Officers Association for the period from July 1, 2019 to June 30, 2020; and further to appropriate the sum of \$38,418 from taxation and \$73,000 from overlay surplus, to fund a new collective bargaining agreement between the Town of Pembroke and the Pembroke Police Union for the period from July 1, 2019 to June 30, 2020.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 12: ACTION 3: CONSENT AGENDA

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

Move by consent that the Town accept the reports of the Town Officers, Boards, Committees and Commissions.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 13 A-D: ACTION 6:

To see if the Town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for Fiscal Year 2021, and to see if the Town will vote to implement such recommendations by appropriating a sum or sums of money from the community preservation fund. Each recommendation is to be voted on individually.

Recommendation A: To appropriate the sum of \$80,000.00 from the Community Preservation undesignated reserve fund for the purpose of making accessibility improvements consistent with the Americans with Disabilities Act, thereby preserving and rehabilitating land for recreational use, and to the Town Landing beach and guardhouse, said monies to be expended under the direction of the Town Manager, or take any other action relative thereto.

Moved by Lisa Cullity that the Town appropriate the sum of \$80,000 from the Community Preservation Undesignated Reserve Fund and that said funds be used by the Town Manager for recreational purposes for the preservation and rehabilitation of Town Landing Beach and guardhouse by making accessibility improvements consistent with the Americans with Disabilities Act.

SECONDED AND SO VOTED

MAJORITY

Recommendation B: To appropriate the sum of \$30,000.00 from the Community Preservation undesignated reserve fund and that said funds be granted to the Town Manager for constructing and installing Americans with Disabilities Act accessible surfacing and new playground equipment at the Mattakeesett Street Playground, thereby rehabilitating and restoring land for recreational purposes, including all costs incidental and related thereto, or take any other action relative thereto.

Moved by Lisa Cullity that the Town appropriate the sum of \$30,000 from the Community Preservation Undesignated Reserve Fund and that said funds be used by the Town Manager for recreational purposes for the preservation and rehabilitation of the Mattakeesett Street Playground by constructing and installing Americans with Disabilities Act accessible surfacing and new playground equipment.

Recommendation C: To appropriate the sum of \$50,000.00 from the Community Preservation undesignated reserve fund, and that said funds be granted to the Town Manager to complete Phase I of the Veteran's Memorial Park project, thereby preserving and restoring land for recreational and historic purposes, including all costs incidental and related thereto, or take any other action relative thereto.

Moved by Lisa Cullity that the Town appropriate the sum of \$50,000 from the Community Preservation Undesignated Reserve Fund and that said funds be used by the Town Manager for recreational and historic purposes for the preservation and restoration of Veteran's Memorial Park in Phase One, including site preparation and improvement for installation of Americans with Disabilities Act accessible walkways.

Recommendation D: To appropriate the sum of \$500.00 from the Community Preservation undesignated reserve fund, and that said funds be granted to the Town Memorial Committee for replacement of the Veterans Marker at Grove and Mattakeesett Streets, for historical preservation purposes, including all costs incidental and related thereto, or take any other action relative thereto.

Moved by Lisa Cullity that the Town appropriate the sum of \$500 from the Community Preservation Undesignated Reserve Fund and that said funds be used by the Town Memorial Committee for historic preservation purposes for the replacement of the Veterans Marker at Grove and Mattakeesett Streets.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 14: ACTION 2: – CITIZEN'S PETITION ARTICLE: THE ARC OF THE SOUTH SHORE

The Arc of the South Shore requests \$2,500 from the Town of Pembroke for services provided to Pembroke residents with intellectual and developmental disabilities in Fiscal Year 2021. Support from the Town will allow The Arc to support, empower, and advocate for residents with disabilities, providing vital help, hope, and opportunity to them and their families.

A motion was made by Advisory Member Sandra Beaton to take no action on Article 14

SECONDED AND SO VOTED

MAJORITY

ARTICLE 15: ACTION 7: CITIZEN'S PETITION ARTICLE: S. S. COMMUNITY ACTION COUNCIL

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of Five Thousand Dollars (\$5,000) to South Shore Community Action Council, Inc. for services to low-income children, families, and elderly residents in the Town of Pembroke, or take any other action relative thereto.

Moved by Sandy Beaton to take no action on Article 15.

A motion was made by Virginia Wandell to change the above motion to read: Move that the town vote to appropriate the sum of Five Thousand Dollars (\$5000.00) from free cash to the South shore Community Action Council subject to the Board of Selectmen entering into an agreement for services.

SECONDED AND SO VOTED

MAJORITY

**WITH ALL BUSINESS COMPLETED THE TOWN MEETING WAS ADJOURNED BY THE
MODERATOR STEVE DODGE AT 8:06 P.M.**

APPENDIX A

Wage Classification Plan, Article 2

COMPENSATION SCHEDULES

ANNUAL SALARY SCHEDULE A

FULL TIME OFFICERS AND EMPLOYEES

EFFECTIVE JANUARY 1, 2021 THROUGH JUNE 30, 2021

<u>Title</u>	<u>SA</u>	<u>Minimum</u>	<u>Proposed Minimum</u>	<u>2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Maximum</u>	<u>Proposed Maximum</u>
Lieutenant (Fire) Captain (Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	541	552
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	411	419
Youth Services Librarian	SA-11	51,493	52,523	56,477	57,607	61,524	62,754
Assistant Librarian	SA-12	15,174	15,478	15,560	15,872	17,987	18,347
Associate Librarian II	SA-13	45,500	46,410	47,768	48,724	50,060	51,062
Associate Librarian I	SA-14	40,050	40,851	42,569	43,421	44,174	45,057
Coordinator/Dir. of Recreation	SA-15	56,615	57,748	59,814	61,010	62,801	64,057
Building Inspector/Zoning Agent	SA-16	67,672	69,026	70,566	71,977	72,329	73,775
Animal Control Officer	SA-18	43,669	44,542	48,084	49,046	51,015	52,036
Dir. of Planning & Comm. Dev.	SA-22	63,793	65,069	68,642	70,015	73,390	74,858
Library Director	SA-27	73,127	74,589	81,933	83,571	93,465	95,334
Health Agent	SA-28	64,198	65,482	66,178	67,502	69,668	71,062
Council on Aging Director	SA-29	54,705	55,799	57,441	58,590	60,314	61,520
Library Assistant Director	SA-31	51,213	52,237	55,309	56,415	60,356	61,563
Generalist Reference Librarian	SA-32	47,424	48,372	51,332	52,359	56,686	57,820

ANNUAL SALARY SCHEDULE B

APPOINTED PART TIME OFFICERS AND EMPLOYEES

EFFECTIVE JANUARY 1, 2021 THROUGH JUNE 30, 2021

<u>Title</u>	<u>Annual Salary</u>	<u>Proposed Annual Salary</u>
Conservation Agent Field Agent	34,903	35,601
Wiring Inspector	28,577	29,149
Veterans Agent	18,232	18,596
Plumbing Inspector	14,047	14,328
Gas Inspector	14,047	14,328
Animal Inspector	7,260	7,405
Summer Playground Director	7,103	7,245
Inspector of Weights & Measures	6,609	6,741
Assistant Wiring Inspector	5,388	5,496
Assist. Summer Playground Director	4,821	4,917
Herring Fisheries Superintendent	2,807	2,863
Civil Defense Director	2,807	2,863

APPENDIX A

Wage Classification Plan, Article 2

COMPENSATION SCHEDULES

HOURLY WAGE SCHEDULE C

FULL TIME/PART TIME EMPLOYEES

EFFECTIVE JANUARY 1, 2021 THROUGH JUNE 30, 2021

<u>Department</u>	<u>SC</u>	<u>Minimum</u>	<u>Proposed Minimum</u>	<u>2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Maximum</u>	<u>Proposed Maximum</u>
Matron	SC-1	25.07	25.57	27.66	28.21	31.31	31.94
Patrolman-Permanent Intermittent	SC-1	25.07	25.57	27.66	28.21	31.31	31.94
Patrolman-Special	SC-2	25.07	25.57	27.66	28.21	31.31	31.94
Summer Playground Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	12.84	13.10
After School Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	12.84	13.10
Basic Recycling Attendant	SC-3	n.a.	n.a.	n.a.	n.a.	12.84	13.10
Part Time Laborer	SC-4	19.07	19.45	20.28	20.69	21.57	22.01
Call Firefighter	SC-5	21.54	21.97	21.54	21.97	21.54	21.97
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	29.15	29.73
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	22.20	22.64
Custodians	SC-9	19.03	19.41	21.15	21.57	22.92	23.38
Election& Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	14.02	14.30
Senior Clerk	SC-11	18.11	18.48	19.29	19.68	20.49	20.90
Junior Clerk	SC-12	14.43	14.72	15.67	15.98	16.89	17.23
Typist-Part Time	SC-13	13.86	14.14	14.42	14.71	15.14	15.44
Maintenance Person (PT)	SC-13	13.86	14.14	14.42	14.71	15.14	15.44
Council on Aging Van Drivers	SC-13	15.88	16.20	16.48	16.81	17.16	17.50
Library Aide	SC-14	17.03	17.37	18.22	18.58	19.49	19.88
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	13.21	13.47
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	14.80	15.10
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	15.43	15.74
Summer Head Counselor (Rec)	SC-19					14.20	14.48
After School Head Counselor (Rec)	SC-19					14.20	14.48
Summer Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.49	16.82
After School Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.49	16.82
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	12.97	13.23
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	26.53	27.06
Dir., Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	19.30	19.69
Library Page	SC-24	12.47	12.72	12.97	13.23	13.76	14.04
Recycling Attendant	SC-25	13.13	13.39	13.66	13.93	14.47	14.76
Recycling Supervisor	SC-28	15.03	15.33	15.63	15.95	16.53	16.86
Principal Clerk	SC-29	18.24	18.61	19.31	19.70	20.43	20.84
Senior Aide - Council on Aging	SC-29	18.24	18.61	19.31	19.70	20.43	20.84
Conservation Comm. Admin. Agent	SC-30	22.06	22.50	23.19	23.65	24.29	24.78

APPENDIX A

Wage Classification Plan, Article 2

COMPENSATION SCHEDULES

ANNUAL SALARY SCHEDULE D

ELECTED FULL TIME/PART TIME OFFICIALS

EFFECTIVE JANUARY 1, 2021 THROUGH JUNE 30, 2021

<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	88,080	89,842

APPENDIX B
Operating Budget, Article 3

TOWN OF PEMBROKE
FISCAL YEAR 2021 RECOMMENDED BUDGET

	2019 Budget	2020 Budget	2021 Request	2021 Town Manager
Moderator				
Wages & Salaries-Elected	100	100	100	100
Totals	100	100	100	100
Board of Selectmen				
Wages & Salaries-Elected	9,000	9,000	9,000	9,000
Wages & Salaries	160,242	163,476	167,975	147,787
General Expenses	13,450	10,000	10,400	10,400
Purchase of Services	134,465	124,465	130,100	100,100
Totals	317,157	306,941	317,475	267,287
Town Manager				
Wages & Salaries	144,291	147,483	150,000	154,900
General Expenses	3,750	2,800	2,750	3,150
Totals	148,041	150,283	152,750	158,050
Legal				
Purchase of Services	115,000	115,000	115,000	110,000
Totals	115,000	115,000	115,000	110,000
Advisory Committee				
Wages & Salaries	6,973	7,112	7,112	5,000
General Expenses	581	545	545	545
Reserve Fund	50,000	50,000	65,000	25,000
Totals	57,554	57,657	72,657	30,545
Town Accountant				
Wages & Salaries	127,211	137,282	151,707	141,522
General Expenses	51,800	51,800	51,800	39,800
Totals	179,011	189,082	203,507	181,322
Board of Assessors				
Wages & Salaries-Elected	5,400	5,400	5,400	5,400
Wages & Salaries	250,948	258,834	268,579	258,833
General Expenses	37,150	37,500	37,500	37,500
Totals	293,498	301,734	311,479	301,733
Treasurer/Collector				
Wages & Salaries	361,466	361,795	394,524	367,224
General Expenses	79,885	79,185	79,885	72,800
Totals	441,351	440,980	474,409	440,024
Data Processing				
Wages & Salaries	0	0	125,000	0
General Expenses	64,475	58,075	69,000	69,000
Totals	64,475	58,075	194,000	69,000

APPENDIX B
Operating Budget, Article 3

TOWN OF PEMBROKE
FISCAL YEAR 2021 RECOMMENDED BUDGET

	2019 Budget	2020 Budget	2021 Request	2021 Town Manager
Town Clerk				
Wages & Salaries-Elected	86,353	88,080	88,080	88,961
Wages & Salaries	50,399	51,443	54,888	51,882
General Expenses	12,320	12,320	12,320	11,440
Totals	149,072	151,843	155,288	152,283
Elections				
Wages & Salaries	50,000	15,000	48,000	48,000
General Expenses	23,000	13,000	13,000	13,000
Totals	73,000	28,000	61,000	61,000
Registrations				
Wages & Salaries	7,600	7,600	7,600	7,600
General Expenses	8,700	8,700	8,700	8,700
Totals	16,300	16,300	16,300	16,300
Conservation Commission				
General Expenses	935	910	900	900
Totals	935	910	900	900
Planning Board				
Wages & Salaries	50,082	50,320	52,573	0
General Expenses	2,240	1,840	1,750	2,750
Totals	52,322	52,160	54,323	2,750
Zoning Board of Appeals				
Wages & Salaries	0	0	12,074	0
General Expenses	2,600	2,300	2,300	2,300
Totals	2,600	2,300	14,374	2,300
Town Building Maintenance				
Wages & Salaries	91,060	188,687	195,342	146,628
General Expenses	108,742	95,442	95,392	95,392
Totals	199,802	284,129	290,734	242,020
Police Department				
Wages & Salaries	3,645,056	3,645,343	3,996,297	3,769,394
General Expenses	287,902	263,607	371,610	288,610
Totals	3,932,958	3,908,950	4,367,907	4,058,004
Fire Department				
Wages & Salaries	3,207,316	3,327,457	3,346,823	3,262,095
General Expenses	156,000	143,000	143,000	143,000
Totals	3,363,316	3,470,457	3,489,823	3,405,095
Department of Inspectional Services				
Wages & Salaries	417,027	417,956	407,387	438,987
Totals	417,027	417,956	407,387	438,987

APPENDIX B
Operating Budget, Article 3

TOWN OF PEMBROKE
FISCAL YEAR 2021 RECOMMENDED BUDGET

	2019 Budget	2020 Budget	2021 Request	2021 Town Manager
Building Department				
Wages & Salaries	0	0	0	0
General Expenses	12,400	12,400	12,200	12,200
Totals	12,400	12,400	12,200	12,200
Emergency Management				
Wages & Salaries	2,753	2,808	4,212	4,212
General Expenses	9,511	9,511	8,023	8,023
Totals	12,264	12,319	12,235	12,235
Animal Control Officer				
Wages & Salaries	52,490	53,520	32,745	48,084
General Expenses	6,750	5,550	6,650	9,550
Totals	59,240	59,070	39,395	57,634
Pembroke Public Schools				
Pembroke Public Schools	33,259,352	34,108,229	34,790,394	34,300,000
Totals	33,259,352	34,108,229	34,790,394	34,300,000
Department of Public Works				
Wages & Salaries	942,032	944,872	947,340	943,192
General Expenses	262,788	250,788	250,788	248,432
Pavement Management	25,000	0	0	0
Snow & Ice	125,000	150,000	175,000	150,000
Totals	1,354,820	1,345,660	1,373,128	1,341,624
Town Wide Utilities				
General Expenses	223,277	194,077	206,127	194,077
Totals	223,277	194,077	206,127	194,077
Board of Health				
General Expenses	27,610	23,950	23,800	23,800
Totals	27,610	23,950	23,800	23,800
Council on Aging				
Wages & Salaries	193,299	183,802	212,325	164,109
General Expenses	44,733	44,733	43,342	43,342
Senior Tax Program	5,000	5,000	5,000	3,000
Totals	243,032	233,535	260,667	210,451
Veterans' Services				
Wages & Salaries	72,560	74,002	74,002	74,002
General Expenses	2,100	1,900	1,900	1,900
Benefits & Medical	150,000	100,000	100,000	115,000
Totals	224,660	175,902	175,902	190,902

APPENDIX B
Operating Budget, Article 3

TOWN OF PEMBROKE
FISCAL YEAR 2021 RECOMMENDED BUDGET

	2019 Budget	2020 Budget	2021 Request	2021 Town Manager
Commission on Disabilities				
General Expenses	705	620	600	500
Totals	705	620	600	500
Library				
Wages & Salaries	575,775	582,680	579,465	579,330
General Expenses	59,800	59,800	61,180	59,800
Books	90,000	90,000	95,000	90,000
Totals	725,575	732,480	735,645	729,130
Lydia Drake Library				
General Expenses	5,000	5,000	5,000	4,500
Totals	5,000	5,000	5,000	4,500
Recreation Commission				
Wages & Salaries	97,924	112,634	111,204	110,073
General Expenses	12,080	12,080	12,080	9,720
Totals	110,004	124,714	123,284	119,793
Community Center				
Wages & Salaries	47,850	0	0	0
General Expenses	49,806	43,136	43,668	42,636
Totals	97,656	43,136	43,668	42,636
Herring Fisheries				
General Expenses	1,800	1,800	1,800	1,600
Totals	1,800	1,800	1,800	1,600
Town Landing				
Wages & Salaries	44,974	42,000	42,000	32,000
General Expenses	1,600	1,600	1,600	1,510
Totals	46,574	43,600	43,600	33,510
Town Clock Winder				
Wages & Salaries	1,517	1,517	1,517	1,517
Totals	1,517	1,517	1,517	1,517
Town Memorial Committee				
General Expenses	5,910	5,000	5,000	4,000
Totals	5,910	5,000	5,000	4,000
Plymouth County Cooperative				
General Expenses	107	107	107	107
Totals	107	107	107	107
Historical Commission				
General Expenses	2,000	2,000	2,000	1,000
Totals	2,000	2,000	2,000	1,000

APPENDIX B
Operating Budget, Article 3

TOWN OF PEMBROKE
FISCAL YEAR 2021 RECOMMENDED BUDGET

	2019 Budget	2020 Budget	2021 Request	2021 Town Manager
Maturing Debt Principal				
General Expenses	843,502	932,019	948,079	868,079
Totals	843,502	932,019	948,079	868,079
Maturing Debt Interest				
General Expenses	208,201	287,089	229,432	225,432
Totals	208,201	287,089	229,432	225,432
Maturing Debt Principal - Excluded				
General Expenses	1,555,000	1,489,331	1,485,000	1,485,000
Totals	1,555,000	1,489,331	1,485,000	1,485,000
Maturing Debt Interest - Excluded				
General Expenses	581,875	493,506	424,751	424,751
Totals	581,875	493,506	424,751	424,751
Short Term Interest				
General Expenses	45,500	45,500	45,500	27,000
Totals	45,500	45,500	45,500	27,000
Plymouth County Retirement				
General Expenses	3,252,447	3,370,446	3,694,988	3,699,885
Totals	3,252,447	3,370,446	3,694,988	3,699,885
Unemployment Compensation				
General Expenses	100,000	150,000	127,500	150,000
Totals	100,000	150,000	127,500	150,000
Group Health Insurance				
General Expenses	8,694,543	8,699,639	8,998,205	8,691,840
Totals	8,694,543	8,699,639	8,998,205	8,691,840
Group Life Insurance				
General Expenses	20,000	20,000	20,000	20,000
Totals	20,000	20,000	20,000	20,000
Medicare Tax				
General Expenses	525,000	551,250	565,000	551,250
Totals	525,000	551,250	565,000	551,250
Property & Liability Insurance				
General Expenses	718,500	670,000	660,000	660,000
Totals	718,500	670,000	660,000	660,000
Grand Total	\$62,781,590	\$63,786,753	\$65,753,937	\$64,022,153

APPENDIX C

Water Budget, Article 4

WATER	FISCAL 2019 BUDGET	FISCAL 2020 BUDGET	FISCAL 2021 REQUEST
Salaries	622,536	650,739	724,335
Expenses	626,179	632,259	612,031
Debt Service	571,002	618,289	670,591
Capital	210,000	195,000	245,000
Total Cost Water	2,029,717	2,096,287	2,251,957

APPENDIX D

Solid Waste Budget, Article 5

SOLID WASTE	FISCAL 2019 BUDGET	FISCAL 2020 BUDGET	FISCAL 2021 REQUEST
Salaries	83,782	83,510	79,554
Expenses	1,581,456	1,584,853	1,812,221
Debt Service	260,395	254,005	233,798
Total Cost Solid Waste	1,925,633	1,922,368	2,125,573

**TOWN OF PEMBROKE
STATE AND PRESIDENTIAL ELECTION
NOVEMBER 3, 2020**

	PREC 1. PREC 2 PREC 3 PREC 4 PREC 5					
PRESIDENTIAL	VOTE FOR ONE					
BIDEN - HARRIS	1329	1145	1244	1238	1218	6174
HAWKINS - WALKER	16	11	20	16	10	73
JORGENSEN - COHEN	38	27	42	36	24	167
TRUMP - PENCE	1135	1021	1029	1083	995	5263
WRITE INS	16	11	17	17	15	76
BLANKS	13	14	16	9	13	65
TOTAL	2547	2229	2368	2399	2275	11818
SENATOR IN CONGRESS	VOTE FOR ONE					
EDWARD J MARKEY	1318	1126	1249	1206	1212	6111
KEVIN O'CONNOR	1161	1051	1047	1112	997	5368
SHIVA AYYADURI	1	2	3	1	1	8
WRITE INS	13	6	26	20	15	80
BLANKS	54	44	43	60	50	251
TOTAL	2547	2229	2368	2399	2275	11818
REPRESENTATIVE 9TH DISTRICT	VOTE FOR ONE					
BILL KEATING	1384	1190	1307	1304	1275	6460
HELEN BRADY	1008	903	915	953	881	4660
MICHAEL MANLEY	46	44	57	45	33	225
WRITE INS	4	0	2	5	1	12
BLANKS	105	92	87	92	85	461
TOTAL	2547	2229	2368	2399	2275	11818
COUNCILLOR 1ST DISTRICT	VOTE FOR ONE					
JOSEPH C. FERREIRA	1700	1436	1632	1640	1536	7944
WRITE INS	35	43	56	48	30	212
BLANKS	812	750	680	711	709	3662
TOTAL	2547	2229	2368	2399	2275	11818
SENATOR PLYMOUTH - BARNSTABLE	VOTE FOR ONE					
SUSAN LYNN MORAN	1268	1111	1233	1212	1198	6022
JAMES R. MCMAHON, III	1123	975	1005	1061	957	5121
WRITE INS	3	0	6	2	0	11
BLANKS	153	143	124	124	120	664
TOTAL	2547	2229	2368	2399	2275	11818
REPRESENTATIVE 6TH DISTRICT	VOTE FOR ONE					
JOSHUA CUTLER	1415	1226	1342	1295	1294	6572
TATYANA MEDVEDEV SEMYROG	1065	941	974	1043	924	4947
WRITE INS	4	0	1	5	3	13
BLANKS	63	62	51	56	54	286
TOTAL	2547	2229	2368	2399	2275	11818
REGISTER OF PROBATE PLYM COUNTY	VOTE FOR ONE					
MATTHEW J. MCDONNOUGH	1711	1459	1629	1652	1550	8001
WRITE INS	28	39	45	45	24	181
BLANKS	808	731	694	702	701	3636
TOTAL	2547	2229	2368	2399	2275	11818

PLYMOUTH COUNTY COMMISSIONER		VOTE FOR TWO				
GREGORY M. HANLEY	1179	1033	1070	1128	1082	5492
JOHN PATRICK ROIRDAN	720	571	669	704	662	3326
JARED L. VALANZOLA	972	864	918	909	859	4522
WRITE INS	3	9	4	10	3	29
BLANKS	2220	1981	2075	2047	1944	10267
TOTAL	5094	4458	4736	4798	4550	23636
TREASURER PLYMOUTH COUNTY		Vote for One				
THOMAS J. O'BRIEN	1400	1224	1330	1388	1327	6669
CARINA LEEZA MOMPELAS	897	802	820	801	759	4079
WRITE INS	3	0	4	8	1	16
BLANKS	247	203	214	202	188	1054
TOTAL	2547	2229	2368	2399	2275	11818
QUESTION #1 RIGHT TO REPAIR		VOTE FOR ONE				
YES	1886	1613	1769	1791	1697	8756
NO	592	549	548	545	518	2752
BLANKS	69	67	51	63	60	310
TOTAL	2547	2229	2368	2399	2275	11818
QUESTION #2 RANK VOTING		Vote for One				
YES	800	626	724	727	704	3581
NO	1616	1504	1548	1606	1481	7755
BLANKS	131	99	96	66	90	482
TOTAL	2547	2229	2368	2399	2275	11818

ANNUAL REPORT OF THE BOARD OF REGISTRARS

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

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

We would like to remind all residents that State Law requires a census to be mailed to each residence in town. We ask that you promptly respond as failure to do so may result in removal from the voting list.

Anyone wishing to register to vote may do so at the Town Clerk's Office during regular business hours and at special evening registration sessions that will be posted.

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

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

Precinct	Active	Non-Voter	Total
1	3031	954	3985
2	2793	951	3744
3	2911	932	3843
4	2908	1070	3978
5	2785	960	3745
Total	14428	4867	19295

Respectfully Submitted,

Margaret Struzik, Town Clerk
Virginia Wandell, Chairman
Stephanie Callanan, Registrar
Mary Ann Smith, Registrar

Town of Pembroke
FY 20 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 deliver a balanced budget at the Annual Town Meeting for the coming fiscal year. The committee is mandated to evaluate and make recommendations on each article submitted whether favorable or not favorable. With the implementation of the Town Manager Act, the budget process was changed. Due to the pandemic Town Meeting was delayed until July with a streamlined number of articles and citizen petitions. With the requirements surrounding the pandemic due to capacity limits, no public hearings were held prior to Town Meeting. All town meetings were virtual via ZOOM with only call-in available for the voters. The year's fiscal budget was **\$63,796,546.**

Listed below are the supplemental transfers made from the reserve fund this year.

Fiscal Year 2020 Reserve Fund Appropriation (as provided by the Town Accountant)

<u>Date</u>	<u>Amount</u>	<u>Department</u>	<u>Purpose</u>
09/16/19	2,397.00	Recreation	Vacation Buyback
09/16/19	938.80	Town Buildings	Vacation Buyback
11/18/19	2,664.68	Town Accountant	Vacation Buyback
01/06/20	4,987.50	Library	Purchase of Services
02/10/20	3,036.64	Selectmen	Vacation Buyback
06/30/20	1,845.00	Town Clerk	Wages & Salaries
06/30/20	18,493.00	Elections	Wages & Salaries
06/30/20	8,465.00	Elections	General Expenses
Transfers	\$42,827.62		
Budget	\$50,000.00		
Balance	\$7,172.38		

Respectfully submitted:

Linda A. Peterson, Chairman; Stephen Walsh, Clerk; Members; Matthew Norton, Elizabeth Monks (resigned-11/19), Maria Karas (resigned-6/20), Kelly Seifert, Matthew Rushing, Patrick Chilcott, Sandra Beaton, Tim Landy

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
Elizabeth A. Bates, MAA, Member
Elaine Boidi, MAA, Member,

Catherine M. Salmon, MAA, holds the position of Chief Assessor/Appraiser.
The office staff consists of Jeanne M. Gigliotti, MAA, Assistant Assessor, Casey Driscoll, Full-time Data Lister, Lauren Grady, Principal Clerk.

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,
- as well as a cyclical recollection of various neighborhoods in town to ensure that all properties are recollected over a period of time.

Our inspection process was hampered this past year due to the Covid-19 pandemic. We are doing all that we can to ensure the safety of property owners as well as our employees while at the same time continuing to fulfill our responsibility of maintaining accurate data. We will continue to assess the pandemic situation and adjust our collection processes accordingly.

We wish to thank all of the Pembroke property owners who have cooperated with our staff as we strive to collect accurate information.

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

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

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2021 assessments on all real estate properties. The [property database](#) can be accessed for viewing through the town's website. Go to www.pembroke-ma.gov, click on "Departments" and then click on "Assessors Office". Click the ASSESSMENT DATA link. In addition, the [Assessor's Maps](#) are now available online. Go to www.pembroke-ma.gov, click on "Town Departments" and then click on "Assessors Office". Click the ASSESSORS MAPS ONLINE link.

TAX RATE RECAPITULATION

Total amount to be raised

Town meeting appropriation, state & county costs.....\$71,528,808

Less total receipts

From state, local receipts

(permits, auto excise tax,

free cash, etc.)\$27,208,642

Levy – amount to be raised by taxation.....\$44,320,166

Divided by: Total valuation of Town.....\$3,039,791,884

Equals – tax rate.....\$14.58

Respectfully submitted:

BOARD OF ASSESSORS

Mary E. Quill, MAA, Chair,

Elizabeth A. Bates, MAA, Member,

Elaine Boidi, MAA, Member

REPORT OF THE TOWN ACCOUNTANT

To the Honorable Select Board 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 2020.

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, 2020										
	Governmental Fund Types				Proprietary Funds	Fiduciary Fund Types	Account Groups	Totals		
	General	Special Revenue	Capital Projects		Enterprise	Trust and Agency	Long Term Debt	(Memorandum Only)		
ASSETS										
Cash and cash equivalents	4,923,776	4,803,947	1,244,737		1,105,548	5,710,017			17,788,025	
Receivables:										
Personal Property Taxes	16,271								16,271	
Real Estate Taxes	289,667								289,667	
Deferred Taxes	114,635								114,635	
Allowance for Abatements and Exemptions	(356,108)								(356,108)	
Tax Liens	498,475				31,829				530,304	
Tax Foreclosures	1,453								1,453	
Motor Vehicle Excise Tax	289,932								289,932	
Departmental Charges		762,139			387,705				1,149,844	
Due To/From Other Funds		5,389							5,389	
Due From Other Governments	1,150,452								1,150,452	
Amounts to be Provided - Payment of Bonds									23,040,108	
Amounts to be Provided - Payment of Notes			410,000						410,000	
Amounts to be Provided - Authorized & Unissued Debt									-	
Total Assets	6,928,554	5,571,475	1,654,737		1,525,082	5,710,017	23,040,108		44,429,973	
LIABILITIES AND FUND EQUITY										
Warrants Payable	1,122,272								1,122,272	
Deferred Revenue	854,326	767,528			419,534				2,041,388	
Accrued Payroll and Withholdings						283,009			283,009	
Other Liabilities						781,456			781,456	
Bonds Payable							23,040,108		23,040,108	
Bonds Authorized & Unissued									-	
Notes Payable			410,000						410,000	
Total Liabilities	1,976,598	767,528	410,000		419,534	1,064,465	23,040,108		27,678,233	
Reserved for Encumbrances	2,581,063				131,515				2,712,578	
Reserved for Expenditures	528,000				100,000				628,000	
Reserved for Continuing Appropriations	541,364	301,199	1,244,737		731,801				2,819,101	
Reserved for Snow and Ice Deficit	-								-	
Reserved Fund Balance	1,301,529	4,502,748			142,232	4,645,552			9,148,300	
Undesignated Fund Balance	4,951,956	4,803,947	1,244,737		1,105,548	4,645,552	-		1,443,761	
Total Fund Equity									16,751,740	
Total Liabilities and Fund Equity	6,928,554	5,571,475	1,654,737		1,525,082	5,710,017	23,040,108		44,429,973	

General Fund Summary		
Revenue, Expenditures and Change to Fund Equity		
Fiscal Year Ending June 30, 2020		
Revenue		Totals
Real Estate Tax	41,824,024	
Unrestricted State Aid	15,791,081	
Motor Vehicle Excise Tax	2,901,760	
Personal Property Tax	598,940	
Licenses and Permits	511,358	
Rentals	347,585	
Local Meals Tax	331,483	
Interest on Investments	173,488	
Penalties and Interest	171,745	
Tax Liens and Deferrals	148,903	
Medicaid Reimbursements	89,656	
Departmental Revenue	79,308	
Charges for Services	67,249	
Miscellaneous Revenue	34,900	
Cemetery Revenue	30,805	
In Lieu of Taxes	24,044	
Fines and Forfeitures	19,132	
School Department	2,047	
Total Revenue		\$63,147,508
Expenditures		
Education	33,846,392	
Insurances and Other	12,741,472	
Public Safety	7,904,405	
Debt Service	3,201,892	
General Government	2,421,059	
Public Works	1,752,617	
Intergovernmental Assessments	1,172,646	
Culture and Recreation	929,942	
Health & Human Services	397,156	
Total Expenditures		\$64,367,581
Total Excess (Deficiency) of Revenues over Expenditures		(1,220,073)
Transfers & Other Financing Sources (Uses)		
Transfer From Other Funds		2,597,204
Transfer To Stabilization Fund		(25,000)
Transfer To OPEB Fund		(100,000)
Transfer To Self Insurance Funds		(290,000)
Transfer To Other Funds		
Total Transfers & Other Financing Sources & Uses		\$2,182,204
Fund Equity		
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)		962,131
FY2019 Fund Equity		3,989,825
FY2020 Fund Equity		\$4,951,956

Statement of Appropriations and Expenditures Year Ending June 30, 2020

		Beginning			Total			To
		Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
<i>Moderator</i>								
	Elected Officials	0.00	100.00	0.00	100.00	0.00	0.00	100.00
		0.00	100.00	0.00	100.00	0.00	0.00	100.00
<i>Selectmen</i>								
	Elected Officials	0.00	9,000.00	0.00	9,000.00	7,500.00	0.00	1,500.00
	Wages & Salaries	0.00	163,476.00	3,036.64	166,512.64	151,946.24	0.00	14,566.40
	General Expenses	0.00	10,000.00	0.00	10,000.00	9,818.37		181.63
	Audit Expenses	0.00	41,500.00	0.00	41,500.00	47,650.00	0.00	-6,150.00
	Town Manager Search	0.00	15,000.00	0.00	15,000.00	13,175.00	0.00	1,825.00
	Pond Treatment	0.00	67,965.00	0.00	67,965.00	31,299.03	20,040.97	16,625.00
	S.S. Community Action	0.00	5,000.00	0.00	5,000.00	0.00	5,000.00	0.00
	Pembroke Fireworks	0.00	7,000.00	0.00	7,000.00	7,000.00	0.00	0.00
	Community Center Design	0.00	61,000.00	0.00	61,000.00	55,060.00	5,940.00	0.00
	Mass Works Grant Match	0.00	15,000.00	0.00	15,000.00		15,000.00	0.00
	Herring Park Culvert	0.00	87,000.00	0.00	87,000.00	50,379.00	36,621.00	0.00
	Town Celebrations	17,371.00	0.00	0.00	17,371.00	0.00	17,371.00	0.00
	Watershed Association	2,167.33	0.00	0.00	2,167.33	956.16	1,211.17	0.00
	Washington St. Property	15,050.00	0.00	0.00	15,050.00	4,500.00	0.00	10,550.00
	Animal Pound	12,500.00	0.00	0.00	12,500.00	3,316.62	0.00	9,183.38
	Oldham Pond	7,640.00	0.00	0.00	7,640.00	7,640.00	0.00	0.00
	Furnace Pond	225.00	0.00	0.00	225.00	0.00	0.00	225.00
	Encumbrances	14,455.15	0.00	0.00	14,455.15	13,906.38	0.00	548.77
		69,408.48	481,941.00	3,036.64	554,386.12	404,146.80	101,184.14	49,055.18
<i>Town Manager</i>								
	Wages & Salaries	0.00	147,483.00	0.00	147,483.00	145,435.40	0.00	2,047.60
	General Expenses	0.00	2,800.00	0.00	2,800.00	1,566.00	0.00	1,234.00
		0.00	150,283.00	0.00	150,283.00	147,001.40	0.00	3,281.60
<i>Advisory Committee</i>								
	Wages & Salaries	0.00	7,112.00	0.00	7,112.00	4,200.45	204.90	2,706.65
	General Expenses	0.00	545.00	0.00	545.00	245.00	0.00	300.00
	Reserve Fund	0.00	50,000.00	-42,827.62	7,172.38	0.00	0.00	7,172.38
		0.00	57,657.00	-42,827.62	14,829.38	4,445.45	204.90	10,179.03
<i>Town Accountant</i>								
	Wages & Salaries	0.00	137,282.00	2,664.68	139,946.68	139,945.76	0.00	0.92
	General Expenses	0.00	51,800.00	0.00	51,800.00	50,395.89	0.00	1,404.11
	Non Union COLA	0.00	9,763.00	0.00	9,763.00	0.00	0.00	9,763.00
	Buyback Fund	216,775.94	125,000.00	0.00	341,775.94	208,504.28	133,271.66	0.00
	Accounting System	148,464.00	0.00	0.00	148,464.00	17,818.58	100,000.18	30,645.24
	OPEB Trust Fund	0.00	100,000.00	-100,000.00	0.00	0.00	0.00	0.00
	Stabilization Fund	0.00	25,000.00	-25,000.00	0.00	0.00	0.00	0.00
	Special Injury Fund	0.00	25,000.00	-25,000.00	0.00	0.00	0.00	0.00
	Workers Comp Fund	0.00	25,000.00	-25,000.00	0.00	0.00	0.00	0.00
	Encumbered Expenses	20,311.88	0.00	0.00	20,311.88	20,311.88	0.00	0.00
		385,551.82	498,845.00	-172,335.32	712,061.50	436,976.39	233,271.84	41,813.27
<i>Board of Assessors</i>								
	Elected Officials	0.00	5,400.00	0.00	5,400.00	4,950.00	0.00	450.00
	Wages & Salaries	0.00	258,834.00	0.00	258,834.00	248,886.85	0.00	9,947.15
	General Expenses	0.00	37,500.00	0.00	37,500.00	35,024.94	0.00	2,475.06
	Building Decorations	767.75	0.00	0.00	767.75	0.00	0.00	767.75
	Digital Flyover	616.74	0.00	0.00	616.74	413.00	0.00	203.74
	Vehicle	2,619.00	0.00	0.00	2,619.00	0.00	0.00	2,619.00
	Encumbered Expenses	10,242.94	0.00	0.00	10,242.94	10,242.94	0.00	0.00
		14,246.43	301,734.00	0.00	315,980.43	299,517.73	0.00	16,462.70

Statement of Appropriations and Expenditures Year Ending June 30, 2020

		Beginning			Total			To
		Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
<i>Treasurer/Collector</i>								
	Wages & Salaries	0.00	361,795.00	0.00	361,795.00	357,136.87	1,510.15	3,147.98
	General Expenses	0.00	79,185.00	0.00	79,185.00	60,658.82	0.00	18,526.18
	Encumbered Expenses	2,717.00	0.00	0.00	2,717.00	0.00	0.00	2,717.00
		2,717.00	440,980.00	0.00	443,697.00	417,795.69	1,510.15	24,391.16
<i>Town Counsel</i>								
	Encumbered Expenses	0.00	115,000.00	0.00	115,000.00	107,557.88	0.00	7,442.12
		0.00	115,000.00	0.00	115,000.00	107,557.88	0.00	7,442.12
<i>Data Processing/MIS</i>								
	General Expenses	0.00	58,075.00	0.00	58,075.00	56,414.96	0.00	1,660.04
	Technology	0.00	15,000.00	0.00	15,000.00	12,600.00	2,400.00	0.00
	Equipment	23,900.00	0.00	0.00	23,900.00	21,049.00	2,851.00	0.00
	Encumbrances	17,392.46	0.00	0.00	17,392.46	17,392.46	0.00	0.00
		41,292.46	73,075.00	0.00	114,367.46	107,456.42	5,251.00	1,660.04
<i>Town Clerk</i>								
	Elected Officials	0.00	88,080.00	0.00	88,080.00	88,080.21	0.00	-0.21
	Wages & Salaries	0.00	51,443.00	1,845.00	53,288.00	53,287.41	0.00	0.59
	General Expenses	0.00	12,320.00	0.00	12,320.00	7,723.10	0.00	4,596.90
		0.00	151,843.00	1,845.00	153,688.00	149,090.72	0.00	4,597.28
<i>Elections</i>								
	Wages & Salaries	0.00	15,000.00	18,493.00	33,493.00	33,492.54	0.00	0.46
	General Expenses	0.00	13,000.00	8,465.00	21,465.00	18,633.22	0.00	2,831.78
	Encumbered Expenses	138.08	0.00	0.00	138.08	0.00	0.00	138.08
		138.08	28,000.00	26,958.00	55,096.08	52,125.76	0.00	2,970.32
<i>Board of Registrars</i>								
	Wages & Salaries	0.00	7,600.00	0.00	7,600.00	7,116.92	483.08	0.00
	General Expenses	0.00	8,700.00	0.00	8,700.00	1,986.32	2,039.09	4,674.59
		0.00	16,300.00	0.00	16,300.00	9,103.24	2,522.17	7,196.76
<i>Conservation Commission</i>								
	General Expenses	0.00	910.00	0.00	910.00	327.50	0.00	582.50
	Hazardous Tree Removal	500.00	0.00	0.00	500.00	0.00	0.00	500.00
		500.00	910.00	0.00	1,410.00	327.50	0.00	1,082.50
<i>Planning Board</i>								
	Wages & Salaries	0.00	50,320.00	0.00	50,320.00	49,855.94	0.00	464.06
	General Expenses	0.00	1,840.00	0.00	1,840.00	1,099.18	0.00	740.82
		0.00	52,160.00	0.00	52,160.00	50,955.12	0.00	1,204.88
<i>Zoning Board of Appeals</i>								
	Encumbered Expenses	0.00	2,300.00	0.00	2,300.00	328.74	0.00	1,971.26
		0.00	2,300.00	0.00	2,300.00	328.74	0.00	1,971.26
<i>Town Hall Maintenance</i>								
	Wages & Salaries	0.00	192,787.00	938.80	193,725.80	166,869.03	0.00	26,856.77
	General Expenses	0.00	91,342.00	0.00	91,342.00	67,360.90	450.00	23,531.10
	Town Hall Repairs	0.00	15,000.00	0.00	15,000.00	0.00	15,000.00	0.00
	Encumbered Expenses	10,000.00	0.00	0.00	10,000.00	0.00	0.00	10,000.00
		10,000.00	299,129.00	938.80	310,067.80	234,229.93	15,450.00	60,387.87
	General Government	\$523,854.27	\$2,670,257.00	-\$182,384.50	\$3,011,726.77	\$2,421,058.77	\$359,394.20	\$232,534.89
<i>Police Department</i>								
	Wages & Salaries	0.00	3,645,343.00	0.00	3,645,343.00	3,612,054.94	0.00	33,288.06
	General Expenses	0.00	263,607.00	0.00	263,607.00	234,424.27	2,764.00	26,418.73
	Cruisers	0.00	105,000.00	0.00	105,000.00	101,148.50		3,851.50
	Ballistic Vests	2,612.50	0.00	0.00	2,612.50	2,612.50		0.00
	Encumbrances	16,963.55	0.00	0.00	16,963.55	15,530.75		1,432.80
		19,576.05	4,013,950.00	0.00	4,033,526.05	3,965,770.96	2,764.00	64,991.09

Statement of Appropriations and Expenditures Year Ending June 30, 2020

		Beginning			Total			To
		Balance	Appropriation	Transfers	Available	Expended	Encumbered	Free Cash
<i>Fire Department</i>								
	Wages & Salaries	0.00	3,327,457.00	0.00	3,327,457.00	3,248,296.51	79,160.49	0.00
	General Expenses	0.00	143,000.00	0.00	143,000.00	139,156.44	0.00	3,843.56
	Building Repairs	0.00	17,500.00	0.00	17,500.00	14,500.00	3,000.00	0.00
	Equipment	0.00	10,000.00	0.00	10,000.00	10,000.00	0.00	0.00
	Dispatch Program	0.00	50,000.00	0.00	50,000.00	45,220.00	4,780.00	0.00
	Encumbrances	5,995.22	0.00	0.00	5,995.22	141.85	0.00	5,853.37
		5,995.22	3,547,957.00	0.00	3,553,952.22	3,457,314.80	86,940.49	9,696.93
<i>Municipal Inspections</i>								
	Wages & Salaries	0.00	417,956.00	-1,971.16	415,984.84	404,960.30	0.00	11,024.54
	General Expenses		12,400.00	1,971.16	14,371.16	14,071.16	0.00	300.00
	Permitting System	0.00	12,500.00	0.00	12,500.00	11,000.00	1,500.00	0.00
		0.00	442,856.00	0.00	442,856.00	430,031.46	1,500.00	11,324.54
<i>Emergency Preparedness</i>								
	Wages & Salaries	0.00	2,808.00	0.00	2,808.00	2,690.08	0.00	117.92
	General Expenses	0.00	9,511.00	0.00	9,511.00	4,909.96	0.00	4,601.04
		0.00	12,319.00	0.00	12,319.00	7,600.04	0.00	4,718.96
<i>Animal Control</i>								
	Wages & Salaries	0.00	53,520.00	-3,551.00	49,969.00	32,797.16	0.00	17,171.84
	General Expenses	0.00	5,550.00	3,551.00	9,101.00	8,967.22	0.00	133.78
	Encumbrances	2,285.65	0.00	0.00	2,285.65	1,923.66	0.00	361.99
		2,285.65	59,070.00	0.00	61,355.65	43,688.04	0.00	17,667.61
	Public Safety	\$27,856.92	\$8,076,152.00	\$0.00	\$8,104,008.92	\$7,904,405.30	\$91,204.49	\$108,399.13
<i>Pembroke Public Schools</i>								
	Operating Budget	0.00	34,108,229.00	280,000.00	34,388,229.00	32,133,736.89	2,254,492.11	0.00
	Security Cameras	172.00	0.00	0.00	172.00	0.00	172.00	0.00
	Technology	24,187.23	0.00	0.00	24,187.23	0.00	24,187.23	0.00
	Technology	0.00	25,000.00	0.00	25,000.00	0.00	25,000.00	0.00
	Encumbrances	1,725,028.80	0.00	0.00	1,725,028.80	1,712,655.42	0.00	12,373.38
		1,749,388.03	34,133,229.00	280,000.00	36,162,617.03	33,846,392.31	2,303,851.34	12,373.38
	Education	\$1,749,388.03	\$34,133,229.00	\$280,000.00	\$36,162,617.03	\$33,846,392.31	\$2,303,851.34	\$12,373.38
<i>Public Works</i>								
	Wages & Salaries	0.00	944,872.00	-25,000.00	919,872.00	918,913.04	0.00	958.96
	General Expenses	0.00	250,788.00	152,122.00	402,910.00	288,175.24	98,802.83	15,931.93
	Pine Grove Cemetery	2,182.00	0.00	0.00	2,182.00	0.00	0.00	2,182.00
	Pavement Management	0.00	100,000.00	0.00	100,000.00	2,796.92	97,203.08	0.00
	Safety Equipment	0.00	17,800.00	0.00	17,800.00	0.00	17,800.00	0.00
	Learning Lane	0.00	15,000.00	0.00	15,000.00	0.00	15,000.00	0.00
	Dump Truck	0.00	70,000.00	0.00	70,000.00	67,645.20	0.00	2,354.80
	Encumbered Expenses	46,612.14	0.00	0.00	46,612.14	46,185.54	0.00	426.60
		48,794.14	1,398,460.00	127,122.00	1,574,376.14	1,323,715.94	228,805.91	21,854.29
<i>Snow & Ice</i>								
	General Expenses	0.00	150,000.00	98,534.00	248,534.00	248,533.24	0.00	0.76
		0.00	150,000.00	98,534.00	248,534.00	248,533.24	0.00	0.76
<i>Town Wide Utilities</i>								
	General Expenses	0.00	194,077.00	0.00	194,077.00	180,367.63	0.00	13,709.37
		0.00	194,077.00	0.00	194,077.00	180,367.63	0.00	13,709.37
	Public Works	\$48,794.14	\$1,742,537.00	\$225,656.00	\$2,016,987.14	\$1,752,616.81	\$228,805.91	\$35,564.42

Statement of Appropriations and Expenditures Year Ending June 30, 2020

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Board of Health</i>							
General Expenses	0.00	23,950.00	0.00	23,950.00	23,055.12	0.00	894.88
	0.00	23,950.00	0.00	23,950.00	23,055.12	0.00	894.88
<i>Council on Aging</i>							
Wages & Salaries	0.00	183,802.00		183,802.00	182,694.25	0.00	1,107.75
General Expenses	0.00	49,733.00	0.00	49,733.00	41,246.98	0.00	8,486.02
Outreach Vehicle	0.00	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
Senior Center	0.00	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
	0.00	263,535.00	0.00	263,535.00	223,941.23	0.00	39,593.77
<i>Veterans' Services</i>							
Wages & Salaries	0.00	74,002.00	344.00	74,346.00	74,345.64	0.00	0.36
General Expenses	0.00	1,900.00	0.00	1,900.00	1,570.84	0.00	329.16
Veterans Benefits	0.00	100,000.00	-25,344.00	74,656.00	73,924.69	0.00	731.31
	0.00	175,902.00	-25,000.00	150,902.00	149,841.17	0.00	1,060.83
<i>Commission on Disabilities</i>							
General Expenses	0.00	620.00	0.00	620.00	318.43	0.00	301.57
	0.00	620.00	0.00	620.00	318.43	0.00	301.57
Human Services	\$0.00	\$464,007.00	-\$25,000.00	\$439,007.00	\$397,155.95	\$0.00	\$41,851.05
<i>Library</i>							
Wages & Salaries	0.00	582,680.00	0.00	582,680.00	568,104.50	0.00	14,575.50
General Expenses	0.00	59,800.00	4,987.50	64,787.50	59,985.54	0.00	4,801.96
Books & Periodicals	0.00	90,000.00	0.00	90,000.00	74,526.92	0.00	15,473.08
Capital Outlay	0.00	18,000.00	0.00	18,000.00	1,966.25	16,033.75	0.00
Flooring	830.00	0.00	0.00	830.00	0.00	830.00	0.00
Painting & Repairs	12,550.00	0.00	0.00	12,550.00	11,357.82	1,192.18	0.00
Fire Alarms	9,052.00	0.00	0.00	9,052.00	9,052.00	0.00	0.00
	22,432.00	750,480.00	4,987.50	777,899.50	724,993.03	18,055.93	34,850.54
<i>Lydia Drake Library</i>							
General Expenses	0.00	5,000.00	0.00	5,000.00	3,441.73	0.00	1,558.27
	0.00	5,000.00	0.00	5,000.00	3,441.73	0.00	1,558.27
<i>Recreation</i>							
Wages & Salaries	0.00	112,634.00	2,397.00	115,031.00	105,434.28	0.00	9,596.72
General Expenses	0.00	12,080.00	0.00	12,080.00	8,730.04	399.00	2,950.96
Magoun Park	0.00	10,000.00	0.00	10,000.00	0.00	0.00	10,000.00
Field Improvements	0.00	12,000.00	0.00	12,000.00	0.00	0.00	12,000.00
	0.00	146,714.00	2,397.00	149,111.00	114,164.32	399.00	34,547.68
<i>Community Center</i>							
General Expenses	0.00	43,136.00	0.00	43,136.00	36,270.24	0.00	6,865.76
	0.00	43,136.00	0.00	43,136.00	36,270.24	0.00	6,865.76
<i>Herring Fisheries</i>							
General Expenses	0.00	1,800.00	0.00	1,800.00	1,798.49	0.00	1.51
Encumbered Expenses	122.00	0.00	0.00	122.00	122.00	0.00	0.00
	122.00	1,800.00	0.00	1,922.00	1,920.49	0.00	1.51
<i>Town Landing</i>							
Wages & Salaries	0.00	42,000.00	0.00	42,000.00	42,000.00	0.00	0.00
General Expenses	0.00	1,600.00	0.00	1,600.00	722.30	0.00	877.70
	0.00	43,600.00	0.00	43,600.00	42,722.30	0.00	877.70
<i>Town Clock Winder</i>							
Wages & Salaries	0.00	1,547.00	0.00	1,547.00	1,517.00	0.00	30.00
	0.00	1,547.00	0.00	1,547.00	1,517.00	0.00	30.00
<i>Commemorations</i>							
General Expenses	0.00	5,000.00	0.00	5,000.00	1,968.66	1,000.00	2,031.34
Encumbered Expenses	2,400.00	0.00	0.00	2,400.00	2,400.00	0.00	0.00
	2,400.00	5,000.00	0.00	7,400.00	4,368.66	1,000.00	2,031.34
<i>Plymouth County Cooperative</i>							
General Expenses	0.00	107.00	0.00	107.00	107.00	0.00	0.00
	0.00	107.00	0.00	107.00	107.00	0.00	0.00
<i>Historical Commission</i>							
General Expenses	0.00	2,000.00	0.00	2,000.00	437.19	0.00	1,562.81
	0.00	2,000.00	0.00	2,000.00	437.19	0.00	1,562.81
Culture & Recreation	\$24,954.00	\$999,384.00	\$7,384.50	\$1,031,722.50	\$929,941.96	\$19,454.93	\$82,325.61

Statement of Appropriations and Expenditures Year Ending June 30, 2020

		Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Debt Service</i>								
	Principal	0.00	932,019.00	0.00	932,019.00	932,019.00	0.00	0.00
	Interest	0.00	287,088.00	0.00	287,088.00	281,918.67	0.00	5,169.33
	Principal-Excluded	0.00	1,489,331.00	0.00	1,489,331.00	1,489,331.00	0.00	0.00
	Interest-Excluded	0.00	493,506.00	0.00	493,506.00	493,504.46	0.00	1.54
	Short Term Interest	0.00	45,500.00	-33,534.00	11,966.00	5,118.43	0.00	6,847.57
		\$0.00	\$3,247,444.00	-\$33,534.00	\$3,213,910.00	\$3,201,891.56	\$0.00	\$12,018.44
	Debt Service	\$0.00	\$3,247,444.00	-\$33,534.00	\$3,213,910.00	\$3,201,891.56	\$0.00	\$12,018.44
<i>Pension Assessment</i>								
	General Expenses	0.00	3,370,446.00	0.00	3,370,446.00	3,370,446.00	0.00	0.00
		0.00	3,370,446.00	0.00	3,370,446.00	3,370,446.00	0.00	0.00
<i>Unemployment Assessment</i>								
	General Expenses		150,000.00	0.00	150,000.00	30,283.76	119,716.24	0.00
		0.00	150,000.00	0.00	150,000.00	30,283.76	119,716.24	0.00
<i>Health Insurance</i>								
	General Expenses	0.00	8,699,639.00	-260,000.00	8,439,639.00	8,434,608.14	0.00	5,030.86
		0.00	8,699,639.00	-260,000.00	8,439,639.00	8,434,608.14	0.00	5,030.86
<i>Life Insurance</i>								
	General Expenses	0.00	20,000.00	0.00	20,000.00	19,026.67	0.00	973.33
		0.00	20,000.00	0.00	20,000.00	19,026.67	0.00	973.33
<i>Medicare Tax</i>								
	General Expenses	0.00	551,250.00	0.00	551,250.00	521,855.71	0.00	29,394.29
		0.00	551,250.00	0.00	551,250.00	521,855.71	0.00	29,394.29
<i>General Town Insurance</i>								
	General Expenses	0.00	670,000.00	-300,000.00	370,000.00	365,251.22	0.00	4,748.78
	Encumbered Expenses	10,000.00	0.00	0.00	10,000.00	0.00	0.00	10,000.00
		10,000.00	670,000.00	-300,000.00	380,000.00	365,251.22	0.00	14,748.78
	Insurance & Other	\$10,000.00	\$13,461,335.00	-\$560,000.00	\$12,911,335.00	\$12,741,471.50	\$119,716.24	\$50,147.26
	General Fund Totals	\$2,384,847.36	\$64,794,345.00	-\$287,878.00	\$66,891,314.36	\$63,194,934.16	\$3,122,427.11	\$573,953.09

General Fund Expenditures			
County and State Assessments			
Budget to Actual			
	Fiscal 2020 Budget	Fiscal 2020 Actual	Variance
County Tax	56,076	56,076	0
Mosquito Control	65,193	65,258	-65
Air Pollution Control	5,839	5,839	0
Metro Area Planning Council	9,785	9,785	0
Old Colony Planning Council	6,935	6,935	0
Registry Non-Renewals	17,620	19,460	-1,840
Regional Transit	149,375	149,375	0
Special Education	15,270	19,444	-4,174
School Choice Tuitions	61,432	101,626	-40,194
Charter School Tuitions	844,871	738,848	106,023
Assessment Totals	\$1,232,396	\$1,172,646	\$59,750

General Fund Revenue			
Receipts Received as of June 30, 2020			
Revenue Source -			Percent
Real Estate Tax		41,831,469	
Personal Property Tax		598,940	
Tax Liens		99,418	
Tax Deferrals		49,485	
Total Property Taxes		\$42,579,312	64.88%
Chapter 70 Education Aid		13,608,752	
Charter School Reimbursements		158,528	
Unrestricted General Govt. Aid		1,785,006	
Veterans Benefits		65,722	
Elderly & Veterans Reimbursements		139,088	
Miscellaneous		33,985	
Total Unrestricted State Aid		\$15,791,081	24.06%
Excise Taxes -			
Motor Vehicle Excise Tax		2,901,760	
Local Meals Excise Tax		331,483	
Penalties & Interest			
Property Taxes		71,082	
Excise Taxes		53,625	
Tax Liens		47,038	
Payments In Lieu of Taxes -		24,044	
Charges for Services -			
Lien Certificates		50,100	
Registry Fees		17,149	
Rentals -			
General Rentals		48,543	
Antenna		222,542	
Solar		76,500	
Fees -			
Selectmen		1,498	
Treasurer		3,193	
Town Clerk		5,999	
Assessors		1,356	
Board of Health		2,609	
Conservation		10,606	
Planning Board		13,912	
ZBA		15,950	
Police Detail		24,185	
Cemetery Revenue		30,805	
School Department		2,047	

General Fund Revenue			
Receipts Received as of June 30, 2020			
Revenue Source -			Percent
Licenses & Permits -			
Building Department		337,148	
Public Works		3,025	
Selectmen		53,954	
Police Department		7,228	
Fire Department		19,770	
Dog Licenses		14,514	
Town Clerk		4,112	
Board of Health		71,607	
Fines and Forfeits -			
Registry Fees		17,448	
Court Fines		390	
Animal Control		905	
Investment Income -		173,488	
Medicaid Reimbursements -		89,656	
Sale of Surplus Property			
Miscellaneous Revenue -		27,844	
Total Local Receipts		\$4,777,115	7.28%
Transfers From Other Funds -			
Special Revenue Funds		171,158	
Special Revenue Funds-Ambulance		831,866	
Special Revenue Funds-Septic Fund		93,360	
Special Revenue Funds-COA Revolving		80,000	
Capital Project Funds		73,660	
Water Enterprise Fund		375,000	
Solid Waste Enterprise Fund		20,000	
Trust Funds		952,160	
Total Interfund Transfers		\$2,597,204	3.96%
Total General Fund Revenue		\$65,744,712	100.18%

General Fund Revenue				
Local and State Receipts				
Budget to Actual				
	Fiscal 2020			
Local Receipts	Budget	Fiscal 2020 Actual	Variance	%
As reported on the Tax Rate Recapitulation Sheet				
Motor Vehicle Excise Tax	2,965,000	2,901,760	(63,240)	97.87%
Meals Tax	345,427	331,483	(13,944)	95.96%
Penalties and Interest	184,000	171,745	(12,255)	93.34%
Payments in Lieu of Taxes	40,000	24,044	(15,956)	60.11%
Other Charges for Services	55,000	67,249	12,249	122.27%
Fees	82,000	79,268	(2,732)	96.67%
Rentals	380,000	347,585	(32,415)	91.47%
Departmental Revenue - Schools	0	2,047	2,047	-
Departmental Revenue - Cemeteries	29,000	30,805	1,805	106.22%
Licenses and Permits	611,000	511,358	(99,642)	83.69%
Fines and Forfeits	35,000	19,132	(15,868)	54.66%
Investment Income	265,000	173,488	(91,512)	65.47%
Medicaid Revenue	77,000	89,565	12,565	116.32%
Miscellaneous Non-recurring	0	27,586	27,586	-
Total - Local Receipts	\$5,068,427	\$4,777,115	(\$291,312)	94.25%
	Fiscal 2020			
Cherry Sheet Receipts Detail	Budget	Fiscal 2020 Actual	Variance	%
Education				
Chapter 70	13,608,752	13,608,752	0	100.00%
Charter School Assessment Reimbursement	169,440	158,528	(10,912)	93.56%
Total Education	13,778,192	13,767,280	(10,912)	99.92%
General Government				
Unrestricted General Government Aid	1,785,006	1,785,006	0	100.00%
Veterans Benefits Reimbursements	115,419	65,722	(49,697)	56.94%
Exemptions: Vets, Blind, & Surviving Reimb.	112,754	139,088	26,334	123.36%
Miscellaneous Revenue	0	33,985	33,985	-
Total General Government	2,013,179	2,023,801	10,622	100.53%
Total - Cherry Sheet Revenue	\$15,791,371	\$15,791,081	-\$290	100.00%
Total - Local and State Revenue	\$20,859,798	\$20,568,196	-\$291,602	98.60%

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>Ending Balance</u>
Public Safety Gifts	0201	3,584	1,650	4,050		1,184
Fuel Assistance Gifts	0202	6,429	1,300	2,366		5,363
Selectmen Gifts	0205	1,858	426	376		1,908
Camp Pembroke Fund	0207	27,330	9,750	383	-7,000	29,697
Center Street Drainage	0208	9,560	0	9,560		0
Sidewalk Fund	0209	66,577	9,833	0		76,410
COA Gift Fund	0226	9,740	546	2,370		7,916
Veterans Gift Fund	0227	4,000	2,419	700		5,719
COVID-19 Hope Gifts	0229	0	10,862	2,464		8,398
Veterans Brick Gift Fund	0243	1,160	1,560	0		2,720
Anniversary Fund	0244	1,710	737			2,447
Library Gift Fund	0263	103	11,511	9,638		1,976
Fire Department Gift Fund	0281	20,364	4,800	12,562		12,602
Herring Fisheries Gifts	0289	506	0	113		393
Total Gifts & Donations		\$152,921	\$55,394	\$44,582	-\$7,000	\$156,733
Tax Title Revolving	0204	29,913	24,597	16,990	-12,520	25,000
Bond Premiums	0211	4,873	0	0		4,873
Planning Deposits	0213	7,173	8,300	11,960		3,513
Selectmen Deposits	0215	3,000	0	0		3,000
Wetlands Protection Fund	0217	23,319	5,900	6,512	-4,000	18,707
Conservation Deposits	0220	47	0	0		47
Town Forest Committee	0223	10,849	70	100		10,819
Water Permits Revolving	0224	19,577	8,351	9,408		18,520
BOS Insurance Proceeds	0228	31,591	21,708	27,782		25,517
Conservation Local Filing Fees	0232	11,208	0	11,208		0
Police Insurance Proceeds	0234	56,470	44,887	57,138		44,219
Planning Deposits	0236	82,518	66,062	92,980		55,600
Town Clerk Document Fees	0241	269	666	0		935
Ambulance Fund	0245	1,266,680	1,302,988	470,506	-831,866	1,267,296
COA Program Revolving	0246	1,024	2,290	1,220		2,094
Police Law Enforcement Fund	0251	15,481	3,863	13,070		6,274
Water Payments to Others	0260	0	51,047	51,047		0
Library Fines Revolving	0261	0	6,868	6,402		466
Library Passport Program	0269	13,773	17,000	21,753		9,020
Septic Review Revolving	0282	8,578	7,500	5,000		11,078
Parking Fines Revolving	0283	607	1,798	0		2,405
DPW Vehicle Revolving	0285	17,449	15,312	0		32,761
DPW Tree Fund	0286	1,000	350	705		645
DPW Insurance Revolving	0287	152	47,220	44,828		2,544
DPW Insurance Revolving	0288	3,615	0	0		3,615
Town Landing Revolving	0296	23,017	9,799	13,166		19,650
Affordable Housing Fund	0297	48,837	0	192		48,645
Historical Society Revolving	0298	4,579	660	0		5,239
Total Town Revolving Funds		\$1,685,599	\$1,647,236	\$861,967	-\$848,386	\$1,622,482
Rec My Rec	0404	10,503	7,316	6,025		11,795
Rec Registrations	0406	10,288	36,053	360	-38,526	7,455
Rec Playground Gifts	0407	148	0	0		148
Rec June Clubhouse	0408	4,645	1,553	4,342		1,856
Rec Skate Park Gifts	0409	44,310	0	0		44,310
Rec Summer Playground	0410	19,473	69,705	74,901		14,277
Rec Sports Clinics	0412	1,101	0	1,000		101
Rec Courts	0414	5,314	2,781	5,500		2,595
Rec Golf Lessons	0416	889	342	540		691
Rec Donations	0420	1,223	1,089	1,260		1,052

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>Ending Balance</u>
Rec Outsiders Gym	0422	9,529	1,589	10,036		1,082
Rec Birthday Parties	0424	1,635	0	869		766
Rec Capital	0425	1,400	0	0		1,400
Rec Adult Programs	0426	2,638	0	1,885		753
Rec Day Trips	0428	7,106	636	6,348		1,394
Rec Debt Service	0430	11,410	198	0	-11,400	208
Rec Tots Program	0431	48	8	0		56
Rec Junior programs	0432	195	956	1,140		11
Rec Drama	0434	13,352	0	10,813		2,539
Rec Laborers	0440	1,851	0	0		1,851
Rec Fields	0442	23,757	2,867	25,685		939
Rec Social Events	0444	-17	1,956	2,089		-150
Rec Quilters	0446	4,572	0	3,713		859
Rec Extended Care	0448	7,196	0	9,054		-1,858
Rec Rentals	0452	1,568	7,314	2,276		6,606
Rec Equipment	0453	12,711	0	0		12,711
Rec After School	0454	2,339	40,482	26,189		16,632
Rec Vehicle Maintenance	0456	17,155	962	2,228		15,889
Rec Clinics	0458	1,595	845	439		2,001
Rec Director	0460	3,962	2,675	2,394		4,243
Rec EOG Concerts	0462	-2,625	2,625	0		0
Recreation Revolving	0292	1,777	0	0		1,777
Total Recreat. Revolving Funds		\$221,048	\$181,952	\$199,086	-\$49,926	\$153,988
School Transportation Fund	2020	297,326	145,800	9,833		433,293
School Athletic Fund	2030	76,640	131,099	674	-97,712	109,353
School Insurance Fund	2040	35,845	0	2,925		32,920
School Extended Day Revolving	2050	509,294	103,267	294,018		318,543
School Facilities Revolving	2060	328	0	0		328
School Building Revolving	2070	117	85,075	46,510		38,682
N. Pembroke Gift Fund	2200	91	500	0		591
Bryantville Gift Fund	2210	321	674	321		674
Hobomock Gift Fund	2220	17,141	1,000	18,141		0
Middle School Gift Fund	2230	8,797	0	244		8,553
High School Gift Fund	2240	2,693	250	2,655		288
SPED Gifts	2260	1,090	0	0		1,090
School Gift Fund	2270	81	0	0		81
Mosher Gift Fund	2280	26	0	0		26
N. Pembroke Revolving Fund	2310	3,744	2,540	1,897		4,387
Bryantville Revolving Fund	2320	127	1,629	102		1,654
Hobomock Revolving Fund	2330	2,345	2,168	2,623		1,890
PCMS Revolving Fund	2340	999	2,800	879		2,920
High School Revolving Fund	2350	11,005	57,515	50,677		17,843
SPED Revenue Fund	2360	778	0	246		532
School Yellow School Bus	2370	0	250	250		0
PCMS Activity Fund	3950	-1	5,602	3,407		2,194
High School Activity Fund	3960	15,959	195,155	132,074		79,040
Total School Revolving Funds		\$984,746	\$735,324	\$567,476	-\$97,712	\$1,054,882
Pond Cleanup Grant	0300	34,927	0	10,692		24,235
CARES COVID-19 Grant	0301	0	0	56,488		-56,488
Financial Planning Grant	0302	45,025	0	19,032		25,993
Workplace Safety Grant	0304	0	2,250	2,250		0
Green Community Grant	0306	0	135,440	38,813		96,627
Recreation Earmark Grant	0308	0	25,000	0		25,000
Mun. Vulnerability Grant	0312	0	29,500	9,000		20,500

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>Ending Balance</u>
Veterans Park Grant	0314	0	15,000	0		15,000
Complete Streets Grant	0316	0	0	7,765		-7,765
Recycling Grant	0318	10,686	13,200	0		23,886
COA Formula Grant	0322	0	38,405	38,405		0
COA Earmark Grant	0324	0	0	29,999		-29,999
COA Transportation Revolving	0329	118,253	104,479	12,170	-80,000	130,562
Extended Polling Hours Grant	0330	1,462	0	1,462		0
COA Memory Café Grant	0331	8,640	1,348	865		9,123
Herring Park Grant	0333	62,736	0	62,736		0
Indian Head Trail Grant	0334	0	1,982	6,592		-4,610
Police E-911 Grant	0338	16,149	104,189	120,338		0
Police COAP Grant	0342	0	2,799	2,799		0
Fire HazMat Grant	0349	2,333	11,927	14,521		-261
Fire SCBA Grant	0354	1,235	0	1,235		0
Library MEG Grant	0362	7,263	4,183	3,806		7,640
Library LIG Grant	0364	12,078	13,564	14,318		11,324
Library Earmark Grant	0365	0	25,000	21,371		3,629
Library NRC Grant	0368	560	3,713	4,273		0
Police Vest Grant	0370	4,278	0	0		4,278
Police Equitable Sharing Grant	0372	7,155	0	2,400		4,755
Police Overtime Grant	0376	1,615	11,176	12,791		0
Health Nursing Grant	0380	1,919	15,879	4,700		13,098
School Title IIA Grant	3510	0	38,555	0		38,555
School Title IIA Grant	3511	0	38,464	34,908		3,556
School IDEA Grant	3520	33,492	-104,975	0		-71,483
School IDEA Grant	3521	0	512,016	541,588		-29,572
School Title One Grant	3530	3,213	87,977	117,031		-25,841
Early Childhood IDEA Grant	3540	-5,277	6,258	0		981
Early Childhood IDEA Grant	3541	0	14,275	8,818		5,457
Title VI Grant	3561	22,280	4,100	20,791		5,589
Turn Around Grant	3562	-9,000	9,000	0		0
Social Studies Grant	3563	-2,868	2,868	0		0
School Health Grant	3564	0	5,000	4,796		204
Credit For Life Grant	3565	0	1,000	0		1,000
SAFER School Grant	3566	0	60,000	44,774		15,226
School Circuit Breaker Grant	3710	442,816	1,154,390	800,132		797,074
School Project Lead the Way	3720	18,047	16,000	7,198		26,849
Vocational Transportation Grant	3740	0	6,628	6,628		0
Total Grants		\$839,017	\$2,410,590	\$2,085,485	-\$80,000	\$1,084,122
Plain & Lake Streets	0691	0	9,200	9,200		0
Route 36 Engineering	0693	21,494		187,638		-166,144
Chapter 90 Highway	0694	0	508,606	508,606		0
School Lunch Fund	2000	52,005	660,925	772,453		-59,523
Community Preservation Fund	0024	673,347	400,380	287,859		785,868
Septic Betterment Program	0025	229,042	230,430	194,575	-93,360	171,537
Total Other Special Revenue		\$975,888	\$1,809,541	\$1,960,331	-\$93,360	\$731,738
Total Special Revenue		\$4,859,219	\$6,840,037	\$5,718,927	-\$1,176,384	\$4,803,945

Capital Project Funds						
Fiscal Year Ending June 30, 2020						
	Beginning			Total		Ending
	Balance	Appropriation	Transfers	Available	Expended	Balance
Emergency Alert System	25,000			25,000	0	25,000
Owls Bog Purchase	10,225			10,225	0	10,225
Learning Lane Drainage	50,492		-40,000	10,492	10,492	0
Town Building Repairs	154,200			154,200	113,107	41,093
Route 14 Drainage	99,006		-90,000	9,006	9,006	0
Furnace Pond Dredging	81,592			81,592	0	81,592
Police Generator Switch	6,590			6,590	0	6,590
Fire Extrication Equip.	3,281			3,281	2,458	823
Fire Pumper A	625,000			625,000	613,232	11,768
Fire Pumper B	625,000			625,000	613,232	11,768
Fire Hose	22,163			22,163	22,163	0
School Roof Repairs	210,000			210,000	96,627	113,373
DPW Facility Study	9,000			9,000	9,000	0
DPW Dump Truck	0	160,000	90,000	250,000	0	250,000
Mill Pond Drainage	0		40,000	40,000	12,182	27,818
School Technology	0	250,000		250,000	96,127	153,873
School Construction	584,475		-73,660	510,815		510,815
Total Capital Projects	\$2,506,024	\$410,000	-\$73,660	\$2,842,364	\$1,597,626	\$1,244,738

Trust Funds							
Fiscal Year Ending June 30, 2020							
	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Interest</u>	<u>Expense</u>	<u>Transfer In</u>	<u>Transfer Out</u>	<u>Ending Balance</u>
Non-Expendable							
Perpetual Care	547,418	13,525	176				561,119
Expendable							
Perpetual Care Income	1,203		17,529	20		-9,332	9,380
Sale of Lots	13,581	13,525	225			-18,000	9,331
Stabilization Fund	486,420		16,918		25,000		528,338
Stabilization Fund	938,893		31,189				970,082
Post Employment Benefits Fund	941,938		30,846		100,000		1,072,784
Silver Lake Escrow Fund	98,580		826			-99,406	0
Conservation Fund	48,922		1,934				50,856
Open Space Fund	240,408		2,927	2,230			241,105
Hatch School Fund	23,663		398				24,061
Richard Chase Fund	22,000		370				22,370
Edna Raistrick Fund	4,163		70				4,233
Library Building Fund	314		6				320
Elsie Duffill Fund	3,421		57				3,478
Irene L. Smith Fund	9,697		163				9,860
Darling Book Fund	11,574	50	195				11,819
Paul Magoun Fund	4,249		71				4,320
Della Chiesa Fund	10,085	416	169				10,670
Estes Flower Fund	892		15	20			887
Louis Gray Flower Fund	248		4	20			232
Lewis & Sturtevant Fund	64		1	20			45
William Lavalley Flower Fund	432		8	20			420
Blakeman Flower Fund	373		7	20			360
Lois W. Hall Fund	1,550		27				1,577
Cultural Council Fund	5,508	7,900	121	2,525			11,004
Police Block Grant Fund	4,178		71				4,249
Stone Flower Fund	482		8				490
Tubbs Meadow Fund	54,818		922	378			55,362
Center Library Fund	25,781		433				26,214
Lydia Drake Library Fund	13,467	2,550	229				16,246
Dr. Randall Scholarship Fund	118	500	1	500			119
Injured on Duty Fund	131,801		2,464		65,000		199,265
Workers Comp Fund	352,653		6,232		225,000		583,885
Kellogg Scholarship Fund	9,259		180	1,000			8,439
Capital Stabilization Fund	840,657		10,342			-825,422	25,577
Capital Stabilization Fund-Water	0		949	0	176,108		177,057
Total Trust Funds	\$4,848,810	\$38,466	\$126,083	\$6,753	\$591,108	\$952,160	\$4,645,554
Agency Funds							
Fiscal Year Ending June 30, 2020							
	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Interest</u>	<u>Expense</u>	<u>Transfer</u>	<u>Accruals</u>	<u>Ending Balance</u>
Payroll Withholdings Payable	222,120	8,886,871		8,825,982			283,009
Performance Deposits	436,351	305,320	2,498				744,169
Police Details Payable	27,597	333,080		334,410			26,267
Fire Details Payable	0	9,000		9,237			-237
Firearm Permits Payable	5,150	18,375		20,125			3,400
Cemetery Details Payable	0	13,395		10,655			2,740
Comm Center Details Payable	500	600					1,100
Deputy Collector Fees Payable	2,778	37,886		36,648			4,016
Total Agency Funds	\$694,496	\$9,604,527	\$2,498	\$9,237,057	\$0	\$0	\$1,064,464

Enterprise Funds			
Revenue, Expenditures and Changes in Fund Balance			
	Water	Solid Waste	
	<u>Enterprise</u>	<u>Enterprise</u>	
Revenue			
Departmental User Charges	2,208,094	1,843,641	
Penalties and Interest	58,145	15,940	
Departmental Revenue	66,023	34,645	
Capital Payments	124,682	0	
Intergovernmental	89,282	0	
Sale of Bonds			
Total Revenue Raised	\$2,546,226	\$1,894,226	
Expenditures			
Personal Services	598,128	76,554	
Operating Expenses	561,140	1,712,177	
Capital Replacement	270,043	19,743	
Capital Projects	1,555,600	0	
Debt Service	616,180	253,185	
Transfer to Other Funds - Indirect Costs	375,000	20,000	
Transfer to Other Funds - Payments to Others	1,377	0	
Transfer to Other Funds - Water Stabilization	175,403	0	
Total Operating Expenditures	\$4,152,871	\$2,081,659	
Revenues over/(under) Expenditures	-\$1,606,645	-\$187,433	
Retained Earnings			
Fund Balance July 1, 2019	\$2,511,330	\$388,296	
Revenues over/(under) Expenditures	-1,606,645	-187,433	
Fund Balance June 30, 2020	\$904,685	\$200,863	
Less: Reserve for Encumbrances	131,442	73	
Reserved for Continued Appropriations	659,726	72,075	
Reserved for Expenditure	0	100,000	
Unreserved Retained Earnings	\$113,517	\$28,715	

Financial History					
<u>Various Information</u>					
	Free Cash	Stabilization Fund	OPEB Fund	Injured on Duty Fund	Workers Comp Fund
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
Fiscal 2013	953,877	1,236,139	61,651	0	0
Fiscal 2012	1,063,538	1,229,822	0	0	0
Fiscal 2011	825,321	1,222,591	0	0	0
<u>State Aid (Less Offsets)</u>					
	General Government	Education	Assessments	Net State Aid	% of General Fund Budget
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%
Fiscal 2013	1,633,988	13,015,961	(510,218)	14,139,731	28.12%
Fiscal 2012	1,487,991	12,837,058	(408,956)	13,916,093	28.20%
Fiscal 2011	1,566,729	12,772,651	(411,335)	13,928,045	28.64%
<u>General Fund Bonded Debt Service</u>					
	Excl. Debt Service	Debt Service	Debt % Budget*	Bond Rating	Tax Rate
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
Fiscal 2013	2,113,639	839,938	1.67%	AA-	14.20
Fiscal 2012	2,700,241	912,690	1.85%	AA-	13.91
Fiscal 2011	2,865,244	744,192	1.53%	AA-	13.47
	*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 2020. 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

		07/01/19		Exemptions			Transfer	06/30/20
		Balance	Commitment	Abatement	Receipts	Refunds	Other	Balance
Real Estate	2020	0	42,238,159	217,081	41,620,790	65,984	182,431	283,841
	2019	356,678	9	0	250,071	150	100,940	5,826
Total R.E.		356,678	42,238,168	217,081	41,870,861	66,133	283,371	289,666
Personal Property Tax	2020	0	603,605	1,062	600,481	2,281	0	4,343
	2019	4,826	0	0	617	0	0	4,209
	2018	4,616	0	0	100	0	0	4,516
	2017	3,152	0	0	0	53	0	3,205
Total P.P.		12,594	603,605	1,062	601,198	2,334	0	16,273
Comm. Preservation Fund	2020	0	331,065	2,866	325,123	85	1,260	1,902
	2019	2,624	0	0	2,594	0	0	30
Total C.P.A.		2,624	331,065	2,866	327,717	85	1,260	1,932
Motor Vehicle Excise Tax	2020	0	2,745,644	61,179	2,503,327	11,616	0	192,755
	2019	148,867	322,026	32,851	414,621	34,520	0	57,941
	2018	37,429	3,050	2,552	24,355	2,475	0	16,047
	2017	18,086	0	408	3,841	920	0	14,757
	2016	10,379		-2,156	4,165	65	0	8,435
Total M.V.E.		214,761	3,070,720	94,834	2,950,309	49,597	0	289,934
Water Liens	2020	0	221,202	218	210,730	0	6,458	3,796
Trash Liens	2020	0	155,296	0	145,876	0	5,940	3,480
Total		0	376,498	218	356,606	0	12,398	7,276
Tax Deferral Balance as of 6/30/20	Tax	114,635						
	Liens	0						
	CPF	256						
Tax Title Balance as of 6/30/20	Tax	498,475						
	Liens	24,552						
	CPF	3,201						
Tax Possession Balance as of 6/30/20		1,453						

			Short Term Debt					
			BAN School Technology-\$250,000					
			BAN Six Wheel Dump Truck-\$160,000					
			Authorized Unissued Debt					
			Balance on School Roofs-\$1,248,266					
			Luddham Ford Dam-\$100,000					
Fiscal Year 2020	Issue	Pay Off	Starting	FY 2020	Interest	Principal	Total	FY 2020
	Date	Date	Balance	New	Due	Due	Due	Ending
				Issues				Balance
Departmental Equipment - Fire	7/15/08	7/15/22	\$270,000	\$0	\$9,400	\$70,000	\$79,400	\$200,000
Emergency/DPW Generator	4/1/15	4/1/23	\$20,000	\$0	\$700	\$5,000	\$5,700	\$15,000
3 Sanders	4/1/15	4/1/24	\$45,000	\$0	\$1,600	\$10,000	\$11,600	\$35,000
Library Generator	4/1/15	4/1/24	\$25,000	\$0	\$900	\$5,000	\$5,900	\$20,000
Emergency Awareness System	4/1/15	4/1/20	\$5,000	\$0	\$150	\$5,000	\$5,150	\$0
DPW Mowers	4/1/15	4/1/20	\$5,000	\$0	\$150	\$5,000	\$5,150	\$0
DPW Front End Loader and Attach	2/10/17	2/1/26	\$270,000	\$0	\$8,288	\$40,000	\$48,288	\$230,000
DPW 10 Wheel Dump/sander/plow	2/10/17	2/1/26	\$240,000	\$0	\$7,325	\$35,000	\$42,325	\$205,000
Snow Blower/Blade for Backhoe	2/10/17	2/1/26	\$80,000	\$0	\$2,525	\$15,000	\$17,525	\$65,000
Trackless tractor and attachments	2/10/17	2/1/26	\$125,000	\$0	\$3,938	\$20,000	\$23,938	\$105,000
DPW Ten Wheel Dump Truck	2/10/17	2/1/24	\$125,000	\$0	\$4,250	\$25,000	\$29,250	\$100,000
DPW 35K Lift	2/10/17	2/1/22	\$30,000	\$0	\$1,200	\$10,000	\$11,200	\$20,000
Library Generator	2/10/17	2/1/21	\$10,000	\$0	\$400	\$5,000	\$5,400	\$5,000
Mini Pumper Fire Truck	2/10/17	2/1/27	\$170,000	\$0	\$5,100	\$25,000	\$30,100	\$145,000
3 Unmarked Police Cars	2/10/17	2/1/22	\$60,000	\$0	\$2,400	\$20,000	\$22,400	\$40,000
Fire Truck Full Size Pumper	12/13/18	9/15/26	\$330,000	\$0	\$19,592	\$45,000	\$64,592	\$285,000
Fire Truck Full Size Pumper	12/13/18	9/15/33	\$625,000	\$0	\$34,658	\$45,000	\$79,658	\$580,000
Supply and Attack Hoses	12/13/18	9/15/28	\$75,000	\$0	\$4,458	\$10,000	\$14,458	\$65,000
DPW Dump Truck and Plow	12/13/18	9/15/28	\$75,000	\$0	\$4,458	\$10,000	\$14,458	\$65,000
Turnout Gear and Storage	12/13/18	9/15/27	\$126,000	\$0	\$7,510	\$16,000	\$23,510	\$110,000
Extraction Equipment	12/13/18	9/15/27	\$63,000	\$0	\$3,630	\$13,000	\$16,630	\$50,000
			\$2,774,000	\$0	\$122,632	\$434,000	\$556,632	\$2,340,000
Elementary School Construction 1	4/15/16	8/1/25	\$200,000	\$0	\$8,450	\$30,000	\$38,450	\$170,000
Elementary Schools	4/15/16	8/1/25	\$1,950,000	\$0	\$82,200	\$280,000	\$362,200	\$1,670,000
School Acquisition	4/15/16	8/1/26	\$885,000	\$0	\$37,075	\$115,000	\$152,075	\$770,000
Secondary School Construction 1	4/15/16	8/1/26	\$1,310,000	\$0	\$54,850	\$170,000	\$224,850	\$1,140,000
Secondary School Construction 2	4/15/16	8/1/26	\$4,160,000	\$0	\$174,325	\$535,000	\$709,325	\$3,625,000
Hob, North, Midd & High Roofs	4/1/15	4/1/35	\$4,460,000	\$0	\$135,200	\$280,000	\$415,200	\$4,180,000
Hob, North, Midd & High Roofs	10/1/19	4/1/35	-\$860,669	\$0	-\$26,095	-\$55,669	-\$81,764	-\$805,000
Engineering Services - School 1	4/15/16	8/1/26	\$85,000	\$0	\$3,550	\$10,000	\$13,550	\$75,000
Engineering Services - School 2	4/15/16	8/1/22	\$45,000	\$0	\$1,875	\$15,000	\$16,875	\$30,000
			\$12,234,331	\$0	\$471,430	\$1,379,331	\$1,850,761	\$10,855,000
High School Field Lights	11/1/10	2/15/21	\$20,000	\$0	\$500	\$10,000	\$10,500	\$10,000
Hobomock Septic 1	4/15/16	8/1/24	\$35,000	\$0	\$1,450	\$10,000	\$11,450	\$25,000
Hobomock Septic 2	4/15/16	8/1/19	\$5,000	\$0	\$125	\$5,000	\$5,125	\$0
School Roof	2/15/12	11/15/21	\$30,000	\$0	\$563	\$10,000	\$10,563	\$20,000
School Cameras	4/1/15	4/1/20	\$5,000	\$0	\$150	\$5,000	\$5,150	\$0
Hobomock Roof	4/15/13	4/15/27	\$50,000	\$0	\$1,125	\$10,000	\$11,125	\$40,000
School Project Special Legislation	4/15/16	8/1/24	\$55,000	\$0	\$2,350	\$10,000	\$12,350	\$45,000
Hobomock/Learning Lane Drainage Eng./study	2/10/17	2/1/27	\$40,000	\$0	\$1,175	\$5,000	\$6,175	\$35,000
Hobomock/Learning Lane Drainage	2/10/17	2/1/27	\$305,000	\$0	\$9,075	\$40,000	\$49,075	\$265,000
Turf Field and Track	12/13/18	9/15/28	\$535,000	\$0	\$32,211	\$55,000	\$87,211	\$480,000
			\$1,080,000	\$0	\$48,724	\$160,000	\$208,724	\$920,000
Andruk Bogs 1	11/1/10	2/15/21	\$33,332	\$0	\$833	\$16,667	\$17,500	\$16,665
Bridge Repairs	7/15/08	7/15/27	\$135,000	\$0	\$5,325	\$15,000	\$20,325	\$120,000
Cemetery Drainage	7/15/08	7/15/28	\$185,000	\$0	\$7,331	\$20,000	\$27,331	\$165,000
Oldham Street Drainage 1	2/15/12	11/15/21	\$25,000	\$0	\$450	\$10,000	\$10,450	\$15,000
Oldham Street Drainage 2	2/15/12	11/15/21	\$15,000	\$0	\$281	\$5,000	\$5,281	\$10,000
Recreational Facility-Mattakesett	7/15/08	7/15/22	\$40,000	\$0	\$1,400	\$10,000	\$11,400	\$30,000
Road Improvements	11/1/10	2/15/20	\$35,000	\$0	\$875	\$35,000	\$35,875	\$0
Road Improvements	2/15/12	11/15/21	\$105,000	\$0	\$1,969	\$35,000	\$36,969	\$70,000
Park Improvements	4/15/13	4/15/20	\$5,000	\$0	\$100	\$5,000	\$5,100	\$0
Oldham Algea	4/15/13	4/15/25	\$30,000	\$0	\$675	\$5,000	\$5,675	\$25,000
Elm & Harvard Culvert @3%	4/1/15	4/1/35	\$230,000	\$0	\$6,975	\$15,000	\$21,975	\$215,000
199 Plymouth Street Drainage	2/10/17	2/1/21	\$10,000	\$0	\$400	\$5,000	\$5,400	\$5,000
Route 14, Drainage	2/10/17	2/1/27	\$160,000	\$0	\$4,700	\$20,000	\$24,700	\$140,000
Furnace Pond Engineering/Permitting	2/10/17	2/1/22	\$75,000	\$0	\$3,000	\$25,000	\$28,000	\$50,000
Police and Fire Feasibility Study	2/10/17	2/1/21	\$20,000	\$0	\$800	\$10,000	\$10,800	\$10,000
Rt. 14 Reconstruction Project Drainage X2	2/10/17	2/1/27	\$40,000	\$0	\$1,175	\$5,000	\$6,175	\$35,000
DPW Feasibility Study	2/10/17	2/1/22	\$15,000	\$0	\$600	\$5,000	\$5,600	\$10,000
Owls Bog	2/10/17	2/1/27	\$70,000	\$0	\$2,125	\$10,000	\$12,125	\$60,000
Storm Damage Repairs	12/13/18	9/15/28	\$180,000	\$0	\$10,800	\$20,000	\$30,800	\$160,000
Land acquisition Washington Street	12/13/18	9/15/36	\$775,000	\$0	\$41,501	\$45,000	\$86,501	\$730,000
Hobomock Sidewalks	12/13/18	9/15/36	\$775,000	\$0	\$41,501	\$45,000	\$86,501	\$730,000
			\$2,958,332	\$0	\$132,816	\$361,667	\$494,483	\$2,596,665
Recycling Center-Outside Debt Limit	11/1/07	12/1/19	\$20,000	\$0	\$500	\$20,000	\$20,500	\$0
Landfill ClosureX2-Outside Debt limit	6/13/12	1/15/33	\$1,904,110	\$0	\$39,672	\$117,825	\$157,497	\$1,786,285
Landfill ClosureX3	1/7/15	1/15/35	\$81,946	\$0	\$1,762	\$4,337	\$6,099	\$77,609
Total Outside Debt			\$2,006,056	\$0	\$41,934	\$142,162	\$184,096	\$1,863,894

Trash Bins	2/10/17	2/1/22	\$195,000	\$0	\$7,800	\$65,000	\$72,800	\$130,000
Total Inside Debt			\$195,000	\$0	\$7,800	\$65,000	\$72,800	\$130,000
Total Trash Debt			\$2,201,056	\$0	\$49,734	\$207,162	\$256,896	\$1,993,894
Well Repairs-Outside Debt Limit	2/15/12	11/15/20	\$10,000	\$0	\$169	\$5,000	\$5,169	\$5,000
Water Mains-Outside Debt Limit	4/15/16	8/1/25	\$120,000	\$0	\$5,050	\$20,000	\$25,050	\$100,000
Oldham Village Water Main-Outside Debt Limit	11/1/07	12/1/19	\$100,000	\$0	\$2,500	\$100,000	\$102,500	\$0
Edgewood Bogs-Outside Debt Limit	7/15/08	7/15/27	\$405,000	\$0	\$15,975	\$45,000	\$60,975	\$360,000
Pleasant Street Land-Outside Debt Limit	2/15/12	11/15/21	\$15,000	\$0	\$281	\$5,000	\$5,281	\$10,000
Water Tank Painting-Outside Debt Limit	11/1/10	2/15/20	\$20,000	\$0	\$500	\$20,000	\$20,500	\$0
Water Mains -Outside Debt Limit	4/15/13	4/15/28	\$200,000	\$0	\$4,625	\$25,000	\$29,625	\$175,000
Pleasant Street Land 2	4/15/13	4/15/28	\$785,000	\$0	\$18,275	\$90,000	\$108,275	\$695,000
Little Brook Water Mains-Outside Debt Limit	4/1/15	4/1/35	\$230,000	\$0	\$6,975	\$15,000	\$21,975	\$215,000
DPW 4X4 Pickup	4/1/15	4/1/20	\$5,000	\$0	\$150	\$5,000	\$5,150	\$0
DPW 4X4 Backhoe	4/1/15	4/1/28	\$85,000	\$0	\$2,675	\$10,000	\$12,675	\$75,000
Water Filtration Upgrades	12/13/18		\$836,000	\$0	\$44,427	\$51,000	\$95,427	\$785,000
Water Filtration Upgrades			\$860,669	\$0	\$26,095	\$55,669	\$81,764	\$805,000
Total Outside Debt			\$3,671,669	\$0	\$127,697	\$446,669	\$574,366	\$3,225,000
Andruk Bogs 2	11/1/10	2/15/21	\$16,668	\$0	\$417	\$8,333	\$8,750	\$8,335
CWWM Plan	11/15/02-9/28/01	8/1/19	\$14,307	\$0	\$256	\$14,307	\$14,563	\$0
Storm Water Management	7/15/17	7/15/37	\$312,195	\$0	\$6,712	\$14,358	\$21,070	\$297,837
Total Inside Debt			\$343,170	\$0	\$7,385	\$36,998	\$44,383	\$306,172
Total Water Debt			\$4,014,839	\$0	\$135,082	\$483,667	\$618,749	\$3,531,172
Total Debt Excluding Septic			\$25,262,558	\$0	\$960,418	\$3,025,827	\$3,986,245	\$22,236,731
Septic Loan Program-Outside Debt Limit	Varies	Varies	\$889,731	\$0	\$4,986	\$86,353	\$91,339	\$803,378
			\$889,731	\$0	\$4,986	\$86,353	\$91,339	\$803,378
Total Debt			\$26,152,289	\$0	\$965,404	\$3,112,180	\$4,077,584	\$23,040,109

Town of Pembroke
Trust Fund Activity
Fiscal Year 2020

<u>Trust Fund Name</u>	Beginning Balance				Ending Balance
	<u>07/01/19</u>	<u>Deposits</u>	<u>Interest</u>	<u>Transfers</u>	<u>06/30/20</u>
Perpetual Care	\$511,286.69	\$10,150.00	\$16,982.75	-\$11,999.94	\$526,419.50
Perpetual Care Income	\$1,203.25	\$0.00	\$175.94	\$5,392.94	\$6,772.13
Stabilization Fund	\$486,419.61	\$25,000.00	\$16,917.97	\$0.00	\$528,337.58
Special Purpose Stabilization	\$938,892.99	\$0.00	\$31,189.30	\$0.00	\$970,082.29
Other Post Employment Benefits	\$941,938.83	\$100,000.00	\$30,846.02	\$0.00	\$1,072,784.85
Sub Totals:	\$2,879,741.37	\$135,150.00	\$96,111.98	-\$6,607.00	\$3,104,396.35
General Funds:					
Conservation Fund 1	\$42,074.36	\$0.00	\$707.14	\$0.00	\$42,781.50
Conservation Fund 2	\$6,847.40	\$0.00	\$84.34	-\$2,230.00	\$4,701.74
Open Space Fund 1	\$150,970.10	\$0.00	\$2,537.75	\$0.00	\$153,507.85
Open Space Fund 2	\$91,112.76	\$0.00	\$1,531.60	\$0.00	\$92,644.36
Silver Lake Escrow	\$98,580.31	\$0.00	\$825.71	-\$99,406.02	\$0.00
Injured on Duty (IOD)	\$131,800.42	\$25,000.00	\$2,464.32	\$40,000.00	\$199,264.74
Workers Compensation Stabilization Fund	\$352,652.70	\$25,000.00	\$6,231.76	\$200,000.00	\$583,884.46
Law Enforcement Block Grant	\$4,178.33	\$0.00	\$70.29	\$0.00	\$4,248.62
Arts Lottery - Cultural Council	\$5,507.53	\$7,900.00	\$121.54	-\$575.00	\$12,954.07
Hatch School Fund	\$23,663.06	\$0.00	\$397.72	\$0.00	\$24,060.78
Richard Chase Fund	\$22,000.37	\$0.00	\$369.81	\$0.00	\$22,370.18
Tubbs Meadow Fund	\$54,818.09	\$0.00	\$921.51	\$0.00	\$55,739.60
Capital Fund	\$840,656.97	\$0.00	\$10,342.08	-\$727,260.00	\$123,739.05
Water Stabilization Fund	\$0.00	\$176,108.00	\$1,654.21	\$0.00	\$177,762.21
Sub Totals:	\$1,824,862.40	\$57,900.00	\$26,605.57	-\$589,471.02	\$1,497,659.16
Scholarship Funds:					
Dr. Randall's Scholarship Fund	\$118.01	\$0.00	\$1.05	\$0.00	\$119.06
Paul Kellogg Memorial Scholarship	\$10,758.53	\$0.00	\$180.89	\$0.00	\$10,939.42
Sub Totals:	\$10,876.54	\$0.00	\$181.94	\$0.00	\$11,058.48
Cemetery Funds:					
Perpetual Care-E. Marston	\$734.73	\$0.00	\$12.62	\$0.00	\$747.35
Perpetual Care-M. Page	\$114.80	\$0.00	\$1.02	\$0.00	\$115.82
Perpetual Care-E. Allen	\$575.30	\$0.00	\$9.89	\$0.00	\$585.19
Perpetual Care-G. Church	\$478.92	\$0.00	\$7.84	\$0.00	\$486.76
Perpetual Care-John Church	\$631.62	\$0.00	\$10.36	\$0.00	\$641.98
Perpetual Care-A. McPherson	\$3,451.18	\$0.00	\$57.95	\$0.00	\$3,509.13
Paul Magoun Fund	\$4,248.70	\$0.00	\$71.42	\$0.00	\$4,320.12
Sale of Lots	\$10,006.12	\$10,150.00	\$224.92	-\$15,275.00	\$5,106.04
Cemetery Perpetual Care	\$26,569.84	\$0.00	\$446.69	\$0.00	\$27,016.53
Sub Totals:	\$46,811.21	\$10,150.00	\$842.71	-\$15,275.00	\$42,528.92
Cemetery Flower Funds:					
Lewis & Sturtevant Flower	\$63.17	\$0.00	\$0.55	-\$20.00	\$43.72
William LaValley Flower	\$432.70	\$0.00	\$7.30	-\$20.00	\$420.00
Louis Gray Flower Fund	\$248.25	\$0.00	\$3.88	-\$20.00	\$232.13
C. Bruno Stone Flower Fund	\$481.71	\$0.00	\$7.95	-\$20.00	\$469.66
John Blakeman Flower Fund	\$373.39	\$0.00	\$6.29	-\$20.00	\$359.68
Estes Flower Fund	\$891.88	\$0.00	\$15.25	-\$20.00	\$887.13
Sub Totals:	\$2,491.10	\$0.00	\$41.22	-\$120.00	\$2,412.32
Library Funds:					
Center Library Investment	\$20,576.95	\$0.00	\$345.84	\$0.00	\$20,922.79
Center Library Liquid	\$5,204.24	\$0.00	\$87.56	\$0.00	\$5,291.80
Library Building Fund	\$313.77	\$0.00	\$5.78	\$0.00	\$319.55
Darling Book Fund	\$11,574.47	\$0.00	\$194.52	\$0.00	\$11,768.99
Della Chiesa Fund	\$10,084.51	\$0.00	\$169.49	\$415.72	\$10,669.72
Edna Raistrick Fund	\$4,163.30	\$0.00	\$69.92	\$0.00	\$4,233.22
Irene L. Smith Fund	\$9,697.41	\$0.00	\$163.00	\$0.00	\$9,860.41
Lydia Drake (Murphy)Fund Library Upkeep	\$11,082.84	\$0.00	\$186.86	\$2,450.00	\$13,719.70
Elsie Duffill Fund	\$3,420.71	\$0.00	\$57.63	\$0.00	\$3,478.34
Lois W. Hall Fund	\$1,550.47	\$0.00	\$26.33	\$0.00	\$1,576.80
Lydia Drake Library Fund	\$2,469.94	\$0.00	\$41.71	\$0.00	\$2,511.65
Sub Totals:	\$80,138.61	\$0.00	\$1,348.64	\$2,865.72	\$84,352.97
Trust Totals:	\$1,965,179.86	\$68,050.00	\$29,020.08	-\$602,000.30	\$1,638,011.85
Grand Totals:	\$4,844,921.23	\$203,200.00	\$125,132.06	-\$608,607.30	\$4,742,408.20

SCHOOL EMPLOYEES

School Employees

GrossPay	Last Name	First Name	PrimaryAccount
\$206,949.90	OBEY	ERIN E.	SUPERINTENDENT PRF SAL
\$153,820.26	BRUST	MARYBETH	ASSIST SUPERINTENDENT PRF SAL
\$146,765.94	DeLORENZO	JESSICA	DIRECTOR OF STUDENT SERVICES
\$137,352.80	MCGARRIGLE	DONNA	PCMS SCH LEADERSHIP PRF SAL
\$136,612.54	TALBOT	MARC J.	PHS SCH LEADERSHIP PRF SAL
\$124,294.15	GALLIGAN	MARK N.	BES SCH LEADERSHIP PRF SAL
\$121,485.74	CHAPMAN	GWYNNE L.	DIRECTOR FINE ARTS PRF SAL
\$121,109.96	DUFFY	MARK	CONTENT AREA COORDINATOR
\$118,342.66	MURPHY	MICHAEL D.	HES SCH LEADERSHIP PRF SAL
\$114,099.96	SHAPIRO	JONATHAN E.	CONTENT AREA COORDINATOR
\$112,499.41	SWIFT	ERICA N.	NPES SCH LEADERSHIP PRF SAL
\$112,420.89	HALL	BRANDON	DIRECTOR INSTRUCTIONAL TECH
\$111,317.96	KELLEY	KRISTEN A.	PHS SCH LEADERSHIP PRF SAL
\$108,534.92	RIX	DAVID	PHS SCH LEADERSHIP PRF SAL
\$107,993.86	ARONS	MICHELLE M.	BES SCH LEADERSHIP PRF SAL
\$107,855.78	SAFIZADEH	SAVIZ	CONTENT AREA COORDINATOR
\$103,469.34	ZOPATTI	GREGORY D.	PCMS TEACHERS PRF SAL
\$103,463.82	GOFF	KERRAN B.	PHS GUIDANCE COUNCELOR
\$103,174.76	COLLUM	MEGHAN L.	IDEA DW CURRICULUM DIR PRF SAL
\$102,726.00	SIMMONS	JENNIFER R.	NPES SCH LEADERSHIP PRF SAL
\$102,726.00	WALSH	THOMAS W.	PCMS SCH LEADERSHIP PRF SAL
\$101,319.84	ROONEY	JAMES	PHS TEACHERS PRF SAL
\$100,753.75	RUKA	ANNE F.	PHS TEACHERS PRF SAL
\$100,453.75	WHALEN	COURTNEY L.	PHS TEACHERS PRF SAL
\$100,013.82	MCCLUNE	JOANNE	PCMS GUIDANCE COUNCELOR
\$100,003.75	COSTA	MEREDITH A.	PHS TEACHERS PRF SAL
\$99,764.84	CONATHAN	ROBIN L.	PHS GUIDANCE COUNCELOR
\$98,551.96	GLASS	AUSTIN	PHS TEACHERS PRF SAL
\$98,399.70	LEEPER	NAOMI J.	PCMS TEACHERS PRF SAL
\$97,768.27	TALBOT	CAROLYN	PHS TEACHERS PRF SAL
\$97,724.96	STODDARD	WENDY	PCMS TEACHERS PRF SAL
\$97,672.84	PENELLA	JESSICA A.	HES TEACHERS PRF SAL
\$96,815.34	LISI	MICHAEL	HES PSYCHOLOGIST
\$96,390.34	SULLIVAN	MICHELE	NPES TEACHERS PRF SAL
\$96,338.20	CAMPBELL	JENNIFER R.	PHS TEACHERS PRF SAL
\$96,323.84	KNIFFEN	HILLARY M.	PHS TEACHERS PRF SAL
\$96,277.84	BATCHELDER	JUDITH	NPES TEACHERS PRF SAL
\$96,243.34	PEARSON	ERICA S.	NPES PSYCHOLOGIST
\$96,105.84	FERNALD	MARIESA	BES TEACHERS PRF SAL
\$96,058.70	SHANNON	JAMES	PHS GUIDANCE COUNCELOR
\$95,777.84	COSTA	TRACI	NPES TEACHERS PRF SAL
\$95,527.84	HARRIS	MICHELLE R.	HES TEACHERS PRF SAL
\$95,527.84	KILEY	ROSEMARY	SPED NPES TEACHERS PRF SAL
\$95,527.84	MROWKA	AMANDA	PHS TEACHERS PRF SAL
\$95,149.96	FITZGERALD	LYN M.	PCMS TEACHERS PRF SAL
\$95,071.96	ANGLEY	TARA E.	NPES TEACHERS PRF SAL
\$95,071.96	BADAU	LYNNE A.	NPES TEACHERS PRF SAL
\$95,071.96	JEFFERS	MEGAN D.	PCMS TEACHERS PRF SAL
\$95,034.46	CHRISTENSEN	MARIANNE	BES SPEECH THERAPIST
\$94,978.96	KENNY	NEIL	PHS TEACHERS PRF SAL
\$94,771.96	DUNPHY-BOCK	RENEE	HES TEACHERS PRF SAL
\$94,771.96	SAN GIOVANNI	LARA	HES TEACHERS PRF SAL
\$94,771.94	DOYLE	GRETCHEN	HES TEACHERS PRF SAL

SCHOOL EMPLOYEES

\$94,571.96	DAVIS	JANET M.	BES TEACHERS PRF SAL
\$94,571.96	DWYER	KAREN	IDEA HES MED/THERP PRFSAL
\$94,571.96	WOODS	ELIZABETH N.	NPES TEACHERS PRF SAL
\$94,321.96	FRATES	MICHAEL C.	SPED PHS TEACHERS PRF SAL
\$94,321.96	HAWES	DANIEL F.	MUSIC TEACHER ELEM PRF SAL
\$94,321.96	MACDONALD	PAUL	HES TEACHERS PRF SAL
\$94,321.96	SOLIWODA	MELINDA	NPES TEACHERS PRF SAL
\$94,299.84	TURLEY	JOSEPH	PHS TEACHERS PRF SAL
\$94,282.96	GRIGGS	ELAINE B.	PHS TEACHERS PRF SAL
\$94,194.98	POURBAIX	NOELLE	PHS TEACHERS PRF SAL
\$93,913.98	McCORMACK	MARIJANE	PHS TEACHERS PRF SAL
\$93,802.98	STACK	KAREN J.	SPED NPES TEACHERS PRF SAL
\$93,704.78	NEWTON	RICHARD J.	PHS TEACHERS PRF SAL
\$93,627.98	PIWARUNAS	CHERYL	SPED NPES TEACHERS PRF SAL
\$93,558.84	DRESSER	RACHEL A.	PCMS TEACHERS PRF SAL
\$93,467.41	RUGGIERO	CATHERINE W.	PCMS TEACHERS PRF SAL
\$93,102.98	MICHALEK	COURTNEY G.	PCMS TEACHERS PRF SAL
\$93,102.98	MONTANA	KELLY	NPES TEACHERS PRF SAL
\$93,034.84	LEONIDO	MAUREEN	PCMS TEACHERS PRF SAL
\$92,802.98	MCDERMOTT	ANGELA	BES TEACHERS PRF SAL
\$92,802.98	MOLISSE	JULIE	NPES TEACHERS PRF SAL
\$92,802.98	WELDON	KEVIN	BES TEACHERS PRF SAL
\$92,642.98	KING	BRIAN	PHS TEACHERS PRF SAL
\$92,627.98	DeIPOZZO	TRACEY	SPED BES TEACHERS PRF SAL
\$92,602.98	ADAMS	KATHIE	BES TEACHERS PRF SAL
\$92,602.98	CONSOLATI	PAUL	PHS TEACHERS PRF SAL
\$92,602.98	MURPHY	LUCYANNE	BES TEACHERS PRF SAL
\$92,602.98	SNEE	MEGHAN	NPES TEACHERS PRF SAL
\$92,352.98	BURKE	KELLI	BES TEACHERS PRF SAL
\$92,352.98	CALLANAN	ANNE	NPES TEACHERS PRF SAL
\$92,352.98	DECOSTA	SHANNON	HES TEACHERS PRF SAL
\$92,352.98	DOHERTY	CHRISTINE C.	BES TEACHERS PRF SAL
\$92,352.98	FRUSTACI	KATHRYN M.	BES TEACHERS PRF SAL
\$92,352.98	GLYNN	MEGAN	BES TEACHERS PRF SAL
\$92,352.98	KENNY	JENNIFER	NPES TEACHERS PRF SAL
\$92,352.98	MORRIS	JULIE A.	HES TEACHERS PRF SAL
\$92,352.98	MURRAY	MICHAEL	PHS TEACHERS PRF SAL
\$92,352.98	RADZEVICH	PAULA M.	SPED PHS TEACHERS PRF SAL
\$92,352.98	RUSHTON	JENNA	NPES TEACHERS PRF SAL
\$92,352.98	TOOLIN	STEPHANIE M.	SPED HES TEACHERS PRF SAL
\$92,281.88	NEWALL	ADAM G.	PCMS TEACHERS PRF SAL
\$92,266.84	McNULTY	SARA E.	BES TEACHERS PRF SAL
\$92,266.84	MURPHY	CHRISTINE M.	PHS LIBRARIAN PRF SAL
\$92,208.84	HOVEY	THOMAS	PCMS TEACHERS PRF SAL
\$92,177.84	FROST	JENNYE P.	PCMS TEACHERS PRF SAL
\$91,999.96	ULYSSE	JAMES	DATA & NETWORK MGMT PRF SAL
\$91,854.32	BELLIVEAU	CHRISTINE L.	HES TEACHERS PRF SAL
\$91,754.34	PALICA	ERIN	NPES SPEECH THERAPIST
\$91,580.98	LARSON	CHERYL A.	K-8 SOCIAL WRK/ADJ COUNCELOR
\$91,525.92	LASNIER-DUNCAN	KATLYN P.	NPES TEACHERS PRF SAL
\$91,525.92	O'LEARY	VIRGINIA	BES TEACHERS PRF SAL
\$91,391.84	ROONEY	MICHELLE	PCMS SPEECH THERAPIST
\$91,347.34	MOTTA	AMY B.	PHS TEACHERS PRF SAL
\$91,316.84	DOYLE	JEFFREY	PHS TEACHERS PRF SAL
\$91,144.84	TOWNSEND	KARYN	PHS TEACHERS PRF SAL

SCHOOL EMPLOYEES

\$91,116.80	PLACE	LYNNE	PHS TEACHERS PRF SAL
\$91,004.34	GREALIS	ERIN	IDEA NPES TEACHERS PRFSAL
\$90,891.84	FULTZ	KAREN	NPES TEACHERS PRF SAL
\$90,829.34	MURPHY	KAREN J.	IDEA NPES TEACHERS PRFSAL
\$90,816.84	DUFFY	AMIEE	BES TEACHERS PRF SAL
\$90,816.84	JACKSON	GEORGE	PHS TEACHERS PRF SAL
\$90,816.84	SCHAFFERT	GERRI A.	BES TEACHERS PRF SAL
\$90,816.80	KENNEDY	TIMOTHY	BES TEACHERS PRF SAL
\$90,694.84	FLAHERTY	ERIC	PHS TEACHERS PRF SAL
\$90,641.84	MURPHY	CARRIE	PCMS TEACHERS PRF SAL
\$90,616.84	GERETY	HOLLY	PHS SOCIAL WRK/ADJ COUNCELOR
\$90,616.84	LEFEBVRE	LAUREN E.	HES TEACHERS PRF SAL
\$90,616.84	LUSSIER	KATHLEEN E.	NPES TEACHERS PRF SAL
\$90,616.84	MCKAY	MICHAEL	HES TEACHERS PRF SAL
\$90,616.84	MOSHER	BRENDAN J.	NPES TEACHERS PRF SAL
\$90,616.84	NADWORNY	CYNTHIA A.	BES TEACHERS PRF SAL
\$90,616.84	ROSA	JULIE D.	HES TEACHERS PRF SAL
\$90,616.84	SHADRICK	HEIDI M.	NPES TEACHERS PRF SAL
\$90,616.84	WEISMAN	WENDY J.	HES TEACHERS PRF SAL
\$90,366.84	BALASCO	KIMBERLY	SPED BES TEACHERS PRF SAL
\$90,366.84	CALTER	JENNIFER D.	HES TEACHERS PRF SAL
\$90,366.84	CORWIN	NATHANIEL P.	PCMS TEACHERS PRF SAL
\$90,366.84	DROWNE	LYNNE	BES TEACHERS PRF SAL
\$90,366.84	GLYNN	JOELLE	HES TEACHERS PRF SAL
\$90,366.84	MACDONALD	TAMMY L.	SPED HES TEACHERS PRF SAL
\$90,366.84	MURPHY	MARINDA	HES TEACHERS PRF SAL
\$90,366.84	STEFANOSKI	MELISSA	SPED HES TEACHERS PRF SAL
\$90,366.84	WEIR	MICHELLE C.	NPES TEACHERS PRF SAL
\$90,129.93	HAYES	MALLORY	PCMS TEACHERS PRF SAL
\$89,772.88	LEBLANC	KELLY M.	BES TEACHERS PRF SAL
\$89,766.84	RICHARDSON	JENNIFER A.	PCMS TEACHERS PRF SAL
\$89,704.16	GOETZ	GREGORY F.	SPED PHS TEACHERS PRF SAL
\$89,615.96	MATHESON	MICHELLE	BES TEACHERS PRF SAL
\$89,615.96	RAICHE	SHARYN L.	HES TEACHERS PRF SAL
\$89,558.84	SCHNELL	KIRSTEN A.	ELL TEACHERS PRF SAL DW
\$89,523.98	TINKER	ERIN	DATA & NETWORK MGMT PRF SAL
\$89,490.58	EARNER	JOANNE	PCMS MED/HEALTH SER PRF SAL
\$88,840.76	VANDERMOLEN	NATALIE	HUMAN RESOURCES WAGES
\$88,276.84	WALLS	JESSICA A.	PHS TEACHERS PRF SAL
\$87,772.84	PELTON	MELISSA A.	NPES TEACHERS PRF SAL
\$87,340.76	KING	COLLEEN	BUS & FINANCE PRF SAL
\$87,243.92	SCIULLI	KRISTEN M.	SPED PCMS TEACHERS PRF SAL
\$86,444.98	GEARIN	JULIANNE S.	PCMS TEACHERS PRF SAL
\$86,438.50	INFASCELLI	COURTNEY A.	PHS TEACHERS PRF SAL
\$85,461.74	HALEY	CATHERINE	BES MED/HEALTH SER PRF SAL
\$85,080.84	BRADFORD	ALICE M.	PHS TEACHERS PRF SAL
\$85,080.84	RUSSELL	MEGHAN L.	BES TEACHERS PRF SAL
\$84,862.47	MYLETT	CHRISTINA M.	NPES TEACHERS PRF SAL
\$84,808.98	McNAMARA	MARY E.	SPED NPES TEACHERS PRF SAL
\$84,501.92	FITZPATRICK	SUSAN L.	BES TEACHERS PRF SAL
\$84,201.85	LEONARD	KERRY B.	PCMS TEACHERS PRF SAL
\$83,991.96	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
\$83,818.70	GOITIA	ERIN S.	PCMS GUIDANCE COUNCELOR
\$83,658.82	McDONOUGH	KIELY J.	IDEA PCMS TEACHERS PRFSAL
\$82,900.82	VENETO	MARY THERESA	SPED PCMS TEACHERS PRF SAL

SCHOOL EMPLOYEES

\$82,861.82	KIRTLEY	RACHEL C.	PHS TEACHERS PRF SAL
\$82,533.82	GILLIS-JANSSEN	MELANIE F.	PCMS TEACHERS PRF SAL
\$82,212.76	BITTENBENDER	RACHEL H.	BES PSYCHOLOGIST
\$82,003.32	HALL	THERESA M.	PHS TEACHERS PRF SAL
\$81,924.92	NUNES	GAIL	SPED BES TEACHERS PRF SAL
\$81,472.82	HAYLON	ANNE MARIE B	PCMS TEACHERS PRF SAL
\$81,472.82	NOGUER	CHRISTINE	PCMS TEACHERS PRF SAL
\$81,434.96	TURVEY	SAMANTHA	PHS MED/HEALTH SER PRF SAL
\$80,675.18	CANTINO	KERRI A.	IDEA NPES MED/THERP PRFSAL
\$80,620.32	LAZARUS	JESSICA T.	PHS TEACHERS PRF SAL
\$80,449.92	VALERI	KELLY	HES TEACHERS PRF SAL
\$80,178.82	FOOTE	MEAGHAN E.	NPES SPEECH THERAPIST
\$79,824.82	GATES	MARYELLEN	PHS TEACHERS PRF SAL
\$79,349.92	OTTINA	KATHLEEN A.	PHS TEACHERS PRF SAL
\$79,076.84	MCDONOUGH	LESLIE J.	PCMS TEACHERS PRF SAL
\$79,028.82	COOK	AMANDA M.	NPES TEACHERS PRF SAL
\$79,028.82	McGOWAN	RACHEL H.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$79,028.82	REILLY	WHITNEY C.	BES TEACHERS PRF SAL
\$78,362.96	CONN	JESSICA N.	NPES TEACHERS PRF SAL
\$78,319.34	STRUK	MARCIA J.	EXT DAY KIND TEACHER PRF SAL
\$78,107.07	McFADYEN	NATALIE J.	NPES TEACHERS PRF SAL
\$77,751.86	AUGER	BENJAMIN P.	PHS TEACHERS PRF SAL
\$77,555.19	MORSE	CHARLES W.	PHS TEACHERS PRF SAL
\$77,406.84	WALSH	ABIGAIL B.	PHS TEACHERS PRF SAL
\$77,389.97	DEPAUL	ANDREA M.	HES MED/HEALTH SER PRF SAL
\$77,062.96	EVANS	MICHAEL	HES CUSTODIAL WAGES
\$76,499.80	LUCAS-TERRA	CINDY M.	FOOD SERVICES DIRECTOR
\$76,383.80	GOULD	EDWARD A.	PHS TEACHERS PRF SAL
\$76,252.58	LEACH	MARGARET F.	NPES MED/HEALTH SER PRF SAL
\$75,808.48	FIGUEIREDO	JENNA M.	SPED BES TEACHERS PRF SAL
\$75,759.88	DEPOLITO	JESSICA A.	PHS TEACHERS PRF SAL
\$75,625.86	RHODES	MARY M.	SPED HES TEACHERS PRF SAL
\$75,418.92	LOPEZ	ROSA D.	PCMS TEACHERS PRF SAL
\$75,388.42	ALMON	CAITLIN N.	PHS TEACHERS PRF SAL
\$74,952.84	LEWIS	KATHERINE C.	SPED PHS TEACHERS PRF SAL
\$74,770.42	LYDON	ALLISON M.	SPED HES TEACHERS PRF SAL
\$74,357.92	NOONS	BRITTNEY J.	HES TEACHERS PRF SAL
\$74,006.92	CARTEE	TARA L.	PHS TEACHERS PRF SAL
\$73,730.80	CREHAN	MEGHAN K.	HES TEACHERS PRF SAL
\$73,611.20	TARBOX	GREGORY R.	PHS TEACHERS PRF SAL
\$73,236.52	KLEMONSKY	NICOLE M.	HES TEACHERS PRF SAL
\$73,156.16	DUMONT	ALYSON G.	HES TEACHERS PRF SAL
\$72,348.56	dePONTBRIAND-B	LAURA K.	PHS TEACHERS PRF SAL
\$72,126.86	CAVACCO-WILLIS	MICHELLE R.	HES TEACHERS PRF SAL
\$72,126.86	MARTIN	CAITLIN L.	K-8 SOCIAL WRK/ADJ COUNCELOR
\$72,126.70	DOOLEY	GAIL M.	PCMS TEACHERS PRF SAL
\$71,999.94	KERR	BRYANNA L.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$71,805.32	CALLANAN	CHRISTOPHER	PHS CUSTODIAL WAGES
\$71,291.16	SCHMUTTENMAER	SHEILA	PCMS TEACHERS PRF SAL
\$70,975.84	EMMONS	ELIZABETH M.	ELL TEACHERS PRF SAL DW
\$69,962.88	LADD	LINDSAY M.	SPED PHS TEACHERS PRF SAL
\$69,447.42	FULMINE	ANTHONY S.	DW LONG TERM SUB PRF SAL
\$69,365.69	MAURANO	MARGARET	HES READING SPECIALIST
\$67,863.90	CHRISTMAS	JOCELYN N.	NPES TEACHERS PRF SAL
\$67,863.90	MCCANN	NICOLE F.	NPES TEACHERS PRF SAL

SCHOOL EMPLOYEES

\$67,863.90	SHELTERS	DONALD J.	SPED PHS TEACHERS PRF SAL
\$65,827.84	SILVA DELGADO	JOVANN	PHS TEACHERS PRF SAL
\$65,031.85	GLAUDE	CATHERINE A.	BES SCH LEADERSHIP PRF SAL
\$64,716.83	KELLY	VALERIE N.	HES SCH LEADERSHIP PRF SAL
\$64,612.86	MONTEFORTE	SHARON M.	COMMUNICATIONS SPECIALIST
\$64,112.88	BARTHOLOMAE	ELIZABETH M.	BES TEACHERS PRF SAL
\$63,799.00	POWELL	SAMANTHA J.	BES TEACHERS PRF SAL
\$63,356.80	DUTRA	DEBRA	BUS & FINANCE CLR SAL
\$63,247.64	ELLIOTT	DIANE S.	PHS CUSTODIAL WAGES
\$63,015.52	GILLIS	JAYMES R.	NPES CUSTODIAL WAGES
\$62,720.42	ROSE	JESSICA A.	PHS TEACHERS PRF SAL
\$62,393.22	MASSA	ERIN E.	PHS TEACHERS PRF SAL
\$61,238.23	FOLEY	KARIN	NPES TEACHERS PRF SAL
\$60,924.32	FLYNN	ROBERT	PCMS CUSTODIAL WAGES
\$59,994.35	DORGAN	MICHAEL	PHS CUSTODIAL WAGES
\$59,568.02	CELLUCCI	CLAUDIA	NORTH CLASSROOM TEACHERS
\$59,411.50	SILVA	STEVEN	NPES CUSTODIAL WAGES
\$59,318.94	KENNEDY	ERIN K.	PHS TEACHERS PRF SAL
\$59,193.78	BAKER	ANDREW R.	PHS TEACHERS PRF SAL
\$58,843.20	JACOBS	LORI	TRANSPORTATION REVOLAL CLR SAL
\$58,721.51	PAGE	RICHARD E.	PCMS CUSTODIAL WAGES
\$58,513.78	GRIER	MEGHAN K.	DW LONG TERM SUB PRF SAL
\$58,129.12	MULLEN	JESSICA N.	BES CUSTODIAL WAGES
\$58,109.12	CAFARDO	LEEANNE M.	BES TEACHERS PRF SAL
\$58,083.10	LANZAROTTO	KATHY-ANN	PHS SECRETARIAL SAL
\$58,075.68	DUNN	MARIA	BES TEACHERS PRF SAL
\$57,735.70	O'MARA	KATHLEEN	PHS TEACHERS PRF SAL
\$57,367.36	BREMER	SHEILA M.	H. S. CLASSROOM TEACHERS
\$57,367.36	KELLY	GINA M.	PHS TEACHERS PRF SAL
\$57,131.95	JOHNSON	JOSHUA R.	PCMS CUSTODIAL WAGES
\$56,659.66	COSBY	ROBERT T.	PHS CUSTODIAL WAGES
\$56,558.97	DOMINGOS	JUSTIN J.	ATHLETIC DIRECTOR/FACILIT MGR
\$56,451.96	CURRIER	RYAN D.	PHS CUSTODIAL WAGES
\$56,379.76	PACE	FRED	NPES CUSTODIAL WAGES
\$56,125.91	MENDES	MARKUS C.	BES CUSTODIAL WAGES
\$55,892.70	LOGAN	ANDREA	HES SECRETARIAL SAL
\$55,792.84	EOSUE	MICHAEL A.	HES CUSTODIAL WAGES
\$55,755.92	DeGRASSE	JODIE L.	BES CUSTODIAL WAGES
\$55,729.44	COURCHENE	AMANDA M.	PHS TEACHERS PRF SAL
\$55,663.00	EAKINS	KATHRYN	PHS SECRETARIAL SAL
\$55,506.00	CRUISE	KENNETH	MEDIA TECH
\$54,933.44	DUBOIS	AIMEE B.	PCMS TEACHERS PRF SAL
\$54,899.60	GRINDLE	CAROL	BES SECRETARIAL SAL
\$54,665.72	RIZZITANO	EDWARD	ATHLETIC CUSTODIAN
\$54,401.20	GLYNN	MARGARET	PCMS SECRETARIAL SAL
\$54,212.11	BOURGET	CHRISTOPHER	PHS CUSTODIAL WAGES
\$54,101.20	ROSSINI	ERIKA	NPES SECRETARIAL SAL
\$53,914.62	WHYE	ASHLEY D.	ELL TEACHERS PRF SAL DW
\$53,551.60	SHEEHAN	MARY	PCMS SECRETARIAL SAL
\$51,738.10	WHITE	ZACHARY E.	HES CUSTODIAL WAGES
\$50,206.13	GONSALVES	LINDSAY M.	SPED PHS TEACHERS PRF SAL
\$50,162.12	RUTLEDGE	LISA M.	SPED PCMS TEACHERS PRF SAL
\$50,135.88	MURPHY	SUSAN E.	SPED HES PARAPROFESSIONAL
\$49,900.16	LAPRISE	SHARI L.	PHS TEACHERS PRF SAL
\$49,448.54	CAREY	LYNDA L.	OT, PT MED THERAPIST DW

SCHOOL EMPLOYEES

\$49,296.00	WEBB	JANICE A.	PHS SECRETARIAL SAL
\$47,753.52	PRAETSCH	JERILYN	BUS & FINANCE CLR SAL
\$47,173.44	CARR	AMANDA C.	K-8 SOCIAL WORKER
\$46,554.72	SANBORN	ZOE L.	PHS TEACHERS PRF SAL
\$44,646.08	KRAMPF	KATHARINE P.	BES TEACHERS PRF SAL
\$44,199.34	DUGAS	KATIE E.	DW LONG TERM SUB PRF SAL
\$43,735.20	TURNER	KELLY D.	PHS GUIDANCE COUNCELOR
\$43,091.22	SMILEY	HEATHER F.	HES TEACHERS PRF SAL
\$42,094.29	DeSIMONE	CAROL A.	DW LONG TERM SUB PRF SAL
\$41,570.44	ROSEN	MICHAEL J.	PCMS TEACHERS PRF SAL
\$40,234.90	ALFANO	MICHELLE	SPED PCMS PARAPROFESSIONAL
\$39,750.00	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS
\$36,453.73	DERITO	MAUREEN E.	SPED PHS PARAPROFESSIONAL
\$35,698.02	SAMUELSON	KIMBERLY A.	NPES CLERICAL PARA SAL
\$35,482.14	PHILLIPS	BRIAN E.	ATHLETIC DIRECTOR/FACILIT MGR
\$34,464.30	ROBERTS	SARAH-RUTH B	OT, PT MED THERAPIST DW
\$34,406.82	NOYES	LAURIE M.	SPED CLERICAL SUPPORT
\$34,044.60	MORISSEAU	JON M.	PHS TEACHERS PRF SAL
\$33,935.57	PROSPER	ELEANOR	SPED NPES PARAPROFESSIONAL
\$33,898.99	PIERCE	ASHLEY R.	HES SCH LEADERSHIP PRF SAL
\$33,806.80	LaPLANTE	JENNIFER M.	SPED HES PARAPROFESSIONAL
\$33,793.67	CARMICHAEL	ROBERTA	SPED BES PARAPROFESSIONAL
\$33,696.90	HUNT	KERRIE	SPED HES PARAPROFESSIONAL
\$33,124.29	FOX	CHERI J.	SPED PHS PARAPROFESSIONAL
\$32,980.81	HANLEY	THERESA	EXT DAY PREK PARA
\$32,955.70	VILAGIE	KATHLEEN	SPED HES PARAPROFESSIONAL
\$32,860.20	WEST	KIMBERLY	HES PARAPROFESSIONAL
\$32,795.70	SOLOMON	NANCY A.	SPED BES PARAPROFESSIONAL
\$32,783.20	JOHNSON	BARBRA M.	BES PARAPROFESSIONAL
\$32,766.15	DUCHINI	DAWN	IDEA HES PARA OTHSAL
\$32,758.64	NUGENT	KATHERINE	NPES PARAPROFESSIONAL
\$32,700.52	DAVIS	JILL	IDEA PCMS PARA OTHSAL
\$32,687.89	HAMILTON	LINDA	SPED PCMS PARAPROFESSIONAL
\$32,626.68	QUILL	JESSICA A.	SPED PHS PARAPROFESSIONAL
\$32,193.78	PARRELLA	PAMELA	SPED PHS PARAPROFESSIONAL
\$32,132.62	SMITH	TRACEY A.	BES CLERICAL PARA SAL
\$31,702.40	PETIT	KIMBERLY J.	PCMS TEACHERS PRF SAL
\$31,641.20	McMAHON	SHAWN A.	SPED HES PARAPROFESSIONAL
\$31,352.62	NICHOLS	DANIELLE	BES PARAPROFESSIONAL
\$31,145.22	DECASTRO	SHARON	SPED NPES PARAPROFESSIONAL
\$30,760.38	HURLEY	STEPHANIE	PHS PARAPROFESSIONAL
\$30,679.10	JONES	KIMBERLY A.	SPED PCMS PARAPROFESSIONAL
\$30,543.07	SLEKIS	STEPHANIE E.	SPED BES PARAPROFESSIONAL
\$30,466.51	JACOBSEN	DEBORAH	HES PARAPROFESSIONAL
\$30,391.11	GILL	BARBARA J.	FOOD SERVICES SUPPORT STAFF
\$30,277.60	BUDAK	DANIELLE M.	SPED PHS PARAPROFESSIONAL
\$30,251.90	GOODE	ANNEMARIE M.	BES TEACHERS PRF SAL
\$30,011.95	GEARY	JAMES M.	SPED PHS PARAPROFESSIONAL
\$29,849.90	GERLACH	ERIN O.	EXT DAY PREK PARA
\$29,756.09	DECINA	JULIANNA M.	SPED PHS PARAPROFESSIONAL
\$29,469.76	MOORHEAD	PAULA	PERFECT ATTENDANCE SECRETARIES
\$29,269.02	MCCARTHY	BONNIE J.	SPED PHS PARAPROFESSIONAL
\$29,024.77	JONES	KEVIN M.	SPED PHS PARAPROFESSIONAL
\$28,171.36	BODELL	ANN M.	FOOD SERVICES SUPPORT STAFF
\$27,841.94	BALDWIN	BONNEY	JOB COACH

SCHOOL EMPLOYEES

\$27,741.10	THERIAULT	NICOLE M.	K-8 SOCIAL WRK/ADJ COUNCELOR
\$27,717.06	MESSNER	ALLISON M.	SPED HES PARAPROFESSIONAL
\$27,694.05	FREITAS	DONNA M.	PHS PARAPROFESSIONAL
\$27,219.84	TRASK	LISA J.	FOOD SERVICES SUPPORT STAFF
\$27,132.41	MCRAE	NANCY R.	FOOD SERVICES SUPPORT STAFF
\$26,431.57	HEATH	DEBORAH	SPED NPES PARAPROFESSIONAL
\$26,331.85	CARAFONE	ALICIA E.	EXT DAY KIND PARA
\$25,942.82	JESSON	KATHRYN L.	SPED PCMS PARAPROFESSIONAL
\$25,512.46	DONLON	AUDRA E.	HES CLERICAL PARA SAL
\$24,934.80	KULIK	PATRICIA M.	EXT DAY PREK PARA
\$24,419.39	HOWIE	JULIE A.	FOOD SERVICES SUPPORT STAFF
\$21,706.78	MURPHY	KEELAN P.	PHS TEACHERS PRF SAL
\$21,294.43	RONDEAU	REBECCA M.	SPED NPES PARAPROFESSIONAL
\$21,097.32	WALSH	DENISE M.	FOOD SERVICES SUPPORT STAFF
\$20,906.78	BREEN	TAMARA D.	DW LONG TERM SUB PRF SAL
\$20,906.78	TILLSON	ANGELA P.	DW LONG TERM SUB PRF SAL
\$20,267.11	GREEN	ELIZABETH A.	PHS TEACHERS PRF SAL
\$20,208.44	KINSMAN	JOYCE F.	PCMS LIBRARY PARA
\$19,947.53	TOWERS	JOSEPH B.	DW LONG TERM SUB PRF SAL
\$19,678.88	HOWIE	PATRICE	FOOD SERVICES SUPPORT STAFF
\$19,627.78	ECKSTROM	TAYLOR M.	DW LONG TERM SUB PRF SAL
\$18,763.99	EOSUE	DEBRA	SPED NPES PARAPROFESSIONAL
\$18,751.50	BYRNE	FAITH L.	FOOD SERVICES SUPPORT STAFF
\$18,603.40	SMITH	DEBRA	FOOD SERVICES SUPPORT STAFF
\$18,240.13	DEGAGNE	MICHAEL P.	NPES PARAPROFESSIONAL
\$17,920.29	DEVINE	BARBARA R.	BES PARAPROFESSIONAL
\$17,400.00	MUSK	PAMELA A.	SUBSTITUTES SHORT TERM
\$17,221.60	JULIAN	MARIA B.	PCMS TEACHERS PRF SAL
\$17,198.86	MERRITT	PATRICIA A.	FOOD SERVICES SUPPORT STAFF
\$16,616.79	GLAVIN	MARY C.	BES PARAPROFESSIONAL
\$16,510.57	GALLINGER	JANICE M.	FOOD SERVICES SUPPORT STAFF
\$16,471.10	ELFILALI	QUIDAD E.	PCMS TEACHERS PRF SAL
\$15,550.64	ADAMS	MAUREEN	FOOD SERVICES SUPPORT STAFF
\$15,375.46	HANNON	JUDITH K.	FOOD SERVICES SUPPORT STAFF
\$15,099.61	HOLMES	GAYLE M.	FOOD SERVICES SUPPORT STAFF
\$15,069.39	BURROWS	JANET	FOOD SERVICES SUPPORT STAFF
\$14,935.53	MCAULIFFE	JUDITH A.	FOOD SERVICES SUPPORT STAFF
\$14,444.34	MACCORMICK	CORINNE J.	FOOD SERVICES SUPPORT STAFF
\$14,278.58	CONROY	KERRI M.	FOOD SERVICES SUPPORT STAFF
\$13,049.20	LOVSTAD-FRANK	MONIKA	FOOD SERVICES SUPPORT STAFF
\$13,012.97	RICHARDSON	KRISTEN C.	EXT DAY PREK PARA
\$12,578.56	NARYSHKOVA	IRINA	NORTH STIPENDS
\$12,286.24	KELLER	RACHEL L.	SPED NPES PARAPROFESSIONAL
\$11,942.82	WAGNER-SMITH	KIMBERLY	SPED NPES PARAPROFESSIONAL
\$11,214.08	TARBOX	LISA R.	FOOD SERVICES SUPPORT STAFF
\$11,214.00	BOTSARIS	CALIANNE	SUBSTITUTES SHORT TERM
\$10,970.79	EARL	RACHEL E.	FOOD SERVICES SUPPORT STAFF
\$10,900.00	FARRELL	KATHERINE A.	SUBSTITUTES SHORT TERM
\$10,650.16	KILLEEN	TIFFANY A.	SPED PHS TEACHERS PRF SAL
\$10,628.32	HILL	LISA C.	FOOD SERVICES SUPPORT STAFF
\$10,390.00	DUPUIS	TRAVIS FJ	PHS COACHES
\$10,305.94	FRATTASIO	LISA	FOOD SERVICES SUPPORT STAFF
\$9,792.00	FLYNN	WILLIAM L.	PHS COACHES
\$9,790.00	LOPES	TIMOTHY J.	PHS COACHES
\$9,790.00	SEWARD	WILLIAM C.	PHS COACHES

SCHOOL EMPLOYEES

\$9,788.06	JACOBS	KELLY A.	FOOD SERVICES SUPPORT STAFF
\$9,132.24	SMITH	KATHERINE A.	OT, PT MED THERAPIST DW
\$8,801.06	HRIVNAK	CHRISTY J.	EXT DAY PREK PARA
\$8,605.37	O'LEARY	JENNIFER T.	BES PARAPROFESSIONAL
\$8,450.00	PEKRUL	COLLEEN K.	SUBSTITUTES SHORT TERM
\$8,155.25	MAHONEY	ANNETTE M.	FOOD SERVICES SUPPORT STAFF
\$7,581.90	WALLS	MAX J.	BES PARAPROFESSIONAL
\$6,900.00	McLEAN	RHONDA J.	SUBSTITUTES SHORT TERM
\$6,811.26	JACOBSEN	MARIAH L.	SPED HES PARAPROFESSIONAL
\$6,690.84	THOMA	JUSTINA M.	SPED HES PARAPROFESSIONAL
\$6,420.00	LEWIS JR.	ROBERT P.	PHS COACHES
\$6,420.00	NOYES	BRIAN	PHS COACHES
\$6,420.00	SCOTT	ADAM H.	PHS COACHES
\$6,420.00	TURNER	JOHN R.	PHS COACHES
\$6,379.20	MAGUIRE	RORY P.	ATHLETIC CUSTODIAN
\$6,115.22	BLOMBERG	MATTHEW C.	SPED NPES PARAPROFESSIONAL
\$5,990.00	HOVEY	DONNA ML	SUBSTITUTES SHORT TERM
\$4,950.00	CARABBA	CAITLIN	SUBSTITUTES SHORT TERM
\$4,898.00	EROMIN	MICHAEL J.	PHS COACHES
\$4,898.00	SILVA	JASMYN J.	PHS COACHES
\$4,870.00	HARRINGTON	THOMAS W.	SUBSTITUTES SHORT TERM
\$4,800.00	ROY	ERIKA A.	SUBSTITUTES SHORT TERM
\$4,650.00	NOONE	KATHLEEN	SUBSTITUTES SHORT TERM
\$4,557.00	SMITH III	JAMES E.	PCMS COACHES
\$4,533.00	SCHIMMEL	CRISTINA M.	PHS COACHES
\$4,500.00	SZOSTAK	MARGARET	SUBSTITUTES SHORT TERM
\$4,397.50	ZIMMERMAN	JOHN W.	SUBSTITUTES SHORT TERM
\$4,350.00	BLACKMORE	LEEANN	SUBSTITUTES SHORT TERM
\$4,249.48	EISAN	JULIA E.	PCMS LIBRARY PARA
\$4,210.00	LANG	KATHLEEN	SUBSTITUTES SHORT TERM
\$4,098.00	MCDONALD	MACKENZIE L.	PHS COACHES
\$4,027.32	JARRETT	KATHRYN	EXT DAY SUMMER TEACHER
\$3,890.00	RIELS	KATHRYN	SUBSTITUTES SHORT TERM
\$3,455.00	ASAFF	ADRIEN H.	PHS COACHES
\$3,455.00	GUIMARES	MICHAEL B.	PHS COACHES
\$3,455.00	SMALL	CORINNE M.	SUBSTITUTES SHORT TERM
\$3,423.00	BRYANT	TYLER A.	PHS COACHES
\$3,300.00	KNIZAK	GWYNETH A.	SUBSTITUTES SHORT TERM
\$3,180.00	HANRAHAN	CATHERINE D.	SUBSTITUTES SHORT TERM
\$3,125.00	PROVOST	LORRAINE J.	SUBSTITUTES SHORT TERM
\$3,080.00	KING	HEATHER R.	SUBSTITUTES SHORT TERM
\$3,051.00	CHAHINE	DANIEL G.	PHS COACHES
\$3,005.00	NUGENT	MATTHEW T.	MEDIA TECH
\$2,970.00	VISSA	KAYLA K.	SUBSTITUTES SHORT TERM
\$2,900.00	SYLVESTER	JESSICA E.	SPED TRANSPORTATION
\$2,830.00	JONES	GRETCHEN A.	SUBSTITUTES SHORT TERM
\$2,810.00	HILL	PAULA J.	SUBSTITUTES SHORT TERM
\$2,805.00	MIGNOSA	JULIE E.	SUBSTITUTES SHORT TERM
\$2,690.00	CARTER	PEGGY ANN	SUBSTITUTES SHORT TERM
\$2,680.00	ARSENAULT JR	JOSEPH	SUBSTITUTES SHORT TERM
\$2,660.00	KAMINSKI	DONNA F.	SUBSTITUTES SHORT TERM
\$2,600.00	SOUTHER	JOHN R.	SUBSTITUTES SHORT TERM
\$2,583.00	DWYER	MARIE J.	PHS COACHES
\$2,480.00	ALEXANDER	SCOTT E.	SUBSTITUTES SHORT TERM
\$2,420.00	COTILLO	JULIE A.	SUBSTITUTES SHORT TERM

SCHOOL EMPLOYEES

\$2,155.00	WU	KELSEY S.	PHS COACHES
\$2,010.00	BRIGHAM	NATHAN S.	SUBSTITUTES SHORT TERM
\$1,890.00	REPUCCI	MARY T.	SUBSTITUTES SHORT TERM
\$1,870.00	MURPHY	HELEN P.	SUBSTITUTES SHORT TERM
\$1,785.00	FORD	ANDREW J.	SUBSTITUTES SHORT TERM
\$1,770.00	PORTER	THOMAS E.	SUBSTITUTES SHORT TERM
\$1,615.00	COSTA	JORDAN R.	SUBSTITUTES SHORT TERM
\$1,600.00	BATES	JENNIFER K.	SUBSTITUTES SHORT TERM
\$1,537.00	REARDON	MADELINE F.	PHS COACHES
\$1,490.00	DeCOSTE	BRIANNA G.	SUBSTITUTES SHORT TERM
\$1,360.00	HOLMES	MAUREEN C.	SUBSTITUTES SHORT TERM
\$1,306.00	RICE	MARSHA A.	FOOD SERVICES SUBSTITUTE
\$1,275.00	SHORT	ELIZABETH L.	SUBSTITUTES SHORT TERM
\$1,085.00	KAZOLIAS	KAREN J.	SUBSTITUTES SHORT TERM
\$1,040.00	BURKE	PATRICIA J.	SUBSTITUTES SHORT TERM
\$1,040.00	BURKE	SUZANNE L.	SUBSTITUTES SHORT TERM
\$939.22	RICE	TAMI J.	BUS DRIVER WAGES & OVERTIME
\$765.00	CARDARELLI	EMMA E.	SUBSTITUTES SHORT TERM
\$750.00	CHALE	ADAM L.	SUBSTITUTES SHORT TERM
\$750.00	MORASH JR.	KEVIN J.	PHS COACHES
\$750.00	PINA	ROBERT G.	PHS COACHES
\$700.00	MAZARES	JOAN C.	SUBSTITUTES SHORT TERM
\$670.00	SHELDON	CHASE G.	SUBSTITUTES SHORT TERM
\$650.00	ARONS	LUCAS E.	SUBSTITUTES SHORT TERM
\$650.00	VIVIANO	ALISON G.	SUBSTITUTES SHORT TERM
\$595.00	SMITH	JOANNE L.	SUBSTITUTES SHORT TERM
\$550.00	RINKUS	BROOKE M.	SUBSTITUTES SHORT TERM
\$510.00	SALMON	JOANNE	SUBSTITUTES SHORT TERM
\$440.00	PRICE	CAROL B.	SUBSTITUTES SHORT TERM
\$400.00	GORRASI	NICHOLAS M.	PHS COACHES
\$400.00	PLANT	KEVIN P.	PHS COACHES
\$400.00	WILSON	MIKAELA M.	PHS COACHES
\$390.00	BARONAS	KRISTIN L.	SUBSTITUTES SHORT TERM
\$390.00	MOWBRAY	ELEANOR J.	SUBSTITUTES SHORT TERM
\$340.00	KELLEHER	JOHN E.	SUBSTITUTES SHORT TERM
\$340.00	STAIER	CATHERINE M.	SUBSTITUTES SHORT TERM
\$330.00	MAZARES	NICHOLAS G.	SUBSTITUTES SHORT TERM
\$300.00	CLEARY	MADELYN J.	SUBSTITUTES SHORT TERM
\$270.00	FANNING	ROBERT G.	SUBSTITUTES SHORT TERM
\$264.00	MACDONALD	LOU-ANN	FOOD SERVICES SUBSTITUTE
\$255.00	COLLINS	MOIRA T.	SUBSTITUTES SHORT TERM
\$255.00	COYNE	KRISTEN M.	SUBSTITUTES SHORT TERM
\$255.00	HARLAND	SARA P.	SUBSTITUTES SHORT TERM
\$255.00	MCPHEE	PATRICIA C.	SUBSTITUTES SHORT TERM
\$255.00	MILLIGAN	SARAH L.	SUBSTITUTES SHORT TERM
\$255.00	O'NEILL	LESLIE A.	SUBSTITUTES SHORT TERM
\$255.00	THOMAS	EMILY D.	SUBSTITUTES SHORT TERM
\$245.00	GREENE	NANCY S.	SUBSTITUTES SHORT TERM
\$200.00	BRALEY	PAIGE M.	SUBSTITUTES SHORT TERM
\$190.00	STONE	RACHEL C.	SUBSTITUTES SHORT TERM
\$180.00	GALLAGHER	MARY E.	SUBSTITUTES SHORT TERM
\$180.00	HIMELRICK	JAIME L.	FOOD SERVICES SUBSTITUTE
\$170.00	COSTA	MORGAN N.	SUBSTITUTES SHORT TERM
\$170.00	LEMIEUX	TERESA G.	SUBSTITUTES SHORT TERM
\$170.00	TIERNEY	ERIN M.	SUBSTITUTES SHORT TERM

SCHOOL EMPLOYEES

\$160.00	ARENBERG	LINDA	SUBSTITUTES SHORT TERM
\$130.00	ROWLAND	MARYCLAIRE E	SUBSTITUTES SHORT TERM
\$129.95	DeANDRADE	JOSEPH	BUS DRIVER WAGES & OVERTIME
\$120.00	SULLIVAN	MAUREEN R.	SUBSTITUTES
\$100.00	ZYGIEL	MARY A.	SUBSTITUTES SHORT TERM
\$90.00	PARKS	ALISON H.	SUBSTITUTES SHORT TERM
\$90.00	TRAFTON	BETTY C	SUBSTITUTES SHORT TERM
\$85.00	DALY	KEVIN J.	SUBSTITUTES SHORT TERM
\$85.00	DOHERTY	BETH M.	SUBSTITUTES SHORT TERM
\$85.00	REDDY	STACY L.	SUBSTITUTES SHORT TERM
\$85.00	SHANNON	DEBORAH M.	SUBSTITUTES SHORT TERM
\$84.00	BOWEN	JEAN G.	FOOD SERVICES SUBSTITUTE
\$48.00	MCDONOUGH	LINDA S.	FOOD SERVICES SUBSTITUTE

TOWN EMPLOYEES

Town Employees

GrossPay	Last Name	First Name	DEPARTMENT
\$203,697.12	WALL	RICHARD D	POLICE DEPARTMENT
\$166,888.39	MCCORMICK	KENNETH J	FIRE DEPARTMENT
\$163,391.10	MACDONALD	RICHARD	POLICE DEPARTMENT
\$161,320.84	KILLINGER	ROBERT	FIRE DEPARTMENT
\$158,194.31	TYLER	COLBY M	POLICE DEPARTMENT
\$157,433.67	BOTTO	RYAN J	POLICE DEPARTMENT
\$153,739.24	LaPIERRE	WENDY	POLICE DEPARTMENT
\$152,622.76	FULMINE JR.	EUGENE B	DEPARTMENT OF PUBLIC WORKS
\$149,721.76	HILL	JAMES M	FIRE DEPARTMENT
\$146,868.28	BARKOWSKY	DAVID	FIRE DEPARTMENT
\$142,984.58	BARAGWANATH	THOMAS J	POLICE DEPARTMENT
\$141,377.24	SHEA III	JAMES P	FIRE DEPARTMENT
\$140,858.65	SIMMONS	JONATHAN R	POLICE DEPARTMENT
\$139,784.68	READY	SEAN	POLICE DEPARTMENT
\$138,212.52	JOUDREY	PAUL H	POLICE DEPARTMENT
\$137,325.93	KIRBY	STEPHEN P	POLICE DEPARTMENT
\$136,991.60	ANDERSON	ANTHONY M	POLICE DEPARTMENT
\$136,223.64	WYMAN	CHRISTOPHER	POLICE DEPARTMENT
\$134,257.83	LAMMI	PETER K	FIRE DEPARTMENT
\$133,334.32	DIGRAVIO	MARK A	POLICE DEPARTMENT
\$132,895.35	MOORE	CHRISTOPHER	POLICE DEPARTMENT
\$132,467.23	HORVATH	MICHAEL	POLICE DEPARTMENT
\$130,576.84	DOYLE	KEVIN R	POLICE DEPARTMENT
\$124,135.61	DOYLE	RICHARD G	FIRE DEPARTMENT
\$123,996.63	DAVIS	MICHAEL A	FIRE DEPARTMENT
\$121,041.30	SMITH	DANIEL N.	FIRE DEPARTMENT
\$118,580.10	TURVEY	JUSTIN A	POLICE DEPARTMENT
\$118,510.41	HURLEY JR.	DAVID F	POLICE DEPARTMENT
\$117,064.06	JONES	NATHAN B.	FIRE DEPARTMENT
\$116,660.10	HORKAN	CHRISTOPHER	POLICE DEPARTMENT
\$115,467.18	RAMSEY	MICHAEL G	POLICE DEPARTMENT
\$114,992.60	THORNE	EDWIN J	TOWN MANAGER
\$114,934.18	HILL	JORDAN	FIRE DEPARTMENT
\$114,594.15	BRENNAN	WILLIAM A	POLICE DEPARTMENT
\$113,872.20	BURNS	JAMES M	POLICE DEPARTMENT
\$113,806.10	GLAUBEN	SCOTT E	DEPARTMENT OF PUBLIC WORKS
\$113,794.67	HALL	THOMAS D	FIRE DEPARTMENT
\$113,116.24	HALL	MICHAEL R	FIRE DEPARTMENT
\$111,683.58	RILEY	DILLON P	FIRE DEPARTMENT
\$109,620.28	BARROWS	ADAM F	POLICE DEPARTMENT
\$109,305.13	FARROW	ROBERT J	FIRE DEPARTMENT
\$108,485.98	GASSIRARO	MARK J.	FIRE DEPARTMENT
\$108,337.44	SCANLON	ANDREW C	FIRE DEPARTMENT
\$107,369.48	CHERNICKI	MICHAEL J	WATER DEPARTMENT
\$107,140.56	LANDRY	CLINTON	FIRE DEPARTMENT
\$106,827.68	SIMMONS	MARY E	POLICE DEPARTMENT
\$106,705.00	SALMON	CATHERINE M	BOARD OF ASSESSORS
\$106,559.12	McCARTHY	KATHLEEN E	TOWN TREASURER/COLLECTOR
\$106,038.39	EVANGELISTA	BRIAN M	FIRE DEPARTMENT

TOWN EMPLOYEES

\$105,229.14	MARSH III	WILLIAM W	POLICE DEPARTMENT
\$104,200.00	ROBERTSON	MARK W	FIRE DEPARTMENT
\$104,113.94	MALONE	ROBERT D	FIRE DEPARTMENT
\$103,509.70	RICCIARELLI	SHAMUS J	FIRE DEPARTMENT
\$100,728.57	COLE	BRIAN N.	FIRE DEPARTMENT
\$100,445.37	EDMONSTON III	JOHN J	POLICE DEPARTMENT
\$99,644.40	CAMMARANO	ANTHONY R	FIRE DEPARTMENT
\$98,783.32	COSTANZO	ROBERT A	FIRE DEPARTMENT
\$97,498.59	RIVERS	STEPHEN L	WATER DEPARTMENT
\$96,180.56	CLAUSS JR	DAVID F	POLICE DEPARTMENT
\$95,901.25	TURNBULL JR.	EARL B.	POLICE DEPARTMENT
\$95,260.21	WALL	DEBORAH A	LIBRARY
\$94,868.50	CHENARD	WILLIAM D.	TOWN MANAGER
\$94,682.66	WITHAM	MICHAEL	FIRE DEPARTMENT
\$94,274.04	CAIN	BRIAN R	POLICE DEPARTMENT
\$93,815.81	TWIGG	RYAN M	FIRE DEPARTMENT
\$92,238.48	LANZILLOTTA	JAMES P	POLICE DEPARTMENT
\$91,261.65	CULLITY	LISA M	HEALTH AGENT
\$90,200.26	STRUZIK	MARGARET	TOWN CLERK
\$89,716.21	GUMPRIGHT	KARL R	POLICE DEPARTMENT
\$89,676.85	DEAN	TREVOR J.	FIRE DEPARTMENT
\$89,349.22	PICARIELLO	LAUREEN M	POLICE DEPARTMENT
\$87,459.71	RICCIARELLI	BRIDGET M.	FIRE DEPARTMENT
\$86,453.62	CHILCOTT	SABRINA J	SELECT BOARD
\$85,685.18	MCNAMARA JR.	ROBERT B.	FIRE DEPARTMENT
\$77,576.13	SLADEN	BARRY E	WATER DEPARTMENT
\$73,398.65	GRASSO	JENNIFER M	TOWN TREASURER/COLLECTOR
\$72,945.07	DAIUTE	JOSEPH P	DEPARTMENT OF PUBLIC WORKS
\$71,141.77	CURRAN	KRISTIN A	TOWN ACCOUNTANT
\$69,635.51	BUCKLEY	JOHN M	TOWN ACCOUNTANT
\$66,649.43	DEVINE	CHRISTOPHER	DEPARTMENT OF PUBLIC WORKS
\$65,490.06	MARTINELLI	PAUL L	WATER DEPARTMENT
\$65,255.55	ROCHE	SUSAN M	RECREATION
\$63,874.50	LONGABARD	BRIAN P	DEPARTMENT OF PUBLIC WORKS
\$63,817.90	CALLAHAN	CHRISTINE C	DEPARTMENT OF PUBLIC WORKS
\$63,580.09	GIGLIOTTI	JEANNE M	BOARD OF ASSESSORS
\$62,995.02	FRASER	KRISTINE S	FIRE DEPARTMENT
\$62,743.57	McCLEARY	MELISSA A	LIBRARY
\$62,515.06	COSBY	STACEY A	TOWN TREASURER/COLLECTOR
\$62,272.60	BRISSETTE	MARK E	DEPARTMENT OF PUBLIC WORKS
\$61,888.14	ALDROVANDI	MICHAEL A	DEPARTMENT OF PUBLIC WORKS
\$61,677.90	ANDERSON	PHILLIP C	DEPARTMENT OF PUBLIC WORKS
\$61,560.07	BENVIE	KATHLEEN A	LIBRARY
\$60,464.00	McMAHON	JAMES M	WATER DEPARTMENT
\$59,960.47	TIERNEY	KATHRYN	POLICE DEPARTMENT
\$58,827.01	McETTRICK	ANDRAEA C	TOWN CLERK
\$58,789.09	McBAIN	STEPHANIE C	LIBRARY
\$58,423.76	EMMETTS	GRETCHEN E.	COUNCIL ON AGING
\$58,129.29	MURRAY	DANA A.	DEPARTMENT OF PUBLIC WORKS
\$57,215.82	JONES	SUSAN	WATER DEPARTMENT
\$56,734.23	WHITMAN	MARY F	VETERANS OFFICE

TOWN EMPLOYEES

\$55,535.05	GRADY	TRACY A	MUNICIPAL INSPECTIONS
\$55,320.83	HUSSEY	WILLIAM R	DEPARTMENT OF PUBLIC WORKS
\$53,349.76	SIMON	PATRICK	DEPARTMENT OF PUBLIC WORKS
\$53,059.98	MURRAY CAMPBEL	ROSE M	DEPARTMENT OF PUBLIC WORKS
\$52,766.80	CYTRYNOWSKI	ZBIGNIEW	SELECT BOARD
\$50,751.63	HENKENIUS	SYLVIE D	TOWN TREASURER/COLLECTOR
\$50,717.28	HOPPIE	RICHARD F.	DEPARTMENT OF PUBLIC WORKS
\$50,460.58	SULLIVAN-LANDY	SHEILA M	MUNICIPAL INSPECTIONS
\$50,298.04	MURPHY	ALYSON	TOWN TREASURER/COLLECTOR
\$50,203.90	HEINS	MATTHEW W.	PLANNING BOARD
\$49,779.87	DEMPSEY	GERARD W	RECREATION
\$49,723.56	COLBY	JOSEPH E.	DEPARTMENT OF PUBLIC WORKS
\$48,103.99	COLEMAN	JANET M	LIBRARY
\$47,661.36	DONAHUE	LAURA C.	LIBRARY
\$47,215.05	O'NEIL	AMANDA N	TOWN TREASURER/COLLECTOR
\$47,155.18	FLANNERY	LINDA M	POLICE DEPARTMENT
\$45,963.18	LANDY	TIMOTHY F.	SELECT BOARD
\$45,472.00	MARSH	JAMES F.	WATER DEPARTMENT
\$45,285.30	FULMINE	JESSICA M.	RECREATION
\$45,262.83	MAVILIA	LINDA	LIBRARY
\$45,141.50	DRISCOLL	CASEY M	BOARD OF ASSESSORS
\$44,489.84	NEWMAN	MATTHEW	LIBRARY
\$44,386.65	VERRY	GEORGE	MUNICIPAL INSPECTIONS
\$43,528.99	NAUGHTON	BRENDAN J.	DEPARTMENT OF PUBLIC WORKS
\$42,932.44	JOYCE	MELISSA D	MUNICIPAL INSPECTIONS
\$42,473.50	GRADY	LAUREN C	BOARD OF ASSESSORS
\$39,808.07	SESTITO	ANGELA G.	SELECT BOARD
\$35,460.96	CLARKE SR	ROBERT A	SELECT BOARD
\$35,152.25	STACK III	JOSEPH S	MUNICIPAL INSPECTIONS
\$34,983.34	MEEHL	LEE-ANN I.	POLICE DEPARTMENT
\$29,431.33	ZECHELLO	NICHOLAS	MUNICIPAL INSPECTIONS
\$28,467.20	YOUNG	GARY A	MUNICIPAL INSPECTIONS
\$23,627.28	LARKIN	SUSAN	COUNCIL ON AGING
\$23,537.56	DRISCOLL	SUZANNE	COUNCIL ON AGING
\$21,175.73	OHRENBERGER	MICHAEL T	POLICE-SPECIAL
\$20,372.50	FREEMAN	LINDA J	COUNCIL ON AGING
\$19,039.28	MCCANN JR	JOSEPH G	POLICE-SPECIAL
\$17,387.27	McPHEE	KAREN L	LIBRARY
\$16,313.08	SILVA	ROSEMARIE	LIBRARY
\$14,539.29	SIMON	ROY L	POLICE-SPECIAL
\$14,378.67	CURTIN	STACEY A	TOWN CLERK
\$13,762.32	McPHERSON	JAMES	COUNCIL ON AGING
\$12,959.92	MORGAN	ROBERT H	POLICE-SPECIAL
\$12,433.80	CURRAN	EMILY V	SELECT BOARD
\$12,252.38	WHITE	CHRISTINE M	COUNCIL ON AGING
\$12,012.00	STEELE	EDWARD J	COUNCIL ON AGING
\$11,951.94	BREEN	JOHN J.	COUNCIL ON AGING
\$11,625.91	WRIGHT	ANNA M	RECREATION
\$11,493.26	FLANNERY	EDWARD J	POLICE-SPECIAL
\$10,459.65	MAHNKE	CORY E	LIBRARY
\$10,178.27	BRUCE	CATHERINE E	COUNCIL ON AGING

TOWN EMPLOYEES

\$9,613.00	NICKERSON	RICHARD E	WATER DEPARTMENT
\$9,498.24	PELKEY	PERRY-LEE R	LIBRARY
\$9,313.62	FOLEY	BRIAN F.	COUNCIL ON AGING
\$9,115.98	KERNAN	ROBIN R	SELECT BOARD
\$9,000.42	WHITE	TIMOTHY A	COUNCIL ON AGING
\$8,810.45	HILL	AMY	TOWN LANDING
\$8,580.57	SHEA	PAMELA M	LIBRARY
\$8,495.67	RAYNOR	BRIAN K.	LIBRARY
\$8,218.95	MURDOCK	JACQUELINE N	LIBRARY
\$8,082.36	RYAN	JOSEPH F	COUNCIL ON AGING
\$7,716.26	MURPHY	CHRISTINE	LIBRARY
\$7,141.64	CLAUSS	DAVID F	POLICE-SPECIAL
\$6,811.62	WINSLOW	ISABELLA A.	RECREATION
\$6,609.00	SUPPA	JOSEPH	SELECT BOARD
\$6,202.76	WALSH	CARLY A	LIBRARY
\$5,972.37	CANNIFF	GILLIAN K.	LIBRARY
\$5,839.08	ARETINO	NICHOLAS R	CALL FIREFIGHTERS
\$5,796.76	GALANDZI	MICHAEL	CALL FIREFIGHTERS
\$5,601.71	DISKIN	GREGORY W.	LIBRARY
\$5,397.70	CALLANAN	STEPHANIE	TOWN CLERK
\$5,388.00	TWIGG	KENNETH E	SELECT BOARD
\$5,363.90	KUBEK	ROSELYN Y.	LIBRARY
\$5,360.00	O'NEILL	NANCY R.	COUNCIL ON AGING
\$5,286.42	LONG	CYNTHIA A.	BOARD OF ASSESSORS
\$5,281.51	FOSTER	VINCENT P	RECYCLING
\$5,211.18	LOWE	MARY A.	LIBRARY
\$5,204.46	BADGER	DONNA R	SELECT BOARD
\$5,200.20	SHEEHAN	SOPHIE O.	RECREATION
\$4,878.09	GULNICK	BRANDON W	SELECT BOARD
\$4,869.57	COMMESSO	KAITIEMAE L.	RECREATION
\$4,849.00	DOLAN	CHARLES E.	CALL FIREFIGHTERS
\$4,493.76	SHEEDY	TERESA L.	LIBRARY
\$4,452.27	FORD SELTER	MICHAELA C.	RECREATION
\$4,436.36	BOWLER	BONNIE P.	LIBRARY
\$4,420.92	WALETKUS	ALAN	POLICE-SPECIAL
\$4,353.21	WANDELL	VIRGINIA J	ELECTIONS/REGISTRARS
\$4,301.40	SZERLONG	LEONARD C	RECYCLING
\$4,251.84	PICKERING	KIMBERLY A	LIBRARY
\$4,243.62	MCSWEENEY	BRIANNE R	RECREATION
\$4,064.73	GRADY	COLIN J.	CALL FIREFIGHTERS
\$4,022.87	MARTIN	VALERIE J	RECYCLING
\$3,848.00	TOBIN	SEAN D	TOWN LANDING
\$3,792.78	MUSIAL	BRYAN D	CALL FIREFIGHTERS
\$3,707.35	READER-MERLIN	PATRICIA A	LIBRARY
\$3,512.99	MAZZOLA	CHRISTOPHER	POLICE DEPARTMENT
\$3,491.22	SCOLEDGE JR	WALTER	FIRE DEPARTMENT
\$3,463.20	CONER	PETER R.	TOWN LANDING
\$3,453.96	LOPRESTI	HAROLD	RECYCLING
\$3,342.48	BOULTER JR.	WILLARD	SELECT BOARD
\$3,145.80	HURLEY	BRYNN R	RECREATION
\$2,931.18	MACPHERSON	DANIEL J.	CALL FIREFIGHTERS

TOWN EMPLOYEES

\$2,846.92	SHUBERT	MARK S.	POLICE-SPECIAL
\$2,813.73	HRIVNAK	KATARINA C	TOWN LANDING
\$2,758.86	HALLORAN	SHAWN F.	CALL FIREFIGHTERS
\$2,708.51	QUILL	MARY E.	ELECTIONS/REGISTRARS
\$2,700.00	MCPHILLIPS	DAVID A.	SELECT BOARD
\$2,677.14	GALLEY	JENNIFER L	RECREATION
\$2,672.70	MARTYNOWSKI	BRIAN D.	CALL FIREFIGHTERS
\$2,546.88	GESWELL III	EDWARD J	MUNICIPAL INSPECTIONS
\$2,521.94	LANE JR	ROBERT E	POLICE-SPECIAL
\$2,507.50	PIKE	KENNETH R.	COUNCIL ON AGING
\$2,341.64	JORDAN	REBECCA J.	LIBRARY
\$2,304.78	REILLY	ABIGAIL M.	RECREATION
\$2,284.98	MORLEY	BRIAN M	CALL FIREFIGHTERS
\$2,243.12	CAIN	EDWARD A	POLICE DEPARTMENT
\$2,241.90	BURRILL	EDWIN	CALL FIREFIGHTERS
\$2,240.58	O'BRIEN	MEAGAN	RECREATION
\$2,189.22	TWIGG	LEAH M.	RECREATION
\$2,166.44	LONG	BRENDAN R	TOWN LANDING
\$1,981.68	GALANDZI	CRISTIAN B	CALL FIREFIGHTERS
\$1,963.73	NEE	JULIA M	LIBRARY
\$1,918.80	KELLY JR.	WILLIAM D.	CALL FIREFIGHTERS
\$1,849.40	KRECKIE	MATTHEW J.	TOWN LANDING
\$1,730.51	KLINE	DANIEL P	TOWN LANDING
\$1,680.12	DIXON	DAVID T.	CALL FIREFIGHTERS
\$1,665.66	SPICUZZA	MARYANNE	MUNICIPAL INSPECTIONS
\$1,650.00	BATES	ELIZABETH A	BOARD OF ASSESSORS
\$1,650.00	BOIDI	ELAINE R	BOARD OF ASSESSORS
\$1,606.25	WENGRYN	CYNTHIA L.	MUNICIPAL INSPECTIONS
\$1,571.99	BOYLE	EMILY	TOWN LANDING
\$1,540.80	CACCAVO	JULIA R.	RECREATION
\$1,517.00	HYNES	ROBERT J.	SELECT BOARD
\$1,515.12	MACDONALD	JOSEPH E.	RECYCLING
\$1,500.00	BROWN JR.	JOHN G.	SELECT BOARD
\$1,500.00	RUSHING	JESSICA M.	SELECT BOARD
\$1,500.00	TRABUCCO	DANIEL W	SELECT BOARD
\$1,492.73	HARRIS	JACOB R	TOWN LANDING
\$1,425.00	HALEY	CATHERINE	MUNICIPAL INSPECTIONS
\$1,418.42	COYNE	KEVIN C.	POLICE-SPECIAL
\$1,275.00	EARNER	JOANNE	MUNICIPAL INSPECTIONS
\$1,268.16	JACKSON	AVA J.	TOWN LANDING
\$1,194.12	RILEY	SHERYL A.	RECYCLING
\$1,113.91	BOULTER	JAMES A	POLICE DEPARTMENT
\$1,036.83	CHAPMAN	JUSTINE A	RECREATION
\$977.54	NORMAN	LIAM R	TOWN LANDING
\$931.89	TIERNEY	RUTH E	COUNCIL ON AGING
\$900.00	COLETTA	REBECCA W.	SELECT BOARD
\$900.00	MARINO	TRACY A.	SELECT BOARD
\$898.28	HARRIS	KAYLEIGH L	TOWN LANDING
\$848.96	FOGG JR.	JOHN N.	POLICE-SPECIAL
\$830.64	PIERCE	CHARLES J.	POLICE-SPECIAL
\$821.70	FARRELL	BRENDAN M.	LIBRARY

TOWN EMPLOYEES

\$817.44	BISHOP	MADELEINE	LIBRARY
\$805.81	GRENIER	DYLAN C.	TOWN LANDING
\$764.70	KONARSKI	NICHOLAS P.	POLICE-SPECIAL
\$736.05	SMITH	MARY ANN	BOARD OF SELECTMEN
\$690.15	CURRAN	SHANE T.	RECREATION
\$646.20	MAZZOLA	DOUGLAS E	CALL FIREFIGHTERS
\$600.00	BOYLE JR	ARTHUR P.	SELECT BOARD
\$564.96	MAGGIORE	CAMERON	RECREATION
\$500.00	ANDREWS	ROBERTA	COUNCIL ON AGING
\$500.00	MARANO	CONCETTA I	COUNCIL ON AGING
\$500.00	MELCHIN	JOHN L	COUNCIL ON AGING
\$500.00	O'REILLY	ROBERTA L	COUNCIL ON AGING
\$500.00	SAYCE	JAMES N	COUNCIL ON AGING
\$495.42	CHRISTIE III	JAMES J	CALL FIREFIGHTERS
\$477.54	BURNS	GREGORY J	POLICE-SPECIAL
\$449.14	JONES	LILY P.	TOWN LANDING
\$449.14	TRASK	ABIGALE J.	TOWN LANDING
\$433.35	BRIGGS	MARISSA L	RECREATION
\$424.48	ANASTASIO	ERNEST P	POLICE-SPECIAL
\$409.51	SPRING	COLLETTE M.	TOWN LANDING
\$387.72	YACOVONE	JONATHON E	CALL FIREFIGHTERS
\$330.25	WALKER	KALIE P.	TOWN LANDING
\$301.56	ENGLE JR	JOHN	CALL FIREFIGHTERS
\$264.20	LONG	JACK C	TOWN LANDING
\$256.80	NORMAN	PATRICK D.	TOWN LANDING
\$220.10	MURRIN	MARIA N	RECREATION
\$215.40	WALETKUS	VICKI L	CALL FIREFIGHTERS
\$213.10	ANCTIL	REBECCA L	POLICE DEPARTMENT
\$200.56	McCARTHY	MICHAEL H	POLICE-SPECIAL
\$142.00	FABIAN	LAUREN A	RECREATION
\$100.28	BAAR	AMANDA M	POLICE DEPARTMENT
\$57.78	BRIGGS	JARED M	RECREATION

2020 Annual Town Report Pembroke Police Department



To the Honorable Select Board and the Citizens of Pembroke

I especially want to thank the members of the Pembroke Police Department for their outstanding public service under all the challenges this year has presented, **simply the best!**

I would also like to thank the men and women of our Fire Department, Department of Public Works, our Town Hall, Library, Council on Aging, Housing Authority, Schools, Select Board members.

Finally, I would like to thank the residents of Pembroke for their unconditional support during these trying times where Law Enforcement is under a microscope with calls for defunding police and police reform. We have always believed there is room for growth and continuous improvement, which is imperative as times changes. We will utilize this experience as a teaching moment and be more progressive to address police reform, Community Relations with inclusiveness.

On February 25th, 2020, The Pembroke Police Department celebrated its 100th Anniversary. Pembroke resident, Denise Hawes graciously donated her time and services to photograph our entire department.

On March 10, 2020 Governor Charles Baker declared a State of Emergency in the Commonwealth of Massachusetts due to the outbreak of the 2019 novel Coronavirus. We would like to recognize the citizens of Pembroke along with the businesses for their donations of PPE's, dinners, and desserts. The unwavering support of our department has not gone unnoticed. During this time, our department along

with the Pembroke Fire Department wanted to give back to community by participating in numerous birthday parades for residents from 1 to 99!

In July, our longest tenured member of the department retired after 37 years of devoted service. We would like to thank Linda Flannery for her fastidious attention to detail and dedication to our department.

In September Chief Rick Wall retired after 36 years with the department. Chief Wall started his career as an Auxiliary Police Officer and worked his way up the ranks. He led the police department as Chief of Police since 2012 leaving a legacy based on community policing and public service. We wish him a long, happy, and healthy retirement.

There was additional movement in our department, Rick MacDonald was appointed Interim Chief of Police, David Hurley was appointed Acting Lieutenant of Operations and Sergeant Jon Simmons took over as the Court Prosecutor. In the fall of 2020, several of our patrolman took the Civil Service Promotional Exam for the position of Sergeant. The list was recently certified, and we hope to promote a new sergeant in the spring of 2021.

We have also created some new positions within our department. Our Traffic Officers are Karl Gumprecht and Michael Ramsey and Community Response (CRO) positions which were filled by Officers Colby Tyler and Earl Turnbull.

In December we hired five matrons to assist and monitor female prisoners. In mid-December Officer Chris Wyman along with Special Police Officer Mark Shubert organized the Toys for Tots-Fill-A Cruiser campaign. This event helped make a very special holiday for over seventy families in our community. We also participated in a Christmas Parade with the Fire Department with special guests Santa and Mrs. Claus.

In closing, despite the unprecedented year the men and women of the Pembroke Police Department remained busy. They answered 14,202 calls/incidents for service. There were 892 incident reports completed and 138 arrests. Officers responded to 245 motor vehicle accidents and issued 348 motor vehicle citations. Additionally, they handled 93 restraining orders/harassment prevention orders for service.

Awarded Grants, Traffic Grant \$20,000- Justice Grant \$35,000. Support & Incentive 911, Emergency Medical Dispatch 911 and Training Grant 911. Acquired 15 laptops for the training room through the CARES Act.

Interim Chief Richard G. MacDonald
Pembroke Police Department

Annual Report of the Pembroke Fire Department

To the honorable Pembroke Select-Board and the citizens of Pembroke, I submit this report of the fire department for the year 2020.

First, I would like to extend my thanks and appreciation to the men and woman of the Pembroke Fire Department for their dedication and professionalism to duty during these trying times. This year was taxing for all of us to work through, especially our first responders who stepped up to the challenge on day one, not knowing what the next day would bring. Thank you to the community for their help in doing the right thing and listening to our town leaders. I know firsthand that it was not easy, but as a community we came together and exceeded all expectations.

The covid-19 pandemic did very little to slow the department's over all run volume, as we responded to 3065 emergency calls for service, all while trying to maintain staffing due to the pandemic. As you would expect the department was also affected by covid-19 over the last 10- months, twenty-five percent (25%) of the department has either been infected or needed to be quarantined due to exposure.

Due to Covid-19 we were unable to have our annual open house, conduct fire prevention in the schools or have various other community events. Our hope is that 2021 will be less restrictive and allow us to continue with community events and programs.

In March, the department laid to rest Henry "hank" Daggett. Henry retired in 1996 after 25 years of service as a Firefighter/ Emt and the departments Dive Master. Henry was also involved in various town committees and boards after his retirement. Our thoughts are with the Daggett family.

We wish Chief James M. Hill a happy retirement. "Hilly" a fourth-generation firefighter served the department with over 32 years of faithful service. We wish him well with any future endeavors. We also wish Firefighter/Paramedic Bridget Ricciarelli whom resigned her position continued success in the future. We welcomed our newest fire fighter Adam Shanahan to the department in January and wish him well.

Congratulations to Chief Kenneth McCormick on his permanent appointment as the town of Pembroke's new fire chief. Ken is a 26-year veteran of the department and cannot wait to add to the department's continued progress and success.

Finally, to the citizens of Pembroke Thank you, thank you, thank you for doing all the right things during this pandemic and helping your neighbors and businesses. If we have learned one thing from the virus, is that it takes the whole community to persevere from the unique challenges that we encounter each and every day. Your support has not gone unnoticed. I wish you all a happy, and healthy 2021.

All my best to the community.

Respectfully,

Chief Kenneth McCormick

Chief Kenneth McCormick

Administrative Assistant Kristine Fraser

Captain Michael Witham

Captain James Shea

Captain Mark Gassiraro

Captain Robert Killinger

FF Richard Doyle

FF Michael Davis

FF Thomas Hall

FF Robert Farrow

FF Michael Hall

FF Clinton Landry

FF David Barkowsky

FF Mark Robertson

FF Andrew Scanlon

FF Robert Costanzo

FF Danial Smith

FF Peter Lammi

FF Brian Evangelista

FF Nathan Jones

FF Jordan Hill

FF Robert Malone

FF Shamus Ricciarelli

FF Anthony Cammarano

FF Dillion Riley

FF Ryan Twigg

FF Trevor Dean

FF Brian Cole

FF Robert McNamara

FF Adam Shanahan

REPORT OF PEMBROKE EMERGENCY MANAGEMENT AGENCY

Honorable Pembroke Select-Board and the citizens of Pembroke we submit this annual report for 2020.

The Pembroke Emergency Management Agency leads the community in planning, preparedness, communication, response and recovery for emergencies, large-scale town wide events and major disasters.

We would like to recognize Mike Hill and Rick Wall who retired in 2020 as the Fire and Police Chiefs as well as PEMA Co-Directors. Their efforts, dedication, commitment, and community engagement were second to none. We would like to thank them both for staying on well after retirement to assist with an unprecedented year.

Well, the year started out quiet, our storm impact was minimal no critical incidents needed the team's attention. Then March 13th arrived and the start of what would become a world-wide pandemic. It started out slow, but by the middle of March our team was working all angles of the pandemic and enacting a plan to combat the virus. The team met every day from March until late June following the CDC and state leaders as they implemented their plan. The town took the plan and downsized it to fit Pembroke's needs. Lisa Cullity was our lead with daily briefings, while police and fire implemented the tactics for town wide compliance. The team was able to focus on face coverings, social distance protocols, closure of non-essential business to limit the spread in town. Our efforts paid off during the next three months with very low numbers submitted daily from the state. Unfortunately, the last 2 months of 2020 were not kind to Pembroke as our numbers along with most of the state skyrocketed daily. Our thoughts on the increase were due to Thanksgiving and Christmas holiday and a consensus that most folks had reached that point. The team's goal was to continue the message on masks, social distances, hand washing and stay the course or "DON'T SCREW IT UP" Thankfully the government was able to get a vaccine ready by January 2021 and our efforts turned to getting our first responders vaccinated along with the town's most vulnerable.

In November 2020 PEMA was fortunate to receive the Emergency Management Performance Grant (EMPG) in the amount of \$4,389.00. The grant funds will be used to purchase (11) 50' Safe Tech, F4 Device, Safe-D Three Stage Carabiner, 9" Tech Ext Lanyard & Pocket Bags.

As we work to set up a campaign with our other community partners to help deliver the vaccine to our residents, we must remember that we are not out of the woods yet and that our actions have consequences. Please stay vigilant and safe until we can protect all that need it.

Ken McCormick

Lisa Cullity

Wendy LaPierre

Co-Chairman

ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

HIGHWAY DIVISION

The winter season of 2020 saw a below average of snow and above average of temperatures. DPW work forces with the aid of private contractors were dispatched on three (3) occasions for plowable snowstorms. DPW crews were dispatched twelve (12) times for de-icing operations, which included post plowable storms.

Road repairs funded by Chapter 90 funds were as followed: 1.) high Street from Route 14 to Duxbury town line. Top wearing course. 2.) Valley Street from Plain Street to area of Blue Jay Way: Full depth reclamation, Binder course (asphalt). Permanent trench repairs on trench on Route 139; Oldham Street @ Country Club Circle; West Elm Street @ Summers Path; Plymouth Street @ Brenda Road; Plymouth Street @ Stetson Ave area; Blueberry Lane Culvert: and Elmer Road by the Bog Area. These areas were done by Contractor.

Potholes are repaired by DPW using town owned Asphalt Hot Box Machine.

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

The majority of town streets has center lines painted, crosswalk's and stop bars were completed by an outside contractor.

A vast number of drainage structures had to be repaired and/or replaced by the Highway Division due to the aging infrastructure.

Highway Division is continuing to replace broken and damaged street signs.

The Tree Division removed several dangerous trees, tree trimming and removal of storm related downed trees using the town owned aerial lift truck and woodchipper.

The Highway and Tree Divisions also share responsibilities with the Cemetery, Park and Grounds Divisions and Water Divisions when needed.

The Highway and Tree Division would like to express its gratitude to the Town Hall Staff, Police and Fire Departments for their efforts and assistance throughout the year.

Highway Division would like to express our gratitude to the Town Hall Staff, Police and Fire Departments for the efforts and assistance throughout the year.

Respectfully Submitted,

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

2020 Annual Report of the Department of Public Works

Cemetery & Common Grounds Division

As we all know, 2020 was a challenging year for all. Here at the Cemetery & Common Grounds Department, we recognized how difficult it was, during the height of the Covid -19 pandemic, for the families to have had to bury their loved ones with only a few people in attendance. Thankfully, things began to change during PHASE 2 of the State Mandate order. As hard as this time was, we all understood and respected these rules and were aware that they were put in place to protect people and to help stop the spread of the virus.

The Cemetery & Common Grounds Division is made up of 2 skilled laborers and 1 working foreman. We are responsible for the maintenance of grounds for 3 active cemeteries, 3 inactive cemeteries, and 25 other town buildings, parks, and islands as well as all the inner workings of a cemetery.

In 2020 there were 29 cremations burials and 34 full burial interments for a total of 63. We also installed 15 headstone foundations, 10 flat markers, and 8 military flat markers. The 3 active cemeteries sold a total of 31 graves and 3 Wall Niches. The Cemetery sold 30 graves and 3 spots in the Niche' wall to residents, and 1 grave to a non-resident.

The Division wish to thank all the men and woman of the Town Hall and Water Division for all their help, and a special thank you to the Highway Division for all their help during the spring and summer. We want to thank the Fire and Police Departments for their assistance. Additionally, we want to thank the Community Preservation Committee for all their support.

Respectfully submitted,

Christine Callahan
Foreman of the Cemetery & Public Grounds Division

ANNUAL 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 2020.

There were:

- 305 Mark outs
 - 17 Emergency water mark outs
- 42 Service Leaks repaired
 - 5 Water main breaks repaired
- 10 Frozen meters replaced
- 128 Meters replaced
 - 25 New meters installed
- 310 Final water readings
 - 11 Fire hydrants replaced
- 62 Fire hydrants repaired
- 45 Water services shut off
- 44 Water services turned on
- 36 Trench inspections
- 21 Water shutoffs replaced
 - 5 Cross connection inspections
- 27 Curb boxes repaired
 - 9 Meter pits repaired
- 6 Pressure tests

Installed

2700 feet of new 8" water main

Water Dept. also performed:

Work on preparing for the upcoming Route 36 water project.

LCR Samples were completed.

Bacteria samples & Quarterly samples.

Spring & Fall flushing.

Worked with contractor on updates to the filtration plant, to improve water quality.

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 RECYCLING CENTER

To the Honorable Select Board and the Citizens of Pembroke,

All water and gas testing required by DEP was completed at the capped landfill located at 158 Hobomock Street.

Due to Covid-19, the Recycling Center was closed for multiple weeks in the spring. The facility continued with its material source separation program and collected rigid plastics, textiles, carpets, mattresses, bulky items, white goods, construction debris, scrap metal, cardboard, tires, propane tanks, ACs, televisions and refrigerators with great success. The facility also received approximately 900 yards of yard waste. The take it or leave it building continues to remain closed until it is safe to reopen.

The South Shore Recycling Cooperative organized multiple household hazardous waste days throughout the region in 2020. Due to Covid-19, Pembroke was unable to host an event this year. A regional event was held at the South Shore Music Circus in Cohasset, that highway foreman Joe Daiute and other towns assisted with. More than 2,000 gallons of hazardous liquids along with over 3,500 pounds of hazardous solids were collected and properly disposed of.

The Town of Pembroke thanks its residents for properly disposing and recycling household items at the Recycling Center.

Submitted by:

Eugene Fulmine, Jr., Landfill Manager

Scott Glauben, Landfill Manager



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

REPORT OF SOUTH SHORE RECYCLING COOPERATIVE 2020

2/5/2021

The South Shore Recycling Cooperative (SSRC) is a voluntary association of seventeen 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.

Members of the SSRC are: **Abington, Cohasset, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Middleborough, Norwell**, new member **Pembroke, Plymouth, Rockland, Scituate, Weymouth**, and **Whitman**. (Braintree is a Member as of 1/1/21). Representatives from each member town are appointed by Chief Elected Official(s) (*list attached*).

In FY2020, the SSRC raised **\$99,903.01**: \$77,600 from municipal member dues, \$650.00 in sponsorships, \$19,103.32 in grant funding, \$2,360.00 in donations, and \$189.69 in interest. Those funds paid for the services of the Executive Director, the Recycling Education and Compliance Officer, and for waste reduction and recycling activities that benefit our member towns. In addition to technical assistance, these activities **saved /earned Member Towns \$220,705** in 2020.

MATERIALS MANAGEMENT

Household Hazardous Waste Collections - Capacity of vendors to conduct household hazardous waste (HHW) events continues to be tight. Our initial plan for six Spring HHW collections with a costly new vendor was pared down to one, due to COVID 19. A late, new State Contract for hazardous waste, combined with SSRC's collective buying power, enabled us to obtain the services of a less costly provider for the six Fall collections on short notice. We have revised the check-in process and instituted pre-registration, both which have greatly improved traffic flow.

The SSRC administers arrangements on behalf of its Member Towns for Household Hazardous Waste Collections. It coordinated multi-town collections for thirteen of our Member Towns in 2020, creating further savings. Member Towns saved staff time to bid, schedule and publicize collections. The Executive Director assisted at five of the seven events, and coordinates the billing. The SSRC hired a Household Hazardous Waste Specialist and contracted with another volunteer/contractor to share the load of covering events.

1,684 residents attended our **seven collections** in 2020, only 20% fewer than at 2019's 12 events. The **reciprocity policy** also enabled a record **443** of those residents to attend other Member Towns' collections. This arrangement qualifies member towns for additional **Recycling Dividend Program**

points, and earned them an extra **\$24,200** in grant money through that program.

The total cost savings and benefits of the HHW program in 2020 is estimated at **\$81,405**.

General Recyclables – Historic challenges of 2018 and 2019 to our recycling programs began to abate in mid 2020. At that time, demand for mixed paper and especially cardboard, our largest volume commodities, began to climb, thanks to new investment in domestic capacity. The pandemic had more negative than positive impacts, depending on material. The cost of single stream recycling has only recently dipped back below that of disposal.

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.

In October, the Director and three colleagues began drafting a multitown Request for Proposals that provides a more fair allocation of risk, better transparency, and the leverage of aggregated tonnage. It will be released this month. Five of the fifteen participating towns are SSRC Members.

The SSRC continued to help our Towns' programs and residents adapt to more stringent quality standards through multimedia outreach and guidance by the Executive Director.

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

- Electronics – set up and staffed a one day collection in Hull
- Motor oil- better service, pricing
- Oil paint- better service, pricing
- Propane tanks- new vendor in a difficult market
- Textiles- maintain stable rebates
- Tires- new vendor

PUBLIC OUTREACH:

Radio Public Service Announcements – With funding from MassDEP and Bay State Textiles, the SSRC re-aired 4 PSAs for 6 weeks on WATD FM. They covered plastic bags and food in recycling, textiles and composting. This helped our towns to qualify for MassDEP incentive grant funding.

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. It logged 62,000 page views by 28,000 visitors in 2020. 77% of visitors were new.

Facebook: The SSRC posts waste reduction and recycling tips regularly on its [Facebook page](#), which has 421 followers.

Press Contacts - The SSRC is a resource to and a presence in print, web and cable media. The Director was featured in a [Boston Globe Magazine article](#) and a piece in trade magazine [Waste360](#) in 2020. They are posted in the In the News section of the website.

Resident Contacts – The Director fielded over 400 calls and emails from residents and businesses in 2020. Most were about HHW, but she also advised how to properly dispose of everything from brake shoes to an inflatable kayak, and how to encourage fellow apartment dwellers to recycle properly.

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 advice and help on a **wide range of issues** including recycling and disposal contracts, regulatory language, oil and antifreeze vendors, and much more.

The Director challenged a major processor on its shift from billing based on Index pricing to “Actual” pricing, and advocated for stronger regulatory reporting requirements by processors.

She also held an executive session for officials from 22 municipalities that provide single stream recycling service about how the processor’s complex billing system is being used to their disadvantage, how to counter it in their contracts, and why better regulation is needed. This led to the initiation of the multitown RFP referenced above.

Grant assistance - The SSRC helped **the majority of Member Towns** submit their DEP Data Surveys and/or DEP Grant applications. Maximizing grant funds is a frequent topic at our Board meetings as well.

Membership in SSRC qualified our Member Town’s for an additional **\$38,350** in Recycling Dividend Program funds, which provided a total of **\$186,150** in grants to fourteen of our Towns.

Newsletter - The SSRC publishes bi-monthly [Updates](#), which are emailed to 870 subscribers (up from 625 in 2019), including many residents.

ADVOCACY

The Executive Director works actively with other organizations and our Beacon Hill delegation to promote legislation the Board deems beneficial to its solid waste programs. 2020’s focus legislation concerned packaging, mattress and paint extended producer responsibility (EPR). She recently collaborated on a redraft of a comprehensive paper and packaging EPR bill, to be filed in January 2021.

The Director represents the Board on the MassDEP Solid Waste Advisory Committee. She proposed more detailed reporting requirements by recycling processors in testimony and discussions with MassDEP.

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 2020

TOWN	FIRST	LAST	C/O	POSITION
Abington	Marty	Golightly	BOH	Health Agent
	Angela	Dahlstrom	BOH	Recycling Education and Compliance Officer
Cohasset	Merle	Brown	citizen	SSRC Past Chairman
	Andria	Benn	DPW	Highway Dept. Admin. Asst
Duxbury	Peter	Buttkus	DPW	Director
	Norm	Smith	DPW	Assistant Director
Hanover	Victor	Diniak	DPW	Superintendent
	Kurt	Kelley	DPW	Assistant Superintendent
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
	Joyce	Sullivan	BOH	Health Director
Kingston	Paul	Basler	Streets, Trees & Parks	Superintendent, SSRC Vice Chairman
	Jean	Landis-Nauman	Recycling Committee	Chairman, SSRC Secretary
Middleboro	Christopher	Peck	DPW	Director
	Donna	Jolin	DPW	Office Manager
Norwell	Ben	Margro	BOH	Health Agent
	Vicky	Spillane	Recycling Committee	Appointee
Pembroke	Angela	Sestito	Selectmen's Office	Principal Clerk
	open			
Plymouth	Jonathan	Beder	DPW	Director
	Rachel	Newell	DPW	Administrative Assistant
Rockland	Delshaune	Flipp	BOH	Health Agent
	Stephen	Nelson	BOH	Commissioner
	Scott	Margolis	BOH	Commissioner
Scituate	Sean	McCarthy	DPW	Asst. Director
	Kevin	Cafferty	DPW	Director; SSRC Chairman
Weymouth	Kathleen	McDonald	DPW	Principal Clerk
	Fred	Happel	DPW	Solid Waste Coordinator
	Robert	O'Connor	DPW	Advisor
Whitman	Alexis	Andrews	BOH	Health Inspector
	Bruce	Martin	DPW	Director

	HHW residents to home town event	HHW reciprocity use by residents	multitown, new vendor setup fee avoidance*	roll off savings using SSRC arranged vendors (see below)	HHW admin, on site staff time @\$50/hr	Recycling Dividend Program HHW awarded point values	HHW total value	Bay State Textile tons (facilitated by SSRC)	BST rebates, avoided disp cost	RDP textile awarded point values (radio ads, data coll, etc)	Exec. Dir. MSW consults, assistance (\$55/ hour), cost savings	Total	resident calls and emails	consultation topics	
Abington	23	40	\$1,000	\$900	\$1,100	\$1,200	\$4,263	33.1	\$6,272	\$600	\$330	\$11,465	25	cart recycling, SSR cntract, in house curbside/TS	
Cohasset	70	17	\$2,575	\$150	\$1,100	\$1,200	\$5,112	34.2	\$6,199	\$600	\$275	\$12,186	18	data survey, oil recy, grind-screen	
Duxbury	148	38	\$1,100	\$900	\$1,100	\$2,200	\$5,486	39.7	\$6,545	\$1,100	\$9,523	\$22,654	50	data survey, grants, mattresses, index pricing	
Hanover	79	10	\$1,800	\$900	\$1,100		\$3,889	23.1	\$4,295		\$28	\$8,212	19	data survey	
Hanson	38	19	\$1,500	\$900	\$1,100	\$1,200	\$4,757	16.8	\$3,255	\$600	\$550	\$9,162	16	survey, grants, TS IFB, vendors, bulky rigids	
Hingham	116	48	\$600	\$900	\$1,100	\$2,200	\$4,964	25.9	\$4,259	\$1,100	\$55	\$10,378	34	grants	
Hull	81	11	\$1,200	\$150	\$1,100	\$700	\$3,242	13.0	\$1,302	\$350	\$1,540	\$6,434	30	ewaste collection, grant help	
Kingston	40	7	\$700	\$150	\$1,100	\$1,200	\$3,197	41.3	\$7,271	\$600	\$688	\$11,756	9	data survey, grants, book bin @ school, antifreeze	
Middleboro	10	18	\$1,200	\$900	\$1,100	\$2,200	\$5,428	32.1	\$4,007	\$1,100	\$193	\$10,727	11	Oops tags, data survey, grants, SSR contracts	
Norwell	28	30	\$1,200	\$150	\$1,100	\$1,200	\$3,708	13.7	\$2,465	\$600	\$220	\$6,993	9	data survey, contract review, paint	
Pembroke	0	69	\$4,000	\$900	\$1,100	\$2,200	\$8,269	43.4	\$8,412	\$1,100	\$605	\$18,386	22	site visit, textiles, bulky, grants, ewaste, SSR costs	
Plymouth	197	39	\$3,880	\$150	\$1,100	\$600	\$5,966	84.1	14,442	\$600	\$110	\$9,016	52	toxic hand sanitizer, trommel screening	
Rockland	25	34	\$600	\$900	\$1,100	\$1,200	\$3,859	12.3	\$2,340	\$600	\$330	\$21,643	16	loose mercury, grants, FAC87, data survey	
Scituate	143	68	\$1,890	\$900	\$1,100	\$2,200	\$6,301	83.2	\$16,854	\$1,100	\$550	\$26,147	30	data survey, oil collection, equipment, hauler regs	
Weymouth	153	20	\$4,000		\$1,100	\$3,500	\$8,773	105.9	\$18,196	\$3,500	\$28	\$16,287	38	paint collection	
Whitman	25	16	\$1,700	\$150	\$1,100	\$1,200	\$4,191	22.3	\$3,986	\$600	\$28	\$8,805	22	mercury	
Total	1176	484	\$28,945	\$9,000	\$17,600	\$24,200	\$81,405	624.0	\$110,099	\$14,150	\$15,052	\$220,705	401		
HHW detail								SSRC	vendor	savings					
Trash rolloff									\$500	\$900	500				
Trash & OCC rolloffs									\$750	\$900	150				
*Spring setup fee									\$4,000						
*Fall setup fee (new vendor)									\$1,800						

staff time: 347 hrs/16 towns = 22 hrs/town * \$50/hr= \$1100/town

REPORT OF THE BUILDING DEPARTMENT

To the Honorable Select Board and the Citizens of Pembroke:

The following is a review of the actual construction in the Town of Pembroke for the year ending December 31, 2020

29	New Dwellings, valued at	\$7,538,500
87	Commercial New & Renovations, valued at	\$3,031,191
562	Miscellaneous Residential Permits valued at	\$10,469,427
678	Permits issued valued at	\$21,039,118

Fees collected and turned over to the Treasurer	\$277,058
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Respectfully submitted,
George Verry,
Building Inspector/Zoning Official

REPORT OF THE WIRING INSPECTOR

To the Honorable Select Board and the Citizens of Pembroke:

I hereby submit my report as Wiring Inspector for the year ending December 31, 2020.

Permits as follows:

Total Permits issued	494
Fees collected and turned over to the Treasurer	\$67,621.43

Respectfully submitted,
Nicholas Zechello
Inspector of Wires

REPORT OF THE GAS INSPECTOR

To the Honorable Select Board and the Citizens of Pembroke:

I hereby submit my report as Gas Inspector for the year ending December 31, 2020.

Permits as follows:

Total Permits issued	391
Fees collected and turned over to the Treasurer	\$23,420.00

Respectfully submitted,
Gary Young
Gas Inspector

REPORT OF THE PLUMBING INSPECTOR

To the Honorable Select Board and the Citizens of Pembroke:

I hereby submit my report as Plumbing Inspector for the year ending December 31, 2020.

Permits as follows:

Total Permits issued	256
Fees collected and turned over to the Treasurer	\$28,675.00

Respectfully submitted,
Gary Young
Plumbing Inspector

REPORT OF THE SEALER OF WEIGHTS AND MEASURES

To the Honorable Select Board and the Citizens of Pembroke:

I hereby submit my report as Sealer of Weights and Measures for the year ending December 31, 2020.

Permits as follows:

Total Permits issued	18
Fees collected and turned over to the Treasurer	\$4,970

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 Thomas Driscoll, Chair, Matthew Newman, Clerk, and Adam Gedutis, Member. In 2020, the Health Agent performed the following: 156 perk tests, 313 septic related inspections, 132 COVID-19 Informational presentations (WATD, PACTV, various Boards and Committees), 125 COVID-19 related complaints, 205 food related inspections (Agent and contractors), 14 housing complaints, 52 general complaints, 10 Animal complaints, and 1 pool inspection (Agent and contractors).

The Board of Health issued 110 Food Permit Licenses, 5 Body Art Establishment Licenses, 12 Body Art Practitioner Licenses, 1 Camp License, 61 Septic Install and Repair Licenses, 75 Livestock Licenses, 18 Pumping Licenses, 1 Skating Rink License, 5 Special Licenses, 3 Swimming Pool Licenses, 1 Tanning Salon License, 43 Title 5 Inspector Licenses and 9 Private Trash Hauler Licenses.

Our Public Health Nurses, under our sixth-year vaccination program, administered 69 flu shots. We have three regular and two alternate nurses that assist in various capacities and participate in our Emergency Planning.

Oldham Pond remains under its treatment program and was able to remain open for recreation all summer for this year (six out of the last seven years). The remaining ponds also tested at normal levels during the majority of the summer. None of our ponds exceeded the state limit of bacteria the entire summer.

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.

We continue with the assistance and support of the Police and Fire departments to developing resources and techniques for assisting those with access and functional needs.

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 age 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 and housing are identified as primary concerns of our elders.

At the start of the year, the Senior Center found new Director Gretchen Emmetts starting her first full month. Gretchen was looking forward with the help of her staff and Board of Directors to promote new goals, re branding the COA, promoting the Town of Pembroke in the Global Network of Age Friendly Communities. Creating new events, programs, touching more clients with outreach needs and mental issues and so much more. We soon all found out that that would all change.

The Council on Aging employs a full time Director and three part time Union Principal Clerks, Suzanne Driscoll, Susan Larkin, and Christine White who retired in May. We hired a part time employee Nancy O'Neill to help with transportation and more until we are allowed to replace the position that Chris vacated. We also have six part time van drivers, Jack Breen, Brian Foley, Jim McPherson, Joseph Ryan, Ed Steele, and Tim White.

The Senior Center also employs three Grant based positions, a part time Community Outreach Coordinator, Linda Freeman, who resigned in December, a part time outreach assistant, Cathy Bruce and part time benefits and SHINE representative, Ken Pike. Outreach workers meet with seniors and families to assess a situation, explain different community programs/benefits, and will help assist with applications. Our workers deal with crisis situations, housing issues, home visits, and outside organizations on a regular basis. In 2020 there were over 3900 outreach services provided by the Outreach staff and the office staff. This is a huge number that is growing daily. It is our goal of the COA to hire a full time Outreach Coordinator Fiscal 22. The Outreach workers and all the Council on Aging staff are bound by strict confidentiality laws and are not allowed to release any information about an elder without permission.

This year the COA due to COVID – 19 has had to think outside the box in how we provide services. As of March 13th the Center closed to the general public without knowing much about the pandemic. All staff except for the Director was then asked to work from home. Who knew how many people we would touch by phone during this time? Each employee worked daily reaching out to all the seniors that we had correct contact information for to let them know how we could still help them. So many were grateful for the call even though many thought they were not old enough to receive such a call. In April we found the Town without a Food

Pantry to assist in all food needs. Due to a generous donation from Murphy Electric and Industrial Control LLC the COA Director and a couple of volunteers and hearty van drivers were able to take on the task of help all Pembroke Residents of all ages who needed assistance. They shopped and delivered to over 80 families per week until the Pantry's were up and running.

The Senior Center with the staff's help under the supervision of the Transportation Coordinator Chris White and Nancy O'Neill provided over 4283 Volunteer Medical rides and daily senior and ADA rides even with the pandemic. The senior and ADA rides are offered through our Dial-a-Ride Program with GATRA. These rides are curb to curb, to events, grocery shopping, bank, hairdresser, Lunch Bunch and day trips. These daily trips are free to Pembroke residents that are over 60 or have a disability. This year with the pandemic obviously the ride counts decreased but we are happy to say we never stopped transportation for those in need. The center also obtained through COVID funding its own van for use of transporting Pembroke residents to special events and Medical appointments out of the GATRA area. We are very thankful for the perseverance of by Town Manager William Chenard and State Representative Josh Cutler for making this need a top priority.

The Senior Center has over 65 active volunteers without whom we as a center would not be able to function. In 2020 even with the pandemic our dedicated volunteers donated over 3500 hours. We appreciate all that they have done and know that they are looking forward to doing more as soon as they are able. Volunteers are always welcome if you are interested please see Susan Larkin. Due to the pandemic we were not able to have our annual volunteer appreciation luncheon, so we created our own Drive By appreciation event to say thank you and give them a small token of our appreciation.

Volunteers at the Senior Center have delivered over 9889 Meals on Wheels to 137 clients. MOW is provided Monday-Friday this number increased due to the pandemic. If you or anyone you know could benefit from these meals please contact OCES Nutrition Site Manager Lori Naughton. We received amazing handmade cards from volunteers and the youth of Pembroke to send with these meals and seniors just to cheer them up. The seniors loved them! As we were not able to serve meals here daily, we had to think outside the box and through various grants and donations we established a Grab & Go meal program, this program took off well and we have continued. We wish to thank all the vendors who help us, Beijing House, Fork in the Road, Lombardo's, and Cranberry Vine Catering.

The Council on Aging on a normal regular basis provides, special events, exercise, trips and more. This year due to closure we had to present programs in a different, limited way with all COVID protocols in place. This fall we were able to bring in our Inspire program on Monday evenings for the "younger older adult". Unfortunately due to the severe increase of positive cases in Pembroke during the holiday's we decided it was best for all to discontinue these programs until the numbers lowered. Susan Larkin works very diligently with The Friends Group and their President Gail Shaw to bring in new events. Our programs consist of special courses for socialization, health, wellness of both the body and mind and so much more. The Friends as always have been very supportive of our programs, we are very lucky to have them.

This year with COVID funds we were able to purchase for the center the veteran's department 70 iPads. These iPads are coming with programs and technical support from an outside agency for the next two years. These will help us with isolation that so many older adults are facing. We look forward to see everything that can be done with these lending iPads.

The Memory Café, which was funded by a grant from Massachusetts Council on Aging had continued to draw a good number of attendees every 3rd Wednesday of the month at 1:00 pm under the supervision of our Outreach Coordinator and Belaine McCabe. This group was formed for clients with memory concerns and their care givers. This has now turned into a virtual program and continued right through the pandemic.

The Pembroke Pioneer monthly newsletter is going strong and has all the news and updates you need for any programming.

We continue to work regularly with Old Colony Elder Services more as demand for services increase 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.

The Firehouse Food Pantry delivering has continued to expand in this past year doubling in size, we continue to see the need grow. As a community we are indeed lucky to have such an amazing resource. The Senior Center is very thankful for all the volunteers at the Firehouse Food Pantry and our volunteers who deliver weekly to our consumers homes. We also appreciate the Pembroke Pantry for stepping up and allowing us to partner with them to deliver during the pandemic for their clients.

We have had several donations from the community to the Emergency fuel fund which has been a blessing as we have had more than usual requests for help. We appreciate the donations and are glad we can help Pembroke residents.

A new fund was established during the pandemic for all Pembroke residents in need of financial assistance. These fund were donated by other Pembroke residents and is called The Hope Fund. You can find an application the town website to apply for this, and you do not need to be a senior just a resident in need.

The Board of Directors has been voted in once again with Joseph Ryan as Chair, Pamela Blades as Vice, James Kinkade as Treasurer and John Melchin as recording secretary.

In summary, it was a heck of a year. A year to broaden the way we think of how we do things, a year to create community with other centers, a year to see people coming together to support each other and certainly a way to think outside the box. We are proud of all we accomplished and have learned a lot. We also have a new second bathroom in the building for our needs!

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, especially during this very trying year. Continued support and interest helps us meet the needs of our elder adults in the community. Please feel free to call the Center if you have any comments or suggestions on how we can continue to improve the quality of live for our seniors.

Respectfully Submitted

Gretchen Emmetts
Director

Council on Aging Board of Directors:

Joseph Ryan – Chairman
Pamela Blades – Vice Chair
James Kinkade – Treasurer
John Melchin – Secretary
Karee Bohman
Marilyn Christmann
Sue Ellen Hewitt
Linda Osborne

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 the Citizens of Pembroke:

The Commission on Disabilities was pleased to welcome Joyce Stephens and Kathryn Whitney to the Commission this year.

The Commission was sorry to say goodbye to Town Manager Edwin Thorne as he retired after many years of service, faithfully supporting the Commission throughout his tenure. The Commission also wishes former Administrative Assistant Brandon Gulnick much success in his future endeavors.

As the Coronavirus (Covid-19) became a global pandemic, Massachusetts and the Town of Pembroke responded to halt the spread. The projects that the town had begun were halted, requiring extensions and different planning strategies to be employed. The Commission was unable to meet under its regular schedule as so many boards faced the challenges of the Governor's Stay at Home Advisory and closure of non-essential business and government operations.

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

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

If you see anything you think needs to be made accessible, or if you have questions, concerns, or even a complaint please contact the Commission by phone at 781-293-9484 to leave a message that will be promptly returned, or by email at disabilities@townofpembrokmass.org.

It is the Commission's hope that 2021 will see a re-opening of the towns government buildings and a return to the office's regularly scheduled in person hours on Monday and Wednesday between 10:00 am & 2:00 pm at the Community Center. More information is available on Facebook at: Commission on Disabilities Pembroke, MA.

Thank you to everyone who donated medical equipment this past year it was very much appreciated.

For the Commission on Disabilities,
Tom Weinreich, Chairman

PLYMOUTH COUNTY COOPERATIVE EXTENSION ANNUAL REPORT

July 1, 2019 - June 30, 2020

The role of Plymouth County Cooperative Extension is to deliver research-based information to Plymouth County residents through non-formal methods. The Plymouth County Extension staff work on behalf of Plymouth County residents, in concert with UMass Amherst faculty and Extension staff, and the United States Department of Agriculture, to provide valuable information in the program areas of 'Agriculture and Landscape' and '4-H Youth and Family Development'. The Extension System is supported by County, State and Federal funds, and operates under Federal and State laws and agreements. Local citizens, appointed by the Plymouth County Commissioners, serve as Plymouth County Cooperative Extension Trustees, directing the overall program. Volunteer advisory groups work with Extension staff on developing programs.

Cooperative Extension resources and programs for Plymouth County residents include: 4-H Science and Technology workshops in the areas of embryology and plant science; accredited overnight 4-H summer camps; 4-H animal science summer day-workshops; 4-H Life Skills Training, 4-H Community Service Projects, 4-H Public Speaking Training, 4-H Babysitting Program and 4-H partnerships with local farms and agricultural enterprises including the Marshfield Agricultural Society, Plymouth County Farm Bureau and Plymouth County Grange. New research findings are translated into practical applications and shared with residents and communities through workshops, lectures, conferences, office visits, phone calls, field demonstrations, radio, television, local libraries, technical assistance, and newspaper articles. Publications such as newsletters, booklets, and fact sheets bring information directly to those who need it. Additional information is delivered through UMass-Amherst Center for Agriculture and Extension web access www.ag.umass.edu

Members of the Plymouth County Extension Staff:

Molly Vollmer, Director Plymouth County Extension/ Extension Educator
Valerie Schell, Extension Educator, 4-H Youth and Family Development Program
Harley Anne Hamilton, Program Assistant, 4-H Program
Blake Dinius, Entomologist, Tick and Insect Education Program
Cathy Acampora, Administrative Assistant

Board of Trustees:

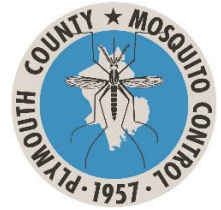
John Burnett Jr. –Whitman	Meghan C. Riley –Chairman, Whitman
Jeff Chandler – Duxbury	John Illingworth- Abington
John Hornstra, Norwell	Victoria Morris, Bridgewater
Aylene Calnan- Hingham	Janice Strojny, Middleboro

Daniel Pallotta, Plymouth County Commissioner - Hanover

The Plymouth County Extension office is located at 44 Obery Street, Plymouth, MA 02360 (774-404-7020; fax: 774-773-3184)



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:
Cathleen Drinan, Chairman
John Sharland, Vice Chairman/Secretary
Michael F. Valenti
John Kenney
Ann Motyka

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

REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2020.

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

The 2020 efforts were directed at larval mosquitoes starting with the spring brood. The Project ground and aerial larvicided 11,396 acres and this was accomplished using Bti, an environmentally selective bacterial agent. An additional 311 acres were treated as part of a trial studying the effectiveness of methoprene on mosquitos in cedar swamps. Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on June 1st, 2020 and ended on September 25th, 2020. The Project responded to 17,923 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. In 2020 there was significant EEEV activity in the district. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Project started the season at “Low Level Risk” for Eastern Equine Encephalitis. The following towns remained at low risk: Abington, Brockton, Cohasset, Duxbury, Hanover, Hingham, Hull, Marion Marshfield, Mattapoisett, Norwell, Rockland, Scituate, and Whitman. The towns at moderate risk were: Lakeville, Pembroke, and West Bridgewater. The towns ranked at High risk were: Bridgewater, East Bridgewater, Hanson, Kingston, Plympton, Plymouth, Rochester and Wareham. The towns at critical risk for EEEV human infections were Carver, Halifax, and Middleboro. Two residents of the district contracted EEE and two other infections were associated with the district.

The Commonwealth of Massachusetts responded to the EEEV activity by conducting wide scale aerial adulticiding in early August. The application occurred over much of the district and encompassed 200,000 acres. Applications of this kind are complex and involve a large number of state agencies including DPH, Massachusetts Department of Agriculture (MDAR) and

The State Reclamation and Mosquito Control Board (SRMCB). The Project assisted with the application including supplying equipment and helping to document the efficacy of the application.

West Nile Virus activity occurred predominately in and around Boston. Statewide there were 8 human cases, none of them were in the district. DPH estimated the risk of WNV human infections to be low for all of the district for the entirety of the season. As part of our West Nile Virus control strategy a total of 60,450 catch basins were treated with larvicide in all of our towns to prevent WNV.

The Project participates in DPH's mosquito surveillance program. As part of that program we collected over 70,000 mosquitoes and submitted 23,267 mosquitoes for testing. The mosquitoes were combined into 608 pools. DPH also tested 13,588 mosquitoes from the district. In all there were 61 isolations of EEEV from mosquito samples. They were from the towns of Bridgewater, Carver, Hanson, Kingston, Middleboro, Plympton, and Wareham. There were 7 WNV isolations from Halifax, Hanson, Middleborough, and Plympton.

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 the Massachusetts since 2009. In conjunction with DPH we have been monitoring *Aedes albopictus* expansion in the state. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. We conducted surveillance for *Ae. albopictus* at 8 locations. This year we did not detect the mosquito. The Project began a tire recycling program in October 2017. During the 2020 season we recycled 1,960 tires bringing us to a total of 11,524 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 962 larval sites were checked.

During the summer 2,217 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 2,544 acres using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes reinvaded the area. The first treatments were made in June and the last in September.

Water Management: During 2020 crews removed blockages, brush and other obstructions from 2,830 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito production. This work, together with machine reclamation, is most often carried out in the fall and winter.

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

Education and Outreach: The Project hosted an event with the Governor to raise awareness of EEE in Massachusetts. The event was broadcast live and reached thousands of residents in the Commonwealth. Our phone system has been updated to make it easier for residents to reach us during the peak season and our website is continually updated with information about meetings and the annual budget. It also includes educational handouts to provide more information and better describe all the Project's services.

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

Sincerely,

Ross Rossetti
Superintendent

Commissioners:
Cathleen Drinan, Chairman
John Sharland, Vice-Chairman/Secretary
John Kenney
Michael Valenti
Ann Motyka

South Shore Community Action Council

71 Obery Street
Plymouth MA 02360



2020 Program & Services Impact Report For The Town of Pembroke

Date

January 29, 2021

Services Performed By:

South Shore Community Action Council

71 Obery Street
Plymouth MA 02360

Services Performed For:

Town of Pembroke

Board of Selectmen
100 Center Street
Pembroke MA 02359

SSCAC works to eliminate poverty on the South Shore by working with our communities so that all people can live with dignity, realize their full potential and, contribute to the vibrancy of the South Shore. In 2020, South Shore Community Action Council (SSCAC) helped 27,474 low-income people living in 121 villages, towns and cities throughout the South Shore, Cape Cod and, the Islands.

Program & Services Provided to Pembroke Residents

Fuel Assistance, Energy Conservation, Food Resources, Transportation, Emergency Rent/Mortgage/Utility Assistance, South Shore Early Education, Consumer Aid, Volunteer Income Tax Assistance and South Shore Family Network.

\$270,623 Service Dollars Expended on behalf of Pembroke Residents

In 2020, SSCAC expended \$270,623 service dollars on behalf of 567 residents in 331 Pembroke households.

208 Pembroke Fuel Assistance Households

South Shore Community Action Council helped keep Pembroke residents warm during the winter months.

40 Pembroke Energy Conservation Households

South Shore Community Action Council lowered utility bills with \$46,636 in Weatherization, Appliance & Heating System Repair/Replacement services for 40 Pembroke resident households.

11 Elderly and Disabled Pembroke Residents Received Transportation Services

South Shore Community Action Council provided safe and reliable transportation for 11 elderly and disabled Pembroke residents to and from medical appointments.

660 Meals Provided for Pembroke Residents

South Shore Community Action Council provided 660 meals to homebound Pembroke seniors struggling with hunger and food insecurity. This is the equivalent of 879 pounds of fresh and nonperishable food.

19 Pembroke Tax Payers Received Free Income Tax Return Preparation and Filing

Free State & Federal income tax preparation and e-filing was performed for 26 Pembroke residents resulting in \$45,818 State & Federal refunds.

50 Pembroke Parents & Children Participated in Early Literacy and S.T.E.M. Playgroups

South Shore Family Network hosted community-based parent/child playgroups for early literacy and S.T.E.M. (Science, Technology, Engineering and Math)

12 Pembroke Preschool Children Served

High quality preschool and child care, nutritious meals, health screening and family supports were provided to 12 Pembroke Preschool children and their families.

19 Pembroke Consumer Complaints Mediated

Mediation of consumer complaints was performed for 19 Pembroke residents.

Pembroke Client Demographics

PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
Residents Over The Age 55	43%
Single Parent Household	28%
Female	64%
Living Below 100% Poverty Level	33%
Disabled	21%
Active Military or Veteran	5%
Homeowners	71%
High School Graduate	35%

SSCAC Mission

Our mission is to eliminate poverty in our south shore communities by opening to everyone the opportunities for education and training, the opportunity to work, and the opportunity to live in decency and dignity.

We join together with our communities to strengthen, supplement, and coordinate efforts so every individual has the opportunity to contribute to the full extent of his/her capabilities and to participate in the workings of our society.

SSCAC Programs & Services

- Fuel Assistance
- Weatherization
- Heating System Repair and Replacement
- Transportation for the Elderly and Disabled
- South Shore Early Education
- Consumer Aid
- Arrearage Assistance
- Food Resources
- South Shore Family Network
- Volunteer Income Tax Preparation

SSCAC Governance

Our Board of Directors' composition is dictated by legislation and includes committed individuals with varying backgrounds and experiences, all of whom are local residents from the South Shore volunteering their time, energy, and expertise to make a difference.

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

ANNUAL REPORT OF THE ZONING BOARD OF APPEALS

To the Honorable Select Board and Citizens of Pembroke:

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

During this very difficult year of the Covid-19 pandemic, most of the Board's meetings were held by remote participation using the internet to ensure people's health and safety.

Over the course of 2020, twenty applications were filed with the Board. Of those, thirteen were requests for special permits, one was a request for variances, three were requests for both special permits and variances, and three were requests for appeals. Sixteen applications were approved, three applications were denied, and one application was withdrawn.

In 2020 the Board regretfully accepted the resignation of member James Gallagher, and welcomed two new members, Christopher McGrail and Arthur Boyle, Jr.

The Board wishes to thank Matthew Heins (Planning Board Assistant) for his assistance, and also thanks Sabrina Chilcott and Angela Sestito (Town Manager's Office) for their support.

The Board looks forward to another productive year in 2021.

Respectfully Submitted,

Frederick Casavant, Chairman
Christine Griffin, Vice-Chairman
Christopher McGrail, Clerk
Michael Fay, Alternate
John Grenier, Alternate
Arthur Boyle, Jr., Alternate

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 Daniel Taylor (Chairman), Andrew Wandell (Vice-Chairman), Alysha Siciliano-Perry (Clerk), James Noone, Heather Tremblay, Daniel Smith, Jr., and Stephan Roundtree.

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

John Scholl served on the board during early 2020. In the June 2020 town elections, Alysha Siciliano-Perry was elected to the board. Rebecca Coletta and Thomas Irving resigned from the board in late 2020, and Heather Tremblay and Stephan Roundtree were appointed to replace them.

During this extraordinarily difficult year of the Covid-19 pandemic, all of the Planning Board meetings from March onwards were held through remote participation using the internet (with the exception of one site walk), to protect the health and safety of the public.

The Planning Board held 21 meetings during 2020, one of which was a site walk.

Five Site Plan applications were submitted to the Planning Board in 2020. Approval was granted by the board to three of these, one was withdrawn, and one was still in the application review process as of the end of 2020. Approval was also granted in 2020 to one Site Plan application submitted in 2019.

One Definitive Subdivision application was submitted to the Planning Board in 2020, and it was approved. No Preliminary Subdivision applications were submitted to the board in 2020.

No Special Permit applications were submitted to the Planning Board in 2020. One request for approval of architectural style (in the Center Protection District) was submitted to the board in 2020, and it was approved. No scenic road applications were submitted to the Planning Board in 2020.

Three Form A (also known as Approval Not Required Under Subdivision Control) applications were submitted to the Planning Board in 2020. The board endorsed (i.e., approved) all three of these.

No new public ways were proposed to the town for acceptance in 2020.

On June 29, 2020, the Planning Board voted to reorganize. Daniel Taylor was elected as Chairman, Andrew Wandell was elected as Vice-Chairman, and Alysha Siciliano-Perry was elected as Clerk.

Respectfully submitted,

Daniel Taylor, Chairman

REPORT OF THE AFFORDABLE HOUSING COMMITTEE

To the Honorable Select Board and the Citizens of Pembroke:

The Affordable Housing Committee is appointed by the Selectmen to implement and operationalize the goals of the Town in providing access to housing that is affordable to the community with a range of incomes.

The Committee has set a goal of having 15% of the Town's housing stock meet the requirements of being affordable through a continuum of housing options including single family homes, condominiums, rental units that reflect the housing needs of the Town.

In 2020, the focus of the committee has been to create opportunities to meet the Commonwealth's requirement of 10% State certified affordable housing so that then the Town can solicit and direct developments that are community based and supported by the residents. The Committee has worked with Town Counsel and has created several proposed changes to the Zoning By Laws for consideration by the Planning Board and Town Meeting. These are the initial step in expanding affordable housing in areas where they have minimal impact on residential neighborhoods, but can have an impact on meeting our 10% mandate.

The Committee is working closely with the Pembroke Housing Authority to coordinate approaches, planning, and housing needs.

The Committee members are diverse in their experience and opinions, and we share the common goals of increasing housing options for all residents of Pembroke, preserving the natural resources of the Town, maintaining the characteristics of our neighborhoods, and exploring the range of options to meet our goals.

Respectfully submitted,

Judith Parks
Carolyn Crossley
Andrew Wandell
James Noone
Jane Ford
Susan Runne

REPORT OF THE PEMBROKE HOUSING AUTHORITY

To the Honorable Select Board 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.

The COVID-19 pandemic arrived early on and as every resident of Pembroke can attest, it has left an indelible mark on all of us; touching each of us personally and professionally. In March came the passing of Henry “Hank” Daggett. A long serving member of the Pembroke Housing Authority, Board of Commissioners: Hank's contributions were instrumental and a major reason why the PHA is recognized as a perennial high performer, a wonderful place to live and an empowering place to work.

The administrative staff performed heroically managing to maintain all benchmarks at work, while supporting their families at home. This on top of the new found challenges (from COVID) for the elderly, disabled and the families we house. Equally, the maintenance staff was simply amazing and remains ever resilient. Trying to stay healthy and provide the same day to day service all have been accustomed to receiving is a 24/7 challenge they meet. All staff have gone above and beyond.

With that said, a tremendous thanks go out to the Town's Municipal Services. From the Town Manager's Office, the Health, Police and Fire Departments, the DPW and the Council of Aging whose assistance, guidance and reliance upon which (during COVID), made it possible for the housing authority and its residents to live in as safe and secure a place as possible.

Beginning in 2020, 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, new flooring was installed throughout the community building and the entrances and main hallways in all 7 residential buildings. Comprehensive financial and technical planning has resulted in many additional projects beginning in early 2021.

The Residences at MacDonald Way in north Pembroke has constructed new heating systems in 3 residential buildings and anticipates 3 more beginning in early 2021. There has been a new generator installed at the community building. This will provide for a basic power source during a prolonged outage for residents to charge devices and equipment, warm food in the kitchen and maintain continued laundry services.

The Preserve at Kilcommons Drive, in downtown Pembroke has remodeled the community building. New paint, trim, flooring and light fixtures have been installed. The administrative offices received a slight remodel which included lobby and entrance flooring new lighting fixtures and paint in the improved areas. A new entry door system was also installed.

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
James Muscato, Treasurer
Thomas Berry, Vice Treasurer

John P. McKeown, Executive Director

ANNUAL REPORT OF THE CONSERVATION COMMISSION

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

The members of the Pembroke Conservation Commission respectfully submit the following report for the year ending 2020.

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

The following is a breakdown of Conservation Commission activities:

1. The Commission received 12 Requests for Determination of Applicability;
2. The Commission received 31 Notices of Intent;
3. The Commission issued 27 Order of Conditions;
4. The Commission issued 5 Extension Permits for Orders of Conditions;
5. The Commission issued 16 Certificates of Compliance;
6. The Commission conducted numerous on-site inspections and responded to inquiries and requests from the community.

Permits issued by the Conservation Commission include projects such as tree removal, pool installations, additions, culvert replacements, roadway improvements, and new subdivisions. Any project proposed withing 100 feet of a Bordering Vegetated Wetland area or 200 feet of a Riverfront area requires approval by the Board. The board strives to protect our natural resources while still allowing for growth and improvement to our community.

Respectfully submitted,

Gino Fellini, Chairman
Arthur Egerton, Vice-Chair
Robert Clarke, Agent and Member
Ronald Boidi, Member
Richard Madden, Member
Sandy Gremlich, Member
Mark Sotir, 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 2020.

In the months prior to town meeting, the committee held regularly scheduled meetings to evaluate funding applications for recommendation to the voters. Due to Covid-19, many projects needed to be delayed until the 2021 Annual Town Meeting for approval.

The townspeople awarded \$160,500.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2020 Annual Town Meeting:

- to the Town Manager to make accessibility improvements consistent with the Americans with Disabilities Act, for recreational use of Town Landing and the guardhouse
- to the Town Manager for constructing and installing Americans with Disabilities Act accessible surfacing and new playground equipment at the Mattakeesett Street Playground
- to the Town Manager to complete Phase I of the Veteran's Memorial Park project
- to the Town Memorial Committee for the replacement of the Veterans Marker at Grove and Mattakeesett Streets

The committee looks forward to working with the 2019 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
Corey Pento, Recreation Commission
Daniel Pelletier, Selectmen's Appointee
Paul Whitman, DPW Commissioner
Andrew Wandell, Planning Board

ANNUAL REPORT OF THE RECREATION COMMISSION

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

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

Programs

We started the year off strong with many new programs and activities being offered to serve the community needs. Unfortunately, due to the Corona virus (COVID-19) pandemic forced us to reduce the number of participants on some programs and cancel many others to adhere to the State of Emergency guidelines. Our facility was closed to the public for roughly eight months, yet Recreation was able to assist some families with childcare needs. Our Summer day program was reduced to thirty participants per session a seventy percent reduction from the previous year. We continued into the fall with our Hybrid Helpers program that was able to assist over thirty children per cohort with the remote learning.

Events

This year all events including the Entertainment on the Green Concert series was also cancelled.

Business Affairs

Community Center Task Force continues its pursuit to build a new Community Center that will house the Recreation Department and the Council on Aging. The members have been diligently working on the project prior to the pandemic and was forced to delay conceptual design to present to the residents until the spring of 2021.

Recreation Commission is a nine-member board with two open vacancies.

Recreation Commission

Eric Hurt, Chair
Bryan Phillips, Vice Chair
Rachel Quinlan, Secretary
Corey Pento, CPC Representative
Ginger Comeau, Member
Tim Foley, Member
Vacancy
Vacancy

Recreation Department

Susan Roche, Director
Jessica Fulmine, Assistant to Director

ANNUAL REPORT OF THE HERRING FISHERIES COMMISSION

To the honorable selectmen, town officials and the citizens of Pembroke:

I am pleased to offer this annual report regarding the Herring fisheries in the town. I must first acknowledge the pandemic and the effects it has had on everyone's life across the world. It has severely impacted the everyday life of all of us.

Given the conditions, the commission members worked diligently and safely monitoring the stream from debris and overgrowth to ensure easy passage for the returning adults. Due to Covid, the MA Division of Marine Fisheries was limited in the help they could offer the town.

The count this year was off substantially from past years. 188,141 fish passed through the counter at Mill Pond. The reasons for the decline are unclear. You have to go back three years and see what happened environmentally that could have caused the decline. The DMF is trying to do some analysis to determine what might have contributed to the decline. It appears there may have been some human interference with the passage of fish.

The good news is the amount of juveniles leaving the ponds. There were two distinct migrations, one mid-June to mid-July and one late September through December 14th. In three years when they return as adults we will see what the count is.

Other notable items that occurred was the stream maintenance. The commission spent, again, more than 1,000 man hours clearing, monitoring fish counts, and maintaining sufficient water flow to allow the returning adults and leaving juveniles.

This year we used a drone to check the stream for blockages. There was work done on the superintendent's shack; the wood stove was brought up to code and other interior improvements. The fishway at Herring Park was adjusted by the DMF workers with the help of the commission.

In general I would report that although not as robust a migration of adults as we expected, almost 200,000 fish is still far above the counts from just eight years ago. Pembroke's run is still one of the premier runs in Southeastern MA. Pembroke is doing its part to rebuild the Herring fishery on the east coast of the United States.

Lastly, I would like to thank the commission members for their hard work and dedication to this Pembroke treasure. We still have one of the most outstanding runs in the state. The park and recent improvements make it a fun and educational destination in Pembroke.

Respectfully submitted,

Mark Amorello, Superintendent
Willard J. Boulter, Assistant Superintendent
Art Egerton Jr., Secretary/Treasurer
Gino Fellini, Safety Officer
Richard Madden
Teresa Harley
Rob McCarthy
Robbie McCarthy
Jack Boulter, Junior Member

ANNUAL REPORT OF THE TOWN LANDING

To the Honorable Select Board and the Citizens of Pembroke:

Mission: The goals of the Town Landing are to provide patrons the opportunity to participate in the Red Cross learn to swim and water safety programs. It is our belief that the more knowledge one has, the safer one is around water.

Because of the COVID-19 virus, we experienced an unusual summer at Town Landing and Little Sandy Pond. Unfortunately, swim lessons were suspended this summer. This was a great loss for the community considering the number of ponds in Pembroke that are visited daily by families and children. It is a necessity that patrons have the skills to be safe when using the water.

As the town moved forward with plans to make Town Landing ADA accessible, the area that the new building was to be constructed on was cleared. Just as the building was scheduled to begin construction, all building projects were curtailed due to the pandemic. We are hoping to have the new facility in place for the 2021 season.

Because of budget cuts, we were not able to fund all our returning staff. Fifty percent of our lifeguards were cut. The remaining guards agreed to a reduction in pay. Our staff is a great asset to the town. Patrons often complimented them for their friendliness, maturity, and professionalism. They are eager to return next season to teach swimming lessons.

This summer brought an abundance of great weather. We tried to accommodate patrons by extending life guarding hours at both ponds. However, because of budget restraints, we could not sustain the added hours of operation.

Despite all setbacks and changes, it was a wonderful season at Town Landing and Little Sandy Pond. Everyone was able to safely participate and be present by following CDC guidelines. We are hoping to be back next summer, offering swimming lessons and welcoming back all patrons and staff.

I look forward to another great season of lessons and water safety in 2021.

Respectfully submitted,

Amy Hill
Director of Town Landing

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 is in the final stages of submittal to the Massachusetts Executive Office of Environmental Affairs. Upon approval, the Town of Pembroke will be eligible for funding opportunities and grant programs administered through the state.

The Open Space Committee has worked hard to maintain the trails throughout town, holding trail cleaning events and gathering community involvement. Future projects are currently underway for town owned property, including the Arthur and Michelle Lage Preserve on Barker Street, the Bicentennial Trail, Herring Run Park, and an eventual goal of connecting all the walking trails in town.

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

Ronald Boidi, Conservation Commission Liaison

Robert Clarke, Jr.

Tracy Marino

Julie Slys

Debbie Schneider

Respectfully Submitted,

Gino Fellini

Chairperson of the Conservation Commission

REPORT OF THE RECYCLING COMMITTEE

At their meeting of September 17, 2019, the Board of Selectmen requested that the Recycling Committee be charged with the task of the following:

- evaluate the costs of bringing dual stream curbside recycling collection to Pembroke
- determine whether the residents want to invest in this changeover by funding the additional costs to do so
- determine dual stream recycling's affordability by analyzing all costs, direct and incidental, and make a formal recommendation to the Board of Selectmen (and town meeting, if necessary) regarding whether or not this change is a good fit for the town

The newly reconstituted Recycling Committee met on December 9, 2020. Election of officers was followed by a general discussion of the mission of the committee and a brief outline for our course of action.

Respectfully submitted,

Stephen Curley, Chairman
Kairyn Rainer, Clerk
Meghan Watts
Carly Levy
Molly Rosen
Carly Levy

ANNUAL REPORT OF THE LIBRARY TRUSTEES

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

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

*Staffing: We have a new full time Technical Services Supervisor

- Community outreach events were limited March 17 when the library was closed due to the spread of Covid -19, but there were still programs for adults and children available online and in house. Most of this was carried out from home by the staff. The staff was trained to do curbside distribution in June and July which minimized contact between people. The library opened again on August 3 with a limited number of patrons at a time, but closed again on December 15. The intrepid knitting group continued to meet outside until it was too dark and too cold. That is now done on Zoom.

- The Municipal budget was \$732,480.00, this figure reflects a small payroll increase and a change of the reference librarian from part time to full time. The library requested \$4,988.00 for unexpected building repairs. We got \$25,383 in State Aid to Libraries grants. With the help of Josh Cutler and Vinnie DeMacedo the library got a \$25,000.00 technology grant from the state.

- The Friends of the Library donated \$7.822 for programs, books and museum passes. Many thanks to them. The Della Chiesa Trust Fund also sent donations.

- We continued to be a Passport Acceptance Facility and 285 applications were submitted. Fines continue to go down and have been frozen due to the need to quarantine items during the pandemic.

- 5,182 items were added to the collection this year. There were a total of 68,571 items circulated, with Pembroke residents using 79% of them. Total holdings are 153,497 items: 106,006 adult items, 10,041 young adult and 37,450 children's. This year there were 179 print magazines and newspaper subscriptions. 11,595 items were borrowed from other libraries and 21,600 were loaned to other libraries.

- People made an estimated 30,342 visits to the library when the building was opened. There were 2,493 curbside service deliveries in 2020.

- downloads totaled 27,715 ebooks and audio books included. This represents an increase of 31%.

- The meeting rooms were used 94 times. The History Room was used by 15 individuals.

- There were 35 total in person adult events with 493 attending, and 20 virtual events with 243 zooming in. There were 3 YA events with 13 youth in attendance, there were 4 virtual events with 28 attending. In person children's events numbered 86 with 1,704 children and 732 adults there, virtual were 21 with 480 children

- The library was open 1161 hours for walk ins.

- On line educational and research resources were used 12,604 times

- Adult computers were used 2,254 times.
- There were 20 volunteers who gave us 54 hours before they stopped in March. Volunteers are instrumental in helping our projects and our programs done.
- There are 13,821 card holders with 11,830 living in Pembroke. 336 new library cards were issued.
- The library continues to be a collection point for the Pembroke Food Pantry. The library also sponsored a pajama drive for the Pembroke Community Group, and every family member was able to receive new pajamas.
- We wish to thank any individual donors and other contributors who support our work.
- We have marketed our programs and events by using local media, online resources, informative flyers and displays and a bimonthly online newsletter.

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

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

ANNUAL REPORT OF THE TOWN MEMORIAL COMMITTEE

To the Honorable Select Board and the Citizens of Pembroke:

The Memorial Day Parade and Program had to be canceled due the Covid-19 Virus. However, with the help of Art Egerton, of Pembroke Town News, we produced a video honoring those who had made the ultimate sacrifice.

The Committee also created a video to honor our Veterans for our Veteran's Day Ceremony using footage from the PHS Chamber singers with new recordings made for this year.

Mackenzie Alsheimer, a student at North Pembroke Elementary School recited the Pledge of Allegiance, followed by Colin Murphy, an 8th grader at Pembroke Community Middle School reading the Governor's Proclamation.

The Honorable Daniel Trabucco gave welcoming remarks, and our retiring Police Chief, Richard Wall gave the Address.

The winners of the Veteran's Day Essays were – North Pembroke School's Cameron Landolfi, Bryantville Elementary School's Lauren Tracy, and Hobomock Elementary School's Alison Goff. Pastor Frank Goodrich from Assembly of God Church gave the Invocation and Benediction.

We hope that if you have not had a chance to see our videos, you will check out the town Memorial Face Book Page to see our tributes for Memorial Day and Veterans' Day.

Respectively Submitted,

Linda Osborne, Chair
Mark Money Penny, Vice Chair
David McPhillips, Secretary
Sean Keegan, Sgt at Arms
Kathleen Keegan
Andrew Pongrantz
Patricia Gladbach
Gwynne Chapman
Chief Richard Wall
Chief Michael Hill

**Pembroke High School
2020 Annual Town Report
Marc Talbot, Principal**

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, it has adopted 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. Due to school closure in March of 2020, many of the meetings took place via Google Meet and via telephone conferences.

The guidance curriculum provided in-depth college and career searches utilizing Naviance 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. Scheduling seminars began in February to help discuss the important scheduling process. Due to school closure in March guidance counselors shifted the process and completed the scheduling process by contacting all students grades 8-11 via email, telephone calls and Google Meets to assist students with selecting courses and walking them through the detailed process. Guidance Google Classroom pages for each grade were used to disseminate important information including checklists and reminders throughout the school year. Remind.com was utilized to communicate with students and parents via text messages. Regular updates were posted on the website, and email blasts were sent via Naviance and through the Principal's Weekly Update throughout the school year.

In order to continue utilizing a systematic approach between schools, the guidance counselors from the Pembroke Community Middle School and Pembroke High School met on a monthly basis through March under the direction of Donna McGarrigle, PCMS Principal. Through these collaborative meetings, the departments were able to continue to streamline procedures and protocols.

Maintaining focus on social-emotional and mental health remained a top priority. In turn, the guidance counselors attended weekly meetings with administration, adjustment counselors, the school nurse, and the school resource officer to discuss students of concern. In addition, students that were not meeting with academic success despite interventions were referred to the Academic Study Team, where an in-depth analysis of the student was conducted by administration, guidance counselors, and the special

education coordinator to determine the best action plan to assist the student. During the school closure, guidance counselors worked closely with administrators to identify students that needed monitoring due to academic disengagement. The guidance counselors called and emailed parents regularly to ensure communication and support was provided.

To expand upon postsecondary and career options for all juniors and seniors, the Guidance Department hosted a Financial Aid Night, with Jodi Conway, a financial planning consultant, providing in-depth information regarding the financial aid process in November. The College Planning Night took place in January where The Director of Admission from Boston College and Bridgewater State University provided important information regarding the college admission process, providing perspectives from both a selective private school and a Massachusetts state college. The Admission Directors from Massasoit Community College and Quincy College were invited to PHS to participate in “Decision Days.” Approximately 20 students were admitted to Quincy College and Massasoit Community College during a 1-1 interview that took place in February in the Guidance Office. The department also continued to organize military visits with all branches and arranged to have the ASVAB proctored for students seeking to enlist in the military. All told, our counselors sent a total of 1344 transcripts to 251 different colleges/universities for the class of 2020 which consisted of 192 students.

To help the members of the Class of 2020 defray the costs of the post-secondary education, our students received a total of 71 local scholarships from our generous community, totaling over \$106,750 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 4th 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, George Washington University, Rensselaer Polytechnic Institute, Yale University, and several others bestowed a total of 15 awards to members of the Class of 2021, many of which also serve as nice overtures to these juniors as they prepare for their own post-secondary education planning.

Athletics

The 2019 Pembroke High School year in athletics was an extremely exciting and record-setting endeavor. 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.

2019 By the Numbers

- 97 League All-Stars
- 23 Patriot Ledger All-Scholastics
- 1 Boston Globe All-Scholastic
- 1 Boston Herald All-Scholastic
- 1 Boston Globe Division 2 coach of the year
- 5 programs qualified for the state tournament
- 16 individuals qualified for state track & wrestling meets
- 1 Patriot League Team Sportsmanship Award
- 6 Patriot League Fisher Division titles
- 1 MIAA South Sectional Title
- 1 MIAA state semi-final appearance

Winter Athletics 2019

The wrestling team had a strong performance, led by Patriot League Fisher Division MVP Ryan Parmenter, and Patriot League All-Stars: Matt Parmenter, Zach Mattie, and Declan Byrne. The team had four athletes qualify for the Division 2 state meet: Zach Mattie, Declan Byrne, Matt Parmenter, and Ryan Parmenter, with Ryan Parmenter finishing 5th overall. Ryan Parmenter then qualified for the All-New England wrestling meet, where he placed 4th in his weight class. Ryan concluded his season by being selected as a Patriot Ledger All-Scholastic.

The boys and girls indoor track team both capped off great winter seasons by defeating Plymouth South to win Patriot League Fisher Division titles. Highlights for the team include 9 Patriot League All-Stars for the girls and 8 PL All-Stars for the boys. The boys team also had Christian Pulselli, along with the 4x200m relay team of Luke Chapman, Spencer Gagnon, Grant Hall, and Christian Pulselli named as Patriot Ledger All-Scholastics.

Pembroke/Silver Lake girls gymnastics team won the Patriot League title after coming up just short in 2018. While the team came just short of qualifying for the state tournament, they were led by PL All-Stars Lauren Canniff- Uneven Bars, Brooke Bonwitt- Balance Beam, and Tori Newton- All Around.

Girls hockey, in only the fifth year competing as a Pembroke-only program, once again qualified for the MIAA tournament. The girls defeated Cambridge before falling to Matignon in the first round. Nikki Rinkus was named Patriot League MVP, and was a PL All-Star, along with Emily McCabe and Carly Birolini. Nikki Rinkus and Carly Birolini also both surpassed the 100 point mark during the season, becoming the 3rd and 4th players in school history to accomplish this. The duo also earned places on the Patriot Ledger All-Scholastic Team.

The girls basketball program ended the winter season with the most historic campaign in PHS history, having won both the Patriot League Fisher Division and the MIAA Division 2 South Sectional Title (by defeating Hingham) for the first time in school history. The team finished with a record of 20-5, after falling to Pentucket in the MIAA State Semi-Finals at the TD Garden. Jayne Howe became the program's first 1,000 point scorer and concluded her career with a program best 1,008 points. Jayne was named a league all-star, along with Sophie Considine and PL Fisher MVP Katie Galligan. Howe and Galligan were also named as a Patriot Ledger All-Scholastics The Boston Globe then named Howe to the Globe All-Scholastic team, along with Head Coach Tim Lopes, who was the Globe's Division 2 Coach of the year. Finally, Galligan capped off the team's accolades by being named a Boston Herald All-Scholastic.

Spring Athletics 2019

The spring season had another strong showing from the Titans' track & field program, with both the girls and boys teams winning Patriot League Fisher Division titles. The boys program had an exceptional spring with several individual All-State Qualifiers: Christian Pulselli, 400m; Spencer Gagnon, 400m; Cole Radke, mile; and Grant Hall, triple jump. There were also two teams qualifying for All-States: the 4x100 relay teams of Luke Chapman, Grant Hall, and Spencer Gagnon, Cole Radke, and the 4x400 relay team of Gagnon, Pulselli, Will Reggio, Radke. The boys program capped off the All-State performances with Patriot Ledger All-Scholastics: Christian Pulselli, Luke Chapman, Grant Hall, Spencer Gagnon, Cole Radke, and Will Reggio.

Girls lacrosse once again qualified for the MIAA state tournament behind the strong play of PL Fisher Division All-Stars Nikki Rinkus, Katie Galligan, and Finley Gough. The Titans playoff run came up short, falling on the road to Wellesley High School. Nikki Rinkus scored her 100th career point during the 2019 campaign and was selected as a Patriot Ledger All-Scholastic.

Other spring notables were Patriot Ledger All-Scholastics Tory O'Malley (softball), Nick Forney (baseball), and Delaney Miller (golf) who, despite PHS having no girls golf team, qualified for the MIAA State Girls Golf Tournament.

Fall Athletics 2019

Boys Soccer had a 10-6-2 season, finishing 2nd in the Patriot League Fisher division and were led by PL All-Stars Max Saia, Will Wolongevicz, Noel Heeran, Luke Saia, and Lucas Crowley. The Titans qualified for the MIAA Tournament and fell in penalty kicks to Duxbury. Luke Saia was named both Patriot Ledger All-Scholastic, as well as an Eastern Massachusetts All-Star.

The Field Hockey team qualified for the program's first-ever MIAA Tournament, hosting King Philip in a tight contest, where the Titans fell 3-2. The team was paced by PL Fisher

Division All-Stars Megan Dorsey, Katie Galligan, Miranda Demita, and Lisa Freeley. Dorsey, Demita, and Galligan were all Patriot League leaders in scoring, helping the Titan's offensive output be the most productive in the PL Fisher division.

Girls Cross Country had a good season running behind PL Fisher Division All-Stars Abby Obermann, Ashleigh Spellman, Sophia Pizzi, Caitlin Abban, Martha Bosworth, and Sarah Leach. The girls placed 2nd at the Patriot League Championships and 6th at the EMASS D3 Championships.

The boys golf team had a strong 2019 season, having swept Plymouth South for the first time in over 5 years and defeating Hanover for the first time in 3 years. This culminated in the squad finishing second in the PL Fisher Division, and qualifying for the MIAA State Tournament for the first time in two years. For their great play throughout the season, Chris Sullivan and Robby Surprenant were both selected as Patriot League Fisher Division All-Stars.

Other Fall 2019 Notables: PL volleyball All-Star Sophie Antoniotti had her 1,000th career dig as a Titan, and the Cheerleading team placed 2nd at the Patriot League meet.

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 newly adopted Department of Elementary and Secondary Education arts curriculum frameworks. These new frameworks were formally adopted as of August 2019. The VPA faculty continues to collaborate in our PLC groups to unpack these new state standards and to make sure our curriculum is aligned to these new frameworks.

PLC and professional development time during 2019-2020 was focused on using Google Suite and more specifically Google Classroom to enhance instruction and communication with students and caregivers. With the shift to online learning in the spring of 2020, teachers spent numerous professional development hours exploring online curriculum resources and engaging in professional development using Google tools and as well as numerous online technology-rich pedagogical tools. Teachers also participated in additional online professional development offered by DESE, NAFME, MMEA, MASSCUE, and NAEA.

The fall of 2020 school year brought with it new challenges to adapt instruction to COVID-19 protocols which are particularly challenging to arts instruction. For example; no singing indoors, no sharing of materials, and playing wind and brass instruments with masks to

name a few. To meet these new challenges, the creative VPA faculty engaged in numerous hours of professional development and research, especially in the area of instructional technology, adding a plethora of new technology software tools to enhance instruction. Examples of the technology being used in the VPA classroom include but are not limited to, SmartMusic, Noteflight Learn, The Sight Reading Factory, MusicPlay, Flipgrid, Padlet, Adobe Creative Suite, Maya, Photoshop, Illustrator, Garage Band, Rhythm Randomizer, PhotoShop, and WeVideo, among others. The VPA faculty continue to develop and redefine teaching and learning during these unprecedented times ensuring a high-quality arts education for all Pembroke students.

Numerous VPA teachers continued with their learning in a variety of professional development activities throughout the year.

- Jessica Lazarus attended and presented a session for fellow educators at the 2020 virtual MASSCUE Conference. Ms. Lazarus was also recognized for her outstanding teaching in the field of digital arts by MASSCUE in December of 2020
- Austin Glass served on the 2020 SEMSBA Executive Board as Band Representative and leads the Conductor Selection Committee. In addition, Mr. Glass assisted with the first Southeastern District Virtual Music Festival held in 2021 leading the tuba virtual band sectional.
- Gwynne Chapman served as an adjudicator for the 2020 Southeastern Junior District Chorus auditions and attended the 2020 MA State Music Educators Conference.
- In the fall of 2020, Austin Glass and Jessica Penella served as cooperating teachers for student-teacher intern Emily Thomas from UMASS, Amherst.
- Prior to the March 2020 shut down, Amy Motta and her ceramic students collaborated with 6th-grade teachers and students at Hobomock on the Empty Bowls project.
- The Music Department was recognized as a “Best Communities for Music Education” for 2020.

While the COVID pandemic prohibited many of our traditional music and artistic opportunities last spring, the music department provided the following concert performance opportunities for our student musicians during the spring of 2020:

- All-Town Band, Chorus concerts
- South Shore Band Exchange Concert
- Graduation - virtual ensemble performance by The PHS Chamber Singers

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 spring of 2020:

- Julia Spillane and Leana Frank were accepted to the 2020 Art All-State
- Katherine Mahar (senior, alto) was accepted to the 2021 All-Eastern Honors Choir
- Elise Groppi and Emily Chmielinski's artworks have been accepted into the virtual 2021 Emerging Young Artists Show at Umass Dartmouth College of Visual and Performing Arts for their works *Wheelchair* and *Coral Bleaching* respectively.
- Danielle DeCastro, Katherine Mahar, and Sophia Lonergan were accepted to the 2020 All-State Music Festival
- 28 musicians were accepted to the 2020 spring SEMSBA Music Festival
- 5 freshmen students were accepted to the 2020 Southeastern Junior District Music Festival.
- 10 musicians were accepted to the 2021 Southeastern Senior District Music Festival and 6 of those students received recommendations to audition for the 2021 All-State Music Festival. These acceptances marked the first time in PHS history that we had 100% of auditioning students accepted into the festival.

English Language Arts Department

The English-Language Arts Department continued their professional-learning community work this year with a focus on revising curriculum for senior electives and Advanced Placement Courses. Teachers are also developing formative assessments to continue to address the standards tested by the MCAS 2.0 exam. Teachers spent the summer months working in grade-level teams—analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State Frameworks and MCAS 2.0. Ms. Amanda Courchene and Ms. Jennifer Campbell have also infused the 9th-10th grade literacy support courses with online practice tests and other technology-based tools for improving students' literacy and study skills.

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, titled "Using Technology to teach Reading and Writing" Additionally, students and teachers have taken part in the following noteworthy activities:

Student recognition: under the leadership of their new advisor, Ms. Jane McCormack, the Mock Trial team began its season in the Fall of 2019.

The ELA Department was honored to award academic excellence awards to 20 seniors and an additional 20 underclassmen in the Spring of 2020. 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, organized college essay seminars (taking place during Titan Time) in the fall of 2019. 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 half of the senior class taking part in multiple sessions held over a three week period.

Professional Development: With the shift to online learning in the Spring of 2020, teachers spent numerous professional development hours exploring online curriculum resources and engaging in professional development using Google tools and as well as online pedagogical tools such as NewsELA, CommonLit, and Quill. Teachers also participated in additional online professional development offered by MassCue and The Ohio State University Office of Distance Learning.

Experiential Learning: As instruction shifted online in the Spring of 2020, teachers also took advantage of virtual field trip opportunities offered by the Museum of Fine Arts, the Boston Public Library, the New York Public Library, and numerous educational opportunities available through Google Expeditions.

Science Department

The Science Department is continuing their 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.

September 2019 marked the beginning of Mr. Andrew Baker's chemistry teaching career at PHS. He had two phenomenal mentors as he was paired with Mr. Neil Kenny for the district's mentoring program and Ms. Kathleen Ottina as a subject-specific collaborative team. Mr. Baker and Ms. Ottina participated in a grant from the Office of Naval Research. They learned about a natural approach to chemistry and have personally adapted many of the grant's materials and strategies to be applicable in the socially-distanced, hybrid model of education. They have adapted as many chemistry experiments as possible to be safe in a traditional (non-lab) classroom. Mr. Kenney participated in the professional development of a second grant from the Office of Naval Research to increase students' exposure to valuable STEM resources.

Mr. Michael Murray has been actively involved in training Advanced Placement Biology Teachers in summer institutes at Bridgewater State University and LaSalle University in PA. He is a certified College Board trainer in Quantitative Skills for AP Biology and works with a group of AP Biology teachers from around New England to organize professional development for the New England AP Biology Professional Learning Community. Mr.

Murray led AP professional development for teachers from the United Arab Emirates and Guam. He has been participating in the Amgen Biotech Education program through Harvard University and the Teaching the Genome Generation program from Jackson Laboratories in Maine for several years.

Mr. Newton planned the New England Chapter of the American Association of Physics Teachers spring meeting, which was canceled due to the coronavirus pandemic. He took a graduate course on using the computer-based algebra program, Bootstrap, to teach physics.

Several science teachers took courses to earn their Sheltered English Immersion certification. All teachers shifted their teaching from the classroom to the remote environment in March. Science teachers engaged in significant learning of technology and pedagogy to provide as authentic a scientific experience as possible for students in that environment. The challenges were immense as science is a process in which students engage and that was made extraordinarily difficult as students didn't just have to learn outside the school environment, but also outside of the laboratory.

History and Social Science Department

The History and Social Science Department at PHS have been working consistently in their professional-learning communities to revise curriculum and assessment with the goal of aligning all core courses to the 2018 MA History/Social Science Frameworks. With the creation of new History/Social Science Frameworks and a statewide civics graduation requirement by the MA DESE and the MA State Legislature in the summer, 2018—department members will be spending professional development time throughout 2018-2021 aligning curriculum to the new standards and creating new instructional activities to meet these new requirements.

Targeted professional development work in order to develop Civics Projects for 11th graders is ongoing and will be field-tested during the 2020-2021 school year. Faculty have also concentrated 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:

Student recognition-upon the recommendation of the social studies' faculty at PHS, the following students were invited to attend the 10th annual James Otis Lecture at the Massachusetts State House: Colin Graham, Ethan Gaiser, Matt Newman, Brendan Cappuzo, Martha Bosworth, Libby Rankin, and Niamh Sheedy.

Student recognition-upon the recommendation of the social studies' faculty, the following students will represent PHS at the Commonwealth of Massachusetts' Annual Student Government Day: Kyle Mann and Niamh Sheedy.

The History and Social Science Department was also grateful to honor over 40 seniors and 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.

Experiential learning: In Fall, 2019-all grade 10-United States History I students attended the annual Freedom Trail walking tour in Boston. As a culminating activity, students were asked to write both reflective and research-based essays recalling and applying what they learned on the tour. AP Government students will once again travel to Washington D.C. to tour the city's various landmarks and museums as well as meet with State Representatives. AP Psychology students competed at Boda-Borg, an interactive gaming facility where teams of students and teachers competed to complete physical, intellectual, and psychological challenges. Sociology students will also visit the Plymouth County House of Corrections as part of their study of deviant behavior and societal norms. Model United Nations I/II (MUN) students participated in BOSMUN XIV--a nation-wide conference of high school-level MUN students. At the conference, students have the opportunity to research and debate issues of global importance-simulating debates at the United Nations.

Professional Development: George Jackson, Erin Kennedy, and Edward Gould served as AP Readers and scorers of the AP Psychology, AP US History, and AP US Government and Politics exams in Spring of 2020. This excellent professional development opportunity helps to inform faculty members' instruction in their own AP courses.

With the shift to online learning in the Spring of 2020, teachers spent numerous professional development hours exploring online curriculum resources and engaging in professional development using Google tools and as well as online pedagogical tools such as NYTIMES, Primary Source, and Teaching Tolerance. Teachers also participated in additional online professional development offered by MassCue, The Ohio State University Office of Distance Learning, the Gilder-Lehrman Institute, and the Stanford History Education Group.

World Languages Department

During the 2019-20 school year, World Language teachers across the department continued their work in their Professional Learning Communities. The group focused on two areas: (1) to revise curriculum maps for each language level to develop standards-based units of instruction and common assessments, and (2) to analyze student performance and to plan appropriate interventions.

World Language students at Pembroke High School enjoyed various activities through French, Latin, and Spanish classes. Students in Honors French IV attended a field trip at the Boston's Fine Arts Museum as part of their study of the changing perceptions of beauty through time and across cultures. PHS students were equally actively engaged in their World Language Clubs as they extended their learning about the Latin, French, and Spanish languages and cultures. The French Club had a successful fundraiser in October and planned to use proceeds to fund club activities. The Spanish Club focused on various themes such as music, dance, and food in Spanish speaking countries. Under the supervision of Ms. Rachel Kirtley and Mr. Benjamin Auger, between January and March 2020, the PHS Latin Club provided free Latin lessons at all three elementary schools in town. Students in advanced Latin at PHS traveled to each elementary school and presented a lesson and led learning activities related to ancient Roman culture and the Latin language. In all three elementary schools, students in grades 5 and 6 learned some of the basics of the language and became acquainted with some of the ancient Greek myths. Students across grades and levels were enthusiastic and engaged throughout this unique opportunity.

In February 2020, eighteen students participated in Pembroke High School's fourth cultural exchange visit with our sister school in Madrid, IES Galileo Galilei. Under the supervision of Mrs. Christine Noguer, students were carefully paired with host families in Madrid. During their stay, they attended school and sporting events with their host partners, toured surrounding sights, experienced what is like to be a teen in Spain!

Throughout the year, World Language teachers also expanded their expertise using the Google Suite for Education and provided students with higher access to learning material and the necessary support that ensure all students' learning. Since March 2020, teachers have been working in teams and cumulatively attended hundreds of hours of workshops offered through the Massachusetts Department of Elementary and Secondary Education, as well as area colleges, and professional networks. Throughout the school closure, World Language teachers met weekly in their PPS Professional Learning Communities to exchange their newly gained expertise with their colleagues and formulated new teaching strategies, and shared best practices to improve their students' learning outcomes in the remote learning environment.

In summer 2020, Mrs. Laura DePontbriand participated in AP Spanish Institute provided by the College Board. Ms. Kirtley joined a virtual professional development in TPRS Mrs. Safizadeh volunteered her time at the Massachusetts Department of Elementary and Secondary Education to review the new Massachusetts World Languages Framework. In this capacity, Mrs. Safizadeh participated in a focus group that (1) measured the actionability of the new standards for languages that do not use the Latin alphabet; (2) ensured inclusiveness of the language used in the standards; and (3) pointed out any terms that should be defined in the glossary. Several teachers from the department also participated in the scheduling committee that was formed in the summer of 2020. Mrs. DePontbriand collaborated with the administrative team and colleagues from other departments to create drafts for 3 working schedules for 100% remote, 100% in person, and a hybrid model at Pembroke High School. Since the school reopening they have continued their collaboration in Pembroke High School's Social Justice Sub-committees for Curriculum and Social-Emotional learning. Since September 2020, all teachers in the department have dedicated one teaching period to remote learning support for students.

Business

Under the direction of Mrs. Maryellen Gates, 85 students competed in the District DECA competition, with 35 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. We had multiple high scoring winners and a total of eight PHS students qualified to participate in the International DECA Competition in Nashville, TN! Miranda DeMita, Caitlin Graham, Charlotte Littlefield, Isabella Kane, Colin Mulhern, Marly Cassford, and Jack Willshire earned the opportunity to compete at the international competition. Unfortunately, the conference was canceled due to Covid 19. Mrs. Gates continues to take on a leadership role at the state level as she is one of 10 members of the Massachusetts DECA Board.

Mathematics

Mrs. Noelle Pourbaix mentored 15 Mathletes to another successful season in competition with local high schools. Senior Max Saia was the Mathlete of the Year and was recognized for his outstanding service to the math team.

Under the direction of Mrs. Elaine Griggs, Technovation for Girls submitted a Mobile app focused on solving the urban issue of Food deserts. The team presented at a virtual conference over the summer. This team had great student leadership with Allison Flaherty and Sophie Boothe that met consistently with incredibly supportive mentors from Microsoft in Burlington.

Hour of Code 2019 was celebrated at Microsoft in Burlington with a special tour and workshops in Minecraft, Virtual reality technology impact on business, and chatbot development. Over 100 students participated in Hour Of Code events at PHS.

Our AP CSP students submitted their digital portfolio work in app development while entirely in a virtual learning environment.

Class of 2020

On August 8, 2020, Pembroke High School graduated its Sixteen class since opening in 2004. It was a wonderful celebration of student achievement, as well as parental and community support. This support has been a major factor behind the growth and successes of Pembroke High School over the past 16 years.

Fifty-nine members of Pembroke High School's Class of 2020 were recipients of the John and Abigail Adams Scholarship. Due to their academic accomplishments and outstanding MCAS scores, these seniors will receive four years of free tuition at Massachusetts state colleges and universities.

The graduating Class of 2020 consisted of 192 graduates. Post-secondary plans included the following:

- 4 - Year College – 79.7%
- 2 - Year College – 5.8%
- Total College Matriculation – 85.5%
- Employment – 10.2%
- Military – 1.6%
- Professional/Trade School – 2.78%
- Post Graduate – 0.9%

John and Abigail Adams Scholarship Winners Class of 2020

Rebecca Arentino	Allison Kilnapp	Bridget Smith
Ryan Barry	Danielle Lafave	Sean Stacy
Karli Belyea	Ryan Lamie	Connor Sullivan
Katelyn Belyea	Amanda Little	Robert Suprenant
Abigail Bizzozero	Sophia Maalouly	Uma Tam
Sophie Booth	Emily MacFarlane	Katelyn Tropeano
Brendan Capuzzo	Kierra McIssac	Jadon Vandermolten
Max Christianson	Jason McKee	Madisyn Vieira
Sophia Considine	Victoria McLaughlin	Aimme Watts
Christian D'Angelo	Kelly Morrissey	Jace Wilson

Danielle DeCastro	Matthew Mota	Kelsey Wu
Brandon Dickinson	Ryo Nagaki-Dilazzaro	
Hannah Dixon	Matthew Newman	
Patricia Egan	Michael Nogueira	
Fionna Feerick	Austin Norton	
Lisa Freeley	Isabella Pizzi	
Ethan Gaiser	Elizabeth Rankin	
Kylie Gates	William Reggio	
Meredith Hinthorn	William Robatzek	
Molly Horner	Niamh Sheedy	

Members of the Class of 2020

<p> Olivia Mary Abban Alyssa Alther Gage Xavier Edson Anastasio Sophia Lisa Antoniotti +~ Katie Marie Anzalone Anthoney K Archambault Hannah Archibald Rebecca Ling Aretino ^*+ Hailey Jade Barros + Ryan Paul Barry Ashleigh Julianne Bautista + Karli Elisabeth Belyea ^*+ Katelyn Nichole Belyea ^*+ Abigail Noel Bizzozero ^*+~ Stephanie Rachael Block + Sophia Rose Blomberg ^*+ Sophie Francesca Booth ^ Martha Ann Bosworth */ Joy Sandra Bowler James Martin Burke Matthew John Buzalsky * Gillian Kelly Canniff Brendan John Capuzzo ^*/ Robert K Cavaleri Zachary I. Chahed Max L. Christianson +/ Michael Jay Christie, III Catherine Cicerone Ryan Joseph Cobb Michele Comeau Sophia Ann Considine * Kevin Coombs Amanda Kate Costello Michael Coven Shane Curran Zoie Marie Curtin Christian Anthony D'Angelo Kayla M Daly Molly Darling Danielle Grace DeCastro *+~ Allison Grace DePalma Sean Devine Leah Marie Greene Caitlin Blake Gruning + Caroline Mary O'Donnell + Nora Anne O'Malley Ryan Joseph Bruce Parmenter Hannah Patten </p>	<p> Brandon C Dickinson Gianna Nicole DiPietro Cassandra Leann Dunn Mitchell Mark Dwyer Samuel Duke Dyckman / Edward Egan Patricia Marie Egan +~ Jack Mason Eggers Julia Grace Evans *+ Eric C Farrell Fionna Shea Feerick ^*/ Lisa Elizabeth Freeley */ Zachary Allen Fritz Ethan James Gaiser Sean Gallagher Jennifer Leigh Galley Katherine Aine Galligan / Kylie RYanne Gates Matthew J Genninger Alexandra Marie Gizelis Sarah L Goodman Colin Shamus Graham * Adam Graziano Taryn N. Guerra Grant C Hall / Laura Grace Hallett / Dillon Hanlon James P Hanrahan Liam Michael Hanson Michael Patrick Harkins William Thomas Harkins Jack Crane Harrison Noel J Heeran Caroline Elizabeth Heffernan ~ Caroline Judith Hickie Meredith Grace Hinthorn Katherine Dorothy Holmes Kory Keenen Horn / Molly Shannon Horner ^* Christopher Jackman Caileigh Elizabeth Judson Emily Alice Kane Lincoln Christopher Karle Pallavi Karra *+ Logan Christopher Turvey Lauren Nicole Twigg *+~ Jadon VanDerMolen Madisyn Rose Vieira ^ Nicholas Lawrence Viviano </p>	<p> Kate Ann Kemp Haleigh Eileen Kennedy Jennifer Hannah Kennedy Timothy Michael Kiley Allison Marie Kilnapp *+~ Samantha LaBrie + Danielle Lee LaFave Ryan Lamie Zachary Thomas Lehan Caroline Grace Linscott *+~ Amanda Leigh Little / Sophia Grace Lonergan + Dylan T Lundberg Sophia Anne Maalouly ^+ Emily Ann MacFarlane ~ Kyle M Mann Joseph Michael Marshall Michael H Martin Owen M Mayer Bailee Sue McCarthy Caite Elizabeth McDonough Kierra Ashleigh McIsaac ~ Ryan James McIver Jason Willis McKee Shannon Elizabeth McKenna ~ Victoria Mary McLaughlin Brianna Rose McSweeney Cristen Michelle McSweeney Christian Mellen Andrew William Mello Jonathan Gregory Moe + Patrick D Moran / Kelly Morrissey ^*+ Evan Daniel Morrill Brandon Murdock Michael Joseph Murphy Sadie Marie Murphy Paul J. Murphy IV Ryo Nagaki-DiLazzaro *+ Caleb William Newman Matthew Albert Newman ^ Michael Richard Nogueira * Austin Dean Norton Saoirse Bridgette O'Ciardubhain </p>
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<p>Michelle Anne Pettigrew Zachary Phinney Anthony Costantino Pierce Isabella Lee Pizzi ^* Bridget Kelly Price Ryan M Price Brendan Francis Rabs Adam A Ragab Ryan Matthew Raleigh * Elizabeth Cassia Rankin * Gavin Stephen Razzaboni Sadie Catherine Regan William John Reggio / Abigail Marie Reilly +~ Chloe Sara Restucci + Richard S Restucci William Henry Robatzek *~ Jacqueline Marie Rogers Kallie Lillian Roth MacKenzie Shea Ryan * Maxwell Saia ^* Niamh A Sheedy Anthony Sheehan-Alvarado Alexis Marie Silva Bridget Smith ^+/ Sean Patrick Stacy Benjamin Kjell Stanton Zachary Jay Stoltz Caitlin Ann Sullivan Connor James Sullivan ^/ Jade Yukun Sullivan Robert Michael Surprenant */ Uma Sophia Tam ^* Grace Elizabeth Tamborella Alexus Elise Terrio William James Tessier Josephine Whitney Teuten Lucy Rebekah Townley Maloit Abigale J Trask Lauren Ashley Trongone Katelyn Marie Tropeano ^*/</p>	<p>Scott Edward Waletkus Aimee Elizabeth Watts *~/ Jack Cornelius Wengryn / Hailley Ann Wilson Jace Cameron Wilson * Kathleen M Wolongevicz William Amirault Wolongevicz Kelsey Wu ^* Ashley Rose Zechello</p>	<p>* denotes NHS Members ^ denotes Top 10% of Class of 2018 + denotes Tri-M Music Honors Society Members ~ denotes International Thespian Society Members</p>
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Pembroke Community School

2020 Annual Town Report

Donna McGarrigle, Principal

Pembroke Community Middle School opened the 2020-2021 school year with an enrollment of 431 students: 201 seventh graders and 230 eighth graders.

There have been a few new additions to our staff this year. Mrs. Nicole Theriault joined our staff as a school social worker. Mrs. Theriault works half time at PCMS and half time at Hobomock Elementary School. Ms. Ouidad Elfilali has joined the World Language department and teaches Grade 7 and 8 French as well as Grade 8 Latin. Mr. Anthony Fulmine is the newest member of our Special Education faculty. Mr. Fulmine previously had worked at Pembroke High School in the Academic Resource Center. Ms. Julia Eisan joined us as a clerical paraprofessional.

Mrs. Sheila Schmuttenmaer, a long-time and highly respected math teacher at PCMS, retired in November 2020.

Back in mid-January, we continued our tradition of bringing our Chorus and Jazz Band students to perform at the State House. We were fortunate enough to bring 65 students to take part in this great opportunity.

In late January, our 8th-grade students participated in a research project conducted by the American Institute of Research for the Massachusetts Department of Elementary and Secondary Education. The goal of this project was to better understand the decision-making skills of eighth-grade students and families as they consider their high school options.

In late February, PCMS hosted a community screening of the movie, Angst. This movie is a documentary that explores anxiety, its causes, effects, and what students can do to help manage it. The film includes discussions with mental health experts about the causes of anxiety and its sociological effects as well as recommends help, resources, and tools for students and parents. PCMS faculty also observed this film to expand their understanding of anxiety disorders.

In early March, eighth-grader Ameliya Khadzhem was our National Geographic Geography Bee school champion. She also qualified as a semi-finalist and was eligible to compete in the National Geographic GeoBee state competition.

In mid-March, Pembroke Public Schools announced the closure of schools due to the Covid-19 pandemic. For the remainder of that school year, students learned remotely. PCMS teachers collaborated and sent out weekly summaries of the lesson plans so that students had one master document to work through all their assignments.

In mid-June, we organized an end-of-the-year parade where students and families could drive on campus and say 'goodbye' to their teachers and thank them for the year. The turnout was amazing and it was a great time for us to visit with the students one last time.

In mid-September, we were fortunate enough to open the building and begin the school year. Most students began the school year enrolled in the hybrid learning model. From Tuesday-Fridays, students in the hybrid model received two days a week of in-person instruction and two at-home days where students worked asynchronously on assigned work. On Mondays, students attended live synchronous classes from 10:45-2:10.

A smaller number of students and families did not choose the hybrid model and instead chose to have their children participate in the fully remote model. The students received daily synchronous instruction in ELA and math. All of their other classes were asynchronously delivered via the Edgenuity platform, with Pembroke teachers available for support.

Due to budget challenges, our elective model was restructured for the 2020-2021 school year. Most students were assigned one of four electives; each elective would meet for a term. Depending on grade level, students were scheduled for Art, Music, GUTS (Growing Up Thinking Scientifically), Sports Science, Service Learning-Civic Engagement, or United Nations-Global Cultures studies. In addition, students were offered the opportunity to take Band or Fundamentals of Art in place of the term electives. Our ability to offer Chorus & Orchestra remained, with students who were interested in taking those classes during Titan Study. Mr. Gregory Tarbox taught the orchestra students and Mrs. Gwynne Chapman taught the chorus students.

During the fall, we had to make several adjustments to how we conducted our Open House as well as parent conferences, as parents were not allowed in the building due to COVID restrictions. These meetings took place virtually and with the help and cooperation of teachers, parents, and students, this virtual format was successful.

In October, PCMS was recognized for achieving 100% Project Lead The Way student participation. This recognition congratulated the school for "being a critical partner in bringing high-quality applied STEM learning to all of your students." They sent the school a certificate commemorating this recognition and announced the recognition with the larger Mass STEM Hub community via Twitter.

We were able to offer several after school clubs which started up in November. These clubs have been conducted virtually based on Covid-19 protocols. Although this has been a new process and platform, the clubs have been very successful and a much-needed socialization opportunity for our students. In addition, our school psychologist and social worker offered bi-monthly lunch groups for additional socialization opportunities for our students.

Our PTO has continued to be a source of support. Due to the unusual school year, the PTO decided to support staff by providing a monthly gift as a sign of gratitude (e.g. Panera boxed lunch, Yankee Candle, Konditor Meister pastries). They have also continued the tradition of offering mini-grants to teachers for requested supplies. Through this Giving Tree initiative, they have purchased things like alternative student seating, standing desks, and math software games.

In December, PCMS participated in the Hour of Code. Only a tiny fraction of schools are learning how technology works so the entire school district joined the largest virtual learning event in history: [The Hour of Code, during Computer Science Education Week](#). Our Hour of Code made a statement that Pembroke is ready to teach these foundational 21st-century skills. There were two virtual activities offered which were supported by the PHS computer science students: (1) K-12 Hour of Code After School Activities and (2) 7-12 Cyber Security After School Activities.

Right before the winter break, we held another very successful Food Drive and were able to collect and donate over 400 items for the Pembroke Food Pantry. Students and staff celebrated by wearing 'festive gear' during school over the last few days before the break.

This past year has certainly been a memorable one with many challenges. We are thankful to the town, the faculty, the superintendent and the school committee who provided the resources and guidance needed to support our students in this year's 'new normal.'

Most gratefully submitted,

Donna McGarrigle

Donna McGarrigle, Ed.D.
PCMS Principal

Bryantville Elementary School
2020 Annual Town Report
Dr. Mark N. Galligan, Interim Principal
Ms. Michelle Arons, Assistant Principal

Bryantville Elementary School believes all children will achieve their greatest potential in a safe, caring, supportive, and enriching environment. We currently enroll 451 students in Kindergarten through Grade 6. All kindergarten classes are full day.

Teachers strive to support and challenge all students. We offer additional, targeted support in reading through our Title 1 program to children in Kindergarten through Grade 3. Teachers, in the upper levels, offer after-school and before-school support. Each grade level also offers targeted instructional support or enrichment during our Titan Time block. Additional English-Language Arts support is offered through Lexia Core 5/PowerUp and Mathematics support is available through IReady. Both computerized programs allow teachers to target instruction to each student's instructional needs. In sixth grade, we also offer accelerated classes in Mathematics and English-Language Arts. Accelerated classes explore content more deeply and move at a faster pace than non-accelerated classes.

Our teachers have extensive knowledge and experience in teaching elementary education and use state standards in Mathematics, English Language Arts, Science, History/Social Science, and Unified Arts to evaluate what students know and can do. Teachers are constantly upgrading their curriculum and instructional strategies. District content area supervisors work with the elementary schools to offer support for curricular initiatives.

As we transitioned to online learning in the Spring of 2020, teachers and students used a variety of technology including Blooms, Google Classroom, and SeeSaw to manage and access assignments. Additionally, students were able to access a wide variety of new technologies, such as NewsELA, CommonLit, IXL, BrainPop, Scholastic-News, Desmos, TumbleBooks, and Quill. Teachers also participated in extended professional development provided by MassCue and The Ohio State University-Office of Distance Learning.

Teachers in Kindergarten through Grade 6 continued their professional development in mathematics instruction using resources from *enVision Math*. These resources include an online component where students practice sequential skills in order to build mathematical fluency and their ability to problem solve. Students in the upper grades take their math tests online while students in the early elementary grades take paper and pencil

based tests. Teachers use a Math Guided Workshop Model where small groups of students work with the teacher each day on identified needs and skills.

We embraced new curriculum goals and materials in English-Language Arts as well. All teachers are now using the *Empowering Writers* Curriculum. The curriculum consists of guided lessons that teach expository, narrative, and persuasive writing skills using existing reading curriculum resources. All students have Chromebooks or Ipads and so receive extended practice in online writing, typing, and navigating Google Classroom as well as Seesaw for managing assignments. We also have a number of online curriculum resources to support student learning including BrainPop, Tumblebooks, Epic, Generation Genius, Fitnessgram, and Reading A-Z just to name a few.

Throughout the school year, teachers meet weekly in grade level teams to share successes and challenges, analyze test results, develop curriculum, and exchange instructional strategies. Faculty meetings and professional learning community (PLC) meetings occur twice per month where the faculty work in teams to problem solve issues addressed in our school improvement plan. In addition to professional development days, there are after school workshops, district courses, and professional reading opportunities for teachers. This year's professional development has focused on coaching and implementation of the *Empowering Writers* program and also our *Social Thinking Curriculum* which is part of our anti-bullying work with students.

Our school has a set of values called "The BEST Promise" to teach and promote the following behavioral expectations: Be a problem solver, Embrace challenges, Stay in control, and Take care of others. We hold whole school assemblies featuring student and teacher performances that honor our work towards The BEST Promise. Assemblies and other activities allow our 6th-grade students to take on new leadership roles. Ms. Arons, our assistant principal, works with 6th-grade students to lead BEST Promise assemblies, serve as tour guides for parent events, lead recycling efforts, serve as bus guides, collect items for those in need, and 6th-grade students buddy with younger students to practice math and reading skills. All of those activities and more help to create a safe and welcoming community in our school.

We offer children a solid foundation in art, music, and physical education, and have many students participating in band, orchestra, and chorus. There are over 60 students in band and chorus. There are after-school offerings in drama and various clubs and activities, such as art and music. The YMCA offers before and after-school daycare options to parents.

We are incredibly grateful to our PTO and our many parent volunteers that help to make Bryantville a caring and inclusive community. The PTO's tireless fundraising and the

generosity of the community through activities such as The Boosterthon and Fun Run resulted in donations of much-needed supplies and technology as well as the sponsorship of all school field trips. Field trips to the Museum of Science and Plimoth Plantation are just two examples of how the generosity of the PTO and the community have benefited our students. The PTO hosts a social event each month where committee updates are given, events are planned, and important topics in education are discussed with the principal.

The Bryantville School Council, with membership including teachers, parents, and community members, meets several times a year to discuss school improvement efforts and progress toward our school improvement goals. Topics discussed include: exciting new uses for technology, the budget, the district's and school social curriculum goals, and academic developments.

I am honored to serve as the interim principal of Bryantville Elementary School. Because of our staff, faculty, and the residents of Pembroke, we have a beautiful facility for our students and we have created a caring community that fosters educational excellence for each child. We are grateful to the community for their continued support. On behalf of the staff, I thank you.

Respectfully submitted,

Dr. Mark N. Galligan
Interim Principal

Hobomock Elementary School

2020 Annual Report

Michael Murphy, Principal

Hobomock Elementary School has an enrollment of 398 students in Kindergarten through grade six. The Principal at Hobomock is Mr. Michael Murphy. He is supported by Ms. Ashley Pierce, who serves as both the Assistant Principal and Special Education Coordinator for the building. Resilience has been our mantra here at Hobomock and across the district this year as we have been persevering through the impact caused by the current global health pandemic. The students, staff, and families have all been integral partners in making the start to the school year a success for our students.

Hobomock Elementary School focuses on excellence in teaching as we work to provide appropriate support and challenge 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 area education. Our students are provided with multiple opportunities for inclusion at their given grade level throughout their school day. In addition to our district-wide programs, Hobomock also hosts two classrooms that are run by the North River Collaborative. Although the classrooms run separately from Pembroke's program, the students and staff remain an integral part of our inclusive school community.

Specialists

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Hobomock has recently started a virtual club for fourth graders who wish to pursue an opportunity to learn to play the recorder. Music instruction, as well as the recorder club, are led by Dr. Jessica Panella, our music instructor. Mrs. Shannon DeCosta leads our students with their work in 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 library classes each week, led by Mrs. Jacobson.

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.

Each year the School Council fulfills an advisory role to the administration of Hobomock. This group contributes to the overall success of our school with a sharing of ideas and concepts to ensure the smooth running of the school day. Our council members include the following individuals this year.

2020-2021 Hobomock Elementary School Council

Keri Tillson	Parent
Kara Kenney	Parent
Scott Wilson	Parent
Shannon Decosta	Staff
Audra Donlon	Staff
Stephanie Toolin	Staff
Gretchen Emmetts	Community Member
Michael Murphy	Administrator

Hobomock Elementary School rolled out a whole-school character education program last year where all members of the community encourage the values of Fairness; Independence; Citizenship; Kindness; Responsibility; Perseverance; and Integrity. Each grade level had come together before the pandemic regular basis to celebrate their accomplishments and encourage each other to embody these character traits. These character traits have and continue to be part of the student day until we can gather again as a whole school community to celebrate once again.

North Pembroke Elementary School
2020 Annual Town Report
Erica Swift, Principal

North Pembroke Elementary School presently has an enrollment of 570 students in Pre-School through grade six. This total includes the four system-wide integrated pre-school classes located here serving seventy-four children. We also have three full-day kindergarten classes. The other grades (1-6) are currently staffed at three or four sections each. The Principal at North Pembroke was Michael Murphy through June. Mrs. Erica Swift joined in July. She is supported by Jennifer Simmons, who serves as both the Assistant Principal and special education coordinator for the building.

The school focuses on excellence in teaching as we work to provide appropriate support and challenge for every child. The academic program continues to offer accelerated instruction in math and English language arts in grade six. In grade 6, Mrs. Natalie McFadyen teaches the Accelerated Pathways English language arts, and Mrs. Katlyn Duncan teaches the Accelerated Pathways math. These programs provide instruction for children who are ready to learn at an accelerated pace. We also offer support in Reading through our Title 1 program to children in Kindergarten through Grade 3. 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 student's academic progress and collaborate on instructional strategies and interventions.

In addition to academics, North Pembroke Elementary has focused on social and emotional learning. Teachers utilize practices from the Responsive Classroom curriculum which focuses on practical strategies that bring together social and academic learning through the day. Staff have also begun to apply restorative practices as an approach to problem-solving with students. These practices help to foster strong relationships between students, staff, and the school community. The school has also begun a "Student of the Month" initiative in which students are nominated by their teachers for exhibiting our school's core values. The students and their parents are then invited to a celebration to honor the student's hard work and effort.

Buddy Program

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

Specialists

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Support for music and the arts here includes our chorus for students in grades three through six. The chorus is directed by Mrs. Karin Foley. Our 1st and 2nd graders will perform their concert early this spring. Mrs. Julie Molisse and Mr. Brendan Mosher are once again collaborating to have our students take part in the Heart Healthy program. This program integrates art and physical education and encourages children to work together in teams as they support healthy lifestyles and the American Heart Association.

The **North Pembroke PTO** continues to be an active and integral part of our school community. The members enhance our environment with educational, enrichment, and fun community-building activities. The organization has been generous in its continued support of field trips for every grade in the school. The PTO has purchased multiple devices over the past few years to support our goal of increasing instructional technology. Their major fundraising event called Boosterthon consisted of a fun run for students and daily character-building activities in classes.

The **Student Council**, advised by Mrs. Melissa Pelton, actively plans and carries out school-wide activities. The Student Council involves students in grades 4-6. The students engaged in a money donation drive for the Pembroke Firehouse Food Pantry. The student council also takes an active role in supporting childcare needs throughout the year for parent and teacher conferences. The group also assists the school by providing assistance in developing and promoting school spirit activities.

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

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

Carrie Balasco	Parent
Jennifer Foss	Parent
John Hannon	Parent
Sarah Rizzitano	Parent
Jessica Conn	Teacher
Nicole McCann	Teacher
Heidi Shadrick	Teacher
Michele Sullivan	Teacher
Julie Abban	Community Representative
Erica Swift	Principal

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

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

Treat others with respect.
Keep my hands to myself.

Use kind words. (Report bullying.)

Help take care of our school and grounds.

Try hard to do my best every day.

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

North Pembroke Elementary school is appreciative to the citizens of Pembroke for their continued support and collaboration, which enables our children to have a fruitful education and future.

WHERE TO CALL FOR SERVICE

SERVICE	DEPARTMENT	
Alcohol Licenses	Town Manager's Office	293-3844
Animal Pound	Animal Control Officer	293-5288
Assessments	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 Mngmt Agency	293-5413
Death Certificates	Town Clerk	293-7211
Dog License	Town Clerk	293-7211
Elderly Services	Council on Aging	294-8220
Highway, Tree, Cemetery	Department of Public Works	293-5620
Marriage License	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	293-3864
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	781-709-1408
FIRE	781-293-2300	TRASH PICKUP	855-898-7274
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	781-293-3864

REGULAR MEETINGS OF TOWN DEPARTMENTS, BOARDS, COMMITTEES OR COMMISSIONS

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

TOWN HALL HOURS: Mondays 8:00 am to 6:30 pm, Tuesday-Thursday 8:00 am to 4:30 pm, Friday from 8:30 am to Noon

TOWN WEB SITE: www.pembroke-ma.gov

SCHOOL WEBSITE: www.pembrokek12.org