



# **2021 TOWN OF PEMBROKE ANNUAL REPORT**

**JANUARY 1, 2021 THROUGH DECEMBER 31, 2021**





**2021**  
**PEMBROKE BOARD OF SELECTMEN**

(From Left to Right)

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

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

**ANNUAL REPORTS  
OF THE  
TOWN OFFICERS**

**JANUARY 1, 2021 - DECEMBER 31, 2021**

**COVER PICTURE:** Community Center and Town Green, 128 Center Street, on a Memorial Day weekend.

*Photo Courtesy of Susan Roche.*

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# *In Memoriam*

Alice Kenerson

(February 7, 1932 – March 19, 2021)

Pembroke Council on Aging

Eleanor M. Scanlon

(February 28, 2021)

Pembroke Council on Aging

Ann Dunnington

(September 13, 1936 – August 5, 2021)

Pembroke Public Library

Library Aide 1998-2011

Barbara A. Martin

(September 2, 2021)

Pembroke Public Schools

Secretary, NPES

Dana E. Osborne

(October 12, 1955 – December 31, 2021)

Pembroke Fire Department

Call Firefighter 1979 - 1986

Full Time Firefighter 1986-2003

Captain, Retired in 2003

TOWN OF PEMBOKE  
INCORPORATED March 21, 1712

**Ninth Congressional District**

William Keating (D) Representative

Quincy

**First Councilor District**

Joseph C Ferreira Councilor

Swansea

**Plymouth & Barnstable Senatorial District**

Susan Moran (D), State Senator

Falmouth

**Sixth Plymouth Representative District**

Josh Cutler (D), Representative

Duxbury

**Plymouth County Commissioners**

Sandra Wright (R)  
Gregory A Hanley (D)  
Jared Valanzola

Bridgewater  
Plymouth  
Rockland

**ANNUAL TOWN MEETING**

Second Tuesday in May

**SELECTMEN'S MEETING**

Wednesdays: 7:00 to 9:00 PM

**Population 2021 Town Census**

18,790

# ANNUAL REPORT OF THE SELECT BOARD

To the Citizens of the Town of Pembroke:

The Select Board is pleased to submit this 167<sup>th</sup> Annual Report of the Town of Pembroke Officers and Elected Officials. This book contains the reports of all departments, commissions, boards and committees on their activities for the calendar year 2021. 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 Chairwoman Jessica Rushing, Vice Chairman John Brown, Jr., Clerk Rebecca Coletta, Selectwoman Tracy Marino and Selectman Daniel W. Trabucco. As the Chief Elected and Executive Officers of the Town, the Select Board are vested with all the municipal authority not specifically retained by the Town Meeting or other elected boards. The Select Board appoints a Town Manager who is responsible for the daily management of the Town. William Chenard was appointed as Pembroke's Town Manager in 2020 and has proven to be most competent and professional in his service and advice in the matters before the Board.

The Select Board wishes to thank legislators Senator Susan Moran 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.

In 2021, the Coronavirus (COVID-19) pandemic continued to raise concerns. The Town reported the following cases in 2021, and made course corrections accordingly:

<u>Month</u>	<u>Cases Reported</u>	<u>Month</u>	<u>Cases Reported</u>
January	461	July	17
February	199	August	87
March	240	September	133
April	150	October	101
May	37	November	203
June	2	December	433

Pembroke eagerly awaited the state COVID-19 vaccination plan as recommended by the COVID-19 Vaccine Advisory Group. Phase 1 of the plan began in December, and prioritized health care workers, first responders, and vulnerable populations like those in congregate care settings and residents and staff of long-term care facilities. Massachusetts moved to Phase 2 in February, and the plan continued to focus on vaccinating the most senior and vulnerable populations, supporting the Commonwealth's nation-leading success in vaccinating these populations. Phase 2 also included workers in certain categories and people with certain medical conditions. As of April 19, Massachusetts entered Phase 3 of the vaccine distribution plan in which everyone over the age of 12 is eligible for the vaccine. Phase 4 began November 3, 2021, with children ages 5-11 eligible for the vaccine.

In 2021, Boards and Committees continued to explore hybrid and remote meeting opportunities and met in person when case counts were low. The Select Board led the way displaying great flexibility in utilizing technology in the conduct of meetings and introducing the hybrid meeting model under the Open Meeting Law in accordance with the Governor's extended Order Suspending Certain Provisions of Open Meeting Law. The Board met under their regular schedule twenty-six times and held special meetings three times in 2021. While COVID-19 continued to dominate 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 reduction of quorum to open the meeting, and the meeting was held June 22, 2021.

The Select Board stood in support of the Community Center Study Committee's article recommending that Pembroke demolish the existing Community Center building, and build a new, energy efficient building in its place to support the town's seniors in place of the existing Senior Center and children and families whose programming is provided by the Recreation Department. The town overwhelmingly supported the article and voted both at town meeting and at the annual town election to exempt from Proposition Two and One Half the amount required to do so.

The Select Board'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.

Town Manager Bill Chenard worked with the Pembroke Public Schools, Department Heads and his Finance Team to ensure that Pembroke had twenty-five submissions to the Plymouth County Treasurer and Commissioners for CARES reimbursement (Coronavirus Aid, Economic Security Act); of the \$3,148,707.29 submitted, \$2,506,162.20 was approved and \$647,545.09 is still pending from a total allotment of \$3,104,954.60. Pembroke will be working in 2022 to work within the American Rescue Plan Act, Final Rule document published on January 6, 2022. Expenses being explored include supporting public health expenditures, addressing negative impacts caused by the public health emergency, replacement of lost public sector revenue, provide premium pay for essential workers and invest in water, sewer and broadband infrastructure. Pembroke is expected to receive over \$1.8million in direct pay funds and nearly \$3.6 million in funds given to the County on behalf of Pembroke. Plymouth County has allocated \$871,825.39 in phase one.

The Select Board's office continued to work with Pembroke residents to secure the three-year rate for Community Choice Power Supply purchase under municipal aggregation voted at town meeting, which is provided by Dynergy Energy Services rate of \$.10529 per kWh as inflation has seen the cost of electricity on the open market increase 44%. 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 2021 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
14	Common Victualer All Alcoholic Beverages Licenses
2	Common Victualer Wine and Malt Beverage Licenses
5	Retail Package Sales of All Alcoholic Beverages Licenses
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	Class I New Motor Vehicle Dealer License
24	Class II Auto Dealer Licenses
47	Common Victualer Licenses
9	Live Entertainment Licenses/ Special Events Permits
2	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
2	Temporary Trailer Permits
0	Underground Storage Tank Permit
13	Restaurant Express Permits: Temporary Alteration of Premises (Outdoor)
14	Permits for Use: Town Land, Beaches, Road Use Permits (Races)
2	Permits for Special Events
2	Farm Stand Permit
1	Door-to-Door Solicitation Permit

The Town Manager's office collected \$316,582 in revenue in 2021 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.

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

## 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: 177

Deaths: 166

Marriages: 93

2021 was a light year in terms of elections. There was only one election, the local election that was postponed from May 15<sup>th</sup> to June 26<sup>th</sup> due to the Covid-19 pandemic. This postponement was crucial as the schools could not host the town meeting under local, state, and federal COVID guidelines while school was still in session; the town could not have the election before the town meeting (which happened in 2020) due to the complexity of article 27: the proposal to demolish and construct a new community center. For the town to move forward with this project, it had to be voted on at town meeting to bring forth this question on the ballot. Consequently, hosting the town election before the town meeting was not an option for 2021.

At the town meeting and town election, voters decided to demolish the existing and resurrect a new community center, that will also house the Council on Aging. The Town is expected to start the demolishing process in Spring of 2022.

Upon the release of the federal census data, the Town of Pembroke gained a new sub precinct: 3A. This sub precinct will include a very small number of voters to be represented by the 9<sup>th</sup> Plymouth District representative. Previously, the entirety of Pembroke was in 6<sup>th</sup> Plymouth District, currently represented by Josh Cutler. The 9<sup>th</sup> Plymouth District is currently represented by Kathy LaNatra.

In addition to the sub precinct, a very small portion of voters from precinct 2 and precinct 4 joined precinct 3 in the re-precincting process.

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

- The election workers of Pembroke who generously sign up and dedicate their time to ensure Pembroke always runs successful elections. We would be lost without our amazing help.
- The men and women who work the election police details as required by State Law to keep law and order at the voting polling locations. Even though they are required, they are nothing but courteous, engaging, and professional to our poll workers and voters.
- The Board of Registrars for their annual commitment in conducting the town census. The town census helps us maintain population and voter records crucial to the Clerk's Office. We appreciate their dedication to the town.
- Cemetery Foreman Christine Callahan, with whom this office works closely with to keep current maps of the cemetery grounds, issue deeds following the sale of lots, and maintain records of lot ownerships. Thank you for your dedication to our town- we value our relationship with you tremendously.
- Dog Officer Lee Ann Miehl for her dedication to the animals in Pembroke.
- Assistant Town Manager Sabrina Chilcott and Principal Clerk Angela Sestito who are assets for every department in town. You both work incredibly hard for your town, and it does not go unnoticed by our office.

Last but not least, I have to thank my right-hand woman, Assistant Town Clerk Andraea "Andie" McEttrick. Andie makes a point to be actively involved in every responsibility our office may be burdened with, and she does it all passionately. Nothing is more important to her than no matter what the reason a person may enter our office for, they leave feeling informed and respected. Andie is a true Pembrokean, and that is reflected in the pride she has in her job.

On September 1<sup>st</sup>, 2021, Andie lost her beloved father, Gary, at the age of 67. Gary was a resident of Pembroke for 40 years. We miss you Gary and know you are resting in peace (or raising hell) in the shade in Pembroke Center Cemetery.

As we look forward to 2022, we anticipate the local election and town meeting and the mid-term elections. We are hopeful to return to a "normal" setting if and when the COVID-19 pandemic settles down. No matter what, we stay dedicated to providing a safe environment for all-whether that be in the office or at the polling precinct.

Respectfully Submitted,  
Margaret Struzik  
Town Clerk

**REPORT OF THE TOWN CLERK POPULATION STATISTICS**

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

## TOWN OFFICERS AND COMMITTEES

<b><u>ELECTED OFFICIALS</u></b>		
<b><u>Moderator</u></b>		<b>One Year Term</b>
Stephen C. Dodge		Term Expires 2022
<b><u>Selectmen</u></b>		<b>Three Year Term</b>
Rebecca Coletta		Term Expires 2023
Tracy Marino		Term Expires 2023
John G. Brown, Jr.		Term Expires 2024
Daniel W. Trabucco		Term Expires 2024
Jessica M. Rushing		Term Expires 2022
<b><u>Assessor</u></b>		<b>Three Year Term</b>
Mary E. Quill		Term Expires 2024
Elaine Boidi		Term Expires 2022
Elizabeth Bates		Term Expires 2023
<b><u>Town Clerk</u></b>		<b>Three Year Term</b>
Margaret Struzik		Term Expires 2023
<b><u>Board of Health</u></b>		<b>Three Year Term</b>
Matthew Newman		Term Expires 2024
Thomas Driscoll		Term Expires 2022
Adam Gedutis		Term Expires 2023
<b><u>Housing Authority</u></b>		<b>Five Year Term</b>
Thomas Berry		Term Expires 2023
Carolyn Crossley		Term Expires 2024
Judith Parks		Term Expires 2025
Paul Gorman	Resident's Appointee	Term Expires 2026
James Muscato	State Appointee	No term limit
<b><u>Library Trustees</u></b>		<b>Three Year Term</b>
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 2024
Carol Watches		Term Expires 2024
<b><u>Planning Board</u></b>		<b>Five Year Term</b>
James Noone		Term Expires 2026
Daniel Taylor		Term Expires 2024
Stephen Roundtree		Term Expires 2026
Andrew C. Wandell		Term Expires 2022
Heather Tremblay		Term Expires 2022
Daniel Smith		Term Expires 2023
Alyssa Siciliano-Perry		Term Expires 2025

## TOWN OFFICERS AND COMMITTEES

<b><u>Constable</u></b>		<b>Three Year Term</b>
Phillip Reilly		Term Expires 2024
Gary Fine		Term Expires 2022
Jeanne Hickey		Term Expires 2023
<b><u>Pembroke School Committee</u></b>		<b>Three Year Term</b>
Lance Kennedy		Term Expires 2023
Susan Bollinger		Term Expires 2024
Michael A. Tropeano		Term Expires 2024
Susan Scholl		Term Expires 2022
David Boyle		Term Expires 2023
<b><u>D.P.W. Commissioners</u></b>		<b>Three Year Term</b>
Ian Campbell		Term Expires 2024
Paul Whitman		Term Expires 2022
Jason Federico		Term Expires 2023

## TOWN OFFICERS AND COMMITTEES

<b><u>APPOINTED OFFICIALS</u></b>		
<b><u>Advisory Committee</u></b>	Estab. ATM, 1934	<b>Joint Appt: 3 Years</b>
John Scholl		Term Expires 2023
Stephen M. Walsh		Term Expires 2023
Sandra Beaton		Term Expires 2023
Elizabeth Benotti		Term Expires 2024
Robert Kenney		Term Expires 2024
Kristianne Cullinane		Term Expires 2024
Linda Peterson		Term Expires 2022
Timothy Landy		Term Expires 2022
Matthew Rushing		Term Expires 2022
<b><u>Affordable Housing Committee</u></b>	Estab. BOS, 1987	<b>No Term Limit</b>
Carolyn Crossley	Judith Parks	Andrew Wandell
James Noone	Jane Ford	
Susan Runne	Sharon McNamara	
<b><u>Animal Control Officer</u></b>		<b>One Year Term</b>
Lee-Ann Meehl		Term Expires 2022
<b><u>Board of Assessors</u></b>		
Catherine Salmon, Chief Assessor		
<b><u>Board of Health</u></b>		
Lisa Cullity, Health Agent	Animal Inspector	
<b><u>Cemetery Trustees</u></b>	Estab. ATM, 1975	<b>No Term Limits</b>
Stephen C. Dodge	Carol Ferguson	Vacant
<b><u>Central Plymouth County Water District Advisory Board</u></b>		<b>Three Year Term</b>
Willard J. Boulter, Jr.		Term Expires 2024
<b><u>Commission on Disabilities</u></b>	Estab. ATM, 1990	<b>Three Year Term</b>
Darren MacDonald		Term Expires 2023
Katherine Whitney		Term Expires 2023
Vacant		Term Expires 2024
Andrew Freeman		Term Expires 2024
Vacant		Term Expires 2024
Daniel Robinson		Term Expires 2022
Joyce Stephens		Term Expires 2022
William Chenard, ADA Coordinator		
<b><u>Community Center Task Force</u></b>	Estab. BOS, 2017	<b>No Term Limits</b>
Andrew Sullivan	Michael Guimares	Daniel Trabucco
Ralph Cappola	Michelle Burt	Andrew Wandell
Kyle Harney	Joel Sugarman	Stephen Curley

## TOWN OFFICERS AND COMMITTEES

<b><u>Community Preservation Comm.</u></b>	Estab. ATM, 2006	<b>Three Year Term</b>
Lisa Cullity	Selectmen's Appointee	Term Expires 2023
Daniel Pelletier	Selectmen's Appointee	Term Expires 2023
Carolyn Crossley	Housing Authority	Term Expires 2024
Paul Whitman	DPW Commission	Term Expires 2024
Corey Pento	Recreation Commission	Term Expires 2024
Andrew Wandell	Planning Board	Term Expires 2022
Stephen Hermann	Historical Commission	Term Expires 2022
Gino Fellini	Conservation Comm	Term Expires 2022
Vacant	Open Space Committee	Term Expires 2022
<b><u>Conservation Commission</u></b>	Estab. ATM, 1961	<b>Three Year Term</b>
Gino Fellini		Term Expires 2023
Arthur Egerton		Term Expires 2023
Richard Madden		Term Expires 2024
James Campbell		Term Expires 2024
Robert Clarke, Conservation Agent		Term Expires 2022
Teresa Harling		Term Expires 2022
Sandy Gremlich		Term Expires 2022
<b><u>Council on Aging</u></b>	Estab. ATM, 1975	<b>Three Year Term</b>
Linda Osborne	(nine members 2018)	Term Expires 2023
John Melchin		Term Expires 2023
Marilyn Christmann		Term Expires 2023
Joseph Ryan		Term Expires 2024
Sue Ellen Hewitt		Term Expires 2024
James Kinkade		Term Expires 2024
Pamela Blades		Term Expires 2022
Curtis Kuta		Term Expires 2022
Michele Campbell		Term Expires 2022
<b>COA Associate Members:</b>	Mary Lopes	
Ruth Ingalls	Linda Robbins Porazzo	Janet O' Melia
Gretchen Emmets, COA Director	John Sullivan	Rhonda Vickery
<b><u>Cultural Council</u></b>	<b>May Serve 2 Terms</b>	<b>Three Year Term</b>
Martha Scott	Second Term	Term Expires 2023
Lydia Hale	First Term	Term Expires 2024
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
<b><u>Drainage Commission</u></b>	Estab. ATM, 1976	<b>Joint Appt: 3 yrs</b>
Vacant		Term Expires 2023
Paul Whitman		Term Expires 2023
Vacant		Term Expires 2024
Vacant		Term Expires 2022
Vacant		Term Expires 2022

## TOWN OFFICERS AND COMMITTEES

<b><u>Emergency Management Co-Directors</u></b>		<b>One Year Term</b>
Wendy LaPierre		Term Expires 2024
Ken McCormick		Term Expires 2024
Lisa Cullity		Term Expires 2024
<b><u>Energy Committee</u></b>	Estab. BOS, 2007	<b>No Term Limits</b>
Nick Zechello, Jr.	Ann Marie Stanton	Richard Jones
Deborah Wall	Dick White	Lisa Karol
Bill Harmon	Donal Anderson	Sarah Fredrickson
<b><u>Fire Chief &amp; Forest Warden</u></b>		
Ken McCormick, Fire Chief		
<b><u>Fiscal Planning/Management (Cash Management Comm)</u></b>	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	
<b><u>Gas Inspector</u></b>		<b>Three Year Term</b>
Gary Young		Term Expires 2023
Ed Geswell, Alternate		Term Expires 2023
<b><u>GATRA</u></b>		<b>No Term Limits</b>
Joseph Ryan	Vacant, Alternate	
<b><u>Herring Fisheries Commission</u></b>	Estab. ATM, 1858	<b>Three Year Term</b>
David Clauss		Term Expires 2023
Teresa Harling		Term Expires 2023
Vacant, alternate		Term Expires 2023
Gino Fellini		Term Expires 2024
Robert McCarthy, Jr.		Term Expires 2024
Christos Kapoutas, alternate		Term Expires 2024
Willard Boulter, Jr., Superintendent		Term Expires 2022
Rick Madden		Term Expires 2022
Robert McCarthy, Sr.		Term Expires 2022

## TOWN OFFICERS AND COMMITTEES

<b><u>Historic District Commission</u></b>	Estab. ATM, 1974	<b>Three Year Term</b>
Laura DeYoung		Term Expires 2023
Linda Osborne		Term Expires 2023
Elizabeth Bates		Term Expires 2024
Kyle Harney		Term Expires 2024
Miles Prescott		Term Expires 2024
David Mallen		Term Expires 2022
Stephen Hermann		Term Expires 2022
<b><u>Insect Pest Control Supt.</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2022
<b><u>Inspector of Buildings/Zoning Enforcement Officer</u></b>		<b>Three Year Term</b>
George H. Verry		Term Expires 2023
<b><u>Inspector of Buildings, Alternates</u></b>		<b>Three Year Term</b>
Joseph S. Stack		Term Expires 2023
<b><u>MAPC Representative</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2022
Vacant, Alternate		Term Expires 2022
<b><u>MBTA Advisory Board</u></b>		<b>One Year Term</b>
William Cullity, Jr.		Term Expires 2022
<b><u>North River Commission</u></b>		<b>Three Year Term</b>
Willard J. Boulter, Jr., Rep.		Term Expires 2024
Gino Fellini, Alternate		Term Expires 2024
<b><u>Old Colony Elderly Services</u></b>		<b>One Year Term</b>
Gretchen Emmetts, Representative		Term Expires 2022
<b><u>Old Colony Planning Council</u></b>	Joined ATM, 1969	<b>Three Year Term</b>
Rebecca Coletta, Representative		Term Expires 2023
Daniel W. Trabucco, Alternate		Term Expires 2023
<b><u>Old Colony Planning Council Joint Transportation Committee</u></b>		<b>Three Year Term</b>
Eugene Fulmine, Jr., Representative		Term Expires 2023
<b><u>Open Space Committee</u></b>	Estab. ATM, 1996	<b>No Term Limits</b>
Michael McDonough	Denise Moraski	Robert Clarke, Jr.
Tracy Marino	Julie Slys	Debbie Schneider
Vacant, Conservation Liaison		
<b><u>Plumbing Inspector</u></b>		<b>Three Year Term</b>
Gary Young	Ed Geswell, Alternate	Term Expires 2023

## TOWN OFFICERS AND COMMITTEES

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

## TOWN OFFICERS AND COMMITTEES

<b><u>Town Counsel</u></b>		<b>One Year Term</b>
Kopelman & Paige, P.C.		Term Expires 2022
<b><u>Town Landing Committee</u></b>	Estab. ATM, 1949	<b>Three Year Term</b>
Arthur P. Boyle, Jr,		Term Expires 2023
Marc Gallagher		Term Expires 2024
Emily Norman		Term Expires 2024
Vacant		Term Expires 2022
Lisa Renee Spring		Term Expires 2022
Amy Hill, Town Landing Director		
<b><u>Town Memorial Committee</u></b>	Estab. ATM, 1987	<b>No Term Limits</b>
Linda Osborne, Chairman	Michael Hurney	Julie Caruso
Don Kernan, American Legion	Kathleen A. Keegan	Andy Pongratz
Mark Moneypenney	Gwen Chapman	James Baillie
Anna Nicklas, American Legion Aux	David McPhillips, Veterans Agent	
<b><u>Veterans' Agent</u></b>		<b>One Year Term</b>
David McPhillips		Term Expires 2022
<b><u>Veterans' Neglected Graves Officers</u></b>		<b>One Year Term</b>
Edward R. Bursaw		Term Expires 2022
Andrew Pongratz		Term Expires 2022
<b><u>Wage &amp; Personnel Board</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2023
Vacant		Term Expires 2024
Vacant		Term Expires 2022
<b><u>Wiring Inspector</u></b>		<b>Three Year Term</b>
Nicholas Zechello		Term Expires 2023
Kenneth Twigg, Assistant/Alternate		Term Expires 2023
<b><u>Zoning Board of Bldg Law Appeals</u></b>		<b>Three Year Term</b>
Frederick C. Casavant, IV		Term Expires 2023
John Grenier		Term Expires 2024
Christopher Mc. Grail		Term Expires 2022
Arthur P. Boyle, Jr., Alternate		Term Expires 2023
Louis Christian Carpenter, Alternate		Term Expires 2024
Vacant, Alternate		Term Expires 2022

# PEMBROKE TOWN ELECTION JUNE 26, 2021

	PREC 1	PREC 2	PREC 3	PREC 4	PREC 5	TOTALS
<b>MODERATOR</b> 1 YEAR TERM ONE SEAT						
STEVE DODGE	375	305	333	346	304	1663
WRITE INS	2	0	2	1	1	6
BLANKS	86	77	95	73	76	407
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

<b>SELECT BOARD</b> 3 YEAR TERM TWO SEATS						
JOHN G BROWN JR	238	195	232	245	203	1113
DANIEL W TRABUCCO	264	208	235	261	205	1173
THOMAS J DRISCOLL	116	130	154	107	116	623
KAIRYN RAINER	184	130	143	119	136	712
WRITE INS	1	0	1	1	2	5
BLANKS	123	101	95	107	100	526
<b>TOTALS</b>	<b>926</b>	<b>764</b>	<b>860</b>	<b>840</b>	<b>762</b>	<b>4152</b>

<b>BOARD OF ASSESSORS</b> 3 YEAR TERM ONE SEAT						
MARY E. QUILL	357	271	338	316	268	1550
WRITE INS	1	0	0	2	1	4
BLANKS	105	111	92	102	112	522
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

<b>BOARD OF HEALTH</b> 3 YEAR TERM ONE SEAT						
MATTHEW NEWMAN	228	176	213	229	152	998
CARLY LEVY	174	149	173	140	183	819
WRITE INS	2	0	1	1	0	4
BLANKS	59	57	43	50	46	255
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

<b>BALLOT QUESTION</b>						
YES	266	199	198	257	216	1136
NO	172	157	219	153	149	850
BLANKS	25	26	13	10	16	90
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

LIBRARY TRUSTEE		3 YEAR TERM 2 SEATS				
LARISSA CURLEY	338	265	327	318	270	1518
CAROL WATCHES	338	251	304	310	256	1459
WRITE INS	2	1	0	2	0	5
BLANKS	248	247	229	210	236	1170
<b>TOTALS</b>	<b>926</b>	<b>764</b>	<b>860</b>	<b>840</b>	<b>762</b>	<b>4152</b>

PLANNING BOARD		5 YEAR TERM TWO SEATS				
JAMES NOONE	311	234	294	285	241	1365
STEPHAN K ROUNDTREE	298	227	274	271	238	1308
WRITE INS	9	2	3	5	5	24
BLANKS	308	301	289	279	278	1455
<b>TOTALS</b>	<b>926</b>	<b>764</b>	<b>860</b>	<b>840</b>	<b>762</b>	<b>4152</b>

PLANNING BOARD		3 YEAR VACANCY ONE SEAT				
DAN TAYLOR	11	13	8	9	21	62
HEATHERELLEN TREMBLAY	3	11	2	6	11	33
WRITE INS	23	27	29	9	0	88
BLANKS	426	331	391	396	349	1893
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

PLANNING BOARD		1 YEAR VACANCY ONE SEAT				
HEATHERELLEN TREMBLAY	325	261	300	292	248	1426
WRITE INS	3	1	2	3	4	13
BLANKS	135	120	128	125	129	637
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

COUNSTABLE		3 YEAR TERM ONE SEAT				
PHIL REILLY	340	270	313	305	255	1483
WRITE INS	1	0	1	2	1	5
BLANKS	122	112	116	113	125	588
<b>TOTALS</b>	<b>463</b>	<b>382</b>	<b>430</b>	<b>420</b>	<b>381</b>	<b>2076</b>

SCHOOL COMMITTEE		3 YEAR TERM TWO SEATS				
MICHAEL A. TROPEANO	318	239	267	302	254	1380
SUSAN BOLLINGER	265	221	241	206	179	1112
JAMES QUIGLEY	197	160	199	198	183	937
WRITE INS	1	2	0	2	3	8
BLANKS	145	142	153	132	143	715

<b>TOTALS</b>	926	764	860	840	762	4152
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<b>SCHOOL COMMITTEE</b>	<b>2 YEAR TERM ONE SEAT</b>					
LANCE KENNEDY	315	229	294	297	250	1385
WRITE INS	4	1	1	0	2	8
BLANKS	144	152	135	123	129	683
<b>TOTALS</b>	463	382	430	420	381	2076

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<b>D.P.W.</b>	<b>3 YEAR TERM ONE SEAT</b>					
GENE FULMINE	6	5	0	6	0	17
IAN CAMPBELL	1	9	13	11	11	45
WRITE INS	30	27	46	6	0	109
DAN TAYLOR	0	0	0	0	21	21
BLANKS	426	341	371	397	349	1884
<b>TOTALS</b>	463	382	430	420	381	2076

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

**ANNUAL TOWN MEETING WARRANT  
TUESDAY JUNE 22, 2021\***

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 TWENTYSECOND DAY OF JUNE 2021  
AT SEVEN O'CLOCK IN THE EVENING**

then and there to act on the following articles:       ARTICLES 1 – 27

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:10 P.M. at the Pembroke High School, Learning Lane Pembroke MA on June 22, 2021, pursuant to a warrant under the hands of the Select Board Chair Daniel W Trabucco, Vice Chair Jessica Rushing, Clerk John G. Brown, Selectwomen Rebecca Coletta and Tracy Marino. Checkers appointed by the Town Clerk were Stephanie Callanan, Zoie Curtin, Janet Fahey, Pam Blades and Jean Giglotti who reported 335 voters in attendance. Tellers Sworn in by the Moderator were Christine Fraser, Kyle Harney, Matthew Newman and Virginia Wandell and Karen Wright.

Moderator Stephen Dodge lead the body in the pledge of allegiance and asked for a moment of silence for the following impactful residents: William Buckley Arts Festival Volunteer, Kathleen Cuneo School Food Service, Henry “Hank Dagget PFD and DPW Commissioner, William Hussey Town Forest Committee and Pembroke Kiwanis Club, Tony Nunes Commission on Disabilities, Norm Pulaski Pembroke Historical Society, David Summergrad Pembroke Elementary School Principal and Former Selectmen Robert Whitelaw.

Acting on a motion made by Selectmen Trabucco a vote was passed to give the Moderator authority to determine that a 2/3rds vote has been achieved. Following Comments by Senator Susan Moran a motion was made to allow the following non-residents and non-registered voters to enter and address the Town Meeting:

*\*postponed from May 11 2021, due to Covid 19 restrictions.*

<b>ACTION</b>	<b>ARTICLE</b>	<b>ACTION</b>	<b>ARTICLE</b>	<b>ACTION</b>	<b>ARTICLE</b>
1	1	9	17	17	4
2	2	10	14	18	21
3	19	11	20	19	22
4	7 – 8 – 25 - 26	12	12	20	24 A-B-C-D
5	9	13	23	21	16
6	15	14	11	22	27
7	5	15	6	23	3
8	13	16	18	24	10

Visitors:

William Chenard, Town Manager  
 Michael Buckley Town Accountant  
 Joel Bard, Town Attorney  
 Betsy Bard  
 Cooper Leonard Representative Aide  
 Dave Antone, PAC TV  
 Ken McCormick, Deputy Chief  
 Cathy Salmon, Chief Assessor  
 Susan Roche, Recreation Director  
 Ken Corti, Lions Club  
 Gretchen Emmons, COA Director  
 Lenny Rowe, WATD

**ACTION 1: ARTICLE 1:**

To see if the Town will vote to amend schedules A, B and C of the Classification and Compensation By-laws according to the schedules listed in **Appendix A** attached to this warrant and to transfer from available funds a sum of money to fund any changes thereto, or take any action relative thereto.

Moved by Stephen Walsh that the Town amend schedules A, B and C of the Classification and Compensation By-laws according to the schedules listed in Appendix A and to raise and appropriate, transfer from Free Cash to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 2 of this meeting, such changes to take effect July 1, 2021.

**SECONED AND SO VOTED**

**2/3 MAJORITY**

**ACTION 2: ARTICLE 2:**

To see what sums the Town will raise by taxation or otherwise to pay Town Debts and for the purpose of funding personal services and expenses for Town operations as may be necessary for the ensuing Fiscal Year commencing July 1, 2021 charges for the ensuing fiscal year and to fix the salary and compensation of all elective officers and employees of the Town, as provided by Section 108 and 108A of Chapter 41, Mass. General Laws, and applicable amendments thereto, and appropriate the same, as shown in **Appendix B attached to this warrant**, or take any action relative thereto.

Moved by Timothy Landy that the Town appropriate the sum of \$66,305,732 to fund the operating expenses of the Town for the Fiscal Year 2022 as listed under Appendix D of the 2021 annual town meeting warrant, column headed "FY2022 Request", and to fund this appropriation, raise and appropriate from taxation the sum of \$64,224,351 and transfer the following sums:

Capital Stabilization	\$ 25,000
Ambulance Fund	\$ 811,071
Septic Loan Program	\$ 93,360
Recreation Revolving (Fields)	\$ 10,600
Council on Aging Transportation	\$ 102,177
School Athletic Fund	\$ 74,875
Recreation Revolving (Clerical)	\$ 46,088
School Construction Funds	\$ 73,360
Water Enterprise Indirect	\$ 477,040
Solid Waste Enterprise Indirect	\$ 54,310
Cemetery Trust Funds	\$ 25,731
Regional ACO	\$ 38,659
American Rescue Plan Act of 2021	\$ 249,110

**SECONED AND SO VOTED**

**MAJORITY**

**ACTION 3: ARTICLE 19:**

To see if the Town will vote to amend the Pembroke Zoning Bylaw by deleting Sections III.6 and Section V.2 and replacing Section V.2 with a new Section V.2 as follows:

2. Floodplain Protection Overlay District (FPOD).

A. Purpose.

The purpose of the Floodplain Protection Overlay District is to:

1. Ensure public safety through reducing the threats to life and personal injury.
2. Eliminate new hazards to emergency response officials.
3. Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding.

4. Avoid the loss of utility services, which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding.
5. Eliminate costs associated with the response and cleanup of flooding conditions.
6. Reduce damage to public and private property resulting from flooding waters.

## **B. Definitions.**

For the purposes of this section of the zoning bylaw, the following definitions shall be applied:

**DEVELOPMENT** - Any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59]

**FLOODWAY** - The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Massachusetts Code, Chapter 2, Section 202] **FUNCTIONALLY**

**DEPENDENT USE** - A use that cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and shipbuilding and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]

**HIGHEST ADJACENT GRADE** - The highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59]

**HISTORIC STRUCTURE** - Any structure that is:

1. Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
2. Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;
3. Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or
4. Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either: a. By an approved state program as determined by the Secretary of the Interior or b. Directly by the Secretary of the Interior in states without approved programs. [US Code of Federal Regulations, Title 44, Part 59]

**NEW CONSTRUCTION** - Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard

adopted by the authority having jurisdiction. New construction includes work determined by the Building Inspector and Zoning Enforcement Officer to be substantial improvement. [Referenced Standard ASCE 24-14].

RECREATIONAL VEHICLE - A vehicle that is:

1. Built on a single chassis;
2. 400 square feet or less when measured at the largest horizontal projection;
3. Designed to be self-propelled or permanently towable by a light duty truck; and 4. Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use. [US Code of Federal Regulations, Title 44, Part 59]

REGULATORY FLOODWAY - see FLOODWAY.

SPECIAL FLOOD HAZARD AREA - The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, AE, A1-30, A99, AR, AO, AH, V, VO, VE or V1-30. [Base Massachusetts Code, Chapter 2, Section 202]

START OF CONSTRUCTION - The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building. [Base Code, Chapter 2, Section 202]

STRUCTURE - For floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. [US Code of Federal Regulations, Title 44, Part 59]

SUBSTANTIAL REPAIR OF A FOUNDATION - When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR. [As amended by MA in 9th Edition BC]

VARIANCE - A grant of relief by a community from the terms of a flood plain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

VIOLATION - The failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in US Code of Federal Regulations, Title 44, Part 60, §60.3(b)(5), (c)(4), (c)(10), (d)(3), (e)(2), (e)(4), or (e)(5) is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

### **C. Scope, Authority and Delineation of District.**

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within Pembroke designated as Zone A, AE, AH, AO, A99, V, or VE on the Plymouth County Flood Insurance Rate Map (FIRM) dated July 6, 2021 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Plymouth County Flood Insurance Study (FIS) report dated July 6, 2021. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Official, and Conservation Commission.

Any Use, Structure or Development permitted in the portions of the Districts so overlaid shall be permitted subject to the provisions of this District, as well as those of the Massachusetts State Building Code, 780 CMR and the State Wetland Protection Act, G.L. c. 131, § 40 and its implementing Regulations, 310 CMR 10.00 et seq. dealing with construction in floodplains. The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes

### **D. District Administration.**

1. Floodplain Administrator - The Town of Pembroke hereby designates the position of Building Inspector and Zoning Enforcement Officer to be the official floodplain administrator for the Town.
2. Requirement to submit new technical data

If the Town acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Town will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

FEMA Region I Risk Analysis Branch Chief  
99 High St., 6th floor, Boston, MA 02110

And copy of notification to:

Massachusetts NFIP State Coordinator  
MA Dept. of Conservation & Recreation, 251 Causeway Street, Boston, MA 02114

## **E. Development Regulations.**

The following requirements apply in the Floodplain District:

1. In Zones VE all new construction shall be located landward of the reach of mean high tide.
  2. The placement of mobile homes in the Floodplain District is prohibited.
  3. Reference to Existing Regulations. The Floodplain District is established as an Overlay District to all other Districts. All development in the District, including structural and non-structural activities, whether permitted by right or by Special Permit must be in full compliance with G. L. c. 131, §40 of the Massachusetts General Laws and with the following:
    - Section of the Massachusetts State Building Code, 780 CMR which addresses floodplain and coastal high hazard;
    - Wetlands Protection Regulations, Department of Environmental Protection (DEP) (currently 310 CMR 10.00);
    - Inland Wetlands Restriction, DEP (currently 310 CMR 13.00); • Coastal Wetlands Restriction, DEP (currently 310 CMR 12.00);
    - Minimum Requirements for Subsurface Disposal of Sanitary Sewage, DEP (currently 310 CMR 15, Title 5)
  4. Unnumbered A Zones. In A Zones, in the absence of FEMA Base Flood Elevation (BFE) data and floodway data, the building department will obtain, review and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.
  5. Floodway encroachment. In Zones A, A1-30, and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge unless certification by a registered professional engineer is provided by the applicant demonstrating that such encroachment shall not result in any increase in flood levels during the occurrence of the one-hundred-year flood. Any encroachment meeting the above standard shall comply with the floodplain requirements of the State Building Code
- In Zones A1-30 and AE, along watercourses that have a regulatory floodway designated on the Town's FIRM, encroachments are prohibited in the regulatory floodway which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.
6. Watercourse alterations or relocations in riverine areas. In a riverine situation, the Building Inspector and Zoning Enforcement Officer shall notify the following of any alteration or relocation of a watercourse:
    - Adjacent Communities, especially upstream and downstream
    - Bordering States, if affected

- NFIP State Coordinator Massachusetts Department of Conservation and Recreation 251 Causeway Street, 8th floor Boston, MA 02114
- NFIP Program Specialist Federal Emergency Management Agency, Region I 99 High Street, 6th Floor Boston, MA 02110

7. Protection of dunes. Alteration of sand dunes is prohibited when the alteration would increase potential flood damage.

#### **F. Other Regulations.**

1. All subdivision and development proposals in the floodplain overlay district shall be reviewed to assure that:

- a. Such proposals minimize flood damage;
- b. All public utilities and facilities are located and constructed to minimize or eliminate flood damage; and
- c. Adequate drainage is provided to reduce exposure to flood hazards.

2. Base flood elevation data for subdivision proposals. When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

3. AO and AH zones drainage requirements. Within Zones AO and AH on the FIRM, adequate drainage paths must be provided around structures on slopes, to guide floodwaters around and away from proposed structures.

4. Recreational vehicles. In A1-30, AH, AE Zones, V1-30, VE, and V Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

#### **G. Permitting required for Floodplain Overlay District.**

##### **A. Building Permits.**

The following uses are permitted by right since they create a minimal risk of damage due to flooding and will not constitute obstructions to flood flow, provided that they are permitted in the underlying district and that they do not require structures, fill or storage of materials or equipment:

- a. Agricultural uses such as farming, grazing, truck farming, and horticulture.
- b. Forestry and nursery uses.
- c. Outdoor recreational uses, including fishing, boating and play areas.
- d. Conservation of water, plants and wildlife.
- e. Wildlife management areas; foot, bicycle and horse paths.
- f. Temporary nonresidential structures used in connection with fishing, growing, harvesting, storage, or sale of crops raised on the premises.

g. Buildings lawfully existing prior to the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction.

In the case of minor changes (300 SF or less) to existing buildings, placement of facilities that the Building Inspector and Zoning Enforcement Officer determines are directly associated with an agricultural activity, fences, sheds, drilling, mining, paving or any other minor development that might increase flooding or adversely impact flood risks to other properties the Building Inspector and Zoning Enforcement Officer shall determine if said activity increases flooding or will adversely impact flood risks to other properties and require that a special permit be issued by the Zoning Board of Appeals for such activities.

2. Special Permits. A special permit issued by the Zoning Board of Appeals is required for major construction (greater than 301 SF), including new construction, changes to existing buildings, placement of manufactured homes and large storage facilities. A Special Permit may be granted within the reasonable discretion of the Zoning Board of Appeals and subject to such conditions and safeguards as the Zoning Board of Appeals deems necessary to fulfill the purposes of this Section, the requirements of this overlay District may be varied. When reviewing such Special Permit applications, the Board shall consider:

- a. The susceptibility of the proposed facility and the contents to flood damage and the effect of such damage upon the site and surrounding property.
- b. The availability of alternative locations for the proposed use, which are not subject to flooding or erosion.
- c. The necessity to the facility of a waterfront location, where applicable.
- d. A determination that the relief requested is the minimum necessary

3. Commonwealth of Massachusetts Variances to Building Code. The Town will request from the State Building Code Appeals Board a written and/or audible copy of the portion of the hearing related to the variance and will maintain this record in the community's files.

The Town shall also issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that (i) the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as \$25 for \$100 of insurance coverage and (ii) such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the floodplain overlay district.

4. Pembroke Zoning Bylaw Variances. A variance from these floodplain bylaws must meet the requirements set out in SECTION VI(E) and in addition, may only be granted if: 1) Good and sufficient cause and exceptional non-financial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief.

**H. Enforcement. (See Bylaw SECTION VI(A))**

**I. Assurance that all necessary permits are obtained.** Prior to the issuance of a permit under this section, the property owner or his/her representative must certify that all local, state and federal permits necessary in order to carry out the proposed development in the floodplain overlay district have been obtained including but not limited to (identify each item as approved or not applicable):

- Order of Conditions pursuant to the Town of Pembroke General Bylaws, Article XXXVI
- Order of Conditions pursuant to G.L. c. 131, § 40
- Massachusetts Department of Environment Protection Chapter 91 License
- Select Board Public Access License
- 401 Water Quality Certificate issued by Massachusetts Department of Environment Protection
- Board of Health Disposal System Construction Permit
- Board of Health Well Permit
- U.S. Army Corps Programmatic General Permit
- U.S. Army Corps Individual Permit
- Commonwealth of Massachusetts Chapter 253 Dam Safety Permit

**J. Disclaimer of liability.** The degree of flood protection required by this bylaw is considered reasonable but does not imply total flood protection.

**K. Severability.** If any section, provision, or portion of this bylaw is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective.

**Submitted by the Planning Board**

Moved by William Chenard that the Town amend the Pembroke Zoning Bylaw by deleting Sections III.6 and Section V.2 and replacing Section V.2 with a new Section V.2 as printed in Article 19 of the 2021 annual town meeting warrant.

**SECONED AND SO VOTED**

**2/3 MAJORITY**

**THE ANNUAL MEETING WAS ADJOURNED AND BUSINESS OF THE SPECIAL TOWN MEETING WAS CALLED TO ORDER AT 7:20 pm**

**SPECIAL TOWN MEETING JUNE 22, 2021**

**ARTICLE 1 – DEPARTMENTAL TRANSFERS**

To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2021 appropriations, and to authorize the below listed reductions in Fiscal Year 2021 appropriations, or take any other action relative thereto:

<u>To</u>		<u>From</u>
Assessor's General Expenses	\$ 7,032	Assessor's Wages and Salaries
Elections General Expenses	\$20,000	Free Cash
Data Processing General Expenses	\$25,000	Free Cash

DPW General Expenses	\$25,000	DPW Wages and Salaries
Water Enterprise Capital Salaries	\$50,000	Water Enterprise Fund Wages and Salaries

MOVE that the sum of \$ 127,032 is appropriated to supplement Fiscal Year 2021 appropriations and to fund these supplements that:

- \$ 7,032 be transferred from the Assessor’s Wages and Salaries to Assessor’s General
- \$20,000 be transferred from free cash to Elections
- \$25,000 be transferred from free cash to Data Processing
- \$25,000 be transferred from DPW Wages and Salaries to DPW General Expenses
- \$50,000 be transferred from Water Enterprise Fund Wages and Salaries to Water Enterprise Capital

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 2 – FUND COLLECTIVE BARGAINING AGREEMENTS**

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding the cost of items of the first year of any new collective bargaining agreements between the Town and the Pembroke Permanent Firefighters Association, Council 93, Local 1700 (Town Hall), Council 93, Local 1700 (Water Enterprise) and Council 93, Local 1700 (Public Works), or take any other action relative thereto.

Move that the Town appropriate the sum of \$39,687 from overlay surplus to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Clerical and Public Works for the period from July 1, 2020 to June 30, 2021; and further to appropriate the sum of \$227,568 from overlay surplus to fund the new collective bargaining agreement between the Town of Pembroke and the International Association of Firefighters AFL – CIO – CLC Local 2351 for the period from July 1, 2019 to June 30, 2021; and further to appropriate the sum of \$10,963 from water retained earnings (surplus) to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Water Enterprise for the period from July 1, 2020 to June 30, 2021.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 3 - CHANGE TOWN MODERATOR’S TERM TO THREE YEARS**

To see if the town will vote to change the term of the elected position of the Town Moderator from the current one-year term to that of a three-year term, to take effect at the 2022 Town Election, or take any other action relative thereto.

Move that the Town change the elected position of the Town Moderator from the current one-year term to that of a three-year term.

**SECONDED AND SO VOTED**

**MAJORITY**

**WITH THE BUSINESS OF THE SPECAIL COMPLETE THE MEETING WAS ADJOURNED AT 7:25 AND THE ANNUAL WAS RE-OPENED.**

**CONSENT AGENDA #1**

**ACTION 4: ARTICLE 7**

To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues the following amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2022, with each item to be considered a separate appropriation:

Appropriations:

From FY22 estimated revenues for Historic Resources Reserve	\$ 40,000
From FY22 estimated revenues for Community Housing Reserve	\$ 40,000
From FY22 estimated revenues for Open Space Reserves	\$ 40,000
From FY22 estimated revenues for Committee Administrative Expenses	\$ 20,000

and further to appropriate any remaining balance of funds as of the termination of the 2021 Annual Town Meeting from Community Preservation Fund FY22 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**CONSENT AGENDA #2**

**ACTION 4: ARTICLE 8:**

To see if the Town will vote to set the FY2022 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 COMM.	\$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 FY22 spending limits on the revolving accounts pursuant to Massachusetts General Laws, Chapter 44, Section 53E½ as printed in Article 8 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**CONSENT AGENDA #3**

**ACTION 4: ARTICLE 25:**

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

Move that the Town accept the reports of Town Officers, Boards, Committees.

**SECONDED AND SO VOTED**

**MAJORITY**

**CONSENT AGENDA #4**

**ACTION 4: ARTICLE 26:**

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

One Moderator for one year; two Select Board for three years; one Assessor for three years; one Board of Health member for three years; two Library Trustees for three years; two Planning Board member for five years; one Planning Board member to fill a three year vacancy; one Planning Board member to fill a one year vacancy; one Constable for three years; two School Committee members for three years; one School Committee member to fill a two year vacancy; one DPW Commissioner for three years; or take any other action relative thereto.

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

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 5: ARTICLE 9 – FUND COLLECTIVE BARGAINING AGREEMENTS**

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding the cost of items of the first year of any new collective bargaining agreements between the Town and the Pembroke Permanent Firefighters Association, Council 93, Local 1700 (Town Hall), Council 93, Local 1700 (Water Enterprise) and Council 93, Local 1700 (Public Works), or take any other action relative thereto.

Moved by Stephen Walsh that the Town appropriate the sum of \$59,235 from overlay surplus to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Clerical and Public Works for the period from July 1, 2021 to June 30, 2022; and further to appropriate the sum of \$16,363 from water retained earnings (surplus) to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Water Enterprise for the period from July 1, 2021 to June 30, 2022.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 6: ARTICLE 15 – AMEND ZONING BYLAWS, DEFINITIONS**

To see if the Town will vote to amend the Pembroke Zoning Bylaws, Section II – Definitions, by inserting, in alphabetical order, the underlined text as follows, or take any action relative thereto:

**Residential Affordable Housing Development**

A residential development of at least twenty-five (25) dwelling units, a percentage of which is designated as affordable housing units and restricted to low- or moderate-income households. A residential development may consist of a mixture of detached one-family houses, detached two-family houses, multiunit dwellings, townhouses, and/or condominium units.

Move by Stephen Walsh that the Town amend the Pembroke Zoning Bylaws, Section II – Definitions, by inserting, in alphabetical order, the underlined text as printed in Article 15 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 7: ARTICLE 5 – CAPITAL BUDGET**

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 Select Board, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see **Appendix E** attached to this warrant - Capital Projects Requests to follow); 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.

Move that the Town appropriate \$3,734,100 for the capital projects set forth in Appendix E of the annual town meeting warrant; that to meet this appropriation, the Town: (i) transfer \$288,100 from Free Cash for the projects and in the amounts listed under the column "Free Cash", as printed in Appendix E of the annual town meeting warrant; (ii) transfer \$25,000 from unexpended bond proceeds from the Town's Municipal Purpose Loan of 2013 Bonds for the project entitled "Pembroke Public Schools – Security Cameras" as listed under the column "Reappropriate" as printed in Appendix E of the annual town meeting warrant; (iii) authorize the Treasurer, with the approval of the Select Board, to borrow \$2,183,500 under Chapter 44, Section 7 of the General Laws or any other enabling authority for the projects and in the amounts listed under the columns "General Fund Borrowing" and "Ambulance Borrowing" as printed in Appendix E of the annual town meeting warrant, any bonds or notes issued for such projects shall be general obligations of the Town and debt service shall be payable from the General Fund; (iv) authorize the Treasurer, with the approval of the Select Board, to borrow \$1,200,000 under Chapter 44, Section 8 of the General Laws or any other enabling authority for the projects and in the amounts listed under the column "Water Ent. Borrowing" as printed in Appendix E of the annual town meeting warrant, provided that while any such bonds or notes issued for such projects shall be general obligations of the Town, payment of the debt service shall be made in the first instance from the Water Enterprise Fund; and (v) authorize the Treasurer, with the approval of the Select Board, to borrow \$37,500 under Chapter 44, Section 7 of the General Laws or any other enabling authority for the project entitled "Solid Waste Enterprise – Toter Bins" as listed under the column "Solid Waste Ent. Borrowing" as printed in Appendix E of the annual town meeting warrant, provided that while any such bonds or notes issued for such project shall be general obligations of the Town, payment of the debt service shall be made in the first instance from the Solid Waste Enterprise Fund; that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the cost of issuance of such bonds or notes, be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; and authorize the Town Manager to take any other action necessary or convenient to carry out these projects.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 8: ARTICLE 13 – AMEND TOWN BYLAWS: LEASH LAW VIOLATIONS**

To see if the Town will vote to amend Article XX, Section 8 of the Bylaws of the Town of Pembroke, entitled "Police Regulations," by deleting the words shown in strikethrough and

adding in place thereof the words shown in bold, as follows; or take any other action relative thereto.

SECTION 8.

Whoever violates Section (7A) and/or (7C) of these Town of Pembroke Bylaws or **Massachusetts General Laws, Chapter 140, §§ 136A-174F, inclusive**, shall be liable to a **noncriminal** fine of ~~twenty five dollars (\$25.00) for the first offense, fifty dollars (\$50.00) for the second offense and one hundred dollars (\$100.00) for all subsequent offenses of fifty dollars (\$50.00) for the first offense, one hundred dollars (\$100.00) for the second offense, and (\$300.00) for the third offense, including any other penalties provided for in the General Laws, Chapter 140, §§ 136A-174F, inclusive.~~ **The enforcing person shall be the Animal Control Officer, or any member of the Health Department, or any member of the Police Department.**

Move that the Town amend Article XX, Section 8 of the Bylaws of the Town of Pembroke, entitled "Police Regulations," by deleting the words shown in strikethrough and adding in place thereof the words shown in bold as printed in Article 13 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 9: ARTICLE 17 – AMEND ZONING BYLAWS, INDUSTRIAL DISTRICT B**

To see if the Town will vote to amend the Pembroke Zoning Bylaws, Section IV.5A.B – Industrial District B – Uses Allowed by Special Permit, by inserting the underlined text as follows, or take any other action relative thereto:

5. Residential Affordable Housing Developments, pursuant to Section V.14.

Move that the Town amend the Pembroke Zoning Bylaws, Section IV.5.B – Industrial District B – Uses Allowed by Special Permit, by inserting the underlined text as printed in Article 17 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 10: ARTICLE 14 – ACCEPT G.L. C.44, §55c: ESTABLISH AFFORDABLE HOUSING TRUST**

To see if the Town will vote to accept the provisions of G.L. c. 44, Section 55C and establish a Municipal Affordable Housing Trust, for the preservation and creation of affordable housing in the Town of Pembroke for the benefit of low and moderate income households, or take any other action relative thereto.

Move that the Town accept the provisions of G.L. c. 44, Section 55C and establish a Municipal Affordable Housing Trust, for the preservation and creation of affordable housing in the Town of Pembroke for the benefit of low and moderate income households.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 11: ARTICLE 20 – AMEND ZONING BYLAWS, INDUSTRIAL DISTRICT A**

To see if the Town will vote to amend the Pembroke Zoning Bylaws Section IV.5.A.6 – Industrial District A, Uses Allowed, by inserting the underlined text as follows, or take any action relative thereto:

6. Any used allowed in Business District B except #10 and detached one-family houses and detached two-family houses, which are not allowed in the Industrial District A.

Move that the Town amend the Pembroke Zoning Bylaws Section IV.5.A.6 – Industrial District A, Uses Allowed, by inserting the underlined text as printed in Article 20 of the annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 12: ARTICLE 12 – FUND PURCHASE OF OPEN SPACE MAINTENANCE EQUIPMENT**

To see if the Town will vote to transfer the sum of \$2,583 from the Open Space Fund for the purchase of the equipment as listed to make improvements and aid in the upkeep of town open spaces and trails, or take any other action relative thereto.

1. well cover w/ access	\$ 250
2. brush mower	\$ 2,001
3. wheelbarrow	\$ 40
1. all terrain wagon	\$ 100
5. 2x loppers	\$ 39
6. 3x spade shovels	\$ 24
7. 3x iron rakes	\$ 54
8. 3x trail cameras	\$ 75

Move that the Town transfer the sum of \$2,583 from the Open Space Fund for the purchase of equipment to make improvements and aid in the upkeep of town open spaces and trails as printed in Article 12 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 13: ARTICLE 23 – AMEND ZONING BYLAWS, KENNELS AND OTHER PET SERVICES**

To see if the Town will vote to amend the Pembroke Zoning Bylaws Section II, Definitions, and Section IV, Use and Dimensional Regulations, by deleting the strikethrough text and inserting the underlined text as follows, or take any action relative thereto:

SECTION II. DEFINITIONS

Commercial Kennel

An establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that "commercial kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

Hobby Kennel

A kennel maintained for a collection of six to ten dogs or for breeding dogs for show or sport, or which sells dogs from less than four litters per year, not to exceed ten dogs on the premises over the age of three months.

kennels

~~Various types of kennels shall be defined as follows:~~

- ~~a. Kennel: One pack or collection of four or more dogs over the age of three months kept on a single premises, not to exceed six dogs.~~
  - ~~b. Hobby Kennel: A kennel maintained for a collection of six to ten dogs or for breeding dogs for show or sport, or which sells dogs from less than four litters per year, not to exceed ten dogs on the premises over the age of three months.~~
  - ~~e. Commercial Kennel: A kennel maintained as a business for the boarding or grooming of dogs, or which sells dogs born and raised on the premises from more than four litters per year.~~
- ~~For purposes of this bylaw, commercial kennels shall not be an allowed or permitted use in any zoning district within the town.~~

Pet Services Facility

A business establishment that provides one or more of the following services in exchange for monetary consideration:

- a. Pet Grooming: The bathing, cleaning and grooming of dogs or other pets not owned by the owner of the business establishment.
- b. Pet Training: The training and behavioral modification of dogs or other pets not owned by the owner of the business establishment.
- c. Pet Daycare: The on-site daily care and boarding of dogs or other pets not owned by the owner of the business establishment, solely on a daily basis and excluding any overnight stays or boarding.

No pet services facility shall include an animal shelter, an animal control facility, a pet shop licensed under M.G.L. Chapter 129, Section 39A, or any overnight stays or boarding of pets. Pet services facilities are intended for animals typically regarded as domesticated pets. Pet services facilities shall not serve large animals such as horses, ponies, cattle or other animals of comparable size, animals typically regarded as livestock rather than pets, dangerous animals, wild animals, or other animals not typically regarded as domesticated pets.

SECTION IV.1.B. (RESIDENCE DISTRICT A, USES PERMITTED BY SPECIAL PERMIT)

A commercial riding stable, ~~a kennel~~ or hobby kennel, subject to all limitations, restrictions, safeguards, or conditions which may be imposed by the board of appeals. For purposes of this bylaw, commercial kennels and pet services facilities shall not be an allowed or permitted use in Residence District A ~~any zoning district within the town.~~

SECTION IV.2.B. (RESIDENTIAL-COMMERCIAL DISTRICT, USES PERMITTED BY SPECIAL PERMIT)

5. Hobby kennels, pet services facilities or commercial kennels.

SECTION IV.3.B. (BUSINESS DISTRICT A, USES PERMITTED BY SPECIAL PERMIT)

8. Hobby kennels, pet services facilities or commercial kennels.

SECTION IV.4.B. (BUSINESS DISTRICT B, USES PERMITTED BY SPECIAL PERMIT)

7. Hobby kennels, pet services facilities or commercial kennels.

SECTION IV.5.B. (INDUSTRIAL DISTRICT A, USES PERMITTED BY SPECIAL PERMIT)

6. Hobby kennels, pet services facilities or commercial kennels.

SECTION IV.5A.B. (INDUSTRIAL DISTRICT B, USES PERMITTED BY SPECIAL PERMIT)

5. Hobby kennels, pet services facilities or commercial kennels.

SECTION IV.7.B. (CENTER PROTECTION DISTRICT, USES ALLOWED BY SPECIAL PERMIT)

5. Hobby kennels, pet services facilities or commercial kennels.

Submitted by the Planning Board.

Move that the Town amend the Pembroke Zoning Bylaws Section ii, Definitions and Section IV, Dimensional regulations, by deleting

strikethrough text and inserting the underlined text as printed in Article 23 of the annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 14: ARTICLE 11 – FUND PREPARATION OF UPDATED PEMBROKE MASTER PLAN**

To see if the Town will vote to appropriate a sum of money for the purpose of funding the preparation of an updated Master Plan for the Town of Pembroke, or take any other action relative thereto.

Move that the Town appropriates \$75,000 to fund the costs of preparation of an updated Master Plan for the Town of Pembroke, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §7(7) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. 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**

**MAJORITY**

**ACTION 15: ARTICLE 6 – TRUST FUND TRANSFERS**

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

Move that the Town appropriate and transfer from free cash the sum of \$125,000 to be added to the Other Post-Employment Benefits Liability Fund established by the vote of Article 11 of the April 24, 2012 Annual Town Meeting; and further that the sum of \$125,000 be appropriated and transferred from Free Cash to be added to the amount voted in Article 16 of the November 4, 2003 Special Town Meeting to fund Separation Pay Benefits; and further that the sum of \$30,000 be appropriated and transferred from Free Cash to be added to the Capital Stabilization Fund established by the vote of Article 22 of the May 8, 2018 Town Meeting; and that the sum of \$25,000 be appropriated and transferred from Free Cash to be added to the Stabilization Fund.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 16: ARTICLE 18 – AMEND ZONING BYLAWS**

To see if the Town will vote to amend the Pembroke Zoning Bylaws, Section V – Special provisions, Standards and Procedures, by adding a new sub-section 14 - Residential Affordable

Housing Development Special Permit, by inserting the text as follows, or take any other action relative act thereto:

**14. RESIDENTIAL AFFORDABLE HOUSING SPECIAL PERMIT**

A. **Purpose and Intent.** The purpose of this Residential Affordable Housing Development Bylaw is to create housing opportunities in Pembroke for people of varying ages and income levels; to increase the supply of affordable housing for eligible households with low and moderate income; to promote a mix of geographic distribution of affordable housing throughout the town; to provide housing options for people who work in Pembroke; and to create housing units eligible for listing in the Town of Pembroke's Subsidized Housing Inventory (SHI), as maintained by the Department of Housing and Community Development (DHCD) pursuant to G.L. c.40B. Units created under this Section shall comply with the requirements of G.L. c. 40B and any regulations or guidelines issued by the Department of Housing and Community Development for the purpose of ensuring that such units qualify for inclusion on the Town's Subsidized Housing Inventory. Units created hereunder may be submitted under the DHCD Local Initiative Program, as Local Action Units, or any other eligible program or procedure that will qualify the units for the Town's SHI.

B. **Special Permit Granting Authority**

1. A residential affordable housing development may be allowed pursuant to the provisions of this Section through a special permit from the Planning Board, as the Special Permit Granting Authority.

C. **Applicability.**

1. This Section shall apply to residential affordable housing developments that results in the net increase of twenty-five (25) or more Dwelling Units, whether by new construction or by the alteration, expansion, reconstruction, or change of existing residential or non-residential structures and uses, whether on one or more contiguous parcels.

2. Residential affordable housing developments shall not be segmented to avoid compliance with this Section. Segmentation shall mean one or more divisions of land that cumulatively result in a net increase of twenty-five (25) or more lots or Dwelling Units that could have been developed but for the segmentation of lots over the previous eighteen (18) month period.

D. **Definitions**

1. Affordable Housing Unit: A dwelling unit with an Affordability Deed Restriction that is occupied by or available to a Low or Moderate Income Household and is eligible for inclusion on the Town's Subsidized Housing Inventory as maintained by the Department of Housing and Community Development.

2. Affordable Deed Restriction: A covenant agreement, deed restriction, or other legal instrument, acceptable in form and substance to the Town, that effectively restricts occupancy of an affordable housing unit to a qualified purchaser or qualified renter, and which provides for administration, monitoring and enforcement of the restriction during the term of affordability. An affordable housing restriction shall run with the land in

perpetuity or for the maximum period of time allowed by law, so as to be binding on and enforceable against any person claiming an interest in the property. An affordable housing restriction shall be enforceable under the provisions of M.G.L. Chapter 184, Section 32, and be approved by the Department of Housing and Community Development.

3. Low- or Moderate-Income Household: A household with income at or below 80% of the Area Median Income, adjusted for household size.

4. Maximum Affordable Purchase Price or Rent: A selling price or monthly rent, exclusive of utilities, that meets the maximum purchase price or rent guidelines of the Massachusetts Department of Housing and Community Development for inclusion on the Subsidized Housing Inventory.

5. Area Median Income: The household income determined annually by the U.S. Department of Housing and Urban Development for the Town or the region that includes the Town.

6. Qualified Purchaser: A low- or moderate-income household that purchases and occupies an affordable housing unit as its principal residence.

7. Qualified Renter: A low- or moderate-income household that rents and occupies an affordable housing unit as its principal residence.

8. Regulatory Agreement: An agreement entered into by the Department of Housing and Community Development, the Town and a developer of a residential affordable housing development or between the Town and a developer of a residential affordable housing development that specifies the rights and responsibilities of the parties for the term of affordability of a residential affordable housing development, including compliance monitoring, enforcement of the affordable housing deed restriction and compliance with an affirmative fair marketing plan. 9. Subsidized Housing Inventory: The Department of Housing and Community Development's Subsidized Housing Inventory as provided in 760 CMR 56.03(2).

#### **E. Application; required submissions.**

1. In addition to an application for a special permit, an applicant shall submit to the Planning Board the following documents:

- a. A site plan, which complies with the requirements of Section V.7.D.
- b. A Unit mix proposal, proposed rent or subsidy source, and proposed rent schedule.

2. Copies of the documents required by this subsection shall be forwarded to the Affordable Housing Committee for their comments and suggestions, to be reviewed by the Planning Board prior to rendering a decision on an application for a Special Permit under this Section.

3. Affirmative Fair Housing Marketing Plan: The Applicant shall select Qualified Purchases and renters via a lottery under an Affirmative Fair Housing Marketing Plan prepared and submitted by the Applicant and approved by the Affordable Housing Committee and incorporated into the special permit by the Planning Board. The Plan shall comply with DHCD LIP Guidelines and the regulatory agreement with DHCD.

4. Regulatory Agreement: For both ownership and rental units, the Applicant shall prepare the Regulatory Agreement for approval by the Town and DHCD. The Regulatory

Agreement shall be executed by DHCD, the Town and the Applicant and shall be recorded at the appropriate Registry of Deeds or Registry District of the Land Court.

5. Affordable Housing Deed Restriction: The Applicant is required to submit an affordable housing deed restriction for each affordable unit that is consistent with that used in the Local Initiative Program and Regulatory Agreement approved by DHCD and shall be recorded in the appropriate Registry of Deeds or Registry District of the Land Court.

**F. Mandatory Provision of Affordable Housing Units.**

1. In any development subject to this Section, the percentage of Affordable Housing Units required shall be 25% percent of the total number of proposed dwelling units.

2. A fractional Affordable Housing Unit of 0.5 or higher shall be rounded up to the next whole number. Fractional housing units of less than 0.5 shall require be rounded down to the next whole number.

3. An affordable housing unit created in accordance with this bylaw shall be subject to an affordable housing deed restriction and regulatory agreement that contains limitations on use, resale and rents.

a. The affordable housing restriction shall be enforceable under the provisions of M.G.L. Chapter 184.

b. The Planning Board shall require that the applicant comply with the mandatory provisions of affordable housing units and accompanying restrictions on affordability, including the execution of the affordable housing restriction and regulatory agreement.

c. All documents necessary to ensure compliance with this bylaw shall be subject to review and approval of the Planning Board and review as to form by Town Counsel

**G. Adjustment of Dimensional Requirements.**

a. Residential Affordable Housing Developments shall comply with all Dimensional Requirements in Industrial A or Industrial B with the exception of 5.F #11, Building Floor Area and 5A.D.#11 Building Floor Area.

**H. Location and Comparability of Affordable Housing Units.**

a. The permit application for the proposed development shall include a plan showing the proposed locations of the Affordable Housing Units.

b. Affordable Housing Units shall be distributed throughout a development.

c. Affordable Housing Units shall be conveniently located to the development's common amenities as the market rate units.

d. Affordable Housing Units shall be indistinguishable from market-rate units as viewed from the exterior.

e. Affordable Housing Units shall:

1. Be equivalent to the market-rate units in terms of design, quality of construction, workmanships, mechanical, plumbing, heating and cooling systems, roofing, insulation, windows and energy efficiency.

2. The Building Inspector may inspect the premises to ensure that the developer has complied with these requirements and if necessary, require reasonable changes to achieve compliance.

**I. Timing of Construction of Affordable Housing Units.**

- a. Affordable Housing Units shall be constructed in accordance with the schedule approved by the Planning Board, and shall be determined by the number of building permits issued for affordable and market-rate units.
- b. If the development is to be constructed in phases, each phase of construction shall include affordable units in proportion to the completed project.
- c. Affordable Housing Units shall not be the last units to be built in any development that is subject to this Section.

Submitted by the Affordable Housing Committee

Move that the Town amend the Pembroke Zoning Bylaws, Section V – Special provisions, Standards and Procedures, by adding a new sub-section 14 - Residential Affordable Housing Development Special Permit, by inserting the text as printed in Article 18 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 17: ARTICLE 4 – SOLID WASTE OPERATING BUDGET**

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

Move that the Town appropriate the sum of \$2,200,760 from Solid Waste Revenue to fund the FY22 Solid Waste Enterprise Fund as shown in Appendix D of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 18: ARTICLE 21 – AMEND ZONING BYLAWS, INDUSTRIAL DISTRICT B**

To see if the Town will vote to amend the Pembroke Zoning Bylaws Section IV.5A.A – Industrial District B, Uses Allowed, by inserting the underlined text as follows, or take any action relative thereto:

- 7. Any use allowed in Business District B except #10 and detached one-family houses and detached two-family houses, which are not allowed in the Industrial District B.

Move that the Town amend the Pembroke Zoning Bylaws Section IV.5.A.6 – Industrial District B, Uses, Allowed, by inserting the underlined text as printed in Article 21 of the annual town meeting warrant.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ACTION 19: ARTICLE 22 – AMEND ZONING BYLAWS,**

To see if the Town will vote to amend the Pembroke Zoning Bylaws Section IV.8.E.6 – Water Resource and Groundwater Protection District, Prohibitions, by inserting the underlined text as follows, or take any action relative thereto:

6. Cluster Subdivisions, and land designated in Cluster Subdivisions for dwellings, accessory buildings, driveways, roadways, septic systems, and sewerage systems, shall not be allowed in the Water Resource Protection District, except for the portion of land in a Cluster Subdivision designated as “Open Land,” which may be allowed in the Water Resource Protection District. For the purposes of this Section, “Open Land” is defined as a parcel or parcels of land, or an area of water, or a combination of land and water, not including roads or ways, whether public or private, and reserved for open space, conservation, agriculture, recreation park purposes, or some combination of the foregoing.

Move that the Town amend the Pembroke Zoning Bylaws Section IV.8.E.6 – Water Resource and Groundwater Protection District, by inserting the underlined text as printed in Article 22 of the annual town meeting warrant.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ACTION 20: ARTICLE 24 – COMMUNITY PRESERVATION FUNDED PROJECT PROPOSALS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, 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.

Move that the Town vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, 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.

Recommendation A: To appropriate the sum of \$50,000.00 from the open space fund reserve and that said funds be granted to the Open Space Committee for the preparation of an existing conditions and master concept plan to include the demolition of the existing house on the Arthur and Michelle Lage Property located at 190 Barker Street for the acquisition, creation and preservation of open space, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation B: To appropriate the sum of \$5,000.00 from the undesignated reserve fund, and that said funds be granted to the Pembroke Historical Society for technical assistance for a feasibility study for historical preservation purposes, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation C: To appropriate the sum of \$50,000.00 from the undesignated reserve fund, and that said funds be granted to the Pembroke Historical Society for repairing of the stone wall and removal of poison ivy from the Friends Meeting House for historical preservation purposes, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation D: To appropriate the sum of \$12,536.00 from the open space reserve fund, and that said funds be granted to the Pembroke Recreation Department for installation of safety rails behind dugouts and audience bleachers at the Mattakeesett Street ballfields for recreational purposes, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 21: ARTICLE 16 – AMEND ZONING BYLAWS, INDUSTRIAL DISTRICT A**

To see if the Town will vote to amend the Pembroke Zoning Bylaws, Section IV.5.B – Industrial District A – Uses Allowed by Special Permit, by inserting the underlined text as follows, or take any other action relative thereto:

6. Residential Affordable Housing Developments, pursuant to Section V.14.

Move that the Town amend the Pembroke Zoning Bylaws, Section IV.5.B – Industrial District A – Uses Allowed by Special Permit, by inserting the underlined text as printed in Article 16 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ACTION 22: ARTICLE 27 – COMMUNITY CENTER BUILDING PROJECT**

To see if the town will appropriate a sum of money for the purpose of designing and constructing a Community Center, including all costs incidental thereto, and to authorize the Treasurer, with the approval of the Select Board , to borrow said amount pursuant to M.G.L. c. 44 or any other enabling authority and to issue bonds or notes of the Town that may be necessary for that purpose, and to apply the premium received by the town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, to pay project costs and reduce the amount authorized to be borrowed by the amount of the premium so applied, or take any other action relative thereto.

Move that the Town of Pembroke vote to appropriate the sum of \$19,000,000 for the purpose of paying costs to design and construct a new Community Center to replace the existing facility and to demolish or remodel, reconstruct, add to, and originally equip the existing Pembroke Community Center and Senior Center, and for the payment of all other costs incidental and related thereto, and to meet said appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said sum

under M.G.L. Chapter 44, or any other enabling authority; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of principal and interest on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2 1/2). 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 Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ACTION 23: ARTICLE 3**

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

Move that the Town appropriate the sum of \$2,425,817 from water revenue to fund the FY2022 Water Enterprise Fund as shown in Appendix C of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ACTION 24: ARTICLE 10:**

To see if the Town will vote to authorize the Select Board to enter into an agreement for “payments in lieu of taxes” pursuant to G.L. c. 59ss5, Clause Forty-fifth, or any other enabling authority, for taxes attributable to (i) a solar electric generation facility located (or to be located) at 0 Hobomock Street. Assessors Map D6, Lot 1 and, if under common ownership with sch facility, (ii) the land upon which Such facility is installed for a term of 20 or more years, and on such other terms and conditions as the Select Board deems in the best interests of the Town, or take any other action relative thereto.

Move that the Town authorize the Town Manager and Board of Assessors to enter into an agreement for “payments in lieu of taxes” pursuant to G.L. c. 59, §5, Clause Forty-Fifth, or any other enabling authority, for taxes attributable to (i) a solar electric generation facility located (or to be located) at 0 Hobomock Street as printed in Article 10 of the 2021 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**With all matters of business conducted, a motion was made and seconded to adjourn the annual town meeting.**

**The meeting was adjourned at 9:22 PM.**

# APPENDIX A

## Wage Classification Plan, Article 1

### COMPENSATION SCHEDULES

#### ANNUAL SALARY SCHEDULE A

#### FULL TIME OFFICERS AND EMPLOYEES

#### EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2022

<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.	552	563
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	419	428
Youth Services Librarian	SA-11	52,523	53,048	57,607	58,183	62,754	63,382
Assistant Librarian	SA-12	15,478	15,632	15,872	16,030	18,347	18,531
Associate Librarian II	SA-13	46,410	46,874	48,724	49,211	51,062	51,572
Associate Librarian I	SA-14	40,851	41,259	43,421	43,855	45,057	45,508
Coordinator/Dir. of Recreation	SA-15	57,748	58,325	61,010	61,620	64,057	64,698
Building Inspector/Zoning Agent	SA-16	69,026	69,716	71,977	72,697	73,775	74,513
Animal Control Officer	SA-17	44,542	44,988	49,046	49,537	52,036	52,556
Dir. of Planning & Comm. Dev.	SA-22	65,069	65,720	70,015	70,715	74,858	75,606
Library Director	SA-27	74,589	75,335	83,571	84,407	95,334	96,287
Health Agent	SA-28	65,482	66,137	67,502	68,177	71,062	71,772
Council on Aging Director	SA-29	55,799	56,357	58,590	59,176	61,520	62,135
Library Assistant Director	SA-31	52,237	52,759	56,415	56,979	61,563	62,179
Generalist Reference Librarian	SA-32	48,372	48,856	52,359	52,882	57,820	58,398

#### ANNUAL SALARY SCHEDULE B

#### APPOINTED PART TIME OFFICERS AND EMPLOYEES

#### EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2022

<u>Title</u>	<u>Annual Salary</u>	<u>Proposed Annual Salary</u>
Conservation Agent Field Agent	35,601	35,957
Wiring Inspector	29,149	29,440
Veterans Agent	18,596	18,782
Plumbing Inspector	14,328	14,471
Gas Inspector	14,328	14,471
Animal Inspector	7,405	7,479
Summer Playground Director	7,245	7,317
Inspector of Weights & Measures	6,741	6,809
Assistant Wiring Inspector	5,496	5,550
Assist. Summer Playground Director	4,917	4,967
Herring Fisheries Superintendent	2,863	2,892
Civil Defense Director	2,863	2,892

# APPENDIX A

## Wage Classification Plan, Article 1

### COMPENSATION SCHEDULES

#### HOURLY WAGE SCHEDULE C

#### FULL TIME/PART TIME EMPLOYEES

#### EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2022

<u>Department</u>	<u>SC</u>	<u>Proposed</u>		<u>Proposed</u>		<u>Proposed</u>	
		<u>Minimum</u>	<u>Minimum</u>	<u>2nd Year</u>	<u>2nd Year</u>	<u>Maximum</u>	<u>Maximum</u>
Matron	SC-1	25.57	25.83	28.21	28.50	31.94	32.26
Patrolman-Permanent Intermittent	SC-1	25.57	25.83	28.21	28.50	31.94	32.26
Patrolman-Special	SC-2	25.57	25.83	28.21	28.50	31.94	32.26
Summer Playground Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	13.50	14.25
After School Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	13.50	14.25
Basic Recycling Attendant	SC-3	n.a.	n.a.	n.a.	n.a.	13.50	14.25
Part Time Laborer	SC-4	19.45	19.65	20.69	20.89	22.01	22.23
Call Firefighter	SC-5	21.97	22.19	21.97	22.19	21.97	22.19
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	29.73	30.03
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	22.64	22.87
Custodians	SC-9	19.41	19.60	21.57	21.79	23.38	23.61
Election&Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	14.30	14.44
Senior Clerk	SC-11	18.48	18.66	19.68	19.87	20.90	21.11
Junior Clerk	SC-12	14.72	14.87	15.98	16.14	17.23	17.40
Typist-Part Time	SC-13	14.14	14.28	15.00	15.15	15.44	15.60
Maintenance Person (PT)	SC-13	14.14	14.28	15.00	15.15	15.44	15.60
Council on Aging Van Drivers	SC-13	16.20	16.36	16.81	16.98	17.50	17.68
Library Aide	SC-14	17.37	17.55	18.58	18.77	19.88	20.08
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	13.50	14.25
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	15.10	15.25
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	15.74	15.90
Summer Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	14.48	14.63
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	14.48	14.63
Summer Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.82	16.99
After School Head Counselor (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.82	16.99
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	13.50	14.25
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	27.06	27.33
Dir.,Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	19.69	19.88
Library Page	SC-24	n.a.	n.a.	n.a.	n.a.	14.04	14.25
Recycling Attendant	SC-25	13.50	14.25	14.21	14.35	14.76	14.91
Recycling Supervisor	SC-28	15.33	15.48	16.27	16.43	16.86	17.03
Principal Clerk	SC-29	18.61	18.79	19.70	19.89	20.84	21.05
Senior Aide - Council on Aging	SC-29	18.61	18.79	19.70	19.89	20.84	21.05
Conservation Comm. Admin. Agent	SC-30	22.50	22.73	23.65	23.89	24.78	25.02

**APPENDIX A**  
Wage Classification Plan, Article 1

**COMPENSATION SCHEDULES**  
**ANNUAL SALARY SCHEDULE D**  
**ELECTED FULL TIME/PART TIME OFFICIALS**  
**EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2022**

<b><u>Department</u></b>	<b><u>Annual Salary</u></b>	<b><u>Proposed Annual Salary</u></b>
Moderator	100	100
Selectman	1,800	1,800
Assessor	1,800	1,800
Town Clerk	89,842	90,740

**APPENDIX B**  
**Operating Budget, Article 2**

**TOWN OF PEMBROKE**  
**FISCAL YEAR 2022 RECOMMENDED BUDGET**

	FY2019 Budget		FY2020 Budget		FY2021 Budget		FY2022 Request
<b>MODERATOR-114</b>							
Personal Services - Elected	\$ 100	\$	100	\$	100	\$	100
<b>SELECT BOARD-122</b>							
Personal Services - Elected	\$ 9,000	\$	9,000	\$	9,000	\$	9,000
Personal Services	\$ 160,242	\$	166,513	\$	147,787	\$	178,227
General Expenses	\$ 13,450	\$	10,000	\$	10,400	\$	10,400
Purchase of Services	\$ 134,465	\$	124,465	\$	100,100	\$	102,000
<b>TOWN MANAGER-129</b>							
Personal Services	\$ 144,291	\$	147,483	\$	154,900	\$	154,900
General Expenses	\$ 3,750	\$	2,800	\$	3,150	\$	3,350
<b>ADVISORY COMMITTEE-131</b>							
Personal Services	\$ 6,973	\$	7,112	\$	5,000	\$	6,000
General Expenses	\$ 581	\$	545	\$	545	\$	500
RESERVE FUND-133	\$ 50,000	\$	50,000	\$	25,000	\$	66,350
<b>TOWN ACCOUNTANT-135</b>							
Personal Services	\$ 127,211	\$	139,947	\$	141,522	\$	157,951
General Expenses	\$ 51,800	\$	51,800	\$	39,800	\$	50,000
<b>BOARD OF ASSESSORS-141</b>							
Personal Services - Elected	\$ 5,400	\$	5,400	\$	5,400	\$	5,400
Personal Services	\$ 250,948	\$	258,834	\$	258,833	\$	265,687
General Expenses	\$ 37,150	\$	37,500	\$	37,500	\$	43,600
<b>TREASURER/COLLECTOR-145</b>							
Personal Services	\$ 361,466	\$	361,795	\$	367,224	\$	388,036
General Expenses	\$ 79,885	\$	79,185	\$	72,800	\$	79,700
<b>LEGAL-151</b>							
Purchase of Services	\$ 115,000	\$	115,000	\$	110,000	\$	115,000
<b>INFORMATION TECHNOOGY-155</b>							
Personal Services	\$ -	\$	-	\$	-	\$	-
General Expenses	\$ 64,475	\$	58,075	\$	69,000	\$	97,900
<b>TOWN CLERK-161</b>							
Personal Services - Elected	\$ 86,353	\$	88,080	\$	88,961	\$	88,961
Personal Services	\$ 50,399	\$	53,288	\$	51,882	\$	51,882
General Expenses	\$ 12,320	\$	12,320	\$	11,440	\$	10,600
<b>ELECTIONS-162</b>							
Personal Services	\$ 50,000	\$	33,493	\$	48,000	\$	18,000
General Expenses	\$ 23,000	\$	21,465	\$	13,000	\$	15,000

**APPENDIX B**  
**Operating Budget, Article 2**

**TOWN OF PEMBROKE**  
**FISCAL YEAR 2022 RECOMMENDED BUDGET**

	FY2019 Budget	FY2020 Budget	FY2021 Budget	FY2022 Request
<b>REGISTRATIONS-163</b>				
Personal Services	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600
General Expenses	\$ 8,700	\$ 8,700	\$ 8,700	\$ 5,200
<b>CONSERVATION COMMISSION-171</b>				
General Expenses	\$ 935	\$ 910	\$ 900	\$ 900
<b>PLANNING BOARD-175</b>				
Personal Services	\$ 50,082	\$ 50,320	\$ -	\$ -
General Expenses	\$ 2,240	\$ 1,840	\$ 2,750	\$ 2,750
<b>ZONING BOARD OF APPEALS-176</b>				
General Expenses	\$ 2,600	\$ 2,300	\$ 2,300	\$ 2,500
<b>TOWN BUILDING MAINTENANCE-192</b>				
Personal Services	\$ 91,060	\$ 193,726	\$ 146,628	\$ 192,959
General Expenses	\$ 108,742	\$ 91,342	\$ 95,392	\$ 95,505
<b>POLICE DEPARTMENT-210</b>				
Personal Services	\$ 3,645,056	\$ 3,645,343	\$ 3,769,394	\$ 3,754,369
General Expenses	\$ 287,902	\$ 263,607	\$ 288,610	\$ 303,610
<b>FIRE DEPARTMENT-220</b>				
Personal Services	\$ 3,207,316	\$ 3,327,457	\$ 3,262,095	\$ 3,686,439
General Expenses	\$ 156,000	\$ 143,000	\$ 143,000	\$ 152,000
<b>INSPECTIONAL SERVICES-241</b>				
Personal Services	\$ 417,027	\$ 415,985	\$ 438,987	\$ 454,547
General Expenses	\$ 12,400	\$ 14,371	\$ 12,200	\$ 17,450
<b>EMERGENCY MANAGEMENT-291</b>				
Personal Services	\$ 2,753	\$ 2,808	\$ 4,212	\$ 4,250
General Expenses	\$ 9,511	\$ 9,511	\$ 8,023	\$ 10,001
<b>ANIMAL CONTROL OFFICER-292</b>				
Personal Services	\$ 52,490	\$ 49,969	\$ 48,084	\$ 52,036
General Expenses	\$ 6,750	\$ 9,101	\$ 9,550	\$ 10,000
<b>PUBLIC WORKS-422</b>				
Personal Services	\$ 942,032	\$ 919,872	\$ 943,192	\$ 959,712
General Expenses	\$ 262,788	\$ 402,910	\$ 248,432	\$ 290,525
<b>SNOW &amp; ICE-423</b>				
Snow & Sanding	\$ 125,000	\$ 248,534	\$ 150,000	\$ 175,000
<b>TOWN WIDE UTILITIES - 424</b>				
General Expenses	223,277	194,077	194,077	197,950

APPENDIX B  
Operating Budget, Article 2

TOWN OF PEMBROKE  
FISCAL YEAR 2022 RECOMMENDED BUDGET

	FY2019 Budget	FY2020 Budget	FY2021 Budget	FY2022 Request
<b>BOARD OF HEALTH-510</b>				
General Expenses	\$ 27,610	\$ 23,950	\$ 23,800	\$ 25,000
<b>COUNCIL ON AGING-541</b>				
Personal Services	\$ 193,299	\$ 183,802	\$ 164,109	\$ 225,751
General Expenses	\$ 44,733	\$ 49,733	\$ 43,342	\$ 40,675
Senior Tax Program	\$ 5,000	\$ 5,000	\$ 3,000	\$ 5,000
<b>VETERANS' SERVICES-543</b>				
Personal Services	\$ 72,560	\$ 74,346	\$ 74,002	\$ 74,002
General Expenses	\$ 2,100	\$ 1,900	\$ 1,900	\$ 1,950
General Relief	\$ 150,000	\$ 74,656	\$ 115,000	\$ 115,000
<b>COMMISSION ON DISABILITIES-599</b>				
General Expenses	\$ 705	\$ 620	\$ 500	\$ 500
<b>LIBRARY-610</b>				
Personal Services	\$ 575,775	\$ 582,680	\$ 579,330	\$ 591,053
General Expenses	\$ 59,800	\$ 64,788	\$ 59,800	\$ 65,900
Books	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000
<b>LYDIA DRAKE LIBRARY</b>				
General Expenses	\$ 5,000	\$ 5,000	\$ 4,500	\$ 5,000
<b>RECREATION COMMISSION-630</b>				
Personal Services	\$ 97,924	\$ 115,031	\$ 110,073	\$ 112,689
General Expenses	\$ 12,080	\$ 12,080	\$ 9,720	\$ 9,220
<b>COMMUNITY CENTER-631</b>				
General Expenses	\$ 47,850	\$ 43,136	\$ 42,636	\$ 42,550
<b>HERRING FISHERIES-632</b>				
General Expenses	\$ 1,800	\$ 1,800	\$ 1,600	\$ 1,800
<b>TOWN LANDING-634</b>				
Personal Services	\$ 44,974	\$ 42,000	\$ 32,000	\$ 40,000
General Expenses	\$ 1,600	\$ 1,600	\$ 1,510	\$ 1,500
<b>TOWN CLOCK WINDER-638</b>				
Personal Services	\$ 1,517	\$ 1,517	\$ 1,517	\$ 1,525
<b>TOWN MEMORIAL COMMITTEE-670</b>				
General Expenses	\$ 5,910	\$ 5,000	\$ 4,000	\$ 4,000
<b>PLYMOUTH COUNTY COOPERATIVE</b>				
General Expenses	\$ 107	\$ 107	\$ 107	\$ 107

**APPENDIX B**  
**Operating Budget, Article 2**

**TOWN OF PEMBROKE**  
**FISCAL YEAR 2022 RECOMMENDED BUDGET**

	FY2019 Budget	FY2020 Budget	FY2021 Budget	FY2022 Request
<b>HISTORICAL COMMISSION-691</b>				
General Expenses	\$ 2,000	\$ 2,000	\$ 1,000	\$ 1,000
<b>MATURING DEBT PRINCIPAL-710</b>				
General Expenses	\$ 843,502	\$ 932,019	\$ 868,079	\$ 835,980
<b>MATURING DEBT EXCLUDED - 712</b>				
General Expenses	\$ 1,555,000	\$ 1,489,331	\$ 1,485,000	\$ 1,470,000
<b>MATURING DEBT INTEREST-720</b>				
General Expenses	\$ 208,201	\$ 287,088	\$ 225,432	\$ 197,676
<b>MATURING DEBT INTEREST-722</b>				
General Expenses	\$ 581,875	\$ 493,506	\$ 424,751	\$ 356,350
<b>SHORT TERM INTEREST-730</b>				
General Expenses	\$ 45,500	\$ 11,966	\$ 27,000	\$ 25,000
<b>RETIREMENT-911</b>				
General Expenses	\$ 3,252,447	\$ 3,370,446	\$ 3,699,885	\$ 3,990,309
<b>UNEMPLOYMENT COMPENSATION - 913</b>				
General Expenses	\$ 100,000	\$ 150,000	\$ 150,000	\$ 120,000
<b>HEALTH INSURANCE-914</b>				
General Expenses	\$ 8,694,543	\$ 8,439,639	\$ 8,691,840	\$ 8,806,968
<b>LIFE INSURANCE-915</b>				
General Expenses	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
<b>MEDICARE TAX-916</b>				
General Expenses	525,000	551,250	551,250	545,000
<b>PROPERTY &amp; LIABILITY INSURANCE - 945</b>				
General Expenses	\$ 718,500	\$ 610,000	\$ 660,000	\$ 690,380
<b>School General Fund Totals</b>	\$ 33,259,352	\$ 36,113,258	\$ 34,300,000	\$ 35,500,000
<b>Total</b>	<b>\$ 62,706,784</b>	<b>\$ 65,686,730</b>	<b>\$ 64,022,153</b>	<b>\$ 66,305,732</b>

## APPENDIX C

### Water Budget, Article 3

<b>WATER</b>	<b>FISCAL 2019 BUDGET</b>	<b>FISCAL 2020 BUDGET</b>	<b>FISCAL 2021 BUDGET</b>	<b>FISCAL 2022 REQUEST</b>
Salaries	622,536	650,739	724,335	735,736
Expenses	626,179	632,259	612,031	605,928
Debt Service	571,002	618,289	670,591	719,153
Capital	210,000	195,000	245,000	265,000
Reserve Fund	0	0	0	100,000
<b>Total Cost Water</b>	<b>2,029,717</b>	<b>2,096,287</b>	<b>2,251,957</b>	<b>2,425,817</b>

## APPENDIX D

### Solid Waste Budget, Article 4

<b>SOLID WASTE</b>	<b>FISCAL 2019 BUDGET</b>	<b>FISCAL 2020 BUDGET</b>	<b>FISCAL 2021 REQUEST</b>	<b>FISCAL 2022 REQUEST</b>
Salaries	83,782	83,510	79,554	81,792
Expenses	1,581,456	1,584,853	1,812,221	1,879,331
Debt Service	260,395	254,005	233,798	239,637
<b>Total Cost Solid Waste</b>	<b>1,925,633</b>	<b>1,922,368</b>	<b>2,125,573</b>	<b>2,200,760</b>

**APPENDIX E**  
Capital Budget, Article 5

TOWN OF PEMBROKE  
FISCAL YEAR 2022 CAPITAL PLAN BUDGET

<u>Department</u>	<u>Requested Items for FY2022</u>	<u>Funding Request</u>	<u>Free Cash</u>	<u>General Fund Borrowing</u>	<u>Water Ent. Borrowing</u>	<u>Ambulance Borrowing</u>	<u>Solid Waste Ent. Borrowing</u>	<u>Re-Appropriate</u>
Police Department	Police Cruiser Replacement (2)	107,500		107,500				
Police Department	Ballistic Vest Replacement (22)	26,400	26,400					
Police Department	Dispatch Radios & Digital Repeater	15,000	15,000					
Police Department	Storage Unit	5,000	5,000					
Police Department	Police Boat Replacement	35,000		35,000				
Fire Department	Command Vehicle Replacement	65,000		65,000				
Fire Department	Ambulance Replacement	255,000				255,000		
Fire Department	SCBA Equipment Replacement	132,000		132,000				
Fire Department	Firefighting Gear Replacement	99,000		99,000				
Fire Department	Ladder Truck Refurbishment	100,000		100,000				
Public Works	New Dump Body and Lift Set Up	20,000	20,000					
Water Enterprise	Elevated Tank Maintenance	1,000,000			1,000,000			
Water Enterprise	Water Division Utility Service Vehicle	200,000			200,000			
Solid Waste Enterprise	Toter Bins	37,500					37,500	
DPW/Town Manager	Pavement Management Ch 90 Supplement	100,000		100,000				
DPW/Town Manager	Herring Run Culvert Replacement	405,000		405,000				
DPW/Town Manager	Pavement Mgmt Inspection/Update	27,500	27,500					
DPW/Town Manager	ADA Public ROW 504 Transition Plan	14,500	14,500					
DPW/Town Manager	Engineering Services	67,200	67,200					
DPW/Town Manager	Route 36 Easements (TIP)	335,000		335,000				
DMI/Town Manager	SWM's Gas Trailer Repairs	6,000	6,000					
Town Manager	Building Repairs	40,000	40,000					
Town Manager	Police Civil Service Assessment Center	12,500	12,500					
Town Manager	Public Safety Building Design	150,000		150,000				
Pembroke Public Schools	Security Cameras	25,000						25,000
Pembroke Public Schools	High School HVAC Replacement (1)	90,000		90,000				
Pembroke Public Schools	Teacher Laptops	105,000		105,000				
Pembroke Public Schools	7D Van purchase	45,000		45,000				
Pembroke Public Schools	PHS Curbing and Paving	25,000	25,000					
Pembroke Public Schools	HVAC/Hot Water/Boiler Replacement	125,000		125,000				
Library	Repair/Replace Front Sidewalk Pavement	35,000		35,000				
Library	Technology Equipment	10,000	10,000					
Recreation	Libby Short Memorial Courts	7,500	7,500					
Recreation	Maguan Fields - Ball Field Refurbishment	4,000	4,000					
Police/Animal Control	Facility Updates	7,500	7,500					
		\$3,734,100	\$288,100	\$1,928,500	\$1,200,000	\$255,000	\$37,500	\$25,000



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

**SPECIAL TOWN MEETING  
TUESDAY, OCTOBER 19, 2021**

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 TWENTYSECOND DAY OF JUNE 2021  
AT SEVEN O'CLOCK IN THE EVENING**

then and there to act on the following articles:       ARTICLES 1 – 9

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:22 P.M. at the Pembroke High School, Learning Lane Pembroke MA on October 19, 2021, pursuant to a warrant under the hands of the Select Board Chair Jessica Rushing, Vice Chair John G. Brown Jr, Clerk Rebecca Coletta, Members Daniel Trabucco and Tracy Marino. Checkers appointed by the Town Clerk were Stephanie Callanan, Zoie Curtin, Stacey Curtin, Lillian Sullivan, and Sheila Sullivan-Landy who reported 355 voters in attendance to start the meeting. Tellers sworn in by the Moderator were Angela Sestito, Kim Smith, Karen Giddens-Wright, Susan Runne, and Janet Fahey.

Moderator Stephen Dodge lead the body in the pledge of allegiance and made various announcements regarding upcoming events for the Pembroke Firehouse Pantry and the Annual Tree Lighting.

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

Non-residents in attendance:

William Chenard, Town Administrator  
Michael Buckley, Town Accountant  
Catherine Salmon, Chief Assessor

Christine Callahan, Pembroke DPW Cemetery Foreman  
 Erin Obey, Superintendent  
 Mary Beth Brust, Assistant Superintendent  
 Thomas Riglisi, former Pembroke Resident

<b>ACTION 1</b>	<b>ARTICLE 7</b>
<b>ACTION 2</b>	<b>ARTICLE 5</b>
<b>ACTION 3</b>	<b>ARTICLE 3</b>
<b>ACTION 4</b>	<b>ARTICLE 8</b>
<b>ACTION 5</b>	<b>ARTICLE 4</b>
<b>ACTION 6</b>	<b>ARTICLE 1</b>
<b>ACTION 7</b>	<b>ARTICLE 9</b>
<b>ACTION 8</b>	<b>ARTICLE 2</b>
<b>ACTION 9</b>	<b>ARTICLE 6</b>

**ARTICLE 1, ACTION 6:** To see if the Town will vote to transfer from surplus revenue and/or other available funds a sum of money to balance the budget and to reduce the tax rate for the Fiscal Year 2022 or take any other action relative thereto.

Submitted by the Town Accountant

Moved by Sandy Beaton that the Town appropriate and transfer from free cash the sum of \$314,854.33 for the purpose of balancing the budget and reducing the tax rate for the fiscal year 2022.

SECOND AND SO VOTED

2/3<sup>rd</sup> MAJORITY

**ARTICLE 2, ACTION 8 – AUTHORIZE PAYMENT OF FY2021 UNPAID BILLS**

To see if the Town will vote to transfer from available funds the sum of \$ 6,648.39 to provide for the unpaid bills from FY2021 listed below, or take any other action relative thereto:

<u>Vendor</u>	<u>Department</u>	<u>Amount</u>	<u>Fiscal Year</u>
Basco Security	Solid Waste	\$ 132.80	FY2021
King Collision	Police Department	\$ 5,869.83	FY2021
Pembroke Animal Hospital	Police Department	\$ 645.76	FY2021

Submitted by the Town Accountant

Moved by Stephen Walsh that the Town vote to transfer from free cash the sum of \$6,648.39 to provide for the unpaid bills from FY2021:

<u>Vendor</u>	<u>Department</u>	<u>Amount</u>	<u>Fiscal Year</u>
Basco Security	Solid Waste	\$ 132.80	FY2021
King Collision	Police Department	\$ 5,869.83	FY2021
Pembroke Animal Hospital	Police Department	\$ 645.76	FY2021

SECOND AND SO VOTED

9/10<sup>th</sup> MAJORITY

**ARTICLE 3, ACTION 3 – DEPARTMENT TRANSFERS TO SUPPLEMENT APPROPRIATIONS**

To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2022 appropriations, and to authorize the below listed reductions in Fiscal Year 2022 appropriations, or take any other action relative thereto:

<u>To</u>	<u>Amount</u>	<u>From</u>
Debt Exclusion Interest	\$183,120	Free Cash
Short Term Interest	\$ 3,838	Free Cash

Submitted by the Town Accountant & Department Heads

Moved by Matthew Rushing that the Town vote to raise and appropriate the sum of \$183,120 from taxation to supplement the amounts voted under the Maturing Debt Excluded Interest and transfer the sum of \$3,838 from Free Cash to supplement the amounts voted under Short Term Interest under Article 2 of the Fiscal Year 2022 Annual Town Meeting.

SECOND AND SO VOTED

MAJORITY

**ARTICLE 4, ACTION 5 – CAPITAL ITEM FUNDING REQUESTS**

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

DEPARTMENT	PROJECT	REQUEST	FUNDING
DMI Building Dept.	Field Inspections Portable Technology (tablets/year 1 svc)	2,400	Free Cash
Town Manager	Town Hall Facility Cooling Tower Replacement	100,000	Free Cash
Fire Department	Replace Heating System: Fire Station #3 Washington St	30,000	Free Cash
DPW-Cem/Parks	Additional Funding for One (1) Dump Body with Hoist	7,000	Free Cash

DPW-Water	Additional Funding for One (1) Service Truck	20,000	Water Retained Earnings
Recreation Dept.	Town Wide Playgrounds Assessment and Audit	3,900	Free Cash
Town Landing	ADA Exterior Components and Interior Finishes	15,000	Free Cash
School Department	Two (2) HVAC Units for Pembroke High School	200,000	Free Cash

Submitted by Various Town Departments

Moved by Linda Peterson that the sum of \$378, 300 be appropriated to fund capital projects and equipment in accordance with the capital budget schedule appearing in Article 4 of the warrant, and that to meet this appropriation, \$20,000 shall be transferred from water retained earnings and \$358,300 shall be transferred from free cash.

SECOND AND SO VOTED

MAJORITY

**ARTICLE 5, ACTION 2 – TRUST FUND TRANSFERS**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be deposited into the Special Injury Leave Fund, Workers’ Compensation Insurance Fund and the Stabilization Fund, or take any other action relative thereto.

Submitted by the Town Accountant

- |                                       |   |
|---------------------------------------|---|
| OPEB Trust Fund:                      | Recommendation \$0 (Funded June 2021)                         |
| * Separation Pay Benefits Fund:       | Recommendation \$0 (Funded June 2021)                         |
| Special Injury Leave Fund:            | Recommendation \$ 25,000 from Free Cash                       |
| Workers’ Compensation Insurance Fund: | Recommendation \$ 75,000 from Free Cash                       |
| Stabilization Fund:                   | Recommendation \$0 (Funded June 2021)                         |
| Water Department Stabilization Fund:  | Recommendation \$194,385 from Water Service Installation Fees |

\* *Authorized under Article 16 of the November 4, 2003 Special Town Meeting*

Moved by Robert Kenney that the Town appropriate and transfer from free cash the sum of \$25,000 to be added to the Special Injury Leave Fund established by Article 7 of the May 9, 2017 Town Meeting; and further that the sum of \$75,000 be appropriated and transferred from free cash to the Worker’s Compensation Insurance Fund established by the vote of Article 4 of the October 24, 2017 Town Meeting; and further that the sum of \$194,385 be appropriated and transferred from Water Service Installation fees to be added to the Water Department Stabilization Fund established by the vote of Article 6 of the October 23, 2018 Town Meeting.

SECOND AND SO VOTED

MAJORITY

**ARTICLE 6, ACTION 9 – SCHOOL DEPARTMENT SPECIAL EDUCATION STABILIZATION FUND**

To see if the town will vote to create and appropriate money to a Stabilization Fund in accordance with Section 5B of Chapter 40 of the Massachusetts General Laws for the purpose of Special Education; or take any other action relative thereto.

Submitted by the School Committee

Moved by Elizabeth Benotti that the town vote to authorize the creation of the Special Purpose Stabilization Fund in accordance with the Section 5B of Chapter 40 of the

**Massachusetts General Laws, for the purpose of funding Special Education; and further appropriate and transfer from free cash the sum of Expenses of the Pembroke Public Schools, and further, to transfer from free cash the sum of \$150,000.**

SECOND AND SO VOTED

2/3<sup>rd</sup> MAJORITY

**ARTICLE 7, ACTION 1 – COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

**Recommendation A:** To appropriate the sum of \$8,758.00 from the Community Preservation undesignated reserve fund and that said funds be granted to the Town Manager for the rehabilitation and restoration of land for recreational purposes by constructing and installing fencing at the Mattakeesett Street Playground, including all costs incidental, and related thereto, or take any other action relative thereto.

Submitted by the Community Preservation Committee

**Moved by Lisa Cullity that the sum of \$8,758.00 be appropriated from the Community Preservation undesignated reserve fund and that said funds be used by the Town Manager for the rehabilitation and restoration of land and recreational purposes by constructing and installing fencing at the Mattakeesett Street Playground.**

SECOND AND SO VOTED

MAJORITY

**ARTICLE 7, ACTION 1 – COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

**Recommendation B:** To appropriate the sum of \$75,000.00 from the Open Space Reserve and that said funds be granted to the Pembroke Public Schools for open space and recreational purposes by funding phase 2, part 1 of an athletic fields project to include groundwork and dugouts at the PHS Varsity Baseball and Softball fields, or take any other action relative thereto.

Submitted by the Community Preservation Committee

**Moved by Lisa Cullity that the sum of \$75,000.00 be appropriated from the Open Space reserve fund and that said funds be used by the Pembroke School Department for the rehabilitation and restoration of land for open space and recreational purposes by funding phase 2, part 1 of an athletic fields project to include groundwork and dugouts at the PHS Varsity Baseball and Softball fields.**

SECOND AND SO VOTED

MAJORITY

**ARTICLE 7, ACTION 1 – COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

**Recommendation C:** To appropriate the sum of \$15,000.00 from Historic Resources Reserve and that said funds be granted to the Pembroke School Department for the purposes of rehabilitation and restoration of historic resources by contracting professional services to support development of appropriate work scopes, specifications, testing, administration, and cost estimates for the historic Hatch Building, located at 120 Center Street, or take any other action relative thereto.

Submitted by the Community Preservation Committee

**Moved by Lisa Cullity that the sum of \$15,000.00 be appropriated from the Historic Resource reserve fund and that said funds be used by the Pembroke School Department for the rehabilitation and restoration of historic resources by contracting professional services to support the developments of appropriate work scopes, specifications, testing, administration, and cost estimates for the historic Hatch Building.**

SECOND AND SO VOTED

MAJORITY

**ARTICLE 7, ACTION 1 – COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

**Recommendation D:** To appropriate the sum of \$135,000 from the Community Preservation undesignated reserve fund for Town Landing Phase 2, for the purpose of preserving and rehabilitating land for recreational use by making accessibility improvements consistent with the Americans with Disabilities Act 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.

Submitted by the Community Preservation Committee

**Moved by Lisa Cullity that the sum of \$135,000.00 be appropriated from the Community Preservation undesignated reserve fund and that said funds be used by the Town Manager for the purpose of preserving and rehabilitating land for the Americans with Disabilities Act to the Town Landing beach and guardhouse in phase two.**

SECOND AND SO VOTED

MAJORITY

**ARTICLE 7, ACTION 1 – COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2022, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

**Recommendation E:** To appropriate the sum of \$1,000 from the Community Preservation undesignated reserve fund for the purpose of rehabilitation of historic resources by designing and installing a new sign for the historic Pembroke GAR Hall, said monies to be expended under the direction of the Town Manager, or take any other action relative thereto.

Submitted by the Community Preservation Committee

**Moved by Lisa Cullity that the sum of \$1000.00 be appropriated from the Community Preservation undesignated reserve fund and that said funds be used by the Town Manager for the purpose of rehabilitation of historic resources by designing and installing a new sign for the historic Pembroke GAR Hall.**

SECOND AND SO VOTED

MAJORITY

**ARTICLE 8, ACTION 4: PURCHASE OF LAND ADJACENT TO TOWN PROPERTY (DPW CEMETERY DIVISION)**

To see if the Town will vote to authorize the Select Board to acquire, by purchase, gift, and/or eminent domain, a parcel of land located on Mattakeesett Street, identified by the Assessors as Parcel A6-248, containing 0.615 acres, more or less, and described in a deed recorded with the Plymouth Registry of Deeds in Book 2609, Page 476, for general municipal purposes, on such terms and conditions as the Select Board deems appropriate, and, further, to raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund said acquisition and payment of costs incidental or related thereto, or take any other action relative thereto.

Submitted by the DPW Director & Town Manager

**Moved by Kristen Cullinane that the Town vote to authorize the Select Board to acquire, by purchase, gift, and/or eminent domain, a parcel of land located at Mattakeesett Street, identified by the Assessors as Parcel A6-248, containing .615 acres, more or less, and described in a deed recorded with the Plymouth Registry of Deeds in Book 2609, Page 476, for general municipal purchases, on such terms and conditions as the Select Board deems appropriate, and further, to transfer from free cash the sum of \$6,700 to fund said acquisition and payment of costs incidental or related thereto.**

SECOND AND SO VOTED

2/3<sup>rd</sup> MAJORITY

**ARTICLE 9: CITIZENS PETITION ARTICLE**

To see if the town will vote to oppose the creation of a Diversity, Equity, and Inclusion Committee approved by the Select Board or take any other action relative thereto.

Submitted by the petition of Donald Bryant and Others

**Moved by Don Bryant to see if the Town will vote to oppose the creation of a Diversity, Equity, and Inclusion Committee approved by the Select Board or take any other action relative thereto.**

**Moved by Robert Demarzo to hold a secret ballot for this article.**

**SECOND AND SO VOTED**

**MAJORITY**

**Moved by Don Bryant to see if the Town will vote to oppose the creation of a Diversity, Equity, and Inclusion Committee approved by the Select Board or take any other action relative thereto.**

**SECOND AND SO VOTED**

**MAJORITY**

**With all matters of business addressed, a motion was made and seconded to adjourn the Special Town Meeting.**

**The Meeting was adjourned at 9:26 PM.**

## 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, online at [www.sec.state.ma.us/ovr/](http://www.sec.state.ma.us/ovr/) or mailing in voter registration form into the Town Clerk's Office.

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	2968	923	3891
2	2775	913	3688
3	2851	876	3727
4	2881	1003	3884
5	2724	876	3600
<b>Total</b>	<b>14199</b>	<b>4591</b>	<b>18790</b>

Respectfully Submitted,

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

**Town of Pembroke**  
**FY 21 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 present a balanced budget to the Annual Town Meeting for the coming fiscal year. The committee is also required to evaluate and make recommendations on each warrant article. With the implementation of a Town Manager, the budget process changed. The Town Manager was given the responsibility for developing the annual budget. This was done in coordination with the department heads. Once completed the Town Manager and the department heads met with the Advisory Committee for review and discussion of the proposed budget indicating the rational and benefit to the Town of Pembroke.

With the requirements of the pandemic, all meetings were virtual with no in person attendance. The public was kept informed via PACTV. During these meetings, the Town Manager updated the committee on the status of the current budget as well as any ongoing issues with the town.

Due to the pandemic the Annual Town Meeting was postponed to June 20, 2021 and the Fall Town Meeting was held October 21, 2021.

The year's fiscal budget was \$64,022,153.

The reserve fund appropriation was \$25,000 with one expenditure of \$1,877.60 leaving a balance of \$23,122.40 returned to the general fund.

Respectfully submitted:

Linda A Peterson, Chair; Stephen Walsh, Clerk; Members Mathew Rushing, Timothy Landy, Sandra Beaton, Matthew Norton-term expired 6/2021, John Scholl-appointed 9/2020, Kristi Cullinane-appointed 9/2020, Robert Kenney-appointed 11/2020, Elizabeth Benotti-appointed 8/2021

## 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:

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

Catherine M. Salmon, MAA, holds the position of Chief Assessor/Appraiser. The office staff consists of Jeanne M. Gigliotti, MAA, Assistant Assessor, Casey Driscoll, 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 2022 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](http://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](http://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.....	\$75,088,758
Less total receipts	
From state, local receipts	
(permits, auto excise tax,	
free cash, etc.) .....	\$29,189,236
<b>Levy – amount to be raised by taxation.....</b>	<b>\$45,899,521</b>
Divided by: Total valuation of Town.....	\$3,243,782,429
<b>Equals – tax rate.....</b>	<b>\$14.15</b>

Respectfully submitted:  
BOARD OF ASSESSORS

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

## **REPORT OF THE TOWN ACCOUNTANT**

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

I hereby submit my Annual Report, which consists of a Balance Sheet, Statement of Revenues and Statement of Expenditures for the Fiscal Year 2021.

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

Respectfully Submitted,

Michael Buckley  
Town Accountant

**Town of Pembroke**  
**Combined Balance Sheet - All Fund Types and Account Groups**  
**as of June 30, 2021**

	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)
<b><u>ASSETS</u></b>							
Cash and cash equivalents	8,963,869	6,361,954	873,696	3,485,976	5,862,800		25,548,295
Receivables:							
Personal Property Taxes	19,173						19,173
Real Estate Taxes	240,146						240,146
Deferred Taxes	100,687						100,687
Allowance for Abatements and Exemptions	(897,767)						(897,767)
Tax Liens	442,774			27,572			470,346
Tax Foreclosures	1,453						1,453
Motor Vehicle Excise Tax	319,481						319,481
Departmental Charges		660,311		425,569			1,085,880
Due From Other Governments							-
Amounts to be Provided - Payment of Bonds						22,654,211	22,654,211
Amounts to be Provided - Payment of Notes							-
Amounts to be Provided - Authorized & Unissued Debt							24,044,266
Total Assets	\$9,189,816	\$7,022,265	\$873,696	\$3,939,117	\$5,862,800	\$22,654,211	\$73,586,171
<b><u>LIABILITIES AND FUND EQUITY</u></b>							
Warrants Payable	1,528,191						1,528,191
Deferred Revenue	225,948	660,311		453,141			1,339,400
Accrued Payroll and Withholdings					243,688		243,688
Other Liabilities	1,360				698,431		699,791
Bonds Payable						22,654,211	22,654,211
Bonds Authorized & Unissued							24,044,266
Notes Payable							-
Total Liabilities	\$1,755,499	\$660,311	\$0	\$453,141	\$942,119	\$22,654,211	\$50,509,547
Reserved for Encumbrances	3,201,737			139,384			3,341,121
Reserved for Expenditures	593,100						593,100
Reserved for Continuing Appropriations	295,347		873,696	2,157,896			3,326,939
Reserved for Snow and Ice Deficit	(314,854)						(314,854)
Reserved Fund Balance		6,361,954			4,920,681		11,282,635
Undesignated Fund Balance	3,658,987			1,188,696			4,847,683
Total Fund Equity	\$7,434,317	\$6,361,954	\$873,696	\$3,485,976	\$4,920,681	\$0	\$23,076,624
Total Liabilities and Fund Equity	\$9,189,816	\$7,022,265	\$873,696	\$3,939,117	\$5,862,800	\$22,654,211	\$73,586,171

**General Fund Summary**  
**Revenue, Expenditures and Change to Fund Equity**  
**Fiscal Year Ending June 30, 2021**

Revenue		Totals
Real Estate Tax	43,332,553	
Unrestricted State Aid	15,647,209	
Motor Vehicle Excise Tax	3,056,962	
Personal Property Tax	638,824	
Licenses and Permits	636,834	
Rentals	381,074	
Tax Liens and Deferrals	323,521	
Local Meals Tax	313,630	
Penalties and Interest	231,857	
Medicaid Reimbursements	146,873	
Departmental Revenue	81,804	
Charges for Services	79,820	
In Lieu of Taxes	47,987	
Interest on Investments	41,682	
Miscellaneous Revenue	34,397	
Cemetery Revenue	22,710	
Fines and Forfeitures	16,328	
School Department	37	
<b>Total Revenue</b>		<b>\$65,034,102</b>
Expenditures		
Education	33,090,650	
Insurances and Other	13,328,664	
Public Safety	8,171,823	
Debt Service	2,986,644	
General Government	2,075,243	
Public Works	1,969,733	
Intergovernmental Assessments	1,276,625	
Culture and Recreation	913,060	
Health & Human Services	358,281	
<b>Total Expenditures</b>		<b>\$64,170,723</b>
<b>Total Excess (Deficiency) of Revenues over Expenditures</b>		<b>863,379</b>
Transfers & Other Financing Sources (Uses)		
Transfer From Other Funds		1,690,465
Transfer To Stabilization Fund		0
Transfer To OPEB Fund		0
Transfer To Self Insurance Funds		0
Transfer To Other Funds		(71,483)
<b>Total Transfers &amp; Other Financing Sources &amp; Uses</b>		<b>\$1,618,982</b>
Fund Equity		
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)		2,482,361
FY2020 Fund Equity		4,951,956
<b>FY2021 Fund Equity</b>		<b>\$7,434,317</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2021

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Moderator</b>							
Elected Officials	0.00	100.00	0.00	100.00	100.00	0.00	0.00
	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>100.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Selectmen</b>							
Elected Officials	0.00	9,000.00		9,000.00	9,000.00		0.00
Wages & Salaries	0.00	147,787.00		147,787.00	138,660.88		9,126.12
General Expenses	0.00	10,400.00		10,400.00	10,400.00		0.00
Purchase of Services	0.00	100,100.00		100,100.00	53,582.77	46,340.75	176.48
Pond Treatment	20,040.97	0.00		20,040.97	20,040.97		0.00
S.S. Community Action	5,000.00	5,000.00		10,000.00	5,000.00	0.00	5,000.00
Community Center Design	5,940.00	0.00		5,940.00	5,940.00	0.00	0.00
Mass Works Grant Match	15,000.00	0.00		15,000.00	1,060.00	13,940.00	0.00
Herring Park Culvert	36,621.00	0.00		36,621.00	29,544.00	7,077.00	0.00
Town Celebrations	17,371.00	0.00		17,371.00	0.00	17,371.00	0.00
Watershed Association	1,211.17	0.00		1,211.17	0.00	1,211.17	0.00
	<b>101,184.14</b>	<b>272,287.00</b>	<b>0.00</b>	<b>373,471.14</b>	<b>273,228.62</b>	<b>85,939.92</b>	<b>14,302.60</b>
<b>Town Manager</b>							
Wages & Salaries	0.00	154,900.00		154,900.00	154,784.74		115.26
General Expenses	0.00	3,150.00		3,150.00	228.75		2,921.25
	<b>0.00</b>	<b>158,050.00</b>	<b>0.00</b>	<b>158,050.00</b>	<b>155,013.49</b>	<b>0.00</b>	<b>3,036.51</b>
<b>Advisory Committee</b>							
Wages & Salaries	0.00	5,050.00		5,050.00	4,782.80		267.20
General Expenses	0.00	545.00		545.00	245.00		300.00
Reserve Fund	0.00	25,000.00	-1,877.60	23,122.40	0.00		23,122.40
Encumbrances	204.90	0.00		204.90	204.90		0.00
	<b>204.90</b>	<b>30,595.00</b>	<b>-1,877.60</b>	<b>28,922.30</b>	<b>5,232.70</b>	<b>0.00</b>	<b>23,689.60</b>
<b>Town Accountant</b>							
Wages & Salaries	0.00	141,523.00	4,157.23	145,680.23	145,038.54	0.00	641.69
General Expenses	0.00	39,800.00		39,800.00	24,989.06	62.89	14,748.05
Non Union COLA	0.00	16,950.00	-15,896.39	1,053.61	0.00	0.00	1,053.61
Buyback Fund	133,271.66	0.00		133,271.66	90,463.16	42,808.50	0.00
Accounting System	100,000.18	0.00		100,000.18	10,199.00	89,801.00	0.18
	<b>233,271.84</b>	<b>198,273.00</b>	<b>-11,739.16</b>	<b>419,805.68</b>	<b>270,689.76</b>	<b>132,672.39</b>	<b>16,443.53</b>
<b>Board of Assessors</b>							
Elected Officials	0.00	5,400.00		5,400.00	5,400.00	0.00	0.00
Wages & Salaries	0.00	258,833.00	980.00	259,813.00	259,812.81	0.00	0.19
General Expenses	0.00	37,500.00	7,032.00	44,532.00	41,072.91	0.00	3,459.09
	<b>0.00</b>	<b>301,733.00</b>	<b>8,012.00</b>	<b>309,745.00</b>	<b>306,285.72</b>	<b>0.00</b>	<b>3,459.28</b>
<b>Treasurer/Collector</b>							
Wages & Salaries	0.00	367,224.00		367,224.00	361,888.05	0.00	5,335.95
General Expenses	0.00	72,800.00		72,800.00	63,886.69	3,673.34	5,239.97
Encumbered Expenses	1,510.15	0.00		1,510.15	1,510.15	0.00	0.00
	<b>1,510.15</b>	<b>440,024.00</b>	<b>0.00</b>	<b>441,534.15</b>	<b>427,284.89</b>	<b>3,673.34</b>	<b>10,575.92</b>
<b>Town Counsel</b>							
General Expenses	0.00	110,000.00		110,000.00	72,645.96	738.00	36,616.04
	<b>0.00</b>	<b>110,000.00</b>	<b>0.00</b>	<b>110,000.00</b>	<b>72,645.96</b>	<b>738.00</b>	<b>36,616.04</b>
<b>Data Processing/MIS</b>							
General Expenses	0.00	69,000.00	25,000.00	94,000.00	82,408.93	0.00	11,591.07
Encumbrances	5,251.00	0.00		5,251.00	309.41	4,941.59	0.00
	<b>5,251.00</b>	<b>69,000.00</b>	<b>25,000.00</b>	<b>99,251.00</b>	<b>82,718.34</b>	<b>4,941.59</b>	<b>11,591.07</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2021

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Town Clerk</b>							
Elected Officials		88,961.00	120.48	89,081.48	89,081.48	0.00	0.00
Wages & Salaries		51,882.00	4,559.00	56,441.00	56,440.00	0.00	1.00
General Expenses		11,440.00		11,440.00	10,174.40	79.98	1,185.62
	<b>0.00</b>	<b>152,283.00</b>	<b>4,679.48</b>	<b>156,962.48</b>	<b>155,695.88</b>	<b>79.98</b>	<b>1,266.60</b>
<b>Elections</b>							
Wages & Salaries		48,000.00	8,000.00	56,000.00	51,504.19	0.00	4,495.81
General Expenses		13,000.00	12,000.00	25,000.00	24,468.01	400.00	131.99
	<b>0.00</b>	<b>61,000.00</b>	<b>20,000.00</b>	<b>81,000.00</b>	<b>75,972.20</b>	<b>400.00</b>	<b>5,027.80</b>
<b>Board of Registrars</b>							
Wages & Salaries		7,600.00		7,600.00	6,749.00	0.00	851.00
General Expenses		8,700.00		8,700.00	1,248.28	0.00	7,451.72
Encumbrances	2,522.17	0.00		2,522.17	0.00	0.00	2,522.17
	<b>2,522.17</b>	<b>16,300.00</b>	<b>0.00</b>	<b>18,822.17</b>	<b>7,997.28</b>	<b>0.00</b>	<b>10,824.89</b>
<b>Conservation Commission</b>							
General Expenses		900.00		900.00	900.00		0.00
	<b>0.00</b>	<b>900.00</b>	<b>0.00</b>	<b>900.00</b>	<b>900.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Planning Board</b>							
General Expenses	0.00	2,750.00	0.00	2,750.00	1,472.85	0.00	1,277.15
	<b>0.00</b>	<b>2,750.00</b>	<b>0.00</b>	<b>2,750.00</b>	<b>1,472.85</b>	<b>0.00</b>	<b>1,277.15</b>
<b>Zoning Board of Appeals</b>							
General Expenses	0.00	2,300.00		2,300.00	2,300.00	0.00	0.00
	<b>0.00</b>	<b>2,300.00</b>	<b>0.00</b>	<b>2,300.00</b>	<b>2,300.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Town Hall Maintenance</b>							
Wages & Salaries	0.00	146,628.00	1,877.60	148,505.60	146,268.26	0.00	2,237.34
General Expenses	0.00	95,392.00		95,392.00	83,300.75	6,500.00	5,591.25
Building Repairs	15,000.00	0.00	0.00	15,000.00	6,685.00	8,315.00	0.00
Encumbered Expenses	450.00	0.00	0.00	450.00	450.00	0.00	0.00
	<b>15,450.00</b>	<b>242,020.00</b>	<b>1,877.60</b>	<b>259,347.60</b>	<b>236,704.01</b>	<b>14,815.00</b>	<b>7,828.59</b>
<b>General Government</b>	<b>\$359,394.20</b>	<b>\$2,057,615.00</b>	<b>\$45,952.32</b>	<b>\$2,462,961.52</b>	<b>\$2,074,241.70</b>	<b>\$243,260.22</b>	<b>\$145,699.59</b>
<b>Police Department</b>							
Wages & Salaries	0.00	3,769,394.00		3,769,394.00	3,730,700.64	0.00	38,693.36
General Expenses	0.00	288,610.00		288,610.00	241,925.17	9,111.90	37,572.93
Collective Bargaining	0.00	127,418.00		127,418.00	85,077.26	0.00	42,340.74
Encumbrances	2,764.00	0.00		2,764.00	2,764.00	0.00	0.00
	<b>2,764.00</b>	<b>4,185,422.00</b>	<b>0.00</b>	<b>4,188,186.00</b>	<b>4,060,467.07</b>	<b>9,111.90</b>	<b>118,607.03</b>
<b>Fire Department</b>							
Wages & Salaries	0.00	3,262,095.00	144,897.00	3,406,992.00	3,344,178.01	131.82	62,682.17
General Expenses	0.00	143,000.00		143,000.00	136,189.99	1,595.00	5,215.01
Collective Bargaining	0.00	0.00	82,671.00	82,671.00	82,670.38	0.00	0.62
Building Repairs	3,000.00	0.00	0.00	3,000.00	0.00	3,000.00	0.00
Dispatch Program	4,780.00	0.00	0.00	4,780.00	4,780.00	0.00	0.00
Encumbrances	79,160.49	0.00		79,160.49	12,000.00	0.00	67,160.49
	<b>86,940.49</b>	<b>3,405,095.00</b>	<b>227,568.00</b>	<b>3,719,603.49</b>	<b>3,579,818.38</b>	<b>4,726.82</b>	<b>135,058.29</b>
<b>Municipal Inspections</b>							
Wages & Salaries	0.00	441,407.00	12,470.00	453,877.00	453,875.33	0.00	1.67
General Expenses	0.00	12,200.00		12,200.00	10,760.17	0.00	1,439.83
Permitting System	1,500.00	0.00		1,500.00	1,000.00	0.00	500.00
	<b>1,500.00</b>	<b>453,607.00</b>	<b>12,470.00</b>	<b>467,577.00</b>	<b>465,635.50</b>	<b>0.00</b>	<b>1,941.50</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2021

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Emergency Preparedness</b>							
Wages & Salaries	0.00	4,254.00	0.00	4,254.00	4,093.50	0.00	160.50
General Expenses	0.00	8,023.00	0.00	8,023.00	3,732.24	0.00	4,290.76
	<b>0.00</b>	<b>12,277.00</b>	<b>0.00</b>	<b>12,277.00</b>	<b>7,825.74</b>	<b>0.00</b>	<b>4,451.26</b>
<b>Animal Control</b>							
Wages & Salaries	0.00	48,565.00	14.68	48,579.68	48,579.68	0.00	0.00
General Expenses	0.00	9,550.00		9,550.00	9,496.47	0.00	53.53
	<b>0.00</b>	<b>58,115.00</b>	<b>14.68</b>	<b>58,129.68</b>	<b>58,076.15</b>	<b>0.00</b>	<b>53.53</b>
<b>Public Safety</b>	<b>\$91,204.49</b>	<b>\$8,114,516.00</b>	<b>\$240,052.68</b>	<b>\$8,445,773.17</b>	<b>\$8,171,822.84</b>	<b>\$13,838.72</b>	<b>\$260,111.61</b>
<b>Pembroke Public Schools</b>							
Operating Budget	0.00	34,300,000.00		34,300,000.00	31,611,174.15	3,064,469.20	-375,643.35
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	25,000.00		0.00	25,000.00	0.00	25,000.00	0.00
Encumbrances	2,254,492.11	0.00	0.00	2,254,492.11	1,479,475.54		775,016.57
	<b>2,303,851.34</b>	<b>34,300,000.00</b>	<b>0.00</b>	<b>36,603,851.34</b>	<b>33,090,649.69</b>	<b>3,113,828.43</b>	<b>399,373.22</b>
<b>Education</b>	<b>\$2,303,851.34</b>	<b>\$34,300,000.00</b>	<b>\$0.00</b>	<b>\$36,603,851.34</b>	<b>\$33,090,649.69</b>	<b>\$3,113,828.43</b>	<b>\$399,373.22</b>
<b>Public Works</b>							
Wages & Salaries	0.00	943,192.00	-25,000.00	918,192.00	911,456.28	2,800.00	3,935.72
General Expenses	0.00	248,432.00	25,000.00	273,432.00	232,182.26	36,328.99	4,920.75
Pavement Management	97,203.08			97,203.08	90,456.03	6,747.05	0.00
Safety Equipment	17,800.00			17,800.00	0.00	17,800.00	0.00
Learning Lane	15,000.00			15,000.00	0.00	15,000.00	0.00
Encumbered Expenses	98,802.83			98,802.83	76,707.90	22,094.93	0.00
	<b>228,805.91</b>	<b>1,191,624.00</b>	<b>0.00</b>	<b>1,420,429.91</b>	<b>1,310,802.47</b>	<b>100,770.97</b>	<b>8,856.47</b>
<b>Snow &amp; Ice</b>							
General Expenses	0.00	150,000.00		150,000.00	464,854.33		-314,854.33
	<b>0.00</b>	<b>150,000.00</b>	<b>0.00</b>	<b>150,000.00</b>	<b>464,854.33</b>	<b>0.00</b>	<b>-314,854.33</b>
<b>Town Wide Utilities</b>							
General Expenses	0.00	194,077.00	0.00	194,077.00	194,076.57	0.00	0.43
	<b>0.00</b>	<b>194,077.00</b>	<b>0.00</b>	<b>194,077.00</b>	<b>194,076.57</b>	<b>0.00</b>	<b>0.43</b>
<b>Public Works</b>	<b>\$228,805.91</b>	<b>\$1,535,701.00</b>	<b>\$0.00</b>	<b>\$1,764,506.91</b>	<b>\$1,969,733.37</b>	<b>\$100,770.97</b>	<b>-\$305,997.43</b>
<b>Board of Health</b>							
General Expenses	0.00	23,800.00	0.00	23,800.00	15,184.32	0.00	8,615.68
	<b>0.00</b>	<b>23,800.00</b>	<b>0.00</b>	<b>23,800.00</b>	<b>15,184.32</b>	<b>0.00</b>	<b>8,615.68</b>
<b>Council on Aging</b>							
Wages & Salaries	0.00	165,279.00		165,279.00	161,757.48	0.00	3,521.52
General Expenses	0.00	43,342.00	0.00	43,342.00	31,779.19	476.12	11,086.69
Senior Tax Program	0.00	3,000.00	0.00	3,000.00	0.00	0.00	3,000.00
	<b>0.00</b>	<b>211,621.00</b>	<b>0.00</b>	<b>211,621.00</b>	<b>193,536.67</b>	<b>476.12</b>	<b>17,608.21</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2021

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Veterans' Services</b>							
Wages & Salaries	0.00	74,002.00	0.00	74,002.00	63,528.12	0.00	10,473.88
General Expenses	0.00	1,900.00	0.00	1,900.00	1,676.51	0.00	223.49
Veterans Benefits	0.00	115,000.00	0.00	115,000.00	85,035.72	0.00	29,964.28
	<b>0.00</b>	<b>190,902.00</b>	<b>0.00</b>	<b>190,902.00</b>	<b>150,240.35</b>	<b>0.00</b>	<b>40,661.65</b>
<b>Commission on Disabilities</b>							
General Expenses	0.00	500.00	0.00	500.00	319.08	0.00	180.92
	<b>0.00</b>	<b>500.00</b>	<b>0.00</b>	<b>500.00</b>	<b>319.08</b>	<b>0.00</b>	<b>180.92</b>
<b>Human Services</b>	<b>\$0.00</b>	<b>\$426,823.00</b>	<b>\$0.00</b>	<b>\$426,823.00</b>	<b>\$359,280.42</b>	<b>\$476.12</b>	<b>\$67,066.46</b>
<b>Library</b>							
Wages & Salaries	0.00	585,096.00	0.00	585,096.00	567,101.26		17,994.74
General Expenses	0.00	59,800.00		59,800.00	59,358.65	390.53	50.82
Books & Periodicals	0.00	90,000.00	0.00	90,000.00	90,044.57		-44.57
Capital Outlay	16,033.75	0.00	0.00	16,033.75	79.99	15,953.76	0.00
Flooring	830.00	0.00	0.00	830.00	0.00	830.00	0.00
Painting & Repairs	1,192.18	0.00	0.00	1,192.18	0.00	1,192.18	0.00
	<b>18,055.93</b>	<b>734,896.00</b>	<b>0.00</b>	<b>752,951.93</b>	<b>716,584.47</b>	<b>18,366.47</b>	<b>18,000.99</b>
<b>Lydia Drake Library</b>							
General Expenses	0.00	4,500.00	0.00	4,500.00	2,839.90	0.00	1,660.10
	<b>0.00</b>	<b>4,500.00</b>	<b>0.00</b>	<b>4,500.00</b>	<b>2,839.90</b>	<b>0.00</b>	<b>1,660.10</b>
<b>Recreation</b>							
Wages & Salaries	0.00	110,858.00	467.00	111,325.00	111,321.72	0.00	3.28
General Expenses	0.00	9,720.00	0.00	9,720.00	9,627.13	85.27	7.60
Encumbrances	399.00	0.00	0.00	399.00	0.00	0.00	399.00
	<b>399.00</b>	<b>120,578.00</b>	<b>467.00</b>	<b>121,444.00</b>	<b>120,948.85</b>	<b>85.27</b>	<b>409.88</b>
<b>Community Center</b>							
General Expenses	0.00	42,636.00	0.00	42,636.00	33,071.86	1,083.50	8,480.64
	<b>0.00</b>	<b>42,636.00</b>	<b>0.00</b>	<b>42,636.00</b>	<b>33,071.86</b>	<b>1,083.50</b>	<b>8,480.64</b>
<b>Herring Fisheries</b>							
General Expenses	0.00	1,600.00	0.00	1,600.00	1,600.00	0.00	0.00
Encumbered Expenses	399.00	0.00	0.00	399.00	399.00	0.00	0.00
	<b>399.00</b>	<b>1,600.00</b>	<b>0.00</b>	<b>1,999.00</b>	<b>1,999.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Town Landing</b>							
Wages & Salaries	0.00	32,320.00	0.00	32,320.00	31,057.05	0.00	1,262.95
General Expenses	0.00	1,510.00	0.00	1,510.00	311.88	0.00	1,198.12
	<b>0.00</b>	<b>33,830.00</b>	<b>0.00</b>	<b>33,830.00</b>	<b>31,368.93</b>	<b>0.00</b>	<b>2,461.07</b>
<b>Town Clock Winder</b>							
Wages & Salaries	0.00	1,532.00	0.00	1,532.00	1,517.00	0.00	15.00
	<b>0.00</b>	<b>1,532.00</b>	<b>0.00</b>	<b>1,532.00</b>	<b>1,517.00</b>	<b>0.00</b>	<b>15.00</b>
<b>Commemorations</b>							
General Expenses	0.00	4,000.00	0.00	4,000.00	3,105.43	0.00	894.57
Encumbered Expenses	1,000.00	0.00	0.00	1,000.00	1,000.00	0.00	0.00
	<b>1,000.00</b>	<b>4,000.00</b>	<b>0.00</b>	<b>5,000.00</b>	<b>4,105.43</b>	<b>0.00</b>	<b>894.57</b>
<b>Plymouth County Cooperative</b>							
General Expenses	0.00	107.00	0.00	107.00	0.00	0.00	107.00
	<b>0.00</b>	<b>107.00</b>	<b>0.00</b>	<b>107.00</b>	<b>0.00</b>	<b>0.00</b>	<b>107.00</b>
<b>Historical Commission</b>							
General Expenses	0.00	1,000.00	0.00	1,000.00	624.78	375.22	0.00
	<b>0.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>1,000.00</b>	<b>624.78</b>	<b>375.22</b>	<b>0.00</b>
<b>Culture &amp; Recreation</b>	<b>\$19,853.93</b>	<b>\$944,679.00</b>	<b>\$467.00</b>	<b>\$964,999.93</b>	<b>\$913,060.22</b>	<b>\$19,910.46</b>	<b>\$32,029.25</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2021

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Debt Service</b>							
Principal	0.00	868,079.00		868,079.00	868,077.96	0.00	1.04
Interest	0.00	225,432.00		225,432.00	205,343.76	0.00	20,088.24
Principal-Excluded	0.00	1,485,000.00		1,485,000.00	1,485,000.00	0.00	0.00
Interest-Excluded	0.00	424,751.00		424,751.00	424,750.00	0.00	1.00
Short Term Interest	0.00	27,000.00		27,000.00	3,472.24		23,527.76
	\$0.00	\$3,030,262.00	\$0.00	\$3,030,262.00	\$2,986,643.96	\$0.00	\$43,618.04
<b>Debt Service</b>	<b>\$0.00</b>	<b>\$3,030,262.00</b>	<b>\$0.00</b>	<b>\$3,030,262.00</b>	<b>\$2,986,643.96</b>	<b>\$0.00</b>	<b>\$43,618.04</b>
<b>Pension Assessment</b>							
General Expenses	0.00	3,699,885.00	0.00	3,699,885.00	3,699,885.00	0.00	0.00
	<b>0.00</b>	<b>3,699,885.00</b>	<b>0.00</b>	<b>3,699,885.00</b>	<b>3,699,885.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Unemployment Assessment</b>							
General Expenses		150,000.00		150,000.00	80,602.32		69,397.68
Encumbered Expenses	119,716.24	0.00	0.00	119,716.24	119,716.24		0.00
	<b>119,716.24</b>	<b>150,000.00</b>	<b>0.00</b>	<b>269,716.24</b>	<b>200,318.56</b>	<b>0.00</b>	<b>69,397.68</b>
<b>Health Insurance</b>							
General Expenses	0.00	8,691,840.00		8,691,840.00	8,413,541.50	0.00	278,298.50
	<b>0.00</b>	<b>8,691,840.00</b>	<b>0.00</b>	<b>8,691,840.00</b>	<b>8,413,541.50</b>	<b>0.00</b>	<b>278,298.50</b>
<b>Life Insurance</b>							
General Expenses	0.00	20,000.00	0.00	20,000.00	18,815.11	0.00	1,184.89
	<b>0.00</b>	<b>20,000.00</b>	<b>0.00</b>	<b>20,000.00</b>	<b>18,815.11</b>	<b>0.00</b>	<b>1,184.89</b>
<b>Medicare Tax</b>							
General Expenses	0.00	551,250.00	0.00	551,250.00	517,007.56	0.00	34,242.44
	<b>0.00</b>	<b>551,250.00</b>	<b>0.00</b>	<b>551,250.00</b>	<b>517,007.56</b>	<b>0.00</b>	<b>34,242.44</b>
<b>General Town Insurance</b>							
General Expenses	0.00	660,000.00		660,000.00	479,096.26	5,000.00	175,903.74
	<b>0.00</b>	<b>660,000.00</b>	<b>0.00</b>	<b>660,000.00</b>	<b>479,096.26</b>	<b>5,000.00</b>	<b>175,903.74</b>
<b>Insurance &amp; Other</b>	<b>\$119,716.24</b>	<b>\$13,772,975.00</b>	<b>\$0.00</b>	<b>\$13,892,691.24</b>	<b>\$13,328,663.99</b>	<b>\$5,000.00</b>	<b>\$559,027.25</b>
<b>General Fund Totals</b>	<b>\$3,122,826.11</b>	<b>\$64,182,571.00</b>	<b>\$286,472.00</b>	<b>\$67,591,869.11</b>	<b>\$62,894,096.19</b>	<b>\$3,497,084.92</b>	<b>\$1,200,688.00</b>

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

	Fiscal 2021 Budget	Fiscal 2021 Actual	Variance
County Tax	57,478	57,478	0
Mosquito Control	68,512	68,512	0
Air Pollution Control	5,965	5,965	0
Metro Area Planning Council	9,903	9,903	0
Old Colony Planning Council	7,058	7,058	0
Registry Non-Renewals	18,800	18,800	0
Regional Transit	153,109	153,109	0
Special Education	20,221	11,092	9,129
School Choice Tuitions	102,898	114,222	-11,324
Charter School Tuitions	846,512	830,486	16,026
<b>Assessment Totals</b>	<b>\$1,290,456</b>	<b>\$1,276,625</b>	<b>\$13,831</b>

<b>General Fund Revenue</b>			
<b><u>Receipts Received as of June 30, 2021</u></b>			
Revenue Source -			Percent
Real Estate Tax		43,332,553	
Personal Property Tax		638,824	
Tax Liens		303,207	
Tax Deferrals		20,314	
<b>Total Property Taxes</b>		<b>\$44,294,898</b>	<b>66.38%</b>
Chapter 70 Education Aid		13,608,752	
Charter School Reimbursements		154,519	
Unrestricted General Govt. Aid		1,785,006	
Veterans Benefits		55,331	
Elderly & Veterans Reimbursements		25,602	
Miscellaneous		17,999	
<b>Total Unrestricted State Aid</b>		<b>\$15,647,209</b>	<b>23.45%</b>
Excise Taxes -			
Motor Vehicle Excise Tax		3,056,962	
Local Meals Excise Tax		313,630	
Penalties & Interest			
Property Taxes		66,544	
Excise Taxes		87,268	
Tax Liens		78,045	
Payments In Lieu of Taxes -		47,987	
Charges for Services -			
Lien Certificates		60,800	
Registry Fees		19,020	
Rentals -			
General Rentals		58,640	
Antenna		245,934	
Solar		76,500	
Fees -			
Select Board		375	
Treasurer		2,721	
Town Clerk		9,113	
Assessors		1,511	
Building Department		2,720	
Board of Health		2,740	
Conservation		15,960	
Planning Board		6,200	
ZBA		5,750	
Police Detail		34,714	
Cemetery Revenue		22,710	
School Department		37	

<b>General Fund Revenue</b>			
<b><u>Receipts Received as of June 30, 2021</u></b>			
<b>Revenue Source -</b>			<b>Percent</b>
Licenses & Permits -			
Building Department		432,409	
Public Works		3,400	
Select Board		63,740	
Police Department		12,100	
Fire Department		27,525	
Dog Licenses		8,095	
Town Clerk		16,878	
Board of Health		72,687	
Fines and Forfeits -			
Registry Fees		10,930	
Court Fines		1,834	
Animal Control		2,244	
Investment Income -		41,682	
Medicaid Reimbursements -		146,873	
Sale of Surplus Property		0	
Miscellaneous Revenue -		35,716	
<b>Total Local Receipts</b>		<b>\$5,091,994</b>	<b>7.63%</b>
Transfers From Other Funds -			
Special Revenue Funds		160,136	
Special Revenue Funds-Ambulance		795,168	
Special Revenue Funds-Septic Fund		93,360	
Special Revenue Funds-COA Revolving		105,000	
Capital Project Funds		115,269	
Water Enterprise Fund		375,000	
Solid Waste Enterprise Fund		20,000	
Trust Funds		26,532	
<b>Total Interfund Transfers</b>		<b>\$1,690,465</b>	<b>2.53%</b>
<b>Total General Fund Revenue</b>		<b>\$66,724,566</b>	<b>100.00%</b>

<b>General Fund Revenue</b>				
<b>Local and State Receipts</b>				
<b>Budget to Actual</b>				
	<b>Fiscal 2021 Budget</b>	<b>Fiscal 2021 Actual</b>	<b>Variance</b>	<b>%</b>
<b>Local Receipts</b>				
<b>As reported on the Tax Rate Recapitulation Sheet</b>				
Motor Vehicle Excise Tax	2,900,000	3,056,962	156,962	105.41%
Meals Tax	100,000	313,630	213,630	313.63%
Penalties and Interest	160,000	231,857	71,857	144.91%
Payments in Lieu of Taxes	24,000	47,987	23,987	199.95%
Other Charges for Services	41,000	79,820	38,820	194.68%
Fees	79,000	81,804	2,804	103.55%
Rentals	317,585	381,074	63,489	119.99%
Departmental Revenue - Schools	0	37	37	-
Departmental Revenue - Cemeteries	28,000	22,710	(5,290)	81.11%
Licenses and Permits	443,915	636,834	192,919	143.46%
Fines and Forfeits	18,000	16,327	(1,673)	90.71%
Investment Income	170,000	41,682	(128,318)	24.52%
Medicaid Revenue	77,000	146,873	69,873	190.74%
Miscellaneous Non-recurring	0	34,397	34,397	-
<b>Total - Local Receipts</b>	<b>\$4,358,500</b>	<b>\$5,091,994</b>	<b>\$733,494</b>	<b>116.83%</b>
<b>Cherry Sheet Receipts Detail</b>	<b>Fiscal 2021 Budget</b>	<b>Fiscal 2021 Actual</b>	<b>Variance</b>	<b>%</b>
<b>Education</b>				
Chapter 70	13,608,752	13,608,752	0	100.00%
Charter School Assessment Reimbursement	173,033	154,519	(18,514)	89.30%
<b>Total Education</b>	<b>13,781,785</b>	<b>13,763,271</b>	<b>(18,514)</b>	<b>99.87%</b>
<b>General Government</b>				
Unrestricted General Government Aid	1,785,006	1,785,006	0	100.00%
Veterans Benefits Reimbursements	68,558	55,331	(13,227)	80.71%
Exemptions: Vets, Blind, & Surviving Spouse	122,436	25,602	(96,834)	20.91%
Miscellaneous Revenue	0	17,999	17,999	-
<b>Total General Government</b>	<b>1,976,000</b>	<b>1,883,938</b>	<b>(92,062)</b>	<b>95.34%</b>
<b>Total - Cherry Sheet Revenue</b>	<b>\$15,757,785</b>	<b>\$15,647,209</b>	<b>(\$110,576)</b>	<b>99.30%</b>
<b>Total - Local and State Revenue</b>	<b>\$20,116,285</b>	<b>\$20,739,203</b>	<b>\$622,918</b>	<b>103.10%</b>

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Public Safety Gifts	0201	1,184	700	0			1,884
Fuel Assistance Gifts	0202	5,363	500	719			5,144
Selectboard Gifts	0205	1,908	50	199			1,759
Camp Pembroke Fund	0207	29,697	5,000	50			34,647
Sidewalk Fund	0209	76,410	0	0			76,410
COA Gift Fund	0226	7,916	1,535	676			8,775
Veterans Gift Fund	0227	5,719	115	1,312			4,522
COVID-19 Hope Gifts	0229	8,398	1,636	3,536			6,498
Veterans Brick Gift Fund	0243	2,720	170	0			2,890
Anniversary Fund	0244	2,447	247	0			2,694
Animal Control Gifts	0254	0	556	0			556
Library Gift Fund	0263	1,976	5,472	4,945			2,503
Fire Department Gift Fund	0281	12,602	6,180	6,459			12,323
Herring Fisheries Gifts	0289	393	20	413			0
<b>Total Gifts &amp; Donations</b>		<b>\$156,733</b>	<b>\$22,181</b>	<b>\$18,309</b>	<b>\$0</b>	<b>\$0</b>	<b>\$160,605</b>
Tax Title Revolving	0204	25,000	44,412	29,614			39,798
Bond Premiums	0211	4,873	58,204	55,290			7,787
ZBA Deposits	0213	3,513	0	1,950			1,563
Selectboard Deposits	0215	3,000	0	0			3,000
Wetlands Protection Fund	0217	18,707	8,028	1,289	-10,000		15,446
Conservation Deposits	0220	47	0	47			0
Town Forest Committee	0223	10,819	0	90			10,729
Water Permits Revolving	0224	18,520	10,060	0			28,580
BOS Insurance Proceeds	0228	25,517	0	460			25,057
Police Insurance Proceeds	0234	44,219	38,577	82,796			0
Planning Deposits	0236	55,600	65,074	52,214			68,460
Town Clerk Document Fees	0241	935	1,542				2,477
Ambulance Fund	0245	1,267,296	1,410,115	502,833	-795,168		1,379,410
COA Program Revolving	0246	2,094	15,290	9,929			7,455
Police Law Enforcement Fund	0251	6,274	879	1,600			5,553
Water Payments to Others	0260	0	48,743	61,878	13,135		0
Library Fines Revolving	0261	466	2,028	2,000			494
Library Passport Program	0269	9,020	14,725	3,752			19,993
Septic Review Revolving	0282	11,078	8,550	4,850			14,778
Parking Fines Revolving	0283	2,405	926	0			3,331
DPW Road Opening Revolving	0284	0	2,375	0			2,375
DPW Vehicle Revolving	0285	32,761	919	14,931			18,749
DPW Tree Fund	0286	645	1,050	643			1,052
DPW Insurance Revolving	0287	2,544	9,142	5,188			6,498
DPW Insurance Revolving	0288	3,615	724	0			4,339
Town Landing Revolving	0296	19,650	0	8,213			11,437
Affordable Housing Fund	0297	48,645	0	0			48,645
Historical Society Revolving	0298	5,239	1,200	0			6,439
<b>Total Town Revolving Funds</b>		<b>\$1,622,482</b>	<b>\$1,742,563</b>	<b>\$839,567</b>	<b>-\$792,033</b>	<b>\$0</b>	<b>\$1,733,445</b>
Rec My Rec	0404	11,795	1,857	10,183			3,469
Rec Registrations	0406	7,455	45,699	45,503			7,651
Rec Playground Gifts	0407	148	0	0			148
Rec June Clubhouse	0408	1,856	4,558	4,813			1,601
Rec Skate Park Gifts	0409	44,310	0	0			44,310
Rec Summer Playground	0410	14,277	74,613	33,900			54,990
Rec Sports Clinics	0412	101	0	0			101
Rec Courts	0414	2,595	0	35			2,560
Rec Golf Lessons	0416	691	0	600			91
Rec Donations	0420	1,052	0	0			1,052
Rec Outsiders Gym	0422	1,082	9,414	5,551			4,945
Rec Birthday Parties	0424	766	0	700			66
Rec Capital	0425	1,400	0	1,200			200
Rec Adult Programs	0426	753	2,777	175			3,355

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Rec Day Trips	0428	1,394	100	1,200			294
Rec Debt Service	0430	208	11,949	11,000			1,157
Rec Tots Program	0431	56					56
Rec Junior programs	0432	11	430	226			215
Rec Drama	0434	2,539	3,390	3,500			2,429
Rec Laborers	0440	1,851	0	0			1,851
Rec Fields	0442	939	3,219	1,082			3,076
Rec Social Events	0444	-150	238	0			88
Rec Quilters	0446	859	0	800			59
Rec Extended Care	0448	-1,858	1,858	0			0
Rec Rentals	0452	6,606	4,402	70			10,938
Rec Equipment	0453	12,711	0	11,000			1,711
Rec After School	0454	16,632	23,997	37,218			3,411
Rec Vehicle Maintenance	0456	15,889	687	12,447			4,129
Rec Clinics	0458	2,001	1,764	1,886			1,879
Rec Director	0460	4,243	1,618	3,575			2,286
Recreation Revolving	0292	1,777	0	0			1,777
<b>Total Rec.. Revolving Funds</b>		<b>\$153,988</b>	<b>\$192,570</b>	<b>\$186,664</b>	<b>\$0</b>	<b>\$0</b>	<b>\$159,894</b>
School Transportation Fund	2020	433,293	37,376	2,263			468,406
School Transportation Fund	2021	0	9,383	0			9,383
School Athletic Fund	2030	109,353	109,834	4,215			214,972
School Insurance Fund	2040	32,920	0	0			32,920
School Extended Day Revolving	2050	318,543	118,084	0			436,627
School Facilities Revolving	2060	328	0	0			328
School Building Revolving	2070	38,682	39,119	25,518			52,283
N. Pembroke Gift Fund	2200	591	1,460	0			2,051
Bryantville Gift Fund	2210	674	70	0			744
Middle School Gift Fund	2230	8,553	2,750	2,496			8,807
High School Gift Fund	2240	288	495	34			749
SPED Gifts	2260	1,090	0	702			388
School Gift Fund	2270	81	0	81			0
Mosher Gift Fund	2280	26	0	0			26
N. Pembroke Revolving Fund	2310	4,387	4,120	5,570			2,937
Bryantville Revolving Fund	2320	1,654	4,891	4,658			1,887
Hobomock Revolving Fund	2330	1,890	1,460	1,560			1,790
PCMS Revolving Fund	2340	2,920	1,717	998			3,639
High School Revolving Fund	2350	17,843	45,138	45,717			17,264
SPED Revenue Fund	2360	532	0	0			532
Technology Fund	2361	0	7,250	1,249			6,001
PCMS Activity Fund	3950	2,194	73	0			2,267
High School Activity Fund	3960	79,040	22,060	24,286			76,814
<b>Total School Revolving Funds</b>		<b>\$1,054,882</b>	<b>\$405,280</b>	<b>\$119,347</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,340,815</b>
Pond Cleanup Grant	0300	24,235	9,960	24,235			9,960
CARES COVID-19 Grant	0301	-56,488	965,761	1,076,457		167,184	0
Financial Planning Grant	0302	25,993		5,135			20,858
CARES COVID-19 Grant School	0303	0	587,121	943,707		356,586	0
Green Community Grant	0306	96,627	11,923	108,550			0
Recreation Earmark Grant	0308	25,000	0	2,813			22,187
Town Landing Grant	0310	0	0	131,000		131,000	0
Small Business Grant	0311	0	30,000	30,000			0
Mun. Vulnerability Grant	0312	20,500	0	16,520			3,980
Veterans Park Grant	0314	15,000	0	0			15,000
Complete Streets Grant	0316	-7,765	7,765	0			0
Recycling Grant	0318	23,886	14,300	8			38,178
ARPA COVID-19 Grant	0320	0	968,655	0			968,655
Fire Equipment Grant	0321	0	0	14,675		14,675	0
COA Formula Grant	0322	0	36,156	31,419			4,737
COA Earmark Grant	0324	-29,999	29,999	0			0

Special Revenue Accounts							
Gifts, Grants and Other Special Revenue							
<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
COA Transportation	0329	130,562	102,429	17,264	-105,000		110,727
Town Clerk Election Grant	0330	0	9,388	4,411	-4,977		0
COA Memory Café Grant	0331	9,123	0	1,013			8,110
Indian Head Trail Grant	0334	-4,610	11,006	0			6,396
Police E-911 Grant	0338	0	89,814	55,359			34,455
Police COAP Grant	0342	0	1,347	1,347			0
Fire HazMat Grant	0349	-261	14,708	9,607			4,840
Emergency Mgt Grant	0350	0	14,444	4,600			9,844
Library MEG Grant	0362	7,640	9,555	6,107			11,088
Library LIG Grant	0364	11,324	17,047	10,983			17,388
Library Earmark Grant	0365	3,629	2,529	6,158			0
Library NRC Grant	0368	0	3,701	2,004			1,697
Police Vest Grant	0370	4,278	0	1,241			3,037
Police Equitable Sharing Grant	0372	4,755	0	0			4,755
Police Justice Bryant Grant	0374	0	34,383	34,383			0
Police Overtime Grant	0376	0	36,105	17,722			18,383
Health Nursing Grant	0380	13,098	5,490	17,342			1,246
School Title IIA Grant	3510	38,555	0	0			38,555
School Title IIA Grant	3511	3,556	35,305	38,351			510
School IDEA Grant	3520	-71,483	0	0	71,483		0
School IDEA Grant	3521	-29,572	536,902	539,986		32,656	0
School Title One Grant	3530	-25,841	67,892	67,401		25,350	0
Early Childhood IDEA Grant	3540	982	0	0			982
Early Childhood IDEA Grant	3541	5,457	20,450	20,362			5,545
Early Childhood SPED Grant	3542	0	229	0			229
IDEA SPED Grant	3543	0	1,673	0			1,673
Title VI Grant	3561	5,589	11,871	10,971			6,489
History Grant	3563	0	0	0			0
School Health Grant	3564	204	20,000	20,204			0
Credit For Life Grant	3565	1,000	0	0			1,000
SAFER School Grant	3566	15,226	0	15,000			226
Digital Literacy Grant	3567	0	198	1,315		1,117	0
Open Science Grant	3568	0	8,600	0			8,600
School Circuit Breaker Grant	3710	797,074	969,435	797,094			969,415
School Project Lead the Way	3720	26,849	0	2,018			24,831
ESSER Grant	3730	0	9,633	2,467			7,166
Remote Learning Grant	3731	0	159,056	159,056			0
Food Security Grant	3732	0	4,560	4,532			28
Senior Internship Grant	3733	0	0	33,564		33,564	0
COVID Prevention Grant	3735	0	103,325	103,325			0
Vocational Transportation Grant	3740	0	6,628	6,628			0
<b>Total Grants</b>		<b>\$1,084,123</b>	<b>\$4,969,343</b>	<b>\$4,396,334</b>	<b>-\$38,494</b>	<b>\$762,132</b>	<b>\$2,380,770</b>
Chapter 90 Route 36	0693	-166,144	99,529	23,891		90,506	0
Chapter 90 High Street	0695	0	490,444	490,444			0
Chapter 90 Crack Filling	0696	0	56,054	53,257			2,797
School Lunch Fund	2000	-59,523	757,348	619,547			78,278
Community Preservation Fund	0024	785,868	437,750	56,710	0	0	1,166,908
Septic Betterment Program	0025	171,537	180,562	67,656	-93,360	0	191,083
<b>Total Other Special Revenue</b>		<b>\$731,738</b>	<b>\$2,021,687</b>	<b>\$1,311,505</b>	<b>-\$93,360</b>	<b>\$90,506</b>	<b>\$1,439,066</b>
<b>Total Special Revenue</b>		<b>\$4,803,946</b>	<b>\$9,353,624</b>	<b>\$6,871,726</b>	<b>-\$923,887</b>	<b>\$852,638</b>	<b>\$7,214,595</b>

**Capital Project Funds**  
**Fiscal Year Ending June 30, 2021**

	<b>Beginning Balance</b>	<b>Appropriation</b>	<b>Transfers</b>	<b>Total Available</b>	<b>Expended</b>	<b>Ending Balance</b>
Emergency Alert System	25,000			25,000	0	25,000
Owls Bog Purchase	10,225		-10,225	0	0	0
Town Building Repairs	41,093			41,093	15,876	25,217
Furnace Pond Dredging	81,592			81,592	0	81,592
Police Generator Switch	6,590		-6,590	0	0	0
Fire Extrication Equip.	823			823	823	0
Fire Pumper A	11,768			11,768	8,111	3,657
Fire Pumper B	11,768			11,768	8,084	3,684
School Roof Repairs	113,373			113,373	0	113,373
DPW Dump Truck	250,000			250,000	247,674	2,326
Mill Pond Drainage	27,818			27,818	0	27,818
School Technology	153,873			153,873	0	153,873
School Construction	510,815		-73,660	437,155	0	437,155
<b>Town Capital Projects</b>	<b>\$1,244,738</b>	<b>\$0</b>	<b>-\$90,475</b>	<b>\$1,154,263</b>	<b>\$280,568</b>	<b>\$873,695</b>
Land Purchase	24,794		-24,794	0	0	0
Stormwater Management	63,291			63,291	63,291	0
Filtration Plant	119,700	500,000		619,700	595,807	23,893
Route 36 Water Lines	0	1,800,000		1,800,000	80,626	1,719,374
<b>Water Capital Projects</b>	<b>\$207,785</b>	<b>\$2,300,000</b>	<b>-\$24,794</b>	<b>\$2,482,991</b>	<b>\$739,724</b>	<b>\$1,743,267</b>
Recycling Center Road	49,818			49,818	0	49,818
Recycling Center Roof	22,257			22,257	0	22,257
<b>Solid Waste Projects</b>	<b>\$72,075</b>	<b>\$0</b>	<b>\$0</b>	<b>\$72,075</b>	<b>\$0</b>	<b>\$72,075</b>

**Trust Funds**  
**Fiscal Year Ending June 30, 2021**

	<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>
<b>Non-Expendable</b>							
Perpetual Care	561,119	22,650		112			583,657
<b>Expendable</b>							
Perpetual Care Income	9,380	1,290		20		(6,532)	4,118
Sale of Lots	9,331	20,066		1,800		(20,000)	7,597
Stabilization Fund	528,338		895				529,233
Stabilization Fund	970,082		1,644				971,726
Post Employment Benefits Fund	1,072,784		260,070				1,332,854
Conservation Fund	50,856		462				51,318
Open Space Fund	241,105		89	573			240,621
Hatch School Fund	24,061		45				24,106
Richard Chase Fund	22,370		42				22,412
Edna Raistrick Fund	4,233		6	1,339			2,900
Library Building Fund	320						320
Elsie Duffill Fund	3,478		7				3,485
Irene L. Smith Fund	9,860		19				9,879
Darling Book Fund	11,819		72				11,891
Paul Magoun Fund	4,320		8				4,328
Della Chiesa Fund	10,670		17				10,687
Estes Flower Fund	887		1	20			868
Louis Gray Flower Fund	232			20			212
Lewis & Sturtevant Fund	45			20			25
William Lavalley Flower Fund	420			20			400
Blakeman Flower Fund	360			20			340
Lois W. Hall Fund	1,577		3				1,580
Cultural Council Fund	11,004	8,362		9,825			9,541
Police Block Grant Fund	4,249		8				4,257
Stone Flower Fund	490						490
Tubbs Meadow Fund	55,362		106	100			55,368
Center Library Fund	26,214		50				26,264
Lydia Drake Library Fund	16,246	2,480					18,726
Dr. Randall Scholarship Fund	119						119
Injured on Duty Fund	199,265		371	251			199,385
Workers Comp Fund	583,885		1,095	54,623			530,357
Kellogg Scholarship Fund	8,439		21	1,000			7,460
Capital Stabilization Fund	25,577	51,192					76,769
Capital Stabilization Fund-Water	177,057		334				177,391
<b>Total Trust Funds</b>	<b>\$4,645,554</b>	<b>\$106,040</b>	<b>\$265,365</b>	<b>\$69,743</b>	<b>\$0</b>	<b>(\$26,532)</b>	<b>\$4,920,684</b>

**Agency Funds**  
**Fiscal Year Ending June 30, 2021**

	<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	283,009	8,932,440		8,971,761			243,688
Performance Deposits	744,169	2,680		6,944			739,905
Police Details Payable	26,267	367,477		446,374		52,630	0
Fire Details Payable	-237	46,476		46,239			0
Firearm Permits Payable	3,400	35,825		36,258			2,967
Cemetery Details Payable	2,740	10,440		7,936			5,244
Comm Center Details Payable	1,100				-1,100		0
Deputy Collector Fees Payable	4,016	53,185		54,257			2,944
<b>Total Agency Funds</b>	<b>\$1,064,464</b>	<b>\$9,448,523</b>	<b>\$0</b>	<b>\$9,569,769</b>	<b>(\$1,100)</b>	<b>\$52,630</b>	<b>\$994,748</b>

<b>Enterprise Funds</b>			
<b>Revenue, Expenditures and Changes in Fund Balance</b>			
	<b>Water</b>	<b>Solid Waste</b>	
	<b>Enterprise</b>	<b>Enterprise</b>	
<b>Revenue</b>			
Departmental User Charges	2,860,415	2,214,823	
Penalties and Interest	39,830	19,336	
Departmental Revenue	58,702	42,670	
Capital Payments	69,703	0	
Intergovernmental	0	0	
Sale of Bonds	0	0	
<b>Total Revenue Raised</b>	<b>\$3,028,650</b>	<b>\$2,276,829</b>	
<b>Expenditures</b>			
Personal Services	573,842	75,770	
Operating Expenses	615,808	1,743,606	
Capital Replacement	248,332		
Capital Projects	109,387		
Debt Service	455,337	230,316	
Transfer to Other Funds - Indirect Costs	375,000	20,000	
Transfer to Other Funds - Payments to Others	13,135	0	
Transfer to Other Funds - Water Stabilization	0	0	
<b>Total Operating Expenditures</b>	<b>\$2,390,841</b>	<b>\$2,069,692</b>	
<b>Revenues over/(under) Expenditures</b>	<b>\$637,809</b>	<b>\$207,137</b>	
<b>Retained Earnings</b>			
Fund Balance July 1, 2020	\$696,902	\$200,863	
Revenues over/(under) Expenditures	637,809	207,137	
Fund Balance June 30, 2021	\$1,334,711	\$408,000	
Less: Reserve for Encumbrances	61,966	77,418	
Reserved for Continued Appropriations	342,554	72,075	
Reserved for Expenditure	0	0	
<b>Unreserved Retained Earnings</b>	<b>\$930,191</b>	<b>\$258,507</b>	

**Financial History**  
**Various Information**

	<b>Free Cash</b>	<b>Stabilization Fund</b>	<b>OPEB Fund</b>	<b>Injured on Duty Fund</b>	<b>Workers Comp Fund</b>
Fiscal 2021	2,710,268	1,500,959	1,332,854	199,385	530,357
Fiscal 2020	851,696	1,498,420	1,072,785	199,265	583,884
Fiscal 2019	1,087,750	1,425,313	941,939	131,800	352,653
Fiscal 2018	1,734,996	1,386,348	742,344	75,556	25,071
Fiscal 2017	2,252,832	1,349,956	611,692	50,055	0
Fiscal 2016	2,274,830	1,317,952	342,953	0	0
Fiscal 2015	1,875,872	1,282,598	134,655	0	0
Fiscal 2014	1,276,198	1,244,902	89,860	0	0
Fiscal 2013	953,877	1,236,139	61,651	0	0
Fiscal 2012	1,063,538	1,229,822	0	0	0

**State Aid (Less Offsets)**

	<b>General Government</b>	<b>Education</b>	<b>Assessments</b>	<b>Net State Aid</b>	<b>% of General Fund Budget</b>
Fiscal 2021	1,883,938	13,763,271	(1,276,625)	14,370,584	22.39%
Fiscal 2020	1,910,315	13,767,280	(1,172,646)	14,504,949	22.74%
Fiscal 2019	1,957,136	13,759,758	(1,012,115)	14,704,779	23.44%
Fiscal 2018	1,923,075	13,491,378	(835,291)	14,579,162	24.20%
Fiscal 2017	1,830,001	13,413,553	(710,220)	14,533,334	25.12%
Fiscal 2016	1,745,770	13,197,725	(615,571)	14,327,924	26.37%
Fiscal 2015	1,689,933	13,174,931	(650,601)	14,214,263	26.89%
Fiscal 2014	1,667,778	13,111,521	(604,639)	14,174,660	27.54%
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%

**General Fund Bonded Debt Service**

	<b>Excl. Debt Service</b>	<b>Debt Service</b>	<b>Debt % Budget*</b>	<b>Bond Rating</b>	<b>Tax Rate</b>
Fiscal 2021	1,909,751	1,093,511	1.71%	AA	14.58
Fiscal 2020	1,982,837	1,213,938	1.90%	AA	14.49
Fiscal 2019	2,136,876	910,957	1.45%	AA	14.60
Fiscal 2018	1,998,075	992,183	1.65%	AA	14.89
Fiscal 2017	2,545,858	853,510	1.48%	AA	15.10
Fiscal 2016	1,932,461	995,546	1.83%	AA	15.26
Fiscal 2015	2,002,795	790,837	1.50%	AA	14.74
Fiscal 2014	2,057,563	928,387	1.80%	AA-	14.69
Fiscal 2013	2,113,639	839,938	1.67%	AA-	14.20
Fiscal 2012	2,700,241	912,690	1.85%	AA-	13.91

\*Non Excluded Debt Service Target >2%

**ANNUAL REPORT OF THE TREASURER-COLLECTOR**

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

**I hereby respectfully submit the report of the Collector/Treasurer for the Fiscal Year 2021. 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**

		07/01/20		Exemptions				Transfer		06/30/21
		Balance	Commitment	Abatement	Receipts	Refunds	Other			Balance
<b>Real Estate</b>	<b>2021</b>	0	43,716,340	229,990	43,159,322	90,631	152,184			265,475
	<b>2020</b>	283,841	0	18,314	198,887	2,174	80,993			-12,180
<b>Total R.E.</b>		283,841	43,716,340	248,304	43,358,210	92,805	233,177			253,295
<b>Personal Property Tax</b>	<b>2021</b>	0	641,931	368	636,338	1,144				6,369
	<b>2020</b>	4,343			1,423					2,920
	<b>2019</b>	4,209			922					3,287
	<b>2018</b>	4,516			1,038					3,478
<b>Total P.P.</b>		13,068	641,931	368	639,722	1,144	0			16,054
<b>Comm. Preservation Fund</b>	<b>2021</b>	0	344,767	3,017	339,277	381	999			1,856
	<b>2020</b>	1,902	0	183	1,330	22	547			-137
<b>Total C.P.A.</b>		1,902	344,767	3,200	340,607	403	1,546			1,719
<b>Motor Vehicle Excise Tax</b>	<b>2021</b>	0	2,899,924	91,277	2,597,858	18,809				229,599
	<b>2020</b>	192,755	321,876	50,937	453,320	29,622				39,996
	<b>2019</b>	57,941	26	550	40,054	550				17,912
	<b>2018</b>	16,047		316	5,606	276				10,401
	<b>2017</b>	14,757			995					13,762
<b>Total M.V.E.</b>		281,500	3,221,826	143,080	3,097,833	49,258	0			311,670
<b>Water Liens</b>	<b>2021</b>	0	183,836	100	176,437			4,345	2,954	
<b>Trash Liens</b>	<b>2021</b>	0	150,142	0	142,277			5,465	2,400	
<b>Total</b>		0	333,978	100	318,714	0	9,810			5,354
<b>Tax Deferral Balance as of 6/30/21</b>	<b>Tax</b>	100,687								
	<b>Liens</b>	0								
	<b>CPF</b>	278								
<b>Tax Title Balance as of 6/30/21</b>	<b>Tax</b>	442,773								
	<b>Liens</b>	22,217								
	<b>CPF</b>	2,854								
<b>Tax Possession Balance as of 6/30/21</b>		1,453								



Landfill ClosureX3	1/7/15	1/15/35	\$77,609	\$0	\$1,669	\$4,432	\$6,101	\$73,177
<b>Total Outside Debt</b>			<b>\$1,863,894</b>	<b>\$0</b>	<b>\$38,780</b>	<b>\$124,818</b>	<b>\$163,598</b>	<b>\$1,739,076</b>
Trash Bins	2/10/17	2/1/22	\$130,000	\$0	\$5,200	\$65,000	\$70,200	\$65,000
<b>Total Inside Debt</b>			<b>\$130,000</b>	<b>\$0</b>	<b>\$5,200</b>	<b>\$65,000</b>	<b>\$70,200</b>	<b>\$65,000</b>
<b>Total Trash Debt</b>			<b>\$1,993,894</b>	<b>\$0</b>	<b>\$43,980</b>	<b>\$189,818</b>	<b>\$233,798</b>	<b>\$1,804,076</b>
Well Repairs-Outside Debt Limit	2/15/12	11/15/20	\$5,000	\$0	\$56	\$5,000	\$5,056	\$0
Water Mains-Outside Debt Limit	4/15/16	8/1/25	\$100,000	\$0	\$4,050	\$20,000	\$24,050	\$80,000
Edgewood Bogs-Outside Debt Limit	7/15/08	7/15/27	\$360,000	\$0	\$14,175	\$45,000	\$59,175	\$315,000
Pleasant Street Land-Outside Debt Limit	2/15/12	11/15/21	\$10,000	\$0	\$169	\$5,000	\$5,169	\$5,000
Water Mains -Outside Debt Limit	4/15/13	4/15/28	\$175,000	\$0	\$4,125	\$25,000	\$29,125	\$150,000
Pleasant Street Land 2	4/15/13	4/15/28	\$695,000	\$0	\$16,475	\$90,000	\$106,475	\$605,000
Little Brook Water Mains-Outside Debt Limit	4/1/15	4/1/35	\$215,000	\$0	\$6,525	\$15,000	\$21,525	\$200,000
DPW 4X4 Backhoe	4/1/15	4/1/28	\$75,000	\$0	\$2,375	\$10,000	\$12,375	\$65,000
Water Filtration Upgrades	12/13/18	9/15/36	\$785,000	\$0	\$32,600	\$50,000	\$82,600	\$735,000
Water Filtration Upgrades	12/13/18	9/15/36	\$805,000	\$0	\$24,425	\$55,000	\$79,425	\$750,000
Additional Water Filtration	10/29/20	8/1/40	\$0	\$500,000	\$0	\$0	\$0	\$500,000
Rt.36 Corridor Project	10/29/20	8/1/40	\$0	\$1,640,000	\$0	\$0	\$0	\$1,640,000
<b>Total Outside Debt</b>			<b>\$3,225,000</b>	<b>\$2,140,000</b>	<b>\$104,975</b>	<b>\$320,000</b>	<b>\$424,975</b>	<b>\$5,045,000</b>
Andruk Bogs 2	11/1/10	2/15/21	\$8,335	\$0	\$208	\$8,335	\$8,543	\$0
Storm Water Management	7/15/17	7/15/37	\$297,837	\$0	\$6,404	\$14,670	\$21,074	\$283,167
<b>Total Inside Debt</b>			<b>\$306,172</b>	<b>\$0</b>	<b>\$6,612</b>	<b>\$23,005</b>	<b>\$29,617</b>	<b>\$283,167</b>
<b>Total Water Debt</b>			<b>\$3,531,172</b>	<b>\$2,140,000</b>	<b>\$111,587</b>	<b>\$343,005</b>	<b>\$454,592</b>	<b>\$5,328,167</b>
<b>Total Debt Excluding Septic</b>			<b>\$22,236,731</b>	<b>\$2,500,000</b>	<b>\$786,079</b>	<b>\$2,799,488</b>	<b>\$3,585,567</b>	<b>\$21,937,243</b>
Septic Loan Program-Outside Debt Limit	Varies	Varies	\$803,378	\$0	\$3,688	\$86,412	\$90,100	\$716,966
			\$803,378	\$0	\$3,688	\$86,412	\$90,100	\$716,966
<b>Total Debt</b>			<b>\$23,040,109</b>	<b>\$2,500,000</b>	<b>\$789,767</b>	<b>\$2,885,900</b>	<b>\$3,675,667</b>	<b>\$22,654,209</b>

**Town of Pembroke**  
**Trust Fund Activity**  
**Fiscal Year 2021**

Trust Fund Name	Beginning Balance				Ending Balance
	7/1/2020	Deposits	Interest	Transfers	6/30/2021
Perpetual Care	\$526,419.50	\$0.00	\$1,125.55	\$20,785.80	\$548,330.85
Perpetual Care Income	\$6,772.13	\$0.00	-\$7.70	-\$5,967.80	\$796.63
Stabilization Fund	\$528,337.58	\$0.00	\$895.13	\$0.00	\$529,232.71
Special Purpose Stabilization	\$970,082.29	\$0.00	\$1,643.51	\$0.00	\$971,725.80
Other Post Employment Benefits	\$1,072,784.85	\$0.00	\$260,069.03	\$0.00	\$1,332,853.88
<b>Sub Totals:</b>	<b>\$3,104,396.35</b>	<b>\$0.00</b>	<b>\$263,725.52</b>	<b>\$14,818.00</b>	<b>\$3,382,939.87</b>
<b>General Funds:</b>					
Conservation Fund 1	\$42,781.50	\$0.00	\$80.16	\$0.00	\$42,861.66
Conservation Fund 2	\$4,701.74	\$0.00	\$8.66	\$0.00	\$4,710.40
Open Space Fund 1	\$153,507.85	\$0.00	\$287.91	\$0.00	\$153,795.76
Open Space Fund 2	\$92,644.36	\$0.00	\$173.68	\$0.00	\$92,818.04
Injured on Duty (IOD)	\$199,264.74	\$0.00	\$371.06	-\$55,125.26	\$144,510.54
Workers Compensation Stabilization Fund	\$583,884.46	\$0.00	\$1,095.14	\$0.00	\$584,979.60
Law Enforcement Block Grant	\$4,248.62	\$0.00	\$7.96	\$0.00	\$4,256.58
Arts Lottery - Cultural Council	\$12,954.07	\$0.00	\$22.45	-\$2,310.50	\$10,666.02
Hatch School Fund	\$24,060.78	\$0.00	\$45.42	\$0.00	\$24,106.20
Richard Chase Fund	\$22,370.18	\$0.00	\$42.08	\$0.00	\$22,412.26
Tubbs Meadow Fund	\$55,739.60	\$0.00	\$104.48	-\$200.38	\$55,643.70
Capital Fund	\$123,739.05	\$0.00	\$182.33	-\$34,771.66	\$89,149.72
Water Stabilization Fund	\$177,762.21	\$0.00	\$333.38	\$0.00	\$178,095.59
<b>Sub Totals:</b>	<b>\$1,497,659.16</b>	<b>\$0.00</b>	<b>\$2,754.71</b>	<b>-\$92,407.80</b>	<b>\$1,408,006.07</b>
<b>Scholarship Funds:</b>					
Dr. Randall's Scholarship Fund	\$119.06	\$0.00	\$0.42	\$0.00	\$119.48
Paul Kellogg Memorial Scholarship	\$10,939.42	\$0.00	\$20.51	-\$1,000.00	\$9,959.93
<b>Sub Totals:</b>	<b>\$11,058.48</b>	<b>\$0.00</b>	<b>\$20.93</b>	<b>-\$1,000.00</b>	<b>\$10,079.41</b>
<b>Cemetery Funds:</b>					
Perpetual Care-E. Marston	\$747.35	\$0.00	\$0.77	\$0.00	\$748.12
Perpetual Care-M. Page	\$115.82	\$0.00	\$0.42	\$0.00	\$116.24
Perpetual Care-E. Allen	\$585.19	\$0.00	\$0.30	\$0.00	\$585.49
Perpetual Care-G. Church	\$486.76	\$0.00	\$0.14	\$0.00	\$486.90
Perpetual Care-John Church	\$641.98	\$0.00	\$0.49	\$0.00	\$642.47
Perpetual Care-A. McPherson	\$3,509.13	\$0.00	\$6.63	\$0.00	\$3,515.76
Paul Magoun Fund	\$4,320.12	\$0.00	\$8.05	\$0.00	\$4,328.17
Sale of Lots	\$5,106.04	\$0.00	\$16.42	-\$450.00	\$4,672.46
Cemetery Perpetual Care	\$27,016.53	\$0.00	\$50.83	\$0.00	\$27,067.36
<b>Sub Totals:</b>	<b>\$42,528.92</b>	<b>\$0.00</b>	<b>\$84.05</b>	<b>-\$450.00</b>	<b>\$42,162.97</b>
<b>Cemetery Flower Funds:</b>					
Lewis & Sturtevant Flower	\$43.72	\$0.00	\$0.11	-\$20.00	\$23.83
William LaValley Flower	\$420.00	\$0.00	\$0.00	-\$20.00	\$400.00
Louis Gray Flower Fund	\$232.13	\$0.00	\$0.00	-\$20.00	\$212.13
C. Bruno Stone Flower Fund	\$469.66	\$0.00	\$0.08	-\$20.00	\$449.74
John Blakeman Flower Fund	\$359.68	\$0.00	\$0.00	-\$20.00	\$339.68
Estes Flower Fund	\$887.13	\$0.00	\$1.17	-\$20.00	\$868.30
<b>Sub Totals:</b>	<b>\$2,412.32</b>	<b>\$0.00</b>	<b>\$1.36</b>	<b>-\$120.00</b>	<b>\$2,293.68</b>
<b>Library Funds:</b>					
Center Library Investment	\$20,922.79	\$0.00	\$39.25	\$0.00	\$20,962.04
Center Library Liquid	\$5,291.80	\$0.00	\$9.80	\$0.00	\$5,301.60
Library Building Fund	\$319.55	\$0.00	\$0.00	\$0.00	\$319.55
Darling Book Fund	\$11,768.99	\$0.00	\$22.07	\$100.00	\$11,891.06
Della Chiesa Fund	\$10,669.72	\$0.00	\$20.17	\$0.00	\$10,689.89
Edna Raistrick Fund	\$4,233.22	\$0.00	\$5.50	-\$4,017.00	\$221.72
Irene L. Smith Fund	\$9,860.41	\$0.00	\$18.44	\$0.00	\$9,878.85
Lydia Drake (Murphy)Fund Library Upkeep	\$13,719.70	\$0.00	\$25.71	\$2,450.00	\$16,195.41
Elsie Duffill Fund	\$3,478.34	\$0.00	\$6.60	\$0.00	\$3,484.94
Lois W. Hall Fund	\$1,576.80	\$0.00	\$3.22	\$0.00	\$1,580.02
Lydia Drake Library Fund	\$2,511.65	\$0.00	\$4.92	\$0.00	\$2,516.57
<b>Sub Totals:</b>	<b>\$84,352.97</b>	<b>\$0.00</b>	<b>\$155.68</b>	<b>-\$1,467.00</b>	<b>\$83,041.65</b>
Trust Totals:	<b>\$1,638,011.85</b>	<b>\$0.00</b>	<b>\$3,016.73</b>	<b>-\$95,444.80</b>	<b>\$1,545,583.78</b>
Grand Totals:	<b>\$4,742,408.20</b>	<b>\$0.00</b>	<b>\$266,742.25</b>	<b>-\$80,626.80</b>	<b>\$4,928,523.65</b>

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
204,018.26	OBEY	ERIN E.	SUPERINTENDENT PRF SAL
152,495.03	BRUST	MARYBETH	ASSIST SUPERINTENDENT PRF SAL
144,098.45	DeLORENZO	JESSICA	DIRECTOR OF STUDENT SERVICES
139,293.31	MCGARRIGLE	DONNA	PCMS SCH LEADERSHIP PRF SAL
137,156.37	TALBOT	MARC J.	PHS SCH LEADERSHIP PRF SAL
123,811.35	GALLIGAN	MARK N.	CONTENT AREA COORDINATOR
122,779.42	DUFFY	MARK	CONTENT AREA COORDINATOR
122,116.88	MURPHY	MICHAEL D.	HES SCH LEADERSHIP PRF SAL
121,811.30	CHAPMAN	GWYNNE L.	DIRECTOR FINE ARTS PRF SAL
115,811.41	SHAPIRO	JONATHAN E.	CONTENT AREA COORDINATOR
114,188.36	SWIFT	ERICA N.	NPES SCH LEADERSHIP PRF SAL
113,720.88	KELLEY	KRISTEN A.	PHS SCH LEADERSHIP PRF SAL
113,463.26	HALL	BRANDON	DIRECTOR INSTRUCTIONAL TECH
112,367.84	PHILLIPS	BRIAN E.	ATHLETIC DIRECTOR/FACILIT MGR
110,638.45	RIX	DAVID	PHS SCH LEADERSHIP PRF SAL
109,348.50	SIMMONS	JENNIFER R.	BES SCH LEADERSHIP PRF SAL
108,134.50	ZOPATTI	GREGORY D.	PCMS TEACHERS PRF SAL
107,407.82	SAFIZADEH	SAVIZ	CONTENT AREA COORDINATOR
106,084.81	COLLUM	MEGHAN L.	IDEA DW CURRICULUM DIR PRF SAL
105,687.92	WALSH	THOMAS W.	PCMS SCH LEADERSHIP PRF SAL
105,453.50	ROONEY	JAMES	PHS TEACHERS PRF SAL
103,486.56	EARNER	JOANNE	PCMS MED/HEALTH SER PRF SAL
103,427.07	COSTA	TRACI	BES SCH LEADERSHIP PRF SAL
103,078.43	PIERCE	ASHLEY R.	HES SCH LEADERSHIP PRF SAL
102,681.11	RUKA	ANNE F.	PHS TEACHERS PRF SAL
102,231.11	COSTA	MEREDITH A.	PHS TEACHERS PRF SAL
102,053.80	GOFF	KERRAN B.	PHS GUIDANCE COUNSELOR
101,065.73	WHALEN	COURTNEY L.	PHS TEACHERS PRF SAL
100,354.00	CAMPBELL	JENNIFER R.	PHS TEACHERS PRF SAL
100,167.15	HALEY	CATHERINE	BES MED/HEALTH SER PRF SAL
99,865.78	GLASS	AUSTIN	PHS TEACHERS PRF SAL
99,479.85	RUGGIERO	CATHERINE W.	PCMS TEACHERS PRF SAL
98,991.25	LEEPER	NAOMI J.	PCMS TEACHERS PRF SAL
98,073.50	MULLIGAN	JENNIFER A.	PCMS TEACHERS PRF SAL
98,055.33	CONATHAN	ROBIN L.	PHS GUIDANCE COUNSELOR
96,752.14	TALBOT	CAROLYN	PHS TEACHERS PRF SAL
96,567.64	KNIFFEN	HILLARY M.	PHS TEACHERS PRF SAL
96,567.61	MOTTA	AMY B.	PHS TEACHERS PRF SAL
95,073.52	HAYES	MALLORY	PCMS TEACHERS PRF SAL
94,925.64	BATCHELDER	JUDITH	NPES TEACHERS PRF SAL
94,925.64	LISI	MICHAEL	HES PSYCHOLOGIST
94,925.64	SULLIVAN	MICHELE	NPES TEACHERS PRF SAL
94,753.64	FERNALD	MARIESA	BES TEACHERS PRF SAL
94,726.54	MATHESON	MICHELLE	BES TEACHERS PRF SAL
94,709.14	GRIGGS	ELAINE B.	PHS TEACHERS PRF SAL
94,706.16	SHANNON	JAMES	PHS GUIDANCE COUNSELOR
94,425.64	KILEY	ROSEMARY	SPED NPES TEACHERS PRF SAL
94,175.64	HARRIS	MICHELLE R.	HES TEACHERS PRF SAL
94,175.64	MROWKA	AMANDA	PHS TEACHERS PRF SAL
94,175.64	PEARSON	ERICA S.	NPES PSYCHOLOGIST
94,037.14	SOLIWODA	MELINDA	NPES TEACHERS PRF SAL

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
93,912.14	DAVIS	JANET M.	BES TEACHERS PRF SAL
93,737.14	ANGLEY	TARA E.	NPES TEACHERS PRF SAL
93,737.14	STODDARD	WENDY	PCMS TEACHERS PRF SAL
93,737.13	JEFFERS	MEGAN D.	PCMS TEACHERS PRF SAL
93,662.14	FITZGERALD	LYN M.	PCMS TEACHERS PRF SAL
93,603.12	WALLS	JESSICA A.	PHS TEACHERS PRF SAL
93,437.14	DUNPHY-BOCK	RENEE	HES TEACHERS PRF SAL
93,437.14	DWYER	KAREN	IDEA HES MED/THERP PRFSAL
93,437.14	SAN GIOVANNI	LARA	HES TEACHERS PRF SAL
93,379.91	ULYSSE	JAMES	DATA & NETWORK MGMT PRF SAL
93,357.67	McCORMACK	MARIJANE	PHS TEACHERS PRF SAL
93,344.20	LASNIER-DUNCAN	KATLYN P.	NPES TEACHERS PRF SAL
93,315.14	KENNY	NEIL	PHS TEACHERS PRF SAL
93,237.14	CHRISTENSEN	MARIANNE	BES SPEECH THERAPIST
93,237.14	HAWES	DANIEL F.	DISTRICT LEARN MUSIC/DIGITAL
93,237.14	MACDONALD	PAUL	HES TEACHERS PRF SAL
93,237.14	WOODS	ELIZABETH N.	NPES TEACHERS PRF SAL
93,209.17	CALLANAN	ANNE	NPES TEACHERS PRF SAL
93,093.39	FRATES	MICHAEL C.	SPED PHS TEACHERS PRF SAL
93,022.50	TURLEY	JOSEPH	PHS TEACHERS PRF SAL
92,944.01	INFASCELLI	COURTNEY A.	PHS TEACHERS PRF SAL
92,894.08	DOYLE	GRETCHEN	HES TEACHERS PRF SAL
92,775.91	KENNY	JENNIFER	NPES TEACHERS PRF SAL
92,363.47	NEWTON	RICHARD J.	PHS TEACHERS PRF SAL
92,321.67	ADAMS	KATHIE	BES TEACHERS PRF SAL
92,096.67	O'MARA	KATHLEEN	PHS TEACHERS PRF SAL
91,958.62	LEONIDO	MAUREEN	PCMS TEACHERS PRF SAL
91,952.38	NEWALL	ADAM G.	PCMS TEACHERS PRF SAL
91,824.67	MOLISSE	JULIE	NPES TEACHERS PRF SAL
91,796.67	MICHALEK	COURTNEY G.	PCMS TEACHERS PRF SAL
91,796.67	MONTANA	KELLY	NPES TEACHERS PRF SAL
91,646.67	POURBAIX	NOELLE	PHS TEACHERS PRF SAL
91,596.67	CONSOLATI	PAUL	PHS TEACHERS PRF SAL
91,502.17	RADZEVICH	PAULA M.	SPED PHS TEACHERS PRF SAL
91,496.67	MCDERMOTT	ANGELA	BES TEACHERS PRF SAL
91,496.67	PIWARUNAS	CHERYL	SPED PCMS TEACHERS PRF SAL
91,496.67	WELDON	KEVIN	BES TEACHERS PRF SAL
91,431.50	HOVEY	THOMAS	PCMS TEACHERS PRF SAL
91,339.17	KING	BRIAN	PHS TEACHERS PRF SAL
91,339.17	MURRAY	MICHAEL	PHS TEACHERS PRF SAL
91,296.67	BURKE	KELLI	BES TEACHERS PRF SAL
91,296.67	DECOSTA	SHANNON	HES TEACHERS PRF SAL
91,296.67	FRUSTACI	KATHRYN M.	BES TEACHERS PRF SAL
91,296.67	MURPHY	LUCYANNE	BES TEACHERS PRF SAL
91,296.67	RUSHTON	JENNA	NPES TEACHERS PRF SAL
91,296.67	SNEE	MEGHAN	NPES TEACHERS PRF SAL
91,296.67	STACK	KAREN J.	SPED NPES TEACHERS PRF SAL
91,296.67	TOOLIN	STEPHANIE M.	SPED HES TEACHERS PRF SAL
91,150.77	VANDERMOLEN	NATALIE	HUMAN RESOURCES WAGES
91,119.85	O'LEARY	VIRGINIA	BES TEACHERS PRF SAL
91,117.00	MURPHY	CHRISTINE M.	PHS LIBRARIAN PRF SAL

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
91,046.67	DeIPOZZO	TRACEY	SPED BES TEACHERS PRF SAL
91,046.67	DOHERTY	CHRISTINE C.	BES TEACHERS PRF SAL
91,046.67	GLYNN	MEGAN	BES TEACHERS PRF SAL
91,046.67	MORRIS	JULIE A.	HES TEACHERS PRF SAL
90,989.50	McNULTY	SARA E.	BES TEACHERS PRF SAL
90,866.88	TINKER	ERIN	DATA & NETWORK MGMT PRF SAL
90,760.75	JACKSON	GEORGE	PHS TEACHERS PRF SAL
90,739.50	DOYLE	JEFFREY	PHS TEACHERS PRF SAL
90,711.61	ROSA	JULIE D.	HES TEACHERS PRF SAL
90,705.18	KENNEDY	TIMOTHY	BES TEACHERS PRF SAL
90,603.67	LARSON	CHERYL A.	K-8 SOCIAL WRK/ADJ COUNSELOR
90,438.58	KNISLEY	SAMANTHA	PHS MED/HEALTH SER PRF SAL
90,348.25	SCIULLI	KRISTEN M.	SPED PCMS TEACHERS PRF SAL
90,302.00	TOWNSEND	KARYN	PHS TEACHERS PRF SAL
90,219.65	PLACE	LYNNE	PHS TEACHERS PRF SAL
90,110.75	GOETZ	GREGORY F.	SPED PHS TEACHERS PRF SAL
90,018.12	BELLIVEAU	CHRISTINE L.	HES TEACHERS PRF SAL
89,839.50	DRESSER	RACHEL A.	PCMS TEACHERS PRF SAL
89,839.50	FROST	JENNYE P.	PCMS TEACHERS PRF SAL
89,785.70	RAICHE	SHARYN L.	HES TEACHERS PRF SAL
89,539.50	DUFFY	AMIEE	BES TEACHERS PRF SAL
89,539.50	MURPHY	CARRIE	PCMS TEACHERS PRF SAL
89,539.50	SCHAFFERT	GERRI A.	BES TEACHERS PRF SAL
89,539.50	WEISMAN	WENDY J.	HES TEACHERS PRF SAL
89,377.00	ROONEY	MICHELLE	PCMS SPEECH THERAPIST
89,339.50	BALASCO	KIMBERLY	SPED BES TEACHERS PRF SAL
89,339.50	CALTER	JENNIFER D.	HES TEACHERS PRF SAL
89,339.50	FULTZ	KAREN	NPES TEACHERS PRF SAL
89,339.50	GERETY	HOLLY	PHS SOCIAL WRK/ADJ COUNCELOR
89,339.50	GLYNN	JOELLE	HES TEACHERS PRF SAL
89,339.50	LEFEBVRE	LAUREN E.	HES TEACHERS PRF SAL
89,339.50	LUSSIER	KATHLEEN E.	NPES TEACHERS PRF SAL
89,339.50	MCKAY	MICHAEL	HES TEACHERS PRF SAL
89,339.50	MURPHY	KAREN J.	IDEA NPES TEACHERS PRFSAL
89,339.50	MURPHY	MARINDA	HES TEACHERS PRF SAL
89,339.50	NADWORNY	CYNTHIA A.	BES TEACHERS PRF SAL
89,339.50	PALICA	ERIN	NPES SPEECH THERAPIST
89,339.50	SHADRICK	HEIDI M.	NPES TEACHERS PRF SAL
89,339.20	GREALIS	ERIN	IDEA NPES TEACHERS PRFSAL
89,089.50	CORWIN	NATHANIEL P.	PCMS TEACHERS PRF SAL
89,089.50	DROWNE	LYNNE	BES TEACHERS PRF SAL
89,089.50	FLAHERTY	ERIC	PHS TEACHERS PRF SAL
89,089.50	MACDONALD	TAMMY L.	SPED HES TEACHERS PRF SAL
89,089.50	STEFANOSKI	MELISSA	SPED HES TEACHERS PRF SAL
89,089.50	WEIR	MICHELLE C.	NPES TEACHERS PRF SAL
89,039.19	MOSHER	BRENDAN J.	NPES TEACHERS PRF SAL
89,003.06	DEPAUL	ANDREA M.	HES MED/HEALTH SER PRF SAL
88,859.35	GEARIN	JULIANNE S.	PCMS TEACHERS PRF SAL
88,739.50	SCHNELL	KIRSTEN A.	ELL TEACHERS PRF SAL DW
88,650.77	KING	COLLEEN	BUS & FINANCE PRF SAL
88,359.38	LEBLANC	KELLY M.	BES TEACHERS PRF SAL

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
88,252.12	McFADYEN	NATALIE J.	NPES TEACHERS PRF SAL
88,252.12	PELTON	MELISSA A.	NPES TEACHERS PRF SAL
87,685.41	WALSH	ABIGAIL B.	PHS TEACHERS PRF SAL
87,152.12	BRADFORD	ALICE M.	PHS TEACHERS PRF SAL
87,136.11	MYLETT	CHRISTINA M.	NPES TEACHERS PRF SAL
87,090.70	EVANS	MICHAEL	HES CUSTODIAL WAGES
86,495.89	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
85,545.37	LEACH	MARGARET F.	NPES MED/HEALTH SER PRF SAL
85,311.39	McNAMARA	MARY E.	SPED NPES TEACHERS PRF SAL
85,281.51	GOITIA	ERIN S.	PCMS GUIDANCE COUNSELOR
85,016.01	GILLIS-JANSSEN	MELANIE F.	PCMS TEACHERS PRF SAL
84,883.01	McDONOUGH	KIELY J.	IDEA PCMS TEACHERS PRFSAL
84,808.51	KIRTLEY	RACHEL C.	PHS TEACHERS PRF SAL
84,151.66	MORSE	CHARLES W.	PHS TEACHERS PRF SAL
84,112.01	NOGUER	CHRISTINE	PCMS TEACHERS PRF SAL
83,532.35	LAZARUS	JESSICA T.	PHS TEACHERS PRF SAL
83,455.01	HAYLON	ANNE MARIE B	PCMS TEACHERS PRF SAL
83,318.75	FITZPATRICK	SUSAN L.	BES TEACHERS PRF SAL
83,201.91	DEPOLITO	JESSICA A.	PHS TEACHERS PRF SAL
83,125.83	MCDONOUGH	LESLIE J.	PCMS TEACHERS PRF SAL
83,018.55	LEONARD	KERRY B.	PCMS TEACHERS PRF SAL
82,723.05	GOODE	ANNEMARIE M.	BES TEACHERS PRF SAL
82,688.56	RUSSELL	MEGHAN L.	BES TEACHERS PRF SAL
82,543.41	GATES	MARYELLEN	PHS TEACHERS PRF SAL
81,608.41	COOK	AMANDA M.	NPES TEACHERS PRF SAL
81,246.76	CREHAN	MEGHAN K.	HES TEACHERS PRF SAL
80,951.41	McGOWAN	RACHEL H.	PCMS SOCIAL WRK/ADJ COUNCELOR
80,306.89	CALLANAN	CHRISTOPHER	PHS CUSTODIAL WAGES
80,269.38	CONN	JESSICA N.	NPES TEACHERS PRF SAL
79,971.11	VALERI	KELLY	HES TEACHERS PRF SAL
79,764.11	NUNES	GAIL	SPED BES TEACHERS PRF SAL
79,637.51	AUGER	BENJAMIN P.	PHS TEACHERS PRF SAL
79,563.98	CANTINO	KERRI A.	IDEA NPES MED/THERP PRFSAL
79,239.11	OTTINA	KATHLEEN A.	PHS TEACHERS PRF SAL
78,666.98	GOULD	EDWARD A.	PHS TEACHERS PRF SAL
78,558.30	ALMON	CAITLIN N.	PHS TEACHERS PRF SAL
78,522.85	STRUK	MARCIA J.	EXT DAY KIND TEACHER PRF SAL
78,421.64	LEWIS	KATHERINE C.	SPED PHS TEACHERS PRF SAL
78,372.91	HALL	THERESA M.	PHS TEACHERS PRF SAL
77,860.92	LOPEZ	ROSA D.	PCMS TEACHERS PRF SAL
77,779.30	LYDON	ALLISON M.	SPED HES TEACHERS PRF SAL
77,647.31	LUCAS-TERRA	CINDY M.	FOOD SERVICES DIRECTOR
75,807.86	CARTEE	TARA L.	PHS TEACHERS PRF SAL
75,737.18	NOONS	BRITTNEY J.	HES TEACHERS PRF SAL
75,327.82	FIGUEIREDO	JENNA M.	SPED BES TEACHERS PRF SAL
74,931.99	DOOLEY	GAIL M.	PCMS TEACHERS PRF SAL
74,805.20	FOOTE	MEAGHAN E.	NPES SPEECH THERAPIST
73,881.99	CAVACCO-WILLIS	MICHELLE R.	HES TEACHERS PRF SAL
73,881.99	MARTIN	CAITLIN L.	K-8 SOCIAL WRK/ADJ COUNSELOR
73,094.40	KERR	BRYANNA L.	PCMS SOCIAL WRK/ADJ COUNCELOR
73,010.54	SHELTERS	DONALD J.	SPED PHS TEACHERS PRF SAL

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
72,998.77	FULMINE	ANTHONY S.	SPED PHS TEACHERS PRF SAL
72,994.88	dePONTBRIAND-B	LAURA K.	PHS TEACHERS PRF SAL
72,657.08	DUMONT	ALYSON G.	HES TEACHERS PRF SAL
71,898.03	THERIAULT	NICOLE M.	K-8 SOCIAL WRK/ADJ COUNSELOR
71,729.66	LADD	LINDSAY M.	SPED PHS TEACHERS PRF SAL
71,487.58	RHODES	MARY M.	SPED HES TEACHERS PRF SAL
70,743.20	FLYNN	ROBERT	PCMS CUSTODIAL WAGES
70,490.54	CHRISTMAS	JOCELYN N.	NPES TEACHERS PRF SAL
69,708.53	WHYE	ASHLEY D.	ELL TEACHERS PRF SAL DW
69,536.30	REILLY	WHITNEY C.	BES TEACHERS PRF SAL
69,515.54	MCCANN	NICOLE F.	NPES TEACHERS PRF SAL
68,222.38	ELLIOTT	DIANE S.	PHS CUSTODIAL WAGES
67,722.14	SILVA DELGADO	JOVANN	PHS TEACHERS PRF SAL
67,566.28	ROSE	JESSICA A.	PHS TEACHERS PRF SAL
67,422.70	GILLIS	JAYMES R.	BES CUSTODIAL WAGES
66,289.00	POWELL	SAMANTHA J.	BES TEACHERS PRF SAL
65,942.90	BARTHOLOMAE	ELIZABETH M.	BES TEACHERS PRF SAL
65,714.65	TARBOX	GREGORY R.	PHS TEACHERS PRF SAL
65,581.88	MONTEFORTE	SHARON M.	COMMUNICATIONS SPECIALIST
65,073.70	DORGAN	MICHAEL	PHS CUSTODIAL WAGES
65,006.05	MCCLUNE	JOANNE	PCMS GUIDANCE COUNSELOR
64,885.15	SMILEY	HEATHER F.	NPES TEACHERS PRF SAL
64,208.56	DUTRA	DEBRA	BUS & FINANCE CLR SAL
62,346.57	SILVA	STEVEN	NPES CUSTODIAL WAGES
61,799.79	GRIER	MEGHAN K.	NPES TEACHERS PRF SAL
61,788.09	CURRIER	RYAN D.	PHS CUSTODIAL WAGES
61,642.86	LANZAROTTO	KATHY-ANN	PHS SECRETARIAL SAL
61,633.26	MULLEN	JESSICA N.	BES CUSTODIAL WAGES
61,607.00	COSBY	ROBERT T.	PHS CUSTODIAL WAGES
61,145.32	EAKINS	KATHRYN	PHS SECRETARIAL SAL
60,467.33	BOURGET	CHRISTOPHER	PHS CUSTODIAL WAGES
59,806.49	MAGUIRE	RORY P.	ATHLETIC CUSTODIAN
59,727.84	PACE	FRED	NPES CUSTODIAL WAGES
59,638.80	JACOBS	LORI	TRANSPORTATION REVOLAL CLR SAL
59,338.17	BAKER	ANDREW R.	PHS TEACHERS PRF SAL
59,327.84	JOHNSON	JOSHUA R.	PCMS CUSTODIAL WAGES
59,265.47	PAGE	RICHARD E.	PCMS CUSTODIAL WAGES
59,204.40	CRUISE	KENNETH	MEDIA TECH
59,127.84	MENDES	MARKUS C.	BES CUSTODIAL WAGES
59,068.81	PENELLA	JESSICA A.	HES TEACHERS PRF SAL
59,029.32	DeGRASSE	JODIE L.	BES CUSTODIAL WAGES
58,981.25	ARONS	MICHELLE M.	BES SCH LEADERSHIP PRF SAL
58,927.84	EOSUE	MICHAEL A.	HES CUSTODIAL WAGES
58,859.36	GLYNN	MARGARET	PCMS SECRETARIAL SAL
58,759.36	GRINDLE	CAROL	BES SECRETARIAL SAL
58,759.36	LOGAN	ANDREA	HES SECRETARIAL SAL
58,301.92	MURPHY	KEELAN P.	PHS TEACHERS PRF SAL
58,159.36	ROSSINI	ERIKA	NPES SECRETARIAL SAL
57,719.42	GREEN	ELIZABETH A.	PHS TEACHERS PRF SAL
57,466.88	SHEEHAN	MARY	PCMS SECRETARIAL SAL
57,195.03	WHITE	ZACHARY E.	HES CUSTODIAL WAGES

**Pembroke School Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
55,902.32	CAREY	LYNDA L.	OT, PT MED THERAPIST DW
55,370.62	MORISSEAU	JON M.	PHS TEACHERS PRF SAL
54,576.54	ELFILALI	OUIDAD E.	PHS TEACHERS PRF SAL
53,458.34	TRAVERSO	RENATA J.	ELL TEACHERS PRF SAL DW
52,500.08	WEBB	JANICE A.	PHS SECRETARIAL SAL
52,395.67	VENETO	MARY THERESA	SPED PCMS TEACHERS PRF SAL
52,024.10	BITTENBENDER	RACHEL H.	BES PSYCHOLOGIST
48,699.15	DeSIMONE	CAROL A.	SPED HES PARAPROFESSIONAL
48,166.40	PRAETSCH	JERILYN	BUS & FINANCE CLR SAL
46,828.03	KLEMONSKY	NICOLE M.	HES TEACHERS PRF SAL
46,282.09	ROBERTS	SARAH-RUTH B	OT, PT MED THERAPIST DW
44,259.99	SAMUELSON	KIMBERLY A.	NPES CLERICAL PARA SAL
43,539.79	GONSALVES	LINDSAY M.	SPED PHS TEACHERS PRF SAL
43,533.48	TOWERS	JOSEPH B.	SUBSTITUTES SHORT TERM
42,295.00	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS
41,854.08	NOYES	LAURIE M.	SPED CLERICAL SUPPORT
40,964.61	SMITH	TRACEY A.	PCMS SECRETARIAL SAL
39,532.62	HANLEY	THERESA	EXT DAY PREK PARA
38,940.10	DERITO	MAUREEN E.	SPED PHS PARAPROFESSIONAL
38,661.41	VILAGIE	KATHLEEN	SPED HES PARAPROFESSIONAL
37,914.91	CHARPENTIER	VALERIE R.	NPES SCH LEADERSHIP PRF SAL
37,539.31	ALFANO	MICHELLE	SPED PCMS PARAPROFESSIONAL
37,273.45	PEKRUL	COLLEEN K.	HES TEACHERS PRF SAL
37,239.77	PARRELLA	PAMELA	SPED PHS PARAPROFESSIONAL
37,230.22	HAMILTON	LINDA	SPED PCMS PARAPROFESSIONAL
37,108.39	JOHNSON	BARBRA M.	BES PARAPROFESSIONAL
36,927.27	FOX	CHERI J.	SPED PHS PARAPROFESSIONAL
36,752.80	HUNT	KERRIE	SPED HES PARAPROFESSIONAL
36,745.72	DUCHINI	DAWN	SPED HES PARAPROFESSIONAL
36,603.48	BREEN	TAMARA D.	DW LONG TERM SUB PRF SAL
36,603.48	DUGAS	KATIE E.	SPED HES PARAPROFESSIONAL
36,603.48	TILLSON	ANGELA P.	DW LONG TERM SUB PRF SAL
36,601.63	WEST	KIMBERLY	HES PARAPROFESSIONAL
36,517.47	TINKER	MICHAEL A.	DISTRICT LEARN MUSIC/DIGITAL
36,348.56	QUILL	JESSICA A.	SPED PHS PARAPROFESSIONAL
36,266.08	PROSPER	ELEANOR	SPED NPES PARAPROFESSIONAL
36,054.86	NUGENT	KATHERINE	NPES PARAPROFESSIONAL
35,952.22	DAVIS	JILL	IDEA PCMS PARA OTHSAL
35,777.98	CARMICHAEL	ROBERTA	SPED BES PARAPROFESSIONAL
35,619.69	ECKSTROM	TAYLOR M.	DW LONG TERM SUB PRF SAL
35,540.69	HURLEY	STEPHANIE	PHS PARAPROFESSIONAL
35,484.06	McMAHON	SHAWN A.	SPED HES PARAPROFESSIONAL
35,472.41	LaPLANTE	JENNIFER M.	SPED HES PARAPROFESSIONAL
35,083.47	JACOBSEN	DEBORAH	HES PARAPROFESSIONAL
34,922.68	DUNN	MARIA	BES TEACHERS PRF SAL
34,213.74	FOLEY	KARIN	NPES TEACHERS PRF SAL
34,173.23	NICHOLS	DANIELLE	BES CLERICAL PARA SAL
34,034.96	DECASTRO	SHARON	SPED NPES PARAPROFESSIONAL
33,938.09	SLEKIS	STEPHANIE E.	SPED BES PARAPROFESSIONAL
33,733.24	GERLACH	ERIN O.	EXT DAY PREK PARA
33,034.94	BALDWIN	BONNIE M.	JOB COACH

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<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
32,303.99	TRASK	LISA J.	FOOD SERVICES SUPPORT STAFF
32,148.63	COURCHENE	AMANDA M.	PHS TEACHERS PRF SAL
31,997.10	ROBBINS	MARIA R.	BES PSYCHOLOGIST
31,950.05	MCCARTHY	BONNIE J.	SPED PHS PARAPROFESSIONAL
31,898.32	FREITAS	DONNA M.	PHS PARAPROFESSIONAL
31,572.59	MURPHY	SUSAN E.	SPED HES PARAPROFESSIONAL
31,284.27	HEATH	DEBORAH	SPED NPES PARAPROFESSIONAL
30,864.88	DECINA	JULIANNA M.	SPED PHS PARAPROFESSIONAL
30,837.07	BODELL	ANN M.	FOOD SERVICES SUPPORT STAFF
30,091.15	WAGNER-SMITH	KIMBERLY	SPED NPES PARAPROFESSIONAL
29,722.20	MCRAE	NANCY R.	FOOD SERVICES SUPPORT STAFF
29,718.22	CARAFONE	ALICIA E.	EXT DAY KIND PARA
29,566.70	SOLOMON	NANCY A.	SPED BES PARAPROFESSIONAL
29,525.93	JESSON	KATHRYN L.	SPED PCMS PARAPROFESSIONAL
29,411.49	MESSNER	ALLISON M.	SPED HES PARAPROFESSIONAL
29,384.52	DONLON	AUDRA E.	HES CLERICAL PARA SAL
29,262.39	MCLEAN	DANIELLE H.	PCMS GUIDANCE COUNSELOR
28,654.43	KULIK	PATRICIA M.	EXT DAY PREK PARA
28,298.98	HOWIE	JULIE A.	FOOD SERVICES SUPPORT STAFF
27,502.25	O'LEARY	JENNIFER T.	BES PARAPROFESSIONAL
27,477.04	KASARJIAN	GENEVIEVE C.	SPED HES TEACHERS PRF SAL
27,156.24	THOMA	JUSTINA M.	SPED HES PARAPROFESSIONAL
26,804.86	SMITH	DEBRA	FOOD SERVICES SUPPORT STAFF
26,491.84	EISAN	JULIA E.	PCMS LIBRARY PARA
26,206.36	WALLS	MAX J.	BES PARAPROFESSIONAL
25,938.00	ABORN SR.	STEPHEN R.	PHS COACHES
25,196.17	MACISSO	ALEXANDRA E.	HES TEACHERS PRF SAL
24,920.51	JONES	KEVIN M.	SUBSTITUTES SHORT TERM
23,706.99	JOYCE	JAIME-LEE	SPED PCMS TEACHERS PRF SAL
23,706.99	WILSON	CARLIE A.	SPED PCMS TEACHERS PRF SAL
23,355.94	MUSK	PAMELA A.	SPED HES PARAPROFESSIONAL
23,114.49	WALSH	DENISE M.	FOOD SERVICES SUPPORT STAFF
22,400.00	SOUTHER	JOHN R.	SUBSTITUTES SHORT TERM
22,321.92	HOWIE	PATRICE	FOOD SERVICES SUPPORT STAFF
22,284.74	JONES	KIMBERLY A.	SPED PCMS PARAPROFESSIONAL
20,985.07	JACOBSEN	MARIAH L.	SPED PCMS PARAPROFESSIONAL
20,604.30	RICHARDSON	KRISTEN C.	SUBSTITUTES SHORT TERM
20,583.41	BYRNE	FAITH L.	FOOD SERVICES SUPPORT STAFF
20,253.20	VIVIANO	ALISON G.	PHS MED/HEALTH SER PRF SAL
20,120.84	BLOMBERG	MATTHEW C.	SPED NPES PARAPROFESSIONAL
19,687.50	MAURANO	MARGARET	HES READING SPECIALIST
19,128.75	RINKUS	BROOKE M.	SUBSTITUTES SHORT TERM
19,018.99	GILL	BARBARA J.	FOOD SERVICES SUPPORT STAFF
18,843.40	CONROY	KERRI M.	FOOD SERVICES SUPPORT STAFF
18,759.47	MERRITT	PATRICIA A.	FOOD SERVICES SUPPORT STAFF
18,400.00	VISSA	KAYLA K.	SUBSTITUTES SHORT TERM
18,061.42	GALLINGER	JANICE M.	FOOD SERVICES SUPPORT STAFF
17,091.62	ADAMS	MAUREEN	FOOD SERVICES SUPPORT STAFF
16,949.51	BURROWS	JANET	FOOD SERVICES SUPPORT STAFF
16,662.16	HOLMES	GAYLE M.	FOOD SERVICES SUPPORT STAFF
16,533.69	HANNON	JUDITH K.	FOOD SERVICES SUPPORT STAFF

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<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
16,510.12	MCAULIFFE	JUDITH A.	FOOD SERVICES SUPPORT STAFF
16,283.00	MANNING	PAUL T.	SUBSTITUTE CUSTODIANS
15,828.24	MACCORMICK	CORINNE J.	FOOD SERVICES SUPPORT STAFF
15,804.66	HRIVNAK	CHRISTY J.	EXT DAY PREK PARA
15,609.67	MCDONALD	MACKENZIE L.	SPED PHS PARAPROFESSIONAL
14,993.17	BADEAU	LYNNE A.	NPES TEACHERS PRF SAL
14,723.90	SERHAL	ROULA A.	PCMS TEACHERS PRF SAL
14,415.02	JONES	ELLEN M.	PCMS SOCIAL WRK/ADJ COUNCELOR
13,825.12	DEGAGNE	MICHAEL P.	HES PARAPROFESSIONAL
13,382.46	FRATTASIO	LISA	FOOD SERVICES SUPPORT STAFF
13,218.88	TARBOX	LISA R.	FOOD SERVICES SUPPORT STAFF
12,964.00	ABORN JR	STEPHEN R.	PHS COACHES
12,964.00	CAMERON	WILLIAM J.	PHS COACHES
12,964.00	FALCO	MICHAEL A.	PHS COACHES
12,710.50	EARL	RACHEL E.	FOOD SERVICES SUPPORT STAFF
12,706.34	COSTA	JORDAN R.	SPED NPES PARAPROFESSIONAL
12,462.74	HILL	LISA C.	FOOD SERVICES SUPPORT STAFF
12,035.00	SMALL	CORINNE M.	HES PARAPROFESSIONAL
11,737.94	LOVSTAD-FRANK	MONIKA	FOOD SERVICES SUPPORT STAFF
11,665.00	FORD	ANDREW J.	SUBSTITUTES SHORT TERM
10,832.55	JACOBS	KELLY A.	FOOD SERVICES SUPPORT STAFF
10,750.00	HOVEY	DONNA ML	SUBSTITUTES SHORT TERM
10,743.93	MCGRORY	KELLY A.	SPED BES PARAPROFESSIONAL
10,545.00	SMITH III	JAMES E.	BES PARAPROFESSIONAL
10,400.00	KNIZAK	GWYNETH A.	SUBSTITUTES SHORT TERM
10,288.50	GEARY	JAMES M.	PHS COACHES
10,113.32	MAHONEY	ANNETTE M.	FOOD SERVICES SUPPORT STAFF
10,085.00	MIGNOSA	JULIE E.	SUBSTITUTES SHORT TERM
9,792.00	FLYNN	WILLIAM L.	PHS COACHES
9,790.00	LOPES	TIMOTHY J.	PHS COACHES
9,790.00	SEWARD	WILLIAM C.	PHS COACHES
8,655.00	ZIMMERMAN	JOHN W.	SUBSTITUTES SHORT TERM
8,540.00	BATES	JENNIFER K.	SUBSTITUTES SHORT TERM
8,300.00	ARMSTRONG	RACHAEL R.	SUBSTITUTES SHORT TERM
7,750.00	HARRINGTON	THOMAS W.	SUBSTITUTES SHORT TERM
7,175.00	MURPHY	HELEN P.	SUBSTITUTES SHORT TERM
7,005.00	PROVOST	LORRAINE J.	SUBSTITUTES SHORT TERM
6,910.00	MORAN	RYAN M.	PHS COACHES
6,760.00	PATARINO	FRANK M.	SUBSTITUTES SHORT TERM
6,650.00	NUGENT	MATTHEW T.	MEDIA TECH
6,549.00	DUPUIS	TRAVIS FJ	PHS COACHES
6,549.00	SCOTT	ADAM H.	PHS COACHES
6,549.00	TURNER	JOHN R.	PHS COACHES
6,546.00	LEAL	BRADLEY J.	PHS COACHES
6,537.00	WRIGHT	CHRISTEN L.	PHS COACHES
6,532.31	COSTANZO	NICOLE M.	EXT DAY PREK PARA
6,420.00	LEWIS JR.	ROBERT P.	PHS COACHES
6,420.00	MORASH JR.	KEVIN J.	PHS COACHES
6,420.00	NOYES	BRIAN	PHS COACHES
6,418.00	COBBAN	KEVIN J.	PHS COACHES
6,122.88	BEAUDOIN	GAYLE E.	SPED PHS PARAPROFESSIONAL

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<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
5,980.00	COSTA	MORGAN N.	SUBSTITUTES SHORT TERM
5,932.70	HOLLAND	SHANNON K.	SUBSTITUTES SHORT TERM
5,610.00	DUNPHY	MACKENZEE J.	SUBSTITUTES SHORT TERM
4,995.00	MILLIGAN	SARAH L.	SUBSTITUTES SHORT TERM
4,898.00	EROMIN	MICHAEL J.	PHS COACHES
4,898.00	SILVA	JASMYN J.	PHS COACHES
4,870.00	BOUDREAU	ANNABELLE N.	SUBSTITUTES SHORT TERM
4,588.00	WATTS	WILLIAM R.	PHS COACHES
4,533.00	SCHIMMEL	CRISTINA M.	PHS COACHES
4,385.00	SHEEHAN	CONNOR W.	SUBSTITUTES SHORT TERM
4,300.00	KING	HEATHER R.	SUBSTITUTES SHORT TERM
4,190.00	HOLMES	MAUREEN C.	SUBSTITUTES SHORT TERM
4,047.00	DARLING	KRISTEN M.	EXT DAY SUMMER TEACHER
3,685.00	WHEELER	CHRISTIANE C	EXTDAY SUMM MED/THERPPRF SAL
3,662.00	MCKEE	SCOTT A.	PHS COACHES
3,620.53	HAMILL-O'NEIL	KERRIE L.	ARPIDEA SOCIAL WORKER 252GRANT
3,524.00	GUIMARES	MICHAEL B.	PHS COACHES
3,455.00	PINA	ROBERT G.	PHS COACHES
3,455.00	PLANT	KEVIN P.	PHS COACHES
3,410.00	CALLAHAN-GUIMA	COLLEEN M.	SUBSTITUTES SHORT TERM
3,358.00	CHAHINE	DANIEL G.	PHS COACHES
3,164.00	DWYER	MARIE J.	PHS COACHES
3,081.63	CLEARY	MADELYN J.	SUBSTITUTES SHORT TERM
3,023.00	WILSON	MIKAELA M.	PHS COACHES
2,956.50	FORD SELTER	MICHAELA C.	SENIOR EDUCATIONAL INTERSHIP
2,939.63	SHEEHAN	SOPHIE O.	SENIOR EDUCATIONAL INTERSHIP
2,821.51	MERLAN	ELLA M.	SENIOR EDUCATIONAL INTERSHIP
2,800.00	ROY	ERIKA A.	SUBSTITUTES SHORT TERM
2,767.50	COMMESSO	KAITIEMAE L.	SUBSTITUTES SHORT TERM
2,750.63	MARCH	HALEY J.	SENIOR EDUCATIONAL INTERSHIP
2,750.00	MCPHEE	PATRICIA C.	SUBSTITUTES SHORT TERM
2,713.50	CELLI	ISABELLA T.	SENIOR EDUCATIONAL INTERSHIP
2,662.50	MURPHY	TRACEY A.	EXT DAY SUMMER TEACHER
2,662.50	TAYLOR	PAMELA M.	EXT DAY SUMMER TEACHER
2,637.50	CAMPBELL	KATHERINE M.	EXT DAY SUMMER TEACHER
2,612.50	LEYDON	ANNIKA K.	EXT DAY SUMMER TEACHER
2,582.25	CASARANO	LEISE F.	SPED PHS PARAPROFESSIONAL
2,550.00	GILL	JOHN R.	SUBSTITUTES SHORT TERM
2,530.00	ROY	BRIANNA M.	SUBSTITUTES SHORT TERM
2,425.82	SWEENEY	JOSEPH R.	SENIOR EDUCATIONAL INTERSHIP
2,420.00	NOVIO	JENNA F.	SUBSTITUTES SHORT TERM
2,322.00	AMENDOLARE	MARGARET E.	SENIOR EDUCATIONAL INTERSHIP
2,250.00	COTILLO	JULIE A.	EXT DAY SUMMER TEACHER
2,250.00	JONES	GRETCHEN A.	SUBSTITUTES SHORT TERM
2,178.20	EMMONS	ELIZABETH M.	ELL TEACHERS PRF SAL DW
2,146.50	BOUSSY	SYDNEY C.	SENIOR EDUCATIONAL INTERSHIP
2,125.00	DEMULIS	BRITTANY A.	TITLE 1 EARLY LITERACY PRF SAL
2,068.75	POIRIER	JOLIE N.	TITLE 1 EARLY LITERACY PRF SAL
1,954.00	REARDON	MADELINE F.	PHS COACHES
1,917.13	COLANTONIO	MIKAYLA H.	EXT DAY SUMMER PARA
1,917.13	HALEY	ERIN K.	EXT DAY SUMMER PARA

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<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
1,884.26	RONDEAU	REBECCA M.	EXT DAY SUMMER PARA
1,873.31	CONGDON	ASHLEY E.	EXT DAY SUMMER PARA
1,707.75	SAVAGE	MAYA K.	SENIOR EDUCATIONAL INTERSHIP
1,701.00	MCHALE	KYLEI S.	SENIOR EDUCATIONAL INTERSHIP
1,700.00	BRIGHAM	NATHAN S.	SUBSTITUTES SHORT TERM
1,690.00	ROWLAND	MARYCLAIRE E	SUBSTITUTES SHORT TERM
1,687.50	O'BRIEN	MEAGAN A.	SENIOR EDUCATIONAL INTERSHIP
1,653.75	GRAHAM	CAITLIN M.	SENIOR EDUCATIONAL INTERSHIP
1,620.00	CAPPA	MIA G.	SENIOR EDUCATIONAL INTERSHIP
1,600.00	TRAFTON	BETTY C	SUBSTITUTES SHORT TERM
1,530.00	KEMP	LAURA A.	SUBSTITUTES SHORT TERM
1,445.00	SETTINO	CAROLINE L.	SUBSTITUTES SHORT TERM
1,400.00	MALLON	ROBERT	AP COORDINATOR
1,386.00	BOTSARIS	CALIANNE	SUBSTITUTES SHORT TERM
1,350.00	SULLIVAN	CHRISTOPHER	SENIOR EDUCATIONAL INTERSHIP
1,180.00	CLARKE	MICHELLE M.	EXT DAY SUMMER PSYCH PRF SAL
1,105.00	GREALIS	ABBAY F.	SUBSTITUTES SHORT TERM
1,105.00	PERUZZI	CHRISTIAN L.	SUBSTITUTES SHORT TERM
954.68	RICE	TAMI J.	BUS DRIVER WAGES & OVERTIME
900.00	WESTON	JULIA M.	SUBSTITUTES SHORT TERM
850.00	ROSS	JORDAN D.	SUBSTITUTES SHORT TERM
765.00	O'NEILL	LESLIE A.	SUBSTITUTES SHORT TERM
750.00	SZOSTAK	MARGARET	SUBSTITUTES SHORT TERM
680.00	DAMPHOUSSE	MADISON E.	SUBSTITUTES SHORT TERM
680.00	MACLEOD	ABIGAIL M.	SUBSTITUTES SHORT TERM
675.00	PAGE	JAMIE L.	SUBSTITUTES SHORT TERM
600.00	FARRELL	KATHERINE A.	SUBSTITUTES SHORT TERM
595.00	DALY	KEVIN J.	SUBSTITUTES SHORT TERM
595.00	DIAUTO	AARON A.	SUBSTITUTES SHORT TERM
595.00	RYAN	KELSEY H.	SUBSTITUTES SHORT TERM
595.00	SHORT	ELIZABETH L.	SUBSTITUTES SHORT TERM
510.00	HANLON	JESSICA C.	SUBSTITUTES SHORT TERM
510.00	KELLEHER	JOHN E.	SUBSTITUTES SHORT TERM
425.00	MAZARES	JOAN C.	SUBSTITUTES SHORT TERM
360.00	GALLAGHER	MARY E.	SUBSTITUTES SHORT TERM
260.00	BURKE	SUZANNE L.	SUBSTITUTES SHORT TERM
249.00	RICE	MARSHA A.	FOOD SERVICES SUBSTITUTE
132.00	TRASK	ABIGALE J.	FOOD SERVICES SUBSTITUTE
85.00	BRANDI	NANCY M.	SUBSTITUTES SHORT TERM
85.00	COYNE	KRISTEN M.	SUBSTITUTES SHORT TERM

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
199,515.39	TYLER	COLBY M	POLICE DEPT.
183,834.64	KILLINGER	ROBERT	FIRE DEPT.
182,619.93	MCCORMICK	KENNETH J	FIRE DEPT.
179,853.98	BARKOWSKY	DAVID	FIRE DEPT.
175,069.80	MACDONALD	RICHARD	POLICE DEPT.
174,769.74	HURLEY JR.	DAVID F	POLICE DEPT.
169,345.88	BOTTO	RYAN J	POLICE DEPT.
168,320.26	LaPIERRE	WENDY	POLICE DEPT.
159,121.98	JOUDREY	PAUL H	POLICE DEPT.
158,959.72	FULMINE JR.	EUGENE B.	DEPT. OF PUBLIC WORKS
157,896.98	BARAGWANATH	THOMAS J	POLICE DEPT.
156,254.99	SHEA III	JAMES P	FIRE DEPT.
155,515.92	CHENARD	WILLIAM D.	TOWN MANAGER
154,332.21	DAVIS	MICHAEL A	FIRE DEPT.
153,940.52	LAMMI	PETER K	FIRE DEPT.
150,125.72	KIRBY	STEPHEN P	POLICE DEPT.
147,402.29	HORVATH	MICHAEL	POLICE DEPT.
145,841.89	DIGRAVIO	MARK A	POLICE DEPT.
145,796.69	SMITH	DANIEL N.	FIRE DEPT.
145,016.83	HILL	JORDAN	FIRE DEPT.
144,526.72	READY	SEAN	POLICE DEPT.
140,857.98	MOORE	CHRISTOPHER	POLICE DEPT.
140,496.81	SIMMONS	JONATHAN R	POLICE DEPT.
140,441.65	WYMAN	CHRISTOPHER	POLICE DEPT.
140,188.66	ANDERSON	ANTHONY M	POLICE DEPT.
139,997.02	GASSIRARO	MARK J.	FIRE DEPT.
137,066.19	DOYLE	RICHARD G	FIRE DEPT.
136,734.23	TURVEY	JUSTIN A	POLICE DEPT.
133,883.93	JONES	NATHAN B.	FIRE DEPT.
133,778.41	RILEY	DILLON P	FIRE DEPT.
128,303.72	ROBERTSON	MARK W	FIRE DEPT.
126,910.25	SCANLON	ANDREW C	FIRE DEPT.
125,095.32	EVANGELISTA	BRIAN M	FIRE DEPT.
122,757.78	BURNS	JAMES M	POLICE DEPT.
122,228.60	FARROW	ROBERT J	FIRE DEPT.
121,387.38	HORKAN	CHRISTOPHER	POLICE DEPT.
119,722.15	HALL	THOMAS D	FIRE DEPT.
117,017.30	RICCIARELLI	SHAMUS J	FIRE DEPT.
116,793.72	DEAN	TREVOR J.	FIRE DEPT.
115,857.97	TWIGG	RYAN M	FIRE DEPT.
115,652.80	COSTANZO	ROBERT A	FIRE DEPT.
115,573.81	RAMSEY	MICHAEL G	POLICE DEPT.
115,217.14	WALL	DEBORAH A	LIBRARY
114,885.70	GLAUBEN	SCOTT E	DEPT. OF PUBLIC WORKS
114,234.60	LANDRY	CLINTON	FIRE DEPT.
114,136.36	CAMMARANO	ANTHONY R	FIRE DEPT.
113,797.92	SALMON	CATHERINE M	BOARD OF ASSESSORS
113,632.65	McCARTHY	KATHLEEN E	TOWN TREASURER/COLLECTOR
113,396.58	BRENNAN	WILLIAM A	POLICE DEPT.

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
113,355.17	DOYLE	KEVIN R	POLICE DEPT.
112,846.07	MALONE	ROBERT D	FIRE DEPT.
112,115.85	BARROWS	ADAM F	POLICE DEPT.
111,871.79	HALL	MICHAEL R	FIRE DEPT.
111,814.66	SIMMONS	MARY E	POLICE DEPT.
107,974.38	MARSH III	WILLIAM W	POLICE DEPT.
107,767.83	CHERNICKI	MICHAEL J	WATER DEPT.
105,784.30	WITHAM	MICHAEL	FIRE DEPT.
104,715.44	MCNAMARA JR.	ROBERT B.	FIRE DEPT.
100,133.52	TURNBULL JR.	EARL B.	POLICE DEPT.
99,943.94	EDMONSTON III	JOHN J	POLICE DEPT.
99,761.12	LANZILLOTTA	JAMES P	POLICE DEPT.
95,826.26	RIVERS	STEPHEN L	WATER DEPT.
95,270.44	CLAUSS JR	DAVID F	POLICE DEPT.
95,016.80	COLE	BRIAN N.	FIRE DEPT.
90,502.88	STRUZIK	MARGARET	TOWN CLERK
90,305.40	GUMPRIGHT	KARL R	POLICE DEPT.
88,229.86	CHILCOTT	SABRINA J	TOWN MANAGER
87,565.94	CAIN	BRIAN R	POLICE DEPT.
87,106.40	SHANAHAN	ADAM D.	FIRE DEPT.
84,227.11	CULLITY	LISA M	MUNICIPAL INSPECTIONS
83,901.58	PICARIELLO	LAUREEN M	POLICE DEPT.
83,720.94	CURRAN	KRISTIN A	TOWN MANAGER
82,790.98	GRASSO	JENNIFER M	TOWN TREASURER/COLLECTOR
77,847.92	DAIUTE	JOSEPH P	DEPT. OF PUBLIC WORKS
74,626.05	SLADEN	BARRY E	WATER DEPT.
74,217.09	BUCKLEY	JOHN M	TOWN MANAGER
71,648.52	FRASER	KRISTINE S	FIRE DEPT.
71,156.86	DIXON	DAVID T.	FIRE DEPT.
68,143.11	DEVINE	CHRISTOPHER	DEPT. OF PUBLIC WORKS
68,060.91	CALLAHAN	CHRISTINE C	DEPT. OF PUBLIC WORKS
67,419.73	BRISSETTE	MARK E	DEPT. OF PUBLIC WORKS
66,641.95	COSBY	STACEY A	TOWN TREASURER/COLLECTOR
66,515.93	LONGABARD	BRIAN P	DEPT. OF PUBLIC WORKS
66,331.32	ALDROVANDI	MICHAEL A	DEPT. OF PUBLIC WORKS
65,541.88	MARTINELLI	PAUL L	WATER DEPT.
65,527.53	ROCHE	SUSAN M	RECREATION
65,406.80	ANDERSON	PHILLIP C	DEPT. OF PUBLIC WORKS
65,032.82	BENVIE	KATHLEEN A	LIBRARY
63,322.51	McCLEARY	MELISSA A	LIBRARY
63,063.52	TIERNEY	KATHRYN	POLICE DEPT.
62,860.57	MURRAY	DANA A.	DEPT. OF PUBLIC WORKS
62,711.54	GIGLIOTTI	JEANNE M	BOARD OF ASSESSORS
61,558.06	EMMETTS	GRETCHEN E.	COUNCIL ON AGING
60,962.69	McBAIN	STEPHANIE C	LIBRARY
59,812.65	HUSSEY	WILLIAM R.	DEPT. OF PUBLIC WORKS
59,223.70	McMAHON	JAMES M	WATER DEPT.
59,011.44	SIMON	PATRICK	DEPT. OF PUBLIC WORKS
58,795.62	OHRENBERGER	MICHAEL T	POLICE - SPECIAL

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
58,758.43	JONES	SUSAN	WATER DEPT.
57,412.32	WHITMAN	MARY F	TOWN MANAGER
57,383.72	MURRAY CAMPBEL	ROSE M	DEPT. OF PUBLIC WORKS
56,823.96	McETTRICK	ANDRAEA C	TOWN CLERK
56,408.63	HOPPIE	RICHARD F.	DEPT. OF PUBLIC WORKS
53,846.30	SIMON	ROY L	POLICE - SPECIAL
52,819.73	HEINS	MATTHEW W.	MUNICIPAL INSPECTIONS
52,816.18	COLBY	JOSEPH E.	DEPT. OF PUBLIC WORKS
52,720.28	SULLIVAN-LANDY	SHEILA M	MUNICIPAL INSPECTIONS
52,239.01	COLEMAN	JANET M	LIBRARY
51,782.82	MARSH	JAMES F.	WATER DEPT.
51,752.11	O'NEIL	AMANDA N	TOWN TREASURER/COLLECTOR
51,423.83	DEMPSEY	GERARD W	RECREATION
50,549.12	MEEHL	LEE-ANN I.	POLICE DEPT.
50,364.47	NAUGHTON	BRENDAN J.	DEPT. OF PUBLIC WORKS
49,863.24	DONAHUE	LAURA C.	LIBRARY
49,204.61	LANDY	TIMOTHY F.	TOWN MANAGER
48,514.50	CYTRYNOWSKI	ZBIGNIEW	TOWN MANAGER
48,338.96	DRISCOLL	CASEY M	BOARD OF ASSESSORS
47,792.45	NEWMAN	MATTHEW	LIBRARY
47,162.45	FULMINE	JESSICA M.	RECREATION
46,971.91	JOYCE	MELISSA D	MUNICIPAL INSPECTIONS
45,590.46	MAVILIA	LINDA	LIBRARY
45,517.70	MCCANN JR	JOSEPH G	POLICE - SPECIAL
45,253.26	SESTITO	ANGELA G.	TOWN MANAGER
44,986.94	SPICUZZA	MARYANNE	MUNICIPAL INSPECTIONS
43,979.16	VERRY	GEORGE	MUNICIPAL INSPECTIONS
43,415.69	GRADY	LAUREN C	BOARD OF ASSESSORS
39,380.55	HENKENIUS	SYLVIE D	TOWN TREASURER/COLLECTOR
36,373.02	CLARKE SR	ROBERT A	SELECTBOARD - MONTHLY
35,338.32	STACK III	JOSEPH S	MUNICIPAL INSPECTIONS
30,856.22	MORGAN	ROBERT H	POLICE - SPECIAL
30,169.44	IVERS	KATHRYN M.	POLICE DEPT.
29,645.08	ZECHELLO	NICHOLAS	MUNICIPAL INSPECTIONS
29,598.49	DAVERN	JOSEPH J.	POLICE DEPT.
28,676.77	YOUNG	GARY A	MUNICIPAL INSPECTIONS
24,677.83	SHUBERT	MARK S.	POLICE - SPECIAL
24,203.89	DRISCOLL	SUZANNE	COUNCIL ON AGING
24,130.08	LARKIN	SUSAN	COUNCIL ON AGING
19,612.50	McPHEE	KAREN L	LIBRARY
19,477.20	O'NEILL	NANCY R.	COUNCIL ON AGING
19,208.98	MAJENSKI	THOMAS J.	POLICE DEPT.
19,112.00	VITALE	MARIE S.	COUNCIL ON AGING
15,450.95	BAILEY	DOUGLAS	POLICE - SPECIAL
15,140.48	KENERSON	MATTHEW R.	DEPT. OF PUBLIC WORKS
15,114.19	CLAUSS	DAVID F	POLICE - SPECIAL
14,073.31	RAYNOR	BRIAN K.	LIBRARY
13,932.45	McPHERSON	JAMES	COUNCIL ON AGING
13,612.12	WHITE	TIMOTHY A	COUNCIL ON AGING

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
13,514.79	BOULTER JR.	WILLARD	POLICE - SPECIAL
12,371.96	RYAN	JOSEPH F	COUNCIL ON AGING
10,531.23	BISHOP	MADELEINE	LIBRARY
10,467.27	FOLEY	BRIAN F.	COUNCIL ON AGING
10,300.00	MCPHILLIPS	DAVID A.	TOWN MANAGER
9,621.57	BREEN	JOHN J.	COUNCIL ON AGING
9,503.68	LANE JR	ROBERT E	POLICE - SPECIAL
9,486.11	HILL	AMY	TOWN LANDING
9,144.46	PELKEY	PERRY-LEE R.	LIBRARY
8,851.05	MURDOCK	JACQUELINE N	LIBRARY
8,774.30	SILVA	ROSEMARIE	LIBRARY
8,620.88	BRUCE	CATHERINE E	COUNCIL ON AGING
8,490.00	HATCH	SHANNA L.	TOWN TREASURER/COLLECTOR
8,458.98	LOWE	MARY A.	LIBRARY
8,280.83	FARRELL	BRENDAN M.	LIBRARY
8,195.06	MURPHY	CHRISTINE	LIBRARY
8,150.03	CANNIFF	GILLIAN K.	LIBRARY
8,133.02	SHEA	PAMELA M	LIBRARY
7,630.72	SHEEHAN	SOPHIE O.	RECREATION
7,432.36	MAHNKE	CORY E	LIBRARY
7,355.16	WRIGHT	ANNA M	RECREATION
7,292.30	WINSLOW	ISABELLA A.	RECREATION
6,775.02	SUPPA	JOSEPH	SELECTBOARD - MONTHLY
6,651.59	COYNE	KEVIN C.	POLICE - SPECIAL
6,488.86	CURRAN	EMILY V	TOWN MANAGER
6,400.92	MURPHY	ALYSON	TOWN TREASURER/COLLECTOR
6,361.30	FOSTER	VINCENT P	RECYCLING
6,176.76	TWIGG	KENNETH E	SELECTBOARD - MONTHLY
6,030.30	BRENNAN	MICHAELA A.	LIBRARY
5,935.64	DISKIN	GREGORY W.	LIBRARY
5,306.00	FLANNERY	EDWARD J	POLICE - SPECIAL
5,304.93	PICKERING	KIMBERLY A	LIBRARY
5,069.36	SZERLONG	LEONARD C	RECYCLING
5,003.97	STEELE	EDWARD J	COUNCIL ON AGING
4,775.78	MARTIN	VALERIE J	RECYCLING
4,749.78	TOBIN	SEAN D	TOWN LANDING
4,577.47	RICCIARELLI	BRIDGET M.	FIRE DEPT.
4,532.40	DRAKE	CARYN L.	LIBRARY
4,457.04	MAZZOLA	CHRISTOPHER	POLICE DEPT.
4,402.15	FORD SELTER	MICHAELA C.	RECREATION
4,195.25	LOPRESTI	HAROLD	RECYCLING
4,038.72	GALANDZI	MICHAEL	CALL FIREFIGHTERS
3,863.25	MACDONALD	JOSEPH E.	RECYCLING
3,699.40	COMMESO	KAITIEMAE L.	RECREATION
3,568.87	ANCTIL	REBECCA L	POLICE DEPT.
3,499.96	BADGER	DONNA R	TOWN MANAGER
3,439.71	CALLANAN	STEPHANIE	TOWN CLERK
3,403.53	HURLEY	BRYNN R	RECREATION
3,364.43	CHILCOTT	OLIVIA D.	LIBRARY

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
3,356.64	CACCAVO	JULIA R.	RECREATION
3,334.79	HRIVNAK	KATARINA C	TOWN LANDING
3,316.95	NEE	JULIA M	LIBRARY
3,290.26	O'BRIEN	MEAGAN	RECREATION
3,289.56	WANDELL	VIRGINIA J	ELECTIONS/REGISTRARS
3,177.62	DOLAN	CHARLES E.	CALL FIREFIGHTERS
3,175.52	REILLY	ABIGAIL M.	RECREATION
2,976.04	MCCARTHY	KEVIN C.	POLICE - SPECIAL
2,834.06	MORLEY	BRIAN M	CALL FIREFIGHTERS
2,702.56	NORMAN	PATRICK D.	TOWN LANDING
2,655.92	MUSIAL	BRYAN D	CALL FIREFIGHTERS
2,621.55	MARRARO	LIANA M.	LIBRARY
2,602.46	NORMAN	LIAM R	TOWN LANDING
2,590.89	TWIGG	LEAH M.	RECREATION
2,568.33	HAWES	DENISE M.	POLICE DEPT.
2,547.12	ANASTASIO	ERNEST P	POLICE - SPECIAL
2,523.62	MACPHERSON	DANIEL J.	CALL FIREFIGHTERS
2,522.84	KAY	KAREN M.	LIBRARY
2,520.09	SCOLEGE JR	WALTER	FIRE DEPT.
2,511.22	MARTYNOWSKI	BRIAN D.	CALL FIREFIGHTERS
2,485.18	LUCAS-DAHLEN	ALEXANDRA C.	LIBRARY
2,442.43	KELLY JR.	WILLIAM D.	CALL FIREFIGHTERS
2,365.50	KLINE	DANIEL P	TOWN LANDING
2,261.07	HALLORAN	SHAWN F.	CALL FIREFIGHTERS
2,210.34	KUBEK	ROSELYN Y.	LIBRARY
2,201.41	BURRILL	EDWIN	CALL FIREFIGHTERS
2,126.85	FLAIM	NICHOLAS F.	RECREATION
2,099.40	READER-MERLIN	PATRICIA A	LIBRARY
2,000.13	LONG	BRENDAN R	TOWN LANDING
1,993.29	FRATTASIO	JONATHAN F.	POLICE - SPECIAL
1,936.86	MAHAR	AUSTIN J.	TOWN LANDING
1,877.27	MURIPH	MICHELLE A.	POLICE DEPT.
1,844.50	PIKE	KENNETH R.	COUNCIL ON AGING
1,809.80	KAULBFLIESCH	KATELYN R.	RECREATION
1,804.28	O'ROURKE	EVAN R.	POLICE - SPECIAL
1,800.00	BATES	ELIZABETH A	BOARD OF ASSESSORS
1,800.00	BOIDI	ELAINE R	BOARD OF ASSESSORS
1,800.00	BROWN JR.	JOHN G.	SELECTBOARD - MONTHLY
1,800.00	COLETTA	REBECCA W.	SELECTBOARD - MONTHLY
1,800.00	MARINO	TRACY A.	SELECTBOARD - MONTHLY
1,800.00	QUILL	MARY E.	ELECTIONS/REGISTRARS
1,800.00	RUSHING	JESSICA M.	SELECTBOARD - MONTHLY
1,800.00	TRABUCCO	DANIEL W	SELECTBOARD - MONTHLY
1,793.98	BOYLE	EMILY	TOWN LANDING
1,790.56	JACKSON	AVA J.	TOWN LANDING
1,745.58	ARETINO	NICHOLAS R	CALL FIREFIGHTERS
1,720.45	LONG	SARAH C.	TOWN LANDING
1,701.30	WALSH	CARLY A	LIBRARY
1,651.86	SPRING	COLLETTE M.	TOWN LANDING

**Pembroke Town Departments Calendar Year 2021**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
1,630.49	DAVIS	JAKE C.	TOWN LANDING
1,610.40	O'BRIEN	JASON T	POLICE DEPT.
1,609.11	RUGGIERO	JAKE G.	TOWN LANDING
1,521.00	HYNES	ROBERT J.	SELECTBOARD - MONTHLY
1,251.72	GALLAGHER	ASHLYNN G.	TOWN LANDING
1,225.53	PICARIELLO	KEVIN T	RECREATION
1,189.90	PICARIELLO	KYLE R	RECREATION
1,084.56	GESWELL III	EDWARD J	MUNICIPAL INSPECTIONS
1,073.94	ELLIOT	FAITH M.	POLICE DEPT.
1,028.08	KIMBALL	STEVEN M	POLICE - SPECIAL
997.23	MAHONY	CRISTIN L.	POLICE DEPT.
938.52	BOULTER	JAMES A	POLICE DEPT.
919.13	WALUK	ROSE K.	TOWN LANDING
918.00	MCSWEENEY	BRIANNE R	RECREATION
865.76	BURNS	GREGORY J	POLICE - SPECIAL
857.36	FOGG JR.	JOHN N.	POLICE - SPECIAL
857.36	SPRAGUE	KENNETH P	POLICE - SPECIAL
782.61	CALLAHAN	LOGAN P.	TOWN LANDING
782.61	GRENIER	DYLAN C.	TOWN LANDING
718.04	McCARTHY	MICHAEL H	POLICE - SPECIAL
650.00	HILL	JAMES M	FIRE DEPT.
640.50	HARRIS	KAYLEIGH L	TOWN LANDING
516.76	WALETKUS	VICKI L	CALL FIREFIGHTERS
514.04	O'DONNELL	MICHAEL J.	POLICE - SPECIAL
506.92	WILSON	JAMES D	FIRE DEPT.
432.88	CROWLEY	MARK J.	POLICE - SPECIAL
432.88	KONARSKI	NICHOLAS P.	POLICE - SPECIAL
432.88	RHODES	BRIAN T.	POLICE - SPECIAL
337.20	FREEMAN	LINDA J	COUNCIL ON AGING
336.02	ISENOR	DANIEL R	FIRE DEPT.
318.36	SHORT	ARTHUR J.	POLICE - SPECIAL
262.78	GALANDZI	CRISTIAN B	CALL FIREFIGHTERS
254.18	GRADY	TRACY A	MUNICIPAL INSPECTIONS
213.75	PONGRATZ	LIBERTY R.	TOWN LANDING
200.00	DODGE	STEPHEN C.	SELECTBOARD - MONTHLY
142.52	PONGRATZ	IVY E.	TOWN LANDING
129.15	CAIN	EDWARD A	POLICE DEPT.
102.28	PIERCE	CHARLES J.	POLICE - SPECIAL
57.76	CURTIN	STACEY A	TOWN CLERK
43.94	MAZZOLA	DOUGLAS E	CALL FIREFIGHTERS
43.08	YACOVONE	JONATHON E	CALL FIREFIGHTERS

## PEMBROKE POLICE DEPARTMENT 2021 YEAR IN REVIEW

I hereby submit the following report to the Selectboard and the citizens of Pembroke.

The Town of Pembroke started off the year with strong COVID-19 numbers. First responders and staff were offered COVID-19 vaccinations during the months of January and February.

January 2021 marked the first time in several years that our department had college interns working with us. We continued the internship program throughout the year with a total of (3) interns. Our interns assisted with updating policies and procedures, filing, manual labor, and many other important tasks. A huge thank you to Richard Tenore Jr., Sydni Tougas & James Spillane for all your hard work.

We were fortunate to send (4) matrons to MPTC Matron Training Program in January. The police matrons assist with the processing and monitoring of female arrestees. The matron program is essential to ensuring the safety of females in our custody.

In April, our department mourned the loss of two young Pembroke residents Joseph Birolini and William Hickey who were killed in a horrific motor vehicle crash. Our continued thoughts and prayers are with the families and friends of these young men.

During the spring, Prospective Eagle Scout Joseph MacDonald spent countless days beautifying the Police Department grounds. The project came out better than we could imagine. Joseph painted, planted a special tree, mulched, and really made the front of the police station look nice. We would be remiss if we didn't recognize his parents, Joseph, and Linda for their dedication to this mission as well.

Over the summer our department partnered with Laicey Ieronimo from the Action Team to create care packs for children who experienced traumatic situations and are awaiting placement with the Department of Social Services (DCF). We cannot thank Laicey enough for her commitment to this project and an enormous thank you to our residents for all the donated items.

In late September, we celebrated the dedication of a special tree to the late Det. Paul Trostel. We were joined by his amazing wife Judy and son Michael along with several family members, and many of Paul's former co-workers. Retired Chief Rick Wall donated a plaque in Det. Trostel's memory. It truly was a bittersweet afternoon! Later that month the Public Safety Committee was formed for possible future plans for Public Safety building for police and fire.

In October, we weathered a major storm. The Nor'easter caused widespread power outages & trees and powerlines were knocked down. We are so fortunate to have an amazing working relationship with our Fire Department and DPW to help ensure our residents were safe.

There was a lot of movement in our department this year. We celebrated several promotions as well as appointments. Congratulations to all!

<b>Richard G. MacDonald</b>	<b>Police Chief</b>
<b>Wendy A. LaPierre</b>	<b>Provisional Deputy Chief</b>
<b>Paul Joudrey</b>	<b>Lieutenant</b>
<b>Kevin Doyle</b>	<b>Sergeant</b>
<b>Christopher Wyman</b>	<b>Sergeant</b>
<b>Joseph Davern</b>	<b>Patrolman</b>
<b>Jason O'Brien</b>	<b>Permanent Intermittent</b>
<b>Amanda Cain</b>	<b>Permanent Intermittent</b>
<b>Thomas Majenski</b>	<b>Special Police Officer</b>
<b>Chelsea Weiland</b>	<b>Special Police Officer</b>

On November 5<sup>th</sup> we said goodbye and congratulations to Lt. David Hurley as he retired after 34 years of committed service to the Town of Pembroke.

In mid-November the department purchased a new police boat to help access the ponds, lake, and the North River. This was desperately needed to respond to recreational complaints, emergency access, along with a public relations tool to educate and compliance to water safety.

December was a busy fun filled month with our Fill-A-Cruiser Toy Drive. We also assisted the Fire Department, DPW & Andy's Towing while escorting Santa, Mrs. Claus, the Grinch, & several other special guests in a holiday parade throughout the town.

Finally, we urge our residents to take advantage of the Stericycle prescription drug drop box located in the lobby of the police station. This box may be used for all unwanted and expired medications. The drop box may be accessed 24 hours a day, 7 days a week.

<b>Calls for service</b>	<b>Incident Reports</b>	<b>M/V crashes</b>	<b>Arrests</b>
<b>14133</b>	<b>681</b>	<b>248</b>	<b>106</b>

*Richard G. MacDonald*  
**Chief of Police**

## Annual Report of the Pembroke Fire Department

To the honorable Select Board, Town Manager, and the citizens of Pembroke, I hereby submit this report of the Fire Department for the year 2021.

My appreciation and gratitude to the members of the Pembroke Fire Department is unmatched. Their willingness, and professionalism to battle through these times of uncertainty with the COVID-19 pandemic are admirable. These folks perform without fail alongside our other public safety partners on a daily basis.

The Department passed some milestones this past year. Captains James Shea and Mark Gassiraro were promoted to the rank of Deputy Fire Chief, Firefighters Michael Davis and Jordan Hill were promoted to the rank of Captain.

We welcomed new Firefighter/Paramedics Adam Shanahan and David Dixon to the Permanent Department.

There were notable retirements as well this year. Firefighter Robert Farrow from the Permanent department with 23 years of service to Pembroke. Call Deputy Chief Charles Dolan, High St Company 2, 39 years of service. I wish these members well in their retirement!

On a sad note, we must acknowledge the passing of retired Captain Dana E. Osborne who left an indelible mark on the town.

This past year we were able to hold our annual Open House in October which was a great success. It was nice to be able to bring the public into the firehouse, to showcase some of our capabilities, staff, and equipment.

The Department's Aerial Ladder truck is currently out for refurbishment. This process will overhaul the truck's bones adding significant time to its lifespan. We are grateful to the citizens who support our endeavors to maintain our equipment and apparatus at town meeting.

The department's Dive Team continues to train regularly and 2 of the members are partnered with the Plymouth County Technical Rescue Team Dive sector.

We are always on the hunt for Grant Funding. We have been able secure smaller grants which allowed replacement of our Gas and Carbon Monoxide meters, add additional thermal imaging cameras to our toolbox.

In 2021 we made a significant change to our Open Burning Season Procedures. The season begins January 15th each year and ends on May 1<sup>st</sup> each year. If you do not have a permit, stop by the fire station, and pick one up. This contains the regulations that must be followed. There is no charge for this permit. You must call our new burning permit line at 781-293-2143, the

recording will state whether burning is allowed or not due to weather factors. No messages can be left on this line.

Calls for service. This year the department has once again hit a new record for responses. Total runs for the year 2021 were 3,554 calls. The additional staffing which was approved a few years ago has helped tremendously with answering these calls.

The department has continued with conducting inspections and issuing permits. We issued 503 permits and conducted 955 inspections. Inspections are conducted on new home builds, real estate transactions, propane installations, oil burner/tank installations, schools, daycares, new businesses, existing businesses, gas stations, etc.

The COVID 19 pandemic has not helped our operation and the nationwide supply chain issues are affecting everything from ambulance supplies to apparatus repair. There have been no service impacts visible to the community thus far and we will continue to ensure the top-notch service that you have come to expect from your fire department.

I look forward to an enjoyable, safe and healthy 2022 and remember to change your batteries in your smoke and carbon monoxide detectors every time you change your clocks!

Respectfully Submitted:

James Shea

Acting Fire Chief, Pembroke Fire Department

## **PEMBROKE EMERGENCY MANAGEMENT AGENCY**

### ***To the Honorable Selectboard and the Citizens of the Town of Pembroke***

The Pembroke Emergency Management Agency (PEMA) leads the Town in planning, preparedness, communication, response and recovery for daily emergencies, large-scale town wide events and major disasters. PEMA is a vital link in emergency communications between the public and first responders, and provides key coordination and leadership to Town departments, residents, and stakeholders.

The Pembroke Emergency Management Agency (PEMA) team would like to thank our Town Manager, Board of Health, Pembroke Police Department, Fire Department, Department of Public Works, Town Hall, Council on Aging, , Animal Control, Housing Authority, Library Staff, School District and the nurses and volunteers who continued to work together throughout the pandemic and every day. COVID-19 continued to provide challenges during the first several months and the last couple of months of 2021. We ensured that all first responders and town employees had adequate access to cleaning supplies, wipes and personal protective equipment (PPE).

This past year PEMA was fortunate to receive the EMERGENCY MANAGEMENT PERFORMANCE GRANT (EMPG) in the amount of \$4389.00. The grant funds were used to purchase (47) APX Batteries to replace the aging radio batteries of our first responders.

PEMA continues to operate under a unified command model with a high level of efficacy. Using team leadership with multidepartment active participation provides a high level of emergency response for the citizens of Pembroke. This has been demonstrated with great success throughout the COVID-19 pandemic.

Future plans include the development of a new command and shelter capabilities in the Pembroke Community Center.

## Animal Care and Control Annual Report

July 1, 2020 – June 20, 2021

The Pembroke Animal Care and Control Department had a great year!

The Animal Care and Control Officer received thousands of phone calls, emails, dispatches by the police and messages through social media while responding to calls 24 hours a day, 7 days a week. I respond to calls that range from guidance on animal care, found and lost pets and a significant number of calls involving wildlife. I also respond and will continue to respond to calls to assist other towns when help is needed. I strive to give the residents of Pembroke the best service and the animals the best care as possible. I am very proud of the direction this department is headed in and look forward to improvements in the future.

I am continuing my partnership with the town of Hanover. I along with the town of Hanover am constantly making improvements to the town animal shelter which benefits Pembroke as well as Hanover. I provide a safe and stress free environment in the Animal Shelter until animals are reunited with their families or adopted into loving homes.

Thank you to all the community members who have donated to the Pembroke Animal Care and Control Department, to all those who have assisted in reuniting animals with their owners. Thank you to everyone for their continued support for this department. Thank you to the people who have opened their hearts and homes to the animals.

Respectfully submitted,

Lee-Ann Meehl  
Animal Care and Control Officer  
Pembroke Police Department

# ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

## HIGHWAY DIVISION

The winter season of 2020, into 2021, DPW crews along with the aid of private contractors were dispatched on six (6) occasions for plowable snowstorms. In addition, DPW crews were dispatched seventeen (17) times for de-icing operations, which included post plowable storms.

Route 36 (Center St) from Mattakeesett St to Route 27 (School St) started its first phase of construction.

Road repairs funded by Chapter 90 funds were as followed: 1.) Forest St from Valley Street ; Pelham Street from Forest to Station Street. Also, Robinson Creek and Captain North. These areas were done by Contractor.

Potholes are repaired by DPW crews 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 the own 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 a large number of compromised trees within the town layout. 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.

I 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

2021 Annual Report of the Department of Public Works

Cemetery & Common Grounds Division

In 2021 we could all agree, we saw some positive changes with Covid and the struggles it brought when it came to the number people allowed to attend funeral services. Here at the Cemetery and Public Grounds Department, we were very happy for families once those mandates were lifted.

Our division is made up of a working foreman and 2 skilled laborers. We had employee transfer to the Highway division and were pleased to welcome a new employee in September.

We are responsible for the ground maintenance in three (3) active cemeteries, three (3) inactive cemeteries, as well as town building properties, town parks and islands.

In 2021 we had a total of seventy-four (74) burials. There were thirty-nine (39) cremations burials and thirty-five (35) full burial interments. We installed thirty-one (31) headstone foundations, eleven (11) flat markers, and one (1) military flat markers. The 3 active cemeteries sold a total of ninety-three (93) plots, seven (7) single graves and forty-three (43) double graves and the last five (5) spots in the Wall Niches.

The Division wishes 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.

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 2021.

**There were:**

- 438 Mark outs
  - 18 Emergency water mark outs
  - 30 Service Leaks repaired
    - 8 Water main breaks repaired
    - 6 Frozen meters replaced
- 387 Meters replaced
- 26 New services installed
- 324 Final water readings
  - 15 Fire hydrants replaced
  - 20 Fire hydrants repaired
  - 35 Water services shut off
  - 20 Water services turned on
  - 34 Seasonal Turn on/off
  - 29 Trench inspections
  - 39 Inside water shutoffs replaced
    - 8 Cross connection inspections
  - 30 Curb/gate box repairs
    - 5 Meter pits repaired
    - 6 Pressure tests
    - 8 New curb stops replaced
  - 35 Temporary water shut offs for plumber repairs

**Installed**

- 1000' feet of new 8" D I pipe installed
- 100' feet of new 6" D I pipe installed

**Water Dept. also performed:**

Completed rehab of our Filtration plant.  
Town wide backflow inspections/repairs  
Completed Town wide Lead & Copper required samplings.  
Worked daily with Oliveira Construction on the Rt. 36 project, to ensure project moves along in a timely matter and keep water distribution to a minimum.  
Weekly Bacteria and Quarterly samples were completed.  
Spring and Fall flushing completed.  
Leak Detection was done around town.  
Assisted with the Highway Dept. with the water service for the new Town Landing beach building.

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.

The Recycling Center 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 screened approximately 800 yards of compost; there are also wood chips available to residents.

The South Shore Recycling Cooperative organized multiple household hazardous waste days throughout the region in 2021. Pembroke co-hosted an event in conjunction with Hanover at the Hanover Transfer Station, that highway foreman Joe Daiute, Cemetery Foreman Christine Callahan and other towns assisted with. We thank all member towns of the South Shore Recycling Co-operative for their hard work that allows Pembroke residents multiple opportunities throughout the year to safely dispose of their household hazardous waste.

In addition, there was 120 feet of ductile iron water main that was replaced at the facility. Finally, after a two-year process, we were able to widen the roadway as residents enter the facility.

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 2021

2/2/2022

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

In 2021, the SSRC expanded its membership from sixteen to eighteen towns, as it welcomed Braintree and East Bridgewater. Members of the SSRC are now: **Abington, Braintree, Cohasset, Duxbury, East Bridgewater, Hanover, Hanson, Hingham, Hull, Kingston, Middleborough, Norwell, Pembroke, Plymouth, Rockland, Scituate, Weymouth, and Whitman.** Representatives from each member town are appointed by Chief Elected Official(s) (*list attached*).

In FY21, the SSRC raised **\$86,879.67**: \$80,025 from municipal member dues, \$490.40 in sponsorships, \$2,000.00 in grant funding, \$1,200.00 in donations, and \$64.27 in interest.

Total expense was **\$84,904.14**. This paid for the services of the Executive Director, the Hazardous Waste Specialist, and for waste reduction and recycling activities that benefit our member towns detailed below.

In addition to technical assistance, these activities **saved /earned Member Towns \$98,970** in CY2021.

### MATERIALS MANAGEMENT

**Household Hazardous Waste Collections** - Capacity of vendors to conduct household hazardous waste (HHW) events continues to be tight. The State Contract for hazardous waste, combined with SSRC's collective buying power, enabled us to obtain the services of a reliable, collaborative and less costly provider, ACV Enviro, for our twelve collections. We revised the check-in process and instituted pre-registration, both which have greatly improved traffic flow.

The SSRC arranges for and administers Household Hazardous Waste Collections on behalf of its Member Towns. It coordinated multi-town collections for eleven of our Member Towns in 2021, creating further savings. Member Towns saved staff time to contract, schedule, publicize and staff collections. The Executive Director, Hazardous Waste Specialist and/or HHW Assessor assisted at all the events. The Executive Director coordinates the billing.

**1,552 residents** attended our **twelve collections** in 2021. The **reciprocity policy** also enabled a record **592** of those residents to attend other Member Towns' collections. This arrangement qualifies member towns for additional MassDEP **Recycling Dividend Program** points, and earned them an extra **\$27,700** in the 2021 grant cycle.

The total cost savings and benefits of the HHW program in 2021 is estimated at **\$69,550**.

**General Recyclables** – Historic challenges to our recycling programs since 2018 turned the corner in mid 2021, when our Towns began to receive rebates for recyclables again. Demand continued to climb, thanks to new investment in domestic capacity and consumer interest in recycled content.

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

The Director and three colleagues released a multitown Request for Proposals for single stream processing. The RFP specified a more fair allocation of risk, better transparency, and the leverage of aggregated tonnage. Five of the fifteen participating towns were SSRC Members. Only one bid, which was unresponsive was received. This demonstrated the lack of viable competition in our area, and reluctance to provide municipalities with any of the requested terms. The Director is now pursuing regulatory and legislative relief to achieve the intent of the RFP.

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 such things as:

- Electronics – set up and staffed three one-day collections, one in Hull, and two in Plymouth.
- Glass- assisted in connecting with transfer station in Middleboro, lower cost, bottle-to-bottle recycling (rather than a gravel additive)
- PAYT bags – interceded with MassDEP on vendor overcharges
- Mattresses – resolved pickup issues

## **PUBLIC OUTREACH:**

**Radio Public Service Announcements** – With funding from MassDEP and Bay State Textiles, the SSRC produced and aired **3 new PSAs** for 6 weeks with WATD FM. They covered “bring your own bag”, proper preparation of recyclables, and perplexing plastics. It also aired previously produced infomercials on textiles and composting. In addition to educating residents, this helped our towns to qualify for MassDEP incentive grant funding.

**Website** - [ssrcoop.info](http://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 84,000 page views by 41,000 visitors in 2021, a **27% increase** over 2020. 75% of visitors were new.

**Facebook:** The SSRC posts waste reduction and recycling tips regularly on its [Facebook page](#), which has 516 followers.

**Press Contacts** - The SSRC is a resource to and a presence in print, web and cable media. The Director contributed to a [Patriot Ledger article](#), and arranged for/cowrote 2 PSAs for PACTV. Click or hover on the [In The News tab](#) for more outreach information.

**Resident Contacts** – The Director fielded hundreds of calls and emails from residents and businesses in 2021. Most were about HHW, but she also advised how to properly dispose of everything from oil drums, fiberglass, railroad ties, and literally a ton of old magazines to bricks, televisions, food waste, lead pipes, VCR tapes, and coal.

### **ADVICE, ASSISTANCE AND NETWORKING**

The Executive Director's help is frequently sought by the solid waste managers. She stays current on local and national solid waste issues, attending conferences, meetings and webinars, visiting local disposal and recycling facilities, and reading professional publications. She provided requested advice and help on a **wide range of issues**, including disposal contracts and overcharges, single stream contracts, program recommendations, fee setting, and private hauler regulations, to name a few.

**Grant assistance** - The SSRC helped **twelve 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 **\$14,150** in Recycling Dividend Program funds, which provided a total of **\$193,350** in grants to fifteen of our Towns.

**Newsletter** - The SSRC publishes bi-monthly **Updates**, which are emailed to 1,210 subscribers (up from 870 in 2020), including many residents. The open rate is 42-29%.

### **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. 2021's focus legislation concerned packaging, mattress and paint producer responsibility, and Material Recovery Facility (MRF) transparency in contracting with municipalities. She testified at the hearings on the pertinent bills, as well as an updated bottle bill that would encompass wine and liquor bottles, nips, and noncarbonated beverage containers, and raise the deposit to 10¢. The latter was recently reported favorably out of the Telecommunications, Utilities and Energy Committee. See our [Advocacy page](#) for more information.

The Director represents the Board on the MassDEP Solid Waste Advisory Committee. She proposed and is leading the charge for 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 2021

TOWN	FIRST	LAST	C/O	POSITION
<b>Abington</b>	Marty	Golightly	BOH	Health Agent
	Chris	Schultz	BOH	Recycling Education and Compliance Officer
<b>Cohasset</b>	Merle	Brown	citizen	SSRC Past Chairman
	Ashley	Kenney	DPW	Highway Dept. Admin. Asst
<b>Duxbury</b>	Peter	Buttkus	DPW	Director
	Norm	Smith	DPW	Assistant Director
<b>Hanover</b>	Victor	Diniak	DPW	Superintendent
	Kurt	Kelley	DPW	Assistant Superintendent
<b>Hanson</b>	<b>Arlene</b>	<b>Dias</b>	BOH	Commissioner, SSRC Treasurer
	Gil	Amado	BOH	Health Agent
<b>Hingham</b>	Matt	Cahill	Transfer Station	Foreman
	Randy	Sylvester	DPW	Superintendent
<b>Hull</b>	Chris	Gardner	DPW	Director
	open		BOH	Health Director
<b>Kingston</b>	<b>Paul</b>	<b>Basler</b>	Streets, Trees & Parks	Superintendent, SSRC Vice Chairman
	<b>Jean</b>	<b>Landis-Naumann</b>	Recycling Committee	Chairman, SSRC Secretary
<b>Middleboro</b>	Christopher	Peck	DPW	Director
	Donna	Jolin	DPW	Office Manager
<b>Norwell</b>	Ben	Margro	BOH	Health Agent
	Vicky	Spillane	Recycling Committee	Appointee
<b>Pembroke</b>	Angela	Sestito	Selectmen's Office	Principal Clerk
	open			
<b>Plymouth</b>	Jonathan	Beder	DPW	Director
	Dakotah	Stockel	DPW	Administrative Assistant
<b>Rockland</b>	Delshaune	Flipp	BOH	Health Agent
	Scott	Margolis	BOH	Commissioner
<b>Scituate</b>	Kevin	Cafferty	DPW	Director; SSRC Chairman
	Sean	McCarthy	DPW	Asst. Director
<b>Weymouth</b>	Katie	McDonald	DPW	Principal Clerk
	Bob	O'Connor	DPW	Energy Manager
<b>Whitman</b>	Bruce	Martin	DPW	Director
	Dan	Kelly	BOH	Director

South Shore Recycling Cooperative 2021 Annual Report      quantifiable benefits

	HHW residents to home town event	HHW reciprocity use by residents	multitown setup fee avoidance*	roll off savings multitown, using SSRC @ \$55/hr (16 hr/town, double if 2 events)	HHW admin. PR, on site staff time awarded point values	Recycling Dividend Program HHW awarded point values	HHW total value	Bay State Textile tons (facilitated by SSRC)	BST rebates, avoided disp cost	glass savings \$/M (Nov-Dec)	RDP textile awarded point values (radio ads, data coll, etc)	Exec. Dir. MSW consults, assistance (\$55/hr), cost savings	Total	consultation topics
Abington	20	28	\$850	\$900	\$930	\$1,200	\$3,880	43.0	\$9,010		\$600	\$743	\$5,223	Multitown bid, grants, data survey, disposal overcharges, recycling contract, site visit
Braintree	205	7	n/a	n/a	\$930	-	\$930	91.2	\$11,313		\$0	\$825	\$1,755	Multitown bid, review contract proposals, batteries, site visit
Cohasset	17	33	\$600	\$150	\$930	\$1,200	\$2,880	27.3	\$5,022		\$600	\$523	\$4,003	disposal contract, grant, propane, paint, mattresses, oil, compost, glass
Duxbury*	0	76	\$900	\$450	\$930	\$2,200	\$4,480	34.2	\$5,989		\$1,100	\$550	\$6,130	data survey, grants, mattresses, glass, disposal contract, index pricing
E. Bridgewater	37	6	\$1,800	\$900	\$930	-	\$3,630	16.6	\$2,886		\$0	\$1,403	\$5,033	Multitown bid, cost data, muni fees, program recommendations, site visit, website edits
Hanover	168	9	\$3,600	\$1,800	\$1,860	-	\$7,260	23.1	\$4,355		\$0	\$330	\$7,590	C&D fees, latex coll, food waste, disposal contract, TS Study Committee consult, glass
Hanson	17	23	\$1,050	\$900	\$930	\$1,200	\$4,080	16.8	\$3,255		\$600	\$688	\$5,368	Multitown SSR bid, data survey, grant, mercury
Hingham	171	36	\$0	\$150	\$930	\$2,200	\$3,280	25.9	\$4,786		\$1,100	\$248	\$4,628	cost data, Ner connection, glass, compost
Hull	61	21	\$0	\$150	\$930	\$700	\$1,780	13.0	\$1,302		\$350	\$2,870	\$5,000	ewaste collection, grant submission, mercury
Kingston*	0	20	\$900	\$450	\$930	\$1,200	\$3,480	41.3	\$7,334		\$600	\$275	\$4,355	data survey, hauler regulation, mattresses, glass
Middleboro	131	16	\$0	\$0	\$930	\$2,200	\$3,130	32.1	\$4,007		\$1,100	\$110	\$4,340	site visit
Norwell	36	37	\$1,150	\$150	\$930	\$1,200	\$3,430	13.7	\$2,492		\$600	\$248	\$4,278	data survey, food waste, PAYT bags, grant, yard waste/invasives, flourescent tubes
Pembroke	55	50	\$0	\$500	\$930	\$2,200	\$3,630	43.4	\$8,514		\$1,100	\$660	\$5,390	Multitown bid, data survey, recycling committee consult
Plymouth	338	54	\$0	\$300	\$1,860	\$600	\$2,760	84.1	\$15,556	\$1,000	\$600	\$1,155	\$5,515	data survey, ewaste collections, glass, site visit
Rockland	12	37	\$650	\$900	\$930	\$1,200	\$3,680	12.3	\$2,396		\$600	\$1,183	\$5,463	Multitown bid, hauling contract, data survey, grants, compost site, regs, vendor bill
Scituate	111	58	\$1,200	\$900	\$930	\$2,200	\$5,230	83.2	\$17,473	\$922	\$1,100	\$853	\$8,105	hauler regs, data survey, food waste, PAYT bags, site visit
Weymouth	157	46	\$0	\$0	\$930	\$7,000	\$7,930	105.9	\$18,196		\$3,500	\$523	\$11,953	Multitown bid
Whitman	16	35	\$1,800	\$150	\$930	\$1,200	\$4,080	22.3	\$4,041		\$600	\$165	\$4,845	mercury
<b>Total</b>	1552	592	\$14,500	\$8,750	\$18,600	\$27,700	\$69,550	729.4	\$127,926	\$1,922	\$14,150	\$13,348	\$98,970	

HHW detail	SSRC	vendor	savings
Trash rolloff	\$500	\$900	500
Trash & OCC rolloffs	\$750	\$900	150
setup fee	\$1,800		
staff time: 340 hrs/(18 towns + 2 double events) =17 hrs/town * \$55/hr= \$930/town			
* hosted HHW FY 21 & 22, but not CY21			
New Members FY22			

## **REPORT OF THE BUILDING DEPARTMENT**

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

The following is a review of the actual construction in the Town of Pembroke for the year ending December 31, 2021

19	New Dwellings, valued at	\$4,776,500.00
147	Commercial New & Renovations, valued at	\$6,540,847.44
715	Miscellaneous Residential Permits valued at	\$12,492,138.00
881	Permits issued valued at	\$23,809,485.00
Fees collected and turned over to the Treasurer		\$428,0448.71
• (Sheet Metal is part of building \$7,362.23)		

Respectfully submitted,  
George Verry,  
Building Inspector/Zoning Official

## **REPORT OF THE WIRING INSPECTOR**

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

I hereby submit my report as Wiring Inspector for the year ending December 31, 2021.

Permits as follows:

Total Permits issued	533
Fees collected and turned over to the Treasurer	\$94,676.29

Respectfully submitted,  
Nicholas Zechello  
Inspector of Wires

## **REPORT OF THE GAS INSPECTOR**

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

I hereby submit my report as Gas Inspector for the year ending December 31, 2021.

Permits as follows:

Total Permits issued	311
Fees collected and turned over to the Treasurer	\$17,745.00

Respectfully submitted,  
Gary Young  
Gas Inspector

## **REPORT OF THE PLUMBING INSPECTOR**

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

I hereby submit my report as Plumbing Inspector for the year ending December 31, 2021.

Permits as follows:

Total Permits issued	215
Fees collected and turned over to the Treasurer	\$26,530.00

Respectfully submitted,  
Gary Young  
Plumbing Inspector

## REPORT OF THE SEALER OF WEIGHTS AND MEASURES

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

I hereby submit my report as Sealer of Weights and Measures for the year ending December 31, 2021.

Permits as follows:

Total Permits issued	9
Fees collected and turned over to the Treasurer	\$3,240.00

Respectfully submitted,  
Joseph Suppa  
Sealer of Weights and Measures

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

To the Honorable Select Board and the Citizens of Pembroke:

The Board of Health members are Thomas Driscoll, Chair, Matthew Newman, Clerk, and Adam Gedutis, Member. In 2021, the Health Agent performed the following: 134 perk tests, 287 septic related inspections, 38 COVID-19 Informational presentations (WATD, PACTV, various Boards and Committees), 275 COVID-19 related complaints, 184 food related inspections (Agent and contractors), 27 housing complaints, 44 general complaints, 23 Animal complaints, and 2 pool inspection (Agent and contractors).

The Board of Health issued 110 Food Permit Licenses, 5 Body Art Establishment Licenses, 14 Body Art Practitioner Licenses, 1 Camp License, 57 Septic Install and Repair Licenses, 62 Livestock Licenses, 18 Pumping Licenses, 1 Skating Rink License, 5 Special Licenses, 3 Swimming Pool Licenses, 1 Tanning Salon License, 47 Title 5 Inspector Licenses and 9 Private Trash Hauler Licenses.

Our Public Health Nurses, under our seventh-year vaccination program, administered 132 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 (seven out of the last eight years). The remaining ponds also tested at normal levels during the entire summer. None of our ponds exceeded the state limit of bacteria.

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 aged 60 and older. The mission of the Council of Aging is to advocate for improved quality of life for older adults through educational, social, and recreational activities. The Senior Center also provides advocacy and assistance to Pembroke's older adults and their families by helping them understand the complex issues associated with the aging process. Aging in place, transportation, property tax relief, medical coverage, fuel assistance, nutrition, housing and more on the forefront this past year health and wellness that are identified as primary concerns of our elders.

At the start of the year, the Senior Center found the staff spending most their days on the phone answering questions about COVID, Vaccines, and outreach helping to deal with isolation and the stress of the situation. Over the year the staff took in and placed 14,500 phone calls! We between COVID, booster and flu vaccines we were able to provide 820 vaccines. We could not have done this without the help of our Health Department, Fire Department, and outside vendors. We appreciate them all.

The Council on Aging staff consists of a full time Director and three part time Union Principal Clerks, Suzanne Driscoll, Susan Larkin, and Nancy O'Neill. We also have five part time van drivers, Jack Breen, Brian Foley, Jim McPherson, Joseph Ryan, and Tim White. We are very happy to announce that as of August we were also able to hire a full-time outreach coordinator Marie Vitale, Marie brings special energy to our team and our senior population. The first program I tasked her with was starting a Veteran's Coffee group which now meets every second Tuesday at 9:00 am. This has been a great success and we look forward to growing it. The outreach coordinators position is paid 50% by grant and 50% by the town. Rounding our group is a grant-based outreach staff member who works 12 hours of direct hands on with our consumers and food pantry recipients. Outreach and staff handled over 1800 situations not due to COVID and 5200 situations assisting with COVID related issues/concerns.

This year the COA due to COVID once again has had to think outside the box to provide services and special programs to deal with isolation and socialization. has had to think outside the box in how we provide services. We were very lucky to partner with PACTV, Duxbury, Plymouth, and Kingston Senior Centers to create a weekly programming line up that included, music, exercise, mindfulness, healthy cooking, travel, and programs with the DA's and Sheriff's offices. We all were awarded by the National Council Aging and National Institute of Senior Centers the 2021 Programs of Excellence Award due to this special programming. This was an unexpected honor there are only 15 programs receiving recognition for innovative programs for older adults. This project was also a joy to work on with the other towns. These programs and more can still be seen daily on Comcast 13. We were able to start to provide in house programs on a limited basis, and our seniors were so happy to be able to participate. No matter how small the size of class we were able to hold it was so nice to see familiar faces and her the laughter from all the rooms.

The Senior Center with the staff's help under the supervision of the Transportation Coordinator Nancy O'Neill provided over 5246, rides 820 of those Volunteer Medical 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, medical

appointments, and daily programs. These daily trips are free to Pembroke residents that are over 60 or have a disability.

The Senior Center has over 45 active volunteers without whom we as a center would not be able to function. In 2021 even with the pandemic our dedicated volunteers donated over 2500 hours, these hours add up to over \$36,000 were we to pay them. We appreciate all that they have done and are happy to say a lot are back and helping us navigate this new world. Volunteers are always welcome if you are interested, please see Susan Larkin. Due to the pandemic we again were not able to hold an event to honor our volunteers, but we sent all a thank you note and token of our appreciation.

Volunteers at the Senior Center have delivered over 9323 Meals on Wheels to 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 Manger 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. We also received special care packages at Christmas time to brighten up their day, the seniors loved them! Still thinking outside the box we kept the Grab and go meals going. These were a huge success and we served over 641 meals!

The Memory Café, which was funded by a grant from Massachusetts Council on Aging had continues to draw a good number of attendees every other 3<sup>rd</sup> Wednesday of the month at 1:00 pm under the supervision of our Outreach Coordinator Marie Vitale and Belaine McCabe. This group was formed for clients with memory concerns and their care givers. We are looking forward to expanding this program this year under Marie's guidance

The Pembroke Pioneer monthly newsletter is going strong and has all the news and updates you need for any programing, if you would like to sign up to receive one, please call us or go to The Council on Aging page on the town website and you can find it there.

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 delivery program has continued to expand, and we continue to see the need grow. As a community we are indeed blessed to have such an amazing resource. The Senior Center is very thankful for all the volunteers especially Janet Le at the Firehouse Food Pantry and our volunteer Curtis Kuta who made over 365 deliveries to our seniors that are unable to get to the pantry themselves.

The Hope fund was established during the pandemic for all Pembroke residents in need of financial assistance based on need. These funds were donated by other Pembroke residents and is still ongoing. 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.

To wrap up the year we had a very successful first open house in November for close to 200 people. Here we were able to provide residents with information and they were able to meet and speak with hand with OCES, The DA's Office, The Sheriff's office, GATRA, local elder care,

assessor's office library and even our exercise instructors. Folks enjoyed live music and food under the tent and even witnessed a flash mob of put on by our line dancers.

Lastly a huge thank you to Cranberry Vine Caterers who provided us with 30 Christmas gifts and our quilters and knitters for making lap throws for them too. The looks on our seniors faces when we visited to drop them off is indescribable. Also, to North River Community Church and Lombardo's for providing over 100 holiday meals for our seniors. I look forward to spring as the North River Community Church also took care of our flower beds and did some replanting. Thank you all for thinking of our seniors and the senior center.

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  
Members: Shelley Campbell, Marilyn Christmann, Sue Ellen Hewitt, Curtis Kuta, Linda Osborne and Alternate Janet O'Melia

# ANNUAL REPORT OF THE DEPARTMENT OF VETERAN SERVICES

To the Honorable Select Board and the Citizens of Pembroke:

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

While our Department has no connection with the Veterans' Administration, we do provide assistance by helping Veterans' in our town obtain Federal Benefits. We also help our Veterans' obtain their military records, medal replacements and grave markers.

We encourage anyone with questions pertaining to Veterans' Benefits to contact our office 781-293-4651 or 781-709-1415. Our office hours are 8:00-6:30 on Mondays, 8:00-4:30 Tuesday through Thursday, and 8:00-12:00 on Friday. If needed, we are also available for evening hours: please call our office to make an appointment.

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

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

Respectfully submitted,

David McPhillips, Veterans' Service Officer

Mary Whitman, Assistant Veterans' Service Officer

## ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

To the Honorable Select Board and Citizens of Pembroke:

The Commission on Disabilities regrettably lost two volunteers in the last year. Thomas Weinreich and Michelle O'Connor retired from the Board, and the office at the Community Center was supervised by Recreation Director Susan Roche through the end of the year.

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

Medical equipment is also available free of charge to anyone in need, although COVID sanitization protocols prevented the town from accepting donations from 2020 to summer of 2021. With the planned construction project to build a new Community Center beginning in 2022, storage will be at a minimum and will be offered in conjunction with the Senior Center.

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

For more information, please contact the Town Manager's office at 781-293-3844 or email [disabilities@pembroke-ma.gov](mailto:disabilities@pembroke-ma.gov).

Thank You.

Respectfully submitted,

William Chenard, Acting ADA Coordinator



THE COMMONWEALTH OF MASSACHUSETTS  
THE STATE RECLAMATION & MOSQUITO CONTROL BOARD



# PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

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

Commissioners:

John Sharland, Chairman  
Ann Motyka, Vice Chairman/Secretary  
Michael F. Valenti  
John Kenney  
Thomas Reynolds

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

## REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2021.

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 2021 efforts were directed at larval mosquitoes starting with the spring brood. The Project ground and aerial larvicided 11,045 acres and this was accomplished using Bti, an environmentally selective bacterial agent. An additional 600 acres were treated as part of a trial studying the effectiveness of *Bacillus sphaericus* on mosquitoes in cattail swamps. Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on June 1<sup>st</sup>, 2021 and ended on September 24<sup>th</sup>, 2021. The Project responded to 16,852 requests for spraying and larval checks from residents covering all of the towns within the district.

The Department of Public Health (DPH) has developed an “Arbovirus Surveillance and Response Plan” for the state. The Plan creates a system which estimates the human risk for contracting Eastern Equine Encephalitis and West Nile Virus using several factors including the number of infected mosquitoes. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Control Project started the season at “Low Level Risk” for Eastern Equine Encephalitis and remained at low risk for the entire summer. There was no Eastern Equine Encephalitis Virus detected in Massachusetts this year.

West Nile Virus activity occurred predominately in Middlesex and Suffolk counties. Statewide there were 9 human cases, none of them were in the district. The risk level for Bridgewater, Halifax, Hanson, East Bridgewater and Plympton was raised to moderate. For the rest of the district the risk level was low for the entire season. As part of our West Nile Virus control strategy a total of 53,924 catch basins were treated with larvicide in member towns to prevent WNV.

The Project participates in DPH's mosquito surveillance program. As part of that program we collected over 109,929 mosquitoes and submitted 19,322 mosquitoes for testing. The mosquitoes were combined into 503 groups. DPH also tested 13,439 mosquitoes from the district. In all there were 0 isolations of EEEV from mosquito samples. There was a total of 6 WNV isolations from Halifax, Hanson, East Bridgewater, Kingston and Marion.

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

The introduced mosquito *Aedes albopictus* has the potential to become a serious pest and a vector of disease. The mosquito has been present in Massachusetts since 2009. In conjunction with DPH we have been monitoring *Aedes albopictus* expansion in the state. We conducted surveillance for *Ae. albopictus* at 7 locations. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. This year we did not detect the mosquito. The Project began a tire recycling program in October 2017. During the 2021 season we recycled 562 tires bringing us to a total of 12,082 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 493 larval sites were checked.

During the summer 2,981 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 3,610 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 2021 crews removed blockages, brush and other obstructions from 3,005 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 *Ae. vexans* and *Cx. salinarius*. In the Town of Pembroke the three most common mosquitoes were *Cx. species*, *Cs. melanura* and *Ae. vexans*.

**Education and Outreach:** Through the Projects Community Liaison, many educational presentations took place throughout the year at summer camps, schools, fairs, libraries, and

councils on aging. All of the schools in the county were contacted to insure compliance with the Children and Families Protection Act. The Projects website is continually updated with information about meetings, the annual budget, educational information, and Project services.

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

Sincerely,



Ross Rossetti  
Superintendent

Commissioners:

John Sharland, Chairman  
Ann Motyka, Vice-Chairman/Secretary  
John Kenney  
Michael Valenti  
Thomas Reynolds

# South Shore Community Action Council

71 Obery Street  
Plymouth MA 02360



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## 2021 Program & Services Impact Report - Pembroke

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Date	Services Performed By:	Services Performed For:
<b>February 22, 2022</b>	<b>South Shore Community Action Council</b> 71 Obery Street Plymouth MA 02360	<b>Town of Pembroke</b> Select Board 100 Center Street Pembroke MA 02359

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### SSCAC Mission

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

## \$213,062 Expended by SSCAC in FY21 on Behalf of 509 Low-income Pembroke Residents

### Fuel Assistance

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#### **383 Low-income Pembroke Residents Kept Warm**

SSCAC helped keep 383 Pembroke residents warm during the winter months by making \$168,332 in payments to fuel vendors on their behalf.

### Energy Conservation

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#### **45 Low-income Pembroke Residents Saved Money on Utility Bills through Improved Home Energy Efficiency**

SSCAC lowered utility bills with \$38,675 in Weatherization, Appliance Management, and Heating System Repair/Replacement services for 45 Pembroke residents.

## South Shore Family Network

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### **37 Pembroke Families with Toddlers Participated in Community-based Early Learning Playgroups**

SSCAC's South Shore Family Network offered parent-child playgroups for 37 families at Pembroke Library focused on Raising A Reader early literacy and S.T.E.M. (Science, Technology, Engineering and Math), providing children with much-needed socialization and empowering parents as their children's first teacher.

## Volunteer Income Tax Assistance (VITA)

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### **23 Pembroke Residents Saved Money and Maximized their Refunds**

Free preparation and filing of state and federal income tax returns by IRS-certified volunteers for 23 Pembroke low-income taxpayers resulting in \$51,721 total refunds.

## Transportation

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### **10 Elderly and/or Disabled Pembroke Residents Accessed Healthcare and Other Vital Services**

SSCAC safely and reliably transported 10 elderly and/or disabled Pembroke residents with no other means of transportation from their homes to medical appointments and other vital human services with specially trained drivers and accessible vehicles.

## South Shore Early Education (Early Head Start, Head Start, State-subsidized Childcare)

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### **11 Infants, Toddlers, and Preschoolers Received High Quality Early Education for Free or Reduced Cost**

Award-winning, accredited, and licensed preschool and childcare with BA-degreed teachers and staff, nutritious meals, health screening, school bus transportation, and comprehensive family supports for 11 children and their families from Pembroke.

## Consumer Aid

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### **20 Pembroke Residents Received Consumer Complaint Mediation**

Mediation of consumer complaints for 20 low-income Pembroke residents in partnership with the MA Attorney General's Office.

## Emergency Assistance and Case Management

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### 4 Pembroke Residents in Crisis Maintained Housing

Emergency assistance with housing for 4 low-income Pembroke residents, including \$6,064 in landlord payments to prevent eviction.

## Demographics of Pembroke Residents Served in FY21

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PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
Residents Over Age 65	34%
Single Person Household	43%
Female	66%
Living Below 100% Poverty Level	29%
Disabled	21%
Active Military or Veteran	4%
Homeowner	63%
Employed Full- or Part-time	14%

## SSCAC Governance

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Our Board of Directors' composition is dictated by legislation and includes committed individuals with varying backgrounds and experiences, all of whom are South Shore residents volunteering their time, energy, and expertise to make a difference. Our Board of Directors currently includes 2 Pembroke residents – Virginia Wandell and Linda Osborne.

## SSCAC by the Numbers FY21

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- 25,589 Individuals Served
- 200+ Locally Employed
- 465 Volunteers Donated 2,046 Hours of Service
- 681 Community Partners
- 6% Agency Overhead

**For more information, visit [www.sscac.org](http://www.sscac.org), find us on Facebook, or call us at 508-747-7575**

## **AFFORDABLE HOUSING COMMITTEE**

### Members

Andrew Wandell  
Jane Ford  
James Noone  
Sharon McNamara  
Susan Runne  
Julia Fagnant  
Carolyn Crossley, Vice Chair  
Judy Parks, Chair

The Affordable Housing Committee of the Town of Pembroke is committed to increasing the supply and housing options within the housing stock of the Town so that families and individuals can afford to reside in our Town. For the last decade, the cost of land, development and existing homes have risen rapidly and often housing is out of reach for young families and adults, older adults and residents seeking rental options.

During 2021, the AHC proposed zoning changes to allow multifamily development with an affordable component by special permit in the industrial zones. This change was approved at Town Meeting and is now included in our Zoning By Laws. The Town Manager and several members of the committee met with land owners in these zones to explain the zoning change and to encourage them to investigate housing development.

The goal of the committee is to increase affordable housing to 15% of the Town's housing inventory and in 2021 we have identified several avenues that the committee is pursuing in 2022.

1. Encourage "friendly" 40B developments in appropriate locations.
2. Develop criteria to evaluate and thus endorse development proposals
3. Participate in the Town's Master Planning process
4. Continue to review zoning by laws for opportunities to increase affordable housing

The committee acts as a resource to land owners, developers, etc. who are interested in building multifamily developments and works with the Pembroke Housing Authority to stay current in the Commonwealth's housing data and regulations.

## 2021 REPORT OF THE HOUSING AUTHORITY

To the Honorable Board of Selectmen and Citizens of Pembroke:

The Pembroke Housing Authority is committed to providing safe, decent, affordable housing. The Authority administers 116 units of Massachusetts Chapter 667 housing (Elderly, Disabled), 7 units of Massachusetts Chapter 705 (family housing), 16 units of Massachusetts Chapter 689 group homes, 49 units of Federal Public Housing (Elderly, Disabled, Family), 7 Massachusetts Rental Vouchers and 83 Federal Housing Choice Vouchers (Section 8).

An important note to all residents, taxpayers, partners and stakeholders in public service:

The Pembroke Housing Authority is a quasi-state and federal agency. As such and as a retained-revenue Housing Authority, it does not rely upon any financial aid or subsidy from the Town of Pembroke's General Fund, in order to sustain itself.

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

The COVID-19 pandemic continued to be with us for another year. The Housing Authority in conjunction with the town nurse conducted multiple vaccination clinics for all of the residents and staff of the PHA.

Once again, the administrative staff performed heroically managing to maintain all benchmarks at work, while supporting their families at home. This on top of the evolving challenges from COVID for the elderly, disabled and the families we house. The maintenance staff continues to do great work and remain ever resilient. Trying to stay healthy and provide the same level service is a 24/7 challenge that all staff meet. The PHA personnel continue to go above and beyond.

Once again, 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 assistance made it possible for the housing authority and its residents to live in as safe and secure a place as possible.

Beginning in 2021, 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 low flow toilets were installed throughout the development and the community building. New flooring was installed on the first floor hallways of 7 residential buildings. All exterior doors were replaced, new apartment door locks installed. The design phas for additional parking and new sidewalks has been completed. Constrution expected in summer of '22.

At *The Residences* at MacDonald Way there was a new boiler replaced in one of the buildings.

At *The Preserve* at Kilcommons Drive the last phase of new fascia boards, gutters and downspouts was completed.

A new septic system was installed at one of our *Group Homes*, located off School street.

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](http://www.PembrokeHousingAuthority.Com) or [www.Mass.Gov](http://www.Mass.Gov) .

Respectfully Submitted,

Carolyn Crossley, Chairperson  
Judith Parks, Vice-Chairman  
Tom Berry, Treasurer  
James Muscato, Vice Treasurer  
Paul Gorman, Resident Commissioner

John P. McKeown, Executive Director

## **ANNUAL REPORT OF THE 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 2021.

The townspeople awarded \$352,114.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2021 Annual Town Meeting and Special 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 Open Space Committee for demolition and master concept plan for the Arthur & Michelle Lage property at 190 Barker Street
- to the Pembroke Historical Society for a feasibility study
- to the Pembroke Historical Society for repairs to the stone wall and removal of poison ivy at the Friend Meeting House
- to the Pembroke Recreation Department for the installation of safety rails behind the dugouts and bleachers at the Mattakeesett Street Ballfields
- to the Town Manager for the installation of fencing at the Mattakeesett Street Playground
- to the Pembroke Public Schools for Phase 2 of an athletics field project at the PHS Varsity Baseball and Softball fields
- to the Pembroke School Department to support development of appropriate work scopes, specifications, testing, administration, and cost estimates for the Hatch Building
- to the Town Manager for design and installation of a new sign at the GAR Hall

The committee looks forward to working with the 2021 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

## Pembroke Herring Fisheries Commission 2021-2022

### To the Honorable Board of Selectpersons and the Citizens of Pembroke

Greeting's residents of Pembroke: I would like to introduce myself to the residents of Pembroke that may not know me. I have been appointed as your Fisheries Superintendent. I have been an employee for the town and a volunteer on multiple committees and commissions. I began donating my time in the Fisheries Commission approximately nine years ago. It has been my desire to bring the Herring Fisheries back to Pembroke and in those nine years we have become one of the top towns in the state according to the Division of Marine Fisheries. The Herring Fisheries Commission plays an important role in the town and takes significant time and effort to do the job correctly. We have a great group of people that volunteer their time to make sure the migration route is clear of debris, and safe for the fish to travel from the ocean to Furnace and Oldham Ponds.

We have a vision for the future to help make our fish run the best in the state. There are multiple agencies that we must work with to achieve this goal. I have reached out to each of them and exchanged contact information. One of my first duties was to notify property owners and residents that abut the streams, brooks, and rivers, to make sure they know when we will be passing through their property with their approval. Your current board of Staff Officers and Commissioners are listed below. They are available should you have any questions or comments about the Fisheries Commission. Our information is also on the town web site and we post on Facebook as to some of our activities. We also provide new members with a tracking device to utilize while working the streams to identify their location. In case of an emergency, they can quickly be located by emergency personnel.

#### Pembroke Herring Fisheries Commission Members Jan 5, 2022

Position	Name	Cell#	E-Mail
<b>Superintendent</b>	Willard Boulter	(781) 389-4548	<a href="mailto:billb13865@gmail.com">billb13865@gmail.com</a>
<b>Asst. Superintendent</b>	Rob McCarthy	(617) 538-6949	<a href="mailto:rjmbowman@aol.com">rjmbowman@aol.com</a>
<b>Safety Officer:</b>	Rob McCarthy Jr	(617) 272-6590	<a href="mailto:robbiejoe30@yahoo.com">robbiejoe30@yahoo.com</a>
<b>Secretary / Treasurer</b>	David Clauss	(781) 983-3035	<a href="mailto:pembrokepines61@gmail.com">pembrokepines61@gmail.com</a>
<b><u>Commissioners</u></b>			
	Teresa Harling	(617) 686-7274	<a href="mailto:harlingteresa@gmail.com">harlingteresa@gmail.com</a>
	Christos Kapoutsos	617-688-5419	<a href="mailto:christoskapoutsos@gmail.com">christoskapoutsos@gmail.com</a>
	Dave Clauss Jr	(339) 203-2477	<a href="mailto:daveclauss@yahoo.com">daveclauss@yahoo.com</a>
<b>Alternate</b>	Jack Boulter	781-422-9049	<a href="mailto:jaboulter771@gmail.com">jaboulter771@gmail.com</a>
<b>Alternate</b>	Virginia McCarthy	(774) 274-0379	<a href="mailto:ginptkrt@hotmail.com">ginptkrt@hotmail.com</a>
<b><u>Jr. Members</u></b>	<b>open</b>		

Staff and volunteers, including parent volunteers, must be CORI checked prior to participating in the Jr Member program. Age to start is 8 years old and must be accompanied by a family member to meetings and work groups. Age 14 to 18 years old may attend meetings and work groups with written permission from parents. There are other requirements upon entry into the program.

Covid put a lot of stress on the Commissioners to make sure work was complete before the fish arrived in the spring of 2021. I would like to recognize and thank the new Commissioners for stepping up and working hard before the fish arrived. Unfortunately, we didn't have a very good count this past season and the Division of Marine Fisheries is working to understand what happened. There could be several things that contributed to the low count. This same low count took place all along the New England Coast.

Pembroke Fisheries 2021 Coin for sale \$15.00



In 2021, the Pembroke Fisheries made a coin and will continue each year with a different migration route on the back of the coin. These coins are made available to purchase for \$15. The money raised will be placed into a special account through the Town Accountants Office. These funds will be used to purchase items that assist in completing the work of the commission. If you would like to donate, please notify the Accountants Office, or mail a check to the Town of Pembroke - Fisheries Commission.

Rubbish, leaves, trees, or any other items that don't belong in the streams, brooks, and rivers make it more difficult for the herring to migrate up stream to the ponds. If they can't make it to the ponds they are unable to spawn. If you see something wrong in any of our streams, brooks, or rivers, please contact a member of the Fisheries Commission or one of the organizations listed below.

Division of Marine Fisheries	617-626-1520
Environmental Police	800-632-8075
Pembroke Police Department	781-293-6363

I would like to thank the outgoing Fisheries Superintendent Mark Amorello, Commissioners Art Egerton, Richard Madden, and Gino Fellini for all the time and effort they put into the Fisheries. We wish them the best on their new adventures.

I look forward to leading the Fisheries Commission and the volunteers. Thank you.

*Willard J Boulter Jr*

Superintendent of Fisheries

## REPORT OF THE RECYCLING COMMITTEE

The Recycling Committee met regularly throughout the year to not only continue moving forward on the tasks charged to them by the Select Board, but to develop and execute additional initiatives to support the recycling efforts of the town while remaining focused on keeping costs neutral or lowered. One initiative enacted by the committee was the development of weekly posts for the Town of Pembroke's Facebook page. A selection of posts are provided below. The committee is currently engaged with PACTV in developing educational video content to air on PACTV's Pembroke channel and for distribution online. Lastly, the committee finalized its report to the Select Board on implementing a dual-stream recycling program vs continuing with the town's current single-stream recycling program.

Respectfully submitted,

Kairyn Rainer, Chair; Carly Levy, Clerk; Stephen Curley, Molly Rosen, Meghan Watts, members.

The image displays four screenshots of Facebook posts from the Town of Pembroke, MA Government page, arranged in a 2x2 grid. Each post includes the town's profile picture, name, and date. The posts contain text, links, and images related to recycling and sustainability.

- Top Left Post (December 30, 2021):** "Let's make 2022 a Green New Year: 30 Easy and Effective New Year's Resolution Ideas you can implement this year!" with a link to <https://greenthatlife.com/green-new-year/>. The image shows a circular logo with "Pembroke Massachusetts" and "Let's Make 2022 a Green New Year | Town of Pembroke MA".
- Top Right Post (December 23, 2021):** "Want to stay on Santa's nice list? Learn about which types of gift wrap are recyclable. Here are some helpful tips to make your holiday season more sustainable:" with a link to <https://www.goodhousekeeping.com/.../eco-friendly-christmas/holidays/#ecofriendly>. The image shows a circular logo with "Pembroke Massachusetts" and "Stay on Santa's Nice List: Is Gift Wrap Recyclable? | Town of Pembroke MA".
- Bottom Left Post (December 30, 2021):** "You might think that items like wire hangers and umbrellas are recyclable, but they are not! If in good, reusable condition, think about donating it or bringing it to the 'take it or leave it shop' at the recycling center." with a link to <https://www.pembroke-ma.gov/.../wilson-e-whittaker...>. The image shows a circular logo with "Pembroke Massachusetts" and "The Wilson E. Whittaker Recycling Center | Town of Pembroke MA".
- Bottom Right Post (December 23, 2021):** "Household items like paint cans, hoses, cooking pans, etc. should NOT go in the recycling toter. Check out the recycling center for the list of acceptable items and fees (If applicable):" with a link to [https://www.pembroke-ma.gov/.../pembroke\\_recycling\\_center...](https://www.pembroke-ma.gov/.../pembroke_recycling_center...). The image shows a circular logo with "Pembroke Massachusetts" and "www.pembroke-ma.gov".

## 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 service for the community, the library strives to empower people to find and evaluate information and remain current with new technology.

In 2021, we said farewell to Deborah Wall, Pembroke Public Library Director of 20 years. In July, Deborah announced her retirement. At a farewell/retirement event, Representative Josh Cutler presented Deborah with a Resolution from the Massachusetts General Court, Deborah Conrad presented a Certificate of Commendation from the Massachusetts Board of Library Commissioners and Tracy Marino presented a Certificate of Appreciation from the Pembroke Select Board. Also, after many years as a valued library trustee, Lyn Dionne retired from the Library Board of Trustees.

The Trustees established a Library Director Search Committee. Members included Carol Watches, Trustee; Larissa Curley, Trustee; Robert DeMarzo, Pembroke Library Foundation; Tracy Marino, Selectperson, Friends President; and Kathy Benvie, Interim Library Director. In November, after presentation of two viable candidates, the Trustees voted to offer the position to Marcie Walsh-O'Connor, Director Whitman Public Library. We welcomed Ms. Walsh-O'Connor to our library as the new director on January 10, 2022.

While the Library Director position was open from October 1<sup>st</sup> until January 10<sup>th</sup>, Kathy Benvie stepped in as Interim Director. Other staff members took on additional responsibilities to fill the gaps, such as purchasing and passport management. Despite some turnover of part-time staff during the year, the library is fully staffed in our part-time and full-time positions as of January.

The Municipal budget was \$734,896. The library received \$30,303 in state aid.

The Friends of the Pembroke Library donated \$2,000 for programs, books and museum passes. We received \$2,500 from Cultural Council for use towards museum passes as well.

We continue to be a Passport Acceptance Facility. Last year 880 applications were submitted, which is a fourfold increase over 2020. Stephanie McBain took over the Passport Manager role after the retirement of the library director. Seven staff members are trained to support Passport applications.

Permanent Fine Free was voted into effect on 6/17/21 by the Trustees. Some items are exempt from fine free status such as Hotspots, Museum passes, Library of Things, Kits and a few other equipment type items. Food for Fines was held 6/28/21 – 8/20/21 to assist patrons in clearing old overdue fines.

5,968 physical items were added to the collection this year. There were a total of 86,699 physical items circulated, over 82% of that total were lent to Pembroke residents. Total physical holdings are at 98,427 items: 57,200 adult items, 7,106 young adult items and 34,111 children's items. The total number of print magazines and newspapers are 158. 17,872 items were borrowed from other libraries and 25,459 were loaned to other libraries. This year the library

added the New York Times online as well as Kanopy, an option for patrons for streaming films and Great Courses.

We had 52,757 visitors to the library. Staff members supported curbside pickups before and after the building reopened to the public of February 25<sup>th</sup>. In January, there were 773 curbside pickups, February saw 787 pickups and 62 pickups in March. Post March, there are 2 to 3 curbside pickups a month.

28,077 ebooks, Audiobooks, movies plus other electronic items were downloaded. Additionally, a total of 10,478 classes were taken, articles were downloaded, and searches were performed via on-line resources.

Adult computers were used 2,249 times and children's computer usage was 891 for a total of 3,240 sessions.

The Meeting Room was used 164 times, and the Trustees' Room was used 71 times. To adhere to social distancing rules, the history room was converted on a temporary basis to be used as the Director's office.

There were 189 library programs during 2021 with 4,210 program attendees, 77 adult events with 599 attendees, 11 YA events with 170 attending, and 74 children's events with 2,084 children attending. 845 adults attended the YA and Children's events.

Museum passes were requested 479 times with each pass available for 2 to 4 people. This was slightly up from 2020.

The library was open for a total of 2,341 hours during 2021, which includes the following: nights: 456 Hours, Saturday: 263 Hours, and Sunday: 44 Hours.

With monies received from the Cares Act, the library was able to install a coin operated copy and print payment system and most importantly an RFID system for tracking library items and self-checkout. The RFID project required 450 staff hours from January through September 23<sup>rd</sup> to complete. Over 90,000 physical items were tagged.

Twenty library volunteers gave us 141 hours of their time to assist with on-going projects and programs scheduled at the library.

There are 13,607 library cardholders. Of that number, 11,780 are Pembroke residents. We issued 556 new library cards.

During the late October storm when the town lost power and internet, we extended library hours so residents could come in for warmth, charge phones, laptops or tablets, and to use the library services.

Until December of 2021, the Library continued to be a collection point for the Pembroke Food Pantry. Also, we continued our December pajama drive for the Pembroke Community Group. Pembroke residents donated new pajamas so that every family member in need received a pair.

We wish to thank all our donors, both individuals and other contributors who support the work and programs at the library. Some of our other contributors included: The Della Chiesa Trust Fund, Martha's Bike Shop, Pembroke Cultural Council and South Shore Family Network. A

special thank you to the Family of Ann Dunnington for their donation in her memory of the replacement world globe and the large print display piece.

We marketed our programs and events using social media, on-line resources, informative flyers, library displays, and through the library's monthly newsletter. Additionally, the library was represented at the COA Open House and the Pembroke Tree Lighting ceremony.

The Pembroke Public Library looks forward to continuing to serve the Pembroke community, and the community at large.

Respectfully submitted,

Carol Watches, Chair

Larissa Curley, Vice- Chair

Mary Beth Courtright

Sean Fitzpatrick

Jillian Taylor, Secretary

## TOWN MEMORIAL COMMITTEE ANNUAL REPORT

To The Honorable Selectboard and Citizens of Pembroke,

In 2021 we again made videos for Memorial Day & Veterans' Day Ceremonies due to Covid.

Thanks to Art Egerton, of Pembroke Town News who our Committee worked with to provide wonderful Programs to honor those who made the ultimate sacrifice and to honor our Veterans.

For Memorial Day, The 1st Massachusetts Regimental Volunteer Calvary and the PHS Band under the direction of Austin Glass participated. as well as Father Joseph McCarthy of St. Thecla's Parish. Anthony O'Brien was our speaker.

Veterans' Day welcomed the PHS Honors Chamber Singers under the direction of Gwynne Chapman. Rev David Poole of 1st Church gave the Invocation & Benediction. Police Chief, Richard MacDonald gave our main address.

Veterans Day Essay winners:

Seamus McFarland	North Pembroke Elementary
Skylar Stahl	Bryantville Elementary
Amber Lawson	Hobomock Elementary

Respectively Submitted,

Linda Osborne, Chair, regular member  
Gwynne Chapmen, School Representative  
Mark Money penny, Vice Chair, regular member  
Chief Richard MacDonald, Police Department  
David McPhillips, Secretary, regular member & Veteran's Agent  
Chief Kenneth McCormack, Fire Department  
Kathleen Keegan, Church Representative, regular member  
Sean Keagan, regular member, Sgt at Arms  
Andrew Pongrantz, Neglected Grave Officer, Regular member  
James Baille, regular member  
Denise Hawes, regular member

**Pembroke Public Schools**  
**Annual Town Report**  
**Erin Obey, Superintendent of Schools**

The 2020-2021 school year in Pembroke began like a typical year with professional development, a welcoming convocation, and a renewed focus on our shared goals centered in the areas of student achievement, technology, communication, and social-emotional health, however, the year was anything but typical. Our mission to ensure excellence in teaching and learning was tested in unprecedented ways. The crisis caused by the COVID-19 pandemic impacted all our lives and during this unparalleled time of change, the conditions of teaching and learning were and still are constantly changing and ambiguous.

Although the COVID-19 crisis and our implementation of e-learning for all students dominated the last several months of the 2020 school year, it is important to recognize that there were many important achievements throughout 2021. While schools may have physically closed in March of 2020, our staff responded heroically as they began connecting with students virtually while simultaneously planning our remote and hybrid learning models for the return to learn in September.

Despite the challenges caused by the pandemic, our teachers adapted to new models of curriculum delivery and ensured that students continued their high levels of learning. While the district focused on the safety and health of our students and staff, teaching and learning continued. Pembroke Public Schools was not operating as a 1:1 technology district however, in an expeditious manner, PPS began a collective response, repurposed computers from labs, utilized grant funding, repurposed funds, and distributed computers to ensure all students had access to technology at the start of the pandemic.

The staff did an amazing job of coordinating efforts to garner important information such as technology access and internet accessibility for families. Principals and administrators continued to work responding to parents' and students' needs before turning their focus to planning for a safe return to school in the fall with a healthy environment conducive to the well-being of our students and staff.

Our Food Services and Maintenance staff defined the meaning of the phrase "essential workers" as they worked tirelessly to prepare meals, keep buildings accessible, while consistently adapting to the ever-changing protocols and procedures.

Since the start of the pandemic, the adaptability of our educational system has been tested and all involved have been asked to teach and learn in new ways. The interdependence between school and home has been magnified. Our teachers have been creative and hard-working, our students resilient and engaged, and our parents exceptionally supportive and involved. A strong community partnership has always been one of the hallmarks of Pembroke. That partnership has been instrumental in helping navigate remote learning, in-person learning, and the many protocols that make school a safe place during a pandemic.

The dedication of our teachers, staff, and students has been outstanding. Our staff has done and continues to do a significant amount of work to assure that our student's mental health is prioritized during this unprecedented time. Despite the challenge of the COVID-19 crisis parents have been very positive and supportive of our schools. This support is deeply appreciated, and it has enabled the district to work collaboratively with all stakeholders to reimagine and rethink teaching and learning while working to meet the needs of our students.

We are, like many of you, look forward to a return to normal, and regardless of the disruption, caused by the pandemic our continued growth, outstanding achievement, and community partnership make the Pembroke school community a great place to live, learn, and grow. We are grateful for the collaborative efforts of our entire community of teachers, administrators, parents, students, and stakeholders which has allowed us to build agile and responsive practices to support our students and staff during this time of intense change. On behalf of the Pembroke Public Schools, we thank you for your continued support of our schools.

**Pembroke High School**  
**2021 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. During the period of time that students were engaged in remote and hybrid learning, many of the meetings took place virtually via Google Meet.

The guidance curriculum continued to provide 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. The outlets included posting information on the Guidance Google Classroom pages which was utilized for each grade to disseminate important information including checklists and reminders throughout the school year. The use of Screencastify videos to provide tutorials for students and parents was created to demonstrate how to effectively research colleges, careers, scholarships, and how to select courses in PowerSchool. 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 Guidance Weekly Update. Maintaining focus on social-emotional and mental health remained a top priority. In turn, the guidance counselors collaborated with administration, adjustment counselors, the school nurse, and the school resource officer in a weekly meeting to discuss students of concern. In addition, students that were not meeting with academic success despite interventions were referred to the Academic Study Team, where an in-depth analysis of the student was conducted by the administration, guidance counselors, and the special education coordinator to determine the best action plan to assist the student. While hybrid and remote learning took place, 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 were provided. In response to the high absentee rate due to Covid-19, the guidance counselors and the assistant principals held re-entry meetings for all students that were absent for 5 or more days to create an academic support plan.

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 that took place virtually in November. A College Admission Night took place virtually in March with college admission

representatives from the University of California San Diego, Providence College, Bridgewater State University, UMASS Amherst, Quinnipiac University, and Bates College. The admissions representatives provided important information regarding the college admission process, providing perspectives from state, private and public colleges, and universities. In February, the Admission Director from Quincy College held a virtual “Decision Day.” Approximately 20 students were admitted during a 1-1 virtual interview that took place in February. All told, our counselors sent a total of 1461 transcripts to 275 different colleges/universities for the class of 2021 which consisted of 208 students.

To help the members of the Class of 2021 defray the costs of post-secondary education, our students received a total of 67 local scholarships from our generous community, totaling over \$97,925 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 5th annual Junior Book Award Program, with several prestigious universities recognizing deserving juniors that have made significant contributions in and out of the classroom and within the school community. Institutions such as Harvard University, Rensselaer Polytechnic Institute, Yale University, Wellesley College, 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 2021 Pembroke High School year in athletics was an extremely exciting and record-setting endeavor. Although there were some sports modifications due to the pandemic, all of the student-athletes should be proud of the tremendous efforts put forth in all four seasons, and in how they represented the town of Pembroke.

### **2021 By the Numbers**

- 98 Patriot League All-Stars
- 3 Patriot League MVP's
- 21 Patriot Ledger All-Scholastics
- 3 Boston Globe All-Scholastic
- 2 Boston Herald All-Scholastic
- 2 Eastern Mass All-Stars
- 1 Eastern Mass Division 2 coach of the year
- 4 programs qualified for the state tournament
- 7 Patriot League Fisher Division titles
- 1 MIAA Round of 16 finalist

### **Winter Athletics 2020-2021**

The Pembroke girls hockey team had a tremendous season. The girls' hockey team ran through the Patriot league going 11-1 in league play and earning the title of Fisher Division champions. Due to the pandemic-related changes, there was no MIAA state tournament to qualify for. However, there was a newly created Patriot Cup. The girls' hockey team earned a #1 seed in the Patriot Cup and made it all the way to the Championship game. The successful season was led by 4 Patriot League all-stars, Jenn Birolini, Megan Dorsey, Kaleigh Murphy, and Allison Zeoli. In addition to league all-star, Birolini, Murphy, and Zeoli also earned Patriot Ledger All-Scholastic accolades.

Pembroke/Silver Lake girls gymnastics team once again won the Patriot League title. The gymnastics team was led by PL All-Stars Lauren Canniff (Uneven Bars), and Brooke Bonwitt (Balance Beam). The team finished with a league-high score of 137.46.

The winter season combined for 12 Patriot League All-Stars, 4 Patriot Ledger All-Scholastics, 1 Boston Herald All-Scholastic, and 2 Boston Globe All-Scholastics.

Due to the pandemic, wrestling, indoor track, and winter cheerleading did not have a 2020-2021 winter season. Wrestling moved to the spring season, while indoor track and cheerleading competed in the Fall 2 Season. In addition, it should be noted that other athletic restrictions were in place. The MIAA did not offer a state tournament in the winter season, and the amount of regular-season games was reduced by 50%.

### **Fall 2 2021**

This newly created season was put in place due to the pandemic. The Fall 2 season consisted of football, indoor track, and cheerleading.

Even though this was a short season, Pembroke Athletics earned twelve Fall 2 Patriot League All-Stars, Luke Chapman (Track), Charlie Goncalves (Track), Declan Harkins (Track), Greg Hussey (Track), Caitlyn Abban (Track), Sarah Claflin (Track), Allison Flaherty (Track), Sarah Leach (Track), Ashleigh Spellman (Track), Aidan Keefe (Football), Jack Driscoll (Football), and John Curran (Football).

### **Spring Athletics 2021**

The spring season had another strong showing from the Titans' track & field program, with the boys' program claiming a Fisher Division league title. The spring season success carried into the Division 2 south sectionals, where the girls' program finished in 5th place. The Titans had 11 girls, and 16 boys who qualified for states. At the state meet, Pembroke had a plethora of 2nd place finishes. Jordan Roy in the javelin, Drew Hall in the long jump and high jump, Allison Flaherty in the long jump, and Catrena Ghattas in the triple jump. To complete the season, five boys and four girls were selected as Patriot League All-Stars, including Drew Hall, who was named Patriot League MVP.

Success on the field continued with Pembroke softball and the boys' lacrosse team, who both won their first-round Patriot Cup games. Softball defeated Duxbury, while boys lacrosse defeated Plymouth North.

Other spring notables included 26 student-athletes who were selected at Patriot League All-stars. Four Titans were also chosen as Patriot Ledger All-Scholastics, Declan Harkins (track), Drew Hall (track), Tory O'Malley (Softball), and Ryan Mulhern (Boys Lacrosse).

### **Fall Athletics 2021**

Boys Soccer had a remarkable season, finishing 15-3-1, earning the Patriot League Fisher Division title. The great record earned the soccer team a #2 seed in the MIAA state tournament. The boys won their first-round game before losing in the round of 16 to Stoneham. The team's success was led by Patriot League All-Stars Charlie Goncalves, Ryan Bartolotti, Ethan Sullivan, Declan Crowley, Andrew Gleason, and Matt McAuliffe. Ethan Sullivan was also named Patriot League MVP, Eastern Mass Division 2 All-Star, and All-Scholastic by the Patriot Ledger, Boston Globe, and Boston Herald.

The volleyball team had a strong season which qualified them for the MIAA tournament. Pembroke won their first-round tournament game, before eventually losing to Bishop Fenwick in the following round 3-1. Captain Lauren Canniff was named a Patriot League All-Star.

Field Hockey also earned an MIAA tournament berth. The first-round game sent Pembroke to powerhouse Austin Prep, who defeated Pembroke 3-1. The Patriot League named Megan Dorsey and Kaleigh Murphy as All-Stars.

Girls and Boys Cross Country continued their legacy of success. Both programs earned Patriot League Fisher Division titles. Girls Cross Country was led by Patriot League All-Stars Caitlin Abban, Sarah Leach, Elizabeth Souretis, Cassie Sparrow, and Valentina Zacconi. On the boys' side, Mike D'Angelo, Casey Motta, Josh Phinney, and Willem Thwing were selected as Patriot League All-Stars.

Fall cheerleading made a great run in 2021. At regionals, the girls scored 82.7 and finished in 4th place in Division 2. The 4th place finish qualified them for states at Worcester State College.

Other Fall 2021 Notables: Luke Merlan (Golf) qualified for the South Division 2 individual tournament play and was named a 1st team Patriot Ledger All-Scholastic. Aidan Keefe (Football), Abby Flynn (Girls Soccer), and Declan Crowley (Boys Soccer) were selected as 2nd team Patriot Ledger All-Scholastics. Additionally, Dean Freeley (Golf), Abby Flynn (Girls Soccer), Carlie Gough (Girls Soccer) earned Patriot League All-Star accolades.

### **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 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 arts frameworks. In addition, the department team continues to engage in professional development using Google Suite, 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 VPA faculty continues to adapt instruction to COVID-19 protocols which are particularly challenging to arts instruction. For example, wind & brass instrumental instruction continues to require musicians to play through a slit in a surgical mask to mitigate the spread of aerosols. Additionally, all visual art teachers carefully consider the handling of materials and supplies to ensure that COVID protocols are being followed at all times. 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.

The Music Department presented numerous concerts in the 2021 year including:

- Spring Concerts for all schools
- Chamber Singers performing at Graduation
- PHS Marching Band presented their “Music of the 60’s” field show in the fall of 2021 under the direction of senior drum majors Allison Zeoli and Luke Merlan.
- PHS Thespian Society presented 3 performances of “Mamma Mia!” in November of 2021
- PHS Chamber Singers created a video with the help of our friends at PAC-TV to provide music for the 2021 virtual Pembroke Veteran’s Day service.
- Winter Concerts for all schools

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 2021:

- The Art Department is proud to announce that we have three students who have works accepted into scholastic art awards this year out of 8,609 submissions They are as follows: Charlotte Littlefield, Honorable Mention Drawing & Illustration: “I See You”, Amanda Melville, Honorable Mention Photography “A Day on the Lake” and Jordan Roy, Honorable Mention Mixed Media Well-rounded.
- Ben Thwing, Markus Lovelace, and Lily Beard had their work accepted into the Emerging Young Artists Exhibit at UMASS Dartmouth.
- Katherine Mahar and Allison Zeoli were accepted to the All-State Chorus.
- 18 musicians were accepted to the SEMSBA Music Festival
- 7 students were accepted to the Southeastern Junior District Music Festival.

- 14 musicians were accepted to the Southeastern Senior District Music Festival and 5 of those students received recommendations to audition for the 2022 All-State Music Festival.

## **English Language Arts Department**

The English-Language Arts Department continued their professional-learning community work this year with a focus on revising the curriculum for senior electives and Advanced Placement Courses, as well as general electives. Analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State Frameworks and MCAS 2.0 continue to be a focus area for the department. Ms. Jennifer Campbell and Ms. Katie O'Mara infused the 9th-10th grade literacy support courses with online practice tests and other technology-based tools for improving students' literacy and study skills. Additionally, many teachers engaged in summer 2021 professional development in alignment with the district's diversity, equity, inclusion, and belonging initiatives.

Teachers continued to take advantage of professional development opportunities aimed at increasing student achievement and exposing teachers and students to new and innovative instructional practices. Teachers across the department are also participating in the professional development workshop series through the Language Collaborative at Bridgewater State University. Notably, Ms. Jennifer Campbell matriculated through a graduate course on the use of technology in education—focusing on ways to minimize negative effects and maximize learning for students. 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 second season in September 2021.

Led by English Teacher, Mr. Scott Turley, the Class of 2021 celebrated the end of a long year with a Senior Parade up Learning Lane in front of teachers, parents, and friends. This was followed by a Sunset Tailgate Parking Lot Party last May with food trucks, a DJ, a photo booth, and parking lot games. Then the Class celebrated its Senior Dinner Dance at the Lakeside Villa on Monponsett Pond during their Senior Week before graduation.

The ELA Department was honored to award academic excellence honors to 23 seniors and an additional 20 underclassmen in the Spring of 2021. 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 2021. 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 75% of the senior class taking part in multiple sessions held over a three-week period.

Professional Development: With the continued shift between online and in-person instruction- 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, NO Red Ink, IXL, and Quill. Teachers also participated in additional online professional development offered by MassCue and Google. 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.

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

### **Science Department**

The Science Department is continuing its work to amplify students' content expertise while developing their abilities to reason and think critically as they become increasingly more adept at employing the Science & Engineering Practices in the 2016 Massachusetts Science and Technology/Engineering Curriculum Framework.

Science teachers faced a challenge in the first half of 2021 unlike any in their careers as they faced the prospect of helping students learn science without the practice of experimentation in the laboratory. They pushed themselves to find ways to simulate as much of the cognitive experience as possible through simulations, live or video demonstrations, and the practices of experimentation without the collection of data. Students were able to engage in some experiments when they could be conducted according to the coronavirus safety procedures. The return to the laboratories and Pembroke's strong culture of a hands-on science experience in September 2021 was met with excitement from both students and teachers.

Mr. Keelan Murphy completed his first-year teaching at Pembroke High School. He took advantage of his prior professional experience in marine biology to revise the Marine Biology curriculum in collaboration with Ms. Karyn Townsend.

Mr. Andrew Baker and Ms. Kathleen Ottina comprise the core of our Chemistry program. Their positive work in introductory Chemistry courses resulted in increased enrollment in AP Chemistry. They revised the Honors Chemistry curriculum to enhance students' preparedness for AP Chemistry. They also cataloged and reorganized the chemical storeroom to enhance safety and be consistent with updated storage guidelines. Mr. Baker attended an AP Chemistry teacher preparation program and took on the responsibility of teaching this demanding course for the first time. Mr. Baker also enrolled in a Master of Arts in Teaching program.

Mr. Michael Murray, Ms. Karyn Townsend, and Mr. Keelan Murphy have started updating the curriculum for the introductory Biology course as Mr. Richard Newton has for the Physics curricula. Dr. Tara Cartee has evaluated and begun the process for Anatomy and Physiology, Forensics, and Environmental Engineering.

### **History and Social Science Department**

The faculty of the History and Social Science Department at PHS have worked in their professional learning communities for the past two years to align all courses with the 2018 Massachusetts Curriculum Frameworks. As of the 2021-2022 school year, all course curricula are now fully aligned with the historical thinking and literacy skills outlined in the standards. Teacher teams continue to work on aligning assessments with the latest research into historical thinking and reading and writing in history and social science. Additionally, all teachers engaged in summer, 2021 professional development in alignment with the district's diversity, equity, inclusion, and belonging initiatives.

Targeted professional development work in order to develop non-partisan civics projects for 11th graders is ongoing and will continue to be field-tested during the 2021-2022 school year. Faculty also continue to concentrate on a number of initiatives this year-each of which are aimed at developing students' abilities to reason and think critically as well as apply historical research methods, content knowledge, and historical thinking skills to their lives both inside and outside of school through studying and implementing the Inquiry-Design Method (IDM). A continued focus of the faculty's work is the development of analytical writing skills demonstrated through the completion of a significant research paper and project in each grade level.

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

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: Charlotte Littlefield and Easton Horner.

The History and Social Science Department was also grateful to honor over 45 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: Due to the Covid-19 pandemic, many of our long-standing field trips were canceled or were held virtually, but many students were still able to partake in meaningful experiential learning opportunities. AP Psychology students competed at Boda-Borg, an interactive gaming facility where teams of students and teachers competed to complete physical, intellectual, and psychological challenges. Model United Nations I/II (MUN) students participated in BOSMUN XIV--a nationwide conference of high school-level MUN students. At the virtual conference, students had the opportunity to research and debate issues of global importance-simulating debates at the United Nations.

Professional Development: George Jackson and Edward Gould served as AP Readers and scorers of the AP Psychology and AP US Government and Politics exams in Spring of 2021. Additionally, George Jackson has now been appointed as an official AP Consultant for AP Psychology. These excellent professional development opportunities help to inform faculty members' instruction in their own AP courses. Ms. Lynne Place also participated in a professional development course offered by Amnesty International entitled: Know Your Rights and Claim Them.

As instruction continued to pivot between virtual learning and in-person instruction, 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, ABC-CLIO, and Learning for Justice. Teachers also participated in additional online professional development offered by MassCue, Google, the Gilder-Lehrman Institute, and the Stanford History Education Group. The department also maintains strong local and state ties through membership in MCSS (Massachusetts Council for the Social Studies) and NCSS-the national organization for history and social science educators. Membership in these organizations enables the department to share curriculum and instructional innovations with our neighboring schools as well as schools around the country.

### **World Languages Department**

During the 2020-21 school year, World Language teachers across the department expanded their expertise using the Google Suite for Education and provided students with higher access to learning material and the necessary support that ensured all students' learning in the hybrid model (September-March) and in-person (April-June).

Teachers also continued their work in their Professional Learning Communities as they revised curriculum maps for each language level to align them with the new World Language Curriculum Framework published in March 2021. Mrs. DePontbriand, Mr. Silva, and Ms. Kirtley continued this work during the summer months. Teachers in the department consistently offered students in middle and high school rich content during lessons and beyond. Under the hybrid model, all teachers in the department dedicated one teaching period to remote learning support for students. In addition, at Pembroke High School the new course "Latin for Medical Terminology" was popular among students both semesters while the Pembroke Community Middle School welcomed Madame Elfilali as our new French and Latin teacher.

Since the school reopening, Ms. Kirtley and Mrs. Whitehill collaborated with colleagues in the district as part of the 7-12 Social Justice Sub-committee and Social-Emotional learning while Mrs. DePontbriand and Mrs. Bradford served on the Curriculum sub-committee.

Thirty-two Pembroke High School students took the Massachusetts Seal of Biliteracy exam in Arabic, Brazilian Portuguese, French, Latin, and Spanish for the first time in April 2021. The Massachusetts Seal of Biliteracy was awarded to eight PHS seniors who passed the exam attesting

that they had attained high functional and academic levels of proficiency in English and a world language they had learned at home or through their years of language studies in the district:

- Ioannis Anninos (Seal of Biliteracy in Greek)
- Abigail Dahlquis (Seal of Biliteracy with distinction in Spanish)
- [Sophia Da Silva](#) (Seal of Biliteracy in Brazilian Portuguese and French)
- Marly Cassford (Seal of Biliteracy in Spanish)
- Lucas Crowley (Seal of Biliteracy in Spanish)
- Mason LaPlante (Seal of Biliteracy in Spanish)
- Grade Petitpas (Seal of Biliteracy in French and Latin)
- [Rodrigo Silva](#) (Seal of Biliteracy in Brazilian Portuguese and Spanish)

We recognize the value of our students' academic success and wish them to benefit from being bilingual. In June '21, The State Seal of Biliteracy was added on the transcript of the above graduating senior as a statement of accomplishment for future employers and college admissions.

Students in both buildings were actively engaged in their World Language Clubs as they extended their learning about the Latin, French, and Spanish languages, and cultures. The middle school French Club and the Spanish Club met weekly with enrichment opportunities about traditions in French and Spanish-speaking countries. Under the supervision of Ms. Rachel Kirtley and Mr. Benjamin Auger, between January and March 2021, the PHS Latin Club provided free Latin lessons to middle school students interested in learning the basics of Latin and ancient mythology.

### **Business**

Under the direction of Mrs. Maryellen Gates, 60 students competed in the District DECA competition, with 23 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. In 2021, all the competitions were held virtually. We had multiple high-scoring winners and a total of two PHS students qualified to participate in the International DECA Competition. Charlotte Littlefield and Kalie Walker earned the opportunity to compete at the international competition. 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**

Our mathematics faculty spent considerable time learning new technology tools to integrate into their classrooms (hybrid and in-person instruction). Both students and faculty handled these shifts in the teaching and learning of mathematics with patience and grace!

Mrs. Noelle Pourbaix continues to mentor 15 Mathletes as we returned to competition with local high schools in the fall.

Under the direction of Mrs. Elaine Griggs, Computer Science (CS) ventured into additional STEM curriculum to support the district. We are Blogging, Vlogging, Podcasting, developing mobile apps and websites, and in general, being digital creators of unique content in the classroom and clubs.

In the CS classroom: In cybersecurity, we started new physical computing projects. Circuit lamps, e-textiles, and IoT houses. Working with Mr. Hall we are keeping our IT up to date on the software needs of these projects. In AP CSP we submitted mobile apps to the Congressional App Challenge (CAC) and WON first, second, and third place in our Congressional District. These student awardees are Joey D'Angelo (Ocean Pollution), Jonathan Rajarathinam (Fitness App), Evan Jacobson, Nate, and Jack Tosone (Community Running app). Kevin Murphy facilitated a national change in the rubric to remove the reduction in points for drag and drop programming using App Inventor. Other CSHS students are creating mobile apps in Java. 2021 graduates were accepted to colleges all around the nation as CS majors in areas of Cybersecurity, Software development, AI and machine learning, and robotics.

Student leadership in CS comes from 3 clubs:

1. Pembroke's chapter of the Computer Science Honor Society (CSHS) was founded in the fall of 2020 and had its first senior pinning graduation event in the spring of 2021. CSHS leadership includes seniors Ethan Munroe, Jack Houghton, Dean Freely, Nora Cleary, Allison Flaherty, and President Kathleen Morris. CSHS students have community service projects and are all working together to 3D print a prosthetic hand for children with the ENABLE foundation this year in conjunction with UMass Lowell's ENABLE chapter: <https://enablingthefuture.org/>
2. Future Women Engineers (FWE) got its new name and started with the leadership from Kathleen Morris, Nora Cleary, and Allison Flaherty in fall 2020. We have several new members this year and are following the International Technovation Challenge curriculum. The team submitted a multi-media online submission and scored very well, with amazing comments from the judges. This all-girl team submitted a mobile app they developed on mental health. The judges commented on their personal bravery in stepping out and discussing their own mental health challenges. The student leadership group is leading a mentoring program called "Girls with Ideas" For grades 3-8. They are working on ideas including an app on Women's rights and a Home Chore app with reminders.
3. Pembroke robotics stepped up during the pandemic with the adoption of the BotBall Virtual Classroom tools from Kiss Institute of Practical Robotics (KIPR). Leadership includes Declan Battell, Jeff April, Matt Willshire, Ben Dyer, and Kevin Murphy. Students Leaders in Pembroke Robotics and Future Women Engineers (FWE) took on mentoring programs. Pembroke Robotics had 10 students grades 3-8 in Junior BotBall Challenge once a week for 8 weeks in Term 2 <https://www.kipr.org/jr-botball>. Third-grade students (half girls) are learning C and running robots. These younger students are prepared to take on STEM student leadership roles in the district. Their high school mentors completed the same program on Saturdays with the class of 2018.

Pending Awards: Along with the CAC sweep of Congressional District 9, Mrs. Elaine Griggs was nominated as Gillette STEM teacher of the year in MA and has been invited to apply for the 5000.00 award for district STEM materials in aerial robotics. Once again, she is also in the running for the National Center for Women in Technology (NCWIT) educator award. Kathleen Morris and

Nora Cleary submitted student applications for the National Center for Women in Technology student award for Empowering Women's Voices in CS.

**Class of 2021**

On June 5, 2021, Pembroke High School graduated its seventeenth 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 17 years.

Sixty-one members of Pembroke High School’s Class of 2021 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 2021 consisted of 208 graduates. Post-secondary plans included the following:

- 4 - Year College – 75%
- 2 - Year College – 10.2%
- Total College Matriculation – 85.2%
- Employment – 11.7%
- Military – 1.5%
- Professional/Trade School – 1.5%
- Post Graduate – 0%

**John and Abigail Adams Scholarship Winners  
Class of 2021**

Shea Barton	Janinia Kay	Katelyn Psaros
Logan Boutwell	Braden Kelbaugh	Ethan Putlack
Marly Cassford	Grace Kelner	Frances Riley
Luke Chapman	Stella Lane	Lucille Riley
Kathleen Cobb	Mason LaPlante	Stephen Rolfs
Abigail Dahlquist	Jack Maclay	Jordan Roy
Miranda Demita	Ryan Mattinson	Lucas Saia
Cassandra Doehling	Carolyn McAuliffe	James Schissel

Hannah Gerlach	Sophia McCarthy	Joseph Shine
Caitlin Graham	Delaney Miller	Mikayla Shubert
Matthew Halloran	Hannah Morgan	Ashleigh Spellman
Elizabeth Hayes	Adam Nicholaw	Julia Spillane
Jenna Hendriksen	Abigail Obermann	Holly Sullivan
Jillian Hendriksen	Julia Olszewski	Dimitrios Tombros
William Higgins	Wesley Perrotto	Noelle Tosone
Elizabeth Hinkley	Grace Petitpas	Kelli Urbaitis
Daniel Hoare	Rachael Polin	Diego Urquizo
William Hoban	Samantha Polin	Julia Wesinger
Lillian Hodge	Dylan Polvere	Jack Willshire
Katelyn Howe	Amelia Prescott	Tyler Wilson
		William Yarranton

**Members of the Class of 2021**

<p>Angelina Sherri Adams  Alexa Ford Alhadeff ^*  Margaret Emily Amendolare  Kyle Thomas Anderlionis  Ioannis G Anninos F  Cailan Noelle Armstrong  Amanda Jean Bartlett  Shea Emerson Barton  Rebecca Rose Benton  Kendall Rose Bongarzone  Adam Deen Bouabbana  Sydney Christine Boussy  Logan Keith Boutwell *<sup>v</sup>  Declan John Byrne  Gabryelly Rose Caetano-Dutra  Marcos Souza Campos  Mia Grace Cappa /  Luke Douglas Carroll  Elizabeth Jane Carter  Marly Shay Cassford ^*/F  Isabella Thea Celli *  Luke Martin Chapman ^*  Emily Chmielinski  John David Christie  Molly Marie Claflin  Justin Ryan Clark  Kathleen Ella Cobb ^*+  Lauren Kate Coburn  Kaitiemae Lisa Commesso  Marcelle Pires Costa  Matthew James Cranston  John Francis Cronin  Lucas Joseph Crowley *F  John William Curran  Sophia Martins Da Silva *F  Abigail Jane Dahlquist *F  Ryan Matthew Davis  Miranda Irene DeMita */  Samantha Beth Diauto ~  Kylei Sarah McHale  Mary Elizabeth McLaughlin ~  Julevich Revan McLaughlin-  Isabella Jamira McTavish Oliveira  Michael Francis Medico  Hunter John Melanson  Ella Margaret Merlan  Delaney Marie Miller *+  Sean Richard Minton  Hannah Elizabeth Morgan +  Rosalia Elaine Moughaizel  Colin James Mulhern  Ryan Joseph Mulhern /  Chase Holden Murphy  Ryan Francis Nagobads  Haley Noelle Nason-Stallings  Nikki ThyVan Nguyen *+  Adam Craig Nicholaw  Cole Austin Nichols  Meagan Annette O'Brien</p>	<p>Gregory Wayne Diskin  Jack Burke Dobrowski *  Cassandra Elizabeth Doehling ^  Brian Patrick Doiron  Jacob Michael Dorsey /  Briana Lynn Dow  John Ashton Ennis  Joseph Michael Falco  Noah Benjamin Fay <sup>v</sup>  Chloe Eileen Flynn  Michaela Carroll Ford-Selter  Kiara Chantel Surette Foresman  Liam Matthew Foster  Rhys Marc Foster  Leana Frank  Doc Valiant Frattasio  James Michael Frustaci  Caitlyn Madison Gassiraro  Hannah Rose Gerlach  Kyle David Gibson  Caitlin Margaret Graham */  Jaclyn Claire Gregorio  Elise Louise Groppi  Matthew Christopher Halloran  Declan Joseph Harkins  William Francis Harmon  Elizabeth Grace Hayes ^*  Jenna Christina Hendriksen *  Jillian Elisabeth Hendriksen ^*  William Patrick Higgins  Olivia Chan-Rebecca Hillstrom  Elizabeth Serena Hinkley  Daniel Jacob Hoare *  William James Hoban *+  Lillian Vail Hodge ^  Mary Kate Elizabeth Hogan  Jeremy Ryan Holt  Jack Charles Hooker  Katelyn Fay Howe ^*  Lucas Saunders Saia ^<sup>v</sup>F  Zariyel Vamoni Santos  Maya Kate Savage  Madalyn Eileen Scarpino  James Patrick Schissel *  Mia Rose Scott  Gabriel Michael Semonian  Sophie Olivia Sheehan  Joseph Patrick Shine  Michael Christopher Shubert  Mikayla Kristen Shubert ^  Emily Rose Sigler  Nicole Suzanne-Marie Silva +  Rodrigo Jaime Costa Silva F  Gwen Theresa Simmons  Izabel Cristiny Souza  Ashleigh Nicole Spellman  Caroline Susan Spellman  Julia Patricia Spillane ^*  Tyler Robert St. John</p>	<p>Katarina Cecilia Hrivnak *  Harold Clark Hughes  Jaden Robert Jackson  Andrew Brian Jacobson <sup>v</sup>  Corinne Ashley Johnson *+  Declan Patrick Jones  Lily Parker Jones  Meaghan Christine Judson  Isabella Rose Kane  Harrison Edward Kaplan  Janinia Marjorie Kay  Braden Douglas Kelbaugh *  Grace Pauline Kelner ^*  Christopher Edward Kerr  Joseph Paul Kerr  Christopher William Krueger  Stella Marie Lane ^+  Rachel Ann Langlois  Elizabeth Ann LaPine *+  Mason Joseph LaPlante F  John Bradford Leach  Stephen James Litchfield  Alexander Joseph Lynch  Sean Robert MacCormick  Jack Henry Maclay *  Matthew Jacob Madrigal  Katherine Elizabeth Mahar +  Chloe Macallan Malone  Haley Jennie March  Olivia Grace Mastromarino  Ryan Leonard Mattinson <sup>v</sup>  James Anthony Mau  Michael Steven Mau  Caroline Rose McAuliffe  Brendan Conor McCabe /  Michael Charles McCarthy  Sophia Natalia McCarthy  Stephen Francis McCarthy  Keith Andrew McGuire</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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<p> Tory Elizabeth O'Malley  Abigail Renate Obermann  Julia Ann Olszewski +  Kaitlyn Marie Pearson ~  Wesley Edward Perrotto  Grace Kathryn Petitpas ^*+F  Sophia Marie Pizzi  Rachael Marie Polin ^*  Samantha Marie Polin ^*  Dylan Michael Polvere  Ethan Randall Porter  Amelia Eileen Prescott  Katelyn Elizabeth Psaros  Ethan Henry Putlack ^  Sydney Melissa Rappaport  Cameron Scott Regan  Frances Marie Riley  Lucille Rita Riley  Liam Thomas Robinson  Stephen Andrew Rolfs √  Isabelle Rose Rosano  Nathan Joseph Rossi  Emily Katherine Rowell  Sean Henry Rowell  Jordan Alyssa Roy ^  Jacob John Rundle </p>	<p> Samuel James Steele  Nolan Jerome Stewart  Christopher Henry Sullivan /  Duncan Paul Sullivan  Holly Clare Sullivan *  Joseph Richard Sweeney  Dimitrios Scioscia Tombros  Noelle Patricia Tosone  Mason Douglas Turvey  Kelli Anne Urbaitis  Diego Sebastian Urquizo  Bryce Michael Vega  Catherine Grace Ventura *+  Gianna Marie Verna  Evan Jason Wassmouth  Julia Elizabeth Wesinger *+  Jack Frederick Willshire ^*/  Brennan James Wilson  Tyler James Wilson  Matthew Ryan Wolf  William Taylor Yarranton *+  Brooke Anastasia Young </p>	
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## **Pembroke Community Middle School**

### **2021-2022**

Pembroke Community Middle School opened the 2021-2022 school year with an enrollment of 412 students: 213 seventh graders and 199 eighth graders.

There have been several additions to our staff this school year. Ms. Danielle McLean, guidance counselor (7th grade), Mrs. Ellen Jones (.5 Social Worker), Mrs. Kerrie-Hamill-O'Neil (.5 Social Worker), Mrs. Roula Serhal (World Languages: French & Spanish), Mrs. Jaime Joyce (Special Education), Ms. Julia Eisan (Educational Support/Library ESP), Ms. Carlie Wilson (Special Education). Ms. Wilson and Ms. Eisan are alumni of Pembroke Public Schools. Mrs. Cheryl Piwarunas (Special Education) began working at PCMS this fall but has been a long-time and much-valued PPS faculty member, having worked for many years at NPES and PHS. Also new this year, Ms. Julie Cotillo, a full-time school psychology intern attending Tufts University.

Mrs. Mary Sheehan, the much-loved and indispensable guidance and special education secretary, retired at the end of 2021. It was our good fortune to have Mrs. Tracey Smith, a clerical ESP from Bryantville, join us at PCMS and take on that position. Similarly, Ms. Eisan moved on to other opportunities in late December and we were able to hire Ms. Courtney Keller to take her place.

In mid to late March 2021, our students shifted to a 4-day in school model (Tuesdays-Fridays). In April 2021, PCMS returned to a 5-day a week in school model. Prior to these shifts, due to the COVID-19 pandemic, most of our students attended a 2-day in-school program with 3 days/week of remote learning. There remained a small number of students who opted for the full remote model until the end of the 2020-2021 school year.

In May 2021, students sat for the MCAS. Typically, each content area (ELA, Math, STE) is assessed over two days. In light of the challenges of the pandemic on schools, the Department of Elementary and Secondary Education adjusted the assessment, so students only sat for one session per content area.

In June 2021, we organized a grade-level carnival/field day. The day began with an outside version of 'music bingo', then students got to spend a half a day competing in more traditional field day activities (e.g., kickball) and half a day on inflatable rides, with free popcorn and snow cones. This combo year-end event was a great success, and we plan on having the same type of celebration at the end of this year. Our PTO fully funded this wonderful school event.

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

In August 2021, we opened the school buildings with full in-person learning. In the week before school opened, guidance counselors offered guided tours to students and families. This year, we returned to rotating our 6-day, 7-period schedule. Rotating the schedule allows for classes to meet at different times throughout the week.

We have 56 students taking Literacy Enrichment and 51 students taking Math Foundations. These courses are supplemental supports for students that are funded through Title One, a federal program. Students typically take these courses in place of a world language.

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

The last several years we have had several co-taught classes in math and ELA. A co-taught class is one where there are two teachers- one with content expertise and licensure & one certified with special education, so they have a deeper understanding of strategies, modifications and supporting a range of learners. This year, we added co-teaching in some of our social studies classes. We had several staff attend a 2-day training on co-teaching-- 9/7 & 9/14, including three of our new-to-PCMS special education teachers, 2 SS teachers (1 G7, 1 G8), Tom Walsh & the content coordinators. In total, PCMS has 12 co-taught sections. Thank you to Jess DeLorenzo and Meghan Collum for their support in setting up this training.

We held a fall fundraiser, called GO GOLD, to raise awareness and support for childhood cancer. We collected donations, and cards that students created for students with cancer, and we held a "Go Gold" spirit day on Friday, September 24.

We are implementing a new science initiative at PCMS, called OpenSciEd, thanks to the hard work of Jonathan Shapiro, K-12 Science Coordinator. OpenSciEd provides high quality instructional materials, as well as ongoing training and support for delivering the science units with fidelity. All four of our science teachers attended trainings this summer, to prepare them for implementation. There will be additional training in February. OpenSciEd also provides ongoing peer support, with job-alike groups, to extend teacher learning and success with implementation. The science teachers will be attending additional training in the winter, as we add in additional instructional units. This organization began its focus at the middle school level to lay the groundwork for the high school and post-secondary science instruction.

During the fall, Open House was conducted virtually. For the fall parent/teacher conferences, parents had a choice to attend conferences in person or virtually.

The PTO held their annual calendar fundraiser in the fall. This fundraiser had been suspended the previous year. The participation was excellent, and the fundraiser generated more profits than any other year. The PTO uses all funds to support PCMS students and staff.

We were able to offer a cross country program this fall and a basketball program this winter.

This fall, we shifted back to in-person clubs. There was a range of clubs offered to address a range of student interest: Art, Best Buddies, Cooking, Drama, Gender & Sexual Alliance (GSA), Jazz, Leadership, and Spanish. This year, students attended these clubs in person.

Last spring, the Conservation Commission and Open Space Committee donated a tree to each of the schools. PCMS student representatives, two from each grade, were chosen to determine the tree location and aid with planting. The students chose a hill that is visible as visitors enter our grounds. We are grateful to Tracy Marino, an Open Space member, and Art Egerton, a Conservation Commission member, for this thoughtful donation. And our thanks to our student representatives: Maddie York, Grace Rejewski, Joey Marino, and Ben Souretis.

Every school district in Massachusetts is allowed to nominate one 8th grade student for a state-wide leadership initiative called Project 351. Every year, the staff is asked to nominate students who: 1. Exemplify the values of kindness, compassion, humility, & gratitude; 2. Demonstrate an ethic of service. Project 351 is seeking aspiring change-makers who have shown a unique passion & commitment to others and a cause greater than self. 3. Strong potential and the desire to lead. 4. Reflects the rich diversity of the Commonwealth of Massachusetts and our community. Alissa Marcella was nominated by numerous PCMS staff and thus was selected as Pembroke's student representative.

The PCMS School Council is an advisory body who meets regularly with the principal. We have several parent volunteers: Allison Glennon, Caryn Laframboise Drake, and Melissa Donahue. The staff volunteers are Leslie McDonough, Melanie Gillis, and Jill Davis. Officer Steve Kirby is the community representative. This year we have added an 8th grade student representative, Miss Grace Rejewski.

Our PTO continues to provide excellent support to our school community at both the staff and student level. The makeup of the PTO Board is as follows: Tracy Marino (President), Melissa Donahue (Vice President), Stephanie Zdenek (Treasurer), Sarah Rizzitano (Secretary), Caryn Drake (Hospitality) and Kelly Christie (Fundraising).

Right before the winter break, we held another very successful Food Drive and were able to collect and donate over 1200 items for the Pembroke Food Pantry. As promised, if there was a successful food drive, Mr. Walsh, PCMS Assistant Principal, wore a pink bunny suit to the lunch block.

A spirit week was held in December, with each day students dressing with a different theme.

Thank you, as always, to the town, the faculty, the superintendent, and the school committee for their ongoing support for public education.

Most gratefully submitted,

Donna McGarrigle, Ed.D.  
PCMS Principal

## **Bryantville Elementary School 2021-2022 Annual Town Report**

Bryantville Elementary believes all children will achieve their greatest potential in a safe, caring, supportive, and enriching environment. Bryantville presently has an enrollment of 440 students grades Kindergarten through Grade Six. This total includes three full day kindergarten classes each with a class size greater than 20. The other grades (1-6) are currently staffed at three sections with the exception of Grade Three which has four sections. The Principal at Bryantville is Jennifer Simmons. She is supported by Traci Costa, who serves as both the Assistant Principal and Special Education Team Chairperson for the building.

The school focuses on excellence in teaching as strive to support and challenge all students. We offer additional, targeted support in Reading through our Title 1 program. In addition, we have hired Elementary Interrupted Learning Tutors to support students with any learning loss as a result of the pandemic. Further, teachers at each grade level have a block of instruction during the day, called Titan Time, when teachers offer additional support and enrichment to students. Computer based programs called Lexia/Power Up (Reading) and iReady (Math) are utilized for enrichment and additional intervention. Teachers meet weekly as grade level teams to discuss student's academic progress and collaborate on instructional strategies and interventions. Faculty meetings twice a month are used to work on areas identified in our School Improvement Plan. The School Improvement Plan is developed by our School Council, and our teachers develop individual and team goals in alignment with the school and district goals.

In addition to academics, Bryantville has focused on Social and Emotional Learning as well as Diversity, Equity, Inclusion, and Belonging. Teachers utilize practices from the Responsive Classroom curriculum which focuses on practical strategies that bring together social and academic learning throughout the day. This includes Morning Meeting which is a daily routine which allows students and the teacher to share and respond to each other's news, to practice social skills through fun activities, and to build interest in the learning events in the day ahead. We also use the Social Thinking Curriculum as another resource for promoting social growth in children. Morning Meetings and the Social Thinking Curriculum are part of our anti-bullying program that teaches children to use strategies for effectively navigating social conflict. The school holds community meetings each month with a focus on a different Core Value: respect, honesty, fairness, caring, trustworthy, perseverance, integrity, responsibility, self-discipline, and citizenship. These meetings reinforce the importance of acceptance and understanding. Teachers are reviewing and reflecting on our current units, resources, and novels, in order to ensure that we are addressing curriculum and standards that reflect Diversity, Equity, Inclusion and Belonging to ensure equity for all learners regardless of race, sex, gender or religion. These practices help to foster strong relationships between students, staff, and the school community.

We offer children a solid foundation in art, music, and physical education. Our library is a place for our students to utilize their imaginations and escape into the world of reading. We have a large percentage of our students participating in chorus, orchestra, and/or band. There are before and

after school programs offered, and we house the YMCA as a before and after school care option for families.

The Bryantville PTO continues to be an active and integral part of our school community. We are thankful for the many contributions that our PTO and parent volunteers make to our school community. Their major fundraising event, Boosterthon, resulted in a Fun Run for all students as well as daily character building activities for each classroom. The PTO funds all field trips and supports any request needed. They held a successful Book Fair, Monster Mash, and Holiday Fair as well as began to hold outdoor movie nights. The PTO holds a monthly meeting where committee updates are given, events are planned, and the Principal provides an update on the current pulse of the school.

Each year the School Council fulfills an advisory role to the administration of Bryantville. The Bryantville School Council, with membership including teachers, parents, and community members, meets several times a year to discuss school improvement efforts and progress toward our school improvement goals. This group contributes to the overall success of our school by sharing insight and generating ideas to ensure the success of our school year.

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

Respectfully submitted,

Jennifer R. Simmons, MEd, CAGS  
Principal, Bryantville Elementary School

## **Hobomock Elementary School**

**2021-2022**

Hobomock Elementary School has a student enrollment of 409 students from kindergarten through grade six. The Principal of Hobomock is Mr. Michael Murphy and he is supported by Ms. Ashley Pierce, who serves as both the Assistant Principal and special education coordinator for the building. Resilience continues to be our mantra here at Hobomock, as we have overcome so many challenges caused by the 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 which 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 and extracurricular opportunities

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Hobomock has a thriving student council that is composed of several dedicated sixth-grade students. The student council is facilitated by Ms. Crehan, one of our first-grade teachers. In addition to the student council, Hobomock also hosts a thriving chorus that is spearheaded by our new music teacher, Ms. Macisso. 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 where they are provided with hands-on STEM lessons each week facilitated by Mrs. Cori Small.

### 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.

### **2021-2022 Hobomock Elementary School Council**

Keri Tillson, parent

Kara Kenney, parent

Scott Wilson, parent

Shannon Decosta, staff

Stephanie Toolin, staff

Wendy Weisman, staff

Gretchen Emmetts, community member

Michael Murphy, Principal

### Character Education

Hobomock Elementary School rolled out a whole-school character education program two years ago where all members of the community encourage the values of Fairness; Independence; Citizenship; Kindness; Responsibility; Perseverance; and Integrity. Each grade level had come together on a 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 and help make Hobomock a great place to teach and learn.

## **North Pembroke Elementary School 2021-2022**

North Pembroke Elementary School presently has an enrollment of 516 students in Pre-School through grade six. This total includes the four system-wide *integrated* pre-school classes located here serving sixty-seven 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 is Erica Swift. She is supported by Valerie Charpentier, 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. This instruction is provided by Mrs. Natalie McFadyen, Mrs. Katlyn Duncan, and Mrs. Jocelyn Christmas. These programs provide instruction for children who are ready to learn at an accelerated pace. 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. We currently have interrupted learning tutors Joanne Salmon and Brooke Rinkus who are providing additional support in ELA and Math.

In addition to academics, North Pembroke Elementary has focused on social and emotional learning and social justice. 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 continued to apply restorative practices as an approach to problem solving with students. This year there has been a focus on social justice and incorporating that into restorative practices to ensure equity for all learners regardless of race, sex, gender or religion. These practices help to foster strong relationships between students, staff, and the school community. The school has also continued a "Student of the Month" initiative in which students are nominated by their teacher's for exhibiting our school's core values. The students are then celebrated with an award and a prize bag.

### 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. The chorus is directed by Mrs. Karin Foley. Mrs. Julie Molisse runs our art program, Mr. Brendan Mosher instructs physical education, and Mr. Dan Hawes runs our band program. Mr. Dan Hawes has conducted live concerts for our students. Mr. Tarbox continues to instruct our strings students.

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 their continued support for every grade in the school. The PTO has purchased multiple devices over the past few years to support our goal of increasing instructional technology. Their major fundraising event Whooo's Reading, has replaced Boosterthon. The Whooo's Reading fundraiser encourages students to read. As the students read more, they can earn awards and prizes and receive money for the amount of pages read. This program has been well received by students and staff and has increased students' love for reading.

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
Meredith McCafferty	Parent
Jessica Conn	Teacher
Anne Callanan	Teacher
Heidi Shadrick	Teacher
Kim Samuelson	Paraprofessional
Jessica McFarland	Community Representative
Erica Swift	Principal

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

**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 through community meetings 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.



**Pembroke Public Schools  
Membership  
October 2021**

<b>School</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>TOTAL</b>
Bryantville		68	58	59	70	63	61	62							<b>441</b>
Hobomock		60	50	50	58	61	57	72							<b>408</b>
North Pembroke	67	60	75	55	66	63	62	69							<b>517</b>
<b>Elementary Grade Level Totals</b>	<b>67</b>	<b>188</b>	<b>183</b>	<b>164</b>	<b>194</b>	<b>187</b>	<b>180</b>	<b>203</b>					<b>Elementary Total</b>		<b>1366</b>
Middle School									213	199					<b>412</b>
High School											199	188	193	196	<b>776</b>
													<b>Secondary Total</b>		<b>1,188</b>
													<b>GRAND TOTAL</b>		<b>2,554</b>



# PEMBROKE SCHOOL DEPARTMENT

## Membership

January 1, 2010

<b>Grade</b>	<b>PreK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>TOTAL</b>
Bryantville		91	100	92	105	117	118	105							728
Hobomock		64	58	60	77	92	70	76							497
North Pembroke	59	99	96	92	85	114	99	96							740
	59	254	254	244	267	323	287	277			<b>Elementary Total</b>				<b>1965</b>
Middle School									283	279					562
High School											222	226	244	234	926
											<b>Secondary Total</b>				<b>1,488</b>
											<b>GRAND TOTAL</b>				<b>3,453</b>

## WHERE TO CALL FOR SERVICE

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<b>SERVICE</b>	<b>DEPARTMENT</b>	
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

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

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

**TOWN WEB SITE: [www.pembroke-ma.gov](http://www.pembroke-ma.gov)**

**SCHOOL WEBSITE: [www.pembrokek12.org](http://www.pembrokek12.org)**