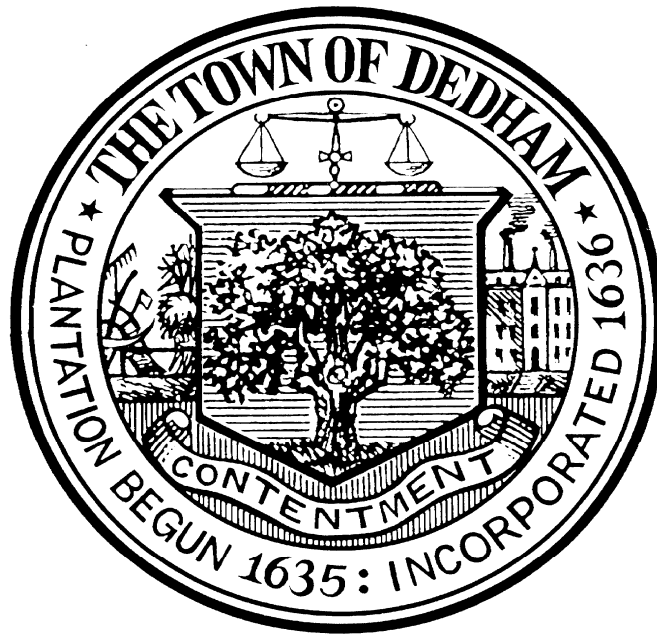


2016 DEDHAM TOWN REPORT



WHERE TO CALL:

EMERGENCY:

POLICE	Emergency Calls	911	Other Calls:	751-9300
FIRE	Emergency Calls	911	Other Calls:	751-9400

FOR INFORMATION ON:

Administration	Town Administrator	751-9100
Assessments	Assessors	751-9130
Bills & Accounts	Finance Department	751-9150
Birth Certificates	Town Clerk	751-9200
Building Permits	Building Commissioner	751-9180
Cemetery	Superintendent of Cemeteries	326-1177
Civil Defense	Director	751-9300
Code Enforcement	Enforcement/Compliance	751-9186
Counseling, etc.	Youth Commission	751-9190
Council on Aging	Elder Services	326-1650
Death Certificates	Town Clerk	751-9200
Dog Licenses	Town Clerk	751-9200
Dogs, Lost, Found, Complaints	Canine Controller	751-9106
Elder Services	Council on Aging	326-1650
Elections	Town Clerk	751-9200
Entertainment Licenses	Selectmen	751-9100
Environment	Conservation Commission	751-9210
Finance Committee	Finance	751-9140
Finance Director	Finance	751-9150
Fire Permits	Fire Department	751-9400
Fuel Oil Shortage	Fire Department	751-9400
Gas Permits	Gas Inspector	751-9183
Health	Board of Health	751-9220
Housing Inspections	Housing Inspector	751-9220
Information Services	Technology	751-9145
Library	Main Library	751-9280
	Endicott Branch	326-5339
Lights (street lights out)	Police Department	751-9300
Marriage Licenses	Town Clerk	751-9200
Planning Board	Planning Director	751-9240
Plumbing Permits	Plumbing Inspector	751-9183
Recreation	Recreation Department	751-9250
Retirement	Retirement Board	326-7693
Schools	Superintendent of Schools	310-1000
	No School	326-9818
Sewers, Streets & Snow Removal	Public Works Department	751-9350
Tax Collections	Collector	751-9160
Treasury	Town Treasurer	751-9170
Veterans	Veterans Services	751-9265
Voting & Registration	Town Clerk	751-9200
Water	Dedham-Westwood Water	329-7090
Wiring	Wire Inspector	751-9184
Zoning	Building Commissioner	751-9180
Zoning/Appeals	Board of Appeals	751-9240

IN MEMORIAM

***The Town of Dedham remembers the following town
employees, elected and appointed officials and volunteers
who passed away during the year 2016:***

2016

TBA

TOWN OFFICERS

TBA

**TOWN OF
DEDHAM
BUSINESS
CONDUCTED
DURING
2016**

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CHAPTER I - ELECTIONS AND TOWN MEETINGS

FALL TOWN MEETING (11/16/2015)

ARTICLE ONE: *By the Finance Committee:* To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2015 Spring Town Meeting (FY'16) or any other article thereof; or to take any other action relative thereto.

	From	Amount	To	Amount
	Department		Department	
1	Central Purchasing-POS	83,931	Central Purchasing-Postage	83,931
2	Veterans-Supplies	1,000	Veterans-Memorial Day	1,000
3	Veterans-Supplies	4,700	Veterans-Purchase of Service	4,700
4	School Facilities-Personnel	30,000	School Facilities-OT	9,500
				20,500
5	School-Personnel	18,003	School Facilities-Personnel	18,003
6	Veterans-Personnel	20,000	HR-Personnel	20,000
7	Police-Personnel	3,739	BOS-Bus Service	3,739
8	Police-Personnel	18,068	Police-POS-Training	1,180
			Police-POS-Vehicle Repairs	8,900
			Police-POS-Pre-Employment	1,650
			Police-Supplies-Publications	4,788
			Police-Supplies-Equipment	750
			Police-Other Charges-Travel	800
9	Town Facilities-POS-Bldg Maint	14,000	Town Facilities-OT	14,000
10	Overlay	1,800,000	To reduce Tax Levy for FY16	1,800,000
		<u>1,993,441</u>		<u>1,993,441</u>

VOTED that the following sums of money, totaling \$1,993,441 be transferred from the current appropriations as scheduled on the following chart to meet additional expenses for the current fiscal year.

BY MAJORITY VOTE

ARTICLE TWO: *By the Board of Selectmen:* To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Administrator as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; to implement collective bargaining agreements for the following:

1. Dedham Police Patrolmen's Association, Massachusetts Coalition of Police, Local #448, AFL-CIO

and, in connection therewith, to transfer from available funds, including the collective bargaining reserve appropriated at the May 18, 2015 Annual Town Meeting to fund the cost items of the first fiscal year of such agreement, or take any other action relative thereto.

VOTED that the Town approve the agreement for Fiscal Years 2016 and 2017 with the Dedham Police Patrolman's Association, and that \$51,097 necessary to fund such agreement for Fiscal

Year 2016 be transferred from the Bargaining Reserve account appropriated at the May 18, 2015 Annual Town Meeting, and that the Director of Finance be authorized to apportion the same among the appropriate line items for such purposes.

BY MAJORITY VOTE

ARTICLE THREE: *By the School Committee.* To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Building Rehabilitation Committee for the for the schematic design phase of relocating the Early Childhood Education Center (the "ECEC") from its current location at 322 Sprague Street, Dedham, MA, to the Dexter Elementary School site at 1100 High Street in Dedham, Massachusetts, which may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the schematic design phase in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town,

or take any other action relative thereto.

VOTED that the town transfer the remaining balance of \$191,045 from Fund #621 (Middle School Construction) to be expended under the direction of the School Building Rehabilitation Committee for additional costs related to the schematic design phase of relocating the Early Childhood Education Center (the "ECEC") from its current location at 322 Sprague Street, Dedham, MA to the Dexter Elementary School site at 1100 High Street in Dedham, Massachusetts, which may be eligible for a grant from the Massachusetts School Building Authority (the "MSBA"). The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the schematic design phase in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

BY MAJORITY VOTE

ARTICLE FOUR: *By the Town Manager at the request of the Director of Finance:* To see what sum of money the Town will vote to raise, appropriate, or transfer from available funds for payment of outstanding bills of prior years, or take any other action relative thereto.

VOTED that the following sums of money be transferred from the Worker's Compensation Insurance Account (001-120-5748) to meet expenses of a prior year: \$150.00 for Environmental Health Services, \$3,695.00 for Siemens, \$139.00 for Innovex, and that the sum of \$2,093.75 be transferred from School Department Legal Services (001-30-301-530-2-5296-714-1430) for Michael C. Ryan, Esquire/Arbitrator (total transfers \$6,077.75).

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE FIVE: *By the Town Manager at the request of the Fire Chief.* To see if the Town will vote to raise and appropriate, transfer or borrow a sum of money for the purposes of purchasing and equipping a new Aerial Ladder Truck, or take any other action relative thereto.

VOTED that the Town appropriate \$800,000.00 to pay costs of purchasing and equipping a new Aerial Ladder Truck, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(9) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE SIX: *By Trust Fund Commissioner Brian M.B. Keaney, Board of Health Member Jason Brogan, Town Meeting Representatives Joe Heisler, Theresa Heisler, Charlie Krueger, Ann Geier, Rita Mae Cushman, and Jamie Brogan.* To see if the Town will vote to create a Town committee to be known as the Mother Brook 375th Anniversary Committee to be composed of two members of the Mother Brook Community Group, appointed by the board of the Community Group, the executive director of the Dedham Historical Society or her designee, the executive director of the Mother Brook Arts and Community Center, or her designee, and three at-large members appointed by the Selectmen; the committee shall be charged with planning appropriate events, markers, and memorials to commemorate the opening of Mother Brook on July 14, 1641, in consultation with the Board of Selectmen and Town Manager; and further, to see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or borrow for the purposes set forth herein, or take any other action relative thereto.

VOTED: On a new original motion by the finance committee that the Town vote to create a Town committee to be known as the Mother Brook 375th Anniversary Committee, to be composed of two members of the Mother Brook Community Group, appointed by the Board of the Community Group, the executive director of the Dedham Historical Society or designee, the executive director of the Mother Brook Arts and Community Center or designee, and three at-large members appointed by the Selectmen, and further to raise and appropriate, transfer or borrow the sum of \$0 for the purpose of planning appropriate events, markers and memorials to commemorate the opening of Mother Brook on July 14, 1641. That it be so voted.

BY MAJORITY VOTE

ARTICLE SEVEN: *By the Planning Board at the request of the East Dedham Revitalization Committee.* To see if the Town will vote to amend the zoning district designation of the below-listed parcels to Central Business, and amend the Zoning Map of the Town of Dedham accordingly, as follows:

From: General Business –

Map 96 - Parcels 5,6,7,8,9,10,11,12; 27,28,29,30,31,32,33;104,105;

Map 112, Parcels 107,108,109,144, 146;

Map 113, Parcels 70, 71; 73;

From: General Residence -

Map 96 - Parcels 38; 110; 114;

Map 112 - Parcel 152; Map 113 – Parcel 24A;

From Single Residence B -

Map 96, Parcels 90, 91, 92; 109; 111;

From Limited Manufacturing A -

Map 96, Parcels 99; 103; 108; Map 113, Parcel 37;

From zoning district designation split between General Business/Limited Manufacturing A –

Map 96, Parcel 113; and

From zoning district designation split between General Residence/General Business -

Map 113, Parcels 66, 68.

The zoning map changes for said parcels are shown on a map prepared by the Town of Dedham Geographic Information (GIS) and available for review in the Office of the Town Clerk, or take any other action relative thereto.

VOTED that it be so voted. **AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY**

ARTICLE EIGHT: *By the Planning Board at the request of the East Dedham Revitalization Committee.* To see if the Town will vote to amend the zoning district designation of the below-listed parcels to Single Residence B, and amend the Zoning Map of the Town of Dedham accordingly, as follows:

From Limited Manufacturing A - Map 97, Parcel 3, 4; 97;

From zoning district designation split between General Residence/Limited Manufacturing A - Map 114, Parcel 14A.

The zoning map changes for said parcels are shown on a map prepared by the Town of Dedham Geographic Information (GIS) and available for review in the Office of the Town Clerk, or take any other action relative thereto.

VOTED that it be so voted. **AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY**

ARTICLE NINE: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to strike Section 85-25 of the By-Laws, or take any other action relative thereto.

VOTED that it be indefinitely postponed.

BY MAJORITY VOTE

ARTICLE TEN: *By Trust Fund Commissioner Brian M.B. Keaney, Board of Health Member Jason Brogan, Town Meeting Representatives Charlie Krueger, Ann Geier, Rita Mae Cushman, Jamie Brogan, Joe Heisler and Theresa Heisler.* To see if the Town will vote to amend the By-Laws by adding the following new chapter, and to further authorize the Town Clerk to identify and assign an appropriate number for said By-Law.

Section ____--1

Unless specifically indicated otherwise, these definitions shall apply and control in these sections.

- a. Business establishment includes but is not limited to a grocery store, supermarket, drugstore, pharmacy, dry goods store, department store, discount store, variety store, or other retail establishment which supplies ten (10) or more Shopping Carts for the use of its customers.
- b. Owner means the owner of a business establishment if it is owner-operated or the manager of a business establishment if it is not owner-operated.
- c. Parking lot means any parcel of land owned, leased, or otherwise under the direction and control of the owner and used for parking motor vehicles related to the daily operations of the business establishment and shall include the areas of ingress and egress.

d. Permanent identity tag means a tag, label, plate, or other form of identification that is affixed to a shopping cart and is designed to be removed/removable only by the business establishment. The permanent identity tag shall state the name of the business establishment, the address of the business establishment, and the telephone number of the business establishment. The name, address, and telephone number on the permanent identity tag shall be of the neighborhood business establishment rather than a state, regional, or national headquarters.

e. Shopping cart or cart includes but is not limited to that type of mobile vehicle used for transportation and portage by human propulsion of goods or merchandise in and about markets, stores, shops, shopping centers, malls, and other business establishments.

Section ___--2

a. Each and every shopping cart utilized by a business establishment shall have affixed thereto a permanent identity tag. A first violation of this section shall be subject to a warning, and each subsequent violation of this section shall be subject to a fine of twenty dollars and no cents (\$20.00). Each cart not in compliance with this subsection shall be considered a separate violation.

b. Each and every business establishments shall implement and maintain a system to retain all shopping carts within the property boundaries of the business establishment including its parking lot. The business establishment shall provide signage in a conspicuous location on the premises which clearly notifies shopping cart users of the specific retention system in place and how the retention system operates.

c. Each method included in this subsection shall be considered to be an example of an on-site retention method complying with these sections. If the business establishment has a method for retention that is not delineated as an example herein, then an owner may submit a plan to the Code Enforcement Officer that satisfies the intent of these sections to retain shopping carts on the premises of the business establishment and/or its parking lot or to ensure the immediate retrieval of shopping carts outside of the business establishment and/or its parking lot; no plan submitted by an owner to the Code Enforcement Officer shall be valid until approved in writing by the Code Enforcement Officer. Examples of methods and/or plans are as follows:

1. A physical barrier, such as bollards, restricting shopping carts to a portion of the exterior of the business establishment, but physical barriers shall not interfere with fire lanes, handicap access, or similar building features;
2. A protruding vertical arm, or other similar or similarly-functioning device, attached to the cart which prevents the cart from being removed from the interior of the business establishment;
3. A system, which may be mechanical in nature, requiring the cart user to remit collateral, including but not limited to a returnable monetary deposit to use a shopping cart; the collateral shall be reasonable in scope and shall not unreasonably deter the use of the cart but instead encourages the user's return of the cart; the collateral shall be returned to the user upon the user's return of the cart;
4. A wheel-locking mechanism installed on the cart that is commonly used in conjunction with an electronic barrier along the perimeter of a business establishment and which mechanism is activated upon the cart's approach or passing through the electronic barrier;

5. An attendant or attendants whose sole responsibility is to manage and/or return the business establishment's shopping carts from the exterior premises of the business establishment and areas immediately adjacent thereto to the interior premises of the business establishment or another exterior area of the business establishment dedicated to the containment of shopping carts.

6. Other similar methods or plans submitted by an owner for the approval of the Code Enforcement Officer which would satisfy the intent of these sections to retain shopping carts on the premises of the business establishment and/or its parking lot or to ensure the immediate retrieval of shopping carts outside of the business establishment and/or its parking lot.

d. No business establishment shall allow shopping carts to congregate or "stack up" in such a manner as to impede ingress to or egress from the business establishment or any public or private way adjacent to the business establishment.

e. Prior to the close of each business day, every business establishment shall collect and secure its shopping carts on its premises, including its parking lot. This action shall be commenced no sooner than fifteen (15) minutes prior to the close of each business day.

Section ___--3

a. Any unattended shopping cart found outside the perimeter of a business establishment or its parking lot may be removed and impounded by the Department of Public Works, the Code Enforcement Officer, or an agent thereof. The enforcement personnel removing the cart shall make a written report that identifies himself/herself as well as the date, time, and location of the cart at the time of the removal; this report may take the form of a tag attached to the cart; a copy of the report shall be immediately forwarded to the Code Enforcement Officer.

b. Within a reasonable time but not more than three (3) business days after removal, the Code Enforcement Officer shall notify the owner of the removed cart using the information provided on the permanent identity tag attached pursuant to Section ___-1(a). If the cart does not have a permanent identity tag then the Code Enforcement Officer may attempt to notify the owner of the removed cart if the identity of the owner is known or reasonably discernible. Any notification of removed and impounded shopping carts shall be made in writing and shall include the date of removal, the location of removal, and the process for the owner's retrieval of the cart.

c. Any cart that does not have the permanent identity tag attached pursuant to Section ___-1(a) and which is removed pursuant to these sections is deemed to be abandoned property and the Code Enforcement Officer may sell any such cart at public auction and the proceeds shall inure to the Town of Dedham, or destroy or otherwise dispose of any such cart.

d. No person shall remove a shopping cart from a business establishment without the express written authorization of the business establishment. Any person that removes a shopping cart from a business establishment without the express written authorization of the business establishment, although subject to the criminal penalties in M.G.L. c. 266, s. 30A, shall also be subject to a civil fine in the amount of fifty dollars and no cents (\$50.00). The Dedham Police Department shall have non-exclusive authority to enforce this subsection.

Section ___--4

a. An owner or an owner's agent may retrieve a shopping cart removed pursuant to Section __-3 by appearing during normal business hours at the location in the notice required under Section -1 and by paying (i) a fee for the removal of the carts in the amount of twenty dollars and no cents (\$20.00) for each of the first three (3) carts and forty dollars and no cents (\$40.00) for each additional cart thereafter and (ii) a fee for the storage of the cart(s) in the amount of five dollars and no cents (\$5.00) per cart per day.

b. The obligation of the Code Enforcement Officer to release a shopping cart continues only as follows:

1. If no hearing in accordance with Section __-6 has been timely and properly requested and the cart has not been retrieved then the obligation of the Code Enforcement Officer extends only thirty (30) calendar days after notice of removal has been mailed;

2. If a hearing in accordance with Section __-6 has been timely and properly requested then the obligation of the Code Enforcement Officer extends only fifteen (15) calendar days after a notice of decision of the Code Enforcement Officer has been made in accordance with Section __-6.

c. Any shopping cart that has not been retrieved by an owner within the time periods contained in this section shall be deemed to be permanently abandoned, and the Code Enforcement Officer may, in said Officer's sole discretion, (i) continue to release such carts to the owner in accordance with Section __-4(a), (ii) sell such carts at public auction and the proceeds shall inure to the Town of Dedham, or (iii) destroy or otherwise dispose of such carts.

d. An owner that does not retrieve a cart and that has not petitioned for a hearing may be subject to additional fines and/or fees which may include a fee to dispose of the cart of forty dollars (\$40.00).

Section __-5

Unless otherwise specified in these sections, a violation of this chapter shall be subject to the issuance of a warning for a first offense, a fine of twenty-five dollars and no cents (\$25.00) for a second offense, and a fine of fifty dollars and no cents (\$50.00) for any third or subsequent offense. Any fines and/or fees that remain unpaid by an owner for more than twelve (12) months may become liens against the real estate of the business establishment. The provisions of M.G.L. c. 40, s. 21D may be used to enforce these sections.

Section __-6

a. An owner who has incurred a shopping cart-related warning and/or fee under this chapter may obtain a hearing regarding the propriety of the warning and/or fee by making a written petition to the Code Enforcement Officer for a hearing within fifteen (15) calendar days of receipt of the notice of removal pursuant to Section __-3(b). The Code Enforcement Officer shall provide written notice to the owner of the date, time, and location of the hearing, and the hearing shall be held within thirty (30) calendar days from the date of the hearing request.

b. The Code Enforcement Officer shall act as the Hearing Officer and the decision resulting therefrom shall be final and subject only to judicial review under M.G.L. c. 30A, s. 14.

c. The Code Enforcement Officer shall notify the owner of the decision in writing within thirty (30) calendar days of the hearing.

d. Proceedings for review of the decision of the Code Enforcement Officer may be instituted in any court of competent jurisdiction within the Commonwealth of Massachusetts within thirty (30) calendar days of the date of the notice of decision of said Officer . The commencement of an action shall not operate as a stay of enforcement of said Officer’s decision, but the Code Enforcement Officer, at his/her discretion, may stay enforcement; the reviewing court may order a stay upon such terms as it considers proper as prescribed by M.G.L. c. 30A, s. 14.

Section ____--7

The Code Enforcement Officer and the Director of Public Works may withhold the issuance of any permit if the applicant therefor is an owner, or is acting on behalf of an owner, of a business establishment that has an uncorrected violation and/or amounts due for an unpaid fine or an unpaid fee.

Section ____--8

In their efforts to enforce the provisions of these sections, nothing in these sections shall be construed to prohibit, encumber, or impede the Department of Public Works or Code Enforcement Officer from reporting a discovery of stolen property to the Dedham Police Department.

Section ____--9

The Code Enforcement Officer and/or the Director of Public Works shall have the authority to promulgate rules and regulations necessary to implement and enforce these sections.

or take any other action relative thereto.

VOTED that it be indefinitely postponed.

BY MAJORITY VOTE

ARTICLE ELEVEN: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to strike the chart in section 106-3 (B) of the By-Laws and to replace it with the following:

Number of False Alarms	Fine
1-3	No penalty - Warning
4-6	\$50 per alarm
7-10	\$100 per alarm
11 or more	\$300 per alarm

or take any other action relative thereto.

VOTED that it be so voted.

BY MAJORITY VOTE

ARTICLE TWELVE: *By the By Law Review Committee at the request of the Finance and Warrant Committee.* To see if the Town will vote to amend the By-Laws by adding the following new section:

ARTICLE IX School Building Rehabilitation Committee

12-33 – PURPOSE

The purpose of this by-law is to provide a permanent School Building and Rehabilitation Committee (“SBRC”) that shall have continuing responsibility to direct engineering and architectural studies to determine the current physical condition of the Town School Department buildings and to make recommendations to the Town relative to proposed rehabilitation, expansion and/or new construction projects.

12-34 – ESTABLISHMENT

There shall hereby be established a SBRC, which shall oversee and supervise the design, construction, reconstruction, major alteration, renovation, enlargement, major maintenance, demolition, and removal of Town School Department buildings as provided in this by-law.

12-35 – COMMITTEE MEMBERSHIP

1. Voting Members. The SBRC shall be comprised of seven (7) members, or where specified, their designees, all of whom shall be registered voters of the Town of Dedham, and all serving on the SBRC without compensation, as follows:

- a. Two (2) School Committee members, or designees
- b. One (1) Board of Selectmen member, or designee
- c. One (1) Finance and Warrant Committee member, or designee
- d. Three (3) Members-at-Large appointed by Town Moderator, whose appointments shall be made consistent with the appointment goals identified in 963 CMR 2.10(3) (b) and (e) to provide a broad range of expertise and perspective, and which appointment(s) may, but need not, include a parent of a child enrolled in the Town’s schools system at the time of such appointment(s).

2. Ex Officio Members. (A) Persons holding the following offices shall be considered ex officio members of the Committee, with a voice but no vote, and therefore shall not count towards the quorum required for the SBRC to take action under the Open Meeting Law:

- a. Town Manager, or Town Manager’s designee
- b. Superintendent of Schools; and
- c. Principal of the affected school for the duration of the project involving that school.

(B) Further, for each project, the SBRC may designate temporary ex officio members or staff, with the approval of the Town Manager, or other Town residents with particular expertise to advise the Committee, solely and exclusively in an advisory capacity, related to a particular project. The SBRC may also consult with, and seek participation from, other Town employees with applicable expertise, including but not limited to: (i) building maintenance and engineering staff; (ii) finance and procurement staff; (iii) school system administrators; (iv) school business management staff; (v) school system curriculum and programming staff; and (vi) direct student-support staff, such as teachers and counselors.

12-36 – TERM OF APPOINTMENT

Members of the SBRC serving on behalf of multiple-member bodies, or their designees, shall serve for such periods of time as may be authorized by each member’s respective multiple-member body in its sole discretion.

The three (3) Members-at-Large shall be appointed for alternating three (3) year terms. Pursuant to Section 6-4 of the Town Charter, in making the original appointments under this By-Law, the appointing authority shall designate one (1) Member-at-Large to serve for three (3) years, one (1) Member-at-Large to serve for two (2) years, and one (1) Member-at-Large to serve for one (1) year. Thereafter, vacancies shall be filled for three (3) year terms, except as otherwise provided below. Upon expiration of a term, Members-at-Large shall continue to serve until a successor has been appointed and qualified. Notwithstanding the foregoing, however, the appointing authority may authorize Members-at-Large to serve for such additional period or periods of less than three years as will allow a Member-at-Large to serve until the completion of a project on which they have participated. When filling any vacancies in the position of a Member-at-Large arising other than by expiration of the term, the appointing authority shall make such appointments for the remainder of the unexpired term or otherwise to continue to provide for alternating terms.

Ex officio members listed in Section 12-35(2)(A) shall serve for such period(s) as they hold their respective underlying positions and as specified therein. In the case of a Town Manager's designee, such designee shall serve for the period authorized by the Town Manager.

12-37 – OFFICERS

The SBRC shall annually elect among its members a chairperson, vice- chairperson, clerk and such other officers as the SBRC, in its discretion, shall deem necessary and proper.

12-38 – DUTIES The SBRC shall be responsible for monitoring the Massachusetts School Building Authority Grant Program application process and advise the Eligible Applicant (as defined under M.G.L. Chapter 70B, Section 2) during the selection and construction of the Approved Project, including but not limited to: initiation and direction of engineering/architectural studies, subject to an appropriation for such purposes, to determine the current physical condition of Town School Department Buildings. Recommendations of the SBRC shall be made to the Town in accordance with applicable law, and after consideration of factors likely to maximize state reimbursement available for school building construction and/or rehabilitation projects.

12-39 – EFFECTIVE DATE

This By-Law shall take effective on July 1, 2016, at which time the appointment of the four (4) Members-at-Large then in office shall be deemed to have expired, and the size of the SBRC shall be reduced from eleven (11) voting members to seven (7) voting members, and three (3) *ex officio* members as set forth herein.

or take any other action relative thereto..

**VOTED: that it be so voted. A standing count vote was taken: Yes - 103 No – 77
BY MAJORITY VOTE**

ARTICLE THIRTEEN: *By the Board of Selectmen at the request of Selectman Dennis J. Teehan, Jr.:* To see if the Town will vote to amend the General Bylaws, Chapter 271 “Wetlands Protection,” , Section 271-4 “Exceptions,” by renumbering the existing Section 271-4-C as Section 271-4-D, and by inserting a new Section 271-4-C, as follows:

“C: The permit and application required by this by-law shall not be required for normal maintenance, repair, replacement of or improvement or addition to, any existing betterment to private, owner-occupied residential property, including, but not limited to, fences, hedges, trees, shrubs, lawns, gardens, mailboxes, or lamp posts, as well as the normal maintenance and repair

of existing retaining walls..”

or take any other action relative thereto.

That it be so voted with the following language changes:

“C: The permit and application required by this by-law shall not be required for the following activities that are considered to be unlikely to have a significant or cumulative effect upon wetland values, when the activities are undertaken within 100 feet of resource areas protected by this by-law: normal maintenance, repair, replacement of or improvement or addition to, any existing betterment to private, owner-occupied residential property, including, but not limited to, fences, hedges, trees, shrubs, lawns, gardens, mailboxes, or lamp posts, as well as the normal maintenance and repair of existing retaining walls; provided, however, that such activities are not exempted from any applicable permitting requirements of the Wetlands Protection Act and the DEP wetlands regulations.”

DECLARED FAILED BY MAJORITY BY THE MODERATOR

ARTICLE FOURTEEN: *By the Conservation Commission.* To see if the Town will vote to amend the General Bylaws, Chapter 246 “Stormwater Management,” as follows:

- (1) Delete Sections 246-1 through 246-6 (inclusive), 246-8, 246-10, 246-11, and 246-13, in their entirety;
- (2) Renumber the remaining Sections of Chapter 246 as follows:
 - (a) Section 246-7 “Burden of Proof,” to be renumbered as Section 246-9;
 - (b) Section 246-9 “Stormwater Management Compliance Certificate”, to be renumbered as Section 246-10;
 - (c) Section 246-12 “Fee Schedule”, to be renumbered as Section 246-11.
- (3) Insert new Sections 246-1 through 246-8 (inclusive) and 246-12 in Chapter 246, as follows:

Section 246-1 Purpose

A. The purpose of this bylaw is to protect, maintain and enhance the public health, safety, environment and general welfare of the Town by establishing minimum requirements and procedures to control the adverse effects of soil erosion and sedimentation, construction site runoff, increased post- development stormwater runoff and nonpoint source pollution associated with new development and redevelopment. It has been determined that proper management of stormwater runoff will minimize damage to public and private property and infrastructure, safeguard the public health, safety, environment and general welfare of the public, protect water and aquatic resources, protect and enhance wildlife habitat, and promote groundwater recharge to protect surface and groundwater drinking supplies. This bylaw seeks to meet that purpose through the following objectives:

1. Establish a mechanism by which the Town can monitor and ensure compliance with requirements of its National Pollutant Discharge Elimination System (NPDES) General Permit for Stormwater Discharges from Small Municipal Separate Storm Sewer Systems (MS4) and other applicable State and Federal mandates.
2. Establish decision-making processes surrounding land development activities to reduce and eliminate impairments of the Charles and Neponset Rivers and to preserve the health of the Town’s groundwater resources.

3. Establish minimum construction and post-construction stormwater management standards and design criteria for the regulation and control of stormwater runoff quantity and quality.
4. Encourage the use of nonstructural stormwater management, better site design practices or “low-impact development practices”, such as reducing impervious cover, increasing site-wide infiltration, and preserving open space and other natural areas, to the maximum extent practicable.
5. Promote water conservation through the re-use of stormwater.
6. Establish provisions for the long-term responsibility for and maintenance of structural stormwater control facilities and nonstructural stormwater management practices to ensure that they continue to function as designed, are maintained, and pose no threat to public safety or the environment.
7. Establish provisions to ensure there is an adequate funding mechanism, including surety, for the proper review, inspection and long-term maintenance of stormwater facilities implemented as part of this Bylaw.
8. Establish the Town of Dedham’s legal authority and capacity to ensure compliance with the provisions of this Bylaw through funding, permitting, inspection, monitoring, and enforcement.

B. Nothing in this Bylaw is intended to replace the requirements of the Dedham Flood Plain Zoning Bylaw, the Dedham General Wetlands Protection Bylaw, or any other Bylaw that may be adopted by the Town of Dedham, or any Rules and Regulations adopted thereunder. Any activity subject to the provisions of the above-cited Bylaws or Rules and Regulations must comply with the specifications of each. In case of conflict, the more stringent provisions shall apply.

Section 246-2 Definitions

The following definitions shall apply in the interpretation and implementation of this Bylaw. Additional definitions may be adopted by separate regulation:

ALTER: Any activity that will measurably change the ability of a ground surface area to absorb water, will change existing surface drainage patterns, or will increase or decrease the rate or volume of flow from a site.

BEST MANAGEMENT PRACTICE (BMP): Structural, non-structural and managerial techniques that are recognized to be the most effective and practical means to prevent and/or reduce increases in stormwater volumes and flows, reduce point source and nonpoint source pollution, and promote stormwater quality and protection of the environment. “Structural” BMPs are devices that are engineered and constructed to provide temporary storage and treatment of stormwater runoff. “Nonstructural” BMPs use natural measures to reduce pollution levels, do not require extensive construction efforts, and/or promote pollutant reduction by eliminating the pollutant source.

BETTER SITE DESIGN: Site design approaches and techniques, including low- impact development (LID) that can reduce a site’s impact on the watershed through the use of nonstructural stormwater management practices. Better site design includes conserving and

protecting natural areas and green space, reducing impervious cover, and using natural features for stormwater management, and providing site-wide infiltration.

DEVELOPMENT: Any construction that disturbs or alters a parcel of land as defined in the Massachusetts Stormwater Standards.

DISTURBANCE: Any activity that causes a change in the position or location of soil, sand, rock, gravel, or similar earth material; results in an increased amount of runoff or pollutants; measurably changes the ability of a ground surface to absorb waters; removes trees; clears or grades land; or results in an alteration of drainage characteristics.

EXISTING LAWN: Grass area which has been maintained and mowed in the previous two years.

IMPERVIOUS: Any material or structure on, above or below the ground that prevents water from infiltrating through the underlying soil. Impervious surface is defined to include, without limitation: paved surfaces (parking lots, sidewalks, and driveways), concrete, brick, stone, and roof tops.

INFILTRATION: The act of conveying surface water into the ground to promote groundwater recharge and the reduction of stormwater runoff from a project site.

LOW IMPACT DEVELOPMENT (LID): An ecosystem-based approach to land development and stormwater management that ensures that each development site is designed to protect, or restore, the natural hydrology of the site.

MASSACHUSETTS STORMWATER MANAGEMENT STANDARDS: The Department of Environmental Protection's requirements to manage stormwater located in the Wetlands Protection Act Regulations at 310 CMR 10.05(6)(k) and the accompanying Stormwater Handbook issued by the Department of Environmental Protection.

MUNICIPAL SEPARATE STORM SEWER SYSTEM (MS4) or MUNICIPAL STORM DRAIN SYSTEM: The system of conveyances designed or used for collecting or conveying stormwater, including any road with a drainage system, street, gutter, curb, inlet, piped storm drain, pumping facility, retention or detention basin, natural or man-made or altered drainage channel, reservoir, and other drainage structure that together comprise the storm drainage system owned or operated by the Town of Dedham.

NATIONAL POLLUTANT DISCHARGE ELIMINATION SYSTEM (NPDES) STORMWATER DISCHARGE PERMIT: A permit issued by United States Environmental Protection Agency or the Commonwealth of Massachusetts that authorizes the discharge of pollutants to waters of the United States.

NONPOINT SOURCE POLLUTION: Pollution from many diffuse sources caused by rainfall, snowmelt, or other method of pollutant transport moving over and through the ground. As the runoff moves, it picks up and carries away natural and human-made pollutants, finally depositing them into water resource areas.

NORMAL MAINTENANCE: Activities that are regularly scheduled to maintain the health and condition of a landscaped area. Examples include removal of weeds or invasive species, pruning, mowing, raking, and other activities that are done at regular intervals within the course of a year.

OPERATION AND MAINTENANCE PLAN: A plan setting up the functional, financial and organizational mechanisms for the ongoing operation and maintenance of a stormwater management system to ensure that it continues to function as designed.

PRE-DEVELOPMENT: The conditions that exist prior to the proposed disturbance activity. Where phased development or plan approval occurs (preliminary grading, roads and utilities, etc.), the existing conditions at the time prior to the first plan submission shall establish pre-development conditions.

POST-DEVELOPMENT: The conditions that reasonably may be expected or anticipated to exist after completion of the land development activity in accordance with approved plans on a specific site or tract of land. Post-development refers to the phase of a new development or redevelopment project after completion, and does not refer to the construction phase of a project.

RECHARGE: The replenishment of underground water reserves.

RECONSTRUCTION: Any action causing complete removal and replacement of paved surfaces, such as driveways, parking areas and roads.

REDEVELOPMENT: Any construction, alteration, improvement, repaving, or resurfacing on a previously-developed site as defined in the Massachusetts Stormwater Standards.

RUNOFF: Rainfall or snowmelt water flowing over the ground surface.

SITE: The entire parcel of land being developed.

STOCKPILING: The storage of unsecured material for future use, excluding the storage of materials 10 cubic yards or less when secured utilizing erosion controls that prevent erosion of the material.

STORMWATER: Runoff from precipitation or snowmelt and surface water runoff and drainage.

STORMWATER MANAGEMENT: The use of structural or non-structural practices that are designed to control or treat stormwater runoff pollutant loads, discharge volumes, and/or peak flow discharge rates. Stormwater Management includes the use of Low-Impact Development (LID) management practices.

STORMWATER MANAGEMENT PERMIT (SMP): A permit issued by the Conservation Commission or its designated agent, after review of an application, plans, calculations, and other supporting documents, which is designed to protect the environment of the Town from the deleterious effects of uncontrolled and untreated stormwater runoff.

STORMWATER OFFICER: The Conservation Agent or other person(s) designated by the Conservation Commission to review Stormwater Management Permit applications and advise the Dedham Conservation Commission on Stormwater Management Permit applications as outlined in this Bylaw.

Section 246-3 Authority

This Bylaw is adopted under authority granted by the Home Rule Amendment of the

Massachusetts Constitution and the Home Rule statutes, and pursuant to the regulations of the federal Clean Water Act found at 40 CFR 122.34, and as authorized by the residents of the Town of Dedham at Town Meeting dated November 16, 2015.

Section 246-4 Administration

A. The permitting provisions of this Bylaw shall be overseen and administered by the Conservation Commission or its designated Stormwater Officer.

B. Stormwater Management Regulations (“Regulations”). The Conservation Commission may adopt, and periodically amend, rules and regulations relating to the terms, conditions, definitions, enforcement, fees (including application, inspection, and/or consultant fees), and delegation of authority, procedures and administration of this Bylaw after conducting a public hearing to receive comments on the proposed rules and regulations or any proposed revisions. Such hearing dates shall be advertised in a newspaper of general local circulation at least seven (7) days prior to the hearing date. Failure of the Conservation Commission to promulgate such rules and regulations or a legal declaration of their invalidity by a court shall not act to suspend or invalidate the effect of this Bylaw.

Section 246-5 Applicability

A. This Bylaw shall be applicable to any alteration, disturbance, development or redevelopment of 500 square feet or more, including any activities that require a permit issued by the Planning Board, the Zoning Board of Appeals or the Building Department.

B. This Bylaw shall apply to land or parcels of land that are held in common ownership (including ownership by related or jointly-controlled persons or entities) as of the effective date of this Bylaw, if the total land-disturbing activities on said land or parcels, considered as a whole, would presently or ultimately exceed the minimum thresholds in Section 5 C and are not exempted by Section 6, and no such activity shall commence until a permit under this Bylaw has been issued. A development shall not be segmented or phased in a manner to avoid compliance with this Bylaw.

C. Storm Water Management Permit Thresholds - A Storm Water Management Permit shall be required for any of the following, except for an activity exempt per Section 6:

1. Minor Stormwater Permit

a) Any residential alteration, disturbance, development or redevelopment of 500 square feet to 2,000 square feet, except for construction of a new dwelling.

b) Any commercial, industrial, institutional, or municipal alteration, disturbance, development or redevelopment of 500 square feet to 1,000 square feet (except for such activities within the Aquifer Protection Overlay District, which shall require a Major Stormwater Permit).

2. Major Stormwater Permit

a) Construction of any new dwelling or new dwelling replacing an existing dwelling;

b) Any alteration, disturbance, development or redevelopment exceeding the thresholds listed in Section 5.C.1 above.

Section 246-6 Exemptions

No person shall alter, disturb, develop or redevelop within the Town of Dedham without having obtained a Minor or Major Stormwater Permit with the following exceptions:

- A. Any activity which will disturb or alter land areas below the thresholds stipulated in Section 5 above.
- B. Normal maintenance and improvement of land in agricultural use as defined by the Wetlands Protection Act regulation 310 CMR 10.04 and MGL Chapter 40A Section 3.
- C. Any work or projects for which all necessary approvals and permits, including building permits, have been issued before the effective date of this Bylaw.
- D. Normal maintenance of existing lawn, landscaping, or gardens areas.
- E. Construction of any fence that will not alter existing terrain or drainage patterns.
- F. Construction of utilities (gas, water, sanitary sewer, electric, telephone, cable television, etc.) other than drainage which will not alter terrain, ground cover, or drainage patterns, provided that appropriate BMPs are used to prevent erosion, sedimentation and release of pollutants.
- G. Emergency repairs to any existing utilities (gas, water, sanitary sewer, electric, telephone, cable television, etc.) or emergency repairs to any stormwater management facility that poses a threat to public health or safety, as determined by the Conservation Commission. Where such activity is subject to the jurisdiction of the Conservation Commission, the work shall not proceed without the issuance of an Emergency Certification by the Commission.
- H. The maintenance or resurfacing (not including reconstruction) of any public or private way.
- I. The construction or expansion of a residential driveway with a total paved area (including any existing pavement) of less than 1000 square feet.

Section 246-7 Procedures

Permit Procedures, Permit Requirements and Performance Standards shall be established and included as Stormwater Management Regulations promulgated under Section IV of this Bylaw to meet the following purposes:

1. Ensure the Town's compliance with requirements of its National Pollutant Discharge Elimination System (NPDES) General Permit for Stormwater Discharges from Small Municipal Separate Storm Sewer Systems (MS4) and other applicable State and Federal mandates.
2. Reduce and eliminate impairments of the Charles and Neponset Rivers and to preserve the health of the Town's groundwater resources.
3. Regulate and control stormwater runoff quantity and quality.
4. Encourage the use of nonstructural stormwater management, better site design practices or "low-impact development practices", such as reducing impervious cover, increasing site-wide infiltration, and preserving open space and other natural areas, to the maximum extent

practicable.

5. Promote water conservation through the re-use of stormwater.
6. Establish provisions for the long-term responsibility for and maintenance of structural stormwater control facilities and nonstructural stormwater management practices to ensure that they continue to function as designed, are maintained, and pose no threat to public safety or the environment.
7. Establish provisions to ensure there is an adequate funding mechanism, including surety, for the proper review, inspection and long-term maintenance of stormwater facilities implemented as part of this Bylaw.

Section 246-8 Enforcement

The Conservation Commission, or an authorized agent of the Conservation Commission, shall enforce this Bylaw, Regulations, orders, violation notices, and enforcement orders, and may pursue all civil and criminal remedies for such violations.

A. Civil relief. If a person violates the provisions of this bylaw, or any associated regulations, permit, notice, or order issued thereunder, the Conservation Commission may seek injunctive relief in a court of competent jurisdiction restraining the person from activities which would create further violations or compelling the person to perform abatement or remediation of the violation.

B. Orders. If the Conservation Commission determines that a person's failure to follow the requirements of this Bylaw, any Regulatory provision issued hereunder, or any authorization issued pursuant to this Bylaw or Regulations is creating an adverse impact to a water resource, then the Commission may issue a written order to the person to remediate the adverse impact, which may include requirements to:

1. Cease and desist from land-disturbing activity until there is compliance with the Bylaw or provisions of an approved Stormwater Management Permit;
2. Maintain, install or perform additional erosion and sediment control measures;
3. Perform monitoring, analyses, and reporting;
4. Remediate erosion and sedimentation resulting directly or indirectly from land-disturbing activity;
5. Comply with requirements in the Stormwater Management Permit for operation and maintenance of stormwater management systems;
6. Remediate adverse impacts resulting directly or indirectly from malfunction of the stormwater management systems; and/or

7. Eliminate discharges, directly or indirectly, into a watercourse or into the waters of the Commonwealth.

C. If the Conservation Commission determines that abatement or remediation of pollutants is required, the order shall set forth a deadline for completion of the abatement or remediation. Said order shall further advise that, should the violator or property owner fail to abate or perform remediation within the specified deadline, the town may, at its option, undertake such work, and expenses thereof shall be charged to the violator or property owner. Within thirty (30) days after completing all measures necessary to abate the violation or to perform remediation, the violator and the property owner will be notified of the costs incurred by the town, including administrative costs. The violator or property owner may file a written protest objecting to the amount or basis of costs with the Conservation Commission within thirty (30) days of receipt of the notification of the costs incurred. If the amount due is not received by the expiration of the time in which to file a protest or within thirty (30) days following a decision of the Conservation Commission affirming or reducing the costs, or from a final decision of a court of competent jurisdiction, the cost shall become a special assessment against the property owner of said costs. Interest shall begin to accrue on any unpaid costs at the statutory rate provided in G.L. Chapter 59, s 57 after the thirtieth (30) day at which the costs first become due.

D. Criminal and Civil Penalties. Any person who violates any provision of this bylaw, valid regulation, or the terms or conditions in any permit or order prescribed or issued there under, shall be subject to a fine not to exceed three hundred dollars (\$300.00) for each day such violation occurs or continues or subject to a civil penalty, which may be assessed in an action brought on behalf of the town in any court of competent jurisdiction.

E. Noncriminal disposition. As an alternative to criminal prosecution or civil action, the Town may elect to utilize the noncriminal disposition procedure set forth in MGL c. 40, § 21D and Section 1-6.B of the Town of Dedham General Bylaws, in which case any police officer of the Town of Dedham, the Conservation Agent, and such other persons as are authorized by the Conservation Commission shall be the enforcing person. The penalty for the first violation shall be a warning. The penalty for the second violation shall be \$100. The penalty for the third and subsequent violations shall be \$300. Each day or part thereof that such violation occurs or continues shall constitute a separate offense.

F. Entry to perform duties under this bylaw. To the extent permitted by state law, or if authorized by the owner or other party in control of the property, the Commission, its agents, officers, and employees may enter upon privately owned property for the purpose of performing their duties under this bylaw and regulations and may make or cause to be made such examinations, surveys or sampling as the Commission deems reasonably necessary.

G. Appeals. The decisions or orders of the Conservation Commission shall be final. Further relief shall be to a court of competent jurisdiction.

H. Remedies Not Exclusive. The remedies listed in this bylaw are not exclusive of any other remedies available under any applicable federal, state or local law.

Section 246-12 Severability

The invalidity of any section, provision, paragraph, sentence, or clause of this Bylaw shall not invalidate any section, provision, paragraph, sentence, or clause thereof, nor shall it invalidate

any permit or determination that previously has been issued.

or take any other action relative thereto.

VOTED: On a new original motion by the finance committee that it be so voted

BY MAJORITY VOTE

ARTICLE FIFTEEN: *By the Town Manager at the request of the Sustainability Committee.* To see if the Town will vote to authorize the Board of Selectmen to submit to the General Court a Home Rule Petition for Special Legislation relative to the creation of a special fund, to be known as the Renewable Energy Revolving Fund, in a form substantially similar to the following:

An Act Relative to the Creation of a Renewable Energy Fund in the Town of Dedham

SECTION 1. Notwithstanding the provisions of sections 53 or 53E½ of Chapter 44 of the General Laws or any other general or special law to the contrary, there shall be established in the Town of Dedham a special fund to be known as the Renewable Energy Fund, to which shall be credited all fees, proceeds and other receipts received by the town in connection with the sale of solar renewable energy credits or energy produced by town-owned and operated solar arrays. Monies in said fund may be expended by the Dedham Town Manager, following consultation with the town's sustainability committee or its equivalent, without further appropriation for costs associated with energy efficiency upgrades to town and school buildings and other infrastructure, including but not limited to regulation of building temperature, windows, doors, street lighting, and renewable energy or water conservation projects. Town meeting shall annually impose a limit on expenditures from said fund and may provide that receipts remaining in the fund at the end of the fiscal year in excess of \$5,000 be closed out to the general fund. The fund established by this act shall not be considered a revolving fund under section 53E½ of chapter 44 of the General Laws or be included to determine the aggregate limit of all revolving funds authorized under section 53E½ of said chapter 44.

SECTION 2. This act shall take effect upon passage.

provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or take any other action relative thereto.

VOTED: That it be so voted.

BY MAJORITY VOTE

ARTICLE SIXTEEN: *By the Board of Selectmen at the request of the Town Engineer.* To see if the Town will vote to authorize the Board of Selectmen to acquire by gift or purchase for general municipal purposes, including those related to passenger use of the commuter rail at the Dedham Corporate Center Station on Rustcraft Road, an easement in the land owned by the Massachusetts Bay Transportation Authority on said Rustcraft Road and depicted more or less as "Permanent Easement Area" on the plan entitled: "Plan of Road in the Town of Dedham, Mass., Norfolk County (Norfolk County Registry) Showing Location of Easement for the Purpose of Constructing Rustcraft Road Park and Ride Facility for the Town of Dedham," dated June 15, 2015, prepared by Beta Group, Inc., a copy of which plan has been placed on file with the Town

Clerk, upon such terms and conditions as the Board of Selectmen deem appropriate, and to authorize the Board of Selectmen to enter into all agreements, execute any and all documents, and take all action necessary to carry out this acquisition, or take any other action relative thereto.

VOTED: That it be so voted.

BY MAJORITY VOTE

The Fall Town Meeting was declared Adjourned at 9:10pm

TOWN MEETING ATTENDANCE (11/16/2015)

Present	Last Name	First Name	Year	Precinct
X	ABDELLA	MARTHA	2018	1
X	APUZZIO	MICHELLE	2018	1
X	ARONSON	CLAIRE	2016	1
	BAND	HAROLD M.	2016	1
X	BLISS	WILLIAM L.	2017	1
X	CHAPLAIN	SYLVIA	2016	1
X	CIVIAN	FREDERICK T.	2018	1
	CLARKE	K. MARIE	2016	1
X	COCHRAN, JR.	THOMAS C.	2016	1
X	DESMOND	ROBERT W.	2018	1
	DEVINS	MARY JANE	2018	1
X	DIBIASIO	DIANE	2016	1
X	DUNCAN	MARGARET R.	2017	1
	EMERY	ELIZABETH B.	2017	1
X	FIALKOW	JAY L.	2016	1
X	GILMORE	ANDREA	2017	1
	HICKS	SUSAN S	2018	1
	HYDE	JENNIFER	2017	1
X	JANJIGIAN HEALD	HANA	2017	1
X	JORDAN	JENNIFER B.	2017	1
X	KEHOE	MARIE-LOUISE	2018	1
X	KEOUGH	MARY	2017	1
	LEITH	ALEXANDER K.	2018	1
X	MARTIN	ELIZABETH F.	2016	1
	MAWE	KEVIN	2018	1
X	MCDERMOTT	HOPE C	2018	1
	MCINTOSH	SUSAN U.	2017	1
	MOORHEAD	STEPHEN G.	2017	1
X	OSTROFF	HOWARD	2017	1
	POLLY-PIERCE	MAY H	2017	1
X	POPKIN	EVE R.	2016	1
X	PORTER	JESSICA	2017	1

X	ROME	JOAN	2016	1
X	SANDMAN	ROBERT L.	2018	1
	SCARI BECKER	JANET	2016	1
X	SHAER	FRANCES E.	2018	1
	WILMERDING	FRANCES BOLTON	2016	1
	WOFFORD	FRED H	2018	1

Present	Last Name	First Name	Year	Precinct
X	BLASI	JACQUELYN K.	2016	2
	BONVINI	CARL E.	2016	2
X	BRAGG	KENNETH C.	2016	2
X	BRENNAN	PAUL J.	2016	2
X	BURNS	ELLEN	2018	2
	BURNS	MAURICE C.	2018	2
X	CALLIONTZIS	CONSTINTINE P.	2017	2
X	CLEMENT	NANCY J.	2018	2
X	CORMACK	BETH G.	2016	2
	CRONIN, JR.	NEIL F.	2018	2
X	DONAHOE	JOHN	2016	2
X	DONOHUE	JEREMIAH	2018	2
	DONOVAN, JR.	JOHN J.	2016	2
X	ENGDAHL	MARK E.	2017	2
X	HATHAWAY	MARY C.	2018	2
	HOLMES	JANET	2016	2
X	JENKINS	CAROLYN A.	2017	2
X	KRUG	KRISTINA J.	2017	2
X	LOMBARDI	JOHN	APPT	2
X	MCDERMOTT	RYAN	2016	2
X	MEYER-CURLEY	ERIK J.	2016	2
X	MILLEA	SUNSHINE	2017	2
X	MUCCIACCIO, JR.	ANTHONY P. JUJU	2018	2
	MULLEN	PAUL S.	2017	2
X	MURPHY	DANIEL W.	2018	2
X	PIAZZA	JUDITH A.	2018	2
	PODOLSKI	MARTHA N.	2018	2
X	PODOLSKI	PAUL D.	2018	2
X	POOLE	RUSSELL W.	2017	2
X	PRESTON	KEVIN	2016	2
	PROVOST	MICHAEL	2017	2
X	ROSS	CHRISTINE M.	2017	2
X	ROSS	FREDERICK J.	2017	2

X	SALTALAMACCHIA	MONA	2017	2
	SAVI	DONALD R.	2018	2
X	SEBAGO,	JANET F.	2018	2
X	SULLIVAN	JAMES M.	2017	2
X	SULLIVAN	DIMITRIA	2016	2
X	WALTER	MICHAEL J.	2016	2

Present	Last Name	First Name	Year	Precinct
X	BIEDERMAN	GLENN S.	2016	3
	BONCEK	THOMAS M.	2017	3
X	BROBST	VIRGINIA L.	2017	3
	BROBST III	WILLIAM C.	2016	3
	BROGAN	JAIME	2017	3
x	CUSHMAN	LLOYD L.	2018	3
X	CUSHMAN	RITA MAE C.	2018	3
X	DAVEY	MARIA CHASE	2016	3
X	DAVEY	STEVEN R.	2016	3
	DELLOIACONO	DEANA L.	2018	3
	DINEEN	JOSEPH A.	2018	3
X	DINEEN-SERPIS	HEIDI A.	2017	3
X	FITZGERALD	FRANCIS D.	2017	3
	GEIER	ANNE M.	2017	3
X	GILCHRIST	KENNETH P	2018	3
X	HARRIS	RAYMOND P.	2018	3
X	HEASLIP	STEPHEN D.	2018	3
X	HEISLER	JOSEPH L.	2018	3
X	JOHNSON, JR.	FREDERICK W.	2017	3
X	KARLGREN	PRISCILLA H.	2016	3
X	KARLGREN	STEVEN	2016	3
X	KEANE	NICOLE	2017	3
X	KLOPFER	KAREN	APPT	3
X	KRUEGER	CHARLES K.	2018	3
	LOGAN	KENNETH	2016	3
	MATTHIES	FREDERICK C.	2018	3
	MCKEE	DONALD	2016	3
	MCKEE	CHRISTINA	2016	3
X	MCKEE	LINDA	2016	3
X	MEGAN	DANIEL	2017	3
X	O'CONNOR-HEISLER	THERESA C.	2018	3
X	PUTNEY	LINWOOD	2017	3
X	REDA	ANTONIO	2016	3
X	REDA	PINA M.	2018	3

X	ROBERTS	GERALDINE	2017	3
X	SCOLLAN	KEVIN	2016	3
X	SERPIS	MARK	2017	3
X	SMITH	BARBARA A.	2016	3
X	TETI	MAUREEN L.	2018	3

Present	Last Name	First Name	Year	Precinct
X	BAUER	BRAD	2018	4
X	BAUER	DIANE	2016	4
X	BETHONEY	CHRISTINE J.	2017	4
	BLACK	ROBERT L.	2018	4
X	BOUDROW	WILLIAM K.	2016	4
X	CARIOFILES	PATRICIA	2018	4
X	CUMMINS	JOAN C.	2017	4
X	D'AMICO	JOSEPH A.	2016	4
X	DELLOIACONO, JR	CARMEN E.	2017	4
X	DRISCOLL	ROBERT M.	2016	4
X	DRISCOLL	JAMES S.	2018	4
X	FAY	SUSAN P.	2018	4
	FAY, JR.	JAMES G.	2016	4
X	FRASCA	ANN	APPT	4
X	FRASCA, JR.	ROBERT J.	2017	4
	FREITAS	ANTHONY J.	2017	4
X	GARLICK	RONALD S.	2017	4
X	GORMAN	WILLIAM J.	2018	4
X	GREANEY	JENNIFER E.	2017	4
X	HAMPE	KEVIN F.	2018	4
	HATHAWAY	RONALD E.	2016	4
	HICKEY	EDWARD J.	2017	4
X	KELLY	MARY ELIZABETH	2016	4
	LYONS, JR.	PAUL E.	2018	4
X	MCELHINNEY, JR.	WILLIAM J.	2016	4
X	MCGOURTY	MARY J.	2016	4
	MCISAAC	JOHN J.	2016	4
X	MERCER	ANN LOUISE	2017	4
	NEWELL	EILEEN J.	2017	4
	OUELLETTE	ELIZABETH A.	2017	4
	OUELLETTE	ROBERT P.	2017	4
X	RADOSTA	RICHARD P.	2017	4
X	SCHORTMANN	KATHLEEN	2016	4
X	SCHORTMANN	ROBERT A.	2018	4

	SEAGER	DONALD W.	2018	4
X	WEILAND	EMILY	2016	4
X	WHITE	TRACEY A.	2018	4
X	WITHIAM WILSON	MARCIA JANE	2016	4
X	ZAHKA, JR	ROBERT P.	2018	4

Present	Last Name	First Name	Year	Precinct
	ADAMS	FRANCIS E.	2016	5
	ANTONUCCIO	MARIA	2017	5
x	BLUME	ERIN	2017	5
x	CARNEY	WILLIAM O.	2016	5
x	CARNEY	BARBARA M.	2018	5
	CASALI	JOSEPH S.	2016	5
x	CASEY	KATHERINE	2018	5
x	CONNORS	JOAN	2018	5
x	CURRAN	ROBERT E.	2016	5
x	DONOVAN	CAROLE R.	2018	5
	DOWNING	RICHARD P.	2016	5
x	FAVRET	EUGENE F.	2016	5
x	FAVRET	ROSE M.	2016	5
	GILLIS	JOHN J.	2016	5
x	HAMPE	KEITH P.	2016	5
x	HEGARTY	CARLENE CAMPBELL	2018	5
x	HOLMES-LABADINI	MICHELLE	2017	5
	HUFF	MICHAEL L.	2016	5
	HUMPHREY	MICHAEL	2018	5
	LINARI	MONICA	2018	5
x	MACDONALD	SARAH	2017	5
x	MARTIN	GEMMA W.	2018	5
x	MARTIN	MARIANNE T.	2017	5
x	MCGOWAN	PAUL J.	2017	5
x	MCLEISH	DIANE	2018	5
x	NOLAN	JOHN E.	2016	5
	O'LEARY	SHEILA M.	2016	5
x	OVERMAN-WALKER	KRISTEN	APPT	5
	PACHECO LABRECQUE	DOREEN	2016	5
x	PARK	LAURA	2017	5
	RIZZO	MARIE T.	2017	5
	ROONEY	LAWRENCE J.	2018	5
x	ROONEY	ROSEMARY H.	2018	5
	ROSE	MARIE J.	2018	5
x	SPRINGER	HEATHER J.	2017	5

x	SPRINGER	PETER A.	2017	5
x	TEAHAN	DANIEL P.	2017	5
	VICTORIA	DOROTHY J.	2017	5
x	WEBSTER	SUSAN N.	2018	5

Present	Last Name	First Name	Year	Precinct
X	ALBERICO	GAYLE D.	2016	6
X	BARICH	CYNTHIA S.	2016	6
X	BARICH	LYNDSAY P.	2016	6
	BOWLER	SHEILA A.	2017	6
X	CLIFFORD-MURPHY	JANINE	2017	6
X	CLINTON	THOMAS J.	2018	6
X	CONNORS	THOMAS M.	2016	6
X	DEVOY	LINDA	APPT	6
X	DEWINTER	MICHAEL J.	2018	6
X	DONOVAN	JOAN	2016	6
	FISH	CHERYL M	2017	6
X	FISH	ROBERT J.	2017	6
X	GULA	BARBARA A.	2016	6
	HAELSEN	AMY M.	2018	6
X	HEALY	THOMAS J.	2018	6
X	HEFFERNAN	MICHELE M	2017	6
X	HICKEY	VIRGINIA M	2017	6
X	KELLY	EILEEN	2016	6
X	KILROY	MARJORIE L	2017	6
X	KINCH	MELISSA F.	2016	6
X	LAWLOR	ANDREW	2018	6
X	LAWLOR	ROBERTA	2018	6
X	LAWTON	MARK M.	2017	6
	MALOOF	SHEILA A.	2016	6
	MAMMONE	STEVEN M.	2017	6
X	MATAR	SANDRA	2016	6
X	MCKENNA	BARBARA	2018	6
X	MOLLOY	MARYANN	2017	6
X	MORAN	LISA M	2018	6
X	NOE	PAUL S	2016	6
X	O'CONNOR	MELISSA RUDY	2016	6
X	POLITO	MARGUERITE E.	2018	6
	POLITO, JR.	THOMAS R.	2018	6
X	RADNER	STEPHANIE	2017	6
X	SHEEHAN	CHERYLANN W.	2018	6
X	STATON	ALLISON M.	2017	6

X	SULLIVAN	ANDREW E.	2016	6
X	TROCCOLI	NOREEN M.	2017	6
X	ZEOLLA	MARTHA L	2018	6

Present	Last Name	First Name	Year	Precinct
	ALBANI	JOHN	2016	7
X	BENSON	A. PETER	2017	7
	BIGGAR	DOUGLAS A.	2016	7
X	BIGGAR	CHERYLEE	2017	7
X	BLACK	CELIA	2018	7
X	BLACK	CHARLES F.	2018	7
X	CONOLE	DAVID	2016	7
	CORSI	DAVID	2017	7
	COSTELLO	KEVIN	2016	7
X	DELLOIACONO	RICHARD	2016	7
	GILBERT	MARY E.	2016	7
	MACKINNON	LISA	2018	7
	MANNING	LAWRENCE R.	2018	7
X	MARRONCELLI	WILLIAM V.	2016	7
X	MCDONOUGH	MARY ELLEN	2018	7
	MCFADDEN REAVEY	ERIN	2016	7
X	MCMILLAN	KRISTIN N.	2018	7
	MORSE	PETER	2016	7
X	MORSE	KRISTEN	2017	7
	MORSE, JR	PETER JOHN	2017	7
X	MUNCHBACH	NICOLE P.	2017	7
X	NOLAN	DIANE A.	2018	7
X	NOLAN	JAMES J.	2017	7
X	OCONNOR	DONNA	APPT	7
X	PACE	MARIE	2018	7
X	PACELLA	MAUREEN E.	2017	7
	PANAGOPOULOS	MARIA T.	2016	7
X	PERSSON REILLY	MICHELLE	2017	7
	PODOLSKI	KATHLEEN M.	2017	7
X	REILLY	MARK A.	2017	7
X	RYAN	BERNADETTE	2018	7
X	RYAN	JOHN	APPT	7
X	SCHOENFELD	CHERYL A.	2018	7
X	SCOLASTICO	JULIE T.	2018	7
	SKEHILL	MARK	2016	7
	SLAVIN	KORRIN	2016	7

X	WILMAR	APRIL L.	2016	7
X	ZAHKA	CAMILLE S.	2018	7
X	ZAHKA, II	PETER A.	2018	7

TOWN ELECTIONS & PRESIDENTIAL PRIMARY (3/1/2016)

Democratic	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
PRESIDENTIAL PREFERENCE								
BLANKS	6	4	2	5	3	3	7	30
BERNIE SANDERS	298	406	316	322	426	443	374	2585
MARTIN O'MALLEY	3	2	2	3	4	9	3	26
HILLARY CLINTON	576	389	322	388	343	398	422	2838
ROQUE "ROCKY" DE LA FUENTE	1	2	1	0	2	1	2	9
NO PREFERENCE	3	6	11	7	14	12	5	58
Write-in votes	3	3	1	4	0	3	1	15
Total	890	812	655	729	792	869	814	5561
Democratic	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE MAN								
BLANKS	435	218	192	240	217	296	268	1866
THOMAS JOSEPH HOLLOWAY	111	105	95	102	118	122	105	758
WALTER F. McDONOUGH	343	484	363	386	456	446	440	2918
Write-in votes	1	5	5	1	1	5	1	19
Total	890	812	655	729	792	869	814	5561
Democratic	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE WOMAN								
*CAROL PACHECO	10	1	2	2	0	6	4	25
*BRIDGET SIMMONS MURPHY	5	1	8	4	7	4	10	39
BLANKS	760	689	533	609	667	720	684	4662
Write-in votes	115	121	112	114	118	139	116	835
Total	890	812	655	729	792	869	814	5561
Democratic	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
GROUP								
BLANKS	631	427	461	486	532	613	558	3708
GROUP 1	259	385	194	243	260	256	256	1853
Total	890	812	655	729	792	869	814	5561
Democratic	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TOWN COMMITTEE								
BLANKS	22698	16732	16313	17163	18518	21378	19640	132442
CHERYL A. SCHOENFELD	312	423	242	301	350	328	367	2323
RICHARD J. SCHOENFELD, III	295	408	225	275	317	304	335	2159
JOHN TOCCI	293	406	221	296	330	305	298	2149
DANIEL J. DRISCOLL	297	410	228	301	330	333	313	2212
MARIE-LOUISE KEHOE	376	480	305	368	388	407	399	2723
PAUL McMURTRY	448	521	355	425	465	489	424	3127
ELDON R. CLINGAN	355	391	203	258	273	270	272	2022
CAROL A. PACHECO	313	416	234	310	327	308	326	2234
MELISSA M. PEARROW	286	399	224	284	298	309	290	2090
MARK A. REILLY	302	404	214	280	311	297	292	2100
SARAH MacDONALD	345	435	249	322	380	351	330	2412

JAMES A. MacDONALD	305	436	223	301	326	315	317	2223
CECILIA T. EMERY-BUTLER	311	414	250	308	344	347	307	2281
BRIAN M.B. KEANEY	286	407	257	289	316	313	293	2161
BRENDAN KEOGH	333	488	248	334	370	329	354	2456
DENNIS J. GUILFOYLE	300	432	289	320	386	361	371	2459
NOREEN GUILFOYLE	295	414	255	297	373	335	345	2314
JOHN M. HEALY	288	411	233	298	327	317	310	2184
MICHAEL L. BUTLER	332	436	255	348	361	385	336	2453
KEVIN D. DOYLE	280	407	215	276	326	296	321	2121
MAYANNE MacDONALD BRIGGS	294	447	239	293	335	310	316	2234
KEVIN R. COUGHLIN	295	432	265	329	382	364	356	2423
BRIAN O'CONNOR	279	404	216	280	285	307	289	2060
ELIZABETH P. HETZLER	327	401	219	283	292	285	291	2098
ERIC MERITHEW	294	402	203	267	281	270	277	1994
MICHAEL S. KELLER	278	405	221	282	323	309	302	2120
NICOLE P. MUNCHBACH	318	471	282	343	393	363	409	2579
Write-in votes	15	13	6	14	13	25	10	96
Total	31150	28245	22889	25445	27720	30310	28490	194249
Republican	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
PRESIDENTIAL PREFERENCE								
BLANKS	0	1	0	2	0	0	1	4
JIM GILMORE	0	0	1	0	1	1	0	3
DONALD J. TRUMP	137	246	185	178	233	204	267	1450
TED CRUZ	26	39	29	46	46	33	30	249
GEORGE PATAKI	0	1	0	0	0	0	0	1
BEN CARSON	4	9	5	3	9	6	10	46
MIKE HUCKABEE	0	1	0	0	0	0	0	1
RAND PAUL	0	2	2	2	4	1	0	11
CARLY FIORINA	2	0	0	2	0	1	0	5
RICK SANTORUM	0	0	0	1	0	0	0	1
CHRIS CHRISTIE	5	1	1	1	1	1	1	11
MARCO RUBIO	119	58	43	79	63	64	84	510
JEB BUSH	8	4	2	5	3	2	5	29
JOHN R. KASICH	156	74	42	83	64	75	72	566
NO PREFERENCE	0	5	3	3	2	3	3	19
Write-in votes	1	1	0	1	0	3	5	11
Total	458	442	313	406	426	394	478	2917
Republican	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE MAN								
BLANKS	186	150	111	159	171	140	211	1128
WILLIAM D. MCKINNEY	271	289	200	246	253	250	265	1774
Write-in votes	1	3	2	1	2	4	2	15
Total	458	442	313	406	426	394	478	2917
Republican	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE WOMAN								
BLANKS	134	100	68	99	115	96	138	750
JAYME O. ALLAN	130	103	62	117	78	74	102	666
MARY E. GALLAGHER	194	239	182	189	233	217	237	1491
Write-in votes	0	0	1	1	0	7	1	10
Total	458	442	313	406	426	394	478	2917

Republican	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
GROUP								
BLANKS	308	260	220	283	299	279	350	1999
GROUP 1	150	182	93	123	127	115	128	918
Total	458	442	313	406	426	394	478	2917
Republican	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TOWN COMMITTEE								
BLANKS	13617	12521	9343	12107	12664	11701	14476	86429
ADRIENNE T. ALBANI	181	211	119	162	177	170	200	1220
THOMAS E. GORMAN	191	217	116	165	160	159	153	1161
DANIEL F. SULLIVAN	172	214	142	156	160	165	168	1177
GEORGE S. WRITER, IV	160	196	99	132	139	130	140	996
WILLIAM D. McKINNEY	200	223	119	173	167	168	170	1220
JOHN M. ALBANI, JR.	171	209	111	148	160	147	175	1121
MICHAEL E. MALAMUT	162	197	105	141	140	135	142	1022
ELAINE M. DeGRANDIS	163	230	108	138	148	135	144	1066
TINA M. WINKLER	164	201	106	133	143	135	140	1022
ALGIS L. LAPSYS	156	198	98	130	137	133	141	993
KENNETH McLAUGHLIN	162	203	111	145	159	140	147	1067
KATHLEEN ELLEN KANE-LEACH	161	197	114	142	140	131	144	1029
TRACEY A. WHITE	172	220	128	164	182	166	186	1218
ROBERT P. ZAHKA, JR.	189	228	134	173	184	172	195	1275
Write-in votes	9	5	2	1	15	3	9	44
Total	16030	15470	10955	14210	14875	13790	16730	102060
Green Rainbow	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
PRESIDENTIAL PREFERENCE								
BLANKS	0	0	0	0	0	0	0	0
SEDINAM KINAMO CHRISTIN MOYOWASIFZA CURRY	0	0	0	0	0	0	0	0
JILL STEIN	0	0	1	0	0	0	0	1
WILLIAM P. KREML	0	0	0	0	0	0	0	0
KENT MESPLAY	0	0	0	0	0	0	0	0
DARRYL CHERNEY	0	0	0	0	0	0	0	0
NO PREFERENCE	0	0	0	1	0	0	0	1
Write-in votes	0	0	0	0	0	0	1	1
Total	0	0	1	1	0	0	1	3
Green Rainbow	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE MAN								
BLANKS	0	0	1	1	0	0	1	3
Write-in votes	0	0	0	0	0	0	0	0
Total	0	0	1	1	0	0	1	3
Green Rainbow	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE WOMAN								
BLANKS	0	0	1	1	0	0	1	3
Write-in votes	0	0	0	0	0	0	0	0
Total	0	0	1	1	0	0	1	3
Green Rainbow	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TOWN COMMITTEE								
BLANKS	0	0	10	10	0	0	10	30
Write-in votes	0	0	0	0	0	0	0	0

Total	0	0	10	10	0	0	10	30
United Independent	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
PRESIDENTIAL PREFERENCE								
BLANKS	0	1	0	0	0	0	0	1
NO PREFERENCE	0	0	0	0	0	0	0	0
Write-in votes	0	4	1	2	0	1	0	8
Total	0	5	1	2	0	1	0	9
United Independent	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE MAN								
BLANKS	0	4	0	2	0	1	0	7
Write-in votes	0	1	1	0	0	0	0	2
Total	0	5	1	2	0	1	0	9
United Independent	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
STATE COMMITTEE WOMAN								
BLANKS	0	5	0	2	0	1	0	8
Write-in votes	0	0	1	0	0	0	0	1
Total	0	5	1	2	0	1	0	9
United Independent	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TOWN COMMITTEE								
BLANKS	0	50	10	20	0	10	0	90
Write-in votes	0	0	0	0	0	0	0	0
Total	0	50	10	20	0	10	0	90

TOWN MEETING (5/16/2016)

On a Motion of Cheryl Ann Sheehan, Deputy Moderator, the following was **VOTED**:

In the event an amendment or substitute motion increases a Finance Committee Recommendation, the proponent of the amendment or substitute motion must identify the source of the additional monies to fund said increase.

ARTICLE ONE: To choose all necessary Town Officers. Saturday, April 9, 2016.

By Majority Vote

ARTICLE TWO: *By the Board of Selectmen:* To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Administrator as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; to implement collective bargaining agreements for the following:

1. AFSCME, Local #362 (Library Staff Unit)
2. Dedham Police Patrolmen's Association
3. Dedham Police Association (Lieutenants & Sergeants)
4. Dedham Firefighter's Association
5. AFSCME, Local #362 (DPW)
6. AFSCME, Local #362 (Town Hall)
7. AFSCME, Local #362 (Parks)
8. AFSCME, Local #362 (Civilian Dispatchers)

or take any other action relative thereto.

Voted: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE THREE: To see what sum of money the Town will raise and appropriate, or transfer from available funds to defray departmental and incidental expenses of the Town for the fiscal year commencing July 1, 2015, not otherwise provided for, or take any other action relative thereto.

VOTED: that the following sums of money be raised and appropriated or transferred from available funds as designated for the specific purposes hereinafter designated, to be expended only for those purposes under the direction of the respective boards, committees, or officers of the Town, and that for budgetary purposes all weekly/biweekly salaries are based upon a 52.4 week year.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Town Manager				
1 Personal Services	382,074	410,345	417,367	417,367
2 Purchase of Services	55,884	30,545	63,095	63,095
3 Supplies & Materials	600	600	600	600
4 Property & Liability Insurance	765,416	861,668	912,153	912,153
5 Other Charges & Expenses	10,612	13,659	13,650	13,650
6 Audit Services	86,749	70,000	70,000	70,000
7 SNARC	5,750	5,750	5,750	5,750
8 Bus Service	128,143	120,395	138,667	138,667
TOTAL	1,435,228	1,512,962	1,621,283	1,621,283
Finance Department				
9 Personal Services	898,931	805,890	793,539	793,539
10 Purchase of Services	590,388	719,872	847,738	847,738
11 Supplies & Materials	18,414	35,000	28,500	28,500
12 Other Charges & Expenses	6,494	23,211	8,200	8,200
TOTAL	1,514,226	1,583,973	1,677,976	1,677,976
Finance & Warrant Committee				
13 Purchase of Services	4,820	4,820	4,820	4,820
14 Other Charges & Expenses	628	823	823	823
15 Reserve Fund	-	482,254	500,000	500,000
TOTAL	5,448	487,897	505,643	505,643
Central Purchasing				
16 Overtime General	48,689	40,000	40,000	40,000
17 Other Central Sick Leave Incentive	15,000	15,000	10,000	10,000
18 Town Meeting/Committees	300	1,000	1,000	1,000
19 Tech Services	-	-	-	-
20 Central Postage	72,705	84,931	84,000	84,000
21 Office Supplies	34,021	39,920	39,000	39,000
22 Non-Capital Replacement	19,757	26,000	26,000	26,000
TOTAL	190,473	206,851	200,000	200,000

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Assessing				
23 Personal Services	278,954	360,403	379,989	379,989
24 Purchase of Services	-	2,300	33,500	33,500
25 Supplies & Materials	1,352	1,648	2,112	2,112
26 Other Charges & Expenses	1,028	5,534	2,650	2,650
TOTAL	281,334	369,885	418,251	418,251
Legal				
27 Purchase of Services	246,103	250,000	250,000	250,000
28 Litigation & Judgments	177,137	25,000	25,000	25,000
TOTAL	423,241	275,000	275,000	275,000
Human Resources				
29 Personal Services	183,732	193,124	217,079	217,079
30 Purchase of Services	21,147	52,900	67,080	67,080
31 Other Charges & Expenses	578	4,341	4,506	4,506
TOTAL	205,457	250,365	288,665	288,665
Town Clerk				
32 Personal Services	263,490	254,236	294,331	294,331
33 Purchase of Services	64,072	56,238	47,700	47,700
34 Supplies & Materials	682	750	750	750
35 Other Charges & Expenses	1,293	1,450	1,450	1,450
TOTAL	329,536	312,674	344,231	344,231
Conservation				
36 Personal Services	55,192	94,329	103,978	103,978
37 Purchase of Services	31,914	2,500	-	-
38 Supplies & Materials	-	-	585	585
39 Other Charges & Expenses	2,194	2,730	4,945	4,945
TOTAL	89,300	99,559	109,508	109,508
Environmental				
40 Personal Services	90,046	84,904	87,217	87,217
41 Purchase of Services	6,741	12,597	13,757	13,757
42 Other Charges & Expenses	712	1,486	1,586	1,586
TOTAL	97,499	98,987	102,560	102,560

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Planning				
43 Personal Services	148,318	148,214	153,162	153,162
44 Purchase of Services	3,427	6,639	7,500	7,500
45 Other Charges & Expenses	280	1,230	1,500	1,500
TOTAL	152,025	156,083	162,162	162,162
Economic Development				
46 Personal Services	60,497	83,337	82,626	82,626
47 Purchase of Services	-	10,300	15,000	15,000
48 Other Charges & Expenses	6,586	8,700	6,790	6,790
TOTAL	67,084	102,337	104,416	104,416
TOTAL GENERAL GOVERNMENT	4,790,851	5,456,573	5,809,694	5,809,694
	-	-	-	-
Police				
49 Personal Services	5,047,378	4,997,606	5,188,078	5,188,078
50 Overtime	613,755	586,510	650,695	650,695
51 Purchase of Services	102,233	102,566	189,621	189,621
52 Supplies & Materials	154,710	149,380	138,150	138,150
53 Other Charges & Expenses	14,406	15,705	18,480	18,480
TOTAL	5,932,482	5,851,767	6,185,025	6,185,025
Fire				
54 Personal Services	4,614,483	4,633,610	4,886,018	4,886,018
55 Overtime	594,013	547,360	416,816	416,816
56 Purchase of Services	156,307	147,350	193,575	193,575
57 Supplies & Materials	60,067	64,343	64,158	64,158
58 Other Charges & Expenses	6,885	9,535	10,410	10,410
TOTAL	5,431,755	5,402,198	5,570,976	5,570,976
Dispatch				
59 Personal Services	532,569	515,283	554,905	554,905
60 Overtime	28,563	61,684	61,684	61,684
61 Purchase of Services	26,245	27,475	29,736	29,736
62 Supplies & Materials	-	-	-	-
63 Other Charges & Expenses	-	75	75	75
TOTAL	587,377	604,517	646,400	646,400

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Building Inspection				
64 Personal Services	455,630	444,213	467,451	467,451
65 Overtime	-	-	1,000	1,000
66 Purchase of Services	-	-	-	-
67 Supplies & Materials	581	2,000	2,000	2,000
68 Other Charges & Expenses	1,271	2,235	2,910	2,910
TOTAL	457,482	448,448	473,361	473,361
Civil Preparedness				
69 Purchase of Services	1,307	1,395	1,395	1,395
70 Supplies & Materials	1,329	2,760	2,760	2,760
71 Other Charges & Expenses	-	200	200	200
TOTAL	2,637	4,355	4,355	4,355
TOTAL PUBLIC SAFETY	12,411,733	12,311,285	12,880,117	12,880,117
	-	-	-	-
Dedham Public Schools				
<u>Personal Services</u>				
Superintendent and Central Office	413,706	432,129	620,197	
Asst Supt, SPED, Pupil Service	135,917	121,857	122,000	
Principals	719,129	726,616	788,583	
Directors	972,421	972,296	1,214,510	
Admin Assistants	379,586	358,638	245,140	
Secretaries and Clerks	643,877	636,299	728,186	
Specialists and Help Desk Assts	352,642	299,775	349,309	
Teachers	20,175,408	21,086,497	22,446,025	
Degree Change	-	107,705	110,398	
Nurses	515,584	516,315	579,552	
Mentor Stipends	8,590	34,051	73,613	
Instructional Aides	1,716,872	1,790,796	1,764,471	
Substitutes	353,602	302,516	272,208	
Coaches	312,130	300,658	314,346	
Faculty Manager	6,398	-	-	
Extracurricular Activities	77,340	96,315	100,709	
Traffic Directors	114,201	106,380	116,168	
Director of Food Services	-	-	-	
Lunch Aides	12,877	20,172	20,576	
SPED Summer Program	4,493	56,085	70,043	
Sick Leave Buyback	28,360	16,646	16,646	
Unemployment and Fringe Benefits	-	-	-	
Retirement Incentive	-	-	-	
General Reserve	-	502,611	157,498	
	26,943,133	28,484,357	30,110,178	-

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Dedham Public Schools				
<u>Other Expenses</u>				
Regular Instruction	1,009,740	827,682	878,698	
Special Instruction	3,647,519	3,717,919	3,802,919	
Instructional Support Services	365,859	419,605	253,865	
Operations Services	582,461	585,950	585,950	
Administrative Services	704,943	665,000	738,975	
Transportation Subsidy	25,000	25,000	25,000	
	<u>6,335,522</u>	<u>6,241,156</u>	<u>6,285,407</u>	<u>-</u>
72 TOTAL DPS EDUCATION	33,278,655	34,725,513	36,395,585	35,979,808
Regional School Districts				
73 Blue Hills Regional School District	1,410,353	1,470,353	1,484,353	1,484,353
74 Norfolk Agricultural School	56,040	56,040	58,843	58,843
TOTAL	1,466,393	1,526,393	1,543,196	1,543,196
TOTAL EDUCATION*	34,745,048	36,251,906	37,938,781	37,523,004
*Excludes benefits & facilities	-	-	-	-
Engineering				
75 Personal Services	438,346	445,097	454,602	454,602
76 Purchase of Services	58,659	79,605	52,605	52,605
77 Supplies & Materials	10,882	22,325	18,450	18,450
78 Other Charges & Expenses	3,599	10,927	10,920	10,920
TOTAL	511,486	557,954	536,577	536,577
Public Works				
79 Personal Services	1,676,919	1,631,648	1,667,125	1,667,125
80 Overtime	161,579	160,000	170,000	170,000
81 Purchase of Services	788,097	741,654	769,500	769,500
82 Supplies & Materials	300,401	278,960	296,960	296,960
83 Other Charges & Expenses	1,490	5,300	7,000	7,000
TOTAL	2,928,488	2,817,562	2,910,585	2,910,585
Snow & Ice				
84 Snow & Ice Expenditures	2,500,969	611,066	677,000	677,000
TOTAL	2,500,969	611,066	677,000	677,000
Street Lighting				
85 Street Lighting	250,000	340,351	233,500	233,500
TOTAL	250,000	340,351	233,500	233,500

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Rubbish & Recycling				
86 Rubbish/Recycling Contract	1,797,109	1,950,000	1,853,511	1,853,511
87 Rubbish & Recycling Supplies	22,819	28,000	32,000	32,000
TOTAL	1,819,928	1,978,000	1,885,511	1,885,511
TOTAL PUBLIC WORKS	8,010,870	6,304,933	6,243,173	6,243,173
	-	-	-	-
Facilities - Town				
88 Personal Services	247,565	277,748	361,292	361,292
89 Utilities	598,145	832,728	721,515	721,515
90 Purchase of Services	409,644	437,157	426,833	426,833
91 Supplies & Materials	65,474	61,409	77,849	77,849
92 Other Charges & Expenses	786	1,811	2,426	2,426
TOTAL	1,321,614	1,610,853	1,589,915	1,589,915
Facilities - School				
93 Personal Services	1,617,435	1,728,928	1,766,204	1,766,204
94 Utilities	1,079,732	1,382,956	1,382,956	1,382,956
95 Purchase of Services	410,164	309,017	333,737	333,737
96 Supplies	197,576	159,000	159,000	159,000
TOTAL	3,304,907	3,579,901	3,641,897	3,641,897
BPCC				
97 Purchase of Services	20,000	20,000	20,000	20,000
TOTAL	20,000	20,000	20,000	20,000
TOTAL FACILITIES	4,646,521	5,210,754	5,251,812	5,251,812
	-	-	-	-
Board of Health				
98 Personal Services	263,162	284,297	321,911	321,911
99 Purchase of Services	2,126	3,600	1,400	1,400
100 Supplies & Materials	222	840	1,100	1,100
101 Other Charges & Expenses	1,280	2,168	2,650	2,650
102 Household Hazardous Waste	8,432	9,043	8,500	8,500
TOTAL	275,223	299,948	335,561	335,561

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Council On Aging				
103 Personal Services	234,812	221,915	229,749	229,749
104 Purchase of Services	1,734	1,865	2,915	2,915
105 Supplies & Materials	5,078	5,540	5,900	5,900
106 Other Charges & Expenses	1,020	1,325	1,325	1,325
TOTAL	242,644	230,645	239,889	239,889
Youth Commission				
107 Personal Services	287,054	272,379	280,605	280,605
108 Purchase of Services	2,815	2,975	2,975	2,975
109 Supplies & Materials	662	1,221	1,221	1,221
110 Other Charges & Expenses	-	1,860	1,860	1,860
TOTAL	290,531	278,435	286,661	286,661
Veterans Services				
111 Personal Services	94,311	73,293	60,534	60,534
112 Purchase of Services	4,103	5,000	5,000	5,000
113 Supplies & Materials	103	300	300	300
114 Other Charges & Expenses	4,458	3,414	3,500	3,500
115 Memorial Day Program	3,706	6,000	6,250	6,250
116 Veterans Benefits	110,524	112,400	125,000	125,000
TOTAL	217,205	200,407	200,584	200,584
Library				
117 Personal Services	850,548	868,749	902,285	902,285
118 Overtime	11,123	11,000	11,000	11,000
119 Purchase of Services	65,071	66,569	67,666	67,666
120 Supplies & Materials	15,849	15,865	15,865	15,865
121 Books, Periodicals & Bindings	160,272	171,061	149,981	149,981
122 Other Expenses	7,649	6,900	6,900	6,900
TOTAL	1,110,512	1,140,144	1,153,697	1,153,697
Parks & Recreation				
123 Personal Services	641,335	582,765	614,671	614,671
124 Overtime	5,650	9,500	9,500	9,500
125 Purchase of Services	81,766	45,500	58,500	58,500
126 Supplies & Materials	87,655	95,125	95,125	95,125
127 Other Charges & Expenses	55	375	500	500
TOTAL	816,462	733,265	778,296	778,296
Endicott Estate (Pre-Enterprise)	150,491	-	-	-

OPERATING BUDGET EXPENSES

	FY2015 Actual	FY2016 Budget	FY2017 Request	FY2017 TM Recom
Civic & Cultural Programs				
128 Civic Pride	10,000	10,000	12,500	12,500
129 Cultural Council	6,300	6,300	6,300	6,300
TOTAL	16,300	16,300	18,800	18,800
TOTAL COMMUNITY SERVICES	3,119,368	2,899,144	3,013,487	3,013,487
	-	-	-	-
Employee Benefits				
130 Pensions, Contributory	4,107,233	4,531,244	4,694,092	4,694,092
131 Health Insurance	8,597,161	9,867,182	10,363,705	10,363,705
132 Life Insurance	-	64,800	43,320	43,320
133 OPEB Liability Contribution	1,674,110	1,473,816	1,540,138	1,540,138
134 Medicare Tax	671,831	726,063	751,119	751,119
135 Unemployment Payments	27,296	50,000	50,000	50,000
136 Pensions, Non-Contributory	14,954	15,000	15,000	15,000
137 Bargaining Reserve*	-	128,045	-	-
138 Deferred Compensation	14,500	19,500	-	-
TOTAL BENEFITS	15,107,084	16,875,650	17,457,374	17,457,374
*Reserve account budget balance is reduced as used. Original budget was \$470,000 in FY16.				
Debt Service				
139 Principal On Debt	6,470,387	6,555,296	5,932,226	5,932,226
140 Interest On Long-Term Debt	1,791,172	1,843,486	1,663,588	1,663,588
141 Interest On Short-Term Debt	755	63,000	4,191	4,191
142 New Debt Estimate	-	-	1,823,550	1,823,550
TOTAL DEBT SERVICE	8,262,314	8,461,782	9,423,555	9,423,555
	-	-	-	-
TOTAL OPERATING BUDGET	91,093,790	93,772,027	98,017,993	97,602,216

OPERATING CAPITAL

<u>Dept/Location</u>	<u>FY2017 TM Recom</u>
143 Town-Planning	30,000
144 Town-Planning	20,000
145 Town-Planning	25,000
146 Town-Planning	60,000
147 Town EcoDev	30,000
148 School-Tech	90,000
149 Police	25,200
150 Police	24,000
151 Police	13,500
152 Fire	35,000
153 Fire	35,000
154 Fire	28,500
155 Fire	33,580
156 DPW	75,000
157 DPW	50,000
158 DPW	20,000
159 DPW	20,000
160 DPW	75,000
161 Town-Facilities	84,875
162 Town-Facilities	20,000
163 Town-Facilities	35,000
164 School-Facilities	75,000
165 School-Facilities	50,000
166 School-Facilities	25,000
167 School-Facilities	40,000
168 School-Facilities	50,000
169 School-Facilities	90,000
170 P&R	18,602
171 P&R	11,000
172 Enterprises	80,000
173 Enterprises	55,950
TOTAL OPERATING CAPITAL	1,325,207

ARTICLE FOUR: To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or borrow to implement capital improvements and capital projects, or take any other action relative thereto.

VOTED: that the Town appropriate \$1,640,015 from Free Cash to pay the costs of Item 1 (MUNIS Implementation; \$400,000), Item 2 (Computer Refresh; \$173,015), Item 3 (Police Vehicles; \$172,000); Item 4 (SCBA Equipment Lease for year 2; \$100,000); Item 9 (Deferred Maintenance/Capital Improvements Master Plan; \$100,000); Item 10 (School Security; \$120,000); Item 11 (DHS Lobby Security Renovations; \$175,000); Item 12 (School, Asphalt Resurfacing; \$100,000); Item 14 (Pool Field Repair; \$300,000) in the chart entitled FY2017 Capital Improvement Plan under Article 4.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

VOTED: That the Town borrow \$5,455,000 to pay the costs of Item 5 (Colburn Street Dam; \$755,000); Item 6 (Roads; \$1,500,000); Item 7 (Sidewalks; \$500,000); Item 8 (Motor Equipment; \$300,000); and Item 13 (Gonzalez Field Artificial Turf; \$2,400,000) in the chart entitled FY2017 Capital Improvement Plan under Article 4 and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7 and 8 of the General Laws, or any other enabling authority, and to issues bonds or notes of the Town therefor.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

Dept/Location	Project Description	FY17 TM Recommend	FUNDING SOURCE		
			Free Cash	Enterprise	Bond
1 Town-wide IT	MUNIS Implementation	\$ 400,000	\$ 400,000		
2 School-Tech	Computer Refresh	\$ 173,015	\$ 173,015		
3 Police	Police Vehicles	\$ 172,000	\$ 172,000		
4 Fire	SCBA equipment lease (year 2)	\$ 100,000	\$ 100,000		
5 Engineering	Colburn Street Dam	\$ 755,000			\$ 755,000
6 DPW	Roads	\$ 1,500,000			\$1,500,000
7 DPW	Sidewalks	\$ 500,000			\$ 500,000
8 DPW	Motor Equipment	\$ 300,000			\$ 300,000
9 Town-Facilities	Deferred Maintenance/Capital Improvements Master Plan	\$ 100,000	\$ 100,000		
10 School-Facilities	School Security	\$ 120,000	\$ 120,000		
11 School-Facilities	DHS Lobby Security Renovations	\$ 175,000	\$ 175,000		
12 School-Facilities	Asphalt Resurfacing	\$ 100,000	\$ 100,000		
13 P&R	Gonzalez Artificial Turf	\$ 2,400,000			\$2,400,000
14 P&R	Pool Field Repair	\$ 300,000	\$ 300,000		
15 Enterprises	Sewer Repair	\$ 600,000		\$ 600,000	
16 Enterprises	Inflow & Infiltration	\$ 1,000,000		\$ 1,000,000	
		<u>\$ 8,695,015</u>	<u>\$1,640,015</u>	<u>\$ 1,600,000</u>	<u>\$5,455,000</u>

ARTICLE FIVE: To see if the Town, in accordance with the provisions of the General Laws, Chapter 41, §108, will vote to fix the salary and compensation of all elected officials of the Town, or take any other action relative thereto.

VOTED: That the salaries of elected officials be fixed as follows for Fiscal Year 2017:

Town Clerk* \$95,367

*includes Certification Stipend and Deferred Compensation

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE SIX: To see if the Town will vote to transfer unexpended balances from line items of special articles of prior years to fund expenses for Fiscal Year 2017, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE SEVEN: To see what sum of money the Town will vote to raise, appropriate, or transfer from available funds for payment of outstanding bills of prior years, or take any other action relative thereto.

VOTED: That the following sums of money be authorized from existing Fiscal Year 2016 appropriations in the respective departments to pay outstanding bills of prior years, as follows: Recordkeeper (\$17.47; Selectmen); Logic Monitor (\$950; IT); and Citrix (\$7,840; IT).

AS DECLARED BY THE MODERATOR BY 4/5th VOTE

ARTICLE EIGHT: To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2015 Annual Town Meeting (FY'16) or any other article thereof; or to take any other action relative thereto.

VOTED: That the following sums of money, totaling \$84,333, be transferred from current appropriations as scheduled on the following chart to meet additional expenses for the current fiscal year.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

	From			To		
	Department	Line Item	Amount	Department	Line Item	Amount
1	Finance	5110-135	\$ 33,333	Finance	5301	\$ 33,333
2	Facilities - School	5240-934-4230	\$ 30,000	Facilities - School	5430-865-4220	\$ 30,000
3	Facilities - Town	001-190-5301	\$ 10,000	Facilities - Town	001-190-5432	\$ 10,000
4	Health	5786	\$ 2,000	Health	5305	\$ 1,000
				Health	5710	\$ 600
				Health	5730	\$ 400
5	Police	5110-213	\$ 9,000	COA	5120	\$ 9,000
			\$84,333			\$84,333

1. To transfer Town Accountant Salary to purchased services to pay for consulting.
2. To transfer School Purchased Services funds to Maintenance supplies to pay for in-house repairs.
3. To transfer Town Purchased Services funds to Maintenance supplies to pay for in-house repairs.
4. To transfer balance from hazardous waste to various line items for additional expense.

5. To transfer payroll surplus due to vacancies to pay for unexpected need for COA van driver substitute.

ARTICLE NINE: To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds for deposit in the Stabilization Fund, or to take any other action relative thereto.

VOTED: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE TEN: To see if the Town will vote to raise and appropriate or transfer from available funds a sum or sums to one or more special purpose stabilization funds, or take any other action relative thereto.

VOTED ON A NEW ORIGINAL MOTION: That the followings sums be appropriated from Free Cash \$1,459,986 (6/15 to 12/15 Actual Receipts); \$1,019,625 (3/16 to 6/16 Estimated Receipts); \$330,000 (7/16 Estimated Receipts); and that the following sum be raised an appropriated from the Tax Levy \$2,086,088 (7/16 to 6/17 Estimated Receipts), and that such amounts be deposited into the Robin Reyes Major Capital Facilities Stabilization Fund.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE ELEVEN: *By the Town Manager at the request of the Director of Finance.* To see if the Town will vote to appropriate money from one or more special purpose stabilization funds to one or more of the stated purposes for such funds to be expended at the direction of a specified officer or multiple member body of the Town, or take any other action relative thereto. *Referred to Finance and Warrant Committee for study and report.*

VOTED: That the sum of \$1,890,170 be appropriated from the Robin Reyes Major Capital Facilities Stabilization Fund for the purpose of paying debt service associated with the Ames renovation project.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWELVE:

To see if the Town will vote to authorize the Town Manager to extend the contract dated October 22, 2015 with Tyler Technologies, Inc. for financial software subscription services for an additional period of 7 years, for a total contract term of 10 years, all other terms and conditions of said contract to remain in full force and effect, said extension having been determined by the Town Manager to be in the best interest of the Town, or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE THIRTEEN: To see if the Town will vote to authorize the Town Manager to extend the contract dated January 1, 2016 with Fallon Ambulance for Emergency Medical services for 2 additional periods of 2 years each, for a total contract term of 7 years, all other terms and conditions of said contract to remain in full force and effect, said extension having been determined by the Town Manager to be in the best interest of the Town, or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE FOURTEEN: To see if the Town will vote to authorize the use of the following revolving funds pursuant to G.L. c.44 Section 53E ½ for the fiscal year beginning July 1, 2016 to be credited with receipts from the following revenue sources, to be expended under the authority and direction of the following agencies or officials, for the following stated purposes, not to exceed the following spending limits, respectively:

FUND	REVENUE SOURCE	USE OF FUND	SPENDING LIMIT
Pool Fund	Pool User Fees	Operation and Maintenance of the Dedham Pool	\$225,000
Firearms Fee Fund	Firearms Permits	Pay share of State fees/Balance to be expended for needs of Police Department	\$5,000
Police Cruiser Fee Fund	Fees for police cruisers used at private details	Police cruiser maintenance, repairs and fuel	\$20,000
Surplus Vehicle and Equipment Fund	Receipts from sale of surplus vehicles and equipment	Paying costs and expenses of surplus sales and replacement vehicles and equipment	\$75,000
Board of Health Programs	Various Health Clinics & Tobacco Related Fines	Paying costs and expenses associated with health clinics, educational programs, and Tobacco enforcement	\$10,000
Council on Aging Programs	Fees from Various Council on Aging Programs	Paying costs and expenses related to said Programs	\$8,000

Recreation	Receipts from recreational programs, including dog park	Paying costs and expenses related to said Programs	\$190,000
Sustainability Fund	Donations and Fees	Paying costs and expenses associated with educational and outreach events	\$2,500
Veterans' Fund	Receipts from all Veterans Programs	Paying costs and expenses related to said Programs	\$5,000
Ames Building	Rental Income	Paying costs and expenses related to building maintenance	\$500,000
Avery School (MBACC)	Rental Income	Paying costs and expenses related to building maintenance	\$2,500
Youth Commission	Receipts from all Youth Commission Programs or Events	Paying costs and expenses related to said programs or events	\$25,000

or to take any other action relative thereto.

VOTED: That the Town authorize the use of revolving funds pursuant to Massachusetts General Law Chapter 44 Section 53E ½ for the fiscal year beginning July 1, 2016 to be credited with receipts from the designated revenue sources, to be expended under the authority and direction of the designated agencies or officials for the stated purposes, not to exceed the

spending limits respectively as presented in the chart above.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE FIFTEEN: To see what sum of money the Town will raise and appropriate or transfer from available funds to operate the Sewer Enterprise Fund for the fiscal year commencing on July 1, 2016, or take any other action relative thereto.

	FY2014 Actual	FY2015 Actual	FY2016 Budget	FY2017 TM Recom
Sewer Enterprise				
Revenues				
Sewer Receipts	8,189,751	7,814,989	7,600,000	7,800,000
Retained Earnings	-	-	107,910	201,305
Total Revenues	8,189,751	7,814,989	7,707,910	8,001,305
Direct Expenditures				
MWRA Assessment	4,924,268	5,024,472	5,140,876	5,346,896
Sub-total	4,924,268	5,024,472	5,140,876	5,346,896
Indirect Expenditures				
Administrative	145,000	143,513	144,027	166,989
Facilities	137,200	60,933	113,167	136,762
Employee Benefits	271,000	276,414	248,743	273,169
Operating Expenses	476,474	288,012	288,423	287,617
Debt Service	158,150	162,972	161,924	161,159
Indirect Capital	-	14,500	10,750	28,713
Sub-total	1,187,824	946,344	967,034	1,054,409
Capital Outlay				
Direct Capital	1,491,637	1,503,096	1,600,000	1,600,000
Sub-total	1,491,637	1,503,096	1,600,000	1,600,000
Total Expenditures	7,603,729	7,473,912	7,707,910	8,001,305
Surplus / (Deficit)			-	-
Budgeted Subsidy			-	-

1. Requires appropriation for Sewer Enterprise for direct expenditures.
2. Requires appropriation of retained earnings for Enterprise direct expenditures.
3. Requires appropriation of Enterprise revenues to General Fund for payment of all non-capital indirect expenditures.
4. Capital outlay approved in another article.

VOTED: That the following sums listed under the heading “Revenues” be raised or transferred from available funds to operate the Sewer Enterprise Fund for FY2017, and, further, to approve the FY2017 budget for the Sewer Enterprise, including amounts appropriated under Article 4 and included herein for reference only, all as set forth in the chart above.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE SIXTEEN: To see what sum of money the Town will raise and appropriate or transfer from available funds to operate the Endicott Estate Enterprise Fund for the fiscal year commencing July 1, 2016, or take any other action relative thereto.

	FY2014 Actual	FY2015 Actual	FY2016 Budget	FY2017 TM Recom
Endicott Enterprise				
Revenues				
Receipts			260,000	270,000
Retained Earnings			-	-
Total Revenues	-	-	260,000	270,000
Direct Expenditures				
Personal Services			139,505	146,033
Purchase of Services			96,308	99,727
Supplies & Materials			23,012	23,065
Other Charges & Expenses			1,175	1,175
Sub-total	-	-	260,000	270,000
Indirect Expenditures				
Administrative			2,731	1,277
Facilities			63,082	66,400
Employee Benefits			87,513	88,322
Operating Expenses			18,802	16,076
Debt Service			82,219	79,313
Indirect Capital			-	1,044
Sub-total	-	-	254,347	252,431
Capital Outlay				
Direct Capital			110,000	135,950
Sub-total	-	-	110,000	135,950
Total Expenditures	-	-	624,347	658,381
Surplus / (Deficit)			0	0
Budgeted Subsidy			(364,347)	(388,381)

Requires appropriation for Enterprise only for Direct Expenses. Capital outlay approved in another article.

VOTED: That the following sums listed under the heading “Revenues” be raised from Endicott Estate Receipts and related revenues to operate the Endicott Estate Enterprise Fund for FY2017, and further, to approve the FY2017 budget for the Endicott Estate Enterprise, including the amount provided as a budgeted subsidy from the tax levy as appropriated under Article 3 and included herein for reference only, all as set forth in the chart on the previous page.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE SEVENTEEN: To hear and act upon the reports of the various Town Committees, as required by vote of prior Town Meetings; to see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or borrow to carry out the recommendations of said committees; or take any other action relative thereto.

Ames School Renovation to Combined Town Hall and Senior Center Facility:

The combined building renovation is set to go out to bid by the end of May for the general contractor and enter the construction phase shortly thereafter. The Building Committee and design team chose to do an early demolition of the building with the expectation that it would reveal potential issues and provide more certainty of the state of the building prior to the construction process. That approach has been a success in that it has revealed a number of issues, including asbestos abatement, and some structural questions, that will benefit the project financially by having them addressed in this phase. The slightly longer early demolition process has changed the expected occupation date to late spring of 2017 – presently the end of April.

The cost of the project has increased compared to the estimates provided by Spagnolo Gisness & Associates in 2014. It's important to note that the estimate created by SGA was primarily to identify whether the two functions could be housed in the building and whether the site could support the uses. Upon planning the building in earnest with the Owners Project Managers (OPM) and the project architect, there were a number of decisions made by the BPCC that increased the cost of the building, but were critical to the proper functioning and long-term cost efficiency of the building. These items, which were not contemplated in the analysis provided by SGA, included using the front of the building as a real entrance and exit as opposed to just an exit, and a three-story addition in the rear of the building to provide a proper entrance for the Senior Center and other benefits. Along with an improved site design, these improvements are estimated to increase the cost of construction by an estimated \$2,400,000. In addition, there were a number of characteristics of the existing building that were not identified in the original study due to its limited scope and budget. These include seismic upgrades, structural upgrades to the 4th floor, alterations to the fire escape, and the cost of bringing the building up to "5A" construction. These changes are estimated to cost approximately \$1,650,000. The BPCC has also chosen to make some up-front investments in areas like insulation and HVAC design that will decrease the long-term costs of operating the building.

With the commensurate increase in design and administrative costs, the present estimate, including soft costs which include furnishing, design, and a construction contingency is 17.6 million. This will require a change in the funding schedule associated with the three-phase municipal campus construction originally contemplated. However, there has been a change in approach adopted by the Building Committee to providing the two public safety facilities which will also alter the funding requirements.

Combined Public Safety Building:

There are a number of factors that have led to the decision to pursue a combined public safety building instead of the original plan to convert the existing town hall building into a police station and then put an addition on the existing main fire station.

Site Issues: The Municipal Campus is fundamentally short of parking spaces when evaluated against our own parking requirements under the zoning bylaw, but more importantly, the mix of parking required by a police station (restricted parking and restricted access to the building) cannot be accomplished in the original plan. A combined public safety building would provide the site designer with much more flexibility to provide greater numbers of parking spaces and much

better allocation and organization of those spaces.

A combined building will provide a site designer with much greater flexibility to address some very problematic flow and ingress and egress characteristics of the site, both inside the site and in the surrounding roadways.

Building Issues: Public Safety building design has progressed quite dramatically in the last generation. The flow in and around these buildings is critical. In the dozen or so site visits made by members of the Dedham Police Department there has been a clear benefit from designing these buildings from scratch compared to renovations.

There are significant segments of the building that can be shared, including training rooms, dispatch, Emergency Operations Center (EOC), and physical fitness rooms.

The present Fire Station, built in the 1950's, is not seismic rated and is not suitable for the wide variety of threats that require response from a modern fire department.

The present Town Hall building is also not seismic rated, and the existing flow would require significant re-design. Our experience with the Ames School building tells us that renovations often involve unexpected adjustments and costs.

Interoperability: The separation between the various areas of emergency response becomes less significant in the modern threat matrix. Responses often involve law enforcement and other emergency responders in a coordinated effort. That trend will only increase in ways we can't even fully anticipate for a building that will be in use for 75 years or more, but we have an obligation to provide a facility that is as capable and up-to-date as we can.

Town-Wide Capital Building Funding:

This change in approach will require a change in the capital building funding schedule. Considering the long term requirements in the major capital areas of town government, our commitment to road construction and maintenance over the last decade has positioned us to be able to allocate a portion of the road funds to the

Robin Reyes Fund for building construction. That re-allocation of a portion of the 2 million dollars we contribute each year to our road program (in addition to our Chapter 90 allocation from the state) is scheduled to start in 2019. That approach provides enough funding for our building requirements without additional funding from another source. All of our financial models include a schedule which assumes the construction of school buildings on a regular basis.

The details of the funding schedule are a work in progress and will be shared in numerous meetings over the next few months in anticipation of a vote to begin the combined public safety building construction process next fiscal year. The first step in that process would be the hiring of an Owners Project Manager.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE EIGHTEEN: (MWRA I/I Local Financial Assistance Program – Phase 10). To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of NINE

HUNDRED THIRTEEN THOUSAND (\$913,000.00) DOLLARS, for the purpose of participating in the Massachusetts Water Resources Authority (MWRA) Inflow/Infiltration Local Financial Assistance Program – Phase 10, and to meet such appropriation to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum in accordance with Section 7(1) and 7(1A) of Chapter 44 of the General Laws, or any other enabling authority and issue bonds and notes therefore, and to authorize the Town to apply for any grants or loans available for the project, or take any other action relative thereto.

VOTED: That the Town appropriate \$913,000, for the purpose of participating in the Massachusetts Water Resources Authority (MWRA) Phase 10 Inflow/Infiltration Local Assistance Program; and to meet such appropriation to transfer from Sewer Enterprise Fund Reserves (Free Cash); and further, to authorize appropriate Town officials and employees to apply for, accept and expend any grants or loans available for the project.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE NINETEEN: To see if the Town will vote to rescind the following amounts, authorized but unissued, for the following projects:

Purpose	Date Authorized	Unissued Amount
Land Acquisition	5/16/11	\$25,000
Avery School Construction	11/16/09	\$550,142
Avery School Plans	5/19/08	\$150,000
Sewer Repairs	5/19/08	\$180,000
HS Equip-Security	5/19/08	\$20,000
Replace Heating Pipes	4/9/07	\$25,000

or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE TWENTY: To see if the Town will vote to appropriate, borrow or transfer from available funds, a sum of money to be expended under the direction of the School Building Committee, for constructing, originally equipping and furnishing a new early childhood education center for preschool and kindergarten students at 1100 High Street, the current site of the Dexter School replacing the current Dr. Thomas J. Curran Early Childhood Education Center, including the cost of architectural design, project management and other incidental and related costs, as well as demolition of the existing building and other necessary site improvements, which proposed school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the Town may be eligible for a School construction grant from the Massachusetts School Building Authority (“MSBA”); to determine whether this appropriation shall be raised by borrowing or otherwise; the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town; provided further that any grant that the Town may receive from the MSBA for the project shall not exceed the lesser of (1) 52.33 percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by

the MSBA; or take any other action relative thereto.

VOTED ON A SUBSTITUTE MOTION BY THE DEDHAM SCHOOL COMMITTEE: that the Town appropriate the sum of Twenty-Nine Million Seven Hundred Sixty-Three Thousand Four Hundred Two (\$29,763,402) Dollars for constructing, originally equipping and furnishing a new early childhood education center for preschool and kindergarten students at 1100 High Street, the current site of the Dexter School replacing the current Dr. Thomas J. Curran Early Childhood Education Center, including the cost of architectural design, project management and other incidental and related costs, as well as demolition of the existing building and other necessary site improvements, which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, said sum to be expended under the direction of the School Building Committee, and to meet said appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said sum under M.G.L. Chapter 44, or any other enabling authority; that the Town acknowledges that the Massachusetts School Building Authority’s (“MSBA”) grant program is a non- entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town; provided further that any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) 51.33% of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town and the MSBA.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-ONE: *By the Planning Board.* To see if the Town will vote to amend the Use Regulation Table (Table 1) of the Dedham Zoning By-Law as follows:

Delete Use Category A.4 (Buildings containing dwelling units in combination with stores or other permitted uses) and Use Category A.5 (Subsidiary Apartments (See Section 7.4) of Table 1 (Principal Use Table) in their entirety and replace with the following new Use Category A.4 (Mixed Use Development See Section 7.4) as follows:

PRINCIPAL USE – See Footnote explanations, Section 3.1.6	DISTRICTS											
	SRA SRB	GR	PR	PC 19	RDO	AP	LMA	LMB	HB	LB 18	GB	CB
4. Mixed-Use Developments	NO	NO	N O	SP	SP	NO	NO	NO	SP	SP	SP	SP

and to renumber the subsections of Category A as necessary, or take any action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-TWO: To see if the Town will vote to amend the Dedham Zoning By-Law as follows:

In Section 3.1.6, delete Footnote 6 to Table 1 (Principal Use Table) in its entirety and replace with “Reserved for future use”; or take any action relative thereto

VOTED: That it be so voted. **AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY**

ARTICLE TWENTY-THREE: *By the Planning Board.* To see if the Town will vote to amend the Dedham Zoning By-Law as follows:

Delete in Section 10 the definition of “Subsidiary Apartment” in its entirety, or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-FOUR: To see if the Town will vote to amend Section 10 of the Dedham Zoning By-Law by adding a new definition as follows: “Mixed-Use Development: A building containing lower floor commercial and other non-residential uses allowed in the zoning district by right or by special permit with residential dwelling units on upper floors. The gross floor area of the commercial and other non-residential uses in a Mixed-Use Development must be at least ten (10%) percent of the gross floor area of the entire building. All Mixed-Use Developments are authorized by a Special Permit issued pursuant to Section 7.4 of this By-Law”; or take any action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-FIVE: To see if the Town will vote to amend the Dedham Zoning By-Law as follows:

Delete Section 7.4 (Subsidiary Apartments) in its entirety and replace with the following new Section 7.4:

7.4 MIXED-USE DEVELOPMENT

7.4.1 PURPOSE

The purpose of this by-law is to:

1. Encourage and allow a mixture of complimentary land uses to create economic and social vitality, and to address the housing needs of the Town;
2. Develop mixed-use areas and buildings which are safe, comfortable, and attractive to pedestrians;
3. Provide flexibility in the siting and design of new developments and redevelopments to anticipate changes in the marketplace;
4. Encourage efficient land use by facilitating compact, high-density development and minimizing the amount of land needed for surface parking;

7.4.2 SPECIAL PERMIT REQUIREMENT/SPECIAL PERMIT GRANTING AUTHORITY

1. A Mixed-Use Development may be allowed only upon issuance of a Special Permit by Planning Board.
2. If such application or project also requires other Special Permits, the Planning Board shall be the SPGA for all such Special Permits.

7.4.3 CONDITIONS, RESTRICTIONS AND REQUIREMENTS

1. All dwelling units in a Mixed-Use Development shall be located above the ground floor, shall have a separate entrance, and not share stairs or hallways with commercial uses, except that a fire escape or exit used only in emergencies may be available at all times to both.
2. Each dwelling unit in a Mixed-Use Development shall have a complete set of sanitary facilities, cooking and living space with includes sleeping facilities independent from another dwelling unit in a Mixed-Use Development. A Mixed-Use Development may share common storage, laundry facilities and other customary shared facilities located within a Mixed-Use Development. Each dwelling unit cannot be less than four hundred (400) square feet and not more than one thousand five (1,500) square feet in total gross floor area and must meet all occupancy and Building Code requirements. The maximum number and type of allowable residential dwelling units shall be determined by the Planning Board as part of the special permit and site plan review process; provided, however, there may not be more than two (2) residential dwelling units in a Mixed-Use Development in the LB Zoning District.
3. All Mixed-Use Development shall provide at least one parking space per dwelling unit. In all zoning districts except the CB Zoning District, Mixed-Use Developments shall provide additional parking for the non-residential uses per the requirements set forth in Table 3 (Dedham Parking Table). Mixed- Use Developments in the CB Zoning District shall provide such additional parking, if any, for the non-residential uses as determined by the Planning Board to be sufficient to meet the needs of such Mixed-Use Developments taking into consideration complementary uses and activities having different peak demands, shared parking, transportation demand management (TDM) measures, joint parking arrangements, the availability of on-street and public parking, and such other mitigating factors and measures as may be appropriate.
4. A Mixed-Use Development in the RDO or HB District with twelve or more (12) Apartments shall have maximum lot coverage of 80% and a maximum floor area ratio of 1.0. In the RDO District, there shall not be more than thirty (30) apartments located on any lot or on any abutting lots held in common ownership on the date of the adoption of this provision.

7.4.4 SITE PLAN REVIEW

Applications under this Section 7.4 shall be subject to the provisions of Section 9.5 pertaining to Site Plan Review which, if required, shall be conducted by the Planning Board as part of the Special Permit process, or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-SIX: *By the Planning Board.* To see if the Town will vote to amend the Dedham Zoning By-Law as follows:

Amend Use Category C.6 (Boat launching site, tennis court, riding academy, outdoor skating rink, ski ground, or golf course² (but not a miniature golf course or a driving range).) in the Use Regulation Table (Table 1) by changing it from a "NO" to a special permit (SP) in the Central Business District; or take any action relative thereto.

or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

ARTICLE TWENTY-SEVEN: To see if the Town will vote, consistent with the Supreme Judicial Court's decision in John Doe v. City of Lynn, 472 Mass. 521 (2015), to amend the Revised By-laws of the Town of Dedham by deleting the title and text of Chapter 233, the sex offender residency bylaw, or take any other action relative thereto.

VOTED: That it be so voted.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE TWENTY-EIGHT: *By Trust Fund Commissioner Brian M.B. Keaney, Board of Health Member Jason Brogan, Town Meeting Representatives Charlie Krueger, Ann Geier, Rita Mae Cushman, Jamie Brogan, Steve Davey, Joe Heisler and Theresa Heisler on behalf of the Mother Brook Community Group. To see if the Town will vote to amend the By-Laws by adding the following new chapter, and to further authorize the Town Clerk to identify and assign an appropriate number for said By-Law.*

___ - 1 Purpose:

In order to prevent potential hazards to the public health, safety, and welfare, including obstruction of pedestrian and vehicular traffic, accumulation of abandoned carts, and the creation of blighted conditions that reduce property values, the Town of Dedham adopts the following by-law. It is intended to promote responsible management and use of shopping carts and to reduce or eliminate removal of shopping carts from the owner's premises and abandonment of those carts throughout the Town as waste or litter.

_____ - 2 Definition:

For purposes of this bylaw, a "Shopping Cart" shall be defined as a basket mounted on wheels, or a similar device, generally used in a retail establishment by a customer for the purpose of transporting goods of any kind, but excluding such a device belonging to the customer.

_____ - 3 Identification of Shopping Carts:

Each business in the Town of Dedham providing shopping carts for use by its customers shall permanently affix an identification sign to each such shopping cart in a clearly visible location. Said sign shall include, at a minimum, the business' name, and either the business' address or telephone number, and any other contact information desired by said business.

_____ - 4 Adoption and Implementation of a Shopping Cart Retention Program:

A. Every business in the Town of Dedham providing shopping carts for use by its customers shall adopt and implement a program for retention of shopping carts. Such program shall be reduced to writing on a form available in the office of the Code Enforcement Officer for such purposes and shall be filed annually with the Code Enforcement Officer no later than July 1.

B. At a minimum, such program shall include:

(1) Contracting with or otherwise providing for a shopping cart retrieval service; and

(2) Locking or otherwise securing all shopping carts during hours when the business or store is

closed.

C. For businesses providing more than 10 shopping carts for use of its customers, the retention program shall further include further retention strategies that may include but not be limited to:

- (1) a physical barrier, such as bollards, restricting shopping carts to a portion of the exterior of the business establishment;
- (2) a wheel-locking mechanism installed on the cart commonly used in conjunction with an electronic barrier along the perimeter of a business establishment and which mechanism is activated upon the cart's approach or passing through the electronic barrier; or
- (3) an attendant or attendants with sole responsibility to manage and/or return the business establishment's shopping carts from the exterior premises of the business establishment and areas immediately adjacent thereto to the interior premises of the business establishment or another exterior area of the business establishment dedicated to the containment of shopping carts.

____ - 5 Signage:

Each business in the Town of Dedham providing shopping carts for the use of its customers shall place signs at the entrance and exit of the business notifying users that shopping carts shall be used only on the business premises and may not be removed therefrom.

____ - 6 Retrieval of Shopping Carts

A. Any shopping cart found on private property other than the business to which the shopping cart belongs, or on public property, shall be retrieved by the business to which the cart belongs within 18 hours of notification thereof.

B. In the event that the shopping cart is not removed timely, the Town shall retrieve the shopping cart, and shall:

- (1) Notify the business shown on the shopping cart identification sign of the cart's location;
- (2) Indicate the date by which the cart must be retrieved, and that otherwise the shopping cart will be destroyed or sold in accordance with applicable law; and
- (3) Identify the Town's cost for retrieval, and the cost per day to store the cart.

In the case of a cart that does contain the identification sign required by Section __ - 3, the Town shall be required to notify the cart owner only if the Town obtains actual knowledge of the owner's identity; if the Town does not have actual knowledge of the owner, it may sell or otherwise destroy the cart 15 days after posting notice of its intent on the bulletin board where notices of meetings of public bodies are posted.

__ - 7 Enforcement

A. Fees for shopping cart retrieval and storage shall be set by the Code Enforcement Officer in the manner set forth in Section 150-3 of these By-laws.

B. In addition to any fees imposed under Section __ - 7.A, this by-law shall be enforced in accordance with the provisions of Section 1-6 of the Town By-laws. For purposes of non-criminal disposition, the following fines shall be applicable:

Each day after July 1 that a business fails to submit to the Code Enforcement Officer a shopping cart retention program meeting the requirements of Section

__ - 4.B and 4.C. shall constitute a separate violation of this by-law, and shall be subject to a fine of \$50 per day.

Each day that a business fails to comply with its shopping cart retention program shall constitute a separate violation of this by-law and shall be subject to a fine of \$100 per day

Each person who removes a shopping cart from the business premises to which it belongs shall be subject to a fine of \$50.

Each business that fails to retrieve a shopping cart removed from its property following notification thereof shall be subject to a fine of \$100.

__ - 8 Time of Taking Effect

Any new business in or business relocating within the Town of Dedham that provides 10 or more shopping carts for use by its customers shall adopt a shopping cart retention program prior to opening for business for the first time, and shall implement the same concurrent with the opening of the business for the first time. Any business operating in the Town as of the effective date of this bylaw shall comply with Section _

- 4.A. and B. within 120 days, and with Section __ - 4.C. within 360 days unless the Board of Selectmen grants a one-time extension for compliance of up to 180 additional days; or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE TWENTY-NINE: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to amend section 85-9 of the By-Laws by inserting the words "and District Chairmen's Warrant Review Meeting" after the words "Town Meeting." And to further amend section 85-9 by adding the following at the end: "The Town Clerk shall place a copy of or a link to all verbatim records required hereunder on the Town's website," or take any other action relative thereto.

VOTED: That it be indefinitely postponed

By Majority Vote

ARTICLE THIRTY: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to strike Section 85-16 of the By-Laws and replace it with the following:

Any Town Representative or other speaker who speaks on any motion at Town Meeting in which the speaker or a member of the speaker's immediate family has a financial interest shall first disclose such interest to the Meeting. For the purposes of this section the term "immediate family" shall mean the speaker's spouse, and their parents, children, brothers and sisters. The term "financial interest" shall mean any financial interest, whether large or small, positive or negative, provided that the interest is reasonably foreseeable or direct as compared to remote and speculative, or take any other action relative thereto.

VOTED ON A SUBSTITUTE MOTION BY BRIAN KEANEY: That it be so voted.

BY MAJORITY VOTE

ARTICLE THIRTY-ONE: *By Town Meeting Members Jessica Porter and Fred Civian (Precinct 1),*

Town Meeting Member Bill McElhinney (Precinct Four), Town Meeting Member Sarah MacDonald (Precinct 5), Town Meeting Members Virginia Hickey Ferentinos and Lindsay Barich (Precinct 6) and Commissioner of Trust Funds Brian Keaney. To see if the Town will vote to amend the Revised By-Laws of the Town of Dedham by inserting a new section as set forth below, and further to authorize the Town Clerk to identify and assign appropriate numbers for said section in accordance with Section 1-5 of the Town Charter.

Snow Removal - Businesses

The owner or occupant of any commercial property abutting upon a sidewalk of a public way in the Town, which said property is used for business purposes other than farm business, shall maintain safe egress and cause snow and ice to be removed from such sidewalk within six (6) hours after snow has ceased to fall or no later than 8 am the following morning. Such snow and ice shall be so removed by plowing, shoveling, sweeping, scraping or otherwise so as not to damage such sidewalk.

Violation of this section shall be punishable by a fine of \$50 per day that the snow and ice are not removed as required herein.

The Board of Selectmen is authorized to promulgate rules and regulations consistent with this By-law relative to removal and treatment methods as well as the enforcement procedures to be utilized, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE THIRTY-TWO: *By the Board of Selectmen at the request of Selectman James A. MacDonald.* To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation in the form set forth below; and provided further that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and to authorize the Board of Selectmen to approve amendments within the scope of the general public objectives of this petition.

An Act Providing a Tax Exemption for Certain Qualifying Real Estate in the Town of Dedham

SECTION 1. With respect to each qualifying parcel of real property classified as class one, residential in the Town of Dedham, and as established more specifically by the board of selectmen in said town annually under section 2, there shall be a cap on property taxes equal to 10 per cent of the total annual household income, except that in no event shall property taxes be reduced by more than 50 per cent of the tax due, including all tax abatements and exemptions, but excluding state circuit breakers. The exemption shall be applied only to the principal residence of a taxpayer as used by the taxpayer for income tax purposes.

SECTION 2. Real property shall qualify for the exemption set forth in section 1 if all the following criteria are met:

(a) the qualifying real estate is owned and occupied by a person or family where the total annual household income shall not exceed the filing ranges as set by the state circuit breaker;

(b) the qualifying real estate is owned and occupied by at least 1 person having reached age 60 or older at the close of the previous tax year, as established annually by the board of selectmen for such tax year;

(c) the qualifying real estate is owned and occupied by the applicant at least 6 months plus 1 day each year;

(d) the applicant has resided in the town of Dedham for at least 10 consecutive years before filing an application for the exemption; and

(e) the maximum assessed value of the applicant's primary resident is no greater than the median assessed value of a single family resident in the town of Dedham plus 10 per cent, as measured for the tax year immediately previous to the tax year for which the application for exemption is filed.

SECTION 3. The exemption provided for in this act shall be in addition to any other exemption allowable under the General Laws, except that there shall be a dollar cap of \$175,000 for all tax abatements, excluding circuit breakers. After the first year of enactment, the total cap of all real estate abatements, excluding circuit breakers, may be set annually by the board of selectmen within a range of \$175,000 to \$350,000.

SECTION 4. A person who seeks to qualify for this exemption shall file with the board of assessors an application for abatement on a form to be adopted by the board of selectmen and available at the assessor's office with the supporting documentation as described in the application. The application shall be filed by May 31 each year for which the applicant seeks the exemption for the fiscal year commencing the following July 1.

SECTION 5. For the purposes of this act, "parcel" shall be a unit of real property as defined by the assessors in accordance with the deed for the property and shall include a condominium unit.

SECTION 6. For purposes of the exemption, "total annual household income" shall be the sum of the applicant's "total taxable 5.3 per cent income" on Massachusetts Form 1 and those same incomes for other income-producing members of the household. The income shall be increased by amounts that may have been excluded or subtracted from calculation, such as income from social security benefits, cash public assistance, tax-exempt interest and dividends, capital gains, income from a partnership or trust, returns on capital reported on schedule C and excluded income from any other source.

SECTION 7. Acceptance of this act by the town of Dedham shall be by an affirmative vote of a majority of the voters voting thereon at any regular or special election at which the question of acceptance was placed on the ballot and, if necessary, by approval of the appropriate override. This act shall become effective on the thirtieth day following the affirmative vote.

SECTION 8. The acceptance of this act may be revoked by an affirmative vote of a majority of the voters voting thereon at any regular or special town election at which the question of revocation has been placed on the ballot by a two-thirds vote of then sitting members of the board of selectmen. Revocation of this act shall become effective on the thirtieth day following that affirmative vote.

SECTION 9. After 1 year of implementation, the board of selectmen of the town of Dedham, after a public hearing, may vote to suspend implementation of this act for any year. Acceptance of this act by the town of Dedham shall automatically expire after 3 years of implementation unless reaffirmed by the affirmative vote of a majority of the voters at a town meeting and no further action of the general court shall be necessary, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

AS DECLARED BY THE MODERATOR A UNANIMOUS VOTE

ARTICLE THIRTY-THREE: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to adopt the following legislation. The Legislature may reasonably vary the form and substance of the requested legislation subject to the approval of the Board of Selectmen who are hereby authorized to approve amendments within the scope of the general public objectives of this petition.

An Act Authorizing the Town of Dedham to Establish an Additional Excise on Sales of Gasoline and Diesel Fuel

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. (a) Notwithstanding any general or special law to the contrary, the town of Dedham may impose an excise tax on the sale of gasoline and diesel fuel within the town in the amount of 3 cents per gallon. Such excise tax shall be in addition to the amount of: (1) any tax per gallon on gasoline pursuant to chapter 64A of the General Laws, and (2) any tax per gallon on diesel fuel pursuant to chapter 64E of the General Laws. The excise shall be recorded, paid and collected in accordance with said chapters 64A and 64E, including any exemptions and reimbursements, and shall be distributed to the town of Dedham in accordance with this act.

(b) All sums received pursuant to this act shall be paid quarterly to the treasurer of the town of Dedham by the state treasurer, upon certification of the commissioner of revenue.

(c) Notwithstanding any general or special law to the contrary, the town of Dedham shall establish a separate fund known as the Public Way Maintenance Fund. The treasurer of the town of Dedham shall deposit all sums received pursuant to this act into the fund. The treasurer of the town of Dedham shall be the custodian of the fund, and the deposit and investment of revenues held in the fund shall be in accordance with the provisions of section 55 of chapter 44 of the General Laws. All moneys remaining in the fund at the end of any fiscal year, whether or not expended by the town within 1 year of the date they were appropriated into the fund, shall remain in and become part of the fund and shall carry over to succeeding fiscal years. Interest earned shall remain with and become part of the fund.

(d) Any disbursement from the Public Way Maintenance Fund shall be by majority vote of the Town Meeting of the town of Dedham and shall be used solely for the repair, maintenance and upkeep of town roads and bridges.

SECTION 2. This act shall be submitted for acceptance to the qualified voters of the town of Dedham at the next regular municipal election in the form of the following question:

“Shall an act passed by the general court in the year 2016, entitled ‘An act authorizing the town of Dedham to establish an additional excise on sales of gasoline and diesel fuel’ be accepted?”

Town counsel shall prepare a fair and concise summary of the act, which shall appear below the act. If a majority of the votes cast in answer to the question is in the affirmative, section 1 shall take effect, but not otherwise.

SECTION 3. This act shall take effect upon its passage

or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

ARTICLE THIRTY-FOUR: To see if the Town will authorize the Board of Selectmen to acquire from the Commonwealth of Massachusetts or any other owner, by gift, purchase or otherwise, the fee title to the land in the Town located at 3 Riverside Drive and known as Kehoe Park, described as Parcel 58 on Assessor’s Map 14, for park and playground purposes, such land to be held under the care, custody, management and control of the Park and Recreation Commission, and further to seek such approval from and enter into such agreements with the Commonwealth as are necessary for such acquisition, which may include petitioning the General Court to authorize and direct the Division of Capital Asset Management, and/or other appropriate agency of the Commonwealth, to convey the land to the Town, and to approve such disposition under Article 97 of the Amendments of the Massachusetts Constitution, or take any other action relative thereto.

VOTED: that it be so voted.

BY MAJORITY VOTE

ARTICLE THIRTY-FIVE: *By the Park and Recreation Commission.* To see if the Town will vote to transfer from the Dedham Board of Selectmen for the purposes for which the interest in land described below is currently held to the Park and Recreation Commission, for active and passive recreation purposes, that interest in land constituting a perpetual easement to construct and maintain an underground gas pipeline within that land at 351 East Street known as Gonzalez Field and acquired by the Town pursuant to a deed recorded with the Norfolk County Registry of Deeds in Book 13545, Page 523; and to authorize the Board of Selectmen and the Park and Recreation Commission to seek such approvals as may be needed to carry out such transfer and conveyance, which may include legislative approval pursuant to Article 97 of the Amendments to the Massachusetts Constitution, or take any other action relative thereto.

Voted: That it be so voted.

AS DECLARED BY THE MODERATOR A 2/3rd MAJORITY

Town Meeting Adjourned: 11:33PM

TOWN MEETING ATTENDANCE (5/16/2016)

	First Name	Last Name	Year	Precinct
X	MARTHA	ABDELLA		
X	MICHELLE	APUZZIO	2018	1
X	HAROLD M.	BAND	2019	1
X	NORMAN H.	BERKOWITZ	2019	1
X	ARMIN	BILLER	2019	1
X	WILLIAM L.	BLISS	2017	1
X	FREDERICK T.	CIVIAN	2018	1
X	K. MARIE	CLARKE	2019	1
X	ELDON R	CLINGAN	2019	1
X	THOMAS C.	COCHRAN, JR.	2019	1
	ROBERT W.	DESMOND	2018	1
X	MARY JANE	DEVINS	2018	1
X	MARGARET R.	DUNCAN	2017	1
X	ELIZABETH B.	EMERY	2017	1
X	JAY L.	FIALKOW	2019	1
X	ANDREA	GILMORE	2017	1
X	SUSAN S	HICKS	2018	1
X	ROSELYN	HOLT	2019	1
X	JENNIFER	HYDE	2017	1
X	HANA	JANJIGIAN HEALD	2017	1
X	JENNIFER B.	JORDAN	2017	1
X	MARIE-LOUISE	KEHOE	2018	1
X	MARY	KEOUGH	2017	1
X	ALEXANDER K.	LEITH	2018	1
X	ELIZABETH F.	MARTIN	2019	1
X	KEVIN	MAWE	2018	1
X	HOPE C	MCDERMOTT	2018	1
X	SUSAN U.	MCINTOSH	2017	1
	STEPHEN G.	MOORHEAD	2017	1
	HOWARD	OSTROFF	2017	1
X	MAY H	POLLY-PIERCE	2017	1
X	JESSICA	PORTER	2017	1
	DAVID	ROSENTHAL	2019	1
X	ROBERT L.	SANDMAN	2018	1
X	DORRIT	SENIOR	2019	1
X	FRANCES E.	SHAER	2018	1
X	ROBERT PETER	SHAPIRO	2019	1
X	FRANCES BOLTON	WILMERDING	2019	1
X	FRED H	WOFFORD	2018	1

Precinct	First Name	Last Name	Year	Precinct
X	DIANE	BARRY-PRESTON	2019	2
X	JACQUELYN K.	BLASI	2019	2
X	CARL E.	BONVINI	2019	2
	KENNETH C.	BRAGG	2019	2
X	PAUL J.	BRENNAN	2019	2
	ELLEN	BURNS	2018	2
X	MAURICE C.	BURNS	2018	2
X	CONSTANTINE P.	CALLIONTZIS	2017	2
X	NANCY J.	CLEMENT	2018	2
X	BETH G.	CORMACK	2019	2
X	NEIL F.	CRONIN, JR.	2018	2
X	JEREMIAH	DONOHUE	2018	2
	JOHN J.	DONOVAN, JR.	2019	2
X	MARK E.	ENGDAHL	2017	2
X	MARY C.	HATHAWAY	2018	2
X	JANET	HOLMES	2019	2
	CAROLYN A.	JENKINS	2017	2
X	KRISTINA J.	KRUG	2017	2
X	TRACEY	LEGENDRE	2017	2
X	JOHN	LOMBARDI	2019	2
X	ERIK J.	MEYER-CURLEY	2019	2
	SUNSHINE	MILLEA	2017	2
X	ANTHONY P. JUJU	MUCCIACCIO, JR.	2018	2
X	PAUL S.	MULLEN	2017	2
X	DANIEL W.	MURPHY	2018	2
X	JUDITH A.	PIAZZA	2018	2
X	MARTHA N.	PODOLSKI	2018	2
X	PAUL D.	PODOLSKI	2018	2
X	RUSSELL W.	POOLE	2017	2
	MICHAEL	PROVOST	2017	2
X	CHRISTINE M.	ROSS	2017	2
X	FREDERICK J.	ROSS	2017	2
X	MONA	SALTALAMACCHIA	2017	2
	DONALD R.	SAVI	2018	2
X	JANET F.	SEBAGO,	2018	2
X	JAMES M.	SULLIVAN	2017	2
X	JACQUELINE	SULLIVAN	2019	2
X	DIMITRIA	SULLIVAN	2019	2
X	MICHAEL J.	WALTER	2019	2

ATTENDANCE	First Name	Last Name	Year	Precinct
X	EDITH	BELANGER	2019	3
X	GLENN S.	BIEDERMAN	2019	3
	THOMAS M.	BONCEK	2017	3
X	VIRGINIA L.	BROBST	2017	3
	WILLIAM C.	BROBST III	2019	3
	JAIME	BROGAN	2017	3
	LLOYD L.	CUSHMAN	2018	3
X	RITA MAE C.	CUSHMAN	2018	3
X	JEAN K	DALEY	2019	3
X	MARIA CHASE	DAVEY	2019	3
X	STEVEN R.	DAVEY	2019	3
X	DEANA L.	DELLOIACONO	2018	3
X	JOSEPH A.	DINEEN	2018	3
X	HEIDI A.	DINEEN-SERPIS	2017	3
X	FRANCIS D.	FITZGERALD	2017	3
X	ANNE M.	GEIER	2017	3
X	KENNETH P	GILCHRIST	2018	3
X	CHRISTINE D.	GREY	2017	3
X	RAYMOND P.	HARRIS	2018	3
X	STEPHEN D.	HEASLIP	2018	3
X	JOSEPH L.	HEISLER	2018	3
X	FREDERICK W.	JOHNSON, JR.	2017	3
X	NICOLE	KEANE	2017	3
X	JACQUELINE M	KERR	2019	3
X	CHARLES K.	KRUEGER	2018	3
X	KENNETH	LOGAN	2019	3
X	FREDERICK C.	MATTHIES	2018	3
X	DONALD	MCKEE	2019	3
X	LINDA	MCKEE	2019	3
X	DANIEL	MEGAN	2017	3
		O'CONNOR-		
X	THERESA C.	HEISLER	2018	3
X	LINWOOD	PUTNEY	2017	3
X	PINA M.	REDA	2018	3
X	ANTONIO	REDA	2019	3
X	GERALDINE	ROBERTS	2017	3
X	KEVIN	SCOLLAN	2019	3
X	MARK	SERPIS	2017	3
X	BARBARA A.	SMITH	2019	3
X	MAUREEN L.	TETI	2018	3

Attendance	First Name	Last Name	Year	Precinct
X	FP	BASS	2018	4
X	BRAD	BAUER	2018	4
X	DIANNE M.	BAUER	2019	4
X	CHRISTINE J.	BETHONEY	2017	4
	ROBERT L.	BLACK	2018	4
X	WILLIAM K.	BOUDROW	2019	4
X	PATRICIA	CARIOFILES	2018	4
X	JOAN C.	CUMMINS	2017	4
X	JOSEPH A.	D'AMICO	2019	4
	CARMEN E.	DELLOIACONO, JR	2017	4
X	BRIDGET	DRISCOLL		4
X	JAMES S.	DRISCOLL	2018	4
X	ROBERT M.	DRISCOLL	2019	4
X	SUSAN P.	FAY	2018	4
X	ANNE M.	FRASCA	2019	4
X	ROBERT J.	FRASCA, JR.	2017	4
X	ANTHONY J.	FREITAS	2017	4
X	RONALD S.	GARLICK	2017	4
X	RANDALL	GLEASON	2018	4
X	JENNIFER E.	GREANEY	2017	4
X	KEVIN F.	HAMPE	2018	4
X	RONALD E.	HATHAWAY	2019	4
X	EDWARD J.	HICKEY	2017	4
X	MARY ELIZABETH	KELLY	2019	4
X	PAUL E.	LYONS, JR.	2018	4
X	WILLIAM J.	MCELHINNEY, JR.	2019	4
X	RICHARD J	MCGOWAN	2019	4
X	ANN LOUISE	MERCER	2017	4
X	EILEEN J.	NEWELL	2017	4
X	ELIZABETH A.	OUELLETTE	2017	4
X	ROBERT P.	OUELLETTE	2017	4
X	RICHARD P.	RADOSTA	2017	4
X	ROBERT A.	SCHORTMANN	2018	4
X	KATHLEEN	SCHORTMANN	2019	4
X	DONALD W.	SEAGER	2018	4
X	LOUIS	TEDESCHI, JR	2019	4
X	EMILY	WEILAND	2019	4
X	MARCIA JANE	WITHIAM WILSON	2019	4
X	ROBERT P.	ZAHKA, JR	2018	4

Attendance	First Name	Last Name	Year	Precinct
X	FRANCIS E.	ADAMS	2019	5
X	MARIA	ANTONUCCIO	2017	5
X	ERIN	BLUME	2017	5
X	BARBARA M.	CARNEY	2018	5
X	WILLIAM O.	CARNEY	2019	5
X	KATHERINE	CASEY	2018	5
X	JOAN	CONNORS	2018	5
	ROBERT E.	CURRAN	2019	5
X	CAROLE R.	DONOVAN	2018	5
X	RICHARD P.	DOWNING	2019	5
X	LISA	FARNHAM	2019	5
X	EUGENE F.	FAVRET	2019	5
X	ANDREW	FLEISCHER	2017	5
	SARAH	CUCINOTTA	2019	5
X	KEITH P.	HAMPE	2019	5
X	CARLENE CAMPBELL	HEGARTY	2018	5
X	MICHELLE	HOLMES-LABADINI	2017	5
X	MICHAEL	HUFF	2019	5
	MICHAEL	HUMPHREY	2018	5
X	MICHAEL G.	LEAHY	2019	5
X	KENNETH	LEVIN	2019	5
X	MONICA	LINARI	2018	5
X	SARAH	MACDONALD	2017	5
X	MARIANNE T.	MARTIN	2017	5
X	GEMMA W.	MARTIN	2018	5
X	PAUL J.	MCGOWAN	2017	5
X	DIANE	MCLEISH	2018	5
X	JOHN E.	NOLAN	2019	5
X	KRISTEN	OVERMAN-WALKER	2019	5
X	LAURA	PARK	2017	5
X	MARIE T.	RIZZO	2017	5
X	LAWRENCE J.	ROONEY	2018	5
X	ROSEMARY H.	ROONEY	2018	5
X	MARIE J.	ROSE	2018	5
X	HEATHER J.	SPRINGER	2017	5
X	PETER A.	SPRINGER	2017	5
X	DANIEL P.	TEAHAN	2017	5
X	DOROTHY J.	VICTORIA	2017	5
X	SUSAN N.	WEBSTER	2018	5

Attendance	First Name	Last Name	Year	Precinct
X	MARGARET R.	ADAMS	2019	6
X	CYNTHIA S.	BARICH	2019	6
X	LYNDSAY P.	BARICH	2019	6
X	SHEILA A.	BOWLER	2017	6
X	JANINE	CLIFFORD-MURPHY	2017	6
X	THOMAS J.	CLINTON	2018	6
X	MICHAEL	COCCHI	2019	6
X	THOMAS M.	CONNORS	2019	6
X	LINDA M.	DEVOY	2018	6
X	MICHAEL J.	DEWINTER	2018	6
	JOAN	DONOVAN	2019	6
X	CHERYL M	FISH	2017	6
X	ROBERT J.	FISH	2017	6
X	BARBARA A.	GULA	2019	6
X	AMY M.	HAELSEN	2018	6
X	THOMAS J.	HEALY	2018	6
X	MICHELE M	HEFFERNAN	2017	6
X	VIRGINIA M	HICKEY	2017	6
X	MARJORIE L	KILROY	2017	6
X	MELISSA F.	KINCH	2019	6
X	ANDREW	LAWLOR	2018	6
X	ROBERTA	LAWLOR	2018	6
	MARK M.	LAWTON	2017	6
X	STEVEN M.	MAMMONE	2017	6
X	BARBARA	MCKENNA	2018	6
X	MARYANN	MOLLOY	2017	6
X	LISA M	MORAN	2018	6
X	MARGUERITE E.	POLITO	2018	6
X	THOMAS R.	POLITO, JR.	2018	6
X	STEPHANIE	RADNER	2017	6
X	CHERYLANN W.	SHEEHAN	2018	6
X	ALLISON M.	STATON	2017	6
X	ANDREW E.	SULLIVAN	2019	6
X	NOREEN M.	TROCCOLI	2017	6
X	MARK	WHALEN	2019	6
X	CHRISTINA R	WHALEN	2019	6
X	GEORGANNA	WOODS	2019	6
X	JEAN ELLEN	ZEILER	2019	6
X	MARTHA L	ZEOLLA	2018	6

Attendance	First Name	Last Name	Year	Precinct
X	A. PETER	BENSON	2017	7
X	CHERYLEE	BIGGAR	2017	7
X	DOUGLAS A.	BIGGAR	2019	7
X	CELIA	BLACK	2018	7
X	CHARLES F.	BLACK	2018	7
X	DAVID	CONOLE	2019	7
X	DAVID	CORSI	2017	7
X	RICHARD	DELLOIACONO	2019	7
X	ANNE	DOLAN	2019	7
X	MARY E.	GILBERT	2019	7
X	EDWARD J.	GOODWIN	2017	7
X	WILLIAM J.	GORMAN	2019	7
X	ELIZABETH DAAKE	KELLEY	2019	7
X	LISA	MACKINNON	2018	7
X	LAWRENCE R.	MANNING	2018	7
X	RYAN	MCDERMOTT	2017	7
X	MARY ELLEN	MCDONOUGH	2018	7
X	KRISTIN N.	MCMILLAN	2018	7
X	KRISTEN	MORSE	2017	7
X	PETER	MORSE	2019	7
X	PETER JOHN	MORSE, JR	2017	7
X	NICOLE P.	MUNCHBACH	2017	7
X	JAMES J.	NOLAN	2017	7
X	DIANE A.	NOLAN	2018	7
X	DONNA M.	OCONNOR	2019	7
X	MARIE	PACE	2018	7
X	MAUREEN E.	PACELLA	2017	7
X	MICHELLE	PERSSON REILLY	2017	7
X	KATHLEEN M.	PODOLSKI	2017	7
X	HEATHER	POWER	2019	7
X	MARK A.	REILLY	2017	7
X	BERNADETTE	RYAN	2018	7
X	CHERYL A.	SCHOENFELD	2018	7
X	JULIE T.	SCOLASTICO	2018	7
X	MARK	SKEHILL	2019	7
X	KORRIN	SLAVIN	2019	7
X	APRIL L.	WILMAR	2019	7
X	CAMILLE S.	ZAHKA	2018	7
X	PETER A.	ZAHKA, II	2018	7

CHAPTER II - EDUCATION

DEDHAM PUBLIC SCHOOLS

New Staff Joined Dedham Public Schools for 2016-17 School Year

For this school year over twenty teachers new to Dedham were welcomed to the district through the annual New Teacher Orientation. These new recruits met with administrators, learned from experienced mentors, and took a bus tour of the Town of Dedham. Many new faces and new perspectives have joined the district's team.

In addition to the newly appointed and licensed classroom educators, new district-level administrators joined the Leadership Team. Dr. Ian Kelly joined the central office as the new Assistant Superintendent for Curriculum, Instruction, and Assessment. Dr. Kelly completed eight years as an Elementary Principal in Natick and he was also a former classroom teacher and Title 1 Coordinator in Needham. Dr. Kelly spent the summer months meeting staff and getting to know the schools.

As announced at the end of last year, the district also welcomed a new principal at the Greenlodge Elementary School. Mrs. Ashley Bodkins joined the Greenlodge community after having spent the last three years as Assistant Principal at the Kennedy Elementary School in Franklin, MA. Prior to that she was an elementary classroom teacher in Newton, MA and Colorado.

In mid-August Mrs. Peg Szostak was welcomed as the new Interim Assistant Principal at Dedham Middle School. She came to Dedham after less than two weeks in retirement as the former Principal at Pembroke High School. She has been a middle school principal, assistant principal, and special education department chair in multiple districts in Massachusetts.

School Committee Goals Approved

During the month of September the Dedham School Committee held its annual planning retreat to review progress on student learning and formulate plans and goals for this year. Over two nights of study and conversation, the Committee developed four specific goals for their work during the 2016-17 school year. The goals were: focus on implementing the recommendations of the recent English Language Arts District Audit; ensure equity, excellence and opportunity for all Dedham students; develop a collaborative FY18 Budget that meets the learning needs of all students; and start a conversation regarding a long-term master plan for the district.

New Curran Center/ECEC School Building Approved By Town Meeting

Dedham's Annual Town Meeting last May approved Warrant Article 20 authorizing town funding for a new Pre-K and Kindergarten building on the site of the former Dexter Elementary School on High Street (Rt. 109) in Dedham. This new, state-of-the-art facility will be the entry point for the youngest Dedham Public School students for years to come. The Massachusetts School Building Authority (MSBA) will provide almost \$11 Million in reimbursement of the projected \$29.8 Million overall cost of the project. The construction of a new ECEC school building is a pivotal project for the Town. The effort to focus on and support early education has grown dramatically around the country, and the Dedham School Committee has aggressively supported this concept throughout the five-year MSBA endorsement process. This project will place Dedham at the leading edge of facilities that support early childhood education. It should also be noted that this is the first time the MSBA has ever supported a project specifically focused on the needs of pre-kindergarten and kindergarten students.

Demolition of the former Dexter Elementary School building began following a public bid-opening in December 2016. C.J. Mabardy was awarded the contract. Construction documents went out to bid in the spring of 2017. Occupancy is expected during the 2018-19 school year. Planning and permitting for the new Curran Early Childhood Center at the former Dexter Elementary School site continued at a rapid pace. The Dedham Planning Board, Conservation Commission, and Design Review Advisory Board (DRAB) worked to review the preliminary plans for the building and site work. The Planning Board considered the most recently updated version for the facility. The architectural firm of Knight, Bagge, and Anderson (KBA) incorporated comments from all the town boards and as well as input from the public. KBA continued their work to develop construction documents to form the basis for a bid to secure a contractor for the building itself.

In January, the Superintendent worked with a team of educators from the ECEC and a playground consultant from KBA concerning the proposed playgrounds (one pre-school and one Kindergarten) for the new school. Substantial site work has been ongoing at the Dexter Elementary School site.

Cost For Full-Day Kindergarten Reduced For 2nd Year in A Row

In addition to supporting the new ECEC, the spring 2016 Town Meeting members voted to approve an annual school budget with continued financial support for a number of district initiatives. As part of a three-year phase in plan, the Dedham School Committee voted the second year of a phase-in toward free full day kindergarten for all students. The overall cost charged to parents for full day Kindergarten dropped from \$2500 to \$1500 for 2016-2017. This was a \$125,000 annual budget item. As the cost for full-day Kindergarten dropped, the number of children receiving full day schooling increased from 60% of all students in 2014-15 to over 90% of all students in 2016-17. This was good news for the future learning opportunities for all students in Dedham.

2016-17 School Year Calendar now Posted On District Website

As families settled into this school year, important dates were shared through an online calendar. Due to the expense of producing and mailing the "gray calendar" formerly mailed in hard-copy to all Dedham residents, the calendar is now posted solely on-line and will no longer be mailed as a physical copy to all homes.

Spring 2016 State Testing Results Issued

During the week of October 10, 2016, results for students on state-mandated assessments completed by all students in grades 3-10 this past spring were distributed to parents. For the first time, students in grades 3-8 took the PARCC (Partnership for the Assessment of Readiness for College and Careers) exam, while high school students continued to take the MCAS (Massachusetts Comprehensive Assessment System) exam. While these exams provided only one "snapshot in time", they represented a valuable measure of the schools' collective progress toward student proficiency on state standards, and provided an opportunity for the district to address grade-level expectations. The District Administrative Team reviewed the data and identified both improvements and areas needing additional focus. Dr. Ian Kelly, Assistant Superintendent for Curriculum, Instruction, and Assessment presented preliminary findings at the Wednesday, October 19, 2016 School Committee Meeting. Each school-based Data Team used this information to better inform classroom teachers in each building. This was the district's first experience with the new PARCC exam. A clear cause-and-effect connection has been identified and expectations for increased student performance have been established.

Next Generation MCAS Exam for Grades 3-8 for spring 2017

In November 2016 the Massachusetts Board of Elementary and Secondary Education (ESE) voted to transition from the "MCAS" and "PARCC" exams to a "Next Generation MCAS" ELA and Math exam beginning in the spring of 2017. A contract to develop this new exam was awarded to Measured Progress, the company that formerly produced the MCAS exam. This new exam included "PARCC-like" questions and was taken by all students in grades 3-8. All statewide Science exams and Grade 10 exams remained in the traditional MCAS format.

In a late-year twist, the Commissioner of Elementary and Secondary Education Mitchell Chester announced that all students in Grades 4 and 8 were required to take the Next Generation MCAS exam using an electronic format, i.e. on a computer. Fortunately, the Dedham Public Schools were well positioned with its current technology infrastructure to implement this initiative. This sudden last-minute course correction, however, required additional emphasis on the familiarity with technology for elementary students throughout the year. This was the first year of a gradual phase-in to complete computer-based state assessment. For the 2017 testing, Dedham students in grades 3 and 5 continued with the paper-based testing format.

"Ask The Superintendent" continued on DVAC

For the fifth time, "Ask the Superintendent" aired on Dedham Cable in October. This provided a great opportunity for the Superintendent to discuss on-going initiatives in the Dedham Public Schools.

FY18 School Department Budget Development

In January, the Superintendent presented the preliminary FY18 School Department Proposed Operating Budget to the Dedham School Committee. The guiding principles behind this budget were aligned with School Committee and District Improvement Plan goals and are captured in the following four main priorities: a commitment to progress toward fully funding cost-free, full day Kindergarten for all Dedham students; the continued investment in district Special Education programming and services to maintain students in-district and minimize the costly expense of transportation and out-of-district placements; expansion of individualized learning through continued investment in technology and 1:1 student access; and a commitment to reduce the impact of additional fees charged to families for educational opportunities.

The FY18 Proposed Operating Budget was the result of input solicited from all building principals, directors, and department heads. The budget provided for free, full-day Kindergarten for fall 2017, one year earlier than originally planned, and continued support for in-district Special Education programming. Due to the development of in-district Special Education programming, the FY18 Budget request included a \$500,000 reduction to the out-of-district placement budget, representing fewer students being referred to outside placements.

The FY18 Proposed Operating Budget also included funding for a 1:1 device (Chromebook) model for grades 5-12. Combined with the re-purposing of iPads from Dedham High School in 2017-18, the district moved closer to a 1:1 device model district-wide. This represented a critical step for students as they prepare for the implementation of completely computer-based standardized testing commencing in 2018.

Additionally, the FY18 Proposed Operating Budget included significant reductions in fees assessed to families. With the Full Day Kindergarten fee reduction (formerly \$3500 per student

in 2014; reduced to zero for 2017-18), the FY18 Budget provides for: a 50% reduction in Athletic Fees at Dedham High School; a 67% reduction in the fees assessed for Advanced Placement exams; and a 33% reduction in student technology insurance and maintenance fees.

Finally, the FY18 Proposed Operating Budget also included a 10% increase in the supplies/materials allocations for individual schools, a \$50,000 boost to the substitute teachers line item, and a modest increase in textbooks and professional development. Overall, the budget request equated to a 3.92% increase over the FY17 Operating Budget.

District Re-Structuring Plans for 2017-18

After observing all aspects of the Dedham Public Schools with an eye toward learning as much as possible about the organizational structure, professional development, curriculum, personnel deployment, and use of all resources to maximize student learning, the Superintendent initiated a restructuring plan. Having enlisted the support of outside agencies in the past to provide periodic evaluations of existing practices (e.g. the *2013-14 District Special Education Evaluation Report* and the *2016 District ELA Audit*), and the regular Coordinated Program Reviews conducted by the Massachusetts Department of Elementary and Secondary Education, a restructuring was announced to originate in the 2017-2018 school year.

With the assistance of the Leadership Team, targeted areas for improvement were determined based upon consistent feedback from multiple sources. Formal presentations were made to faculty and staff to discuss upcoming improvements to the organizational structure and personnel deployment at the start of the 2017-18 school year. These improvements were designed to provide the Dedham Public Schools with a model that enhances and supports principals, faculty/staff, and administration through research-based best practices that include increased capacity for curriculum development, educator training/support, and re-deployment of resources to best serve all students.

Seven separate informational meetings were conducted with district faculty, staff and School Committee members regarding this new organizational model. Three additional presentations to various groupings within the district took place during the ensuing two weeks. The Superintendent remained committed to personally discussing this new organizational structure with all in-district employees prior to explaining it to the community at large. Minor adaptations to the overall plan were made based upon feedback received during all discussions.

In January 2017, the philosophy behind this new model for the district's work was presented in concert with FY18 Budget plans. In his annual "State of the Schools Address" in January 2017, the Superintendent shared with parents and interested members of the general public the restructuring of the district to better utilize resources and improve student learning.

At the request of the School Committee, the district administration provided comprehensive answers to Frequently Asked Questions (FAQs) about the District's Restructuring Plan to the public. Questions and answers were posted on the main page of the District website under the "News" tab. In addition, all presentations, supporting documents, organizational charts, hiring timelines, coaching information, job descriptions and all other background information documents were available under the "State of the Schools Address" tab.

A number of search committees were formed to fill the new positions outlined on the 2017-18 organizational charts that reflected the district's anticipated new structure. The timelines for these

appointments were ambitious, and numerous applicants were reviewed and interviewed by many faculty, staff and parents.

For three months the district worked on a series of appointments to build the structure necessary to support teachers and students in the classroom. This plan called for the elimination of 25.3 positions currently in place and the creation of 19 newly defined positions. Outstanding candidates were recommended for these positions. The appointments were as follows:

New Position	Appointment
PreK-8 Humanities Curriculum Coordinator	Dr. Heather Smith
PreK-8 S.T.E.M. Curriculum Coordinator	Dr. Linda Kobierski
PreK-12 Director of Counseling Services	Dr. Ashley Dubé
PreK-12 Director of Health Services	Gail Kelley
Avery/Oakdale Educational Team Leader	Marjorie Goldstein-Fradin
Riverdale/Greenlodge Ed. Team Leader	Jenny McGowan
ECEC Childhood Coordinator	Rebecca McCabe
Elementary Instructional Coach	Maura Shevory
Elementary Instructional Coach	Shannon Findley
Elementary Instructional Coach	Allison Kieffner
Elementary Instructional Coach	Nina Mancinelli
ECEC Instructional Coach	Kristen Cannon
DMS Humanities Instructional Coach	Mai Linh Cummings
DMS S.T.E.M. Instructional Coach	Kate Garand
Elementary PE/Health Teachers (2)	Jay Kreisberg and Kelli Sansossio

Administrative Appointments and Announcements

In addition to the significant time and energy spent on the Strategic Improvement Plan Re-Structuring appointments, there were other moves within the administrative structure and leadership positions in Dedham. Dedham Middle School Interim Principal Dr. Margo Fraczek was appointed as the new Principal of the Coakley Middle School in Norwood. In early spring Ms. Karen Hillman was selected as the new principal at Dedham Middle School. Many people from the DMS community participated in this extensive search.

Dedham High School Principal Ron McCarthy announced that he accepted a position as the next High School Principal at the North Broward Preparatory School in Coconut Creek, FL. Mr. McCarthy's six years at DHS saw significant gains in many areas of student achievement and success. Mr. James Forrest was appointed as Interim Principal of Dedham High School. His veteran presence and seven-year knowledge of DHS made him a strong replacement for Mr. McCarthy.

Dedham High School Cited in Newsweek and Washington Post

In late April, U.S. News and World Report released its annual ranking of high schools across the country. These rankings were based on many quantifiable factors that are weighted to yield an overall ranking. Advanced Placement (A.P.) courses and completion of MassCORE requirements are two of the many factors that are used in their ranking system. Dedham High School was one of only 54 Massachusetts High Schools to be awarded a Silver Medal, and was ranked #48 (39th among public, non-Charter schools) in the state. This performance also ranked DHS at #1130 in the nation. This was another feather in the cap of the entire district, and represented the continued

focus on high expectations and academic achievement provided by the faculty at Dedham High School.

In addition, on May 5, 2017, The Washington Post's education columnist Jay Matthews released his annual ranking of how well the nation's top high schools challenge their students. 2017 showed a sustained increase in the number of schools that qualified for the America's Most Challenging High Schools list, with about 12 percent of U.S. high schools included. When the list debuted in 1998, just one percent qualified. On this list DHS is ranked #19 in Massachusetts, and #659 in the nation.

2016 HIGH SCHOOL GRADUATES

Abber, Courtney
Abi Ghosn, Michelle
Acosta, Stephen
Adams, Chloe
Ahl, Michael
Amato, Amelia
Animashaun, Hakeem
Ansty, Edward
Badessa, Leah
Baker, Lydia
Balzarini, Elizabeth
Barletta, Ariana
Baron, Kasey
Beaucejour, Samuel
Berkey, Viktoria
Bifano, Timothy
Borsellino, Joseph
Bosah, Collins
Brea, Zachery
Bruny, Emily
Burke, Brendan
Burke, Connor
Burns, John
Bynes, Tori-Ann
Cahoon, Matthew
Calderon, Desiree
Canavan, Christopher
Cariofiles, Michael
Carty, Michelle
Celata, Melissa
Clifford, Kevin
Coakley, Bridget
Coco Jr., John
Connell, Ian
Coote, Joseph
Corina, Cassandra
Costantino, Gabrielle
Crisafulli, Joseph
Crowley, Allison
Davis, Christopher
Dean, Andra
DeBerardinis, Tori
Del Rosario, Jena Rose
Diaz, Michael

Dillon, Amber
Dowling, John
Dunn, Alexander
Dunn, Matthew
Erdene, Arvin
Farnham, Jakob
Ferrara, Ernest
Finnegan, Benjamin
Fitzgerald, Kristen
Flaherty, Aidan
Flaherty, Sean
Flores, Diego
Fonseca, Kyle
Gedulien, Kimberly
Gemayel, Margaret
Gerber, Randy
Gifford, Allen
Giggi, Anthony
Gilarde, Anthony
Goffredo, Angela
Goggin, Kayla
Gonsalves, Elizabeth
Goodwin, Alexa
Goss, Ronald
Grant IV, Guy
Grant, Carmen
Greenwood, Michael
Hasenfuss, John
Hayes, Meghan
Heaney, Melissa
Howard, Marquez
Hunt, Brett
Hurley, Davis
Jaupllari, Kevin
Jenest, Matthew
Johnson Jr., David
Jonson, Alice
Joyce Jr, Timothy
Kane, Olivia
Kim-Pacheco, Shane
Klimis, Maria
Kousidis, Olivia
Kudara, Risa
Lacroix, Midorie
Lane, Emma
Lau, Robert

Leung, Katerina
Ligonde, Coralie
Lithotomos-Bratsis, James
Littman, Noah
MacKinnon, Sean
MacPhail, Michael
Madden IV, William
Makhlouta, George
Malone, Sean
Maloney, Matthew
Maloof, Christina
Marte-Pimentel, Adolfo
Martin, Emily
Martinez, Melissa
Mayor, Christopher
McCaig, Molly
McCart, Kyle
McCarthy, Thomas
McDonough, Amelia
McIsaac, Margaret
McKiernan, Daniel
Mercer, Jillian
Michel, Kevin
Michel, Liam
Miller, Scott
Mitchell, Caroline
Mitchell, Kristina
Moccia, Nicholas
Montiel, Amy
Monzer, Ahmad
Monzer, Sami
Morse, Brendan
Mulvey, Gerard
Murray, Corina
Neill, Keith
Nelson, Sarah
Nolan, Kyle
Olliney, Christopher
Palmieri, Ashley
Paul, Shawn
Paxson, Jay
Perno, Sarah
Pierre-Jean, Joanna
Pinkham, Alyssa
Pinnock, Simone

Powers, John
Pucci, Jessica
Quinn, Connor
Raposo, Natalie
Repetto, Madison
Reyes, Eric
Rice, Patrick
Rodriguez, Ricco
Rodriguez, Ruben
Romanish, Hannah
Romero Perdomo,
Jameysi
Rose, Genevieve
Rowell, Brittany
Rumpp, Darcy
Rush, Cieran
Ryan, Hannah
Schmidt, Heather
Scurti, DeAndre'
Sheerin, Jason
Shephard, Amber
Shkurti, Ana
Simon, Ashley
Slavin, Quinn
Smith, Sachi
Smolak IV, Stanley
Snyder, Caroline
Solis, Evan
Soriano, Cristina
St. Clair, Brendan
Strykowski, Rachel
Sulinski, Jason
Sulinski, Michael
Tannous, George
Thakur, Noah
Thurrott, Mark
Tolbert, KhanyJa
Topouzakis, Anna
Vasquez, Jeremiah
Vaval, Dave
Villante-Slavin, Jessyca
Villard, Emmanuella
Walrod, Austin
Walsh, Courtney
Wells, Carlton
Wilcox, Kirstin

Woollard, Taylor
Zuniga, Shannah
Zylyftari, Tea

BLUE HILLS REGIONAL SCHOOL DISTRICT

The Blue Hills Regional District School Committee is pleased to submit its Annual Report to the residents of the Town of Dedham.

Blue Hills Regional Technical School continues its steadfast commitment to providing the highest caliber academic and vocational instruction to district students in grades nine through twelve, and to those receiving postgraduate training. The nine towns in the district include Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph and Westwood.

Mr. James P. Quaglia is the Superintendent-Director. Mr. Thomas R. Polito, Jr., is the Dedham representative to the District School Committee and serves as its Secretary.

The Committee meets on the first and third Tuesday of each month at 7:00 p.m. in the William T. Buckley District School Committee Meeting Room (Room 207A) at the school at 800 Randolph St., Canton. The public is invited to attend.

The following members comprised the 2015-2016 District School Committee:

AVON: Mr. Francis J. Fistori
BRAINTREE: Mr. Eric C. Erskine
CANTON: Mr. Aidan G. Maguire, Jr.
DEDHAM: Secretary Thomas R. Polito, Jr.
HOLBROOK: Mr. Robert A. McNeil
MILTON: Mr. Festus Joyce
NORWOOD: Mr. Kevin L. Connolly
RANDOLPH: Vice Chair Marybeth Nearen
WESTWOOD: Chairman Charles W. Flahive

Blue Hills Receives MSBA approval for Major Renovation Project Feasibility Study

In July of 2016, the Massachusetts School Building Authority voted to partner with Blue Hills Regional Technical School for the purpose of conducting a Feasibility Study to examine the need for, and to explore options for, a renovation of the existing Blue Hills facility.

Preliminary indications are that the fifty-year-old building is both structurally and programmatically sufficient to support a renovation project that addresses replacement and repairs to the building envelope, and replacement of windows and entries. Also proposed in the renovation project is replacement of the HVAC systems, electrical infrastructure, fire annunciation & suppression (sprinkler system building wide), ADA compliance upgrades, public address system, as well as consideration of school locker rooms, interior doors, lavatories, and student lockers.

Currently, the district has hired Dore and Whittier Management Partners as the Owner's Project Manager. The architectural firm of Drummey, Rosane and Anderson (DRA) has been hired as the design firm. Members of the School Building Committee are scheduled to meet with the MSBA in mid-February for a preliminary schematic review with an eye toward a late August Project Funding Agreement from the MSBA.

The district is planning meetings with local officials to keep them informed of project progress, as well as project cost and funding models. The first of such meetings will occur in January with another to be scheduled for mid-April.

The district has established a web site, www.renovatebluehills.org, which will provide member communities with up to date information on the project. "This project is essential to Blue Hills providing quality career and technical training to the students of your town for the next half century." - James P. Quaglia, Superintendent-Director.

On November 18, 2015, Blue Hills Regional hosted its annual Open House. The well-attended event allowed the public to visit classrooms and technical areas, speak with students, teachers, and administrators, and gather information about the school.

Fifty members of the Class of 2016 received John and Abigail Adams Scholarships including Dedham students Alex Crisafulli and Robert Devine.

One hundred nine students from Blue Hills Regional attended the SkillsUSA District Conference in February 2016. Twelve students earned medals in various technical categories. The advisor to the Blue Hills chapter of SkillsUSA is Mr. Robert Foley. SkillsUSA is a national organization for vocational students that sponsors rigorous competitions at the local, district, state and national levels at which students vie with their peers for gold, silver, or bronze medals in numerous technical areas.

Principal Jill Rossetti raised more than \$3,000 for the Muscular Dystrophy Association by participating in its "Lock-Up" fundraiser. This was just one of many successful charitable endeavors conducted by Blue Hills administrators, faculty and students throughout the year.

The annual William A. Dwyer Chapter of the National Honor Society (NHS) Induction Ceremony was held on April 12, 2016. Twenty-four new members were inducted.

The annual breakfast held at Blue Hills to honor selected students with scholarships, opportunities to attend a leadership conference and career assistance awards from the Neponset Valley Rotary Club and Canton Rotary Club was held on May 4, 2016 in the school's student-run restaurant, the Chateau de Bleu. The Neponset Valley Rotary Club has many members from Dedham. Blue Hills Regional is deeply grateful for their support of the school and vocational education.

In a ceremony held on May 4, 2016, 18 Health Assisting students received their Certified Nursing Assistant pins, along with another valuable credential. They are also now Geriatric Patient Care Associates, having completed training in that area at Beth Israel Hospital Deaconess Hospital—Milton that was funded by the Healthcare Workforce Transformation Fund administered by the Mass. Dept. of Labor and Workforce Development.

At the Senior Scholarship and Awards Night on May 25, 2016, dozens of students were honored for their achievements. Over \$11,000 in memorial scholarships and close to \$25,000 in civic, state and industry awards was distributed to students, over 100 of whom in the graduating class were recognized with certificates and/or scholarships. Blue Hills is grateful to all the individuals and civic and municipal organizations that generously recognized these deserving young men and women.

It was another stellar year in sports for Blue Hills Regional. The school takes great pride in all its student-athletes and coaches and congratulates them for their tremendous dedication and hard work. Mike Nosky of Dedham was an All-Star in baseball. Mr. Brian Gearty was Coach of the Year in both golf and boys' basketball.

When NASA astronaut Scott D. Tingle of Randolph goes up in space on board the International Space Station (ISS) in 2017, he will be traveling with two unique items symbolizing Blue Hills Regional, where he graduated in 1983. Christopher Bullock of Avon, a student in Engineering, under the direction of teachers Dr. Michael Meyers and Dan Hamill, created a detailed model of the ISS using a 3-D printer. It bears the words "Blue Hills Regional Tech, Scott Tingle, Class of 1983." Blue Hills Construction students Jill Yurewicz of Randolph and Robert Devine of Dedham, supervised by teacher Mike Harkin, fabricated a handsome wooden box to store the model, with the letters "N-A-S-A" emblazoned across the lid mirroring the space agency's familiar, futuristic logo. The entire concept of making the model and container is the brainchild of Blue Hills Superintendent James P. Quaglia.

Commencement was held on June 7, 2016. Principal Rossetti was master of ceremonies. In her speech to the students in the Class of 2016, she said, "May the fire of learning kindled at Blue Hills always burn brightly in your hearts and minds." In his own address, Supt. Quaglia said, "What we really did for you here is set the stage for your next act." Sixteen students from Dedham were among the graduates including Colleen Blaney, Nova Burke, Samantha Campanella, Sunny Campbell, Corey Costigan, Stephen Coughlin, Alex Crisafulli, Dylan Croteau, Robert Devine, Hannah Emerson, Kendrah JeanBaptiste, Carianna O'Connor, Andres Perdomo, Markanthony Robinson, Carl Valmyr and Gabriel Williams.

Blue Hills marked its 50th anniversary with an event at the school on June 10, 2016. Many former and present school employees and administrators attended this festive gathering.

The Practical Nursing Program (Postsecondary Programs Division) is a full-time program of study provided to adults on a tuition and fee basis. The Practical Nursing students are prepared upon graduation to take the NCLEX-PN (National Council Licensure Examination for Practical Nursing) through the State Board of Registration in Nursing. The Practical Nursing program (Postsecondary Programs Division) held its 27th Annual Commencement at Blue Hills on June 29, 2016 for thirty students.

District School Committee members Mr. Festus Joyce of Milton, Mr. Kevin L. Connolly of Norwood, and Mrs. Marybeth Nearen of Randolph and Mr. Charles W. Flahive of Westwood won re-election on Nov. 8, 2016. Mr. Michael C. Franzosa was elected to be Holbrook's representative to the DSC.

The 2015 foundation enrollment numbers for Blue Hills show 870 students at the school, 79 from Dedham.

Blue Hills Regional is proud to offer various services (Cosmetology, Early Education and Care, Construction Technology, Graphics, Design & Visual Communications, our in-house, student-run restaurant, the Chateau de Bleu, Electrical, Metal Fabrication and Automotive) to district residents – and in some cases, the general public – from a variety of technical programs. This practice allows students to utilize their training in practical, hands-on situations that augment their classroom work. Furthermore, these professional-quality services are available at well below commercial cost. Over the years, residents and civic or municipal groups in the Town of Dedham have saved considerable money by having Blue Hills Regional students perform work for them.

CHAPTER III - FINANCE

REPORT OF BOARD OF ASSESSORS

The function of this office can be best defined by the oath an Assessor takes as defined in Massachusetts General Laws Chapter 41 Section 29:

"I, having been chosen to assess taxes and estimate the value of property for the purpose of taxation for the Town of Dedham, do swear that I will truly and impartially, according to my best skill and true judgement, assess and apportion all such taxes as I may during my time assess; that I will neither overvalue nor undervalue any property subject to taxation, and that I will faithfully perform all duties of said office".

<u>Taxable Parcels</u>	<u>Estimated Value</u>
Residential	\$ 3,487,624,988
Commercial	\$ 691,486,412
Industrial	\$ 32,486,100
Personal Property	\$ 1,018,568,250
Motor Vehicle Bills	\$ 186,484,500

The office was recertified by the Department of Revenue for FY 2016. We are beginning to work toward our FY 2017 recertification. Yearly new policies by the DOR require this department to produce detailed information to insure our assessments are at the level required by law. In addition, new DOR policy has changed the 3 year certification process to 5 years. The Towns next certification is FY 2021. We also must list and tax all new real and personal property within the Town of Dedham for growth purposes. This resulted in an increase in tax dollars for FY 2016 in the amount of \$1,048,913.00. Our staff continues attending classes and seminars to increase their knowledge of assessment practices. We also wish to ensure that all taxpayers are treated fairly and equally.

We try to notify all senior citizens who may be eligible for an elderly exemption. This is an ongoing project and we hope to continue to have positive results. We are in the process of undertaking a Department of Revenue mandated town wide re-measure and listing of all real estate properties within the town. This is in addition to our yearly measuring and listing of properties for abatements, sales and building permits.

We wish to thank all Town officials and personnel for their cooperation throughout the year.

The Board of Assessors and our staff will give our assistance and services to any taxpayer problem.

REPORT OF THE COMMISSIONERS OF TRUST FUNDS

TOWN OF DEDHAM
FOR PERIOD OF 06/01/2016 TO 06/30/2016

Non-Expendable Principal	Name	Expendable		Additions	Non-Expendable Additions	Expendable Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2016	Total Balance 6/30/2016	Unclaimed Awards	Adjusted Expendable Balance Fiscal YTD	Interest Earned
		Beg 5/31/2016	End 6/30/2016												
Library Trust Funds															
2,000.00	Mary Denny Williston - Library	13,382.96	13,597.23					-4.64	29.70	189.21	15,597.23	15,597.23		340.56	
3,000.00	Charles Bullard - Library	20,518.19	20,845.77					-7.10	45.41	289.27	23,845.77	23,845.77		520.67	
1,000.00	James Ford - Library	3,261.05	3,320.40					-1.29	8.23	52.41	4,320.40	4,320.40		94.35	
1,000.00	George Halton - Library	3,156.39	3,214.29					-1.25	8.03	51.12	4,214.29	4,214.29		92.01	
3,000.00	Katherine M. Lamson - Library	5,972.84	6,097.82					-2.71	17.33	110.36	7,097.82	7,097.82		198.65	
5,000.00	Edward Peneman - Library	18,095.24	18,416.92					-6.97	44.59	284.06	23,416.92	23,416.92		511.28	
155,734.00	Caroline B. Wazle - Library	389,190.71	396,780.88					-164.40	1,052.16	6,702.41	552,514.88	552,514.88		12,063.91	
31,510.02	Danforth P. Wright - Library	30,989.76	31,860.31					-18.86	120.68	768.73	63,370.33	63,370.33		1,383.66	
0.00	Sophia Wright - Library	2,183.74	2,214.16					-0.66	4.22	26.86	2,214.16	2,214.16		48.34	
0.00	Lucille Fairfield - Library	194,826.20	197,539.90					-58.78	376.18	2,396.30	197,539.90	197,539.90		4,313.19	
202,244.02	Sub-Total - Library Trust Funds	681,577.08	693,887.68	0.00	0.00	0.00	-266.66	1,706.53	10,870.73	10,870.73	896,131.70	896,131.70	0.00	19,566.62	
Other Trust Funds															
508,524.98	Cemetery Perpetual Care	92,609.16	100,982.26					-181.36	1,160.69	7,393.77	609,507.24	609,507.24		13,289.12	
0.00	Conservation Wetlands	78,465.51	79,558.44					-23.67	151.50	965.10	79,558.44	79,558.44		1,737.10	
0.00	Municipal Building Fund	129,515.16	131,319.16					-39.07	250.07	1,593.00	131,319.16	131,319.16		2,867.30	
0.00	Workman's Compensation	0.00	0.00					0.00	0.00	0.00	0.00	0.00		0.00	
0.00	Law Enforcement	42,522.51	43,114.79					-12.83	82.10	523.01	43,114.79	43,114.79		942.97	
0.00	Publication Abscent Records	25.76	26.12					-0.01	0.05	0.32	26.12	26.12		0.59	
508,524.98	Sub-Total - Other Trust Funds	343,138.10	355,000.77	0.00	0.00	0.00	-256.94	1,644.41	10,475.20	10,475.20	863,525.75	863,525.75	0.00	18,837.08	
Commissioner's Trust Funds															
1,000.00	Calvin W. Capen	2,037.67	2,079.98					-0.92	5.87	37.36	3,079.98	3,079.98		67.25	
33,431.18	Elizabeth Fuller Capen	124,236.43	126,432.56					-47.57	304.43	1,939.27	159,863.74	159,863.74		3,490.55	
500.00	Frederick E. Clepp - Memorial	1,664.90	1,695.06					-0.65	4.18	26.63	2,195.06	2,195.06		47.92	
0.00	J. Mucciaccio-Senior Center	14,239.43	14,437.76					-4.30	27.49	175.14	14,437.76	14,437.76		315.23	
80,000.00	Lucille Fairfield-Senior Center	114,823.01	117,536.67					-58.78	376.17	2,396.27	197,536.67	197,536.67		4,313.12	
0.00	Emma E. Bestwick - Flower	125.56	117.17					-0.03	0.22	1.42	117.17	117.17		2.74	
0.00	Inez E. Bonennot - Flower	1,522.64	1,533.71					-0.46	2.92	18.61	1,533.71	1,533.71		33.81	
0.00	Frances G. P. Miller - Flower	291.43	285.35					-0.08	0.54	3.46	285.35	285.35		6.43	
1,000.00	Cora M. Onion - Flower	211.40	218.14					-0.36	2.32	14.78	218.14	218.14		26.80	
300.00	Gertrude L. Mourse - Flower	398.40	397.99					-0.21	1.33	8.47	397.99	397.99		15.56	

TOWN OF DEDHAM
FOR PERIOD OF 06/01/2016 TO 06/30/2016

Non-Expendable Principal	Name	Expendable Beg Balance 5/31/2016	Non-Expendable Additions	Expendable Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2016	Total Balance 6/30/2016	Unclaimed Awards	Adjusted Expendable Balance 6/30/2016	Interest Earned Fiscal YTD
0.00	James Foord - Charity	9,694.68				-2.92	18.72	119.24	9,829.72	9,829.72		9,829.72	214.63
0.00	Andrew Galin - Scholarship	3,656.74				-1.10	7.06	44.98	3,707.68	3,707.68		3,707.68	80.93
2,045.57	Judge Andrew Geishecker - Endicott Estate	215.62				-0.68	4.37	27.81	2,292.69	2,292.69		2,292.69	50.07
1,000.00	Hugh H. & Elizabeth McQuillen	11,799.40				-3.86	24.71	157.43	11,977.68	12,977.68		11,977.68	286.38
42,247.57	Frederick J. Munster - Scholarship	1,759.81				-13.28	84.97	541.28	2,372.78	44,620.35		2,372.78	985.40
22,959.99	Rivdale Cong. Church - Scholarship	120.94				-6.96	44.57	283.89	442.44	23,402.43	-1,000.00	-557.56	509.85
30,279.00	H. Shuttleworth - Charity	149,693.90				-54.30	347.50	2,213.61	152,200.71	182,479.71		152,200.71	4,046.82
1,971.83	H. Helton Wood - Scholarship	2,241.71				-1.27	8.13	51.83	2,300.40	4,272.23		2,300.40	93.29
0.00	Washington Painting Trust	5,240.08				-1.58	10.12	64.45	5,313.07	5,313.07		5,313.07	116.00
0.00	Harold & Leila Rosen Scholarship	7,905.12				-2.38	15.26	97.23	8,015.23	8,015.23	-750.00	7,265.23	174.15
0.00	Robyn M Nelson Scholarship	42,963.04				-12.96	82.95	528.43	43,561.46	43,561.46	-2,000.00	41,561.46	995.20
0.00	James G Police Scholarship	18,148.38				-5.48	35.04	223.22	18,401.16	18,401.16		18,401.16	401.77
0.00	John & Kathleen Lennon Scholarship	198,993.50				-60.04	384.22	2,447.56	201,765.24	201,765.24		201,765.24	4,442.78
0.00	Lois Watson Horrigan Scholarship	3,503.71				-1.06	6.76	43.09	3,552.50	3,552.50		3,552.50	77.56
1,000.00	Nicholas Stavelletta Jr Scholarship	17,391.16				-5.55	35.51	226.21	17,647.33	18,647.33	-500.00	17,147.33	406.60
0.00	John H Geishecker Scholarship	7,693.83				-2.32	14.86	94.63	7,801.00	7,801.00		7,801.00	170.34
0.00	Anthony Araby Memorial Scholarship	17,532.54				-5.29	33.85	215.65	17,776.75	17,776.75	-500.00	17,276.75	387.56
0.00	Thomas E Child Memorial Scholarship	0.00				0.00	0.00	0.00	0.00	0.00		0.00	0.19
10,000.00	Barbara Rosen Memorial Scholarship	19,414.04				-8.87	56.79	361.78	19,823.74	29,823.74	-750.00	19,073.74	599.25
0.00	Anne Corcoran Scholarship	334,880.26				-101.03	646.60	4,118.93	339,544.76	339,544.76	-2,000.00	337,544.76	7,510.71
0.00	Donald Corcoran Scholarship	300,916.53				-90.79	581.02	3,701.18	305,107.94	305,107.94	-2,000.00	303,107.94	6,754.08
227,735.14	Sub Total - Commissioner's Trust Funds	1,413,315.86	0.00	0.00	-50.00	-495.08	3,168.48	20,183.84	1,436,123.10	1,663,858.24	-9,500.00	1,426,623.10	36,622.97
938,504.14	Sub Total	2,438,031.04	0.00	0.00	-50.00	-1,018.68	6,519.42	41,529.77	2,485,011.55	3,423,515.69	-9,500.00	1,426,623.10	75,026.67
56,000.00	Bullock Family - Scholarship	19,392.06	0.00	0.00	0.00	-9.75	187.78	841.71	20,411.80	76,411.80		20,411.80	1,396.03
984,504.14	Total	2,457,423.10	0.00	0.00	-50.00	-1,028.43	6,707.20	42,371.48	2,505,423.35	3,493,927.49		2,505,423.35	76,422.70

Non-Expendable Principal	June 2016 (6/1/16-6/30/16)	Expendable Beg Balance 5/31/2016	Additions	Expenses	Net Investment Income	Management Fees	Investment Income	Gross Income	Net Investment Income	Unrealized Gains/Losses	Net Fund Gains/Losses	Market Value Change	Total Balance 6/30/2016	Interest Earned Fiscal YTD
0.00	HRA Trust (Health Reimbursement Account)	417,184.54		(1,639.00)					3.41	N/A	415,548.95	415,548.95	43.03	
0.00	Stabilization	5,924,646.50								87,423.84	6,012,070.34	6,012,070.34		
0.00	Mitigation Stabilization	140,015.24								31.07	140,046.31	140,046.31		
0.00	Robin Reyes Major Capital Stabilization	6,025,505.31								23,938.89	6,049,444.20	6,049,444.20		
0.00	FY16 Summary (7/1/15-6/30/16)													
0.00	OPEB (Other Post Employment Benefits)	0.00	10,651,431.00	166,716.10	(31,014.96)	135,701.14	131,796.03	117,260.53	384,757.70	11,036,188.70				

REPORT OF THE CONTRIBUTORY RETIREMENT SYSTEM

Instituted in 1937, the Dedham Contributory Retirement System ("the system") is a member of the Massachusetts Contributory Retirement System and is governed by Chapter 32 of the Massachusetts General Laws. The accounting records of the system are maintained on a calendar year basis in accordance with the standards and provisions established by the Public Employee Retirement Administration Commission (PERAC).

The Board, consisting of five members, is required to meet once a month, keep records of all its proceedings, and to file a financial statement of condition for the system with the Executive Director of the PERAC.

The Pension Reserves Investment Management Board (PRIM) manages the investments of the systems' funds. For calendar year 2016, the annual rate of return on the systems' assets, net of expenses, was 11.71%.

Board of Retirement consists of:

Thomas A. Rorrie, Chairman	Ex-Officio, vacant
John Fontaine, Jr., Appointed	John "Rosco" Maloney, Elected
Stephen M. MacDougall, Elected	Barbara Isberg, Administrator

The 2016 Annual Statements are as follows:

Statement of Fiduciary Net Position	
As of December 31, 2016	
Assets	
Cash - Operating	\$ 55,866
Cash - PRIT	155,412
Cash and cash equivalents	211,278
PRIT Fund Investments at fair value	122,803,381
Accounts Receivable	234,511
Total assets	123,249,170
Liabilities	
Accounts Payable	227,332
Net position restricted for pensions	\$ 123,021,838

Statement of Changes in Fiduciary Net Position
For the Year Ended December 31, 2016

Additions

Contributions:

Employers	\$ 12,194,092
Employees	2,513,342
Reimbursements from other systems	360,784
Comm. of Mass - COLAs	119,667
Federal Grants	3,864
Total contributions	<u>15,191,749</u>

Investment income:

Interest and dividends	3,332,689
Realized Gains/(Losses), net	3,253,565
Unrealized Gains/(Losses), net	2,493,441
Less management and related fees	<u>(620,010)</u>
Total net investment income	<u>8,449,685</u>

Deductions

Benefit payments to plan members and beneficiaries	9,063,339
Reimbursements to other systems	438,908
Refunds of contributions and transfers to other systems	302,617
Administrative and other expenses	<u>227,190</u>
Total deductions	<u>10,032,054</u>

Net increase in net position 13,609,380

Net position restricted for pensions:

Beginning of period	<u>109,412,458</u>
End of period	<u>\$ 123,021,838</u>

MEMBERSHIP @ December 31, 2016

	<u>ACTIVE</u>	<u>RETIRED</u>	<u>INACTIVE</u>
GROUP #1	337	211	102
GROUP #2 & 4	125	117	4

REPORT OF THE FINANCE DEPARTMENT

The 2015 fiscal year budget to actual results for all of the general fund is (excerpted from Dedham's CAFR) as follows:

GENERAL FUND SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE - BUDGET AND ACTUAL							
YEAR ENDED JUNE 30, 2015							
	Budgeted Amounts				Actual	Amounts	
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget		Carried Forward To Next Year	Variance to Final Budget
REVENUES							
Real estate and personal property taxes, net of tax refunds.....	\$ -	\$ 77,678,349	\$ 77,678,349	\$ 78,104,434	\$ 80,066,710	\$ -	\$ 1,962,276
Tax liens.....	-	-	-	-	269,413	-	269,413
Motor vehicle and other excises.....	-	2,875,000	2,875,000	2,875,000	3,603,525	-	728,525
Meals tax.....	-	-	-	-	860,026	-	860,026
Hotell/motel taxes.....	-	600,000	600,000	600,000	1,395,840	-	795,840
Licenses and permits.....	-	750,000	750,000	750,000	1,375,299	-	625,299
Penalties and interest on taxes.....	-	400,000	400,000	400,000	656,738	-	256,738
Payment in lieu of taxes.....	-	20,000	20,000	20,000	28,714	-	8,714
Fines and forfeitures.....	-	130,000	130,000	130,000	97,462	-	(32,538)
Intergovernmental.....	-	7,545,794	7,545,794	7,545,794	7,708,160	-	162,366
Departmental and other revenue.....	-	785,000	785,000	785,000	1,357,830	-	572,830
Investment income.....	-	150,000	150,000	150,000	178,456	-	28,456
TOTAL REVENUES.....	-	90,934,143	90,934,143	91,360,228	97,598,163	-	6,237,935
EXPENDITURES							
Current:							
General Government							
Selectmen/Town Manager:							
Personnel services.....	-	376,997	376,997	380,221	365,594	-	14,627
Purchase of services.....	12,900	61,345	74,245	79,245	55,884	2,000	21,361
Supplies.....	-	600	600	600	600	-	-
Other charges/expenses.....	-	13,465	13,465	13,465	10,612	-	2,853
Bus service contract.....	-	100,000	100,000	150,000	128,143	13,200	8,657
Town audit.....	16,169	75,000	91,169	91,169	86,749	625	3,795
SNARC assessment.....	-	5,750	5,750	5,750	5,750	-	-
Liability and property insurance.....	-	858,223	858,223	850,657	765,416	-	85,241
Operating capital.....	-	-	-	90,000	19,124	70,876	-
Articles.....	285,573	100,000	385,573	285,573	123,636	161,937	-
Total.....	314,642	1,591,380	1,906,022	1,946,680	1,561,508	248,638	136,534
Finance Committee:							
Purchase of services.....	-	4,820	4,820	4,820	4,820	-	-
Supplies.....	-	150	150	150	100	-	50
Other charges and expenses.....	-	673	673	673	528	-	145
Reserve funds.....	-	250,000	250,000	299,924	-	-	299,924
Total.....	-	255,643	255,643	305,567	5,448	-	300,119
Department of Finance:							
Personnel services.....	-	961,331	961,331	886,974	837,495	-	49,479
Purchase of services.....	9,000	573,155	582,155	687,155	590,388	37,228	59,539
Supplies.....	-	50,000	50,000	50,000	18,414	-	31,586
Other charges and expenses.....	-	8,704	8,704	9,201	6,494	-	2,707
Operating capital.....	-	100,000	100,000	100,000	23,801	76,199	-
Articles.....	3/3,287	-	3/3,287	73,762	829	58,371	14,562
Total.....	382,287	1,693,190	2,075,477	1,807,092	1,477,421	171,798	157,873
Central Purchasing:							
Purchase of services.....	-	1,000	1,000	1,000	300	-	700
Postage.....	-	87,431	87,431	87,431	72,705	-	14,726
Overtime and sick leave.....	-	82,103	82,103	85,663	62,122	-	23,541
Supplies.....	-	36,420	36,420	36,420	34,021	100	2,299
Non-capital equipment.....	-	58,000	58,000	58,000	19,757	-	38,243
Total.....	-	264,954	264,954	268,514	188,905	100	79,509
Assessors:							
Personnel services.....	-	315,767	315,767	309,002	258,224	-	50,778
Purchase of services.....	-	2,300	2,300	2,300	-	-	2,300
Supplies.....	-	1,100	1,100	1,100	954	-	146
Other charges and expenses.....	-	5,838	5,838	5,838	1,426	-	4,412
Articles.....	99,298	-	99,298	199,298	140,890	58,408	57,636
Total.....	99,298	325,005	424,303	517,538	401,494	58,408	57,636

(continued)

**GENERAL FUND
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGET AND ACTUAL**

YEAR ENDED JUNE 30, 2015

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Human Resources:							
Personnel services.....	-	162,648	162,648	170,040	170,040	-	-
Purchase of services.....	4,000	26,600	30,600	30,600	21,147	-	9,453
Other charges and expenses.....	-	4,191	4,191	3,190	578	-	2,612
Total.....	4,000	193,439	197,439	203,830	191,765	-	12,065
Legal Services:							
Purchase of services.....	-	215,550	215,550	335,550	286,634	48,916	-
Litigation/damages.....	-	25,000	25,000	25,000	11,607	-	13,393
Articles.....	14,585	-	14,585	14,585	9,312	-	5,273
Total.....	14,585	240,550	255,135	375,135	307,553	48,916	18,666
Town Clerk Elections/Registrars:							
Personnel services.....	-	236,244	236,244	244,799	244,630	-	169
Purchase of services.....	-	68,264	68,264	68,264	64,073	-	4,191
Supplies.....	-	750	750	750	682	-	68
Other charges and expenses.....	-	1,450	1,450	1,450	1,293	-	157
Total.....	-	306,708	306,708	315,263	310,678	-	4,585
Economic Development:							
Personnel services.....	-	79,021	79,021	61,392	54,261	-	7,131
Purchase of services.....	-	300	300	300	-	-	300
Other charges and expenses.....	-	8,700	8,700	13,000	6,587	-	6,413
Articles.....	77,732	-	77,732	77,732	-	77,732	-
Total.....	77,732	88,021	165,753	152,424	60,848	77,732	13,844
Planning Board:							
Personnel services.....	-	132,451	132,451	137,925	137,826	-	99
Purchase of services.....	-	11,000	11,000	11,000	3,427	6,000	1,573
Other charges and expenses.....	-	1,282	1,282	1,282	280	-	1,002
Total.....	-	144,733	144,733	150,207	141,533	6,000	2,674
Building Planning and Construction Committee:							
Purchase of services.....	9,461	20,000	29,461	29,461	-	-	29,461
Facilities Maintenance and Operations:							
Personnel services.....	-	214,660	214,660	227,549	216,343	-	11,206
Substitutes.....	-	32,640	32,640	32,640	15,238	-	17,402
Centralized electric & heating.....	8,370	746,302	754,672	746,302	473,509	62,201	210,592
Central telephone.....	-	129,173	129,173	129,173	124,635	-	4,538
Purchase of services.....	-	466,484	466,484	466,484	409,643	25,293	31,548
Supplies.....	-	76,034	76,034	76,034	65,473	4,232	6,329
Other charges and expenses.....	-	1,264	1,264	1,264	786	-	478
Operating capital.....	-	315,000	315,000	321,022	225,628	95,394	-
Articles.....	26,030	210,000	236,030	26,030	-	26,030	-
Total.....	34,400	2,191,557	2,225,957	2,020,498	1,531,255	213,150	282,093
Conservation Commission:							
Personnel services.....	-	48,319	48,319	51,268	51,268	-	-
Purchase of services.....	-	37,917	37,917	37,917	31,914	5,000	1,003
Other charges and expenses.....	-	2,710	2,710	2,710	2,194	-	516
Total.....	-	88,946	88,946	91,895	85,376	5,000	1,519
Environmental:							
Personnel services.....	-	80,556	80,556	82,927	82,927	-	-
Purchase of services.....	-	11,522	11,522	11,522	6,741	674	4,107
Other charges and expenses.....	-	1,186	1,186	1,186	712	-	474
Articles.....	15,552	-	15,552	15,552	12,630	2,922	-
Total.....	15,552	93,264	108,816	111,187	103,010	3,596	4,581
Total General Government.....	951,957	7,497,390	8,449,347	8,301,291	6,366,794	833,338	1,101,159

(continued)

GENERAL FUND
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGET AND ACTUAL

YEAR ENDED JUNE 30, 2015

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Public Safety:							
Police Department:							
Personnel services.....	-	4,710,508	4,710,508	4,770,503	4,770,503	-	-
Overtime and substitutes.....	-	555,371	555,371	583,917	567,220	-	16,697
Purchase of services.....	-	73,589	73,589	114,589	102,233	200	12,156
Supplies.....	5,282	161,554	166,836	176,868	154,710	3,836	18,322
Other charges and expenses.....	-	13,230	13,230	15,297	14,406	-	891
Operating capital.....	-	198,200	198,200	198,200	168,918	29,282	-
Articles.....	5,550	-	5,550	5,550	-	5,531	19
Total.....	10,832	5,712,452	5,723,284	5,864,924	5,777,980	38,849	48,085
Fire Department:							
Personnel services.....	-	4,244,699	4,244,699	4,571,012	4,459,174	-	111,838
Overtime and substitutes.....	-	592,002	592,002	610,177	543,492	-	66,685
Purchase of services.....	-	128,350	128,350	168,350	156,308	1,056	10,986
Supplies.....	-	66,752	66,752	61,752	60,066	-	1,686
Other charges and expenses.....	-	8,610	8,610	8,610	6,885	-	1,725
Operating capital.....	-	174,000	174,000	174,000	170,382	3,618	-
Articles.....	309	-	309	309	-	278	31
Total.....	309	5,214,413	5,214,722	5,594,210	5,396,307	4,952	192,951
Central Dispatch Center:							
Personnel services.....	-	470,096	470,096	497,091	497,091	-	-
Overtime and substitutes.....	-	69,000	69,000	69,000	69,000	-	-
Purchase of services.....	-	27,475	27,475	27,475	26,245	-	1,230
Other charges and expenses.....	-	75	75	75	-	-	75
Total.....	-	566,646	566,646	593,641	592,336	-	1,305
Building Department:							
Personnel services.....	-	397,485	397,485	408,782	405,980	-	2,802
Overtime and substitutes.....	-	4,000	4,000	12,800	10,075	-	2,725
Supplies.....	-	525	525	525	-	-	525
Other charges and expenses.....	-	1,910	1,910	1,910	1,271	170	469
Total.....	-	403,920	403,920	424,017	417,326	170	6,521
Sealer of Weights and Measures:							
Personnel services.....	-	10,000	10,000	10,000	5,778	-	4,222
Supplies.....	-	-	-	2,000	581	-	1,419
Total.....	-	10,000	10,000	12,000	6,359	-	5,641
Civil Preparedness Agency:							
Personnel services.....	-	1,395	1,395	1,395	1,307	-	88
Supplies.....	-	2,760	2,760	2,760	1,329	-	1,431
Other charges and expenses.....	-	200	200	200	-	-	200
Total.....	-	4,355	4,355	4,355	2,636	-	1,719
Total Public Safety.....	11,141	11,911,786	11,922,927	12,483,147	12,192,954	43,971	256,222
Education:							
Dedham Public Schools:							
School operations.....	493,347	36,699,260	37,192,607	37,927,325	36,143,770	1,675,461	108,094
Articles.....	2,893	382,450	385,343	18,874	9,000	9,874	-
Total.....	496,240	37,081,710	37,577,950	37,946,199	36,152,770	1,685,335	108,094
Blue Hills Regional School:							
Assessment.....	-	1,410,353	1,410,353	1,410,353	1,410,353	-	-
Norfolk County Agricultural High School:							
Assessment.....	-	42,964	42,964	56,040	56,040	-	-
Total Education.....	496,240	38,535,027	39,031,267	39,412,592	37,619,163	1,685,335	108,094

(continued)

**GENERAL FUND
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGET AND ACTUAL**

YEAR ENDED JUNE 30, 2015

	Budgeted Amounts					Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget	Actual		
Public Works:							
Public Works Operations:							
Personnel services.....	-	1,519,108	1,519,108	1,601,217	1,590,527	-	10,690
Overtime.....	-	160,000	160,000	169,777	157,520	-	12,257
Purchase of services.....	-	670,500	670,500	670,500	670,455	-	45
Supplies.....	-	281,040	281,040	281,040	280,235	-	805
Other charges and expenses.....	-	1,500	1,500	1,500	1,490	-	10
Operating capital.....	-	160,000	160,000	160,000	99,684	60,316	-
Total.....	-	2,792,148	2,792,148	2,884,034	2,799,911	60,316	23,907
Snow and Ice Control:							
Snow and ice removal.....	-	650,000	650,000	2,650,000	2,638,777	11,223	-
Infrastructure Engineering:							
Personnel services.....	-	426,400	426,400	439,422	395,964	-	43,458
Purchase of services.....	2,049	77,087	79,136	79,136	58,659	-	20,477
Supplies.....	-	23,200	23,200	23,200	10,882	-	12,318
Other charges/expenses.....	-	8,762	8,762	8,762	3,599	1,129	4,034
Operating capital.....	-	15,000	15,000	15,000	12,027	-	2,973
Articles.....	77,032	-	77,032	67,152	3,852	63,300	-
Total.....	79,081	550,449	629,530	632,672	484,983	67,402	80,287
Rubbish and Recycling:							
Contracts.....	-	1,950,000	1,950,000	1,950,000	1,797,109	-	152,891
Supplies.....	-	28,000	28,000	28,000	22,819	1,550	3,631
Total.....	-	1,978,000	1,978,000	1,978,000	1,819,928	1,550	156,522
Street Lighting:							
Streetlights.....	-	250,000	250,000	250,000	135,212	52,820	61,968
Street Lighting capital.....	97,965	-	97,965	97,965	97,965	-	-
Total.....	97,965	250,000	347,965	347,965	233,177	52,820	61,968
Total Public Works.....	177,046	6,220,597	6,397,643	8,492,671	7,976,776	193,311	322,584
Community Services:							
Board of Health:							
Personnel services.....	-	239,720	239,720	258,982	245,893	-	13,089
Purchase of services.....	-	3,600	3,600	3,600	2,126	-	1,474
Supplies.....	-	840	840	840	222	-	618
Other charges and expenses.....	-	2,160	2,160	1,960	1,280	-	680
Hazardous waste collection.....	-	9,043	9,043	9,243	8,432	-	811
Articles.....	7,326	-	7,326	7,326	-	7,326	-
Total.....	7,326	265,363	262,689	281,951	257,953	7,326	16,672
Council of Aging:							
Personnel services.....	-	213,607	213,607	224,221	217,753	-	6,468
Purchases of services.....	-	1,865	1,865	1,865	1,734	-	131
Supplies.....	-	5,900	5,900	5,900	5,078	-	822
Other charges and expenses.....	-	1,324	1,324	1,324	1,020	-	304
Total.....	-	222,696	222,696	233,310	225,585	-	7,725
Youth Commission:							
Personnel services.....	-	253,419	253,419	265,239	264,966	-	273
Purchase of services.....	-	2,975	2,975	2,975	2,815	-	160
Supplies.....	-	1,221	1,221	1,221	662	82	477
Other charges and expenses.....	-	360	360	360	-	-	360
Total.....	-	257,975	257,975	269,795	268,443	82	1,270
Veteran's Services:							
Personnel services.....	-	84,092	84,092	87,558	87,558	-	-
Memorial Day program.....	-	5,700	5,700	5,700	5,657	-	43
Purchase of services.....	-	5,000	5,000	3,900	2,152	-	1,748
Supplies.....	-	300	300	300	103	-	197
Other charges and expenses.....	-	3,365	3,365	4,465	4,458	-	7
Veteran's benefits.....	-	92,400	92,400	112,400	110,524	-	1,876
Total.....	-	190,857	190,857	214,323	210,452	-	3,871

(continued)

**GENERAL FUND
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGET AND ACTUAL**

YEAR ENDED JUNE 30, 2015

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Public Libraries:							
Personnel services.....	-	808,275	808,275	850,527	795,795	-	54,732
Overtime and substitutes.....	-	11,000	11,000	11,672	10,107	-	1,565
Books, periodicals, and bindings.....	-	160,290	160,290	160,290	160,272	-	18
Purchase of services.....	-	66,569	66,569	66,569	65,071	-	1,498
Supplies.....	-	15,865	15,865	15,865	15,849	-	16
Other charges and expenses.....	-	6,900	6,900	6,900	6,899	-	1
Articles.....	18,700	-	18,700	18,700	-	18,700	-
Total.....	18,700	1,068,899	1,067,599	1,130,523	1,053,993	18,700	57,830
Recreation Department:							
Personnel services.....	-	526,143	526,143	537,758	537,750	-	8
Overtime and substitutes.....	-	9,500	9,500	9,500	5,650	-	3,850
Purchase of services.....	-	70,500	70,500	96,500	81,766	-	14,734
Supplies.....	-	87,863	87,863	87,863	87,655	-	208
Other charges and expenses.....	-	371	371	371	55	-	316
Operating capital.....	-	58,500	58,500	108,500	46,650	59,850	-
Total.....	-	750,877	750,877	834,642	759,526	59,850	15,266
Endicott Estate Commission:							
Personnel services.....	-	133,177	133,177	133,177	126,057	-	7,120
Purchase of services.....	-	15,415	15,415	15,415	11,758	-	3,657
Supplies.....	-	4,144	4,144	4,144	3,755	-	389
Other charges and expenses.....	-	1,175	1,175	1,175	229	-	946
Total.....	-	153,911	153,911	153,911	141,799	-	12,112
Civic Pride:							
Other charges and expenses.....	-	10,000	10,000	10,000	10,000	-	-
Cultural Council:							
Community grants.....	-	6,300	6,300	6,300	6,300	-	-
Total Community Services.....	26,026	2,916,878	2,942,904	3,134,755	2,934,051	85,958	114,746
State and County Assessments.....	-	2,430,040	2,430,040	2,430,040	2,481,421	-	(51,381)
Debt Service:							
Principal.....	-	5,980,831	5,980,831	5,980,831	5,980,831	-	-
Interest.....	-	1,892,985	1,892,985	1,892,985	1,897,913	-	72
Total.....	-	7,873,816	7,873,816	7,873,816	7,878,744	-	72
Employee Benefits:							
Contributory pension.....	-	4,107,233	4,107,233	4,107,233	4,107,233	-	-
Non-contributory pension.....	-	15,000	15,000	15,000	13,870	-	1,130
Unemployment payments.....	-	50,000	50,000	50,000	27,296	-	22,704
Insurance and Hospitalization.....	-	10,259,935	10,259,935	10,271,935	10,271,161	146	628
Medicare tax.....	-	686,566	686,566	686,566	671,831	-	26,735
Deferred compensation.....	-	19,500	19,500	19,500	14,500	-	5,000
Reserve for Salary Increases.....	-	560,416	560,416	-	-	-	-
Total.....	-	15,698,650	15,698,650	15,162,234	15,105,891	146	56,197
TOTAL EXPENDITURES.....	1,662,410	92,884,184	94,546,594	97,105,546	92,355,794	2,842,059	1,907,693
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES.....	(1,662,410)	(1,950,041)	(3,612,451)	(5,745,318)	5,242,369	(2,842,059)	8,145,628

(continued)

GENERAL FUND
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE -
BUDGET AND ACTUAL

YEAR ENDED JUNE 30, 2015

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
OTHER FINANCING SOURCES (USES)							
Premiums from debt issuance.....	-	-	-	-	175,181	-	175,181
Transfers in.....	-	1,256,344	1,256,344	1,262,366	5,663,935	-	4,401,569
Transfers out.....	-	(1,435,355)	(1,435,355)	(2,442,831)	(3,459,712)	-	(1,016,881)
TOTAL OTHER FINANCING SOURCES (USES).....	-	(179,011)	(179,011)	(1,180,465)	2,379,404	-	3,559,869
NET CHANGE IN FUND BALANCE.....	(1,662,410)	(2,129,052)	(3,791,462)	(6,925,783)	7,621,773	(2,842,059)	11,705,497
BUDGETARY FUND BALANCE, Beginning of year.....	-	19,439,546	19,439,546	19,439,546	19,439,546	-	-
BUDGETARY FUND BALANCE, End of year.....	\$ (1,662,410)	\$ 17,310,494	\$ 15,648,084	\$ 12,513,763	\$ 27,061,319	\$ (2,842,059)	\$ 11,705,497

(concluded)

See notes to required supplementary information.

REPORT OF THE FINANCE COMMITTEE

The Finance Committee's prime responsibility is to make recommendations on all financial matters, including the budget, to Town Meeting. The Finance Committee has oversight responsibility for all municipal financial matters, as well as other statutory authority granted to them by the Town Bylaw.

The budget preparation involves both expenses and payroll for all departments. Once this process is completed the budget is submitted to the Town at the Annual Town Meeting. In addition, the committee works with the Capital Expenditure Committee (CEC) in the preparation of the capital improvement plan.

The committee's goal is to improve the budgeting and capital expenditure process. Their role is not limited to budgets, but extends to financial management, policies, and planning. In addition, the committee can authorize transfers from the Town's Reserve Fund for extraordinary and unforeseen expenditures. They also provide dual authority with the Board of Selectmen for certain year-end transfers.

CHAPTER IV – GENERAL GOVERNMENT

REPORT OF THE BY-LAW REVIEW COMMITTEE

The Committee studied all non-zoning by-laws proposed for the November 2015 Special and May 2016 Annual Town Meetings and made recommendations on each. The Committee's recommendations were accepted by The Finance Committee, voted by Town Meeting Members, and approved by the Attorney General's Office.

CIVIC PRIDE COMMITTEE

Dedham Civic Pride is devoted to the aesthetic improvement of the town by administering several programs that improve the physical state of the town. The committee works closely with other community groups and town departments to bring about positive changes.

In 2016, the Dedham Civic Pride Committee consisted of: Amy Black (co-chair; term exp. 2017); Lauren Grant (co-chair; term exp. 2017); Henry Gough (treasurer, term exp. 2017); Carol Craig (recording secretary; term exp. 2017); general committee members: William Call, Michael Caplan, Samantha Cattaneo, Laurel Conrad, Charles D'Attilio, Tony Freitas, Louis Giunta, Jimmy Hawkins, Maryanne Hawkins, Anne Heller, Sue Hicks, Noreen Jonson, Fordie Madeira, Kathy St. Cyr, Edith Stevens, and Corinne Tranni.

In April of 2016 a new traffic island in the Riverdale section of town was planted and landscaped by the Friends of Dedham Civic Pride's landscape staff. The site was sponsored by Grape of Wrath Landscaping. The Sponsor-A-Spot program now has 36 sponsored sites throughout the town.

Town Wide Clean-up Day in April saw Dedham Civic Pride committee members and community volunteers cleaning up the sides of Rustcraft Road. Over ten bags of trash were collected and picked up by DPW at the end of the day.

Dedham Civic Pride supported the Junior Gardener Program at Riverdale School. Junior Gardeners, part of the Afterschool Enrichment Program at the school, built a raised vegetable garden bed planted by the students with tomato, pepper, basil and green beans. Part of the tomato crop was donated to the Dedham Food Pantry during the summer months. The students also landscaped and planted flowering bulbs around the school.

The Blooms Program flower pots were planted over Memorial Day Weekend and placed in Dedham Square and Oakdale Square shortly after. The pots remained in place through the fall. 39 businesses and organizations adopted a pot for the year.

In the fall, Dedham Civic Pride donated a wrought iron bench to Riverdale School that is being used as the student's "Buddy Bench". The bench, which sits on the edge of the school playground, provides a place for students to sit, talk and make new friends. During non-school hours, the bench is enjoyed by parents, grandparents and other visitors to the playground. Dedham Civic Pride also hosted a pumpkin decorating table at Dedham Day. 100 pumpkins were decorated and taken home, at no charge, by the children who stopped by the table.

Throughout the year, the Banners program had seasonal banners decorating Dedham Square

and East Dedham.

The goals for next year, 2017, are to increase involvement of businesses and organizations in our Sponsor-A-Spot program. The Utility Box Painting Project will be moving forward with the hopes that four utility boxes will be painted at various sites in town.

COMMISSION ON DISABILITY

The Dedham Commission on Disability (the COD) consists of nine members who are appointed by the Town Manager subject to approval of the Board of Selectman. Massachusetts General Law c. 40, § 8J (the "Authorizing Statute") requires the majority of COD members to be persons with disabilities. Currently, the COD is primarily comprised of disability law and accessibility advocates and family members of those with disabilities. During 2016 John Tocci and Mac Sterling served as Co-Chairs of the COD

The COD's mission is to promote full integration and participation of people with disabilities in all activities, services and employment within Dedham. The COD safeguards the rights of disabled residents and works with municipal officials to ensure compliance with state and federal disability-related laws. The COD works to educate the public regarding the rights of the disabled and about both legal and illegal barriers faced by disabled persons. Dedham has a very active Commission on Disability and a proud history of increasing accessibility throughout the town to those with disabilities.

During the course of 2016 the COD engaged in the following specific activities.

- The COD advised in the selection of and provided funding for accessible features during the renovation of the existing public playground on Veterans Road. The COD donates \$5,000 to the construction.
- The COD initiated investigation into tracking HP fines from point of issue to deposit into COD's financial account; requested an audit of parking fine payments.
- Met with architects and owner to review blueprints of the proposed Horse Thieves Tavern with proposed seating for over 100 patrons; noted issues include variance from elevator/list requirement resulting in no access to basement and second floor, there is only one single-stall accessible bathroom on the main floor; two additional bathrooms are accessed by walking downstairs using the same staircase as servers carrying trays of food and dishes; Despite promise to work with COD on accessibility issues, owners and architects are never heard from again until they apply for variance with AAB.
- The COD objects to variance request and attends hearing (John Tocci, Mac Sterling and Ken Cimeno) at AAB; AAB grants conditional variances over objections of COD.
- The COD advises Jefferson Place about how to change their dog park to make it accessible.
- The COD reviewed plan and cost of Riverdale Elementary School Playground.
- Several Dedham COD members attend and voice opposition at public meeting hosted by the Massachusetts Department of Transportation to changes in commuter rail schedule which would result in more limited options for disabled commuters.

- Submit and present letter of support to town meeting for new Early Childhood Education Center – funding proposal overwhelmingly passes and Dedham commences design process with input of COD.
- Dedham Commission on Disability co-Chair John Tocci appointed to Dedham School Building Rehabilitation Commission.
- Dedham Commission on Disability co-Chair Malcolm Sterling appointed to Dedham Recreation Commission Master Planning Committee.
- The COD awarded three scholarships – two to Dedham High School Seniors and one to a high school senior residing in Dedham attending a different high school. The scholarships were awarded to students who have overcome disabilities, who have family members with disabilities or who are interested in a studying or working in a field touching on persons with disabilities.
- As of June 30, 2016 the COD maintained \$38,188.52 in its segregated bank account.
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REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission is responsible for the protection and management of Dedham’s conservation land and the administration of the Massachusetts Wetlands Protection Act, the Town of Dedham Wetlands Protection By-law (Chapter 271) and the Dedham Stormwater Management By-law (Chapter 246).

Conservation Commission Members and Staff

The Conservation Commission is comprised of 7 residents who serve 3-year terms and are appointed by the Board of Selectmen. The current members of the Commission are Frederick Civian, Chairman (Three year term expiring April 2018), Laura Bugay (Three year term expiring May 2019), Andrew Tittler (Three year term expiring October 2019), Kristine Langdon (Three year term expiring August 2016), Joseph Smith ((Three year April 2018), Joseph M. Hickey (Three year April 2018), and Michael William (Three year term expiring May 11, 2019).

Cynthia O’Connell functioned as the Town’s Conservation Agent until her resignation and subsequent replacement by Elissa Brown in August 2015. Her role includes reviewing applications for work near wetlands, drafting permits (Orders of Conditions), and monitoring construction activities to ensure compliance with the Wetlands Protection Act and the Town Bylaw. In addition, The Conservation Agent provides education and outreach material on the wetland permitting process for residents and developers. She is also responsible for reviewing applications requiring Stormwater Management Permits, drafting permits, and monitoring construction activities to ensure compliance with the Town Bylaw.

Wetlands Protection Act and Stormwater Management Bylaw Administration

Persons contemplating any work in or within 100 feet of a wetland, or within 200 feet of a stream which flows continuously throughout the year, should seek information about the Wetlands Protection Act at the Commission’s office in the Town Hall. The administration of the Wetlands Protection Act continues to take over one quarter of the time of the Conservation Commission. During Fiscal 2016, the Conservation Commission held 21 meetings and reviewed 20 Notices of

Intent, 12 Notice of Intent Amendments, 4 Administrative Approvals, and 2 Emergency Certifications. The Commission also issued 28 Stormwater Management Permits.

In addition, the Commission continues to routinely enforce wetland and dumping violations at properties that border wetland areas, issuing Enforcement Orders to correct various violations. The Conservation Commission, is working together with other Town Departments to create a consistent policy on stormwater management for municipal and private projects in the town, in order to simplify the permitting process for future applicants.

Major Stormwater and Wetlands Permitting Projects in 2016

- **399 West Street** - *Notice of Intent for the construction of a single family house with work proposed within the buffer zone of Bordering Vegetated Wetlands and Bordering Land Subject To Flooding. (DEP 141- 0481)* After considerable review and several plan revisions, the Commission issued an Order of Conditions for a new house to be built situated wholly outside of the Town's Undisturbed Buffer Area, Isolated Vegetated Wetlands, Bordering Vegetated Wetlands, and Riverfront Area.
- **637 East Street** - *Notice of Intent for subdivision roadway and utilities (DEP #141-0486.* After a gap of several months, the applicant revived a Notice of Intent to complete construction of a subdivision road with stormwater improvements. Included on the revised plan were hypothetical stormwater infiltration galleries for proposed single family dwellings, included to show that stormwater could be managed onsite from each of the lots. This application was continued to allow time for the applicant and the Commission to determine the legal standing of the original and revised application.
- **Schoolmaster Lane**- *Request from Supreme Development to amend Order of Conditions #141-0341 for the Schoolmaster Lane roadway design to approximately 2,900 feet of roadway at a 20 foot width extending from north of Country Club Lane and ending at a cul-de-sac (DEP #141-0341).* The Commission reviewed another revision to the Order of Conditions for Schoolmaster Lane with a waivers requested for post-development discharge rates that exceed pre-development and for infiltration of stormwater.
- **750 Providence Highway** - *Request for Amendment to an Existing Order of Conditions for commercial development (DEP # 141-0465)* At the request of the Planning Board to maintain an access drive between the existing stormwater basin and adjacent Bordering Vegetated Wetlands, the Commission evaluated a revision to the redevelopment plan that would replace the existing drive with a new, narrower drive with improved hydraulic connectivity. The decision to approve the request was appealed by an abutter resulting in considerable staff time to prepare document request responses. After modification of the request, the Commission approved the revision, which was subsequently appealed to MassDEP.
- **450 Washington Street** - *Stormwater Management Permit Application by the Town of Dedham for redevelopment of the Ames School building and surrounding lot (SWP 2015-19).* The Commission retained a third party reviewer to evaluate the stormwater improvements proposed for the redevelopment of the Ames School. The Commission issued a Stormwater Management Permit after balancing the most effective improvements versus long term maintenance requirements.

Goals

The Conservation Commission intends to continue to administer the State Wetlands Protection Act, as well as the Town's Wetlands and Stormwater Bylaws, update the Town's Stormwater Management Rules and Regulations, and to update the Town's wetlands and stormwater application fees.

REPORT OF THE COUNCIL ON AGING

The Dedham Council on Aging is a department in the municipal government of the town of Dedham. The Council on Aging provides recreational and social activities and events as well as information and referral services for adults over age 60 in the Dedham and surrounding communities. According to the Town Clerk's Office, there are approximately 6880 seniors over the age of 60 in the Town of Dedham.

The goal of the Council on Aging and the Senior Center is to provide support to seniors to encourage and promote independence, dignity, and physical well-being to those older adults living in the community.

The three core responsibilities of the Council on Aging are: 1) to identify the needs of older people along with the available resources of the community. 2) To educate the community at large to the challenges of aging and the necessary tools to overcome those challenges. 3) To design, promote, and implement services and programs to better serve the older population.

A primary goal of the Council on Aging is to assist older adults in maintaining an independent and fulfilling life. This goal is achieved by offering a wide variety of services designed to enrich their lives through information and referral services, as well as programming for physical fitness, social involvement, and lectures. Outings and other activities are offered to expand functioning and enjoyment, and to inform, educate, involve, protect and improve the quality of life for the older adult in Dedham.

The Council on Aging served approximately 2300 (unduplicated) of the community's senior population.

The COA Board consists of: Leanne Jasset (Chairwoman), Marie-Louise Kehoe (Vice Chair), and members Maureen Teti, Sandra Tocman, Sherri Hannigan, Diane Barry Preston, Geraldine Pacheco, Russell Poole. In addition, there are members who are representatives from the Board of Health, Park and Recreation Department, HESSCO Elder Services, the Dedham School Department and the Dedham Police Department. The Board meets on the 3rd Thursday of each month at 3:30 PM at the Senior Center, located at 735 Washington Street (inside Traditions of Dedham).

The COA Staff consists of: F/T Director, F/T Assistant to the Director, F/T Outreach Worker and 1 P/T Van Driver. The staff is the "link" that brings seniors and services together by providing information and referrals to the many available programs, resources and services that promote and protect the independence, autonomy, and safety of the Dedham seniors.

The Council also provides transportation to medical appointments, grocery shopping on specific days, and other trips and errands with flexible times. There are also day trips to area attractions on scheduled days each month. The Council on Aging provided approximately 3600 rides through

the transportation program during this year.

Some of the regular activities that occur at the Senior Center each month include a variety of fitness classes (chair yoga, tai chi, strength training), bingo, cards and games, crafts like knitting and crocheting, quilting, and health screenings. There are also occasional activities like music, entertainment, lectures and health classes.

Some of the special activities that happen annually are the Over-90 Party, the V.F.W. Post #18 Chicken Barbecue, and the American Legion Post #18 Picnic.

We are fortunate to have many excellent relationships with town departments and other agencies, and hold many of our activities in other facilities such as The Endicott Estate, The Dolan Center, and the Park and Recreation pool.

The Outreach Department serves as a liaison between the senior population age 60 plus and the services available to them. These services include, but not limited to, direct service through consultations, need assessments, crisis intervention, home visits, general information and referrals to health, social, veteran and legal services. Assistance is available with all types of applications such as housing/health/ disability insurance forms, social security, food stamps, DTA (Department of Transitional Assistance) – cash assistance, the “RIDE”, and senior MBTA discount passes.

Available programs are Employment Assistance program, Friendly Visitor program, Well-Being program, LifeLine (home monitoring system), “R U OK” and “File of Life” program (Norfolk County Sheriff’s Office), utility discount programs through NSTAR and Verizon, Fuel Assistance (SELF-HELP), Citizen’s Heating Oil program, Farmer’s Market Coupons, Dedham Food Panty, Meals-on-Wheels (HESSCO), Work-Off Property Tax program, Tax Abatement program through the Assessors’ Office, Income Tax Preparation program (AARP), Medical Equipment Loan program, and Health Insurance and Benefit Counseling (SHINE Counselor).

Volunteer Opportunities: In collaboration with other agencies (Norfolk RSVP, Tax Work-off Program, Meals on Wheels, Dedham Public Library) there are opportunities for Out-of-Town Drivers, Friendly Visitors, Meals-on-Wheels Drivers, Newsletter Distribution, Program Instructors, Office Assistance, School Volunteer (Lunch Timer Learner Program), Telephone Reassurance, Video/ Library Book Delivery to Homebound Seniors and Escorts for shopping & medical appointments.

REPORT OF THE CULTURAL COUNCIL

The Dedham Cultural Council, a local agency, which is supported in part by the Massachusetts Cultural Council, a state agency, awarded \$13,196.00 in grant monies for the 2016 grant cycle at its annual meeting on November 24, 2015. A total of 16 grants were approved.

REPORT OF THE ENDICOTT ESTATE COMMISSION

The Endicott Estate Commission is a five member board appointed by the Town Manager. The Commission was established to make rules and regulations for the use of the land and buildings on the Estate which include provisions for necessary permits and policies governing the use of the Estate, and the charging of reasonable fees therefor. It is also the duty of the Commission to

advise and to make recommendations to the Town Manager with respect to specific recreational, educational and other public uses.

Current members of the Endicott Estate Commission include: Michele Heffernan - Chairperson, Marie-Louise Kehoe, Barbara Gula, David D'Arcy, and Jason Laprade.

The left side decking and structural components of the Sanderson side porch have been removed and replaced with new composite materials and structural supports. The balustrade and railing design has been duplicated from the original in an effort to preserve the historical integrity of the Estate.

We are pleased to report that the Estate organized more than 110 revenue generating events in 2016 while providing space to well over 50 Dedham civic organizations that host their weekly, bi-weekly and monthly meetings, special events and presentations at the Endicott Estate.

As always, it is our goal to ensure that the Endicott Estate is being maintained and utilized most efficiently and effectively for the benefit of the citizens of the Town of Dedham.

REPORT OF THE ENVIRONMENTAL DEPARTMENT

The Town established the full time position of Environmental Coordinator in 2007. The Environmental Coordinator oversees a vast array of environmental issues including climate change, recycling, stormwater, and wildlife management. The Environmental Coordinator serves as staff to the Sustainability Advisory Committee and works with the Conservation Commission. The mission of the Environmental Department is to protect the Town's natural resources and create a sustainable Dedham by actively engaging residents and businesses in environmental issues affecting the community.

Energy

The LED Streetlight project, now on phase II, continues with the aid of \$250,000 in funding from DOER received in July of 2014.

Community Choice Aggregation

In January of 2016 Dedham joined a buying group of 23 communities stretching from the South Coast to norther Middlesex County to purchase their electricity together. In addition to financial savings through reduced electricity rates and price stability, there is an environmental benefit as well with the additional 5% local renewable energy in the form of MA Class I RECs supplied by Mass Energy Consumer's Alliance. In addition to the 5% additional default, residents have an option to increase their renewable energy percentage to 100% for an additional fee.

Dedham Heritage Rail Trail

In the spring of 2016 the Board of Selectmen voted to accept gifts (donations) that would fund the hiring of Weston & Sampson to create the Feasibility Study. Donations were made in support of the Feasibility Study from Dedham Savings and the Dedham Land Trust. Donations were also made to fund the consultants meetings with abutters to address their specific concerns as part of the Feasibility Study by the Friends of Dedham Heritage Rail Trail, as well as a challenge grant from an Anonymous Family Trust. The Town contribution to Feasibility Study from both the Environmental and Planning Department Budgets. Total funds for the Feasibility study were \$21,000.

In the fall of 2016 Weston & Sampson released a draft of the study and held the following meetings and site walks (from the Feasibility Study):

A site walk was held along the entire corridor so that site specific concerns and observations could be made and documented. 800 post cards were sent via registered mail to both direct and indirect abutters asking what they would like to see on the trail. Overall, we have had contact and feedback from hundreds of abutters and Dedham residents, all of which has informed the findings of this study. The following table lists the formal meetings:

DATE	MEETING
03.19.16	Kick-off Meeting
04.29.16	Site Walk w/ MAPC
05.17.16	First Public Meeting
06.06.16	Dedham Abutter Meeting: Dedham Taxpayers for Responsible Spending
06.09.16	Dedham Abutters Meeting
06.15.16	Dedham School Committee
07.19.16	Dedham Abutters Meeting: Dedham Taxpayers for Responsible Spending
10.04.16	Rail Trail Site Walk w/ Abutters

The Environmental Department also applied and was awarded the 2016 Massachusetts Recreational Trails Grant, which was \$50,000 for engineering of the trail. In partnership with the Board of Health and with letters of support from other boards and committees the Environmental Department applied and was awarded an \$8,000 Mass in Motion grant.

DEP Recycling Grant

The Town of Dedham received funding from the Sustainable Materials Recovery Program Municipal Grant program to eliminating foam trays used to serve school lunches at the High School and Avery Elementary School and replacing with reusable trays and silverware; phasing composting in district wide over the next 3 years of this grant award and increasing recycling in all of the schools (including milk carton recycling). MassDEP has awarded the Town of Dedham a contract for up to \$27,630 for the Program (\$20,630 for equipment and \$7,000 for implementation).

Through a generous donation by Supreme Development the program launched with beautifully crafted and functional recycling stations at the Avery Elementary School and the Dedham Middle School. The recycling stations are critical to the success of the new school recycling and composting program. Since implementing this program we have significantly reduced the number of trash bags being produced by the schools.

In May of 2016 Mrs. Casali's class at the High School was recognized with the Environmental Eagle award from the Massachusetts GREEN Team in recognition of her class's effort to contribute to a cleaner, healthier environment. Through this grant award we have improved the health of our students and environment by eliminating foam trays used to serve school lunches, introducing composting and increasing recycling.

REPORT OF THE FACILITIES DEPARTMENT

During FY16 from July 1, 2015 through June 30, 2016, under the direction of Denise Moroney, the Facilities Department completed several improvements:

SCHOOL IMPROVEMENTS

We completed the replacement of the remaining exterior doors at the High School. Greenlodge ceilings and new LED lights were installed in the rear wing hallways along with classroom and hallway painting completed. We installed new classroom storage cabinetry in two first grade classrooms along with appropriate sized toilets in special needs classrooms at Greenlodge to assist with the creation of the STAR program. We replaced the bathroom partitions in Oakdale, Greenlodge and Riverdale with new solid plastic partitions which have low maintenance and high vandal resistance. We installed new light blocking shades in the Oakdale gym along with a new epoxy floor in the boy's bathroom in the basement of Oakdale.

At the Dedham Middle School (DMS), a vendor was hired to repair nine (9) windows that were experiencing a separation of the middle mullion joint resulting in outside weather elements entering the classrooms along with significant heat loss. Our internal trade's staff also removed several SMART boards from the DMS classrooms for the IT department during their projector replacement project.

At Dedham High School (DHS), we renovated the E wing to include a new modern fully air conditioned Nurse Suite and Guidance suite with private offices for counseling students. Our in house trades staff converted the former Guidance conference room into a nurse suite with two offices, an exam and treatment room with sinks/wall and base cabinetry, along with three student resting areas, two handicap accessible bathrooms, fire alarm, LED lighting, outside air and air conditioning. The nurse suite now has a modern HVAC system which is a state of the art Mitsubishi VRF system. The prior Nurse suite was renovated into a new Youth Commission space with four private staff offices and a conference/reception space for meeting with groups of students. The rear parking lot was resurfaced after removing the old abandoned underground oil storage tank. A new epoxy floor was installed in the kitchen of the high school. A new ductless split air conditioning system was installed in the recently created Human Resources office.

TOWN IMPROVEMENTS

We continued to install fiberglass doors on the exterior and interior doors of the pool building. We also completed tile repairs throughout the pool deck and installed a five foot depth indicator with a line of blue tile that was added while the pool was drained for maintenance. At Endicott, we completed the design of the Sanderson Ave porch replacement project and worked with a supplier to provide composite railings to replace the deteriorating porch railing system. Rubber safety flooring was installed in the East Dedham Firehouse second floor. The two remaining Dolan Center office balconies were replaced. Endicott Library parking lot was resurfaced and lined as well as the new cement sidewalk was installed at the front entrance.

We replaced the 1986 Ford F350 dump truck with a new 2015 Ford F350 dump truck and added a 9.5' Fisher V-Plow and a leaf container for seasonal use.

MAINTENANCE WORK ORDER SYSTEM

During FY16 the Facilities staff was comprised of four staff people with an Electrician, Plumber, Carpenter and HVAC Technician completing 1443 of the 1815 work order requests submitted for maintenance issues, resulting in a 79.5% completion rate.

We successfully hired an HVAC Technician on July 1, 2015 to replace the HVAC Technician that had been vacant since April 2014. Despite the continued lack of maintenance staff, we continued to resolve maintenance issues in a timely manner and continued to track our labor hours for each work order. Our part time Facilities Clerk was made full time in January 2016.

REPORT OF THE BOARD OF HEALTH

The Board of Health of the Town of Dedham is an independently elected autonomous board, which has been in existence since the 1870's. It is charged with enforcement of Chapter 111 of the Massachusetts General Laws Public Health. It is empowered to enforce Chapter II State Sanitary Code, Article X Food Code, and Title V Department of Environmental Protection.

Office staff:

Health Director: Catherine Cardinale, Registered Sanitarian
Public Health Nurse: Jessica Gardner, Registered Nurse
Assistant Health Director: Leontia Flanagan, Certified Food Inspector
Administrative Assistant: Renee Johnson
Animal Inspector: Catherine Cardinale

A total of 742 food inspections were conducted for approximately 226 establishments of all types including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, fairs, nursing homes and concession stands. There were also two DPH food investigations and 32 complaints against establishments. Other inspections include camps (10), Pools, Whirlpools, Saunas, and Steam Rooms (47), Housing (22), Rubbish/Debris (64), Tanning Facilities (4), Nuisance Complaints (22), Tobacco Compliance (1), Animal waste complaints (0), and general inspections (32).

Plan reviews have been at a minimum this year in comparison to the past with restaurant/ retail reviews (11), septic plan reviews (12), Observation pits (10), perc tests (6) and well installations (1).

Licenses/permits that are issued through the Board of Health are burial (271), installers (13), funeral directors (2), food service/ retail/ caterers/ bakery/ canteen and dumpsters (324), camps (9), pools/ saunas/ whirlpools/ steam rooms (24), construction septic (12), tobacco (31), tanning (4) Haulers (38), domestic animal (11) and tanning beds (10).

Hazardous Waste Collection Day is held in October for all Dedham residents at the DPW facilities located at 55 River Street. The attendance was steady and successful as we serviced over 149 vehicles generating over \$4000.00 of properly disposed waste during the event. The Board of Health must also supply proper means of disposing used syringes and have had a program up and running for over 3 years and is very successful.

The sharps program is funded through our vaccine reimbursement and a small fee that is charged for the sharp containers. The Board of Health also receives three grants which support our MRC (Medical Reserve Corps), PHEP Public Health Emergency Preparedness, and NACHO. Each grant works in different areas of, volunteers, emergency preparedness and toxic use reduction (which we are currently working with nail salons). These grants help to reduce office cost such as supplies, equipment, cell phone services and training for the staff/residents.

All three grants are done through a collaborative of the NC-7 group which consists of Dedham, Norwood, Westwood, Milton, Canton, Wellesley, and Needham.

The NC-7 group works mainly on emergency preparedness. Every year the group works with Harvard School of Public Health Emergency Preparedness in running a drill to help us prepare for the “what ifs”.

The Public Health Nurse orders and pick-up state supplied vaccine, brings animal heads for rabies testing that have been involved in a bite/scratch. Reporting and investigating all reportable diseases to The Massachusetts Department of Public Health through DPH Maven System. Plan and promote activities, programs, clinics, and screenings within community.

Blood pressure testing (184), health counseling (116), communicable disease investigations (138), first aid to Town employees (27), house calls (4), blood pressure at the town clinics (302), and influenza/ pneumococcal vaccinations (600).

Animal Inspector has investigated 101 animal bites issuing quarantines as needed and follow- up visits.

Meetings and Workshop office staff attends throughout the year:

MHOA, MPHNA, Vaccine Management, Infectious Disease Surveillance, Reporting and Control, Emergency Preparedness, State Lab Federal Guidelines, Medicare Roster Training and Reimbursement, Childhood Lead Poisoning Prevention Program, Region 4B Emergency Operation Sites, NC-7, CHNA, TURI, NEHA, Ma Public Inspector Training Food Certification Program, and MEHA.

REPORT OF THE BOARD OF LIBRARY TRUSTEES

The mission of the Dedham Public Library is to provide for the informational, education, cultural, and entertainment needs of the community. The Library seeks to promote knowledge, understanding, and wisdom by providing all residents with free access to a variety of materials and services.

Library Director: Dr. Mary Ann Tricarico

Date of Founding: Dedham Library Association: November 28, 1854; Dedham Public Library: February 29, 1872

Facilities: Main Library: 17,546 sq. ft., built in 1885, Children’s wing added in 1952. Endicott Branch: 4276 sq. ft., opened February 12, 1973

Total Holdings: 150,214
Network Membership Fee: \$40,960

Municipal Income: \$1,123,270

Total Circulation Activity: 162,111
Number of Programs offered: 324
Total Program Attendance: 3879

Evening Hours as %age of hours open: 13.46 %
Weekend Hours as %age of hours open: 7.85%

Total Annual Hour Open: 4,280

REPORT OF OPEN SPACE AND RECREATION COMMITTEE

2016 COMMITTEE MEMBERS

- Jonathan Briggs [At-large]
- Frederick Civian [Conservation Commission]
- Dennis Cunningham [At-large, Engineer]
- Daniel Hart [Parks & Recreation Commission]
- Michael A. Podolski, Esq. [Planning Board]
- Stephanie Radner [At-large]
- Dennis Teehan [Board of Selectmen]

ACCOMPLISHMENTS

In 2016, the Open Space and Recreation Committee (OSRC) worked closely with the Park and Recreation Master Plan Steering Committee (PRMPSC) to create the Town's first Park and Recreation Master Plan (PRMP). Stephanie Radner was appointed by the OSRC to be its representative on the Steering Committee. In addition, the OSRC began work on the 2017 update to the Open Space and Recreation Plan (OSRP). Below is a summary of the process during 2016:

- Spring 2016 Annual Town Meeting approved funds for the 2017 OSRP update
- Spring 2016 – first RFP for vendor to create the Town's PRMP
- April 2016 – PRMPSC interviewed five candidates (Activitas, BL Companies, Greenplay LLC, Sasaki, and Weston & Sampson) and selected Sasaki as the top vendor. Unfortunately, the bid was higher than the amount approved by Town Meeting, and the Steering Committee was not comfortable with any of the other vendors.
- Summer 2016 – a second RFP was posted, but only one vendor submitted a proposal which did not meet the basic needs of the project.
- Fall 2016 Annual Town Meeting approved combination of funds to engage a single vendor to create the PRMP and to update the OSRP
- October 2016 – PRMPSC interviewed three vendors (Weston & Sampson, Heller & Heller, Horsley Witten) and selected Horsley Witten for the project. The contract was approved by the Town Manager.
- December 2016 – Launch of the PRMPSC, first meeting with Horsley Witten.

Throughout 2016, the OSRC continued to review the action items from the 2010 OSRP in preparation for the 2017 OSRP update. This work accounted for the main efforts of the OSRC in

2016. In addition to planning, the OSRC continued to survey, inventory, and monitor vernal pools, flora and fauna, and invasive species. The OSRC also helped organize and participated in town-wide cleanup events and the annual Dedham Trails Day.

REPORT OF PARK & RECREATION COMMISSION

The Dedham Parks & Recreation Commission is a five member policy making elected Board whose function is for general oversight, when necessary, any program or park that comes under the jurisdiction of the Park & Recreation Department.

The Parks and Recreation Department enjoyed another productive year highlighted by many new programs, improved parks and continued improvement to walking paths and water trails. Kayaking, canoe and fly fishing are just some of the new benefits of the newly added boat launch behind the Dolan Recreation Center. The new special needs Pathfinder program entered its fourth year with the introduction of many new special needs programs. Retired Park and Recreation Director Anthony P Mucciaccio Jr has remained involved with the department assisting with the Flag Day Parade, Dedham Day and The Clipper Swim team.

Parks and Recreation starts planning for the future. In 2016 the department selected a vendor for its first ever Park and Recreation Master Plan. This plan is scheduled to be completed in late 2017. The department also began making plans for many field improvements throughout the town. 2.5 million dollars was allocated for a new artificial turf field at the current Gonzalez field location. This will include additional parking, walking paths, landscaping and sports lighting. This project is planned to be completed in the fall of 2017. Also scheduled for major updates are Capone field at Rustcraft, Davis field at Memorial Park and the pool field. All projects are set for 2017 completion.

The department also under took an initiative to have all flags at all the parks to be illuminated. With assistance from the town's facilities department this was completed by the end of year.

The Parks & Recreation Director administers the Recreation Programs and directs and supervises the four full-time Parks Department employees, two full time staff members, 60-75 part-time Pool and Recreation employees. The Parks Department consists of one full time foreman, three full time laborers and eight part time laborers who work from April to October.

Programs

Pool: The Dedham Pool, located at the rear of the Dedham High School, is maintained and administered on a self-supporting basis by the Parks & Recreation Department and has been since July 1984.

Playgrounds: The summer playgrounds under the direction of Robert Stanley ran smoothly and efficiently. Playgrounds were staffed at Paul, Riverdale, & Condon. An all-day playground program was run at the Riverdale School

Other programs sponsored by the Recreation Department for the year were as follows;

1. Gymnastics, Tumbling Tots to grade eight (Summer & Winter programs)
2. Dance Program, Petite feet, Happy feet, Kinderdance, Ballet & Tap, Dance Trilogy, Hip Hop (Ages 4-15)
3. Youth & Adult swim lessons year round.

4. Youth tennis lessons
5. Weight training programs for Boys & Girls
6. Men's slo-pitch softball
7. Boys Wrestling
8. Men's open league basketball
9. Summer Swim Team
10. Winter Swim Team
11. Youth & Adult golf lessons
12. Open Gym Program
13. Karate
14. Pathfinder Programs
15. Flag Football
16. Lacrosse Camp
17. Robotics
18. Field Hockey Camp
19. 6 summer specialty camps
20. Under age 6 soccer camps
21. Kayaking and Canoe
22. Community Gardening
23. Yoga
24. Lifeguard training
25. Zumba
26. Music for Tots

Many new programs were added in 201 including, Hydroriders, diving lessons, and a number of new Pathfinder programs.

Please see our web site for a complete list of programs. www.dedham-ma.gov

The 49th annual Flag Day Parade was held on June 14th. Honorary Parade Marshall was State Champion wrestler Eric Reyes. Some 20,000 people enjoyed the Parade. Planning was started for the 50th Flag Day Parade. The department is seeking funding for fireworks to be held at the completion of parade at Memorial Park.

The Annual Bike Rodeo in conjunction with the Dedham Police Department with over 200 youngsters from Dedham participating at the Endicott Estate.

The Mega-Muffin Recreation Day in conjunction with the Friends of Dedham Recreation was held at Memorial Park drew over 8,000 people.

Parks Department

The following Parks are under the care of the Parks Department: John Barnes Memorial Park, including Upper Memorial, Hartnett Square, Whiting St. triangle, East Dedham Passive Park, Condon, Paul, Churchill, Fairbanks Parks. The following school area are maintained on a limited basis by the Parks Department: Oakdale, Riverdale, Capen, and Greenlodge. The Manor fields committee had a very productive year completing the engineering study and design work on the area. Proposals include 2 multipurpose fields, 5 tennis courts, two basketball courts, dog park, playground, concession stand and walking trails. The committee plans to request funding in 2017-2018.

The Parks & Recreation Commission would like to thank the many organizations and individuals especially the volunteers who have supported the various activities and fund raisers during the past year.

REPORT OF THE REGISTRARS OF VOTERS

The Board of Registrars is a four member board which oversees all Town, State and Federal elections, town meeting participation, and nomination verification and voter registration. The Board consists of Democrats Town Clerk Paul M. Munchbach; Sarah MacDonald term expires 2016 and Republican Chairman Elaine DeGrandis term expires 2017, The Board would like to recognize Tracey White for her years of service to the election department, Tracey was recently elected to the School Committee in April of 2016. Robert Zahka was appointed as the Republican designee and term expires in 2018. The Board continues yearly updating of the Town census, street listing, and software technology and in working with the Town Clerk's office holds voter registration drives throughout the year. In preparation of the 2016 Presidential election the BOR with the Town Clerks office purchased 48 new voting booths and 8 new ImageCast voting machines. The Board of Registrars has used our 2010 Federal census as our base line town's population count of 24,749 and 18,175 registered voters. The Board of Registrars would like to recognize the Town Clerk's office, the precinct wardens, poll workers, DPW, School Department and Police Department for their hard work and dedication in conducting our State and local elections.

REPORT OF THE SCHOLARSHIP COMMITTEE

The purpose of the committee is to raise revenue to fund a perpetual Town Trust. The Trust shall support the awarding of educational grants to citizens of the town. The Committee is responsible for raising funds and administering the grant program.

The Committee also had the responsibility for judging and distributing grant applications. Four \$1000 scholarships were awarded, one of which was funded by The Dedham Institution for Savings.

The Committee depends on the kindness and generosity of Dedham residents. Many thanks to those residents who support scholarships for Dedham residents.

REPORT OF THE SELECTMEN AND TOWN MANAGER

In accordance with the Dedham Home Rule Charter, the Town Manager is the Chief Administrative Officer for the Town. This position is appointed and serves under the policy direction of the Board of Selectmen. The Office consists of the Town Manager, James Kern; the Assistant Town Manager, Nancy Baker; Management Assistant, William Eddy and part-time Administrative Assistant, Doreen LaBrecque. Two Senior Aides assist in the Office, Marie David and Marion Power. We remain grateful to these fine individuals for their valued service to the residents of Dedham.

Financial Performance- The town began the very important process of determining the best course of action regarding the unusually high Free Cash balance certified at the end of FY15. After considerable effort soliciting the input and preferences of Dedham residents the decision was made and voted to make an extra payment of 7.5 million dollars to the Dedham retirement

system for the purpose of paying down the unfunded liability of the fund. The early payment to the retirement system was chosen over some other options, including retiring existing debt, because the carrying costs for the unfunded liability of the retirement fund is higher than the interest on the debt. The intent is to accelerate the payment process such that we attain a fully funded status and reduce the annual assessment accordingly. The present assessment for the unfunded liability is just over 3 million dollars annually.

In addition to the early payment to the retirement system, Town Meeting voted to use 1.5 million dollars of the cash reserves to directly reduce the levy. This continues the use of cash reserves to reduce the levy and contributes to the growing unused levy capacity.

The trend for increasing unused levy capacity continued for the year ended June 30, 2016. The unused levy capacity for FY16 was \$4,200,000, up from \$2,800,000 in FY15. Unused levy capacity results when funds required to be raised through the local levy or tax, falls below the levy limit" as defined by the municipal finance legislation known as Proposition 2½. This unused levy capacity is both a measurement of good fiscal management and a result that will allow some flexibility in fiscal affairs in the years to come.

The final increase in the levy for FY16 was 1.55%. That results in the average increase over the last three fiscal years to 1.64%.

A brief summary of the ongoing projects and initiatives follows.

- *Town Hall/Senior Center Project* – The design team completed detailed design and the design documents and the project went out to bid in the early spring. After bids were received and verified, the construction contract was awarded to CTA Construction Inc. and a notice to proceed was issued in late July with an anticipated completion date for the renovation of late July 2017. The renovation will create a Senior Center on the first floor and town offices on the top three floors. The building provides 50,000 square feet of total space for a usable space of approximately 38,000 square feet. The senior center will be the town of Dedham's first dedicated facility for seniors, and is expected to be the center of a much expanded offering to the wide range of senior need in the community. The town hall floors will provide expansion of meeting space and improved access to town offices for many years to come. Transferring the town offices from the present building at 26 Bryant Street will allow the town to pursue the design and construction of proper facilities police and fire departments.
- *Municipal Campus* – in addition to beginning the renovation of the former Ames Schoolhouse, the Building Planning and Construction Committee, Town Manager, Public Safety Chiefs, and Board of Selectmen decided to re-evaluate the original plan for the municipal campus. The justification is strong for a combined public safety building on the site of the soon-to-be-vacated Town Hall building. The change in approach would result in the existing Fire Department Headquarters to be demolished after the new station was completed and occupied.

A combined building will provide a number of advantages compared to renovating the present buildings. Combined, co-located dispatch, training, and emergency operations center functions will greatly improve the town's capabilities in those critical areas. Building a current, building that is seismic-rated and designed for the required circulation of present day police and fire operations is critically important. Finally, present day public safety

response is increasingly a combination of responses across disciplines. Being integrated in the same building will position the emergency response personnel for modern threats, be they weather, malicious activity, or unknown future problems.

At the November Town Meeting the change in approach was approved with a vote to re-purpose 1.15 million dollars from the original project funds to proceed with a schematic design for the combined public safety building.

Subsequent to the vote of Town Meeting a designer selection process was undertaken to choose a design team for the new public safety building. Dore and Whittier Architects were selected to lead the design team and a contract was awarded in December of 2016. The project will go through schematic design and then be brought back to the voters for the approval to proceed with detailed design and design documents in preparation for going to bid in 2018.

- *Updated Website* – In response to the widely held perception that the town website was not meeting expectations, a committee was formed to oversee the investigation and procurement of a new web site developer/provider. Subsequent to that selection, content was updated and the processes through which information is maintained was revamped. The proper operation of the web site is an ongoing effort, but the improvements in the recent effort are apparent.
- *Insurance Advisory Committee* – Health insurance expenditures have grown at a disproportionately high rate relative to all other segments of municipal government in recent years. The Town Manager has initiated an informal Insurance Advisory Committee to explore options, including becoming self-insured, joining the state's Group Insurance Commission (GIC) or staying in the West Suburban Health Group. The employee representative IAC will meet through the year in an effort to choose the best path for Dedham in the coming years.

Respectfully submitted,

James Kern
Town Manager

REPORT OF THE TOWN CLERK

My name is Paul M. Munchbach and I would like to welcome you to the Town Clerks report. The Town Clerk acts as the information source to the town departments and the general public regarding all federal, state and local regulations and town by-laws, rules and regulations. The Town Clerk also serves as the chief election official, custodian of all town records, registrar of vital statistics, and is directly responsible to the voters of the Town. More specifically, the Town Clerk's duties include: overseeing polling places and the general conduct of all elections, directs preparation of ballots, voting equipment, voting lists, certifies nomination papers and initiative petitions. The clerk's office conducts the annual town census, prepares the street list of residents, supervises voter registrations, absentee balloting, and maintains all public records. The clerk's office records and certifies all official actions of the Town and holds the Town Seal. Our office records and preserves all vital statistics for births, deaths, and marriages. The Town Clerk or

Assistant Town Clerk administers the oath of office to all elected and appointed members of local committees and boards. The office is responsible for issuing licenses for dogs, raffles and bazaars, business certificates, and fuel storage permits. The office also maintains and updates the requirements for the State Ethics training. The Town Clerk's office submits by-laws and zoning ordinances to the Attorney General for approval and works with the Secretary of State's office, Department of Revenue, State Ethic Commission and office of Campaign and Political Finance on related issues.

The Town Clerks are fully trained in the Vitals Programs that allows us to record and print resident Death and Birth Certificates. We continue to update and add Voter Registrations to our State Database and add improvements to our local Dogs and Business Software. Dedham's Fall Town Meeting was held on November 16, 2015, Spring Town Meeting on May 16, 2016 and the Annual Town Election on April 09, 2016. Our office completed the 2016 census and had the 2016 List of Residents printed and ready for purchase at the Town Clerks Office.

In addition to these duties our office has registered over 1000 new voters, issued about 1,700 dog licenses, and recorded 300 births, 398 deaths, and 150 Marriages. The Clerk's Office presently holds close to a 1000 registered Business Certificates.

The Town Clerks office will continue to update and verify the voting list as well as our town webpage. Our office is proud to provide professional customer service for the residents of the Town of Dedham. We strive to maintain accurate records and use current technology to maintain our town's public information resources.

REPORT OF TOWN COUNSEL

Town Counsel, in accordance with Town By-Laws, represents the Town and its officers in court actions or other proceedings involving the Town, advises the several boards and committees on legal matters, prepares and approves contracts, bonds, deeds, and other legal instruments involving the Town, and provides legal services related to acquisition and disposition of land owned by the Town. In addition, Town Counsel provides written and oral legal opinions for the Board of Selectmen, the Town Manager, Assistant Town Manager, and other Town officers and employees. Town Counsel has represented the Town and its officers in judicial proceedings before the District Court, Superior Court, Land Court, and Appeals Court of Massachusetts, the Federal District and Appeals Courts, and in administrative hearings before the Appellate Tax Board, Alcoholic Beverages Control Commission and Attorney General's Office.

We are pleased to report that we were able to assist the Town in resolution of two litigation matters this fiscal year. The Appeals Court affirmed the judgment of the Norfolk Superior Court approving the Board of Selectmen's decision to revoke a liquor license from a non-compliant store owner. Based on this successful outcome, the store owner agreed to dismiss his pending Superior Court appeal against the Town and the Alcoholic Beverages Control Commission. Ongoing litigation involved challenges to the revocation by the Police Chief of a license to carry and to the Algonquin pipeline project before the Superior Court and Federal Energy Regulatory Commission ("FERC"). Despite the Town's significant efforts, FERC denied the Town's requests for rehearing and stay of construction.

We advised on the legality of a multitude of issues including open meeting law complaints, procedures for filling vacancies, treatment of donations and other gifts, fundraising efforts by Town

boards, accounting for so-called "SREC" program receipts, conflicts of interest, fortune teller's license application, federal regulations of odorization of gas, a post-employment benefits trust fund, copyright issues for movie screening at the Library, major site plan review, an amendment to an Order of Conditions for widening of street, investment Policies, street excavations, rail trail issues, hearings and related matters on liquor license denials, permitting for antenna and radio equipment on existing utility poles, transfers of liquor licenses, burials at the veteran's cemetery, and HIPAA authorizations.

We drafted, reviewed and revised various documents, including those related to: a Green Communities grant; requests for proposals for emergency ambulance services; website hosting and redesign; maintenance of street lighting system; appeals to the Department of Public Safety concerning expired elevator certificates; an investment agreement between the Town and the State Retiree Benefits Trust Fund Board of Trustees; notices of violations; payment agreements; an emergency condemnation order; procurement card program guide; and contracts for design of a road improvement project, town-wide traffic flow monitoring and professional services.

We assisted with the drafting and review of the warrants and motions for the Annual and Special Town Meetings, including articles relative to the Mother Brook 375 Anniversary Committee, an amendment to the wetlands protection bylaw, acquisition of land for park and ride services, a proposed stormwater bylaw, special legislation for a Town renewable energy fund, and a proposed "shopping cart" bylaw. In addition, we drafted bylaws and amended bylaws on issues including mixed-use development, school building rehabilitation committee, "one-percent for art" initiative, and prepared sewer connection regulations.

We provided timely eUpdates on a Supreme Judicial Court decision invalidating sex offender residency ordinances, installation of GPS technology in municipal vehicles, changes in promotional selection procedures that could trigger bargaining obligations, emergency regulations reducing Public Records Law fees for copying, municipal implications for the raising of net metering caps, changes to federal overtime regulations, and the new Public Records Law. We also conducted an extensive Public Records Law training program for municipal clients statewide, including a well-attended session hosted by the Town of Dedham.

Over the past year, we attended Town Meetings, and meetings of the Board of Selectmen, Finance and Warrant Committee, Planning Board, and other Town Boards, and worked closely with department heads. Town Counsel's objective for Fiscal Year 2017 continues to be to provide high quality legal services to the Town in a responsive and timely manner at a reasonable cost.

Town Counsel extends its appreciation to the Board of Selectmen for its confidence in retaining the firm, and for the assistance and cooperation we have received on all matters from the Board of Selectmen, Town Manager, Assistant Town Manager, Town Meeting, department heads, and the boards and committees with whom we have worked. Without their assistance and cooperation, our collective objectives could not be attained.

Respectfully submitted,

Lauren F. Goldberg, on behalf of
KP Law, P.C.

REPORT OF THE VETERAN'S AGENT

The Veteran Service Department has the responsibility of aiding, assisting and advising Veterans' and their dependents of their benefits as stated in Chapter 115 of the Massachusetts General Laws, C.M.R 108. The need for a Veteran to receive such benefits is thoroughly investigated by the Dedham Veteran Service office. These funds are provided to Veterans and their families due to unemployment, hardship, medical issues, deaths etc. The funds are provided to Veterans and their families by the Town of Dedham and are reimbursed by the Commonwealth of Massachusetts Department of Veterans Services at a rate of Seventy-five percent. This office assists Veterans and families applying for service connected disability benefits through the Veterans Administration Federal Claim process. Benefits include, Aide and Attendance, service connected disabilities, educational benefits, grave makers, burial benefits insurance claims and numerous social needs such as transportation to doctor's at the VA hospitals. Other services are assisting homeless Veterans acquire permanent housing. This year the Veterans office has been successful in the effort to reach out to the community in order to educate Veterans, widows, and dependents of Veterans benefits they are entitled to. In the upcoming year we look forward to continuing the support of our local veterans and families.

2016 we are looking at the possibility of dedicating an Operation Desert Shield and Operation Desert Storm Memorial the Brookdale Cemetery. The memorial would be in honor of all the men and women from Dedham who had served during the Gulf War.

REPORT OF THE DEDHAM-WESTWOOD WATER DISTRICT

Mission

The Dedham-Westwood Water District (DWWD) Board of Water Commissioners sets policy, prepares operating and capital budgets, and establishes rates along with rules and regulations for the Water District. The mission of the DWWD is to provide the residents and businesses of Westwood and Dedham with high quality drinking water for domestic purposes and for fire protection.

Water Supply

The District continues to conduct its operations towards providing high quality, safe drinking water, in compliance with all federal and State Drinking Water Regulations as well as actively pursue land use and regulatory measures that will serve to protect the water resources used to supply our drinking water. The District's partial membership in the Massachusetts Water Resources Authority allows for the annual purchase of up to 73 million gallons of water that is available as a supplement, as well as for an emergency, to the District's existing water supply. A summary of all water quality test results is mailed annually to all DWWD customers.

Water System Infrastructure Improvements

This past year \$3.1MM was expended on water system capital improvements, which is a typical yearly investment. In total 5565 feet of water main were replaced. The DWWD generally replaces one to three miles of pipe each year. 132 new and replaced water services were installed this year. Twenty-four fire hydrants were replaced. At our White Lodge Water Treatment Plant on University Ave, a \$1.3 MM project of treatment process equipment upgrades including a dehumidification system and pressure filter painting was undertaken. We have replaced virtually all water meters with the new radio style greatly reducing the time to read water meters and

allowing for the monthly billing implement in September for Westwood customers.

Awards

In 2016, for the second consecutive year, the Massachusetts Department of Environmental Protection named DWWD as a Public Water System of the year.

Bridge Street Treatment Plant and Pump Station

The Bridge Street Water Treatment Plant, built in 1881 as a steam driven pump station, provides public water supply and fire protection to the Towns of Dedham and Westwood. The Plant was significantly expanded in the 1991 to include pressure filtration for iron and manganese removal. The DWWD determined the facility in need of extensive renovation to the structure, building systems and some process and pumping equipment in order to continue its purpose of supplying potable drinking water to the communities. The DWWD Board engaged an engineering firm to develop plans and specifications and the project will be put out to bid in spring 2017. The project, estimated to cost 8.8 MM, will be financed with 2% loan from the Massachusetts Clean Water Trust.

Water Conservation

Water conservation continues to be an integral part of the DWWD mission and day to day operations. Last Summer extreme drought conditions existed in the region causing a total out door watering ban to be implemented in late August. We conducted another system wide accoustical survey of the water distribution system intended to find water leaks on mains, services and hydrants which are not surfacing. Finding what's called "unaccounted for water" has been a long standing challenge for the DWWD as it is for systems such as ours that started well over a century ago. Currently, our UAW is 19%-well above the DEP recommended maximum of 15%.Water meters are also methodically replaced to assure accuracy and take advantage of new technologies. Rebates continue to be offered to promote the upgrade of toilets and washing machines to low flow versions. Lastly, we continue to offer water resource protection and water conservation education in both Dedham and Westwood Elementary Schools, community Green Fairs, Earth Day programs and Farmer's Markets. Aside from being the right thing to do, water conservation is necessary to continue to comply with MADEP issued water permits, without which we could not withdraw the water quantities needed from the Charles and Neponset river basins.

Financial

DWWD continues to be a financially sound organization as evidenced by the recently completed financial audit conducted by the CPA firm of Melanson and Heath. The Moody's Bond Rating is Aa2. Water rates are comparable to many Massachusetts communities. Each year, the DWWD replaces water mains and services, meters, pumps and motors and other equipment, needed to keep the water works reliably running. The DWWD Board voted to issue bonds for 8.8MM for the Bridge Street Water Treatment Plant Modernization project.

Monthly Billing

In December, the conversion to monthly billing was completed for all customers. Monthly billing will give customers more frequent messages of their water consumption and give early warning when a leak is occurring. Plans are underway to provide electronic billing and provide an autopay feature for those interested.

Cross Connection Control Program

The DWWD Cross Connection Control Program is a key element of the Water System operation. DWWD is committed to protecting your public water system from contamination due to backflow of connections containing non-potable water. Backpressure and cross contamination can occur when the pressure in equipment or a system is greater than the pressure in the drinking water system. Contamination can also occur when the pressure in the drinking water line drops due to occurrences such as main breaks and heavy water demand causing contaminants to be siphoned out from equipment and into the drinking water. Dedham-Westwood Water district's water system is protected by the control of actual or potential cross connections through two programs:

1. The elimination of existing or future cross connections through inspection and regulation of plumbing and water piping within a customer's premises.
2. The proper installation and maintenance and testing of backflow preventers on cross connections that have been approved.

Cross Connection surveys were conducted at 150 commercial and municipal locations this year. 1300 tests have been performed this year on backflow preventer devices installed in many commercial and municipal facilities to make sure they work properly.

DropCountr Customer Portal

With a grant from MADEP, a program for a customer application for getting quicker access to water use patterns, rebate information, and more will be provided to all residential customers.

REPORT OF THE DEDHAM YOUTH COMMISSION

The Dedham Youth Commission, in accordance with Chapter 40, Section 8E of the General Laws of the Commonwealth of Massachusetts, is established for the purpose of providing social, educational, recreational and health programs to the young people of Dedham. To achieve this goal, the Commission has initiated a dual approach: a) to provide direct counseling services and b) to provide constructive, diversionary programs offering youth new educational, emotional and social activities. Specifically, the Youth Commission offered the following:

Direct Counseling Services

- Offered both formal and informal counseling to youth and their families dealing on a daily basis with adolescent issues of suicide, neglect and abuse, addictions, homelessness, unemployment, education, depression, peer relations, anxiety, and eating disorders;
- Created and participated in psycho- educational trainings on such topics as dating violence, diversity and cyberbullying, drug and alcohol use and abuse, eating disorders, and self-esteem group;
- Offered both individual and group counseling;
- Offered a referral service for youth related situations;
- Increased the professional training and development of staff including collaboration with Needham and Westwood.

Programs/Services/Events

We provide daily, weekly, monthly and yearly services, programs and events to fulfill our mission. We partner and collaborate with all sectors of the Dedham community to achieve this mission (schools, businesses, town government, youth, parents, community groups, and other organizations). Some of our major and most successful programs, services and events are listed below.

RISE PROGRAM

RISE is a three week summer program designed to prepare rising 9th graders academically and socially for high school, college and careers. Daily sessions include a Reading & Writing Course, Math Course, College & Career Awareness Activities, Healthy Habits Workshops and Recreational Activities. In the summer of 2016, 26 students participated in our RISE program.

COLLEGE BOUND

College Bound is a three-week summer program primarily for low-income and/or first generation Dedham Middle School students who are currently in Grade 7 and entering Grade 8 in the Fall of 2016. The goal of College Bound is to excite students about college, expose them to various careers and encourage them to lead healthy lives and become leaders in their communities. During the first week of the program, students will live at Regis College and experience the life of a college student. Students will learn how to live with a roommate, participate in Science and Critical Thinking courses, write essays, share ideas during class debates, play basketball, go swimming, attend career panel discussions, and enjoy nightly dance and karaoke parties. Students will also eat three delicious and nutritious meals a day in the cafeteria. During the second week of the program, students will participate in college tours across New England and in job shadow days around Dedham. During the 3rd week of the program, the students will partner *with Ripples of Hope* and conduct community service projects in Dedham. 27 students participated in the College Bound program in 2016.

VETERANS RD PLAYGROUND (GUS TOOMEY PLAYGROUND)

In 2016, we partnered with the Dedham Housing Authority and Ripples of Hope to build a new playground at the Veterans Rd housing complex. Through grant writing, fundraisers and sponsorships, we raised over \$60,000 to build the playground.

PACK THE BACKPACK

In 2016, we provided backpacks and school supplies to 54 underprivileged children.

SPARE A JOB FOR A TEEN BOWLING NIGHT

“SPARE A JOB” is an event where community organizations, businesses and residents compete in a bowling tournament to raise funds to sponsor additional summer internships for teens. Over 20 teams participated in 2016.

BEAT PROGRAM (BE A Tutor)

BEAT is a peer tutoring/mentoring program designed for Dedham high school students and elementary students. It is a weekly opportunity for high school students to tutor and mentor elementary students. In 2016, we had 10 high school students who tutored 25 Oakdale elementary students on a weekly basis.

HEALTHY ME WORKSHOPS

Over 20 female students participated in the Healthy Me workshops facilitated by our Youth Counselor, Angela Osei-Mensah, and LICSW.

DJ CLUB

The Dedham Disc Jockeys is an after-school club designed to teach students the fundamentals of being a Disc Jockey. The students volunteer their time to deejay several middle school and high school dances, as well as many fundraisers in town. In 2016, 8 students participated in the DJ Club.

ELL CLUB

Dedham has an increase in English Language Learners. The ELL Club is a new after-school program for ELL students to help them with transition issues and to get them involved in the Dedham Community. In 2016, 17 students participated in the ELL Club.

DEDHAM SQUARE COLLEGE FAIR BLOCK PARTY

The Dedham Square College Fair Block Party is held throughout the town square and features over 50 Colleges from New England and beyond, plus fun events, such as live music, guest speakers, face painting, games, and specials from local merchants. This event encourages teens, kids and parents to have dialogue and conversations about college. In 2016, over 300 people attended the event this year.

FAMILY GRATITUDE 5K TURKEY TROT

This event is becoming a new family tradition in Dedham. In 2016, over 2000 people participated in the 5K, raising over \$45,000 for local charities and programs. \$15,000 was awarded to the Dedham Food Pantry, \$15,000 was awarded to the DYC College Bound Program, and \$15,000 was awarded to the Veterans Road Playground.

HOLIDAY GIFT GIVING PROGRAM

One of the hallmarks of the DYC is helping families in need, particularly during the Holidays. We work with School Adjustment Counselors from every school in Dedham, along with the Director of the Housing Authority to identify families in need. Then we facilitate several toy drives ("Rocking the Stocking) and charity events, along with securing individual and organizational sponsorships. In 2016, we provided over 415 youth with gift bags filled with toys, clothing and gift cards totaling \$100 in value (that's \$41,500 total).

THANKSGIVING DINNER PROGRAM

Partnered with Dedham Country Day School, Nobles, Dedham Rotary Club and the local elementary schools to provide 84 Thanksgiving baskets to underprivileged families in Dedham.

NORTH STAR RAMBLE

The North Star Children's Ramble is a one-of-a-kind literacy-themed sporting event for kids ages 4-12. There are five age-specific races ranging from the 50 yard dash to 500 yard dash. The event also includes a coloring contest for runners and non-runner audience participants. Like its "parent race," James Joyce Ramble, the North Star Ramble creatively mixes sports and the arts together by tying into Dedham author Peter H. Reynolds' book, *The North Star*. The North Star Children's Ramble offers prizes, free samples, and contests, including certificates and ribbons for all who run. .

TLT (TEENS LAUNCHING TWEENS) INTERNSHIP

In 2016, we had 10 students participate in our TLT internship program. These students created and facilitated an outstanding play and discussion about the transition from elementary school to middle school to the 5th grade classes at Avery School and Oakdale School.

DHS CAREER DAY

In 2016, the staff of the Dedham Youth Commission facilitated a Career/College Prep presentation during Career Day for the entire sophomore and junior classes.

COMMUNITY SERVICE

The DYC develops numerous Community Service projects throughout the year for youth. We also volunteer with youth at numerous Community Services events. Some of these events include:

- Dedham Dancing with the Stars (benefits school programs)
- Ripples of Hope/Harvesting Seeds of Hope (benefits homeless shelters)
- Party in Pink Zumba (benefits breast cancer patients and research)
- Placing flags at Veteran's grave sites (in honor of Memorial Day)
- Stocking the shelves at the Dedham Food Pantry
- Ride for Food (bike ride to sponsor area food pantries)
- Trunk or Treat (fun day for kids in the spirit of Halloween)
- National Night Out/Kids Obstacle Course
- Family Gratitude 5K
- Veterans Rd playground construction
- Dedham Housing Authority (building and painting benches, planting flowers)

CHAPTER V – HOUSING, PLANNING AND DEVELOPMENT

REPORT OF THE ZONING BOARD OF APPEALS

The Zoning Board of Appeals, which is appointed by the Board of Selectmen, consists of five regular members (James F. McGrail, Esq., J. Gregory Jacobsen, Scott M. Steeves, E. Patrick Maguire, MLA, RLA, CLARB, LEED AP®, and Jason L. Mammone, P.E.) and two associate members (Jared F. Nokes, J.D., and Jessica L. Porter). The Chair of the Board may designate either or both associate members to site as a member of the Board in the absence or recusal of any regular member of the Board. The Board has and exercises all the powers granted to it by Chapter 40A, 40B, and 41 of the Massachusetts General Laws (MGL) and the Town of Dedham Zoning Bylaw.

The Board's powers entail:

1. Hearing and deciding applications for Special Permits.
2. Hearing and deciding applications for appeals or petitions for variances from the terms of the Zoning Bylaw, with respect to particular land or structures, as set forth in MGL Chapter 40A, Section 10.
3. Hearing and deciding on waivers from the Town of Dedham Sign Code.
4. Hearing and deciding appeals taken by any person aggrieved by reason of his/her ability to obtain a permit or enforcement action from any administrative officer under the provisions of MGL Chapter 40A, Sections 8 and 15.
5. Hearing and deciding applications for comprehensive permits for construction of low or moderate income housing as set forth in MGL Chapter 40B, Sections 20-23.

The Board hears petitions submitted to it and performs the following duties in relation to the petitions:

1. Publishes, posts, and notifies the public at large and the abutters
2. Deliberates each petition
3. Renders decisions regarding the petition in accordance with the Town of Dedham Zoning Bylaw and Massachusetts General Laws.
4. Notifies the public at large and the abutters of the decision

The Zoning Board of Appeals typically meets on the third Wednesday of every month. All activities of the Board are conducted in open meetings in accordance with Chapter 39 of the Massachusetts General Laws. In 2016, the Board heard 54 cases for variances, Special Permits, or waivers from the Town of Dedham Sign Code.

It is the Board's goal to treat all applicants fairly and courteously. Each appeal is heard and decided upon on its own merit. Please note that the Board may be limited in its authority, if any, to grant a Special Permit or variance from the Zoning Bylaw and/or the Town of Dedham Sign Code.

The members of the Board wish to thank other Town Boards and officials for their continued cooperation and assistance.

REPORT OF THE BUILDING DEPARTMENT

The Building Commissioner the Assistant Building Inspector and the Assistant Building Inspector/Code enforcement officer are responsible for general building and site inspections; enforcement of the State Building Code, including the Energy Code, and the Rules & Regulations of the Architectural Access Board, enforcement of the Zoning By-Laws, imposing fines for uncorrected zoning violations, court appearances; annual inspection and certification of approximately 170 places of public assembly. The building department has seen an increase in the number of permits during the calendar 2016 period.

The Wiring Inspector is responsible for issuing permits and inspecting all electrical work performed in Dedham. He handles complaints and emergencies, especially those of the Dedham Fire Department and NSTAR. He also assists electricians with interpretation of and compliance with the Electrical Code.

The Plumbing & Gas Fitting Inspector's duties include investigating complaints, inspecting plumbing and gas fitting work in all buildings in the town, except those owned or occupied by Federal agencies, processing permit applications assisting plumbers and gas fitters in interpreting the State Plumbing and Fuel Gas Codes, and performing related duties as directed by the Building Commissioner.

The Building department issues all permit with the Energov computer software system. This system allows easy access to all permit records, including fees, costs of construction, inspections and certificates of occupancy.

2016 has been another exceptional year for the Building Department, in the redevelopment of several properties. The construction of the mix use commercial and residential building at 350 Washington Street was the largest project the in the Town of Dedham this year.

	<u>PERMITS</u> <u>ISSUED</u>	<u>FEES</u> <u>COLLECTED</u>	<u>ESTIMATED</u> <u>CONSTR. COST</u>
Building	1278	\$1,108,447	\$72,787,848
Wiring	611	\$ 85,241	
Plumbing	589	\$ 45,037	
Gas Fitting	522	\$ 14,169	

REPORT OF BUILDING, PLANNING & CONSTRUCTION COMMITTEE

As provided in the Dedham Home Rule Charter, Section 7-5, the Building, Planning and Construction Committee consists of seven members appointed by the Town Manager. The committee consists of one member of the Planning Board, a registered professional engineer or architect, an attorney, a person employed by the construction industry and three other persons.

The role of the BPCC is to survey the growth and building needs of the Town, examine the physical condition of all existing town buildings and determine the need for additions or renovations of existing buildings or for the construction of new buildings.

In the past year, the BPCC committee's work focused on the process involved regarding the new ECEC building as well as renovation of the Ames School for a New Town Hall and Senior Center

and proposed Combined Public Safety building.

REPORT OF THE DEDHAM HOUSING AUTHORITY

Board of Directors: John Wagner, Catherine Luna, Mary Lou Munchbach, Margaret Matthews, and Donna Brown-Rego.

The Dedham Housing Authority currently administers 319 units of public housing in the town of Dedham, and 461 units of Section 8 rent subsidy. In addition to Dedham's own program, the DHA administers an additional 344 units of Section 8 housing for six other Housing Authorities in Massachusetts. During the past year vacant apartments in our public housing caused by attrition and other reasons, were filled with persons living or working in the Town of Dedham.

EXECUTIVE DIRECTOR

Joanne Toomey is the Executive Director of the Dedham Housing Authority and is the Chief Executive Officer of the Agency. She is responsible for the fiscal management, maintenance systems and personnel. She communicates with local officials, boards, residents and funding agencies. She implements management controls and systems. She has considerable knowledge of local, state, and federal governmental procedures and regulations as they relate to housing development, construction and the management of local housing authority operations.

INSPECTIONS:

The Superintendent of Maintenance, along with DHA Staff, have inspected all apartments owned by the Authority and found most to be in fair condition. The Facility Management Team from the Department of Housing & Community Development trained the DHA staff on inspections. Section 8 units are inspected by McCright and Associates and Charles Winston.

WORK FORCE:

The workforce consists of the following office personnel: Carrie Moore, Julie McDonough, Skye Kessler, Roberta Kalil, Joanne Dong, Ashley Vincent, Yvonne Fuller, Charles Winston and Carol O'Neil. Carol Maloney our longtime bookkeeper retired in June.

Adam Brothers is the Facilities Manager. Ken McLeish is the Foreman, Richard Belanger, David Ray, Thomas Lowe and Dennis O'Brien work in the maintenance department. We are extremely fortunate to have such capable and dedicated employees.

CONFERENCE AND TRAINING PROGRAMS:

We have attended many conferences and training sessions: Massachusetts NAHRO (National Association of Housing and Redevelopment Officials), Section 8 Administrators Association, SEMEDA (Southeastern MA Executive Directors Association), MAHAMS (MA Association of Housing Authority Maintenance Supervisors) NERC (New England Regional Council) NAHRO and National NAHRO. These conferences contribute greatly to our knowledge and skills in the housing field as well as the success of our Agency. Board members Catherine Luna and Donna Brown-Rego along with myself serve on National NAHRO committees. . Three (3) times per year we meet in different cities around the country to promote and improve public housing. Catherine Luna serves on the Commissioners Committee, Donna Brown-Rego is the Vice President of Member Services and I serve on the Professional Development Committee. Adam Brothers

serves as President of the MAHAMS board and he is also a member of the Canton Housing Authority Board of Commissioners.

FEDERAL MODERNIZATION (40-1)

Over the past year we renovated 3 units, and performed some landscaping. New roofs will be installed in the summer of 2017.

STATE MODERNIZATION:

DHA has made many repairs and improvements to the state-aided developments in 2015. The following are some of the Capital Items that were completed in 2016:

O'Neil Drive: Replaced Community Room Roof.

Doggett Circle: Replaced Roofs on Buildings and paving in areas

Parkway Court: Paved trip hazard areas.

Veterans Road: Renovated a few bathrooms in occupied units and installed handrails in basements.

Parker Staples Rd: Replaced all the windows in the development.

Hitchens Drive: Replaced 2 cracked doors and replaced the roof.

The maintenance department turned over numerous units throughout the developments and completed over 1000 Work Orders.

TENANT SELECTION:

As of December 31, 2016 there were 572 applicants on our State-aided public housing waiting lists: 277 on the elderly wait list and 295 on the family wait list. In 2016, 24 applicants were housed in our elderly and family state developments. 1 applicant was housed in 40-1. Numerous seniors and families were transferred into more appropriate units for their needs.

At the end of 2016, there were approximately 800 local Dedham applicants (applicants who live or work in Dedham) on the Section 8 Centralized Wait List.

The DHA participates in a collaborative which operates a Section 8 Family Self-Sufficiency Program as well as a Homeownership Program. These programs are administered by the collaborative employee, David McInnis. Dedham currently has 25 FSS Participants, 8 FSS Graduates and 4 Homeowners.

TENANT SERVICES:

Employees of Dedham Youth Commission utilize the Resource Center on Veterans Road. They offer a weekly after-school program to the children living in Dedham's public housing developments. They have home-work help, games, arts and crafts etc. They partnered with Ripples of Hope and built a playground on Veterans Road. Carol O'Neill, our part time Director of Special Projects, is performing outstanding work for the agency. She is bringing many fun, educational and cultural events to our seniors, families and children.

Officer Neil Cronin from the Dedham Police Department operates a program with the children at the Resource Center as well during school vacations. They have movie nights, kick ball games, bowling and mini golf outings, hikes to the Blue Hills and more. The kids really enjoy spending time with Officer Cronin.

We continue to work with HESSCO, the non-profit agency that provides services for our elders. They provide managed and cluster care for folks that are in need which allows them to live in their apartments longer and more comfortably.

Meals on Wheels are prepared in the community room at O'Neil Drive.

HOUSING SERVICES:

We continue to work closely with the Dedham Police Department in the never-ending battle against drugs and violence. We also work with the Department of Mental Health and Riverside Community Programs.

The non-profit agency, Southwest Affordable Housing Partnership, now meets annually. SWAHP administers 15 units of affordable condos in the Westbrook Crossing Development located on East Street in Dedham.

FINANCIAL:

The Single Audit performed by the Independent Auditor, Hurley, O'Neill and Associates, showed No Findings in FYE 2016. The accounting firm of Fenton and Ewald continues to serve and guide us on a monthly basis.

COMPUTERS:

We continue to upgrade our computer hardware and software which enables the staff to work more efficiently. The Internet remains a valuable tool as all of our HUD and DHCD reporting are processed on line. We also utilize the Internet for our Section 8 Centralized Waiting List. Dedham is one of the 80 housing authorities that participate in Mass NAHRO's Section 8 Centralized Waiting List.

OVER ALL:

Our programs overall are doing fine which is very good.

THE FUTURE:

Of greatest concern is the future of our industry and our ability to provide decent, safe and affordable housing to our most vulnerable citizens. We will continue to access all resources that will improve the quality of life for our residents and work with all agencies that can provide those services. We will also continue to look for ways to increase the availability of affordable housing for people in our community.

REPORT OF THE DESIGN REVIEW ADVISORY BOARD

The Design Review Advisory Board consists of five members, Mollie Moran, AIA, Paul Corey, Steven Davey, John Haven, RLA, ASLA, and Bryce Gibson.

The Design Review Advisory Board was authorized by Town Meeting to develop design guidelines for areas of town having different visual and functional character, and to review specific categories of development and signage. It is a community resource providing information, recommendations, and professional design review for individual projects. It seeks to maintain and improve the overall character and appearance of the Town, encourage the reduction of visual clutter, uncoordinated or inappropriate development through knowledge of the community's historic traditions, existing structures, and environment, and proven design principles. It seeks to

work with other Town agencies, boards, and interest groups to improve the quality of life in Dedham.

The Board held 48 individual meetings with applicants, and issued letters of recommendation for signs, facades, and landscaping proposals.

The Board also sponsors articles to amend the Town of Dedham Sign Code to keep regulations current. The Board continues to work cooperatively with the Town on code enforcement matters.

REPORT OF THE ECONOMIC DEVELOPMENT DEPARTMENT

INTRODUCTION

The Economic Development Department works to improve the local economy for the benefit of Dedham's residents, employees, and businesses; collaborates with other Town departments to help small businesses address regulatory requirements; and provides site selection guidance to businesses seeking a location in Dedham. In addition, Economic Development works closely with the Planning Department on land use and zoning issues related to commercial properties in Dedham. The Department also interfaces regularly with neighborhood and business associations. The Department encourages investment in new jobs and real property in Dedham and works with local leaders to identify opportunities. The Department also strives to balance the needs and interests of large scale development, mid-tier projects, and neighborhood businesses. On a regional level, the Department partners with neighboring municipalities on mutually beneficial initiatives and with regional and state agencies, including the Metropolitan Area Planning Council, the Neponset Valley Chamber of Commerce, and the Boston Region Metropolitan Planning Organization's Central Transportation Planning Staff, and various departments of the Executive Office of Housing and Economic Development. The Department also seeks out regional, state, and federal grant opportunities that can benefit Dedham.

STAFF

The Economic Development Department was formed in 2007 during the tenure of Town Administrator Bill Keegan. The department is currently staffed by Director John Sisson and has no administrative staff.

RESPONSIBILITIES

Day-to-day: The Economic Development Director works in collaboration with other Town department heads to offer concierge service to businesses, providing them with guidance on regulatory rules and processes. These services are available to new and existing businesses regardless of size.

Long term: The Economic Development Director seeks:

1. To ensure the long-term health of Dedham's commercial tax base,
2. To assist in the growth of local businesses and the Town's economy,
3. To attract new and beneficial businesses to Dedham,
4. To foster more and better employment options,
5. To study and advise Town leadership on business trends and needs related to the Town's regulatory roles over business operations and employment, as well as the related fields of land use and transportation.

PROJECTS IN 2016

Website. The department collaborated with Town Manager Jim Kern, Social Media Coordinator Lisa Bazinet, and Administrative Assistant Doreen LaBrecque to evaluate the existing website platform, formulate user needs for a new online content platform, and develop a request for proposals for vendors to provide the Town with a content management system to address the needs of multiple departments and Town boards and committees. The team selected a vendor, interviewed individual department heads on design and content specifications, developed hundreds of new website pages, ported over hundreds of pages of existing content and documents from the old content management system, and launched the new Town website. New functions offered on this content platform enable individual departments to edit pages, post news and events on the site and online calendar. Residents and other users can subscribe to email updates for news and event listings. Job applicants and vendors seeking RFPs can now find postings online.

Dedham Square Steering Committee. Worked with the Planning Department and helped staff the Dedham Square Steering Committee, formed by the Planning Board to study and create a strategic vision for the long-term development of the Dedham Square commercial center. The project includes two prongs: a design guidelines process that documents the community's vision for how future buildings that may be developed should be designed and situated, design elements that are important to residents, and how buildings should connect with the public sphere. The committee was formed and work continued into 2017.

Zoning to allow beer brewing, wine making, and the distilling of spirits. Working with the Planning Department, Building Department, and Planning Board, the Department developed zoning language enabling and providing Town oversight of the manufacture of alcoholic products and concerns related to such operations, including parking demand, noise and odors that might affect abutters, and the allowance of retail sales of such products on site. Annual Fall Town Meeting voted to approve the warrant article sponsored by the Planning Board.

Dedham Corporate Center and Wigwam Pond Area. Multiple studies and planning conversations in 2016 focused on the parcels and roadways around Legacy Place, Wigwam Pond, and the commuter rail station and MBTA property at Dedham Corporate Center. The Planning Department engaged the Metropolitan Area Planning Council to conduct a **Transit-oriented Development (TOD) Study** to assess current conditions and provide long-term guidance for potential improvements and real estate development and the possible effects to the Town. This Department participated in the fact-finding of that study and review of the final report. In collaboration with Planning and Engineering departments, the Department went door to door and solicited letters of support from all employers and landowners in the area, which were submitted as part of the state budgeting process for **MassDOT's Transportation Improvement Program (TIP)**. While the proposal did not score high on MassDOT's project criteria, the large sheaf of support letters helped Dedham secure \$2.1 million in funding in Federal Fiscal Year 2021 to add sidewalks, bike lanes, and other improvements to Rustcraft Road and Elm Street. The Department engaged the Urban Land Institute to conduct a **Technical Assistance Panel (TAP)** in the 23+ acre of land between the Wigwam Pond watershed, Legacy Place, and the Providence Highway. The TAP working group of architects, engineers, and real estate professionals provided detailed recommendations about a subset of the TOD study area. As a result of the ULI work, one landowner announced plans to raze several older buildings and construct a mixed-use retail/residential building in their place.

Business assistance. The department provided assistance to Hooters, Horse Thieves' Tavern, Oscar's (restaurant), Blue Ribbon Barbecue, and Road Worthy.

Community development. The department worked closely with newly formed grass-roots group Livable Dedham on its initiatives and Town-wide survey of Dedham residents about housing and other needs related to making Dedham an age-friendly community. The department also collaborated with Dedham Square Circle and the Mother Brook Community Group on issue, needs, and real estate development proposals in to the commercial centers.

Grants. The Department sought grant funding through the Massachusetts Downtown Initiative to help underwrite the cost of developing design guidelines for East Dedham Square. The design guidelines process documents the community's vision for how future buildings should be designed and situated, design elements that are important to residents, and how buildings should connect with the public sphere. Dedham did not receive a grant award, so the Department applied for funding through the Capital Expenditures Committee.

REPORT OF THE MASTER PLAN IMPLEMENTATION COMMITTEE

Members: Shaw McDermott (Chair), Ryan McDermott (Vice-Chair), Fred Civian, Jay O'Brien, Carol Hills, Jessica Porter, Michelle Persson-Reilly, Dennis Teehan, and Marty Lindemann.

The Master Plan Implementation Committee focused on writing the Update to the 2009 Master Plan to track Implementation status of action steps. Committee members took responsibility for specific chapters and worked with Town staff and other stakeholders to determine status of different steps, whether completed, in process, or not done. Committee reviewed multiple iterations of Update document as members filled in information and determined ongoing issues that have not been addressed.

REPORT OF THE PLANNING BOARD

The Planning Board, which consists of members John R. Bethoney, Michael A. Podolski, Esq., Robert D. Aldous, Ralph I. Steeves, and James E. O'Brien IV, is an elected board that implements and approves changes to various types of projects using the Town of Dedham Zoning Bylaw as its guide. The Board is charged with the following major tasks:

Prepare and Update a Town Master Plan

A Master Plan was implemented in 2010, and the Master Plan Implementation Committee is in the process of implementing it.

Review and Approve Construction of New Subdivisions

Under the Subdivision Control Law, the Board approved one residential subdivision for six houses on Liana Lane.

Review Requests for Approval Not Required Submissions

The Board granted Form A approvals to 5 Allen Lane, 11 Allen Lane, 94 Border Street, 24 Dominic Court, 807 East Street, 216/218 Lowder Street, 100 Meadow Road (2), and 7 Whitcomb Road.

Propose Amendments to the Town of Dedham Zoning Bylaw and Report on Amendments Filed by Others

The Board filed several changes to the Zoning Bylaw including amending zoning districts in certain portions of town, a planned residential development at 255 West Street, additions to the Arts Overlay District, modification of the Planning Board process to incorporate review by the Design Review Advisory Board, and modification of the commercial permitting process.

Review and Approve Wireless Communications Installations

The Board reviewed and approved two traditional Wireless Communications installation site plans at 25 Ariadne Road and 200 West Street, and five installation site plans for telephone poles near 110 Elm Street, 69 Allied Drive, 750 Providence Highway, 124 Quabish Road, and 137 Legacy Boulevard.

Review and Approve Parking/Site Plans

The Board reviewed and approved 26 site plans for 21 Allen Lane, 100 Bridge Street, 270-280 Bridge Street (2), 538 Bridge Street, 7 Burgess Lane, 290 Bussey Street, 10 Campus Drive, 123 High Street, 456/464 High Street, 585 High Street, 1100 High Street, 20-30 Milton Street, 127 Milton Street, 100 Providence Highway, 725 Providence Highway, 150-280 Rustcraft Road, 83 Washington Street, 350 Washington Street, 360 Washington Street, 380 Washington Street, and 140 Whiting Avenue.

The Board heard a presentation on Transit Oriented Development from the Urban Land Institute, including Steven Findlen, McMahon Associates, Stephen Garvin, Samiotes Consultants, Barry Abramson, Abramson & Associates, Patrick Campbell, Campanelli Enterprises, Amanda Maher, Mass Development, Todd Finard, Finard Properties, Michael Wang, Form and Place, Inc., Thomas Joyce, Marsh & McLennan Agency, LLC, Ileana Tauscher, ULI Boston/New England, Joe San Clemente, Howard Stein Hudson, Robert Kirschner, Fulcrum Real Estate Partners, and Rick Putprush, Fulcrum Real Estate Partners.

The Planning Board has continued to participate in regional planning activities through the Three Rivers Inter-Local Council, the Neponset River Watershed Association, and the Neponset Valley Transportation Management Association.

The members of the Board wish to thank other Town Boards and officials for their continued cooperation and assistance.

CHAPTER VI – PUBLIC SAFETY

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance and work on all public ways and sidewalks in the Town of Dedham. We are also responsible for Solid Waste Disposal, Recycling, Road and Sidewalk Paving in conjunction with our Pavement Management Program, Line Painting, Traffic Markings, Public Shade Trees, Beautification Projects, Streetlights, Traffic Signal Maintenance, Sewer Line Flushing, Pump Station Maintenance, Storm Water, Catch Basin Cleaning, Storm Main cleaning and Flushing, Street Opening Permits, Brookdale Cemetery and Historic Village Cemetery, Coordinating with Utility Companies that work in the Town of Dedham, MADOT for any utility projects on Dedham Roads or roads within the Town of Dedham under MADOT Jurisdiction.

We have 21 field personnel and 2 administrative assistants and myself. During the summer we hire anywhere from 8 – 14 summer kids depending on the available budget to cut and trim the cemeteries, public areas, clean public areas and parking lots etc....

Roads and Sidewalks Program: We completed our 10th year of the Pavement Management Roads program that is a tremendous success. The Department of Public Works and the Engineering Department have worked together to make this a successful program. When we began the Pavement Management system, the Town had a pavement condition index of 70, it is now at an 85. The Town of Dedham has budgeted 1.5 million dollars from our Capital Budget each of the last eight years to invest and upgrade our local roads. We meet with the contractor and review the job and look to see if we have any potential conflicts and work to resolve these issues. One of our most common issues is sidewalk and driveway transitions grades that need to be adjusted. All sidewalks and curb ramps on streets that we are working on are brought up to current ADA requirements and standards.

The Department of Public Works provides labor and equipment for the road and sidewalk program to reduce the cost. The DPW trucks haul all the material so we do not get charged for this in the price. We also perform much of the preparation work for sidewalk work. This preparation work involves jackhammering, saw cutting, grading with our own processed gravel, and removing old sidewalks and driveways and setting new Handicap Ramps. The Public Works Department performs all excavation and preparation work.

Public Shade Trees and Beautification Projects: The Town of Dedham is a tree city. This was a goal of the DPW when I first took over as Director. We have planted over 650 public shade trees the last 9 years. The trees are planted by DPW crews under the direction of a certified arborist or by a professional arborist. The Public Shade Trees that we plant and maintain are on the loam strips on streets, Cemeteries, Parks, Public Areas, Schools, and Town owned facilities. We also offer to plant trees on private property for residents on the front or side lawns that abut the street. The DPW offers trees to residents on every street that we pave. When a Public Shade Tree is removed from an area under our jurisdiction we plant two or three trees depending on the circumference of the removed tree in the general area where the tree was removed from. We have also planted new trees, fertilized, and maintain existing trees at both the Brookdale Cemetery and the Historic Village Cemetery.

The Department of Public Works conducted a tree inventory and we now have that online for all public shade trees in Dedham. This enables us to keep track of our trees and when we plant new trees we will add them to our inventory. This will help us in the future know our tree inventory and the condition of the trees. If a utility company is doing pruning we will be able to work with them and have an accurate assessment of the trees to be pruned.

We also work with Dedham Civic Pride which is a civic group that works on plantings, banners; adopt a spot locations, and other beautification projects throughout the community. The DPW has a 500 gallon mobile water tank on a skid that we water pots and planting locations daily.

Storm Water: The DPW completed many repairs of our storm water system by replacing catch basins with deep sump catch basins and upgrading deteriorating pipes. The DPW has completed many of these jobs utilizing our employees instead of hiring out these jobs. The Dedham Public Works employees have replaced and installed all size drainage and sewer pipes from a 6 inch low spot to a leeching basin to a 36" ADS drain pipe this year that also included three manholes.

The DPW takes the three year approved pavement management list and replaces all catch basins to deep sump catch basins and also installs new basins or leeching basins in the area needs them. This deep sump catch basin allows the sediment to gather in the bottom of the catch basin instead of flowing down the drain line into the wetland areas.

We also do a number of separate drainage projects throughout the community such as installing leeching basins, repairing catch basins and manholes as we find them damaged or needed for an upgrade. These improvements are made to increase clean our storm water and we try to use leeching basins whenever necessary to restore the water into the ground and recharge our aquifer.

Clean Streets are happy streets! This is good for the residents, drivers, cyclists, and pedestrians. We sweep every day between April and November. This helps us reduce the sediment in our catch basins. If we sweep it before it enters our system then we only have to handle it once. We also have a catch basin cleaning truck in our fleet that we use to clean and flush 1/3 – 1/2 of our catch basins every year. When necessary we rent a vacuum truck to clean the catch basins and flush the drain lines.

Sewer Maintenance: The DPW flushes the sanitary sewer lines routinely and work with the Engineering Department maintaining three sewer pump stations. The Pump Stations are maintained by a private company (Weston Sampson) who perform weekly maintenance and the public works performs quarterly grease and debris maintenance at all stations with the contractor. We are on-call 24 hours for any emergencies to assist Weston and Sampson call for any issues at the pump stations ranging from an electric issue to pump failure. We also work with the Engineering department and repair all sewer lines that have sags in them that are causing backups or low flow situations.

Street lights: The Department of Public Works is responsible for street lights. We have completed an LED change out program where all of our streetlights are LED. There may be some that have yet to be changed but are scheduled to be changed.

Street Opening Permits: The DPW reviews and approves all street opening permits on public ways. This is important to keep track of all excavations. The Department of Public Works issued

and inspected more than 200 street opening permits. The Town has invested millions of dollars to improve our streets and sidewalks so all proposed excavations are reviewed before approval is granted.

Cemeteries: The Town has two cemeteries. Brookdale Cemetery is an active cemetery. We had 93 traditional burials and 37 cremations for a total of 130 internments. Public Works personnel installed some drainage and repaired some small sections of roadway as part of our capital improvements this year. We also constantly upgrade the 50 acre cemetery.

The Historic Village Cemetery is one of the oldest in the Commonwealth and the Town has dedicated funding in the Historic Village Cemetery for head stone and Landscape improvements. We have repaired and cleaned headstones and also the monument for the 54th Regiment. We are working the Old Village Cemetery Preservation Group to develop a plan for repairs and long term maintenance.

Transfer Station: The Dedham Transfer Station is under an O&M contract to Recycling Solutions. Recycling Solutions runs the day to day operation. Residents are allowed to dump up to 5 barrels of household trash there 9-12 on Saturdays free of charge.

Snow and Ice: The DPW is responsible for all snow and ice removal on all public ways, schools, and town owned facilities, squares, and sidewalks.

Regulatory Signage: The DPW is responsible for the maintenance of all regulatory signage in the Town. We work with the Engineering Department on all of the latest MUTCD and AASHTO updates and requirements. The retro-reflectivity on our regulatory signs including street signs are in good shape because we started this process years ago.

Solid Waste Disposal: We have an automated collection system that limits the trash carts to one per household and you can have up to 3 recycling carts free of charge. We are constantly working with Waste Management to increase our recycling rate and also to educate our residents to recycle more and recycle smart.

REPORT OF THE DEPARTMENT OF INFRASTRUCTURE ENGINEERING

INTRODUCTION

The Department of Infrastructure Engineering is responsible for the engineering, construction, development and oversight of the improvement, reconstruction and repair of the capital infrastructure of the Town, including without limitation; roads, bridges, drains, and sewers. The Engineering Department was created in December 2005 after the reorganization of the Department of Public Works. As part of that reorganization, the Engineering Division of the DPW was eliminated and replaced with a separate Department of Infrastructure Engineering which reports directly to the Town Manager. The previous positions of Assistant Town Engineer and GIS Administrator were eliminated and replaced with a Director of Engineering (who serves the statutory role of Town Engineer), Infrastructure Engineer, and Project Engineer.

STAFF

- The Engineering Department is comprised of the following staff members: Jason Mammone, P.E., Director of Engineering; Nathan Buttermore, P.E., Infrastructure Engineer; Ronald Lawrence, Project Engineer; Eman Sayegh, GIS Manager.

- The Engineering Department is also supported by the administrative staff of the Department of Public Works.
- The Engineering Department hires 2 interns. One intern is utilized by Engineering during the summer months. The other intern is utilized by the GIS Manager on a part-time (less than 20 hours per week) schedule throughout the year.

RESPONSIBILITIES

On a day-to-day basis the Engineering Department provides technical support to residents, contractors, consultants, and other Town departments, boards and agencies regarding the installation and development of roads, sewers, drains, and buildings. Some of the typical responsibilities of the Engineering Department involve the design, permitting, review and inspection of sewers, drainage systems, culverts, roads and bridges. In addition, they include the design and field engineering for various municipal public works projects, the monitoring and repairing of the Town's sewer collection system, and assessing and improving the Town's drainage system. The Department also coordinates with consultants, bids and awards contracts in its efforts to successfully complete many projects efficiently and cost effectively.

The Department utilizes the Town's GIS system for obtaining existing infrastructure data, and updates and improves the system as necessary. The Department uses this data along with survey information collected from field surveys to develop drawings for Town projects using AutoCAD, ArcGIS and other engineering design software. The Engineering Department is available to answer questions on drainage, sewer and other land development issues, in addition to performing technical reviews for site plans and subdivision plans in support of other Town Departments.

Of particular importance to the Engineering Department is the reduction of extraneous water or inflow and infiltration (I/I) which enters the Town's aging sewer collection system. The primary ongoing goal of the Engineering Department is to reduce the quantity of I/I entering the system and to extend the service life of the system through preventative maintenance and rehabilitation measures.

PROJECTS

Some of the notable projects and activities of the Engineering Department for fiscal year 2015 are listed below:

- **Dedham Square Improvement Project** – *ongoing* – The Engineering Department has been serving as the Project Manager for the Town and coordinating all aspects of the project and public outreach for the project through various social medias (Facebook, Twitter, Flickr, YouTube and the Dedham Square Improvement Project website). Previously worked with our design consultant to finalize drawings and contract specifications for the project. Coordinated over 40 public hearings to solicit comments regarding the design of the project.

Construction of the square project was completed in November of 2013. The contractor was under contract until March of 2016 performing the 24 month extended establishment item of the contract for the landscaping that was installed as part of the improvements. An amount of \$356,395 of authorized debt unissued for the project was rescinded at the

annual Town Meeting in May. Overall, including issued debt for the project that will not be spent, the 6.5 million dollar project was under budget by approximately \$400,000.

- **Inflow and Infiltration Project** – *ongoing* – The Engineering Department has been working to reduce inflow and infiltration using an in-house approach to inspect, assess, design, and oversee improvements to the sanitary sewer system. Over the last nine years the Town has inspected 1,420,915 linear feet (269 miles) of sewer main, performed 4,833 manhole inspections, installed 130,135 linear feet (24 miles) of cured-in-place liners, installed 2,968 feet of short liners, cementitiously lined 4,166 vertical feet of manholes, chemically root treated 215,051 linear feet (41 miles) of sewer main, and performed 47,569 linear feet (9 miles) of testing and sealing of joints. To date the project has cost approximately \$11.9 million and we estimate that we have conservatively removed 4.9 million gallons per day (MGD) of inflow & infiltration from the system. In addition, the Town's MWRA sewer assessments have remained stable and our sewer rates have remained unchanged since 2008 as a result of our decreasing flow share. Assuming a no change in flow share scenario, we estimate that Dedham has cumulatively saved \$7.4 million over the past nine years as a result of these efforts.
- **2015 I/I Inspection Project** – *completed* – This project involved the inspection of 130,011 linear feet (24.5 miles) of sewer mains and 544 sewer manholes. The project was completed in November. The project cost \$164,356.
- **2015 I/I Rehabilitation Project**– *ongoing* – This project began in February of 2015 and is within a few weeks of being complete. The project is designed to remove an estimated 425,000 gallons of infiltration per day primarily through trenchless technologies. The project involves the installation of approximately 23,923 linear feet of cured-in-place pipe (CIPP), the installation of approximately 150 linear feet of short liners, the installation of 46 CIPP lateral liners and approximately 100 vertical feet of sewer manholes cementitiously lined and exterior grouted, as well as testing and sealing of associated joints and services and manhole and sewer line root treatment. To date the project has cost approximately \$1.1 million.
- **2015 Inflow Investigations** – *ongoing* - In the Fall of 2014, the Engineering Department, in conjunction with Weston & Sampson, performed a third and final round of smoke testing on the remaining 20% of the Town's sewer system to identify direct (i.e. catch basins) and indirect (i.e. cracks in adjacent storm and sewer pipes) sources of inflow. The investigations identified approximately 4,700 gallons per day of combined peak direct and indirect inflow sources that were located within the Town's Right-of-Way. These sources are to be removed through our sewer lining contract in 2016.

The results of all three investigations from 2013 through 2015 allowed the Town to remove approximately 510,000 gallons per day of combined peak direct and indirect inflow from our sewer system from problems that were located within the Town's right-of-way and easements. However, the investigations also identified approximately 270,000 gallons per days of additional combined peak direct and indirect inflow that could not be removed at this time since they are located on private property. These sources of inflow come from several sources including driveway drains, roof leaders, broken sewer services and catch basins. In order to remove these private inflow sources the Town should establish and implement a Private Inflow Removal Policy.

- **2014 Private Building Inspections** – *on hold* – The Engineering Department, in conjunction with Weston & Sampson performed a Town-wide voluntary house-to-house inspection program to identify prohibited connections to the Town's sewer system. Prohibited connections to the sewer system consist of sump pumps, floor drains, driveway drains, roof leaders and other prohibited sources of inflow that may be connected to the sewer system. These prohibited connections are sending clean water to the MWRA's Deer Island treatment facility at the expense of the taxpayers. The program was to take place over 2 years. The intent of the project was to inspect buildings in precincts 4, 5 and 6 in 2014 and the remaining precincts in 2015. Once the inspections had been completed the data was to be compiled and a plan developed to remove and reroute these prohibited connections to the proper sources. Unfortunately, due to the low percentage of owners participating in the voluntary inspections and the cost associated to perform the inspections, we have decided not to pursue inspecting the remaining precincts in 2015. It has been determined that making the inspections voluntary along with the promise of amnesty to fines and penalties that may have resulted from discovering prohibited connections was not enough to get owners to participate. In the future if the Town wishes to continue its reduction of inflow to the sewer system it is suggested that the inspections be mandatory.

Upon completion of visiting precincts 4, 5 and 6, we had approached 3,540 buildings, been allowed voluntary inspections on 1,460 (41%) buildings, not permitted to perform voluntary inspections on 209 (6%) buildings and had no answers and call-backs on 1,871 (53%) buildings. There have been 42 prohibited connections positively identified with an estimated 302,400 gallons per day of peak design inflow.

- **Dedham Mother Brook BMP Implementation Project** – *ongoing* – Back in 2012, the Engineering Department in conjunction with the Neponset River Watershed Association (NepRWA) completed a study through a MassDEP grant that identified 3 project sites in Dedham that would be suitable for structural BMP retrofits.

Once again, in conjunction with NepRWA, the Town was able to secure a grant in 2015 through MassDEP to design and construct BMPs at the 3 project sites identified in our previous report. The design includes the construction of a bio-retention basin within the common area between Colburn Street and Hyde Park Street, a bio-retention basin along the edge of the right-of-way at the intersection of Emmett Avenue and Sawmill Lane and the third is a drainage swale located at Avery Street. The stormwater at all 3 of these sites are located within the Mother Brook tributary of the Neponset River. Both are listed as Category 5 waterbodies for pathogens (e. coli). The BMPs selected for this project will treat the stormwater collected to reduce the amounts of pathogens, phosphorous, nitrogen and sediments prior to discharge into the Mother Brook, thus improving overall water quality. The Engineering Department designed the landscape plans associated with the BMPs and is the project manager for the project. The Department of Public Works has been responsible for the construction of BMPs with our oversight. It is anticipated that the project will be completed by the summer of 2016. It is also important to note that 1 of the 3 BMPs was on Park & Recreation Land and the Parks & Recreation Commissioners were more than supportive in granting us the rights to construct the BMP on their property.

- **Private Ways – ongoing** – The Town By-laws for acceptance of private ways as public ways was recently updated at the 2014 Annual Town Meeting. The Engineering Department has been working with the private ways subcommittee to develop a policy/standard by which the residents of a private way would have to adhere to in order to become a public way and also includes the construction standards/specifications by which a private way must be reconstructed.

In 2015, the Town received Public Way Layout Petition Forms from 7 private ways. Of those 7, only 1 (Birch Street) has submitted a completed petition package to go in front of the BOS for approval at an upcoming February meeting.

- **Colburn Street Dam – ongoing** – After decades of ownership disputes concerning the Colburn Street Dam between the State and the Town, it was finally determined that the Colburn Street Dam is owned by the Town. There have been a few Phase 1 Dam inspections/evaluations performed on the 100+ year old dam that indicate that although the dam is in fair condition, it is in need of maintenance. The Engineering Department received \$80,000 in funding at the May 2015 Town Meeting to hire a consultant to perform Phase I & II inspections/evaluations. Dewberry was the consultant hired and they began their inspections/evaluations in July. The Town should receive the final report stating the overall condition of the dam and cost estimate for any recommended maintenance/repairs in February. Their study includes geotechnical, land surveying, conceptual design and cost estimating services. A hydraulic/breach analysis will also be conducted as part of the study to determine the actual hazard level of the dam. If the dam's hazard level can be reduced from "Significant", as it is currently classified, to "Low", it will decrease the inspection and maintenance requirements and associated costs incurred by the Town.
- **Transportation Improvement Project (TIP)** – In the winter of 2013/2014 the Engineering Department presented to the BOS four potential projects that could be considered a viable project for funding through the MPO TIP. The BOS selected moving forward with the sidewalk/corridor improvements for Bussey Street and Rustcraft Road/Elm Street. The Engineering Department hired BETA Group as the design consultants for the project. To date, we have submitted the 25% design for both projects to MassDOT for review. MassDOT had the 25% Design Public Hearing for the Rustcraft Rd/Elm St. project on February 10th. Once that public meeting was held, we then proceeded with the 100% design for final submission and approval by MassDOT. The Town will also be in the position present the Rustcraft Rd/Elm St. project to the MPO in March/April to potentially secure a place on the State's TIP calendar for construction. The Bussey Street project is still under 25% design review and we are hopeful to have MassDOT comments back by March.
- **2014 Violet Avenue Drainage Study – completed** – At the request of the Town Administrator, based upon the continued and ongoing concerns of the residents of Violet Avenue, the Engineering Department, along with Weston & Sampson began the evaluation of the existing drainage system that runs through some of the properties of Violet Avenue and Kiely Road. The drainage system currently overflows from a drainage structure located in the backyard of a resident on Violet Avenue during high intensity rain events which creates flooding problems to several properties within the immediate area. The Town's consultants performed a thorough hydraulic analysis of the existing drainage utility and developed a recommendation consisting of the replacement of the existing

drainage utility from the manhole located in the backyard of 76 Violet Avenue to the discharge point located on Bridge Street with larger pipes that would be able to accommodate the flows generated from a 10-year storm event at an estimated cost of \$1.7 million. During the investigations, it was discovered that a significant portion of the existing 36" corrugated metal drain line towards the end of Zoar Avenue had significant sags, breaks and sharp bends which resulted in that section being extremely difficult to operate and maintain while at the same time reducing the capacity due to the accumulated amount of debris located within this section that could not be properly cleaned out. In the summer of 2014, the Engineering Department performed a redesign of the drain line in that area and the Department of Public Works did the construction, with our oversight, which consisted of the removal and replacement of approximately 150 feet of 36" pipe and the installation and/or repair of 2 drain manholes. Since that section was repaired and can now be properly operated and maintained, there has not been a flooding issue with the properties of concern. Both departments still keep a watchful eye on this system when significant rain events are forecasted.

- **Sewer Fats, Oils, and Grease (FOG) Issues** – *ongoing* – As part of our overall inspection program the Engineering Department also has an aggressive FOG program to help eliminate back-ups and maintenance issues related to excessive grease in the sanitary sewer system. The Engineering Department has implemented a biological dosing program at key locations to help digest grease at known trouble spots. In addition, the Town has installed two Smartcover level alarms to alert personnel to potential blockages before sewer overflows can occur.
 - **Legacy Place** – *ongoing* – The Engineering Department, in conjunction with the DPW and Health Department, has been monitoring the grease traps at Legacy Place. These grease traps have been improperly maintained to date and have been causing multiple problems at our Rustcraft Road Pump Station. We have been sampling the grease traps monthly over the past few months to establish a trend in grease accumulation. Our preliminary information has indicated that a majority of the grease traps cannot be properly maintained following the current protocol by the Board of Health and were in need of more frequent cleaning. This preliminary information was presented to the Board of Health and they have mandated these establishments to take on a more stringent grease trap cleaning schedule in an effort to reduce the Town's maintenance of the pump station and increase its efficiency. Our department will continue to monitor the grease traps over the next several months to determine if the establishments are complying with the Board of Health's cleaning schedule.
- **Pavement Management** – *ongoing* – The Engineering Department, in conjunction with the Department of Public Works, has continued the pavement management program which began in 2007. Through nine years of the program, the Town completed approximately \$20 million worth of repairs and maintenance to approximately 69 miles of roads and 20 miles of sidewalks. During this time the pavement condition index has risen from 70 to 84.
- **Pump Station Operation** – *ongoing* – The Engineering Department, in conjunction with the DPW, oversees the operation of the three sanitary sewer pumping stations, including the weekly maintenance, routine and emergency repairs, and upgrades of various

components. The Engineering Department and DPW monitors alarms at all stations 24 hours a day and responds as needed.

- **Traffic Calming** – *ongoing* – In 2012, The Board of Selectmen approved the traffic calming policy created by the Engineering Department. The Engineering Department will continue to work with the Board of Selectmen and the Town Manager to refine and revise the policy, as needed, in order to give clear guidance to residents wishing to implement traffic calming strategies in their neighborhoods through the submission of Traffic Calming Request Forms to the Transportation Advisory Committee (TAC). The Engineering Department sits as an ex-officio member of the TAC responsible for general oversight of the committee and performing preliminary investigations consisting of traffic counts, intersection turning movement counts, and speed surveys using in-house equipment and labor.

To date, the TAC has received and decided on nine (9) traffic calming requests. None of the requests were determined to require traditional traffic calming measures based upon the initial traffic evaluations performed by our department (i.e. speed tables, speed humps, road narrowing). However, for those requests that do not warrant traditional traffic calming measures, the TAC does provide low cost traffic calming alternatives that the concerned neighborhood could implement on the own (i.e. staggered parking, step 2 kid alert).

- **Striar Property** – *ongoing* – The Engineering Department assisted the Manor Fields Scoping Committee with the development of the RFP for the design of recreational facilities at the Striar Property. We also sit as an ex-officio member to the committee to review and answer questions concerning engineering aspects of the design. We have provided limited surveying services to the consultant as a means to reduce costs associated with the design. The Town's consultants are currently fine tuning the 100% design plans and specifications for submission.
- **Needham Street Bridge** – *ongoing* – The Engineering Department in conjunction with DPW had been working with MassDOT as they established their 100% design plans. The Engineering Department was responsible for acquiring all the right-of-way easements for the project. MassDOT awarded the Notice to Proceed to Northern Construction on 10/19/15. The final completion date for the project is anticipated to be 01/21/18. The Engineering Department along with the DPW will be meeting monthly with MassDOT during the construction seasons to get project updates that will allow us to provide any pertinent information to the Town Manager and the BOS concerning the ongoing of the project. Prior to this, the Engineering Department and the DPW had to take emergency steps to repair a hole in the bridge deck and develop a temporary shoring plan to allow the bridge to remain open.
- **Geographic Information System (GIS) Administration** – *ongoing* - The Engineering Department, led by its GIS Manager, manages the administration of the GIS for the Town. The role of the GIS Division within the Engineering Department is to respond directly to the various needs of the Town's various departments, as they relate to GIS. The responsibilities of the GIS Division include database administration, software application development, generating reports, creating maps and updating the Town's geospatial data. Below is a listing of some of the projects that the GIS division has been involved with:

- **Department Outreach** – *ongoing* – The GIS Division conducted informational sessions over the course of several months. Sessions were held with individual and small groups of departments to better focus the discussion.
- **Public Web/Mobile GIS** – *ongoing* – The GIS Division continues to publish mapping content through the Town of Dedham Maps Online application. Information is available as downloadable PDF files, web maps, and applications.
- **Work Order/Asset Management for Public Works** – *ongoing* – Worked with Public Works department to implement an integrated work order and asset management solution. The software solution, Cartegraph, allows Public Works staff to track service requests and work orders to their completion. The asset management will allow the Public Works department to track maintenance history on specific items (e.g. signs, stormwater infrastructure). The asset management capability will assist the Public Works department in tracking federally mandated maintenance on public infrastructure.
- **Citizen Access Service Requests** – *complete* - The GIS Division implemented YourGov by Cartegraph for the Public Works department. The YourGov solution has both a web and mobile application. Both applications integrate directly into the Public Works existing work order management system, allowing staff to access all service requests in a single location.
- **Cemetery** – *complete* - The web application for the Brookdale Cemetery was redesigned for better support on various tablet and mobile devices. This allows the Cemetery Division to access burial record information from the field. The same application was repackaged for the Village Cemetery.
- **Infrastructure Engineering Operations** – *ongoing* – The Engineering Department uses an iPad to conduct stormwater outfall inspections in the field. Development is underway to expand this process for maintaining traffic signs.
- **Web GIS for Town staff** – *ongoing* – The GIS division has been implementing cloud and web based GIS technology called ArcGIS Online. This technology provides GIS capabilities to departments and staff that do not otherwise have GIS. These tools allow sharing and collaboration of information between departments. The GIS Division has held multiple training opportunities throughout the year. In the fall, the GIS Division released its first “What’s New in GIS” newsletter to direct Town staff straight to newly available GIS services. The GIS Division continues to develop new content on ArcGIS Online to enhance the Town’s GIS.
- **Police** – *ongoing* - Automated mapping of incident information from the police database. The process provides the police with a secured web map of incident data updated every six hours. The data is also made available to other GIS users for mapping of accident or other relevant police incident information.
- **State/Regional Collaboration** – *ongoing* –
 - **MassGIS** – *complete* - Worked with MassGIS staff to provide updated standardized structure data for Dedham to the state. Dedham is the only municipality to provide such an update. Also, worked with Applied Geographics to provide the state with standardized parcel data. Standardized parcel and structure information are critical data layers for creating statewide address information to support E911 services.
 - **MassOrtho** – *ongoing* - The Massachusetts Orthoimagery Consortium (MassOrtho) is a consortium of Massachusetts municipalities organized to share the costs of orthoimagery acquisition. MassOrtho is working with the U.S. Geological Survey (USGS) to streamline the procurement process

and provide quality control over the project. The funding agreement is to be finalized in December 2013 for a March/April 2014 imagery collection. Dedham should realize a significant cost savings by participating in MassOrtho.

- **USGS - completed** – Dedham entered into a joint funding agreement with the USGS to collect LiDAR data as part of a larger collection. The LiDAR collection will provide Dedham with updated bare-earth ground elevations and surface model. The LiDAR data was delivered to the Town earlier this year.
- **Storm Drainage Improvements/Inspections** – *ongoing* – The Engineering Department routinely responds to complaints and flooding issues throughout Town. As part of our evaluations of drain lines we have cleaned and inspected approximately 20.7 miles of pipe. In addition we design improvements as needed. Over the past year the Town has installed 7 new deep sump catch basins.
- **Neponset Valley Stormwater Collaborative** – *ongoing* - The Engineering Department sits as one of the representatives from Dedham as part of the regional stormwater collaborative with 14 other Neponset Valley Communities. This collaborative was formed through the Community Innovation Challenge Grant awarded to the MAPC and Neponset River Watershed Association. The collaborative is working together to prepare the communities for the challenges that are anticipated to arise from the new MS4 permit to be issued to the Commonwealth from the EPA.
- **Sewer Billing Project** – *ongoing* – The Engineering Department has been working with the Collectors Office to identify properties which were likely on sewer but not receiving bills using billing data and GIS information. To date 156 properties have been added to the sewer billing system. Of the 156 properties, 24 are properties located in Westwood and 3 are properties located in Boston. We are currently utilizing our sewer TV inspection data and GIS to plot locations where active sewer connections are made to the Town's system to identify additional properties that are likely connected but not receiving bills.
- **Stormwater Illicit Discharge Detection** – *ongoing* – As part of the Town's NPDES Stormwater Phase II Permit, the Engineering Department conducts outfall inspections to screen for illicit discharges to the storm drainage systems. To date, 443 inspections have been completed.
- **Sewer Connection, Extension, and Repair Inspections** – *ongoing* - The Engineering Department reviews, issues, and inspects permits for the installation and satisfactory testing of sewer lines and manholes on a daily basis. We spend a great deal of time responding to questions from residents and builders and we provide them with locations of existing facilities from record plans or television inspections. Over the past year, the Department reviewed, issued and/or inspected 41 permits. In addition to sewer permits, our department administered Drainlayer Licenses to 17 bonded and insured sewer contractors
- **Subdivision and Site Plan Review** – *ongoing* - The Engineering Department reviews numerous site plans and subdivisions for consistency with Town regulations and

acceptable design standards. We provide written comments to the respective boards on the adequacy of those plans and calculations.

- **Town of Dedham Construction & Design Standards** – *ongoing* – The Engineering Department is responsible for updating the Town’s Design and Construction Standards. Every few years we review all the standards and update and/or revise those standards to meet local and state requirements. Our last update/revision of the standards took place in 2015.

- **Other notable completed projects:**
 - 2014 Inflow Investigations (2015)
 - Gonzalez Field – Accessible Parking Design (2014)
 - 2013 Inflow Investigations (2014)
 - Washington Street Discontinuance (2013)
 - Municipal Building Inspections (2012)
 - Town Wide Inflow & Investigation & Rehabilitation Program (2012)
 - Lowder Street at Highland Street Intersection Realignment (2012)
 - Town-Wide Flow Monitoring Project (2011)
 - High/Lowder/Westfield Street Traffic Calming (2011)
 - Stormwater BMP Retrofit Grant (2012)
 - Lowder Street Culvert Replacement (2011)
 - Cedar Street Culvert Replacement (2011)
 - Colburn Street Reconstruction (2011)
 - Pacella Drive Illicit Discharge Removal (2010)
 - Traffic Regulations Update (2010)
 - East Street Reconstruction – Phase II (2009)
 - East Street Reconstruction – Lowe’s Money (2009)
 - Condon Park Parking Lot Design (2009)
 - Bussey Street Culvert Abandonment (2009)
 - Maverick Street Wall Replacement (2009)
 - Zoar Avenue Sewer Replacement (2009)
 - Rustcraft Road Sewer Replacement (2009)
 - Gaffney Road Sewer Improvements (2009)
 - Brookdale Cemetery Expansion (2008)
 - Flanagan Place/Orphan Line Drainage (2008)
 - Bridge Inspections (2008)
 - Intersection Redesign, Greenlodge Street at Sprague Street (2008)
 - East Street and Washington Street Sewer Replacement (2007)
 - Street Opening Regulations Update (2006)
 - Sewer Regulations Update (2006)
 - Salt Shed (2006)

CONCLUSION

The Engineering Department has taken on and accomplished many tasks over the past year, and we look forward to continued success in managing and implementing major capital projects for the Town of Dedham in the most efficient and effective manner possible.

REPORT OF THE DEDHAM FIRE DEPARTMENT

The members of the Dedham Fire Department are committed to serving the community by protecting life, property and the environment. Our mission is to provide the highest level of prevention, education, emergency medical and fire services to all those who live, work and visit the Town of Dedham.

The Department has two strategically located fire stations; Headquarters is located at 436 Washington St. in Dedham Square and the East Dedham Station is located at 230 Bussey St. in East Dedham Square. All Department members have been trained in basic firefighting and emergency medical skills and are led by an experienced and effective group of Command Officers. This year the Department has added four additional Firefighters to the staff, which translates into having three firefighters assigned to the Ladder Truck. These positions are part of a multi-year plan to achieve the staffing needs of the Department and to meet the *National Fire Protection Association* (NFPA) 1710 Standard for staffing levels in a career fire department.

Currently, thirty-four fire department members are certified to the level of EMT-Basic / Epi Pen and the remaining twenty-eight are certified to the level of First Responder / Epi Pen. Over the past two decades the added responsibilities of handling hazardous materials, natural disaster preparedness and threats of domestic terrorism have increased dramatically. Today the Fire Department is truly a multi-functional agency which must be fully trained, equipped and prepared to deal with a multitude of present day concerns.

The Dedham Fire Department continues its involvement with Mutual and Automatic Aid with the surrounding communities, belonging to both the Metrofire and Norfolk County Mutual Aid Systems. The Department has always supplied firefighting resources to surrounding communities in their times of need and, in return, Dedham has received valuable assistance during fire and other emergency situations within our community. With today's potential hazards and stressed staffing levels, as seen throughout the State, this valuable assistance is truly essential for the purpose mitigating an emergency of a size or scope beyond the control of any Department without the assistance of others.

The Fire Department continues to provide education and training to the community. During the month of October, on-duty personnel visited first grade, kindergarten and pre-school students in both public and private schools throughout the Town. These visits allowed the Firefighters into the classrooms to teach young children about the basics of fire prevention and to show them how to respond to specific situations. Also, the week of October 11th was declared as Fire Prevention Week and an Open House was held at Fire Headquarters, giving all members of the community the opportunity to visit the firehouse to learn about fire safety and have the occasion to view the equipment and fire apparatus.

In the area of Fire Prevention, the Department continues to provide inspections of all public and private school buildings on a quarterly basis. The Department continues to participate within the School Safety Committee, in conjunction with the Police and School Departments, in an effort to insure the overall safety of both public and private school students within the Town. In an effort to develop pre-fire plan strategies and risk analyses, the on-duty Fire Companies regularly conduct tours of building and construction sites throughout the Town, thus becoming aware of many unanticipated hazards. The Fire Prevention Officer maintains a demanding schedule to enforce and educate the public on all laws and ordinances relative to fire safety; this is accomplished by

conducting inspections, issuing permits and following up on citizen's complaints. The Fire Prevention Officer also reviews plans for new construction and additions, as well as, sprinkler and fire alarm system upgrades. The Fire Prevention Office works closely with other Town agencies, most notably Inspectional Services, the Board of Health and the Planning Board, all in an effort to insure public safety.

In the area of Training, the Department continues to provide in-house comprehensive training to all fire personnel, including recertification in CPR, Automated External Defibrillator (AED) and EPI Pen use. Within the Training Matrix, certain programs and classes are conducted on a recurring basis in the areas of fire extinguishment, hazardous material response, emergency medical service, motor vehicle extrication and technologies, emergency vehicle operator and special operations. All specialized training programs are conducted by the Department's Training Officer and other certified instructors from the Massachusetts Fire Academy (MFA), the Fallon Ambulance Company and other independent training agencies. Technical programs provided on an annual basis include; Rapid Intervention Team (RIT), Save OurSelves (SOS), Hazardous Materials Operational, Advanced Motor Vehicle Extrication and Thermal Imaging Operations. Each of the four working groups within the Department, conduct regular Fire Pump, Aerial and Ground Ladder, Fire Extinguishment and Ice Rescue refresher training throughout the year. All personnel have been trained in accordance with the Homeland Security Presidential Directive (HSPD-5) in the area of Incident Command and are certified to the level of ICS-200. In total, firefighters receive more than one hundred hours of specialized training throughout the year.

The Department's Information Technology (IT) continues to improve with the use of Mobile Data Terminals in each of the emergency response vehicles. These terminals allow First Responders to have the most up to date response information at their disposal as they respond to the scene of an emergency. In conjunction with the Mobile Data Terminals, the information received by the 911-Dispatch Center is automatically transferred to emergency vehicles, which includes all pertinent warnings and alerts. Automatic notification of hazardous chemicals, disabled residents and past history afford Firefighters the advance preparation they need for heightened safety. Site Information and Pre-Planning, Geographic Information System (GIS), street and fire hydrant information and on-line communications with other emergency resources and agencies have all been established in an effort to provide critical information to the responding personnel.

The Fire Department is committed to maintaining all of the Fire Apparatus and equipment with a comprehensive maintenance program, which includes the use of the *Manager Plus* software system. All maintenance is now scheduled and performed to the recommendation of the National Fire Protection Association (NFPA) and / or the specific manufacturer. It is now possible to outline specific scheduling and budget projections for every piece of apparatus and equipment within the Department. This year the Department accepted delivery of a new Ladder Truck. This new truck is an *E-One Metro 100* that has a 100 foot aerial and an electronically controlled ladder pipe nozzle that is capable of delivering 1000 gallons of water per minute.

In the coming year the Department will continue to increase its efforts in Education, Prevention and Suppression. In addition to continuing our efforts in the elementary school classrooms, teaching children about the hazards of fire, we shall offer information and additional programs to the rest of the community throughout the year. Updating the Departments website will enable residents to obtain seasonal fire prevention and educational materials, as well as, forms and permitting information.

An active Firefighter Health and Wellness program continues within the Department, educating all personnel on the health risks that Firefighters face, including coronary heart disease, diabetes, high cholesterol, high blood pressure and injuries due to lifting. An industrial washer and dryer have been installed at Fire Headquarters for the purpose of cleaning firefighter's protective gear, all in an effort to remove hazardous contaminants that firefighters may have been exposed to.

FIRE DEPARTMENT STATISTICS FOR FISCAL YEAR 2016

Emergency Responses

Fire / Explosions	222
Rescue / Medical	2,728
Motor Vehicle Accidents	278
Good Intent Calls	172
Hazardous Materials / Condition	377
Service Calls	182
False / Accidental Fire Alarm	603
Miscellaneous	7
Total Emergency Calls	4,569

Fire Prevention and Training Classes

In Service Fire Company Inspections	
In Service Fire Company Site Pre-Plan Inspections	66
Fire Cause and Origin Investigations	17
Fire Education Visits	32
Hotel Inspections	20
Nursing Home / Assisted Living Inspections	42
Liquor License Inspections	48
Fire Drills	44
Building Plan Review and Site Assessments	302
Smoke / Carbon Monoxide Detector Inspections	515
Oil Truck Inspections	68
Oil Burner and Tank Inspections	60
Training Classes	88
Total Non-Emergency	1382

Total Fire Department Responses and Activities 5,951

I would like to thank the entire community for your continued support of the Dedham Fire Department and most importantly, the Officers and Firefighters of the Dedham Fire Department for your loyalty and support, as well as, your unrelenting commitment of keeping our community safe.

William F. Spillane
 Chief of Department
 Dedham Fire Department

REPORT OF THE DEDHAM POLICE DEPARTMENT

The mission of the Dedham Police Department is to protect and serve the citizens of Dedham through collaboration, preventative programs and the judicious enforcement of the laws of the Commonwealth of Massachusetts and the by-laws of the Town of Dedham.

The support and participation by citizens is a critical element in the effective delivery of police services. The Department is pleased to work with citizens throughout the community on a daily basis to ensure public safety and quality of life.

The Department's 2016 Officer of the Year award was presented to Officer Richard Flint. It is important for the Department to recognize those officers that consistently do more than is expected of them. Self-motivated, professional and dedicated police officers provide immeasurable value to the Department and the citizens of Dedham.

The following personnel changes took place during 2016:

- Sergeant George Neilson retired effective August 23, 2016 after 23 ½ years with the Department.
- Officer John Twomey joined the Department on December 5, 2016.

Part 1 crimes as reported to the Federal Bureau of Investigation for 2016 are as follows:

Murder/Manslaughter	1
Rape	0
Robbery	4
Aggravated Assault	5
Burglary	27
Larceny/Theft	441
Motor Vehicle Theft	36
Arson	0

Department statistics for 2016 include:

6,322 motor vehicle citations were issued;
235 arrests were made;
373 complaint applications were submitted to court system;
23,839 incident records were recorded;
1,006 motor vehicle crashes were documented

On May 5, 2016, the Dedham Police Department was recognized as achieving Certification status with the Massachusetts Police Accreditation Commission (MPAC). Certification status reflects compliance with 159 standards established by the MPAC. These standards reflect best practices for police agencies related to management, administration, operations and support services. This is a significant accomplishment. At the time of this award, there were 85 agencies throughout the State recognized as accredited or Certified by the MPAC with an additional 115 working toward recognition.

CHAPTER VII – SALARIES

DEPARTMENT OF PUBLIC WORKS

<u>Name</u>	<u>Regular</u>	<u>OT</u>	<u>YTD Gross</u>
BAKER, JOSEPH E	\$ 65,268.51	\$ 1,247.92	\$ 66,516.43
BAKER, RICHARD J	\$ 75,257.04	\$ 2,033.12	\$ 77,290.16
BLACK, STEPHEN J	\$ 73,098.56	\$ 7,931.22	\$ 81,029.78
BLACKMON, RAY A	\$ 60,033.88	\$ 4,750.62	\$ 64,784.50
BROWN, ANDREA J	\$ 60,753.59	\$ 218.93	\$ 60,972.52
BUTTERMORE, NATHAN S	\$ 86,546.30		\$ 86,546.30
CAPONE, JAMES P	\$ 78,896.27	\$ 4,897.98	\$ 83,794.25
CLARK, DAVID	\$ 68,938.97	\$ 8,625.63	\$ 77,564.60
CLIFFORD, JEREMY OWEN	\$ 5,089.56		\$ 5,089.56
COMPERCHIO, DONNA	\$ 63,404.96	\$ 908.84	\$ 64,313.80
CURRAN, DANIEL T	\$ 69,164.34	\$ 9,292.85	\$ 78,457.19
DONAHUE, PERRY	\$ 69,694.93	\$ 7,126.65	\$ 76,821.58
DRAHEIM, PETER	\$ 72,283.99	\$ 558.32	\$ 72,842.31
FAY, DANIEL D	\$ 63,364.38	\$ 1,719.92	\$ 65,084.30
FITZHENRY JR, JOHN F	\$ 78,780.34	\$ 12,267.06	\$ 91,047.40
FLANAGAN, JOSEPH M	\$ 122,218.92		\$ 122,218.92
GILLETTE, ROBERT	\$ 67,017.18	\$ 3,774.82	\$ 70,792.00
HAUGH, GEORGE A	\$ 76,541.70	\$ 6,597.32	\$ 83,139.02
LAWRENCE, RONALD	\$ 74,457.90		\$ 74,457.90
MAMMONE, JASON	\$ 108,186.80		\$ 108,186.80
MORSE, PETER J	\$ 63,402.00	\$ 22.74	\$ 63,424.74
MURPHY, JOHN	\$ 69,748.52	\$ 13,601.24	\$ 83,349.76
O'CONNOR, ROSE	\$ 14,258.75		\$ 14,258.75
RAHILLY, MICHAEL JOSEPH	\$ 6,321.28		\$ 6,321.28
RYAN, JOSEPH P	\$ 5,019.84		\$ 5,019.84
SAYEGH, EMAN	\$ 32,757.27		\$ 32,757.27
SCOTT, LEON C.	\$ 39,452.21		\$ 39,452.21
SOUSA, HELIO F	\$ 72,190.72	\$ 8,747.66	\$ 80,938.38
STEWART, MARTIN J	\$ 70,645.06	\$ 3,194.12	\$ 73,839.18
TOBIN, DANIEL E	\$ 81,173.86	\$ 9,526.59	\$ 90,700.45
TORTOLA, ROSEANN	\$ 5,280.00		\$ 5,280.00
WAGNER, JOHN G	\$ 90,678.83	\$ 6,916.40	\$ 97,595.23
WAGNER-JR., JOHN	\$ 71,225.72	\$ 4,969.51	\$ 76,195.23
WALSH, WILLIAM B	\$ 60,263.71	\$ 5,526.86	\$ 65,790.57

POLICE DEPARTMENT

Name	Regular	OT	Details	YTD Gross
BARRETT, JOHN M	\$ 80,245.77	\$ 10,368.62	\$ 31,016.00	\$ 121,630.39
BLAKE, MATTHEW E.	\$ 65,834.75	\$ 6,049.12	\$ 22,996.00	\$ 94,879.87
CADY JR., PAUL M	\$ 86,319.16	\$ 8,271.58	\$ 20,828.00	\$ 115,418.74
CAMERANO, KAREN M	\$ 59,575.63	\$ 265.10		\$ 59,840.73
CAWLEY, RICHARD P	\$ 79,662.60	\$ 9,364.60	\$ 21,994.00	\$ 111,021.20
CHAMBERS, DAVID G	\$ 66,846.37	\$ 7,482.51	\$ 23,451.00	\$ 97,779.88
CHERMESINO, ROBERT A	\$ 62,151.96	\$ 7,950.15	\$ 11,822.00	\$ 81,924.11
COLARUSSO, SAMANTHA	\$ 65,487.79	\$ 5,432.82	\$ 15,396.00	\$ 86,316.61
CONNOLLY, DAVID M	\$ 59,961.11	\$ 5,353.34	\$ 69,510.00	\$ 134,824.45
CRONIN, NEIL	\$ 83,915.46	\$ 6,056.63	\$ 15,816.00	\$ 105,788.09
CRUMP, BRIAN THOMAS	\$ 73,601.82	\$ 9,758.26	\$ 30,405.50	\$ 113,765.58
CRUMP, PAUL J			\$ 32,668.00	\$ 32,668.00
CULLINANE, BRIAN R	\$ 67,267.40	\$ 2,966.66	\$ 26,167.00	\$ 96,401.06
DOHERTY, CATHY A	\$ 77,334.56	\$ 14,143.20	\$ 8,969.00	\$ 100,446.76
DOYLE, MICHAEL T	\$ 80,900.19	\$ 17,296.82	\$ 2,441.00	\$ 100,638.01
DRISCOLL, JAMES P	\$ 86,897.79	\$ 5,344.18	\$ 39,068.00	\$ 131,309.97
DUCHINI, DANIEL J	\$ 76,329.84			\$ 76,329.84
ELLIS, ARTHUR H			\$ 26,304.00	\$ 26,304.00
ELLIS, JOSEPH K.	\$ 71,711.13	\$ 4,340.96	\$ 19,422.00	\$ 95,474.09
ELLIS, KENNETH J.	\$ 69,288.03	\$ 4,085.59	\$ 4,382.00	\$ 77,755.62
EVANS, ARTHUR T			\$ 21,784.00	\$ 21,784.00
FEELEY, JR, MICHAEL R	\$ 69,053.47	\$ 3,309.02	\$ 54,026.00	\$ 126,388.49
FEELEY, STEVEN J	\$ 25,817.05	\$ 322.79		\$ 26,139.84
FLINT, RICHARD A	\$ 63,509.08	\$ 5,301.84	\$ 37,680.00	\$ 106,490.92
GONSKI, DEBORAH L	\$ 66,797.22	\$ 7,361.97	\$ 13,144.00	\$ 87,303.19
GOODE, JAMES E			\$ 26,194.00	\$ 26,194.00
HODGDON, ELIZABETH J	\$ 53,207.03	\$ 41.82		\$ 53,248.85
HOLLAND, MARISSA	\$ 68,265.38	\$ 7,086.88	\$ 25,954.00	\$ 101,306.26
KOZAK, MATTHEW S	\$ 57,146.29	\$ 1,900.30	\$ 30,868.00	\$ 89,914.59
LEMANSKI, JAMES T	\$ 81,436.79	\$ 3,337.62	\$ 16,285.00	\$ 101,059.41
MAHONEY, KEVIN D	\$ 68,642.39	\$ 12,393.39	\$ 13,266.00	\$ 94,301.78
MATTHIES, FREDERICK	\$ 84,273.53	\$ 9,941.54	\$ 46,753.00	\$ 140,968.07
MCCARTHY, RYAN N	\$ 72,398.97	\$ 3,879.48		\$ 76,278.45
MOURIS, CHARLES			\$ 30,720.00	\$ 30,720.00
MUNCHBACH, STEVEN L	\$ 65,713.42	\$ 4,379.34	\$ 70,078.00	\$ 140,170.76
NEILSON JR., GEORGE N	\$ 111,055.85	\$ 4,208.44	\$ 18,364.00	\$ 133,628.29
NIKOLAIDES, JAMES C	\$ 56,001.66	\$ 886.42	\$ 31,150.00	\$ 88,038.08
NOLAN, JOHN E	\$ 64,402.99	\$ 2,429.27	\$ 23,451.00	\$ 90,283.26
O'SULLIVAN, COLLIN	\$ 81,979.80	\$ 5,881.66	\$ 3,148.00	\$ 91,009.46
PANCIOCCO, DANIEL C	\$ 8,189.42			\$ 8,189.42
PAYNE, ROBERT			\$ 62,966.00	\$ 62,966.00
PETERSON, SCOTT W	\$ 80,538.42	\$ 13,265.37	\$ 76,934.00	\$ 170,737.79
PORRO JR., RICHARD A	\$ 85,922.66	\$ 11,186.12	\$ 12,510.00	\$ 109,618.78
PORRO, SCOTT D	\$ 81,251.26	\$ 10,046.32	\$ 31,256.00	\$ 122,553.58
POWER, MICHAEL W	\$ 63,617.12	\$ 981.36	\$ 60,948.00	\$ 125,546.48
PUCCI, MICHAEL	\$ 80,621.08	\$ 7,333.84	\$ 53,039.00	\$ 140,993.92
PUCCI, RONALD C	\$ 72,227.44	\$ 9,126.16	\$ 31,069.50	\$ 112,423.10
QUIGLEY, JAMES J	\$ 40,215.32	\$ 1,578.30	\$ 3,344.00	\$ 45,137.62
RINN, JOHN EDWARD	\$ 58,325.20	\$ 2,467.64	\$ 3,090.00	\$ 63,882.84
SANTANA, ESMAILY	\$ 18,713.91		\$ 6,250.00	\$ 24,963.91
SULLIVAN, DANIEL C	\$ 21,670.84	\$ 4,469.00		\$ 26,139.84
SULLIVAN, JASON P	\$ 66,113.49	\$ 3,448.68	\$ 18,366.00	\$ 87,928.17

TRACY, JAYSON E	\$ 51,223.38	\$ 378.45	\$ 51,601.83
WILDS JR., WILLIAM E	\$ 85,837.98	\$ 4,198.29	\$ 90,036.27

FIRE DEPARTMENT

Name	Regular	OT	YTD Gross
BELTIS, DONALD C	\$ 16,199.96		\$ 16,199.96
BENDER, ALEXANDER M	\$ 58,596.61	\$ 5,348.70	\$ 63,945.31
BERRY, EDWARD	\$ 88,817.28	\$ 8,245.32	\$ 97,062.60
BLANEY, JARED W	\$ 64,071.74	\$ 10,140.18	\$ 74,211.92
BLANEY, JOSHUA M	\$ 57,593.49	\$ 8,879.13	\$ 66,472.62
BONCEK, CHARLES P	\$ 63,243.51	\$ 737.82	\$ 63,981.33
BOWLER, STEPHEN M	\$ 79,145.04	\$ 17,378.60	\$ 96,523.64
BRADBURY, JERROLD M	\$ 69,280.21		\$ 69,280.21
BRADBURY, KEVIN F	\$ 29,122.90		\$ 29,122.90
BURKE, STEVEN E	\$ 68,056.09	\$ 819.36	\$ 68,875.45
CALLAGHAN, JUSTIN M	\$ 55,238.58	\$ 14,180.29	\$ 69,418.87
CHIN, JOHN S	\$ 63,281.99	\$ 13,055.40	\$ 76,337.39
CLARK, CHRISTOPHER J	\$ 64,964.57	\$ 10,256.04	\$ 75,220.61
CUMMINGS, KATHLEEN	\$ 53,422.05		\$ 53,422.05
DEFELICE JR., WAYNE M	\$ 66,735.17	\$ 2,891.52	\$ 69,626.69
DEVINCENT, ROBERT A	\$ 79,121.34	\$ 8,917.60	\$ 88,038.94
DOHERTY, STEPHEN	\$ 67,015.97		\$ 67,015.97
DUGAN, ROBERT F	\$ 64,190.00	\$ 9,267.66	\$ 73,457.66
FINNERAN, JAMES R	\$ 55,718.09		\$ 55,718.09
FONTAINE JR, JOHN W	\$ 104,169.66	\$ 26,736.49	\$ 130,906.15
FOSS, NICHOLAS A	\$ 64,694.73	\$ 1,180.40	\$ 65,875.13
GADON, TIMOTHY K	\$ 59,060.49	\$ 4,901.64	\$ 63,962.13
GEORGILAS, DEMETRIOS A	\$ 62,670.83	\$ 1,740.06	\$ 64,410.89
GLEASON, JOSEPH HENRY	\$ 80,933.46	\$ 13,421.54	\$ 94,355.00
GOODE, JOSEPH D	\$ 43,282.02	\$ 7,300.68	\$ 50,582.70
GREALY, MICHAEL J	\$ 72,906.87	\$ 2,035.68	\$ 74,942.55
HAIRE, MATTHEW D	\$ 52,936.94		\$ 52,936.94
HIBBARD, KEITH W	\$ 61,177.97	\$ 4,033.60	\$ 65,211.57
HOWARD, JOHN E	\$ 87,102.93	\$ 1,277.73	\$ 88,380.66
HUFF, MICHAEL L	\$ 85,245.85	\$ 9,495.57	\$ 94,741.42
HUTCHINSON, BRIAN P	\$ 58,521.79	\$ 9,078.04	\$ 67,599.83
JENKINS, TIMOTHY P	\$ 40,027.80	\$ 8,859.66	\$ 48,887.46
JONES, EDWARD LAWRENCE	\$ 61,627.33	\$ 7,671.72	\$ 69,299.05
KANE, SEAN P	\$ 38,876.81	\$ 9,904.32	\$ 48,781.13
KANELOS, MATTHEW C	\$ 56,135.07	\$ 9,870.52	\$ 66,005.59
KRUG, KENAN J	\$ 86,863.40	\$ 13,639.20	\$ 100,502.60
LESSARD, MICHAEL C	\$ 82,582.12	\$ 13,849.42	\$ 96,431.54
LEVESQUE, ERIC LOUIS	\$ 56,180.81	\$ 5,556.28	\$ 61,737.09
LOCONTE, ROBERT G	\$ 86,844.96		\$ 86,844.96
LOEWEN III, FREDERICK P	\$ 81,908.32	\$ 9,875.08	\$ 91,783.40
LYNCH, STEPHEN J	\$ 95,412.78	\$ 32,630.60	\$ 128,043.38
MACDOUGALL, STEPHEN M	\$ 66,938.27	\$ 4,728.20	\$ 71,666.47
MCELHINNEY JR, WILLIAM J	\$ 87,512.16	\$ 28,047.82	\$ 115,559.98
MCGRAW, BRUCE A	\$ 85,713.56	\$ 9,098.50	\$ 94,812.06
MCLEISH, PAUL E	\$ 41,204.63		\$ 41,204.63
MORRISON, JAMES M	\$ 62,887.29	\$ 3,373.38	\$ 66,260.67

MUNCHBACH, MATTHEW	\$ 65,413.44	\$ 4,223.25	\$ 69,636.69
MURRAY, BRIAN F	\$ 65,215.05	\$ 3,452.40	\$ 68,667.45
NEILAN, JAMES M	\$ 99,068.03	\$ 30,767.46	\$ 129,835.49
O'BRIEN, KEVIN M	\$ 57,197.43	\$ 9,073.57	\$ 66,271.00
PAIGE, MICHAEL R	\$ 70,783.03	\$ 9,024.90	\$ 79,807.93
PIKE JR., KENNETH P	\$ 63,829.23		\$ 63,829.23
RADOSTA, RICHARD P	\$ 109,068.71	\$ 33,165.48	\$ 142,234.19
RAFTERY, STEVEN J	\$ 62,959.33	\$ 570.78	\$ 63,530.11
SAVI, DONALD R	\$ 81,727.81	\$ 12,969.35	\$ 94,697.16
SAYERS, WAYNE J	\$ 69,719.95	\$ 5,093.48	\$ 74,813.43
SCACCIA, RYAN ANTHONY	\$ 63,021.80	\$ 5,259.08	\$ 68,280.88
SHEEHAN, DAVID ANTHONY	\$ 62,861.62	\$ 12,251.18	\$ 75,112.80
SPILLANE, ROBERT S	\$ 63,629.33		\$ 63,629.33
SPILLANE, WILLIAM F	\$ 148,349.76		\$ 148,349.76
STAUNTON, RICHARD P	\$ 83,179.56	\$ 3,670.24	\$ 86,849.80
SULLIVAN, PAUL WILLIAM	\$ 57,094.85	\$ 1,490.72	\$ 58,585.57
SWYERS, THOMAS P	\$ 69,106.83	\$ 2,367.88	\$ 71,474.71
WALSH, WILLIAM M	\$ 83,620.70	\$ 13,315.20	\$ 96,935.90
WHORISKEY, DANIEL	\$ 70,906.13	\$ 11,135.82	\$ 82,041.95

ALL OTHER TOWN DEPARTMENTS

Name	Regular	OT	YTD Gross
AHERN, PAUL C	\$ 6,032.56		\$ 6,032.56
AITKEN, WILLIAM J	\$ 58,421.72		\$ 58,421.72
ALBANI, ADRIENNE T	\$ 54,759.59	\$ 166.36	\$ 54,925.95
ALDERMAN, GAIL A	\$ 27,851.87		\$ 27,851.87
ALLEN, TAMI L	\$ 64,667.75		\$ 64,667.75
ANDERSON, DEBRA J	\$ 63,395.24		\$ 63,395.24
BAKER, NANCY	\$ 105,243.09		\$ 105,243.09
BAZINET, LISA C	\$ 52,644.25	\$ 7,210.46	\$ 59,854.71
BETTUCHI, WALTER F	\$ 58,133.23	\$ 1,173.12	\$ 59,306.35
BLACK, MARK C	\$ 195,729.00	\$ 10,736.47	\$ 206,465.47
BLANEY, ROBERT C	\$ 85,188.06		\$ 85,188.06
BOWLER, LAURA ANN	\$ 39,314.41	\$ 247.28	\$ 39,561.69
BOWSE, DONNA R	\$ 64,729.88	\$ 252.24	\$ 64,982.12
BOYLE, KEITH J	\$ 199,939.13	\$ 9,826.12	\$ 209,765.25
BRIGGS, MACKENZIE	\$ 5,057.64		\$ 5,057.64
BROWN, ELISSA	\$ 36,891.84		\$ 36,891.84
BROWN, MADELINE M	\$ 6,733.29		\$ 6,733.29
BUCKLEY, MICHAEL D	\$ 103,868.90	\$ 10,241.13	\$ 114,110.03
BUTLER, JOHN C	\$ 8,171.74		\$ 8,171.74
BYRD, JASMIN	\$ 6,545.58		\$ 6,545.58
CABRAL, GREGORY M	\$ 62,414.00		\$ 62,414.00
CAMPANELLA, MARISA J	\$ 7,422.28		\$ 7,422.28
CAPONE, GAYLE E	\$ 53,076.80	\$ 2,017.21	\$ 55,094.01
CARDINALE, CATHERINE	\$ 97,930.92		\$ 97,930.92
CAREW, ROBIN ANN	\$ 27,360.30	\$ 1,094.77	\$ 28,455.07
CHAFFEE, TIMOTHY J	\$ 70,079.43	\$ 119.24	\$ 70,198.67
CIMENO, KENNETH R	\$ 97,185.60		\$ 97,185.60
CLEMENTS, JOHN K	\$ 144,681.18	\$ 8,695.52	\$ 153,376.70
COLLERAN, EDWARD F	\$ 12,395.35		\$ 12,395.35

CONCANNON, AMY C	\$ 48,488.77	\$ 2,156.22	\$ 50,644.99
CONCANNON, KEVIN O	\$ 154,401.34	\$ 12,880.35	\$ 167,281.69
CONNELL, LAURA M	\$ 44,339.70	\$ 659.88	\$ 44,999.58
CONNOLLY III, JOHN J	\$ 150,751.48	\$ 13,837.21	\$ 164,588.69
CONWAY, JOAN F	\$ 53,466.07	\$ 163.20	\$ 53,629.27
COUGHLIN, MARIAH L	\$ 14,210.55		\$ 14,210.55
CRAVEN, BARBARA T	\$ 55,477.14	\$ 2,003.11	\$ 57,480.25
CROWLEY, JANICE	\$ 42,848.57	\$ 564.44	\$ 43,413.01
DAVID, EILEEN M	\$ 13,069.27		\$ 13,069.27
DAVIS, JOANN B	\$ 5,119.24		\$ 5,119.24
DEEGAN, DEBORAH A	\$ 59,911.00	\$ 1,232.16	\$ 61,143.16
DELLOIACONO, CARMEN E	\$ 69,563.41	\$ 4,296.40	\$ 73,859.81
DELSIGNORE, MARYJO	\$ 17,887.50		\$ 17,887.50
DENTON, BRIAN C	\$ 7,504.00		\$ 7,504.00
D'ENTREMONT, MICHAEL J	\$ 165,026.53		\$ 165,026.53
DILLON, CATHERINE ELIZABETH	\$ 5,335.03		\$ 5,335.03
DILLON, ELIZABETH	\$ 7,920.88		\$ 7,920.88
DOCKHAM, ELLEN L	\$ 38,670.51	\$ 354.12	\$ 39,024.63
D'OLIMPIO, PAUL F	\$ 63,519.00		\$ 63,519.00
DOWNING, THOMAS R	\$ 10,124.40		\$ 10,124.40
DOYLE, KEVIN D	\$ 57,076.50		\$ 57,076.50
DUKAS, MARIE E	\$ 55,582.21	\$ 450.39	\$ 56,032.60
DURKIN, KIMBERLY A	\$ 61,209.06	\$ 15,458.55	\$ 76,667.61
EDDY, WILLIAM S	\$ 49,256.85	\$ 4,146.30	\$ 53,403.15
ELLIS-JR., KENNETH	\$ 66,293.09	\$ 38,665.75	\$ 104,958.84
ESTRADA, RICARDO A	\$ 9,226.05	\$ 5,073.69	\$ 14,299.74
FADDEN, PAMELA A	\$ 45,974.60		\$ 45,974.60
FEELEY, MICHAEL R	\$ 175,103.90	\$ 7,272.55	\$ 182,376.45
FITZGERALD, FRANCIS D	\$ 73,383.41	\$ 6,186.99	\$ 79,570.40
FITZHENRY, EDWARD D	\$ 53,616.14	\$ 410.04	\$ 54,026.18
FLAHERTY, JAMES C	\$ 16,249.75		\$ 16,249.75
FLANAGAN, LEONTIA A	\$ 74,449.76	\$ 2,107.11	\$ 76,556.87
FLORENTINO, LEA C	\$ 7,112.00		\$ 7,112.00
GAGLIARD, PETER F	\$ 55,911.47	\$ 7,162.86	\$ 63,074.33
GARDNER, JESSICA	\$ 55,140.92	\$ 1,977.65	\$ 57,118.57
GARLICK, RONALD S	\$ 63,705.86	\$ 1,668.21	\$ 65,374.07
GRIER, DOUGLAS M	\$ 8,070.97		\$ 8,070.97
HAGGERTY, JENNIFER A	\$ 7,125.00		\$ 7,125.00
HANTSCHAR, MELANIE	\$ 7,741.85		\$ 7,741.85
HENDERSON, RICHARD LEO	\$ 84,043.36		\$ 84,043.36
HOUSTON, EMMA	\$ 8,193.90		\$ 8,193.90
INGEMI, LISA J	\$ 63,944.28	\$ 765.20	\$ 64,709.48
JOHNSON, CATELYN A	\$ 56,220.40	\$ 181.40	\$ 56,401.80
JOHNSON, FREDERICK W	\$ 71,755.65	\$ 216.72	\$ 71,972.37
JOHNSON, MIRIAM C	\$ 103,993.09		\$ 103,993.09
KALTSUNAS, MITCHELL J	\$ 12,679.37		\$ 12,679.37
KEANE, RICHARD T	\$ 175,207.54	\$ 8,849.67	\$ 184,057.21
KERN, JAMES A.	\$ 184,396.64		\$ 184,396.64
KIESELING III, WALTER H	\$ 56,429.77	\$ 3,005.43	\$ 59,435.20
KOONS, JACQUELINE S	\$ 60,244.00		\$ 60,244.00
LABRECQUE, DOREEN M	\$ 39,458.50		\$ 39,458.50
LACAVA, MELISSA A	\$ 8,465.00		\$ 8,465.00

LEARY, JULIANNE	\$ 46,488.60	\$ 564.40	\$ 47,053.00
LECLAIR, VIRGINIA	\$ 83,188.05		\$ 83,188.05
LEPARDO, JANE T	\$ 107,936.93		\$ 107,936.93
LEVENTHAL, LAURA BETH	\$ 82,938.05		\$ 82,938.05
LYON, ROBERT WILLIAM	\$ 5,563.00		\$ 5,563.00
MACDONALD, ERIN M	\$ 9,554.58		\$ 9,554.58
MACDONALD, MICHELLE	\$ 56,964.81		\$ 56,964.81
MAHER, MICHAEL B.	\$ 63,860.67	\$ 4,438.82	\$ 68,299.49
MALONEY, STEPHEN G	\$ 5,960.37		\$ 5,960.37
MAMMONE, RONALD J	\$ 10,955.12		\$ 10,955.12
MARCHESE, WAYNE J	\$ 64,019.68	\$ 1,839.59	\$ 65,859.27
MATAR, SANDRA	\$ 51,789.11	\$ 3,396.61	\$ 55,185.72
MCCARTHY, CAROL ANN	\$ 59,098.49	\$ 31,562.43	\$ 90,660.92
MCCARTHY, RICHARD J	\$ 91,062.68		\$ 91,062.68
MCDONOUGH, JAMES P	\$ 55,135.06	\$ 2,443.92	\$ 57,578.98
MCMILLAN, FRANCIS X	\$ 158,009.68	\$ 4,198.26	\$ 162,207.94
MCMILLAN, KRISTIN	\$ 45,884.13	\$ 2,003.28	\$ 47,887.41
MCWHIRK JR., ROBERT E	\$ 24,556.12		\$ 24,556.12
MORONEY, AMBER M.C.	\$ 60,563.08	\$ 381.56	\$ 60,944.64
MORSE, KRISTEN	\$ 57,452.25	\$ 3,859.23	\$ 61,311.48
MOY, MEAGHAN E	\$ 5,244.00		\$ 5,244.00
MUCCIACCIO, A P	\$ 12,971.64		\$ 12,971.64
MULKERN, JOYCE K	\$ 6,224.00		\$ 6,224.00
MUNCHBACH, PAUL M	\$ 94,680.12		\$ 94,680.12
MUNCHBACH, SUSAN M	\$ 56,158.71	\$ 1,849.86	\$ 58,008.57
NEDDER JR, ROBERT S	\$ 139,279.96	\$ 7,770.52	\$ 147,050.48
NILAND, ANITA L	\$ 48,232.42	\$ 3,260.53	\$ 51,492.95
O'BRIEN, DAVID	\$ 9,717.35		\$ 9,717.35
O'CONNELL, KAREN MARIE	\$ 31,572.36		\$ 31,572.36
O'NEIL, JENNIFER A	\$ 59,970.97	\$ 4,029.90	\$ 64,000.87
OSEI-MENSAH, ANGELA A	\$ 57,114.15		\$ 57,114.15
PASCHAL, CLIFFORD F	\$ 178,429.01	\$ 6,583.74	\$ 185,012.75
PERRON, ERIN K	\$ 82,938.05		\$ 82,938.05
PODOLSKI, DAVID J	\$ 45,032.63	\$ 1,700.75	\$ 46,733.38
POWER, MARION E	\$ 6,318.04		\$ 6,318.04
PRENTISS, DIANE	\$ 5,640.00		\$ 5,640.00
PROVOST, MICHAEL L.	\$ 64,592.64	\$ 216.72	\$ 64,809.36
RALPH, JR., WILLIAM J	\$ 11,143.64		\$ 11,143.64
REILLY, PATRICIA	\$ 64,465.40		\$ 64,465.40
RENEHAN, MAUREEN	\$ 42,961.05		\$ 42,961.05
RIELLY, MARK M	\$ 55,011.61	\$ 2,297.89	\$ 57,309.50
RILEY, ROBERT F	\$ 7,860.00	\$ 3,419.68	\$ 11,279.68
RIZZO, MARIE T	\$ 17,329.87		\$ 17,329.87
SELLON, SUSAN G	\$ 20,286.00		\$ 20,286.00
SHAW, SHEILA M	\$ 38,652.75		\$ 38,652.75
SHAW, SUSAN TABER	\$ 43,245.76		\$ 43,245.76
SHREWSBURY, ROSEMARIE	\$ 53,162.59		\$ 53,162.59
SISSON, JOHN	\$ 72,526.43		\$ 72,526.43
STALLINGS III, JAMES	\$ 25,296.42	\$ 144.38	\$ 25,440.80
STANLEY, ROBERT	\$ 87,688.06		\$ 87,688.06
STAPLETON, FRANCIS M	\$ 11,110.88		\$ 11,110.88
STARTSEVA, YANA	\$ 10,387.37	\$ 444.13	\$ 10,831.50

SUCIU, ISABELLA	\$ 64,065.40		\$ 64,065.40
SULINSKI, DENNIS R	\$ 91,120.29	\$ 26,636.15	\$ 117,756.44
SULINSKI, MICHAEL R	\$ 8,345.49	\$ 33.82	\$ 8,379.31
SULLIVAN, JAMES M	\$ 73,254.04	\$ 2,014.44	\$ 75,268.48
TERKELSEN, ANDREA L	\$ 135,610.29		\$ 135,610.29
TREACY, JOAN M	\$ 49,557.50		\$ 49,557.50
TRICARICO, MARY ANN	\$ 55,846.23		\$ 55,846.23
VALTON, CHRISTOPHER	\$ 47,664.62	\$ 440.38	\$ 48,105.00
WAISHEK, MICHAEL A	\$ 53,977.50	\$ 1,770.72	\$ 55,748.22
WALSH, ROBERT G	\$ 115,423.75	\$ 7,431.60	\$ 122,855.35
WEBSTER, SUSAN N.	\$ 53,009.19	\$ 6,598.40	\$ 59,607.59
WHITE, DOROTHEA	\$ 18,538.16		\$ 18,538.16
WHITE, TRACEY A	\$ 35,258.41	\$ 2,029.30	\$ 37,287.71
WILCOX, KIRSTIN A	\$ 6,703.42		\$ 6,703.42
WILLEY, DANIEL F	\$ 5,593.00		\$ 5,593.00

ALL SCHOOL DEPARTMENTS

<u>Name</u>	<u>Regular</u>	<u>YTD OT</u>	<u>YTD Gross</u>
AARONSON-KENNEDY, OLIVIA K	\$ 4,085.14	\$ 1,080.00	\$ 5,165.14
ABDALLAH, JAMES ABRAHAM	\$ 59,468.56	\$ 11,775.77	\$ 71,244.33
AHERN, PAUL C	\$ 5,602.00		\$ 5,602.00
ALBERT, NICOLE A	\$ 6,025.70		\$ 6,025.70
AL-JAMMAL, MOHAMMED M	\$ 5,315.83		\$ 5,315.83
ALLEN, SARA K	\$ 55,307.22		\$ 55,307.22
ALTANBOUR, NEDAL	\$ 50,533.96	\$ 771.84	\$ 51,305.80
ALTONE, SARAH E	\$ 59,515.70		\$ 59,515.70
ALVES, JENNIFER M	\$ 80,358.69		\$ 80,358.69
AMATO, ELIZABETH DEON	\$ 71,764.08		\$ 71,764.08
AMENDOLA, CHIARA ALICIA	\$ 63,232.29		\$ 63,232.29
ANDERSON, STEPHANIE A	\$ 73,321.26		\$ 73,321.26
ANDREW, ANDREA BENEVIDES	\$ 84,572.04		\$ 84,572.04
ANDREWS, LARA MARIE	\$ 65,827.05		\$ 65,827.05
ANTONUCCIO, MARIA	\$ 67,529.70		\$ 67,529.70
ARMSTRONG, MEGHAN MARY	\$ 74,224.42		\$ 74,224.42
ARMSTRONG, NORA E	\$ 20,096.10	\$ 3,555.26	\$ 23,651.36
ATKINSON, CHRISTOPHER P	\$ 20,828.49		\$ 20,828.49
ATKINSON, STACEY J	\$ 95,026.51		\$ 95,026.51
AVERY, JOANNE	\$ 30,832.57		\$ 30,832.57
BAIRD, THOMAS K	\$ 21,661.99	\$ 415.52	\$ 22,077.51
BAKIS, CLAUDIA	\$ 15,299.23	\$ 155.00	\$ 15,454.23
BALFOUR, JENNIFER	\$ 85,842.57		\$ 85,842.57
BALL, MEGGIN ELIZABETH	\$ 73,788.87		\$ 73,788.87
BANIOS JR, PHILIP CHARLES	\$ 34,713.85		\$ 34,713.85
BARBUTO, FRANCIS	\$ 12,204.00		\$ 12,204.00
BASQUE, KATHLEEN MARIE	\$ 72,914.88		\$ 72,914.88
BASTABLE, LINDSAY B	\$ 9,468.24		\$ 9,468.24
BAUN III, PHILIP J	\$ 66,783.98		\$ 66,783.98
BEAN, JENNIFER	\$ 37,919.93		\$ 37,919.93
BEAN, JENNIFER A	\$ 15,446.57	\$ 122.90	\$ 15,569.47
BEARFIELD, PATRICIA A	\$ 91,481.34		\$ 91,481.34

BEAUDOIN, ASHLEIGH ROSE	\$ 18,850.49	\$ 3,333.14	\$ 22,183.63
BECKER, JARED	\$ 18,828.75	\$ 1,200.00	\$ 20,028.75
BECKER, MEREDITH A	\$ 79,965.48		\$ 79,965.48
BEGIN, DARYL P	\$ 40,883.56	\$ 8,213.48	\$ 49,097.04
BEGIN, JOAN M	\$ 54,225.46	\$ 5,861.58	\$ 60,087.04
BEGIN, KEITH R	\$ 53,936.90	\$ 6,974.78	\$ 60,911.68
BENNETT, MAURA A	\$ 37,505.21		\$ 37,505.21
BENNETT, SHEILA	\$ 78,135.30		\$ 78,135.30
BERNSTEIN, SHARON	\$ 76,896.58		\$ 76,896.58
BESSETTE, SHEILA MURPHY	\$ 94,877.28		\$ 94,877.28
BHUMRALKAR, CHELSEA D	\$ 12,752.16		\$ 12,752.16
BIGELOW, BRYAN	\$ 10,940.16		\$ 10,940.16
BISBEE, MARK E	\$ 30,744.81	\$ 734.32	\$ 31,479.13
BLANCHETTE, BREANA A	\$ 21,940.20	\$ 1,902.37	\$ 23,842.57
BLOCH, JENNIFER L	\$ 59,946.80		\$ 59,946.80
BOENSEL, SUSAN ANN	\$ 46,198.90		\$ 46,198.90
BOIARDI, MARY K	\$ 25,293.75		\$ 25,293.75
BOLDUC, JEFFREY A	\$ 117,167.72		\$ 117,167.72
BOUDROW, JEANNE M	\$ 49,206.58	\$ 750.00	\$ 49,956.58
BOUDROW, JENNIFER A	\$ 5,095.51	\$ 630.85	\$ 5,726.36
BOVERY, BRIANNA MICHELLE	\$ 46,069.74		\$ 46,069.74
BOWEN, TIMOTHY M	\$ 33,964.64		\$ 33,964.64
BOWLES, SEAN	\$ 54,157.22		\$ 54,157.22
BRADBURY, MARLENE R	\$ 21,318.75		\$ 21,318.75
BRADLEY, CAROLYN M	\$ 62,653.18		\$ 62,653.18
BRADLEY, SAMANTHA	\$ 80,184.83		\$ 80,184.83
BRATHWAITE, DONNA MOORE	\$ 10,696.32	\$ 201.60	\$ 10,897.92
BRISCOE, MAUREEN T	\$ 89,095.06		\$ 89,095.06
BROWN, JENNIFER M	\$ 18,199.84		\$ 18,199.84
BRUNSTROM, BETH-ANN	\$ 75,263.30		\$ 75,263.30
BRYANT, KERRI JEAN DUNNE	\$ 96,787.51		\$ 96,787.51
BURKE, ALISON CHRISTINE	\$ 64,054.75		\$ 64,054.75
BURKE, KATHLEEN MARIE	\$ 57,455.53		\$ 57,455.53
BUTTERS, LAUREN MARIE	\$ 91,514.80		\$ 91,514.80
BYRNE, JUDITH A	\$ 76,197.28		\$ 76,197.28
BYRNE, MARY CHRISTINA	\$ 72,320.68		\$ 72,320.68
CADE, JEANETTE N	\$ 5,793.97		\$ 5,793.97
CALDERONE, TERESA ANN	\$ 18,215.20	\$ 161.12	\$ 18,376.32
CALDWELL, JENNA	\$ 60,835.80		\$ 60,835.80
CALIFANO, MARY ELLEN ELGE	\$ 85,373.23		\$ 85,373.23
CALLAHAN, JENNIFER MARIE	\$ 35,754.07		\$ 35,754.07
CAMPAGNA, JOAN M	\$ 18,903.89	\$ 90.00	\$ 18,993.89
CAMPBELL, NICOLE	\$ 63,613.14		\$ 63,613.14
CANNON, KRISTEN	\$ 95,591.51		\$ 95,591.51
CANTY, MICHELLE F	\$ 95,071.51		\$ 95,071.51
CAREY, DAVID	\$ 92,664.12		\$ 92,664.12
CARLSON, HILARY SHEEHAN	\$ 81,961.90		\$ 81,961.90
CARNEY, MARK O	\$ 101,704.48		\$ 101,704.48
CARR, LAUREN E	\$ 11,420.24		\$ 11,420.24
CARROLL, TESS M	\$ 59,951.13		\$ 59,951.13
CARTEN, KATHLEEN R	\$ 88,987.60		\$ 88,987.60
CARUCCI, CHRISTOPHER M	\$ 82,185.73		\$ 82,185.73

CARUSO, ELISABETH	\$ 75,179.17		\$ 75,179.17
CARUSO, HEATHER	\$ 18,958.72	\$ 1,080.64	\$ 20,039.36
CASALI, CHRISTINE ELIZABETH	\$ 67,994.71		\$ 67,994.71
CASTILLO, LESLIE SUSAN	\$ 76,165.44		\$ 76,165.44
CATINELLA, MARYBETH	\$ 43,504.38		\$ 43,504.38
CAULFIELD, HOLLI H	\$ 117,091.94		\$ 117,091.94
CAWLEY, STACEY ANN	\$ 89,718.18		\$ 89,718.18
CEVALLOS, MERCY	\$ 11,793.25		\$ 11,793.25
CHABOUDY, LISA BETH	\$ 24,178.47	\$ 75.00	\$ 24,253.47
CHAFFEE, KELLY	\$ 10,306.26		\$ 10,306.26
CHRISTOPHER, JULIA C	\$ 56,164.45		\$ 56,164.45
CITRON, DIANE	\$ 61,315.44		\$ 61,315.44
CLARK, JEAN C	\$ 22,749.85	\$ 367.43	\$ 23,117.28
CLEMENT, NANCY J	\$ 42,699.84	\$ 50.00	\$ 42,749.84
COATES, RHONDA J	\$ 82,293.72		\$ 82,293.72
COBB, CLAIRE	\$ 18,706.15	\$ 172.50	\$ 18,878.65
COCCHI, CHRISTY M	\$ 38,190.26	\$ 2,065.38	\$ 40,255.64
COCHRANE, AUBREY	\$ 74,146.41		\$ 74,146.41
COFFEY-MCCORMICK, JOANNE	\$ 13,841.70		\$ 13,841.70
COLTIN, ALEXANDRA CARLA	\$ 70,308.47		\$ 70,308.47
COMEAU, KEITH	\$ 11,589.68		\$ 11,589.68
COMMENDATORE, JOSEPH A	\$ 42,224.19		\$ 42,224.19
CONDON, ELIZABETH	\$ 23,999.96	\$ 1,335.00	\$ 25,334.96
CONNOLLY, STACEY			
O'CALLAGHAN	\$ 85,241.63		\$ 85,241.63
CONROY, JOHN	\$ 5,463.00		\$ 5,463.00
CONROY, SEAN E	\$ 12,372.28	\$ 361.78	\$ 12,734.06
CONSENTINO, GEOVANA	\$ 17,462.90	\$ 105.00	\$ 17,567.90
CONTE, IVA CARMELA	\$ 43,376.72		\$ 43,376.72
CONWAY, KATHLEEN PATRICIA	\$ 22,650.00		\$ 22,650.00
COPPOLA, MICHAEL	\$ 75,699.88		\$ 75,699.88
CORLISS, PATRICK JOSEPH	\$ 22,077.48		\$ 22,077.48
CORNETTA, ERIKA	\$ 55,284.63		\$ 55,284.63
COSTELLO, BERNADETTE F	\$ 83,725.83		\$ 83,725.83
CRISP, ROBERT	\$ 13,556.00		\$ 13,556.00
CRONIN, PATRICIA D	\$ 14,997.84		\$ 14,997.84
CROWLEY, JESSICA NICOLE	\$ 58,103.63		\$ 58,103.63
CUDDY, CHERYL A	\$ 25,538.38	\$ 1,247.07	\$ 26,785.45
CULLEN, VIRGINIA A	\$ 52,000.00		\$ 52,000.00
CUMMINGS, MAI-LINH			
GONZALES	\$ 81,416.90		\$ 81,416.90
CUNNINGHAM, COLLEEN E	\$ 17,240.07		\$ 17,240.07
CURRAN, LINDA A	\$ 23,557.73	\$ 3,661.30	\$ 27,219.03
CURRISTIN, DEIRDRE	\$ 20,049.90	\$ 4,620.11	\$ 24,670.01
CURRIVAN, JENNIFER			
CATHRYN	\$ 66,416.14		\$ 66,416.14
CURTIN, DENISE K	\$ 13,933.58		\$ 13,933.58
CUSHING, DOLORES M	\$ 20,010.18	\$ 153.60	\$ 20,163.78
DANIELS, JEFFERY	\$ 62,715.14		\$ 62,715.14
DARCHE, KATHERINE E	\$ 50,534.71		\$ 50,534.71
DAVIS, SPENCER A.	\$ 23,563.13		\$ 23,563.13
DEARBORN, KATHLEEN ANN	\$ 77,774.42		\$ 77,774.42

DELANEY, DIANE ZAMMTTI	\$ 18,104.49	\$ 107.04	\$ 18,211.53
DELEHANTY, MICHELLE	\$ 71,080.18		\$ 71,080.18
DELENDECK, LINDA	\$ 93,255.17		\$ 93,255.17
DELLELO, THERESA A	\$ 97,482.61		\$ 97,482.61
DELONG, MEGHAN KELLY	\$ 66,554.18		\$ 66,554.18
DEMARCO, JACLYN G	\$ 16,313.06	\$ 668.77	\$ 16,981.83
DEMERS, CAROLYN L	\$ 18,735.16		\$ 18,735.16
DENNEHY, PATRICIA	\$ 6,413.14		\$ 6,413.14
DEROMA, MICHELLE M	\$ 35,859.04	\$ 270.00	\$ 36,129.04
DEROSA, LESLEY	\$ 58,158.99		\$ 58,158.99
DESMOND, ROBERT W	\$ 5,379.23		\$ 5,379.23
DEVEER, DEBORAH	\$ 7,003.00		\$ 7,003.00
DEWAR, MICHAEL A	\$ 97,674.36		\$ 97,674.36
DEWIT, KATIE M	\$ 68,344.68		\$ 68,344.68
DIANTONIO, NICOLE MARIE	\$ 58,005.93		\$ 58,005.93
DILLON, LAURA P	\$ 14,143.34		\$ 14,143.34
DIMARTINO, DONNA MARIE	\$ 17,036.61	\$ 1,823.93	\$ 18,860.54
DINEEN, LINDA	\$ 6,845.04		\$ 6,845.04
DINEEN-SERPIS, HEIDI ANN	\$ 98,747.67		\$ 98,747.67
DISANDRO, MARY B	\$ 39,306.59		\$ 39,306.59
DOHERTY, ANN MARIE	\$ 21,537.22	\$ 369.48	\$ 21,906.70
DOLABANY, ROSE	\$ 14,606.81	\$ 159.60	\$ 14,766.41
DOLAN, AMY M	\$ 56,788.59		\$ 56,788.59
DONAHUE, BRIAN	\$ 57,897.99	\$ 5,519.52	\$ 63,417.51
DONOVAN, CAROL	\$ 19,132.54		\$ 19,132.54
DONOVAN, CAROL A	\$ 6,964.61		\$ 6,964.61
DONOVAN, JOAN M	\$ 18,742.03	\$ 1,871.85	\$ 20,613.88
DOWNEY, SCOTT J	\$ 74,253.48	\$ 21,087.39	\$ 95,340.87
DRISCOLL, JULIE E	\$ 23,197.50	\$ 630.00	\$ 23,827.50
DRUMMY, CATHERINE	\$ 45,179.38	\$ 987.50	\$ 46,166.88
DUBE, ASHLEY	\$ 11,590.32		\$ 11,590.32
DUDLEY, RACHEL E	\$ 100,216.25		\$ 100,216.25
DUNDULIS, SARAH VAUGHN	\$ 59,262.98		\$ 59,262.98
DWYER, TIMOTHY	\$ 96,052.59		\$ 96,052.59
EDGE, HANNAH LEE	\$ 21,490.84	\$ 105.00	\$ 21,595.84
EDWARDS, HOLLAND W	\$ 26,332.58	\$ 200.00	\$ 26,532.58
EGAN, CONNOR M	\$ 6,267.00		\$ 6,267.00
ELSTON, JESSIE P	\$ 16,904.02		\$ 16,904.02
ERWIN, REBECCA A	\$ 57,384.36		\$ 57,384.36
ESTY, JANICE Z.	\$ 10,849.10		\$ 10,849.10
EVANS, THOMAS J	\$ 57,697.97	\$ 10,209.23	\$ 67,907.20
FAGONE, JULIE D	\$ 61,854.73		\$ 61,854.73
FAHY, JULIE CATHERINE	\$ 18,129.96	\$ 2,737.52	\$ 20,867.48
FARES, SANDY	\$ 18,112.90		\$ 18,112.90
FARRELL, CHRISTINE	\$ 84,657.16		\$ 84,657.16
FAY, LAUREN ELIZABETH	\$ 38,072.17	\$ 270.00	\$ 38,342.17
FEELY JR, JOSEPH J	\$ 65,073.43	\$ 7,624.41	\$ 72,697.84
FICARRA, ERIN L	\$ 51,029.91		\$ 51,029.91
FINDLEY, SHANNON CATHERINE	\$ 84,973.44		\$ 84,973.44
FINNERTY, HEATHER LYNN	\$ 86,483.37		\$ 86,483.37
FISH, CHERYL	\$ 19,938.80	\$ 276.88	\$ 20,215.68

FITZGERALD, COLLEEN	\$ 66,019.18		\$ 66,019.18
FITZGERALD, JULIE	\$ 36,296.78		\$ 36,296.78
FITZGERALD, JULIE	\$ 11,866.10		\$ 11,866.10
FITZPATRICK, LAURA	\$ 12,325.00		\$ 12,325.00
FLAHERTY, ALEXANDRA	\$ 8,977.50	\$ 897.75	\$ 9,875.25
FLAHERTY, PATRICIA	\$ 11,449.38		\$ 11,449.38
FLANAGAN, SUSAN ELIZABETH	\$ 82,133.99		\$ 82,133.99
FLYNN, DAVID M	\$ 8,963.00		\$ 8,963.00
FOLEY, JUDITH LYNN	\$ 93,510.03		\$ 93,510.03
FOLEY, MARIE	\$ 21,006.85		\$ 21,006.85
FOLEY, RAYMOND R	\$ 6,845.04		\$ 6,845.04
FOLEY, ROBERT J	\$ 55,127.63	\$ 14,079.59	\$ 69,207.22
FOLLEN, SARA L	\$ 70,517.31		\$ 70,517.31
FONTECCHIO, SUSAN T	\$ 41,588.60		\$ 41,588.60
FORREST, JAMES	\$ 114,301.26		\$ 114,301.26
FRACZEK, MARGO STETSON	\$ 107,585.32		\$ 107,585.32
FRAIOLI, CHRISTOPHER JOHN	\$ 22,982.29		\$ 22,982.29
FRENCH, LESLIE CORRIN	\$ 82,298.39		\$ 82,298.39
GALLAGHER, MARY	\$ 38,589.54		\$ 38,589.54
GARLAND, WENDY ANN	\$ 83,888.69		\$ 83,888.69
GATELY, DEBRA RUTH	\$ 123,225.80		\$ 123,225.80
GATELY, JAMES B	\$ 54,890.36	\$ 7,210.39	\$ 62,100.75
GAUDREAU, KATHY E	\$ 18,245.40		\$ 18,245.40
GEARY, TIMOTHY M	\$ 91,253.81		\$ 91,253.81
GIANNANGELO, KAREN	\$ 18,417.69	\$ 65.00	\$ 18,482.69
GIANOPOULOS, ROSE C	\$ 49,411.18		\$ 49,411.18
GILARDE, DENISE	\$ 20,253.40	\$ 2,787.31	\$ 23,040.71
GILBERT, AMY	\$ 89,998.66		\$ 89,998.66
GILLEY, JESSICA M	\$ 50,607.41		\$ 50,607.41
GILLIS, EILEEN M	\$ 89,145.06		\$ 89,145.06
GLEASON, KATELYN MARIE	\$ 9,910.32		\$ 9,910.32
GLEASON, LYNNEA	\$ 12,138.19		\$ 12,138.19
GLENNON, DEBORAH	\$ 23,171.26		\$ 23,171.26
GOLDBERG-SHEEHY, ELAINE	\$ 81,419.99		\$ 81,419.99
GOLDSTEIN-FRADIN, MAJORIE	\$ 114,236.24		\$ 114,236.24
GORDEN, ARIELLE FARRAH	\$ 72,505.18		\$ 72,505.18
GORMAN, KATHERINE	\$ 20,739.53	\$ 562.50	\$ 21,302.03
GOSS, KAMARA M	\$ 7,622.34		\$ 7,622.34
GOYETTE, ANN MARIE	\$ 12,661.29		\$ 12,661.29
GRACEFFA, HEIDI A	\$ 95,451.51		\$ 95,451.51
GRADY, MARY	\$ 5,140.00		\$ 5,140.00
GRANT, ANN THERESE	\$ 87,890.04		\$ 87,890.04
GREELEY, NANCY JUNE	\$ 15,535.00	\$ 2,970.00	\$ 18,505.00
GRIFFITHS, ERIN M	\$ 6,595.00		\$ 6,595.00
GUIDOBONI, JENNIFER	\$ 42,262.43		\$ 42,262.43
GUIFARRO, ALISON REILLY	\$ 97,618.50		\$ 97,618.50
GUITTARR, JACQUELINE	\$ 16,706.36	\$ 135.00	\$ 16,841.36
GURKIS, CHRISTINE E	\$ 5,602.00		\$ 5,602.00
GUTIERREZ, JULIETTE	\$ 75,016.98		\$ 75,016.98
HA, DANIELLE HOY-WAN	\$ 61,276.50		\$ 61,276.50
HALUSKA, DAVID W	\$ 88,625.39		\$ 88,625.39
HANLEY, MAUREEN	\$ 9,873.90		\$ 9,873.90

HARDEN, AMANDA JEAN	\$ 69,748.05		\$ 69,748.05
HARDEN, CHARLES V	\$ 6,922.50		\$ 6,922.50
HARRINGTON, CAITLIN MARIE	\$ 63,520.44		\$ 63,520.44
HARRINGTON, SHARON A	\$ 19,479.65	\$ 2,287.56	\$ 21,767.21
HASENFUSS, JULIA M	\$ 8,304.00		\$ 8,304.00
HAWKINS, JENNIFER P	\$ 72,845.64		\$ 72,845.64
HEALY, SUSAN	\$ 78,944.14		\$ 78,944.14
HEGARTY, ELIZABETH	\$ 95,769.26		\$ 95,769.26
HELLER, LAUREN M	\$ 21,503.49	\$ 120.00	\$ 21,623.49
HELLMAN, ELIZABETH R	\$ 69,474.18		\$ 69,474.18
HERBST, CHRISTIE L	\$ 68,630.62		\$ 68,630.62
HERRING, DEBORAH L	\$ 15,551.09	\$ 1,529.05	\$ 17,080.14
HIATT, ROSELLE L	\$ 21,369.51	\$ 675.00	\$ 22,044.51
HICKEY, JOHN S	\$ 60,832.93		\$ 60,832.93
HICKS, AMY	\$ 54,647.00		\$ 54,647.00
HILTON, KIRSI	\$ 16,624.49	\$ 480.00	\$ 17,104.49
HITCHINS, JENNIFER H	\$ 47,886.59		\$ 47,886.59
HOFFMAN, SUSAN M	\$ 25,908.45	\$ 216.43	\$ 26,124.88
HOLLORAN, KRISTINE	\$ 96,859.36		\$ 96,859.36
HOLMES, LESTER WHITING	\$ 5,197.11		\$ 5,197.11
HOPKINS, KAYLA MERCEDES	\$ 18,419.78		\$ 18,419.78
HORTON, ATHENA	\$ 6,669.00		\$ 6,669.00
HOSMER, DANIEL J	\$ 73,093.82		\$ 73,093.82
HOYT, STEPHANIE L	\$ 90,679.66		\$ 90,679.66
HUFF, JOSEPH J	\$ 5,602.00		\$ 5,602.00
HUFF, REBECCA CHARLENE	\$ 85,760.74		\$ 85,760.74
HUME, ANDREA MARIE	\$ 95,061.51		\$ 95,061.51
HUNT, APRIL L	\$ 7,784.65	\$ 135.00	\$ 7,919.65
HUNT, JENNIFER J	\$ 67,667.31		\$ 67,667.31
HUTCHINSON, MARGARET M	\$ 23,537.56	\$ 5,888.58	\$ 29,426.14
HUTTON, EMILY BUCHBINDER	\$ 72,828.51		\$ 72,828.51
IM, TINA L	\$ 55,957.66		\$ 55,957.66
JACOBS, PAULA J	\$ 54,999.03		\$ 54,999.03
JARMUSIK, ALISSA BETH	\$ 67,629.98		\$ 67,629.98
JENKINS, KRISTY	\$ 65,500.56		\$ 65,500.56
JENKINS, PAUL F	\$ 61,226.57	\$ 8,385.62	\$ 69,612.19
JOHNSON, ALICE NOELLE	\$ 83,071.89		\$ 83,071.89
JOHNSON, JEANNE E	\$ 71,456.32		\$ 71,456.32
JONES-WRIGHT, ROMONAH S	\$ 8,040.00		\$ 8,040.00
JORDAN, COLLEEN	\$ 89,595.06		\$ 89,595.06
JOVIN, DONNA	\$ 34,891.00	\$ 573.75	\$ 35,464.75
JOYCE, MARY F	\$ 17,161.68		\$ 17,161.68
KALTSUNAS, PETER	\$ 57,820.61	\$ 10,916.90	\$ 68,737.51
KANOPKIN, SUSAN E	\$ 83,635.83		\$ 83,635.83
KANT, LYNETTE A	\$ 77,592.08		\$ 77,592.08
KARAM, SALIMA H	\$ 21,617.97	\$ 3,775.16	\$ 25,393.13
KATZ, ARIEL MINTZER BENDER	\$ 68,067.88		\$ 68,067.88
KAVALTZIS, NANCIA A	\$ 51,274.54		\$ 51,274.54
KAVANAGH, EDWARD	\$ 62,183.11	\$ 14,659.91	\$ 76,843.02
KELLEHER, JEFFREY H	\$ 21,908.87	\$ 293.26	\$ 22,202.13
KELLEHER-BIANCHI, GEORGE	\$ 63,985.46		\$ 63,985.46
KELLEY, ERIN E	\$ 50,354.03		\$ 50,354.03

KELLEY, GAIL M	\$ 87,143.94		\$ 87,143.94
KELLY, BARBARA A	\$ 96,457.61		\$ 96,457.61
KELLY, CYNTHIA	\$ 143,782.54		\$ 143,782.54
KELLY, GERALDINE MARY	\$ 78,114.84		\$ 78,114.84
KENNEY, KATHLEEN N	\$ 43,033.28		\$ 43,033.28
KERRIGAN, CARMEL THERESA	\$ 51,019.33		\$ 51,019.33
KIEFFNER, ALLISON ELIZABETH	\$ 87,850.68		\$ 87,850.68
KIEWLICZ, KATHERINE E	\$ 54,227.21		\$ 54,227.21
KILEY, KEVIN P	\$ 22,783.79	\$ 761.92	\$ 23,545.71
KILLGOAR, JULIE E	\$ 82,565.73		\$ 82,565.73
KING, BARBARA	\$ 11,818.00	\$ 9,510.03	\$ 21,328.03
KING, DANIEL	\$ 83,357.30		\$ 83,357.30
KIRBY, HEATHER	\$ 83,104.91		\$ 83,104.91
KIRBY, KERRI A	\$ 55,739.45		\$ 55,739.45
KOBIERSKI, LINDA	\$ 108,370.28		\$ 108,370.28
KOSAKOWSKI, RAFAL	\$ 44,671.19		\$ 44,671.19
KOSTAS, STEPHANIE E	\$ 18,965.87	\$ 692.88	\$ 19,658.75
KOWALCZYK, DONNA MARIE	\$ 5,261.11		\$ 5,261.11
KUNDY, NANCY J	\$ 19,450.58		\$ 19,450.58
LABOISSONNIERE, AMY	\$ 83,066.06		\$ 83,066.06
LACKNER, KAREN JONES	\$ 30,470.28		\$ 30,470.28
LAFLEUR, ARTHUR F	\$ 18,966.94		\$ 18,966.94
LALLY, JULIANNE	\$ 83,149.71		\$ 83,149.71
LAMBRECHT, CYNTHIA L	\$ 17,193.56	\$ 150.00	\$ 17,343.56
LANDAVERDE, MARIA A	\$ 44,202.00		\$ 44,202.00
LANE, JAMES	\$ 5,602.00		\$ 5,602.00
LANGENHORST, DON G	\$ 129,996.72		\$ 129,996.72
LARSON, ANDREA KATHLEEN	\$ 29,044.79	\$ 330.00	\$ 29,374.79
LATORELLA, JOETTE L	\$ 19,372.05	\$ 800.64	\$ 20,172.69
LATORELLA, STEPHANIE ANN	\$ 20,058.21	\$ 802.37	\$ 20,860.58
LAURINO, CAROL LYNN	\$ 64,230.73		\$ 64,230.73
LAWLOR, ELIZABETH	\$ 47,953.61	\$ 225.00	\$ 48,178.61
LAYNE, SOPHIA DARIA	\$ 21,468.67	\$ 230.00	\$ 21,698.67
LAZDOWSKY, DONALD W	\$ 59,033.92	\$ 2,950.54	\$ 61,984.46
LAZDOWSKY, ROGER	\$ 69,950.08		\$ 69,950.08
LECHAN, ARIANNA F	\$ 65,513.16		\$ 65,513.16
LECLAIR, LISA ANNE	\$ 81,363.73		\$ 81,363.73
LECLAIR, LORRAINE F	\$ 12,058.63	\$ 211.11	\$ 12,269.74
LEITERMANN, KATHLEEN	\$ 13,578.75		\$ 13,578.75
LEONARD, KEVIN M	\$ 30,878.75	\$ 537.50	\$ 31,416.25
LEONE, ELISABET	\$ 82,596.81		\$ 82,596.81
LETOURNEAU, ASHLEY MARIE	\$ 77,779.16		\$ 77,779.16
LUONGO, CHRISTINA M	\$ 21,953.49	\$ 15.00	\$ 21,968.49
LYDON, KEVIN ROBERT	\$ 83,068.24		\$ 83,068.24
LYDON, LAUREN M	\$ 71,058.60		\$ 71,058.60
LYNCH, MARIE B	\$ 83,940.81		\$ 83,940.81
LYONS, SUSAN M	\$ 96,637.16		\$ 96,637.16
MACDONALD, BETTY	\$ 19,120.79		\$ 19,120.79
MACDONALD, ERIN M	\$ 10,590.20	\$ 613.80	\$ 11,204.00
MACDONALD, STEPHEN M	\$ 60,866.45		\$ 60,866.45
MACDONALD, STEVEN	\$ 71,531.97	\$ 18,893.23	\$ 90,425.20

MACDOUGALL, ALLISON JEAN	\$ 82,390.73		\$ 82,390.73
MACKENZIE-SLEEMAN, KAREN	\$ 69,352.81		\$ 69,352.81
MACKIN, MARYANN	\$ 15,521.43		\$ 15,521.43
MACLEAN, MARY N	\$ 80,879.02		\$ 80,879.02
MADDEN, MARIE	\$ 78,774.63		\$ 78,774.63
MAGGIO, MELISSA L	\$ 50,409.03		\$ 50,409.03
MAGNACCA, LISA ANN	\$ 77,196.25		\$ 77,196.25
MAGNAN, MAUREEN LOTHROP	\$ 73,742.72		\$ 73,742.72
MAHONEY, KRISTEN MARIE	\$ 81,750.81		\$ 81,750.81
MAHONEY, MARY	\$ 18,634.49	\$ 273.87	\$ 18,908.36
MALONEY, KATELYN	\$ 47,720.37		\$ 47,720.37
MALOOF, AMY	\$ 46,755.80		\$ 46,755.80
MANCINELLI, JANINE CLAIRE	\$ 65,940.76		\$ 65,940.76
MANCINELLI, LOUIS NICHOLAS	\$ 75,329.17		\$ 75,329.17
MANN, MAUREEN	\$ 84,228.97		\$ 84,228.97
MANUELIAN, CHRISTINA MARIE	\$ 75,018.06		\$ 75,018.06
MAREGNI, KAREN	\$ 95,506.21		\$ 95,506.21
MARGOLIS, CAROL J	\$ 82,867.17		\$ 82,867.17
MARICH, SHARON A	\$ 29,557.52	\$ 945.88	\$ 30,503.40
MARSHALL, ASHA	\$ 33,384.63		\$ 33,384.63
MARTIN, AVA MARIE	\$ 39,915.30		\$ 39,915.30
MARTIN, SARAH ELIZABETH	\$ 29,923.92		\$ 29,923.92
MARTINO, ERIN M	\$ 72,701.72		\$ 72,701.72
MARVEL, EMILY C	\$ 56,489.45		\$ 56,489.45
MASTROIANNI LYDON , AMY	\$ 84,204.24		\$ 84,204.24
MATTHEWS, DANIELLE	\$ 12,869.99	\$ 206.40	\$ 13,076.39
MAYYASI, INGRID	\$ 68,619.32		\$ 68,619.32
MCCABE, BRIAN JOHN	\$ 67,829.81		\$ 67,829.81
MCCALLUM, DAVID J	\$ 76,839.88		\$ 76,839.88
MCCANN, RICHARD DENNIS	\$ 49,662.06	\$ 2,217.74	\$ 51,879.80
MCCARTHY, RONALD HAYDEN	\$ 131,605.70		\$ 131,605.70
MCCLAIN, KATHLEEN	\$ 23,993.44	\$ 1,547.51	\$ 25,540.95
MCDONOUGH, LISA BAKER	\$ 17,467.65		\$ 17,467.65
MCGIBBON, VIRGINIA SCHMITT	\$ 18,321.59	\$ 75.00	\$ 18,396.59
MCGILLICUDDY, CAROLYN	\$ 12,315.73	\$ 90.00	\$ 12,405.73
MCGONAGLE, KATHLEEN	\$ 16,888.09	\$ 315.92	\$ 17,204.01
MCGOWAN, ERIN	\$ 33,557.43		\$ 33,557.43
MCGRANN, CYNTHIA D	\$ 84,286.87		\$ 84,286.87
MCGUIRE, JAY	\$ 76,691.66		\$ 76,691.66
MCGUIRE, LILLIAN	\$ 18,088.45	\$ 1,763.48	\$ 19,851.93
MCLEISH, THOMAS M	\$ 80,121.88		\$ 80,121.88
MCLEOD, POLLY ANN	\$ 81,737.06		\$ 81,737.06
MCMANUS, KRISTIE L	\$ 53,062.14		\$ 53,062.14
MCMURTRY, BRENDA J	\$ 9,671.92	\$ 5,717.49	\$ 15,389.41
MCNAMEE, RACHAEL JAMISON	\$ 76,363.28		\$ 76,363.28
MCNICHOLS, MARIANNE	\$ 13,250.38	\$ 201.60	\$ 13,451.98
MEDEIROS, MICHAEL	\$ 45,252.70		\$ 45,252.70
MEGAN, DANIEL F	\$ 84,250.83		\$ 84,250.83
MEGAN, KATHLEEN MARY	\$ 100,934.67		\$ 100,934.67
MELTZER, JANE	\$ 23,025.72	\$ 1,352.72	\$ 24,378.44
MERCURI, LISA D'AMELIO	\$ 12,469.10		\$ 12,469.10
MERINO, DEBORAH M	\$ 20,789.38	\$ 523.20	\$ 21,312.58

MERRITT, SARAH	\$ 90,794.76		\$ 90,794.76
MITCHELL, KRISTEN LEE	\$ 31,742.20		\$ 31,742.20
MOISE, JESSICA M	\$ 67,822.31		\$ 67,822.31
MOISE, JULIE ANNE	\$ 58,285.93		\$ 58,285.93
MONAGHAN, MICHAEL P	\$ 81,835.73		\$ 81,835.73
MOORE, MAKENZIE B	\$ 5,163.75	\$ 263.25	\$ 5,427.00
MOORE, MELISSA R	\$ 21,045.61	\$ 75.00	\$ 21,120.61
MORONEY, DENISE	\$ 119,059.46		\$ 119,059.46
MORRILL, NANCY C	\$ 83,544.91		\$ 83,544.91
MORRISON, JULIE HOBAN	\$ 95,787.67		\$ 95,787.67
MORTALI, CYNTHIA CROSSLEY	\$ 19,494.06	\$ 350.00	\$ 19,844.06
MORTON, ANDREW	\$ 92,594.25		\$ 92,594.25
MOWLES, LUCILLE V	\$ 15,696.44	\$ 165.00	\$ 15,861.44
MUCCI, STACY A	\$ 87,319.84		\$ 87,319.84
MUCCIACCIO, THOMAS P	\$ 26,913.23		\$ 26,913.23
MULCAHY, STEPHEN F	\$ 22,413.33		\$ 22,413.33
MULDOON, AMY ANN	\$ 114,392.49		\$ 114,392.49
MULKERN, AMY C	\$ 73,928.87		\$ 73,928.87
MULVEY, BETH ANN	\$ 5,197.11		\$ 5,197.11
MURPHY, ANNE C	\$ 75,645.25		\$ 75,645.25
MURPHY, ANNE M	\$ 73,591.72		\$ 73,591.72
MURPHY, HOLLYBETH F	\$ 16,891.05	\$ 194.02	\$ 17,085.07
MURPHY, KEVIN JOSEPH	\$ 21,484.65		\$ 21,484.65
MURRAY, KATIE N	\$ 8,000.08		\$ 8,000.08
MURRAY, PAMELA ANDERSON	\$ 83,429.91		\$ 83,429.91
MURTAGH, CARA	\$ 21,075.61	\$ 495.00	\$ 21,570.61
NADEAU, CHRISTOPHER M.	\$ 82,756.48		\$ 82,756.48
NEILL, PAMELA A	\$ 73,067.80		\$ 73,067.80
NEWELL, ROBERT D	\$ 28,239.52	\$ 2,383.42	\$ 30,622.94
NEWTON, AILEEN BETH	\$ 40,843.66		\$ 40,843.66
NICHOLSON, WILLIAM	\$ 51,711.17		\$ 51,711.17
NICKLEY, JUDITH BUGEAU	\$ 65,879.18		\$ 65,879.18
NIGOHOSIAN, MARTA M	\$ 78,302.60		\$ 78,302.60
NIHILL, HEIDI	\$ 89,189.22		\$ 89,189.22
NILSEN, JEFFREY A	\$ 83,871.25		\$ 83,871.25
NOEL, CAROLYNNE MARIE	\$ 86,317.73		\$ 86,317.73
NOLAN, MARJORIE ANNE	\$ 16,874.65	\$ 786.76	\$ 17,661.41
NOONAN, MARY K	\$ 88,284.76		\$ 88,284.76
NORRMAN, MARK ROY	\$ 80,589.96		\$ 80,589.96
NORTON, JAMES	\$ 56,079.16	\$ 1,423.86	\$ 57,503.02
O'BRIEN, DAVID E.	\$ 8,876.54	\$ 10,300.03	\$ 19,176.57
O'BRIEN, KERRIN A	\$ 89,455.06		\$ 89,455.06
O'CONNELL, ELIZABETH L	\$ 122,000.06		\$ 122,000.06
O'CONNELL, JOHN P	\$ 11,156.90		\$ 11,156.90
O'CONNOR, BRENDAN JOHN	\$ 24,199.42		\$ 24,199.42
O'CONNOR, DAWN MICHELE	\$ 3,824.46	\$ 2,176.92	\$ 6,001.38
O'CONNOR, JANICE SEAGER	\$ 77,195.48		\$ 77,195.48
O'CONNOR, PAUL	\$ 5,602.00		\$ 5,602.00
O'KEEFFEE, ANN M	\$ 3,103.36	\$ 2,045.00	\$ 5,148.36
O'LEARY, BRIDGET MARIE	\$ 70,328.48		\$ 70,328.48
O'LEARY, KATHLEEN D	\$ 17,500.00		\$ 17,500.00
O'LEARY, LAURA GENE	\$ 41,025.30		\$ 41,025.30

O'LEARY-BARLOW, CHRISTINE	\$ 34,445.18		\$ 34,445.18
O'NEILL, BONNIE ANN	\$ 88,356.22		\$ 88,356.22
O'NEILL, KAREN A	\$ 13,285.20	\$ 40.56	\$ 13,325.76
O'NEILL, KELLY A	\$ 55,809.45		\$ 55,809.45
O'SULLIVAN, MAUREEN	\$ 83,554.91		\$ 83,554.91
OVERKO, KEVIN	\$ 9,945.50	\$ 401.25	\$ 10,346.75
PACE, SUSAN	\$ 41,269.19		\$ 41,269.19
PAGNOTTA, SHELLY L	\$ 93,835.00		\$ 93,835.00
PAQUETTE, SARAH E	\$ 12,965.74		\$ 12,965.74
PARIS, EDWARD F	\$ 95,345.10		\$ 95,345.10
PARIS, KAITLYN E	\$ 6,551.39		\$ 6,551.39
PARISI, KATELYN E	\$ 52,520.21		\$ 52,520.21
PATTERSON, ANDREW C	\$ 84,252.18		\$ 84,252.18
PATTS, LAUREN ELISE	\$ 76,414.17		\$ 76,414.17
PEDERSEN, ELIZABETH ANN	\$ 77,445.47		\$ 77,445.47
PELCHAT, ANN L	\$ 14,620.43	\$ 703.24	\$ 15,323.67
PEPIN, SUSAN E	\$ 96,923.17		\$ 96,923.17
PETERSEN, BROOKE S	\$ 56,998.20		\$ 56,998.20
PETTEY, CAROLYN L	\$ 92,470.25		\$ 92,470.25
PHINNEY, AMY E	\$ 13,741.28	\$ 90.00	\$ 13,831.28
PHINNEY, LAURIE J	\$ 19,848.73	\$ 45.00	\$ 19,893.73
PIAZZA, JUDITH A	\$ 98,187.61		\$ 98,187.61
PIERCE, CHRISTIAN SMITH	\$ 76,177.18		\$ 76,177.18
PIMENTEL, SUSAN ELIZABETH	\$ 53,391.07	\$ 11,721.33	\$ 65,112.40
POCH, SANDRA	\$ 11,005.12	\$ 584.89	\$ 11,590.01
PODOLSKI, ANDREW	\$ 104,401.85		\$ 104,401.85
PODOLSKI, ANNE	\$ 83,106.08		\$ 83,106.08
POHLMAN, MARGARET	\$ 14,377.50		\$ 14,377.50
POHLMAN, MARGARET	\$ 33,986.22		\$ 33,986.22
PORTER, AMANDA J	\$ 63,543.98		\$ 63,543.98
POWER, JUDITH KATHERINE	\$ 8,290.85		\$ 8,290.85
POWERS, DANA C	\$ 52,500.91		\$ 52,500.91
PRATA, KRISTIN M	\$ 72,146.10		\$ 72,146.10
PRENDERGAST, DOMINICK P	\$ 5,429.57	\$ 64.00	\$ 5,493.57
PRENTICE, KELLY M	\$ 15,875.32	\$ 1,097.50	\$ 16,972.82
PRIETO, NANCY	\$ 10,472.74		\$ 10,472.74
QUARANTO, KEVIN MICHAEL	\$ 86,930.20		\$ 86,930.20
QUINLAN, WILLIAM J	\$ 57,006.72	\$ 10,105.69	\$ 67,112.41
RACHMANI, GLORIA M	\$ 18,477.63	\$ 302.40	\$ 18,780.03
RADZIKOWSKI, GAIL L	\$ 45,978.14	\$ 2,366.03	\$ 48,344.17
RADZIKOWSKI, PAUL E	\$ 61,003.94	\$ 14,907.76	\$ 75,911.70
RAGHUNATHAN, MRIDULA	\$ 46,755.80		\$ 46,755.80
RANDALL, KIMBERLY	\$ 83,670.38		\$ 83,670.38
RASMUSSEN, JOANNE	\$ 25,204.60		\$ 25,204.60
REAGAN, MARGARET	\$ 41,801.69		\$ 41,801.69
REARDON, MICHELLE ANN	\$ 17,896.99	\$ 96.00	\$ 17,992.99
REDDY, COLLEEN A	\$ 27,799.64	\$ 618.39	\$ 28,418.03
REGONLINSKI, JOSEPH JAMES	\$ 40,854.06		\$ 40,854.06
REYNOLDS, JOSHUA K	\$ 7,814.12		\$ 7,814.12
RIDGWAY, JULIA	\$ 73,549.02		\$ 73,549.02
RIPPIN, SAMUEL A	\$ 129,812.04		\$ 129,812.04
ROBERTS, JULIA ANN	\$ 47,675.37		\$ 47,675.37

ROBINS, JENNIFER C	\$ 72,338.11		\$ 72,338.11
ROCHA, KATE M	\$ 7,385.98	\$ 1,652.77	\$ 9,038.75
ROCHA, PATRICIA T	\$ 64,716.53		\$ 64,716.53
ROCHE, KATHRYN A	\$ 94,308.41		\$ 94,308.41
ROGERS, JANE B	\$ 93,319.98		\$ 93,319.98
ROGERS, SHARON MAIRE	\$ 7,381.21		\$ 7,381.21
ROGERS, THOMAS R	\$ 63,758.83	\$ 4,901.39	\$ 68,660.22
ROSS, ELLIOT T	\$ 12,133.75		\$ 12,133.75
ROUGEAU, MARIA L	\$ 56,939.45		\$ 56,939.45
ROUSE, DANIEL P	\$ 99,704.26		\$ 99,704.26
RUMPP, VICTORIA J	\$ 17,983.00		\$ 17,983.00
RUSSO, JOSEPH S	\$ 75,097.50		\$ 75,097.50
RUTHERFORD, JAMES R	\$ 5,602.00		\$ 5,602.00
RYAN, EILEEN F	\$ 76,664.65		\$ 76,664.65
RYAN, KATHRYN CHARLOTTE	\$ 58,654.22		\$ 58,654.22
SACOCO, MAUREEN F	\$ 13,365.68		\$ 13,365.68
SANCES, PAUL	\$ 19,204.85	\$ 1,257.52	\$ 20,462.37
SANDBORG, VALERIE J	\$ 58,032.50		\$ 58,032.50
SAVERY, LAUREN	\$ 65,188.16		\$ 65,188.16
SAVICKE, MELANIE	\$ 19,174.65		\$ 19,174.65
SAWYER, ELIZABETH A	\$ 95,675.65		\$ 95,675.65
SCARSCIOTTI, CHERYL A	\$ 83,679.91		\$ 83,679.91
SCHAUB, CATHERINE T.L.	\$ 47,865.80		\$ 47,865.80
SCHAUB, SUZANNE MARTHA	\$ 20,517.12	\$ 50.00	\$ 20,567.12
SCHIAVO, JILLIAN R	\$ 80,117.18		\$ 80,117.18
SCHOFIELD, KELLY ANN	\$ 73,615.07		\$ 73,615.07
SCHULTZ, KELLY O'LEARY	\$ 81,835.73		\$ 81,835.73
SCULLY ROSE, SUSAN NORA	\$ 90,924.12		\$ 90,924.12
SERGIO, COURTNEY M	\$ 5,602.00		\$ 5,602.00
SEVIG, LEE	\$ 21,350.47		\$ 21,350.47
SHAH, ALLISON M	\$ 45,217.31		\$ 45,217.31
SHEA, LAUREN ANN	\$ 80,610.86		\$ 80,610.86
SHEVORY, MAURA ELIZABETH	\$ 91,595.55		\$ 91,595.55
SHRUHAN, PAUL G	\$ 23,118.99	\$ 7,828.93	\$ 30,947.92
SIEMINSKI, ELIZABETH	\$ 5,795.00		\$ 5,795.00
SIMMONS, ROSEMARY A	\$ 11,369.24		\$ 11,369.24
SINGAL, JENNIFER S	\$ 70,213.84		\$ 70,213.84
SINGER, MICHELLE ANN	\$ 77,806.16		\$ 77,806.16
SLEEMAN, JOSEPH J	\$ 40,164.00		\$ 40,164.00
SMITH, BARBARA A	\$ 28,341.32	\$ 443.63	\$ 28,784.95
SMITH, BARBARA CHMIEL	\$ 49,586.17		\$ 49,586.17
SOUZA, KRISTIN	\$ 80,975.12		\$ 80,975.12
SPEARS, JOHN M	\$ 63,847.98		\$ 63,847.98
SPIRO, MICHELE A	\$ 89,493.66		\$ 89,493.66
SPRINGER, FREDERICK H	\$ 69,568.65		\$ 69,568.65
STEC, CHRISTINE M	\$ 89,279.10		\$ 89,279.10
STIPO, JACQUELINE M	\$ 62,765.40		\$ 62,765.40
SULLIVAN, CHARLOTTE M	\$ 48,058.14		\$ 48,058.14
SULLIVAN, CHRISTINE	\$ 21,144.84	\$ 1,907.95	\$ 23,052.79
SULLIVAN, CLARE A	\$ 117,398.64		\$ 117,398.64
SULLIVAN, JILLIAN R	\$ 51,072.77		\$ 51,072.77
SULLIVAN, PATRICIA A	\$ 56,014.28		\$ 56,014.28

SULLIVAN, PAUL M	\$ 108,405.12		\$ 108,405.12
SUN, YONGQIN	\$ 119,955.39	\$ 500.00	\$ 120,455.39
SWEENEY, LINDER ELIZABETH	\$ 5,132.63		\$ 5,132.63
TAMBASCIO, BARBARA JEAN	\$ 8,525.40	\$ 259.20	\$ 8,784.60
TAPPLY, SARAH C	\$ 87,347.50		\$ 87,347.50
TARCHARA, JAMES R	\$ 68,526.25	\$ 11,531.67	\$ 80,057.92
TAVALONE, ELIZABETH	\$ 81,013.18		\$ 81,013.18
TAYLOR, JEFFREY EUGENE	\$ 101,221.29		\$ 101,221.29
THEOBALD, MERRILL E	\$ 18,146.36		\$ 18,146.36
TIGLIANIDIS, AMY A	\$ 17,390.56	\$ 601.40	\$ 17,991.96
TIMMONS, KATHLEEN	\$ 48,407.26	\$ 38.54	\$ 48,445.80
TOCHKA, ALEXIS	\$ 11,011.03		\$ 11,011.03
TOOMEY, KENNETH R	\$ 90,982.51		\$ 90,982.51
TORCHIO, MARY A	\$ 27,237.58	\$ 45.00	\$ 27,282.58
TORCOLETTI, GINA M	\$ 47,450.37		\$ 47,450.37
TOWELL, JULIE L	\$ 25,150.86	\$ 1,505.00	\$ 26,655.86
TRACEY, ARLENE J	\$ 85,173.77		\$ 85,173.77
TRAISTER, STEPHEN	\$ 105,030.08		\$ 105,030.08
TUCKER JR., ROBERT ALDEN	\$ 51,750.02		\$ 51,750.02
TURNER, SUSAN GREENE	\$ 17,030.45		\$ 17,030.45
TUROWETZ, JULIANNE J	\$ 22,441.87	\$ 75.00	\$ 22,516.87
TWOMEY, SARAH HAUSMAN	\$ 77,367.72		\$ 77,367.72
UNGER, KRISTIN K	\$ 10,117.50		\$ 10,117.50
UNGER, MEGAN A	\$ 88,043.72		\$ 88,043.72
VAIL, ELIZABETH TINSLEY	\$ 78,425.57		\$ 78,425.57
VARANO, ADRIANA	\$ 15,802.42	\$ 2,925.00	\$ 18,727.42
VERROCCHI, EILEEN P	\$ 21,233.65	\$ 3,226.19	\$ 24,459.84
VICENTE, PAMELA PRITCHARD	\$ 19,785.59	\$ 940.64	\$ 20,726.23
WAGTOWICZ, JENNIFER	\$ 52,387.84		\$ 52,387.84
WAHLBERG, ARLENE	\$ 17,182.37	\$ 105.60	\$ 17,287.97
WALKER, JAMES	\$ 7,804.00		\$ 7,804.00
WALMSLEY, LOUISE	\$ 52,259.67	\$ 18,020.60	\$ 70,280.27
WALSH, ELIZABETH ANNE	\$ 17,561.14	\$ 371.88	\$ 17,933.02
WALSH, LISA STANTON	\$ 70,880.38		\$ 70,880.38
WALSH, MEGHAN M	\$ 89,202.65		\$ 89,202.65
WARD, DOREEN	\$ 85,062.41		\$ 85,062.41
WARDLE, OLIVIA E	\$ 7,267.53	\$ 105.00	\$ 7,372.53
WARREN, GARY	\$ 5,602.00		\$ 5,602.00
WARREN, JULIA	\$ 54,290.66		\$ 54,290.66
WARSHOFSKY, CHERYL H	\$ 9,069.33		\$ 9,069.33
WATSON, MARY L	\$ 23,134.76	\$ 92.64	\$ 23,227.40
WAUGH, MICHELLE GWEN	\$ 70,197.54		\$ 70,197.54
WEIDENAAR, SHARON	\$ 65,148.08		\$ 65,148.08
WELCH, KELLY M	\$ 92,621.49		\$ 92,621.49
WELCH, MICHAEL J	\$ 174,041.98		\$ 174,041.98
WESCHROB, WILLIAM STEVEN	\$ 98,192.90		\$ 98,192.90
WHITCOMB, KATHLEEN	\$ 72,856.72		\$ 72,856.72
WHITE, ELIZABETH R	\$ 89,493.66		\$ 89,493.66
WHITE, TRACEY	\$ 11,921.36		\$ 11,921.36
WILDS, MARGARET M	\$ 84,104.89		\$ 84,104.89
WILLIAMS, ALLISON M	\$ 19,701.60	\$ 30.00	\$ 19,731.60
YANKEE, KRISTY T	\$ 105,254.96		\$ 105,254.96

YAO, LOK-TIN V	\$ 5,602.00		\$ 5,602.00
YOUNG, BRIANA	\$ 47,665.37		\$ 47,665.37
YOUNG, MARY ALICE	\$ 68,910.53		\$ 68,910.53
ZAFERACOPOULOS, DEIRDRE	\$ 5,317.91	\$ 65.08	\$ 5,382.99
ZAHKA, ALEXANDRA M	\$ 60,323.09		\$ 60,323.09
ZAMBITO, MELISSA M	\$ 66,832.62		\$ 66,832.62
ZARTHAR, JOSEPH B	\$ 44,863.33	\$ 1,238.09	\$ 46,101.42
ZARTHAR, RENEE M	\$ 57,789.11	\$ 12,210.17	\$ 69,999.28
ZENKO, BLERTA	\$ 12,062.50	\$ 75.00	\$ 12,137.50
ZEOGAS, THERESA MARIE	\$ 8,382.75		\$ 8,382.75
ZIMBARDO, GABRIELLE C	\$ 52,169.53		\$ 52,169.53
ZIMMER, SARA J	\$ 41,401.88		\$ 41,401.88

PAST BOARD OF SELECTMEN CHAIRMEN

2016 – 2017	Dennis J. Guilfoyle	1964 – 1965	Francis W. O'Brien
2015 – 2016	Michael L. Butler	1963 – 1964	William P. Browne
2014 – 2015	James A. MacDonald	1962 – 1963	William P. Browne
2013 – 2014	Michael L. Butler	1961 – 1962	William P. Browne
2012 – 2013	Carmen E. Dello Iacono	1960 – 1961	William P. Browne
2011 – 2012	James A. MacDonald	1959 – 1960	Arthur L. Lee
2010 – 2011	Sarah E. MacDonald	1958 – 1959	Arthur L. Lee
2009 – 2010	Michael L. Butler	1957 – 1958	Jeremiah F. Bullock
2008 – 2009	James A. MacDonald	1956 – 1957	Jeremiah F. Bullock
2007 – 2008	Carmen E. Dello Iacono	1955 – 1956	William P. Browne
2006 – 2007	Marie-Louise Kehoe	1954 – 1955	William P. Browne
2005 – 2006	Thomas R. Polito, Jr.	1953 – 1954	William P. Browne
2004 – 2005	James A. MacDonald	1952 – 1953	Walter A. White, Jr.
2003 – 2004	Marie-Louise Kehoe	1951 – 1952	Edward J. Keelan
2002 – 2003	Paul M. Munchbach	1950 – 1951	Edward J. Keelan
2001 – 2002	Thomas R. Polito, Jr.	1949 – 1950	John J. Kiely
2000 – 2001	James A. MacDonald	1948 – 1949	William P. Browne
1999 – 2000	Robert K. Coughlin	1947 – 1948	William P. Browne
1998 – 1999	Stephen P. Rahavy	1946 – 1947	John J. Smith
1998 – 1997	Marie-Louise Kehoe	1945 – 1946	Vernon B. Hitchins
1996 – 1997	James A. MacDonald	1944 – 1945	Thomas Lilly
1995 – 1996	Stephen P. Rahavy	1943 – 1944	Thomas Lilly
1994 – 1995	Stephen P. Rahavy	1942 – 1943	Thomas Lilly
1993 – 1994	Anthony V. Taurasi, Jr.	1941 – 1942	Thomas Lilly
1992 – 1993	Robert F. Chaffee, Jr.	1940 – 1941	Charles A. Crowley
1991 – 1992	Frank J. Geishecker	1939 – 1940	Charles A. Crowley
1990 – 1991	Anthony V. Taurasi, Jr.	1938 – 1939	Andrew G. Geishecker
1989 – 1990	Marie-Louise Kehoe	1937 – 1938	Andrew G. Geishecker
1988 – 1989	Robert F. Chaffee, Jr.	1936 – 1937	Thomas T. Doggett, Jr.
1987 – 1988	Anthony V. Taurasi, Jr.	1935 – 1936	John J. Shea
1986 – 1987	Robert F. Chaffee, Jr.	1934 – 1935	Herbert E. Hertig
1985 – 1986	Richard C. Nota	1933 – 1934	John J. Shea
1984 – 1985	Anthony V. Taurasi, Jr.	1932 – 1933	John J. Shea
1983 – 1984	Marie-Louise Kehoe	1931 – 1932	Herbert Schortmann
1982 – 1983	Marilyn Morris	1930 – 1931	Herbert Schortmann
1981 – 1982	Paul P. Coughlin	1929 – 1930	Daniel R. Beckford, Jr.
1980 – 1981	Marie-Louise Kehoe	1928 – 1929	Daniel R. Beckford, Jr.
1979 – 1980	Charles M. McGowan	1927 – 1928	Daniel R. Beckford, Jr.
1978 – 1979	Edward H. Larkin	1926 – 1927	John K. Burgess
1977 – 1978	Gerard J. Mazzola	1925 – 1926	John K. Burgess
1976 – 1977	Marilyn Morris	1924 – 1925	John K. Burgess
1975 – 1976	Francis W. O'Brien	1923 – 1924	John K. Burgess
1974 – 1975	Helen M. Carney	1922 – 1923	John K. Burgess
1973 – 1974	George A. Coles	1921 – 1922	William M. Browne
1972 – 1973	Francis W. O'Brien	1920 – 1921	John W. Withington
1971 – 1972	John W. Kunhardt	1919 – 1920	John W. Withington
1970 – 1971	Charles M. McGowan		
1969 – 1970	Charles M. McGowan		
1968 – 1969	Francis W. O'Brien		
1967 – 1968	Charles M. McGowan		
1966 – 1967	Francis W. O'Brien		
1965 – 1966	Francis W. O'Brien		

