

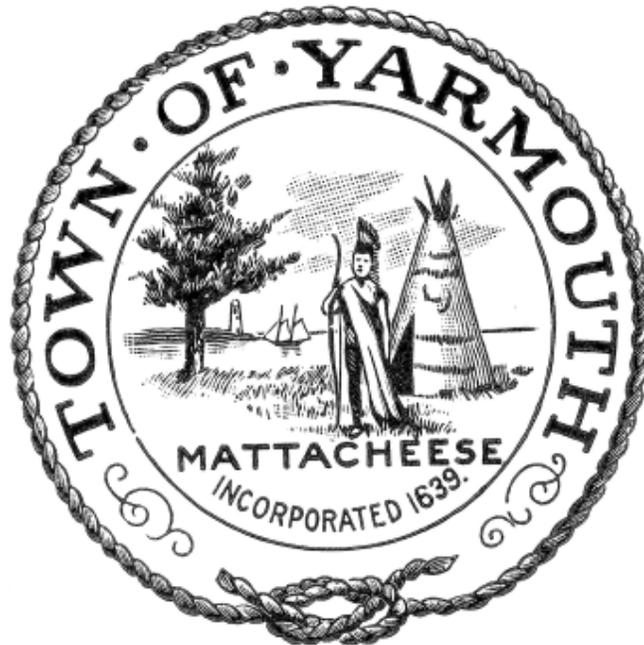
TOWN OF YARMOUTH 2018 ANNUAL REPORT



DEDICATED TO

SERGEANT SEAN McNAMEE GANNON

AUGUST 22, 1985—APRIL 12, 2018



ACKNOWLEDGEMENTS

Thank you to the Yarmouth Police Department for the front and back cover photos of Sergeant Sean Gannon's Funeral Procession.

Thank you to the Town Boards and Departments for submitting reports for inclusion in this Annual Report

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**IN MEMORIAM
2018**

Joseph Cotell	Dennis-Yarmouth Custodian
Charlie Eager	Selectman
Fred Flanagan	Water Department
Sean McNamee Gannon	Police Sergeant
Bruce Maranda	Teacher
Stephen Peterson	Police Dispatcher
Robert Shallow	Retired Police Lieutenant
Ruth Sherman	Arts Council Member
William Smith	Firefighter
Dana Whittemore	Retired Fire Chief



K9 Sergeant Sean McNamee Gannon

8.22.85 – 4.12.18

2018 will be remembered as the year that we lost Sergeant Sean M. Gannon.

Born August 22nd, 1985 in New Bedford, Massachusetts, Sean Gannon graduated from All Saints Elementary School in 1999, and Bishop Stang High School in North Dartmouth in 2003. He attended Westfield State University and graduated with honors in 2007 with a Bachelor of Science in Criminal Justice. Sean continued his education, earning a Master's Degree, with honors, in Emergency Management in 2011 from Massachusetts Maritime Academy. Following his formal education, he completed the Massachusetts Bay Transit Authority Municipal Police Academy.

Sean's internships included service with the Nantucket Police Department and the Westfield Police Department. He also earned certifications as an Emergency Medical Technician and Life Saving Instructor.

He began his law enforcement career at Stonehill College in 2007 as a member of the Campus Police Force before joining the Yarmouth Police Department in 2010.

Sean was deeply intuitive, inspiring others to be their best self and he loved spending time with his family and friends. Whatever Sean did, he gave 100% of himself.

Sean leaves his wife, Dara (Bryan), his parents, Patrick and Denise, his siblings, Timothy and his fiancée Mary, Martha and her husband Derrick, his in-laws Kathy and Dean Bryan, and their son Ross, his ‘Little Brother’ Riley and his mother Nicole, along with many loving relatives and friends.

Sean was beloved by all and was a symbol of all that is good in people. He was a great friend, husband, son, brother, and co-worker. Sean was smart, professional, polite, and caring. He was very handsome and spoke in a deep clear voice with a maturity far beyond his years. Sean was “Presidential.” The biggest statement that defines him and the type of a person he was is that he was a “Big Brother” to 12 year old Rylee of West Yarmouth for three years. With all the responsibilities of his job and family, Sean found time to mentor Rylee and provide him with a great role model. What makes it even more special is that Sean told very few about his involvement with Big Brothers Big Sisters of Cape Cod and the Islands.



Even his closest friends did not know Sean’s extensive involvement with Rylee. During Sean’s Sergeant Interview, at time when you sell yourself, he did not mention his involvement with Big Brothers.

On the afternoon of April 12th 2018, while assisting the Barnstable and State Police in searching for long time criminal, Thomas Latanowitch, at 109 Blueberry Lane in Marstons Mills, Sergeant Gannon and K9 Nero were making one last check of the attic area of the home when a shot rang out. The .380 caliber bullet entered Sergeant Gannon’s head, killing him instantly. Another shot struck Sean’s beloved partner, K9 Nero, in the face.

Proactive Anti-Crime Officers Christopher Van Ness and Sean Geary, who were by his side at that moment, immediately removed Sergeant Gannon from the attic while under duress and not knowing where the shots came from. He was rushed by Ambulance to Cape Cod Hospital where the emergency room staff did everything they could but he could not be saved. Despite the valiant efforts of Officer Van Ness, Officer Geary, Barnstable Police Officers Joe Cairns, Officer Michael Lima, Lieutenant Michael Clark, the Centerville, Osterville, Marstons Mills Fire Department personnel, and Cape Cod Hospital personnel, Sean succumbed to his injuries.

The scene in the emergency room was one of chaos, shock, and sadness for all that were there. Police Officers and Staff from Yarmouth PD arrived in great numbers. Chiefs from other departments arrived and played key roles in calming the situation. Notifications to Dara Gannon and her parents were made as other involved officers were arriving at the emergency room for treatment. Patrick and Denise Gannon had to be located in Florida to be given the notification via phone. Officers from Dennis, Barnstable and other area police departments relieved

Yarmouth Officers of their duties for the next six days. The sadness and unwanted journey had only just begun.

At the same time, the Cape Cod Regional Special Weapons and Tactics (SWAT) Team spent three hours at residence at 109 Blueberry Lane where they apprehended Latanowich. After he was taken into custody, the SWAT Team searched the house and discovered K9 Nero in the attic



suffering from a bullet wound that travelled through his face, in and out of his trachea, his esophagus, and lodged in his shoulder. Nero had remained wounded in the attic for three hours until the suspect was captured. Once Nero was located, he was immediately taken to Cape Cod Veterinary Specialists where he underwent emergency surgery and was willed back to life by the constant, tireless care of their staff and dedicated K9 Officers from across the region.

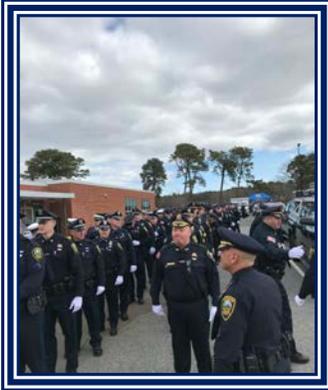
Retired Yarmouth Police Department K9 Officer Peter McClelland, who raised Nero as a pup, spent months bringing Nero back to health. In August, Nero was retired and given to Sean's wife Dara who will care for him for the rest of his life.

The days that followed were intense. Yarmouth and Cape Cod have never experienced an Officer being murdered. The outpouring from the Yarmouth community was overwhelming. The Town seemed to be painted in blue. A community came together to help honor Sean and shoulder the pain for Sean's family as well as the department.

Sean's cruiser, J7, was draped with mourning bunting and placed in front of the Yarmouth Police Headquarters. Over the next few days, thousands of emotional people of all ages and backgrounds visited Sean's cruiser to pay respects and offer support. This was a powerful sight to witness and comprehend.

On the night of April 13th, there was a candle light vigil held at Yarmouth Police Headquarters. On this cold night there were more than 2,500 people who attended, including Sean's family. The Boston Police Gaelic Column played at two points during the vigil. Selectman Tracy Post, State Representative Timothy Whelan, State Senator Julian Cyr, and U.S. Congressman William Keating offered words of condolence. Yarmouth Police Chief Frederickson gave an emotional speech that included the firm demand for politicians to improve officer safety and ended with reading the Beatles' song lyrics to "Let It Be" to encourage healing.

Over the next month, Yarmouth Police Headquarters was flooded with food, flowers, and gifts. A temporary refrigerator was brought in to preserve the food. Family members and friends took over the Yarmouth Police Training room and quickly made ribbons and bows that would be hung throughout the Town.



During the next few days, the Massachusetts State Police and Emergency 911 Dispatchers from local area departments provided continuous 24 hour coverage and response to calls for service. Additionally, the Yarmouth Fire Department helped in many ways and their assistance was much appreciated.

On the morning of Saturday, April 14th, Police, Fire, and community members from across Cape Cod and beyond came together to begin planning Sean's wake and funeral and how to organize the more than 5,000 expected Police Officers who would be attending. Massachusetts State Police Sergeant Byron Rizos volunteered to direct the planning and operation. The work that was done was complicated. The cooperation and professionalism of all those helping was impressive. Sergeant Rizos made it seem uncomplicated.

Sean was never left alone by his brother and sister officers. Two Yarmouth Officers shared the honor of being by Sean's side 24 hours a day, from the moment he died until he was buried six days later. He rested under the guard of his fellow Police Officers at Done Beal and Ames Funeral home in Hyannis until he was ceremoniously moved for the Wake at St. Pius X Church in South Yarmouth. Sean's American flag draped casket was carried from the funeral home to the awaiting hearse by six uniformed pallbearers who were closest friends. The seven mile procession to St. Pius X Church began and was led by the Cape Cod Regional Law Enforcement Council Motorcycle Unit. A Police vehicle from each Cape Cod Police Department followed the family motorcade and Yarmouth Police personnel. Starting at the funeral home, thousands of people lined the route. Most were wearing blue.



Blue and black ribbons seemed to be affixed to every sign and utility pole. Merchants customized their signs in honor. When the procession neared Cape Cod Hospital on South Street in Hyannis, hundreds of hospital staff were waiting. The procession travelled the length of Route 28 in Yarmouth and there was what seemed to be a human chain of mourners on each side of the road. The ride was slow and the crowd seemed mute. Sadness and respect was evident and was clearly emanating from those who were present. Outside, St. Pius Church was crowded with bystanders and Police Officers. Once there, the pallbearers did their duty and carried Sean into the church. Two Yarmouth Officers awaited Sean and stood guard on him when he was at his resting point. Yarmouth Officers were transported to the staging area at Dennis-Yarmouth (D-Y) Regional High School where there was a mass of over 5,000 Police Officers and Firefighters. This was something that had never been seen on Cape Cod. Sergeant Sean Gannon was the first Police Officer to be murdered in the history of Cape Cod.

Yarmouth Officers led the procession from there to the church on foot and were guided by the Boston Police Gaelic Column who played a solemn, sobering but spiritual marching song. Yarmouth Officers began to walk through the church and remained there until the more than 5,000 Officers and Firefighters respectfully walked by Sean.

They came from all over the United States and Canada. Chief Frederickson greeted every one of them as they entered the church. The uniforms covered every spectrum as did the diversity of the individuals, but they all came for one reason. They came to honor a Police Officer who gave his life to protect others. Everyone would do the same and knows that one day it could be them. The Massachusetts State Police seemed to have their entire department helping with organizing the event; as well as Police Chiefs from across Cape Cod and beyond who made great contributions to the services.

It was quite a sight to see a Royal Canadian Mounted Police Officer in his Full Dress Uniform assisting with traffic near D-Y High School.



Once the Police Officers completed the walk through, hundreds of citizens from all walks of life came to the church and paid their respects. The Gannon family did their best to greet the mourners, however, the long day of grief caused them to exit after four hours. When they were gone, people continued to come and the church stayed open until they all had their chance to pay respects.

The next morning, all Yarmouth Police Officers, Emergency 911 Dispatchers, and Civilian Staff members assembled at Yarmouth Police Headquarters with their families. It was then that it was announced that Sean was posthumously promoted to the rank of Sergeant. Those in attendance let out a loud cheer that was mixed with tears.

A short time later, they all boarded three buses. The area around Yarmouth Police Headquarters and Higgins Crowell Road was mobbed with 400 Police K9 Units and a mass of Police Honor and Color Guards from across the country who were assembling to honor Sean.

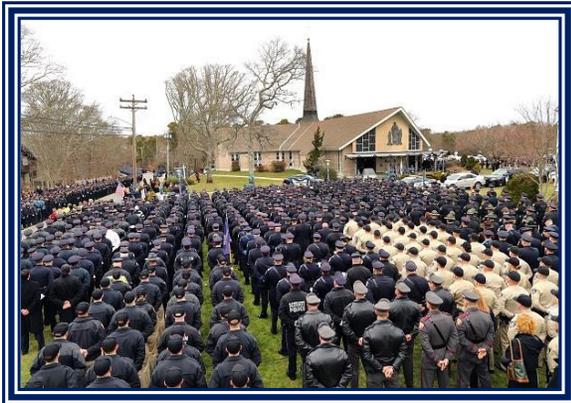


The buses proceeded to St. Pius X Church. Once there, the family members were brought to the church. The Officers were taken to the staging area at D-Y High School where there were even more uniformed Officers and Firefighters assembled. It was a “sea of blue.” For the second day Yarmouth Police Officers led the solemn but proud procession which was again guided by the Boston Police Gaelic Column of Pipes and Drums. The sight of thousands of Police Officers and Firefighters marching together as a sign of unity and respect was powerful.

Yarmouth Officers were led into the church single file and seated to the left. Select Officers, Chiefs, and other law enforcement personnel were allowed into the crowded church while the

more than five thousand others surrounded the church's exterior as well as Station Avenue as they stood tall and united during the service.

Dignitaries such as the Board of Selectman, Town Administrator Dan Knapik, Governor Charles Baker and Lieutenant Governor Karyn Polito, and others were in attendance. An unforgettable, impressive sight were the nearly 40 priests, all dressed in elegant white robes and seated to the right of the altar. Each seat was filled as well as any available standing room.



Father Paul Caron, Pastor of St. Pius X, conducted the Mass. Father Caron had a personal connection with Sean. He knew him and the entire Gannon family for decades. The Mass was beautifully performed with an amazing selection of songs chosen by the Gannon family. Father Caron gave an emotional and personal eulogy. While the Mass was going on, the Boston Police Gaelic Column of Pipes and Drums could be heard outside in the distance. The pipes and drums together with orders occasionally being

shouted added an element of deep support and honor.

As the Mass ended, the Gannon family said their final goodbyes to their wonderful son, Sean, before he was taken to his final resting place at Chandler Grey Cemetery in West Yarmouth; located just across from Yarmouth Police Department Headquarters. Their pain, sorrow, and vulnerability could not be masked. They were led to awaiting limousines surrounded by a formation of priests and thousands of men and women in uniform. With stoic dignity and care, the pallbearers guided Sean into the hearse. The Gannon family entered their limousines and the Yarmouth Police Officers, with their families, boarded the buses. The Cape Cod Regional Law Enforcement Council Motorcycle Unit led the procession past the huge assembled respectful crowd. The procession continued to Route 28 at Four Corners and traveled West to Higgins

Crowell Road. Along the entire route were people of all ages; many wearing blue. The sadness of Sean's loss could not be hidden from their faces. Groups of school children were saluting and holding signs. Blue line flags were numerous. Utility trucks from several companies parked together and their personnel stood and saluted.



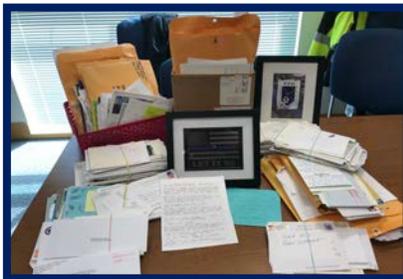
As the procession approached Higgins Crowell Road, there were hundreds of Police Motorcycle Officers lining both sides of the road. Once the procession turned onto Higgins Crowell Road, they immediately came upon over 400 Police K9 Officers and their four legged partners lining the entire West side of Higgins Crowell Road. No one has ever seen such an assemblage of Police K9's. The motorcade then turned onto Chandler Grey Road and headed toward the cemetery. Lined on both sides of the road were countless Police Honor and Color Guards, standing shoulder to shoulder, with their dress uniforms and flags posted high and waving in the wind.



The Gannon family along with the buses carrying Yarmouth Police personnel arrived at the grave site and were positioned for the final service. When the final words were spoken, Chief Frederickson, on one knee, presented Sean's wife, Dara, with a folded American flag in honor of Sean's service. Deputy Chief Xiarhos followed by presenting another folded American flag to Sean's parents, Denise and Patrick. All members of the Yarmouth Police Department then ceremoniously passed by Sean's casket, saluted, and placed their white gloves on top of the casket to be buried along with Sean for eternity. The Officers then stood in single file and Chief Frederickson along with Deputy Chief Xiarhos gave each Officer a hug. Once the burial service concluded, all family members and attendees were escorted to their vehicles and departed.

A coalition took place at the Yarmouth House Restaurant for Family, Department members, and invitees. It was a time to be together in an environment that allowed sharing emotions and, somehow, help begin healing from this tragedy that was just experienced that will never go away.

Through all of this, the Department received thousands of cards and letters from all over the country and beyond. Donations of all sizes came through for months, most of which were processed by the Yarmouth Police Foundation. Many other thoughtful gifts such as quilts, paintings, plaques, signs, and food just kept coming.



The investigations at 109 Blueberry Lane in Marstons Mills continued for days. The Massachusetts State Police, Barnstable Police, and state, federal, and local Law Enforcement agencies completed the most exhaustive searches that anyone could remember as they searched for the firearm used, and other evidence. Parts of the house had to be dismantled in order to find the firearm and other evidence which was ultimately recovered.

The prosecution and hopeful conviction of Latanowich will not be completed until 2020 but the Gannon's pain will NEVER go away. The pain to the men and women of the Yarmouth Police Department will NEVER go away. For all those who knew Sean professionally and personally, their pain will NEVER go away.

In spite of this senseless tragedy, we must carry on. It is hoped that this scene will never be repeated, however, the brave work of the men and women of Law Enforcement is inherently dangerous and susceptible to this type of tragedy.

Throughout our lives, we will hear amazing, positive stories on how Sean touched someone's life and that will make us smile. It will be up to all of us together to carry on Sean's legacy and use his death to improve the safety of citizens and Police Officers alike.

Yarmouth Police Sergeant Sean McNamee Gannon will never be forgotten.

TABLE OF CONTENTS

ADMINISTRATION	
Board of Selectmen	2
Licensing	8
Gifts Accepted by the Selectmen	9
Finance Committee	12
Capital Budget Committee	13
Town Administrator	14
Human Resources	15
Elected Officials, Employees and Committees	16
Town Administrative Organization Chart	26
TOWN RECORDS	
Town Clerk Annual Report and Board of Registrars	28
Births, Marriages, Deaths	29
Annual Town Meeting, May 5, 2018	30
Annual Town Election, May 15, 2018	74
State Election, November 6, 2018	76
State Primary Election (Democrat)	80
State Primary Election (Republican)	83
Old King’s Highway Annual Meeting	86
Special Election, December 4, 2018	87
COMMUNITY DEVELOPMENT	
Board of Appeals	89
Department of Community Development	90
Planning Board	92
Affordable Housing Trust	93
Community and Economic Development Committee	95
Drive In Site Utilization Committee	97
Community Housing Committee	99
Community Preservation Committee	100
Conservation Commission	102
Design Review Committee	105
Historical Commission	106
Old King's Highway	109
COMMUNITY SERVICES	
Department of Community Services	112
Library Division	114
Natural Resources	116
Division of Senior Services	119
Golf Division	122
Recreation Division	126
Recreation Commission	127
MUNICIPAL FINANCE	
Director of Finance	130
▪ Summary of Appropriations and Expenditures	131
▪ Statement of Revenues	141
▪ Combined Balance Sheet	143
Collector/Treasurer	146
▪ Trust and Investment Funds	148
▪ Town Employees’ Salaries and Wages	149
Board of Assessors	166

PUBLIC SAFETY	
Fire and Rescue Department	168
Police Department	171
MUNICIPAL INSPECTIONS	
Building Department	174
Board of Health	176
Health Division	179
PUBLIC WORKS	
Department of Public Works	183
Buildings & Grounds Division	186
Highway Division	187
Waste Management Division	190
Water Division	193
MUNICIPAL TECHNICAL SERVICES	196
OTHER COMMITTEES	
Cape Cod Commission	200
Cape Cod Regional Transit Authority	200
Cape Light Compact	201
Cultural Council	204
Energy Committee	205
Personnel Board	207
Recycling and Solid Waste Advisory Committee	208
Scholarship Fund Committee	209
Veterans' Services	210
Yarmouth Substance Awareness Committee	210
EDUCATION	
Dennis-Yarmouth Regional School District	215
▪ D-Y Regional School District Committee	216
▪ Office of the Superintendent	217
▪ Finance & Operations	219
▪ Office of Instruction	221
▪ Pupil Services	222
▪ Early Education Programs	223
▪ D-Y Regional High School	224
▪ Cape Cod Regional Technical High School	227
▪ Mattacheese Middle School	230
▪ Nathaniel H. Wixon Innovation School	231
▪ Ezra H. Baker Innovation School	232
▪ Marguerite E. Small Elementary School	234
▪ Station Avenue Elementary School	235
▪ Food Service	236
▪ Technology Department	237
▪ D-Y Regional School District Employees and Wages Paid in 2017	238
▪ D-Y Regional High School Scholarships and Awards	259
▪ D-Y Regional High School Commencement	270
▪ D-Y Regional High School Class of 2018	272
Board and Committees	273
Reference Guide & Telephone Numbers	279
Talent Bank Form and Volunteer Information	281



ADMINISTRATION

BOARD OF SELECTMEN

2018 was a very sad year for our Town with the tragic loss of Yarmouth Police Sergeant Sean Gannon. Every day we feel the loss of Sean in our community and will for years to come. 2018 also presented the Town with some significant operational challenges including a New Year's Eve flood in Town Hall, significant damage from a series of three March Nor'easters and the significant loss in revenue in our golf division. In 2018, we said good bye to some long tenured employees in key divisions, Dan Mills, Superintendent of the Water Department and Jim Armentrout Director of Golf. With the help of staff, our many volunteers, and other elected officials, we were able to achieve many of our goals and made significant progress on many others. Some of the more notable accomplishments are listed below:

- The former Cavalier motel site came to life in 2018, with the beginning of construction of the 69 unit Yarmouth Commons apartment complex. This project, approximately half completed at the end of 2018, is a very attractive addition to our main commercial corridor.
- The Cape Cod Energy Park plan which is hoped to reduce long-term sludge disposal costs and provide lease revenue to the Town continues. The evaluation period by the partner chosen as part of a request for proposal ends in March 2019. The evaluation will determine if the non-solar/battery storage aspect of the project will move forward.
- The Town was designated as a "Green Community" by the Massachusetts Department of Energy Resources. The Town joins 240 other communities that have committed to reducing their municipal energy consumption by 20% over 5 years. The Town was awarded \$191,601 to begin this effort. In future years the Town will be able to apply for additional grants of up to \$250,000 apiece.
- Street Light Energy Savings and Wireless Features: Cape Light Compact, Yarmouth Finance, and street light automation vendors worked with Eversource to develop a way to recognize the savings from technology to dim street lights when appropriate to save municipalities money. With this recognition, the Cape Light Compact can fund most of this project.
- The Collector/Treasurer and Town Clerk divisions teamed up to implement a one-stop shop for online payment of taxes and the ordering of licenses, stickers, certificates and other services.
- The Town continues to see a significant reduction in taxpayer paid interest and penalties. The economy helps but we believe the online systems with e-mail notifications, letters sent, newspaper notices for taxes being due, etc. is helping as well.
- The Town of Yarmouth, for the third year in a row, was first out of 351 communities to set its tax rate. This allows the Town to avoid borrowing

- The Assessing Division continues its summer workshops and had six which help those that might qualify for an elderly exemption to complete the paperwork to take advantage of this benefit.
- The Assessing and Collector/Treasurers divisions work together to implement a low income and elderly donation program designed to help those having problems paying their taxes.
- Yarmouth continues to enhance and streamline the Permitting and Licensing system which consolidates Building Permits, Health Permits and Licenses, Business Licensing, and Inspectional Services into one application to more efficiently process the permits and licenses issued annually. For the fourth year in a row, the staff and public utilized the system to process almost 12,000 permits and licenses, generating almost 1.2 million dollars in revenue on projected values of over \$164 million. Citizens and contractors continue to have the ability to apply and pay for permits and licenses online, as well as at kiosks located in Town Hall.
- The Board of Health passed a regulation capping the number of tobacco licenses for retail stores.
- The Plastic Bag By-law was approved as presented by the Recycling Committee, with assistance in education and enforcement by the Health Division.
- A Recovery Support Navigator was established to provide direct assistance for residents who need treatment and access to community resources for substance use through a partnership with the Board of Health and Duffy Health Center of Hyannis through a grant from the Board of Selectmen.
- Baxter's Grist Mill Project. The project includes fish ladder reconstruction, dam reinforcement, and sluiceway upgrades. The permitting has been completed for the project, and bids were received in December 2018. The project is expected to be awarded in January 2019, with construction to begin shortly thereafter.
- Update of Yarmouth's Comprehensive Wastewater Management Plan (CWMP). The Town is working with our consultant, CDM Smith, to update the CWMP. This effort is ongoing and has resulted in the appointment of a Water Resources Advisory Committee to begin meeting in fiscal year 2019.
- The clean water partnership known as DHY (Dennis, Harwich and Yarmouth) was successful in obtaining a state grant of \$100,000 to assist the three towns with their continued effort of working toward a regional wastewater solution. Additionally, special legislation needed to create the DHY Partnership was submitted to the Massachusetts legislature and awaits action by the legislature and the governor.
- The Town received a \$50,000 grant to engage the town of Barnstable to assess the potential for a wastewater solution for the area of both towns around Lewis Bay.

- Cape Cod Rail Trail Expansion Project. Phase 2 of the project (North Main Street to the Bass River Bridge) was completed in 2018. Phase 3 of the project which goes from Peter Homer Park to the Barnstable town line is currently being designed.
- Public Works Building Project. The designer, Weston & Sampson, as well as the Owner's Project Manager, Environmental Partners, are both working with the DPW Building Committee to design a new Public Works building at 507 Buck Island Road. It is expected that construction funds will be sought at an upcoming Town Meeting.
- Storm water Permitting and Management. The Notice of Intent as required by the National Pollutant Discharge Elimination System (NPDES) program was submitted in June 2017. There is ongoing reporting, monitoring, and storm water management that must be performed throughout the term of the new permit.
- Implement an Asset Management System. The DPW began implementing Utility Cloud, which is a web-based asset management system. The system continues to be implemented for use in work order management, fleet management, and infrastructure planning.
- Providing drinking water to Barnstable. Yarmouth Water continues to supply drinking water to Hyannis Water in order to assist them in addressing drinking water contamination issues. This is an example of another community partnership opportunity that supports a neighboring community in their mission to provide drinking water to their customers. Barnstable will continue to need Yarmouth drinking water for the foreseeable future.
- Our very busy Fire Department responded to 7303 emergencies; the distribution of the calls remains steady with 41% in South Yarmouth, 38% in West Yarmouth and 20% in Yarmouth Port; the remaining 1% were mutual aid calls to our neighbors.
- The school agreement negotiating subcommittee continued to engage with Dennis but was unable to reach a final agreement with their representatives. The BOS submitted to the Dennis-Yarmouth Regional School District Committee a draft of the agreement (June 2018) with its recommendations for an agreement. At the end of 2018, the School Committee had not acted upon our recommendations.
- In the fall, the Town received a state grant to assist with needed representation with the Vineyard Wind offshore renewable energy project. The state grant enabled the Town to hire legal and technical experts to represent its interest at the hearings held by the Energy Facilities Siting Board (EFSB) in Boston during the month of October. Though previously identified as the preferred landing location (Lewis Bay/New Hampshire Avenue) Vineyard Wind announced just prior to the start of the hearings that the Lewis Bay/New Hampshire Avenue location was their second choice after Covell's Beach in Barnstable. A final decision by the EFSB as to the proposed landing site of the electric transmission cables is expected in the spring of 2019.

- The year was especially notable for the Golf Division. With the two year interruption of play due to the renovations at the Bayberry course, the Golf Division financial performance suffered a significant setback. A shortfall occurred in their budget and additional appropriations from the Town were approved at Town Meeting. As part of the improvement plan the Town procured a national expert to review golf operations and provide the BOS with recommendations for the future that would ensure a return to sustainable business operations. This effort culminated with the development of a request for proposals (RFP) for golf services/management to provide the BOS with options to ensure long term viability. Results of the RFP will be provided to the BOS in the spring of 2019. Additionally, the hiring of Golf Superintendent Scott Gilmore has resulted in increased focus on course conditions and dramatic improvement of turf, paths, and hazards at both courses. Completion of the two year renovation at Bayberry was met by high praise by the golf community as the course has once again been recognized as a premier municipal course in the Commonwealth.
- On December 4th, the Town voters went to the polls with the Town of Dennis to determine the future of the Mattacheese Middle School in a School District-called election. The ballot question failed in Yarmouth but passed in Dennis. The result with the combined results was that by a margin of 25 votes the ballot question authorizing the school passed. The results of the election recount were as follows:

						<u>Yarmouth:</u>	
Yes	1500	No	1957	Blanks	0	Total	3457
						<u>Dennis:</u>	
Yes	<u>1361</u>	No	<u>879</u>	Blanks	4	Total	2244
Yes	2861	No	2836			Total Margin for Yes	25

- GRANT UPDATE:
 - Awarded an Assistance to Firefighter Grant in the amount of \$114,546 to replace the vehicle exhaust systems in the Headquarters and Yarmouth Port Stations.
 - Awarded a Staffing for Adequate Fire & Emergency Response (SAFER) Grant in the amount of \$1,046,304 to fund four additional firefighters for three years. The grant will pay 75% the first year, 75% the second year and 35% the last year.
 - Awarded a grant from the Massachusetts Department of Public Health, Bureau of Substance Abuse Services. This grant provides funding for the drug Narcan and also education and training. Narcan reverses the effects of a heroin overdose. With this drug and advance life support from the Fire Department, many lives have been saved.

- Applied for another Assistance to Firefighter Grant to fund the replacement of expired firefighter bunker gear. If awarded, the \$227,150 will replace 55 sets of bunker gear.
- Parker's River Tidal Restoration Bridge Replacement Project – The widening of the Parker's River Bridge is an important project that will provide many benefits including improved tidal flushing and water quality in the upper reaches of the Parker's River, a new bridge with related streetscape improvements along Route 28, and reduced nitrogen loading to help with our wastewater solution. The complexities of the project have caused delays, but significant progress was made in 2018 on design, permitting, and land acquisitions, with construction scheduled to start in the fall of 2019. An additional \$500,000 in construction funding for the project was obtained in 2018 through a grant from the Natural Resources Conservation Service (NRCS). This is in addition to grants from the National Oceanic and Atmospheric Administration (NOAA), from Hurricane Sandy funds administered through the U.S. Fish & Wildlife Service, and from the Community Preservation Act (CPA).
- Drive-In Site Utilization – Working with the Drive-In Site Utilization Committee, staff continued to support efforts associated with the proposed Riverwalk Park and Boardwalk at the former Drive-In property at 669 Route 28. This past summer, the Committee's recommendations were presented to and approved by the Board of Selectmen. Active use of the site occurred in 2018 with two music festivals being held on the property. Community Development Staff are working with other Town Staff to plan for larger scale events. An application for Community Preservation Act funding for design and permitting as well as partial construction for the Riverwalk Park and Boardwalk Loop has been made and will move forward to the upcoming Annual Town Meeting for approval. Staff is working to identify other potential sources of funding for construction.
- Mill Creek Park – CPA Funding for the acquisition of the Yankee Village Motel was approved at the May 2018 Annual Town meeting. Negotiations have been ongoing and the Town was recently notified that it had been awarded a \$400,000 grant from the Massachusetts Parkland Acquisitions and Renovations for Communities (PARC) program. As this property is situated between two existing Town-owned "pocket parks," this acquisition will result in a larger waterfront park that will greatly benefit the Town with views of Mill Creek.
- Within the Community Services Department, restructuring has produced resource sharing between divisions.
- CPA funding allowed for improved accessibility at Homer Park Playground for users and their guardians.
- This summer saw the expansion of four new free programs at the beaches: teen concerts, GaGa Ball, evening pickup soccer, and a fishing derby.

- Recreational oyster harvesting in Lewis Bay was more popular than ever thanks to the increase in propagation efforts by Constable Caia and his team.
- Town Libraries continue to expand special events and Author's Series - to the delight of the community.
- Lastly, we would like to reflect on the tragic loss of Yarmouth Police Sergeant Sean Gannon on April 12, 2018. Sean's service to the Town and the painful loss to Yarmouth, the Police Department, and Sean's family will never be forgotten. ***Rest in Peace Sergeant Gannon.***

In summary, 2018 was a sad and moving year, but also a positive and productive year for our Town. The Board of Selectmen wish to sincerely express its gratitude for your support and we look forward to making 2019 even better!

Respectfully submitted,

Norm Holcomb, Chairman
Mike Stone, Vice Chair
Erik Tolley, Clerk
Tracy Post
Mark Forest

LICENSING

LICENSES RENEWED	2016	2017	2018
Annual Alcohol	54	54	52
Seasonal Alcohol	12	12	12
Entertainment (Weekday & Sunday)	59	53	53
Automatic Amusement	23	18	15
Auto Sales	14	15	15
Pool Tables	6	6	6
Bowling	1	1	1
Fortune Teller	0	1	1
Mobile Vendor	3	2	2
Christmas Tree Sales	3	2	2

LICENSES APPROVED ON A CONSENT AGENDA	2016	2017	2018
Special Alcohol	2	3	4
Special Entertainment	8	9	6

LICENSES APPROVED AT A PUBLIC HEARING	2016	2017	2018
New Alcohol License	3	2	4
Alcohol License Transfers	2	3	0
Special Entertainment Licenses	2	4	3
Manager Changes	1	8	4
Change of Premise	0	1	1
New Entertainment Licenses	4	0	2
New Class II	2	1	0
Change of Corporate	0	0	0
Name/Stockholders	0	0	0
Change of License Class	0	1	0

OTHER PERMITS NOT REQUIRING BOARD APPROVAL	2016	2017	2018
Yard Sales	310	295	223

**GIFTS ACCEPTED BY BOARD OF SELECTMEN
JANUARY – DECEMBER 2018**

Fire Department		Total	Total
TOPS MA 9487	\$100.00	Ethel Poulos Family Trust	\$100.00
Cape Cod Area Philatelic Group	\$100.00	MaryAnn & Wm. Staudenmayer	\$25.00
Elizabeth & Thomas Treiber	\$100.00	Susan Stranz	\$50.00
Anonymous Donor	\$10,000.00	Josephine M. Brodeur	\$10.00

Police Department		Total	Total
MA Assoc. of Insurance Women	\$50.00	PoliceApp.com	\$5,850.00
Saumani J. Pouvi Family	\$50.00	Jerome J. Manning & Co., Inc.	\$1,153.02
Harold & Claire Nelson	\$300.00	Genevieve Stauble	\$50.00
Group Benefits Stategies	\$700.00	Employees of Weymouth	\$135.00
Pharmaceutical Research & Manufacturers of America	\$20,000.00	Heroes in Transition, Inc.	\$8,000.00
Home Depot of Hyannis	\$1,800.00		

Libraries		Total	Total
William Dun Ray II	\$100.00	Optima Courier	\$91.62
Joyce Kschinka Williams	\$50.00	Kevin Tracy	\$150.00
Dawn & Bruce Miller	\$100.00	Kathryne Shepard	\$27.95
Joseph & Susan Biernat	\$14.95	Mary Read	\$20.00
Joan Kennedy	\$25.00	Hyannis Public Library Assoc.	\$47.95
Carole Croce & Katy LaBonte	\$30.00	Susan & Ross Copleman	\$25.00
C. Dawn Grady	\$50.00	Cheryl & Mark Carrier	\$50.00
Sandra Merrill	\$50.00	All Cape Locating	\$50.00
Thomas & Klaudia Hellmann	\$25.00		

DPW		Total	Total
Community Leadership Institute	\$100.00		

Natural Resources		Total	Total
Kayak Rack Donation	\$924.99		

Recreation		Total	Total
Pat Armstrong	\$150.00	Bobbi Peck	\$150.00
Ronald Gagne	\$150.00	Michael Barry	\$150.00
Mary Vilbon	\$150.00	Greg Lena	\$150.00
Ryan O'Connell	\$150.00	Francine Long	\$150.00
Sam Horton	\$150.00	Christi Lipka	\$150.00
Kerry A. Wasgatt	\$200.00	Marilyn Smith	\$150.00
Michael Brennan	\$150.00	Andrew Marino	\$150.00
Anne Donohue	\$150.00	Maria Knights	\$150.00
Wendy Richard	\$150.00	Alex Theoharidis	\$150.00

James Cuddy	\$150.00	Kara Collin	\$150.00
Brad Whitehouse	\$150.00	Kerry Wasgatt	\$150.00
Abbey Short	\$150.00	Cynthia Craig	\$150.00
Karl Adams	\$150.00	Dennis Librizi	\$150.00
Kevin Maddy	\$150.00	Rebecca Richardson	\$150.00
Marie Lynch	\$150.00	John Fulham	\$150.00
Caesar Cardozo	\$150.00	Pat Morgenroth	\$150.00
Jane Chamberlain	\$150.00	Alexa Franco	\$150.00
Nicholas G. Xiarhos Memorial	\$1000.00	Matthew Evangelisti	\$150.00
Jason Levin	\$150.00	Zachary Williams	\$150.00
Lisa Fortenberry	\$150.00	Robert Hough	\$150.00
Kurtis Bertolami	\$150.00	Matthew Pimentel	\$150.00
Katie Kelley	\$150.00	Suzanne Bickley	\$150.00
Cheryl Smith	\$150.00	Beverly McAndrews	\$150.00
Joanne Nobre	\$150.00	Ken Schneider	\$150.00
Dennis Police Dept.	\$175.00	Carole Phelps	\$300.00
Michelle Goodwin	\$150.00	Hannah Menard	\$150.00
Mr. & Mrs. George	\$500.00	The Friday Club	\$500.00
Marilyn Thomas	\$150.00	Nancy Quinn	\$150.00
Chris Carrafiello	\$150.00	Deirdre MacNeill	\$150.00
Laura Moruzzi	\$150.00	Fran Bradshaw	\$150.00
Peter Kidwell	\$150.00	Matthew Titus	\$150.00
Paul Andrews	\$300.00	Tina Andre	\$150.00
Arthur Marquardt	\$150.00	Lisa Schuh	\$150.00
Judy Bourasa	\$150.00	Leigh-Ann Procaro	\$150.00
Bonita Jurkewicz	\$150.00	Cherisse Lovato	\$150.00
Margaret LeGendre	\$150.00	Royal II Restaurant	\$200.00
Caitlyn MacDonald	\$150.00	Joseph Mirabile	\$150.00
Susan Ginkus	\$150.00	Stephanie McCusker	\$150.00
Carole Connolly	\$150.00	Kathleen Schmeer	\$150.00
Robyn Fontaine	\$150.00	Peter Cardia	\$150.00
Sarah Heyward	\$150.00	Nancy Lagomarsino	\$150.00
Cheryl Gidman	\$150.00	Lauria Schoen	\$150.00
Patricia Cafferata	\$150.00	Sal Tecci	\$150.00
Ann Potter	\$150.00	Renee Sebilian	\$150.00
Laurel Visceglia	\$150.00	Ann Potter	\$150.00
Janet Grant	\$150.00	Nancy Gentile	\$150.00
William Bayerle	\$150.00	Benjamin Cohen	\$150.00
Elizabeth Casson	\$150.00	Diane Hammond	\$150.00
Karen Cooney	\$150.00	Edward Kaup	\$150.00
Rebecca Killion	\$150.00	Jennifer Chrisey	\$150.00
Michael Grotz	\$150.00	Tiffany Narbonne	\$150.00
Jean Schiavone	\$150.00	Barbara Markus	\$150.00
Rebecca Dagostino	\$150.00	Dustin Banks	\$150.00
Anthony Panebianco	\$150.00	Anne Ierardi	\$150.00

Elise Bryant	\$150.00	Kyle Davis	\$150.00
Steve Johnson	\$150.00	Kelsi O'Rourke	\$150.00
James Hastings	\$150.00	G & N Schneider	\$150.00
Patricia Kennedy	\$150.00	Jessica Walsh	\$150.00
Kathryn Gaska	\$150.00	Noreen Brown	\$150.00
Daniel Tothill	\$150.00	Patience Smith	\$150.00
Jessica Drenga	\$150.00	John Furciniti	\$150.00
Lynn Lesperance	\$150.00	Jessica Walsh	\$150.00
Richard Leger	\$150.00	Sue Leukroth	\$450.00
Tom Boisvert	\$150.00	Deborah Kaup	\$150.00
Dakota Rafuse	\$150.00	Ann Anderson	\$150.00
Kathy Roberts	\$150.00	Carol Judge	\$150.00
Nancy Ragno	\$150.00	Melanie Rivard	\$150.00
Michael McDonough	\$150.00	Meghan Thompson	\$150.00
Chris Bruell	\$150.00	Deb de Valroger	\$150.00
Patty & Jack Creighton	\$50.00	Lizette Padilla-Mars	\$150.00
Rosanna Preziosi	\$150.00	Kelsey Slowick	\$150.00
C. Randall Sherman	\$150.00	Priscilla Sherman	\$150.00
Randall Sherman	\$300.00	Melissa Sherman	\$150.00
Laura Murphy	\$150.00	Linda Jordan	\$150.00
Elizabeth Dixon	\$150.00	Ian Cooke	\$150.00
Christa Blair	\$150.00	Maria Judge	\$150.00
Dale Bottcher	\$150.00	David Hodgdon	\$150.00
Dennis Stone	\$150.00	Paula Lezeski	\$150.00
Michele Hannon	\$150.00	Laurel Henderson	\$150.00
Debbie & Allen Machon	\$100.00	Randall Sherman	\$45.00
Janice Martin	\$50.00	Jane Tucker	\$100.00
Mary Merrill	\$25.00		

Town of Yarmouth	Total		Total
NARFE	\$100.00		

Senior Services	Total		Total
AA	\$40.00	Bread & Pastry	\$142.95
Coffee	\$75.00	Miscellaneous	\$2.00
Taxes	\$445.00	Van	\$278.00
AA	\$80.00	Bread & Pastry	\$168.00
Medical Equipment	\$95.00	Miscellaneous	\$35.00
Taxes	\$395.00	Van	\$282.50
AA	\$40.00	Bread & Pastry	\$135.88
Coffee	\$50.00	Taxes	\$250.00
Van	\$206.50	AA	\$40.00
Bread & Pastry	\$196.01	Coffee	\$72.50
E. Roosevelt Event	\$256.00	Miscellaneous	\$25.00
Taxes	\$100.00	Van	\$256.00

AA	\$40.00	Bread & Pastry	\$161.90
Civil War Roundtable	\$150.00	FOYCOA	\$294.30
Van	\$224.02	Bread & Pastry	\$29.00
Calmer Choice	\$305.00	Van	\$20.00
AA	\$40.00	Memorial	\$25.00
Van	\$55.00	AA	\$40.00
Coffee	\$128.00	Memorial	\$150.00
Miscellaneous	\$140.00	Taxes	\$25.00
Van	\$230.00	Memorial	\$25.00
SUTS	\$40.00	Van	\$340.00

FINANCE COMMITTEE

The Finance Committee completed 2018 and headed into 2019 with some significant changes in the makeup of the Committee as well as some compounding financial challenges to the Town.

Joe Goldstein voluntarily stepped down as Chairman and Ken Mudie was elected unanimously as the new Chairman. Nathan Ladley was unanimously reelected as Vice Chair. Sean Hanlon resigned from the Committee and was replaced by Brian Gardiner, a lifelong Yarmouth resident and local investment advisor for a national firm. Robert Ciavarra was elected as Finance’s representative on the Capital Budget Committee.

The 2018 changes brought with them several differences from the past few years. Town Administration, led by Dan Knapik and Chris Dwelley, have assumed leadership roles in working with the Committee after several years of excellent support from Ed Senteio. Linda Dennehy has been a breath of fresh air in terms of helping with the organization and communication of the Committee.

The Committee has worked with Town Administration to take a broader view of the Operating Budget by requesting updates prior to “budget season” on several focus areas (Police, Golf, and DPW). In addition, the Committee engaged in meetings with Dave Young of the DHY Wastewater project. As the budget season commenced, the Committee attempted to address high level subjects and requested Department Heads to present just once even if issues lingered. This was a shift to placing more transparent accountability on report-outs from Dan and Chris. The Committee is very pleased with that shift in communication.

From an overall financial standpoint, the Town enjoys a favorable and advantageous debt ratio, solid and consistent stabilization contributions, improving OPEB obligations, and a favorable Free Cash balance this year.

Longer term , the Committee recognizes the future strain from the school budget and capital expenditures, new DPW building, DHY Wastewater, Vineyard Wind uncertainties, and legal costs, police overtime, and other future Town service and infrastructure needs such as the Library. All Finance decisions are predicated on the longer term impacts. They are substantial

and possibly unprecedented. We are very cognizant of the future implications to the Town of decisions made in the upcoming year.

The Committee has also attempted to become more visible in the Town all while working closely with Administration and the Board of Selectmen. The Finance Committee took an official position on the December 4th Middle School ballot and has also taken a written position with the D-Y School Committee on the Regional School Agreement. Our goal is to become even more visible on Town financial matters as representatives in an advisory role to the citizens of Yarmouth.

The Yarmouth Finance Committee,
Kenneth Mudie, Chairman
Jessica Norwood
Brian Gardiner
Jack Moylan
Joseph Goldstein
Robert Ciavarra
Nathan Ladley

CAPITAL BUDGET COMMITTEE

Appointed by the Finance Committee, the Capital Budget Committee is charged with reviewing the capital improvement plan as submitted by the Town Administrator. The capital improvement plan described below was presented at a hearing before the Board of Selectmen in February and pertains to fiscal years 2019 through 2028. It includes all capital projects funded from borrowing, free cash, enterprise funds, fire reserves, grants, and other funding sources. Staff support was provided by the Municipal Operations Director, Shawn MacInnes.

COMMITTEE METHODOLOGY

There are two criteria for a project to be included for review by the Capital Budget Committee: a minimum value of \$10,000 and a useful life of at least five years. The preparation of the plan begins with each division and department head submitting their requests ranked in priority order. Committee members are designated as liaisons to meet with each division and department head, at which time detailed justifications are presented, including additional data and visual inspections of equipment. The Committee meets regularly from September through March to review the requests prior to voting its recommendations. The Committee has considered each and every capital item recommended for funding at the annual town meeting and we are confident that all of them are legitimate and deserving of our support as taxpayers.

FY2019 HIGHLIGHTS

The Capital Budget Committee completed an evaluation of all of the requests for routine capital improvements and recommended expenditures of \$1,303,000. They also recommended allocating \$197,000 to increase the Capital Stabilization Fund, which can be used to offset expenses required for unexpected and unplanned needs.

Detailed information on the Town's capital improvement plan can be found in a report generated in April of each year. The report for FY2019 – FY2028 can be found on the Capital Budget Committee page of the website.

Respectfully submitted,

Sandra Fife, Chair

Judy Connors Tarver

Ken Mudie Finance Committee Representative

Joanne Crowley, Vice Chairman, Planning Board Representative

Kathe Hyslop

Curt Sears

TOWN ADMINISTRATOR

2018 was another year of challenges for the Town of Yarmouth. We began 2018 with significant flood damage to Town Hall that occurred over the New Year's Day holiday, which resulted in staff offices being relocated and major renovations being necessitated, which are still ongoing late into 2018. The staff and the Town weathered through the snow, wind and rain storms of March, with many flooding and wind-related damages occurring throughout the Town. On April 12th, one of the darkest days in Town history occurred with the murder of Yarmouth Police Sergeant Sean Gannon. The pain and sorrow was felt by, and shared with, all the residents of Yarmouth, as well as residents of all of Cape Cod and the Commonwealth.

Building on the staff restructuring which began in 2017, 2018 was a year to work on strategic relationships that will be needed to achieve our Town goals: specifically, the Dennis-Harwich-Yarmouth Clean Water Initiative (DHY); the town of Barnstable whose staff we are now in active engagement with on a number of issues of importance to both Towns; Bridgewater State University (BSU); Open Cape, Cape Light Compact and Cape and Vineyard Electric; Yarmouth Chamber of Commerce; and the Cultural Center - all stand out as relationships that have been either warmed up or are newly created and that are of great importance to the Town with many areas of common interest.

The Town and the Chamber continue to work together to expand economic growth, develop and redevelop efforts to increase year-round employment, tourism, and quality of life. With 2018, we had two events programmed at the long dormant "Drive-In" site. These events have given a new hope for this prime real estate and the year culminated with the plan to develop the site to allow for additional use such that it can be an asset to the Town for generations to come. In addition, preliminary meetings with the Chamber and BSU related to a more robust BSU presence in Town were started and may lead to an exciting future for the former McArthur School.

The DHY and Barnstable Partnerships evolved from the common notion that the Mid-Cape region should work together to provide a long-term solution to the nitrogen problem that plagues our shared watersheds. Regional partnerships can be a powerful tool to obtain a solution to a very costly problem to remedy. The recently completed University of Massachusetts, Donahue

Institute report, related to the economic impact that wastewater treatment could provide makes the case for building the wastewater capacity of the Town. A similar study in Dennis yielded a foreboding forecast of declining room rentals, loss of jobs, and economic opportunity that has already occurred due to the inability of the infrastructure to be upgraded. We are presently heavily engaged in this effort with the main goal of bringing in the needed infrastructure while being cost effective. Effective wastewater treatment is seen as a significant achievement of the 20th century that has alluded most of the Cape but increasingly is seen as a vital part of a needed clean water 21st century strategy in order to move our region forward.

With the dawn of the 21st century, it has become apparent that reliable, affordable, high-speed internet access will be a critical component of successful communities of the future. In the fall of 2018, we began exploring the possibility of bringing last mile high-speed fiber internet access to the region. There is much work to be done here, and that will be a big part of 2019. Ensuring our community is equipped with affordable and reliable high-speed internet access is as important to the future as were the laying of other public utilities to the growth of the 20th century economy. Despite the unprecedented challenges to the Town in terms of morale, time, and financial resources, I believe Town Staff performed to the best of our ability and continued our mission of providing excellent services to the residents of Yarmouth while at the same time continuing to move our Town forward for a better tomorrow.

Daniel M. Knapik
Town Administrator

HUMAN RESOURCES

Human Resources officially became a separate division within the Town Administrator's Department with the hiring of the HR Director position in March 2018.

The HR team has taken responsibility for the following functional areas: recruitment and on-boarding of new employees, benefits administration, compensation, personnel actions, performance management, organizational development, training and development, employee and labor relations, and compliance with state and federal regulations.

Notable accomplishments included:

- Performed needs assessments, outreach, and internal audits to identify and analyze strengths, areas of potential risk, and areas of opportunities;
- Improved employee engagement and morale through employee focus groups, employee celebrations and morale boosters, and internal training and networking opportunities;
- On-boarded more than 20 full-time and part-time employees and approximately 190 seasonal employees;
- Established a formal intern program and hosted 3 interns;
- Successfully renegotiated 4 union contracts; and
- Grants Awarded:

- \$10,000 Safety Grant towards personal protective equipment (PPE) required for OSHA Compliance; and
- \$600 Wellness Grant for 2019 Employee Health and Wellness Initiatives.

We would like to thank our employees, leaders, and the community for their support and for a great first year! The HR team will be focused on formalizing and implementing a management training program, establishing additional structure including a full policy review that will ensure compliance with employment laws and increase efficiency, and continuing to improve employee engagement & morale in 2019. We are looking forward to a productive year.

Respectfully submitted,

Shana Tyner
Human Resources Director

ELECTED OFFICIALS ~ 2018

SELECTMEN

Norman Holcomb, Chairman	2021
Michael Stone, V Chairman	2019
Tracy Post	2019
Erik Tolley	2021
Mark Forest	2020

DENNIS-YARMOUTH REGIONAL SCHOOL DISTRICT COMMITTEE

Andrea St Germain	2020
Joseph Tierney	2021
Phil Morris	2020
Brian Sullivan	2019

MODERATOR

Daniel Horgan	2020
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OLD KING'S HIGHWAY REGIONAL HISTORIC DISTRICT COMMITTEE

Richard Gegenwarth, Chairman	2019
Robert Wilkins, V Chairman	2019
John Stuart	2021
Jane Hildebrant	2020
Rosemary Nichols	2021

Dawn-Marie Flett, Alternate 2019
Judith Recknagel, resigned

YARMOUTH HOUSING AUTHORITY

Maryann Walsh 2020
Bambi Rosario-Wyatt 2023
John Reed 2020
Joe Glynn 2021

COMMITTEES ~ 2018

AFFORDABLE HOUSING TRUST

Daniel Knapik, Chairman 2019
Robert C. Lawton, V Chairman 2021
Erik Tolley, BOS Rep 2019
Tom Roche, CPC Rep 2019
Nate Small, CHC Rep 2019
Norm Holcomb, BOS former Rep

BARNSTABLE MUNICIPAL AIRPORT REPRESENTATIVE

Dr. William Marasco 2020

BOARD OF APPEALS

Steven DeYoung, Chairman 2019
Sean Igoe, V Chairman 2021
Dick Martin 2023
Tom Nickinello 2022

ALTERNATES

Richard Neitz 2019
Gerald Garnick 2019
Doug Campbell 2019
Susan Brita 2019
Tom Baron 2019

BOARD OF ASSESSORS

John Serijan, 2020
Joseph Sullivan 2020
Stephanie Miller 2018

BOARD OF HEALTH

Hillard Boskey, MD, Chairman	2019
Mary Craig	2020
Charles Holway	2019
Debra Bruinooge	2020
Paul O'Brien	2018
Tanya Daigneault, resigned	

BOARD OF HEALTH / INSPECTOR OF ANIMALS

Marilyn McIntyre, Inspector	2018
Karl von Hone, assistant	2018
Bruce Murphy, assistant	2018
Phil Renaud, assistant	2018
Don McIntyre, assistant	2018
Brenda Fellows, assistant	2018

BOARD OF REGISTRARS

Robert Chapman	2020
Sandra Clifford	2019
Rhonda LaFrance	2018
Phil Gaudet, Town Clerk	

CAPE COD COMMISSION REPRESENTATIVE

Jack McCormack	2020
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CAPE COD COMMISSION BIKEWAYS AND REGIONAL JOINT TRANSPORTATION COMMITTEE

Jeff Colby	2018
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CAPE COD WATER PROTECTION COLLABORATIVE

Jeff Colby	2018
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COMMUNITY ECONOMIC DEVELOPMENT COMMITTEE

Peter Smith, Chairman	2019
Jack McCormack	2021
Ken Smith	2019
Ryan Castle	2018
Steve O'Neil	2021

Norman Weare, Planning Bd Rep 2018
Mary Vilbon, Chamber Director 2018
Tom George, resigned
John Barker, resigned

COMMUNITY HOUSING COMMITTEE

Nathan Small, Chairman 2020
Richard Carroll 2020
Donald Sullivan 2020
Susan Christiansen 2020
Lee Hamilton 2020
Loraine Doyle 2020
Tom Baron, Plan Bd rep 2019
Melissa Ellis, resigned

COMMUNITY PRESERVATION COMMITTEE

Gary Ellis, Chairman 2020
Tom Roche, Vice-Chairman 2018
Mary Ann Walsh, Clerk 2019
Dorcas McGurrin 2019
Tom Kelley 2020
Nathan Small 2020
Beverly Bachand 2019
Paul Huggins 2019
Tom Durkin 2018
Heather McElroy 2020

CONSERVATION COMMISSION

Rick Bishop, Chairman 2019
Thomas Durkin, Jr, V Chairman 2020
Philip Johnston, Secretary 2020
Ellie Lawrence 2021
Cris Luttazi 2019
Paul Huggins 2020
Megan Schlesinger, resigned

CULTURAL COUNCIL (Mid-Cape)

Rachel Youngling 2019
Barbara Adams 2019
Marilyn Heberling 2019
Mary Taylor 2019
Mark Hopkins 2020

Donald Knaub	2020
Martha McCulskey	2019

DESIGN REVIEW COMMITTEE

Richard Martin, Chairman	2020
Sara Jane Porter	2020
Charles Adams	2020
Jack McCormack, CEDC Rep	2019
Chris Vincent, Planning Rep	2019

DRIVE-IN SITE UTILIZATION COMMITTEE

James Saben, Chairman
Thomas Roche, V Chairman
David Reid
Jack McCormack
Bud Nugent
Peter Slovak
Rich Bilski
Dave Helberg, resigned

ENERGY COMMITTEE

Joyce Flynn, Chairman	2019
Steve Gavin, V Chm	2019
Bob Palmeri	2020
Steven Krintzman	2020
Sandra Cashen	2021
Michael Duffy	2021
Marilyn Holle	2021
Susan Starkey	2018
Regina Wood	2018

BARNSTABLE COUNTY COMMITTEES:

DREDGING ADVISORY COMMITTEE

HOME CONSORTIUM COMMITTEE

Richard Carroll	2020
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HUMAN RIGHTS COMMITTEE

Pat Armstrong 2019
Robert Isadore, resigned

FINANCE COMMITTEE

Kenneth Mudie, Chairman 2020
Joseph Goldstein 2019
Jack Moylan 2019
Nathan Ladley 2020
Robert Ciavarra 2019
Sean Hanlon 2018
Jessica Norwood 2020
Cathy Romboli, resigned

GOLF ENTERPRISE COMMITTEE

Wayne Kivi, Chairman 2019
Andrew Martin 2020
George Keefe 2018
Kristen Seymour 2020
Ralph Simonds, III 2020
Beverly Arnett 2018
Ellen Chapman 2020
Ted Deckel 2021
Donna McGovern, alternate 2018
James McDermott, alternate 2018

HISTORICAL COMMISSION

Julie Mockabee, Chairman 2020
Frederick Fries, V Chairman 2020
Duncan Oliver 2021
Beverly Bachand 2019
Jack Duggan 2021
Kathe Hyslop, Associate 2019
George Slama, Associate 2019

INVESTMENT COMMITTEE

Joseph Goldstein
Ken Mudie
Sandra Fife
Sue Ripley, Town Collector/Treasurer

MEMORIAL DAY COMMITTEE

Maureen Tuohy-Bedford

PERSONNEL BOARD

Betty-Jane Burkhardt, Chairman	2018
Tom Nickinello, Vice-Chairman	2018
Sharon Ladley	2020
Alice Bowen	2020
Ken Mudie, FinCom Rep	2019

PLANNING BOARD

Brad Goodwin, Chm	2021
Thomas Roche, V Chm	2020
Joanne Crowley, Clerk	2019
Chris Vincent	2019
Tom Baron	2021
Lee Rowley	2020
Norman Weare	2019

PRECINCT WORKERS

Precinct.	Name		Precinct.	Name
1	GUERIN, LUCINDA A WARD P1		1	GUERIN, PAUL A
1	JASIE, JEAN C (1)		1	KENNEY, DIANNE
1	LYNCH, MARIE R		1	LYNCH, RICHARD J
1	SIANO, CERITA J CLERK (1)			
2	BOUCHARD, MARILYN M		2	CELLI, MARY R
2	COX, MAUREEN L		2	GORMAN, KAREN
2	FLORENCE, C WRD		2	KEITH, JUDY
2	LONERGAN, GEORGE W		2	PIHL, RUTH G. CLERK (2)
2	PROULX, NANCY J		2	PULEO, KAREN F
2	VARROS, MARY C			
3	BARCROFT, RALPH		3	CONLEY, MARY
3	HAUTANEN, DAVID CLK P3		3	HEALEY, ROSEMARY WRD P3
3	HOWARD, JOHN H		3	NYE, PATRICIA M
3	ROBINSON, VIRGINIA M		3	SIMON, LINDA B
3	WHELAN, BARBARA A			
4	CARPENTER-VASCIK, SARAH		4	DOHERTY, JEAN
4	EMERSON, CAROLE		4	JACKSON, JOANNE T

4	SHERMAN, PATRICIA	4	SMITH, BEVERLY F
5	CANNIFF, MARIE (5)	5	DESISTO, SHARON A CLK 5
5	DESISTO, PAUL	5	KENDRICK, ROBERT M
5	MACDONALD, BARBARA C	5	NEJAIMEY, NAN E (5)
5	NEJAIMEY, JAMES E WARD (5)	5	SPRAGUE, SHIRLEY
6	CARPENTER, JOYCE B	6	HORNE, GAYLE A
6	BARON, TOM	6	MURRAY, NEIL H
6	REIS, JOAN CLK		
7	GRANDER, FRANCES	7	GRIFFIN, PHILOMENA WARD
7	MANCHUK, MADELINE A CLK	7	MARTINELLI, JUDITH
7	O'RIORDAN, PATRICIA	7	O'TOOLE, JAMES B

RECREATION COMMISSION

Matthew Andrews, Chm	2019
Dorcas McGurrin	2019
Debbie Clark	2018
Joshua Medeiros	2020
Steven Sozanski	2019
Dennis Lucier	2020
Paul Deignan	2020
Mary-Ann Agresti, resigned	

RECYCLING AND SOLID WASTE ADVISORY COMMITTEE (RASWAC)

Jill Talladay, Co-Chm	2020
Carol Ewing, Co-Chm	2020
James Cullen	2018
Charlie Spooner	2018
Abbigail Santos	2021
Deb Stetson	2021
Mary Vilbon	2020
Frank Martinez, resigned	
Adam Joy, resigned	
Laura Hayden, Recording Secretary	

SCHOLARSHIP FUND COMMITTEE

Thomas Kerr, Chairman	2020
Sandy Rubenstein	2018

Kim Pike 2018
Danielle Hayward 2020
Tracy Post, Selectman
Carol Woodbury, School Supt.

VETERANS SERVICE AND BURIAL AGENT

Greg Quilty 2019

WATER RESOURCES ADVISORY COMMITTEE

Curt Sears, Chairman 2020
Lisa Coedy 2020
Renie Hamman 2021
John Deliso 2020
Tom Roche 2020
Lee Rowley, Planning Bd Rep 2019
Tom Durkin, ConCom Rep 2019
Paul O'Bryan, Bd of Health Rep 2019
Charles Holway,
Bd of Health Alt Rep 2019
Rob Angell, resigned

WATERWAYS/SHELLFISH ADVISORY COMMITTEE

Robert Churchill, Chairman 2020
Elinor Lawrence 2021
Al Keller 2020
Brad Hall 2021
John Stuart, alternate 2018
John Lee Marchildon, alternate 2018
Karl vonHone, advisor
Conrad Caia, advisor

YARMOUTH LIBRARY BOARD

Susan Loveland, Chairman 2019
Kathryn Basile 2019
Helen Niedermeier 2020
Margaret Clark, MD 2019
Helen Niedermeier 2020
Pam Barton 2021
Jane Garvey 2021
Anastatia Ellis, resigned

FINANCE COMMITTEE APPOINTMENTS

CAPITAL BUDGET COMMITTEE

Sandra Fife, Chairman	2018
Judy Connors Tarver	2020
Curt Sears	2019
Kathe Hyslop	2018
Charyn Tietge	2019
Robert Ciavarra, FinCom Rep	2018
Joanne Crowley, Planning Bd Rep	2018

MODERATOR APPOINTMENTS

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL COMMITTEE

Christine Greeley	2018
John Hannon	2019

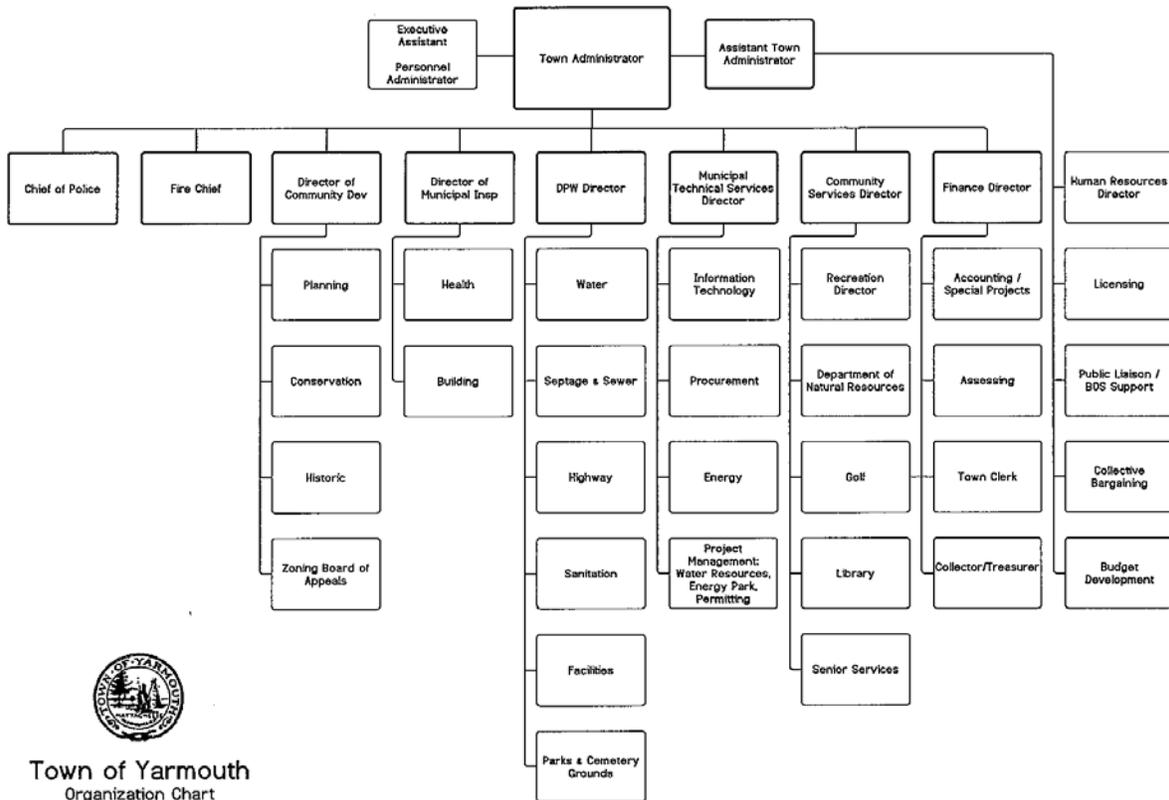
CHARTER REVIEW COMMITTEE

Robert C. Lawton, Jr.
Jim Quirk
Tom George
Chris Greeley
David Reid
Dorcas McGurin
Erik Tolley

TOWN CHARTER APPOINTMENTS

OPEN SPACE COMMITTEE

Christine Marziglano, Chm	2018
Heather McElroy	2019
Jeffrey Senecal	2017



Town of Yarmouth
Organization Chart

Adopted November 14, 2017



**TOWN
RECORDS**

REPORT OF THE TOWN CLERK AND BOARD OF REGISTRARS 2018

The Town Clerk’s Office has been reorganized under the Finance Department. The new organizational structure allows for resource and idea sharing based on proximity. One of the immediate benefits was the development of a one-stop shop for online payments. Using one user ID and password a customer can pay for taxes, utility bills, beach/disposal stickers, dog/shellfish licenses and many more items. There are also notification e-mails that are sent. Stickers for new vehicles are also supported online where in the past only “as is” renewals could be purchased.

The department is continuing to make strides in streamlining operations and utilizing automation and digital storage, greatly reducing the need for hard copy retention and reliance on typed documents. Non-sensitive Clerk’s historical documents have been put online for public access with more documents planned.

For 2018 the Clerk’s office had four elections and one Town Meeting. The 2018 Annual Town Meeting was held May 5, 2018. The Annual Town Election was held on May 15, 2018. The State Primary was held September 4th. State Election was held November 6th. A District Election was held on December 4. Greater use of the state election hardware and software enabled a more efficient accounting for absentee ballots and faster compilation of election results, aiding in reducing overall costs for the process.

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Prec. 5	Prec. 6	Prec. 7	Total
Active Voters	2,785	2,888	2,431	2,690	2,457	2,563	3,117	18,920
Inactive Voters	49	36	32	35	33	29	25	239
Non- Voters	328	199	192	275	296	202	267	1,759
Total Residents	3,162	3,112	2,793	3,000	2,786	2,794	3,409	20,918

Total Residents:

2016: 21,902
 2017: 21,801
 2018: 20,918

In December this year our dear colleague Judith Lucier retired after 30 years of service for the Town. We will always be grateful for her many years of dedication, hard work, and professionalism. She will be deeply missed.

I would like to take this opportunity to thank all department heads, elected officials, election workers, Town employees and especially my staff, Judith Lucier, Marcia Witherell, Stephanie Cappello, and Chrissie Hevener for their efforts and cooperation in making the year a successful one for our office.

Respectfully submitted,

Philip Gaudet
 Town Clerk

2018 BIRTHS, DEATHS AND MARRIAGES

Births are no longer published in the Town Report due to the passing of the Acts and Resolves of Massachusetts 1991 which prohibits the sale or distribution of the names of children under the age of seventeen. The total number of births in the Town of Yarmouth in 2018 was 183.

Number of Births

2014 = 161

2015 = 171

2016 = 159

2017 = 197

As recommended by the State Office of Vital Records, only the number of deaths and marriages recorded in the past year are listed:

Number of Deaths

2014 = 425

2015 = 402

2016 = 416

2017 = 423

2018 = 411

Number of Marriages

2014 = 127

2015 = 131

2016 = 149

2017 = 123

2018 = 133

**ANNUAL TOWN MEETING WARRANT
COMMONWEALTH OF MASSACHUSETTS
MAY 5TH, 2018**

Barnstable, ss.

To the Constable of the Town of Yarmouth in the County of Barnstable, Greetings, In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet in the Mattacheese Middle School Building in said Town, Saturday, the 5th day of May 2018 at nine o'clock (9:00 a.m.) in the morning, then and there to act on the following articles.

Moderator Dan Horgan opened the Annual Town Meeting at 9:22am.

ARTICLE #1: To see if the Town will vote to transfer and appropriate a sum of money to provide additional funds for the FY2018 operating budget.

Department	Request	Amount
DPW	Snow and Ice	
Golf	Operating Loan Amount	\$61,000

Tracy Post made a motion that was duly made and seconded to move that the Town vote to transfer from Free Cash and appropriate the following sums: \$160,000 for Snow & Ice; \$61,000 for Golf Operating budget.

Article 1 passes with the requisite majority.
9:32am

ARTICLE #2: To see what sums of money the Town will vote to raise or transfer from available funds and appropriate such funds to defray the charges, expenses, salary, and payroll obligations of the Town, including debt and interest for the ensuing year, to provide for a reserve fund, and to fix the salaries and compensation for all elected officials of the Town or act on anything relative thereto.

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
ELECTED/GENERAL GOVERNMENT					
E-1	MODERATOR	480	500	500	500
SELECTMEN					
E-2	wages (5 PT)	14,400	15,000	15,000	15,000
E-3	Expense	6,600	6,850	8,524	8,524

TOWN ADMINISTRATOR

GG-1	wages (5.75 FTE)	378,012	403,709	541,093	541,093
GG-2	Expense	25,094	36,105	45,875	45,875
GG-3	employee increment	40,000	40,000	40,000	40,000
GG-4	Contract settlements	50,000	50,000	0	0
GG-5	unemployment compensation	7,614	25,000	25,000	25,000
GG-6	Energy	597,513	823,000	840,450	840,450
GG-7	Legal	86,298	100,000	100,000	100,000
GG-8	bargaining legal	23,901	20,000	20,000	20,000
GG-9	Training	15,125	20,000	19,000	19,000
GG-10	Telephone	86,082	95,000	95,000	95,000
GG-11	general insurance	610,066	644,185	708,612	708,612

FINANCE COMMITTEE

GG-12	Wages	855	1,500	1,500	1,500
GG-13	Reserve	100,000	100,000	100,000	100,000

CENTRAL PURCHASING

GG-14	Purchasing	91,718	95,895	105,845	105,845
TOTAL WAGES		393,747	420,709	558,093	558,093
TOTAL EXPENSES		1,740,121	2,056,035	2,108,306	2,108,306
TOTAL ELECTED / GEN. GOVT.		2,133,868	2,476,744	2,666,399	2,666,399

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
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MUNICIPAL FINANCE

TOWN ACCOUNTANT

MF-1	wages (4 FTE)	326,710	335,005	344,425	344,425
MF-2	Expense	35,746	36,794	36,794	36,794

ASSESSORS

MF-3	wages (4.5 FTE + Seasonal)	273,259	280,782	284,770	284,770
MF-4	Expense	93,896	108,590	108,590	108,590

COLLECTOR/TREASURER

MF-5	wages (6 FTE)	323,754	333,569	338,709	338,709
MF-6	Expense	74,192	85,410	85,410	85,410
MF-7	Medicare	280,145	277,775	292,000	292,000

MF-8	health insurance	2,078,638	2,455,000	2,703,950	2,703,950
MF-9	retiree health insurance (OPEB)	200,000	371,250	0	0
MF-10	Pension	3,565,448	3,815,030	3,874,544	3,874,544
TOWN CLERK					
MF-11	wages (5.5 FTE)	272,285	263,517	264,931	264,931
MF-12	Expense	20,231	22,025	14,675	14,675
ELECTION & REGISTRATION					
MF-13	wages (Seasonal)	5,077	5,100	5,100	5,100
MF-14	Expense	51,662	70,750	70,750	70,750
TOTAL WAGES		1,201,085	1,217,973	1,237,935	1,237,935
TOTAL EXPENSES		6,399,958	7,242,624	7,186,713	7,186,713
TOTAL MUNICIPAL FINANCE		7,601,043	8,460,597	8,424,648	8,424,648

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
COMMUNITY DEVELOPMENT					
CD-1	wages (8 FTE)	351,090	377,284	381,657	381,657
CD-2	Expense	26,233	31,525	31,025	31,025
TOTAL WAGES		351,090	377,284	381,657	381,657
TOTAL EXPENSES		26,233	31,525	31,025	31,025
TOTAL COMMUNITY DEVELOPMENT		377,323	408,809	412,682	412,682

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
COMMUNITY SERVICES					
GENERAL LIBRARY					
CS-1	wages (14 FTE)	541,186	570,021	582,263	582,263
CS-2	Expenses	196,948	199,795	199,795	199,795
NATURAL RESOURCES					
CS-3	wages (8 FTE + Seasonal)	591,213	613,844	621,630	621,630
CS-4	Expense	103,249	140,923	144,046	144,046
SENIOR SERVICES					
CS-5	wages (7.3 FTE)	292,359	292,635	318,057	318,057
CS-6	Expense	90,401	80,309	95,221	95,221

RECREATION

CS-7	wages (2 FTE + Seasonal)	386,335	404,131	319,748	319,748
CS-8	Expense	45,903	38,667	38,667	38,667
CS-9	Recreation Offset Wages (2 FTE)	351,120	376,384	391,000	391,000
CS-10	Recreation Offset Expenses	138,406	151,000	157,000	157,000
	TOTAL WAGES	2,162,213	2,257,015	2,232,698	2,232,698
	TOTAL EXPENSES	574,907	610,694	634,729	634,729
	TOTAL COMMUNITY SERVICES	2,737,120	2,867,709	2,867,427	2,867,427

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
PUBLIC SAFETY					
POLICE					
	overtime in wages line-item	(937,268)	(863,402)	(834,411)	(834,411)
PS-1	wages (75 FTE + reserves)	6,770,256	6,890,264	6,837,664	6,837,664
PS-2	Training	105,799	100,000	100,000	100,000
PS-3	proactive anti-crime team	85,294	100,000	100,000	100,000
PS-4	Expense	217,787	217,804	215,804	215,804
FIRE					
PS-5	overtime in wages line-item	(1,203,634)	(1,223,583)	(1,022,503)	(1,022,503)
PS-6	wages (67 FTE + call FF)	6,140,094	6,424,148	6,734,599	6,734,599
PS-7	Training	87,746	100,000	100,000	100,000
PS-8	Expense	482,769	486,191	486,191	486,191
	TOTAL WAGES	13,189,189	13,614,412	13,872,263	13,872,263
	TOTAL EXPENSES	700,556	703,995	701,995	701,995
	TOTAL PUBLIC SAFETY	13,889,745	14,318,407	14,574,258	14,574,258

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
MUNICIPAL INSPECTIONS					
BUILDING INSPECTOR					
MI-1	wages (8 FTE)	439,864	481,157	486,574	486,574
MI-2	Expense	34,570	34,585	39,134	39,134

BOARD OF HEALTH

MI-3	wages (7 FTE)	437,414	446,171	458,218	458,218
MI-4	Expense	24,523	36,192	30,004	30,004
MI-5	Human Services	57,912	59,364	66,170	66,170
MI-6	Veterans – expenses	158,231	207,926	207,926	207,926
TOTAL WAGES		877,278	927,328	944,792	944,792
TOTAL EXPENSES		275,236	338,067	343,234	343,234
TOTAL MUNICIPAL INSPECTIONS		1,152,514	1,265,395	1,288,026	1,288,026

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
MUNICIPAL OPERATIONS					
INFORMATION TECHNOLOGY					
MO-1	wages (4 FTE)	301,420	306,853	376,331	376,331
MO-2	Expense	274,622	268,423	256,757	256,757
TOTAL WAGES		301,420	306,853	376,331	376,331
TOTAL EXPENSES		274,622	268,423	256,757	256,757
TOTAL MUNICIPAL OPERATIONS		576,042	575,276	633,088	633,088

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
PUBLIC WORKS					
ADMINISTRATION/ENGINEERING					
PW-1	wages (3 FTE)	240,890	235,633	225,820	225,820
PW-2	Expenses	44,383	61,403	61,403	61,403
HIGHWAY					
PW-3	wages (14 FTE)	728,060	734,368	775,147	775,147
PW-4	expense	150,681	152,292	152,292	152,292
PW-5	Tree expense	8,050	10,200	10,200	10,200
PW-6	greenhead fly	2,200	2,200	2,700	2,700
SNOW & ICE					
PW-7	wages (overtime)	81,243	41,000	41,000	41,000
PW-8	Expense	276,046	156,100	156,100	156,100
FACILITIES					
PW-9	wages (2.5 FTE)	127,486	154,543	165,017	165,017
PW-10	Expense	143,406	111,286	111,286	111,286

SANITATION					
PW-11	wages (11.3 FTE)	601,867	575,290	550,511	550,511
PW-12	Expense	2,319,571	2,426,284	2,437,398	2,437,398
PARKS					
PW-13	wages (6 FTE + Seasonal)	404,534	433,885	478,770	478,770
PW-14	Expense	121,303	127,179	143,674	143,674
CEMETERY					
PW-15	wages (2 FTE + Seasonal)	123,500	144,121	145,744	145,744
PW-16	Expense	30,877	40,374	40,374	40,374
TOTAL WAGES		2,307,580	2,318,840	2,382,009	2,382,009
TOTAL EXPENSES		3,096,517	3,087,318	3,115,427	3,115,427
TOTAL PUBLIC WORKS		5,404,097	5,406,158	5,497,436	5,497,436

Code		Actual FY17	Budget FY18	Request FY19	Fincom FY19
DEBT SERVICE					
DS-1	Regular Debt	665,097	516,380	325,758	325,758
DS-2	Exempt Debt	1,297,031	1,247,127	1,003,759	1,003,759
TOTAL Debt		1,962,128	1,763,507	1,329,517	1,329,517

Town		Actual FY17	Budget FY18	Request FY19	Fincom FY19
GRAND TOTAL WAGES (all Depts)		20,783,602	21,391,375	21,985,778	21,985,778
GRAND TOTAL EXPENSES (all Depts)		15,050,278	15,679,582	15,707,703	15,707,703
GRAND TOTAL Article 2		35,833,880	37,070,957	37,693,481	37,693,481

ARTICLE #3: To see what sums of money the Town will vote to raise, appropriate, or transfer from available funds to fund the operating budget of the Golf Enterprise, or take any other action thereon:

	Actual FY17	Budget FY18	Request FY19
GOLF			
Wages (16 FTE + Seasonal)	1,402,265	1,564,008	1,493,041
Expense	2,095,433	2,315,434	2,237,599

Total Golf Enterprise Operating Budget	3,497,698	3,861,442	3,730,640
Funded from Golf Enterprise Revenues	3,354,585	3,668,500	3,366,600
Funded from General Fund – Free Cash			364,040
Funded from Golf Enterprise Retained Earnings*	143,113	192,942	0
Total Golf Enterprise Funding	3,497,698	3,861,442	3,730,640

* *Golf Enterprise reserves/retained earnings is \$98,076 as of 7/1/2017*

Tracy Post made a motion that was duly made and seconded to move Article 3 as printed in the warrant.

Article 3 passes with the requisite majority
9:56am

ARTICLE #4: To see what sums of money the Town will vote to raise, appropriate or transfer from available funds to fund the operating budget of the Water Department for the purpose set forth in the Acts of 1928, Chapter 146, or under Massachusetts General Laws, Chapter 41, Section 69B, or to take any other action thereon:

	Actual FY17	Budget FY18	Request FY19
WATER			
Wages (23.8 FTE)	1,268,954	1,557,863	1,493,988
Expense	1,642,733	1,702,728	2,031,453
Costs Appropriated in the General Fund	344,398	344,938	353,000
Total Water Department Operating Budget	3,256,085	3,605,529	3,878,441
Funded from Water Department Revenues*	5,044,401	3,605,529	3,878,441
Total Water Department Funding	5,044,401	3,605,529	3,878,441

* *Water Special Revenue Fund reserves is \$3,949,147 as of 7/1/2017.*

Tracy Post made a motion that was duly made and seconded to move Article 4 as printed in the warrant.

Article 4 carries with the requisite majority
9:58am

ARTICLE #5: To see what sums of money the Town will vote to raise, appropriate or transfer from available funds to fund the operating budget of the Septage Enterprise, or take any other action thereon:

	Actual FY17	Budget FY18	Request FY19
SEPTAGE ENTERPRISE			
Wages (.81 FTE) Expense	19,047	45,672	62,968
Costs Appropriated in the General Fund	1,706,782	1,830,126	1,911,162
Total Septage Enterprise Operating Budget	114,101	114,101	114,101
	<u>1,839,930</u>	<u>1,989,899</u>	<u>2,088,231</u>
Funded from Septage Enterprise Revenues	2,672,820	1,989,899	2,088,231
Funded from Septage Enterprise Retained Earnings*			0
Total Septage Enterprise Funding	<u>2,672,820</u>	<u>1,989,899</u>	<u>2,088,231</u>

* *Septage Enterprise reserves/retained earnings is \$2,176,562 as of 7/1/2017*

Tracy Post made a motion that was duly made and seconded to move Article 5 as printed in the warrant.

Article 5 passes unanimously
9:59 am

ARTICLE #6: To see if the Town will vote to raise or transfer from available funds and appropriate a sum of money to fund the Dennis-Yarmouth Regional School District budget for fiscal year 2019 and to see whether such sum shall be raised by taxation, transferred from available funds, and/or be subject to an override of Proposition 2 ½ under M.G.L. c. 59, s. 21C(g).

Actual FY17	Actual FY18	Certified FY19
\$30,574,191	\$31,882,789	\$34,240,112

Tracy Post made a motion that was duly made and seconded to move that the town raise and appropriate \$33,426,707 to fund its assessed share of the Dennis-Yarmouth Regional School District Budget for fiscal year 2019; and that it raise and appropriate an additional \$546,767 to fully fund the assessment and thereby approve the district's budget for the fiscal year, provided however that such additional appropriation shall be contingent on the approval of a proposition 2 ½ levy limit override under G.L. c. 59, s. 21C(g).

A citizen made a motion that was duly made and seconded to amend the original amount to raise and appropriate 33,973,474.

The amendment carries by the requisite majority.

A motion was made by Tracy Post and duly made and seconded to amend the additional \$546,767 subject that a fully fund the assessment and thereby approve the district's budget for

the fiscal year, provided however the additional appropriation shall be contingent on the approval of a proposition 2 ½ levy limit override under GL c 59 s 21c.

Passes by a requisite majority 11:20am

ARTICLE #7: To see if the Town will vote to raise and appropriate the following amounts to fund the Town of Yarmouth’s share of the Cape Cod Regional Technical High School District budget for fiscal year 2017:

Actual FY17	Actual FY18	Certified FY19
\$2,694,877	\$2,645,675	\$2,341,152

Tracy Post made a motion that was duly made and seconded to move Article 7 as printed in the warrant with the following amendment changing fiscal year 2017 to fiscal year 2019

Article 7 carries with the requisite majority
11:31am

ARTICLE #8: To see what sums of money the Town will vote to raise, or transfer from available funds, and appropriate to purchase and equip the following goods and services, or take any other action thereon:

Division/Department	Item/Project	Recommended
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(N)=New, (R)=Replacement, (M)=Maintenance

Routine Capital Budget from Tax Levy

Division/Department	Item/Project	Amount
Natural Resources	Shellfish Propagation Upwellers (R)	38,000
Natural Resources	Waterways Dredging (all areas) (M)	75,000
Natural Resources	Solar Pond Aeration Systems (N)	38,000
Facilities	2018 Utility Body F350 (with snow plow) (R)	60,000
Facilities	YPD HVAC mech. louver system replacement (M)	60,000
Facilities	Replace carpeting West Yarmouth Library (M)	20,000
Facilities	Town Hall Lower Level Improvements (N)	85,000
Facilities	Senior Center sidewall shingles (M)	30,000
Facilities	Senior Center Ceiling tile replacement (M)	30,000
Waste Management	(2) Commingle Compactors w/cans (R)	62,000
Waste Management	License Plate Reader at Disposal Area (N)	30,000
Police	Police Vehicles with ancillary equipment (R)	180,000
Police	Tactical Body Armor System (R)	35,000
Police	Communications Equipment upgrade (R)	255,000
Park	F350 Ford SRW Pick-up with Plow (R)	60,000

Park	Repair of Seagull Beach Handicapped Decking (M)	70,000
D-Y Schools	ME Small Roof Repair (M)	40,000
Information Technology	LaserFiche Weblink (N)	30,000
Information Technology	Munis Time & Attendance (R)	90,000
Municipal Operations	Renewable Energy Initiatives (N)	15,000

Subtotal from Tax Levy 1,303,000

Roadway Improvements from Tax Levy

Highway	Roadway Improvements (M)	1,244,550
DPW Engineering	Storm water Improvements (M)	200,000
Subtotal Roadway Improvements from Tax Levy		1,444,550

Waste Manage Capital from Recycling Fund

Waste Management	Roll Off Truck (R)	200,000
Subtotal Roadway Improvements from Recycling Fund		200,000

Fire Department Routine Capital From Fire Receipts Reserved for Appropriation Fund

Fire	Tower Ladder 41 Refurbishment (M)	375,000
Fire	Replace 37 AED's (Automatic External Defibrillators) (R)	65,000
Fire	Replace Portable and Mobile Radios (R)	25,000
Fire	Replace Rescue Dive Equipment (R)	10,000
Total Fire Department Capital Requests		475,000

GRAND TOTAL ARTICLE 8 APPROPRIATION 3,422,550

Amount Funded From Fire Receipts Reserved For Appropriation	475,000
Amount Funded from Recycling Fund	200,000
Amount Funded From Tax Levy	2,747,550
TOTAL ARTICLE 8 FUNDING SOURCES	3,422,550

Selectmen Recommend (5-0)

Finance Committee Recommends (5-0)

(Board of Selectmen)

Erik Tolley made a motion that was duly made and seconded to move Article 8 as printed in the warrant and to fund such an article:

- Transfer and appropriate from Fire Reserve for Appropriation the sum of \$475,000;
- Transfer and appropriate from the Recycling Fund the sum of \$200,000;

- Raise and appropriate the sum of \$2,747,550;
- For a total appropriation of \$3,422,550.

Article 8 passes with the requisite majority.

11:34am

ARTICLE #9: To see if the Town will vote to raise, appropriate, and transfer from available funds in the DPW Water Division Water Fund balance, a sum of funds for capital expenses of the water department, pursuant to the Acts of 1928, Chapter 146, or under Mass. General Laws, Chapter 41, Section 69B, as follows:

Water Department Capital from Water Fund Balance

Water	Vehicle Conditioning (M)	60,000
Water	Well Development (M)	156,060
Water	Facilities Improvement (M)	552,600
Water	Water Tank Painting (M)	760,000
Water	Production / Distribution	252,000
Water	Production System Hardware	197,000
Total Water Department Capital Requests		<u>1,977,660</u>

Erik Tolley made a motion that was duly made and seconded to move Article 9 as printed in the warrant and to fund such an article:

Transfer and appropriate from Water Department undesignated fund balance the sum of \$1,977,660.

Article 9 Passes unanimously 11:40am

ARTICLE #10: To see if the Town will vote to raise and appropriate an amount of money to pay for salary and wage adjustments for FY19 as a result of the settlement of collective bargaining agreements and for non-union personnel.

Erik Tolley made a motion that was duly made and seconded to move that the town raise and appropriate \$325,000 for salary and wage adjustments for Fiscal Year 2019 to fund collective bargaining agreements settled or to be settled.

Article 10 passes unanimously 11:42am

ARTICLE #11: To see if the Town will vote to transfer \$2,077,057 from Free Cash and \$185,943 from unspent General Fund articles for a total of \$2,263,000, and appropriate these sums for the following amounts and purposes indicated, or act on anything relative thereto:

Item / Project	Recommended
Accounts Payable Invoice Entry Automation (FC)	80,000
Carpet and Duct Cleaning (FC)	25,000
Combined Dispatch (FC)	100,000
DPW Facility Design and Engineering (FC and Unspent Articles)	1,400,000
Electric Vehicles and Charging Stations (FC)	24,000
Electronic Town Meeting Voting (FC)	20,000
Information Technology Application Improvements (FC)	45,000
Police and Fire Medical (FC)	30,000
Police Department Security Fencing (FC)	7,000
Police Department Social Worker (FC)	20,000
Scanning (FC)	50,000
Transfer to Other Post-Employment Benefits Liability (OPEB)	192,000
Tree Program (FC)	20,000
Vehicle and Equipment Maintenance (FC)	50,000
Wastewater Planning (FC)	200,000
Total	<u>2,263,000*</u>

* Includes \$364,040 golf appropriation as listed in Article 3.

Erik Tolley made a motion that was duly made and seconded to move Article 11 as printed in the warrant and to fund such an article:

- From Free Cash in the sum of \$2,077,057;
- From unspent articles (Cemetery Article 8 Line 24 of the 2016 Annual Town Meeting and Stretcher Article 11, line 6 of the 2017 Annual Town Meeting) in the sum of \$185,943;
- For a total appropriation of \$2,243,000.

A citizen made a motion that was duly made and seconded to strike electronic town meeting voting (\$20K). Carries unanimously.

Article 11 as amended, removing \$20,000 for electronic voting carries unanimously. 11:56am

ARTICLE #12: To see if the Town will vote to raise, appropriate, or transfer from available funds a sum of funds to the Capital Stabilization Fund authorized by this Article, or to act on anything relative thereto.

Erik Tolley made a motion that was duly made and seconded to move Article 12 and fund such an article:

- Transfer and appropriate from Free Cash the sum of \$362,712;

- Raise and appropriate the sum of \$180,346;
- For a total appropriation of \$543,058.

Joe Goldstein made a motion that was duly made and seconded to add \$20,000 to Article 12.
Carried by the requisite majority

Article 12 as amended carries by the requisite majority.
12:03pm

ARTICLE #13: To see if the Town will vote to raise, appropriate, or transfer from available funds for a total of \$150,000 to the Stabilization Fund authorized by this Article, or to act on anything relative thereto.

Selectmen Recommend (5-0) (Board of Selectmen)
Finance Committee Recommends (5-0)

Erik Tolley made a motion that was duly made and seconded to move Article 13 as printed in the warrant and to fund such an article:

- Transfer and appropriate from Free Cash the sum of \$362,712;
- Raise and appropriate the sum of \$180,346;
- For a total appropriation of \$543,058.

Article 13 carries unanimously
12:05pm

ARTICLE #14: To see if the Town will vote to raise and appropriate \$398,311 to fund the Tourism Revenue Preservation Fund as authorized by Chapter 338 of the Acts of 2006, or take any other action relative thereto.

Erik Tolley made a motion that was duly made and seconded to move Article 14 as printed in the warrant.

Article 14 carries unanimously
12:08pm

ARTICLE #15: *ARTICLE WITHDRAWN*

Selectmen Recommend (-) (Board of Selectmen)
Finance Committee Recommends (-)

ARTICLE #16: To see if the Town will vote pursuant to the provisions of General Laws Chapter 60, §3D, to adopt a fund to defray the real estate taxes of low-income elderly and disabled persons. Said adjustments to be effective for exemptions granted for any fiscal year beginning on or after July 1, 2018, or take any other action relating thereto.

Submitted by the Board of Assessors

Norm Holcomb made a motion that was duly made and seconded to move Article 16 as printed in the warrant.

Article 16 carries unanimously
12:10pm

ARTICLE #17: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)

Finance Committee Recommends (-)

(Board of Assessors)

ARTICLE #18: To see if the Town will vote to appropriate the following sums of money from the FY19 estimated annual revenues of the Yarmouth Community Preservation Act Fund as required by G.L. c.149, §298 of the Acts of 2004.

<u>Appropriation</u>	<u>FY19</u>
Community Housing Reserve	\$ 210,000
Open Space Reserve	\$ 210,000
Historic Preservation Reserve	\$ 210,000
Operating Expenses	\$ 98,000

Selectmen Recommend (5-0)

Finance Committee Recommends (5-0)

(Community Preservation Committee)

Mr Ellis made a motion that was duly made and seconded to move Article 18 as printed in the warrant.

Article 18 carries unanimously
12:15pm

ARTICLE #19: To see if the Town will vote to transfer and appropriate for community housing purposes the sum of \$288,500 by transfer of \$230,000 from the Community Preservation Act Housing Reserve and \$58,500 from the Undesignated Reserve to the Town of Yarmouth Municipal Affordable Housing Trust created under G.L. c.44, §55C to create, preserve, and support affordable housing at or below 80% of the Area Median Income.

Tom Roche made a motion that was duly made and seconded to move Article 19 as printed in the warrant.

Article 19 carries unanimously
12:16pm

ARTICLE #20: To see if the Town will vote to transfer and appropriate for community housing purposes the sum of \$118,000 from the Community Preservation Act Undesignated Reserve to the Harwich Ecumenical Council for Housing Inc., a non-profit organization, for a program to preserve homes with repairs for income-eligible homeowners.

Mr. Small made a motion that was duly made and seconded to move Article 20 as printed in the warrant.

Article 20 carries unanimously
12:18pm

ARTICLE #21: To see if the Town will vote to transfer and appropriate the following sums of money from the Community Preservation Act Historic Reserve for the following purposes:

Item	Appropriate To	Purpose	Amount and CPA Funding Source	Total
A	Yarmouth Library Association	Window replacement at the Yarmouth Port Library.	\$94,016 Historic	\$94,016
B	Yarmouth Libraries	Digitization of the Register and Barnstable Patriot Newspapers.	\$78,024 Historic	\$ 78,024
TOTAL				\$ 172,040

Tom Roche made a motion that was duly made and seconded to move Article 21 as printed in the warrant.

Article 21 carries unanimously
12:20pm

ARTICLE #22: To see if the Town will vote to authorize the Board of Selectmen to acquire by purchase, gift, eminent domain, or otherwise for conservation, open space and passive recreation purposes, for the general public, consistent with the provisions of Mass. Gen. Laws, c. 40, §8C, 310 C.M.R. 22.00, and Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts, the land situated in the Town of Yarmouth, Massachusetts, consisting of a parcel of land located at 275 Route 28, and described as follows: 1.35 acres, more or less, together with all rights and easements and subject to rights and easements of record, the property located at 275 Route 28, known as the “Yankee Village Motel”; and which is identified on Assessor’s Map 37, Lot 60; the parcel is described in a deed recorded on July 2, 1973 in Book 1889, Page 288 at the Barnstable County Registry of Deeds; and to appropriate \$975,000. from the Community Preservation Act Open Space Reserve, or any other sum, for said acquisition and site improvements; pursuant to the provisions of ch. 149, §298 of the Acts of 2004, as amended by c. 352, §§129-133 of the Acts of 2004, the so-called Community Preservation Act; to authorize the Board of Selectmen to apply for, accept and expend any funds which may be provided by the Commonwealth or other public or private source to defray a portion or all of the costs of acquiring this property, including but not limited to funding under the Self-Help Act, General Laws, c. 132A, &11, and/or the Federal Land & Water Conservation Fund, P.L. 88-568,

78 Stat 897; to authorize the Board of Selectmen to grant to a governmental agency or non-profit organization, for no consideration, a perpetual Conservation Restriction, pursuant to the provisions of General Laws, c. 184, §31 through §33, limiting the use of the property to the purpose for which it was acquired, to be recorded at the time of closing or within a reasonable amount of time thereafter; to authorize the Conservation Commission to assume the care, custody, control and management of the property; and to authorize the Board of Selectmen and Conservation Commission to enter into all agreements and execute any and all instruments as may be necessary on behalf of the municipality to affect this purchase and obtain reimbursement funding to be returned to the Community Preservation Act Fund, or to take any other action relative thereto.

2/3 Vote Required

Tom Durkin made and motion that was duly made and seconded to move Article 22 as printed in the warrant and to amend line 10 by inserting the amount of \$975,000. This article is to be funded by CPA Open Space Reserve.

Article 22 carries with the requisite 2/3 majority.
12:42pm

ARTICLE #23: To see if the Town will vote to transfer and appropriate the following sums of money from the Community Preservation Act FY19 Estimated Receipts to the Town of Yarmouth Parks, Recreation, and Cemetery Department for the following recreational purposes:

Item	Appropriate To	Purpose	Amount and CPA Funding Source	Total
A	Park, Recreation, and Cemetery Dept.	Flax Pond Recreation Area Phase III for new pickle ball courts.	\$275,000 Undesignated	\$275,000
B	Park, Recreation, and Cemetery Dept.	Design and engineering of the Sandy Pond Recreation Area located at 482 Buck Island Road in West Yarmouth.	\$ 275,000 Undesignated	\$275,000
TOTAL				\$550,000

Dorcas McGurrin made a motion that was duly made and seconded to move Article 23 as printed in the warrant and to fund such article through FY19 estimated receipts.

Article 23 carries by the requisite majority.

ARTICLE 24: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)

Finance Committee Recommends (-)

(Community Preservation Committee)

ARTICLE 25: To see if the Town will vote to amend the Town of Yarmouth General Bylaws to delete, Chapter 113 – Marijuana, in its entirety and replace with a new Chapter 113,

Marijuana, which would prohibit public consumption of marijuana in the Town of Yarmouth as is consistent with MGL c. 94G, or take any other action relative thereto, as follows:

§ 113-1. Use of marijuana in public.

No person shall smoke, ingest or otherwise consume marijuana or tetrahydrocannabinol (as defined in MGL c. 94C, § 1, as amended) while in or upon any street, sidewalk, public way, footway, passageway, stairs, bridge, park, playground, beach, recreation area, boat landing, public building, schoolhouse, school grounds, cemetery, parking lot, or any area owned or under the control of the Town of Yarmouth or the Dennis Yarmouth Regional School District; or in or upon any bus or other passenger conveyance operated by a common carrier; or in any place accessible to the public, unless duly licensed by the Cannabis Control Commission and the Town of Yarmouth pursuant to MGL c. 94G, as amended.

§ 113-2. Name, address and date of birth to be provided.

Upon request by any duly sworn police officer, any person charged with violating this chapter shall provide his or her true name, address and date of birth.

§ 113-3. Violations and penalties.

Any person violating this chapter shall be punished by a fine of \$300. Any marijuana or tetrahydrocannabinol found by a law enforcement officer in the enforcement of this chapter shall be seized and disposed of in accordance with law. Any penalty imposed under this chapter shall be in addition to any civil penalty imposed under MGL c. 94C, § 32L and 94G, § 13.

§ 113-4. Severability.

The provisions of this chapter are severable. If a word, phrase, clause, sentence, paragraph, subsection, section, or other provision is determined to be invalid or it is determined that the application of any part of the provision to any person or circumstance is invalid, the remaining provisions and the application of those provisions to other persons or circumstances are not affected by that decision.

Mike Stone made a motion that was duly made and seconded to move Article 25 as printed in the warrant.

Article 25 passes with the requisite majority
1:26pm

ARTICLE 26: To see if the Town will vote to amend the Town of Yarmouth General Bylaws by adding a new Chapter 146, Marijuana Establishments that would provide as follows, or take any action thereto:

Chapter 146 – Marijuana Establishments

§ 146-1 Marijuana Establishments Prohibited

Consistent with G.L. c. 94G, § 3(a)(2), “marijuana establishments” as defined in G.L. c. 94G, § 1 shall be prohibited within the Town of Yarmouth.

§ 146-2 Enforcement

This By-law may be enforced through any lawful means in law or in equity including, but not limited to, enforcement by criminal indictment or complaint pursuant to Massachusetts General Laws Chapter 40, section 21, as amended, or by noncriminal disposition pursuant to Massachusetts General Laws Chapter 40, section 21D, as amended, by the Board of Selectmen, the Town Administrator, or their duly authorized agents, or any police officer.

§ 146-3 Penalty.

The fine for violation of this By-law shall be \$300.00 for each offense.

Mike Stone made a motion that was duly made and seconded to move Article 25 as printed in the warrant.

Article 26 passes with the requisite majority.

1:44pm

ARTICLE 27: To see if the Town will vote to amend the Town of Yarmouth General By-laws, by adding the following chapter, or take any action thereto:

Chapter 146. Marijuana Establishments License

§ 146-1. Marijuana License Required

A. No person shall carry on the business cultivate, process, package, deliver, obtain, manufacture, process, package, brand, sell or otherwise transfer, or test marijuana or marijuana products, or otherwise operate a Marijuana Establishment as defined by Massachusetts General Laws Chapter 94G, but expressly excluding establishments for the consumption on premises, so called social consumption operations, within the Town unless first duly licensed thereof by the Board of Selectmen. The omission of regulation of social consumption establishments is not intended to allow this use, which use has not be authorized by referendum vote at a state election.

§ 146-2. Limitation on Licenses.

The number of Marijuana Cultivator Licenses issued in the Town of Yarmouth shall be limited to one (1); the number of Marijuana Retailers Licenses issued in the Town of Yarmouth shall be limited to one (1); the number of Marijuana Product Testing Facility Licenses issued in the Town of Yarmouth shall be limited to one (1); the number of Marijuana Manufacturer Licenses issued in the Town of Yarmouth shall be limited to one (1).

§ 146-3. Prohibited Marijuana Establishments.

Any other type of licensed Marijuana Establishment not expressly defined as Marijuana Cultivator, Marijuana Retailer, Marijuana Product Testing Facility, or Marijuana Manufacturer shall be prohibited.

§ 146-4. Regulations.

A. The Board may adopt reasonable rules and regulations related to the issuance of such licenses, including the fees to be paid therefore and the conditions to be satisfied by any applicant for such a license.

§ 146-5. Applications.

Applicants for a license shall file an application on a form by the Board of Selectmen, signed under the penalties of perjury by the applicant, containing such information as the Board of Selectmen may reasonably require from time to time. Each applicant shall pay an application fee as may be reasonably determined from time to time by the Board of Selectmen.

§ 146-6. Hearing.

A. The Board of Selectmen must hold a hearing on the application within 45-days of receipt of a complete application, with due written notice provided to the applicant of the time, date and location where such appeal will be heard.

§ 146-7. Decision.

A. The Board of Selectmen may approve, deny or approve the application with conditions. Such decision shall be based on the evidence taken at the public hearing, consistent with the protection of the health, safety and welfare of the public, and consistent with the regulations promulgated by such board.

§ 146-8. Enforcement.

The Board of Selectmen may issue orders as appropriate to aid in the enforcement of this regulation and may enforce these provisions in equity, including the request for injunctive relief, in a court of competent jurisdiction. Any failure to comply with any Order issued hereunder shall result in the issuance of a formal warning. Any failure to comply with such a warning shall result in a fine of \$100.00. Any failure to comply after the issuance of said initial fine may be punishable by a subsequent fine of \$300.00. Each day of a continued non-compliance shall constitute a separate violation. Further, the Board of Selectmen may hold a hearing, with notice to the licensee, to determine if such license should be modified, suspended or revoked.

§ 146-9. Nonpayment of Taxes.

A. The licensing authority may deny, revoke or suspend any license or permit, including renewals and transfers, of any party or agent thereof whose name appears on said list furnished to the licensing authority from the Town Collector of individuals delinquent on their taxes and/or water bills.

B. See §§ 95-1 through 95-5 of this Code for specific language on the effect of nonpayment of taxes.

§ 146-10. Authority.

A. Home Rule Amendment [art. 89 of the Amendments to the Massachusetts Constitution]; Charter, Chapter 3, Section 3-3, Massachusetts General Laws, Chapter 94G, § 3, 935 CMR 500.000.

Mike Stone made a motion that was duly made and seconded to withdraw the article

Article 27 was withdrawn
1:45pm

ARTICLE 28: To see if the Town will vote to amend the Zoning Bylaw as follows, or take any other action relative thereto:

1. Amend Section 202.5 - Use Regulation Table, by adding a new row entitled “**R2 Marijuana Establishments**”, as shown:

202.5 Use Regulation Table	Res.	RS-40	B1 ²¹	B2 ²¹	B3 ²¹	RMDOD ⁴⁴	MU	APD	AED	MOD	HMOD1	HMOD2	VC1	VC2	VC3	VC4
R2 Marijuana Establishments	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>

2. Amend Section 500 – Definitions, by adding a new definition for Marijuana Establishments as shown:

MARIJUANA ESTABLISHMENT – *a marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business, which shall each have those meanings set forth in MGL c. 94G.*

Requires 2/3rds Vote

Mike Stone made a motion that was duly made and seconded to move Article 26 as printed in the warrant.

Article 28 passes with the requisite 2/3 majority
1:46pm

ARTICLE 29: To see if the Town will vote to amend the Registered Marijuana Dispensaries bylaw and create a new Marijuana Establishment bylaw by amending various sections of the Zoning Bylaw, as follows, or take any other action relative thereto:

1. Amend the Zoning Map by replacing the text “*Registered Marijuana Dispensary Overlay District (RMDOD)*” with new text “***Cannabis Overlay District (COD)***” in the Zoning Map

Key; and by replacing the text “*RMDOD*” with new text “*COD*” in table 203.5 – Table of Dimensional Requirements shown on the Zoning Map.

2. Amend Section 103.3.2 – Applicability (Site Plan Review), by adding new text to the second to last paragraph as shown:

Projects developing under Section 415 (Registered Marijuana Dispensaries) **and Section 417 – Marijuana Establishments** are required to go through formal Site Plan Review.

3. Amend Section 103.3.4 – Plans (Site Plan Review), by adding the following sentence at the end of this section as shown:

Projects developing under Section 417 (Marijuana Establishments) shall provide supplemental submittal information as required by Section 417.4.

1. Amend Section 103.4.2 – Applicability and Jurisdiction (Design Review), by replacing the text “*and 415*” with new text “***, 415 and 417***” as shown:

103.4.2 Applicability and Jurisdiction. All commercial uses located south of Route 6 and all projects subject to the provisions of Bylaw sections 404, 411, 414, ***415 and 417*** shall be subject to design review.

2. Amend Section 103.4.4 – Design Review Authority, Paragraph 5, by adding the following new text as shown:

5. The Design Review Committee shall be the Design Review Authority to review all projects developing pursuant to Section 415 (Registered Marijuana Dispensaries) **and Section 417 (Marijuana Establishments)** for mandatory compliance with the Yarmouth Architectural and Site Design Standards, as adopted and from time-to-time amended by the Planning Board.

3. Amend Section 103.4.6 – Procedures (Design Review), by deleting it in its entirety and replacing it with the following new text as shown:

103.4.6 Procedures. Design Review must precede Site Plan Review. Applicants for projects submitted in conjunction with Bylaw sections 404 and 411 must submit 13 copies of the architectural building elevations, certified site plan, lighting plans, landscape plans, and sign plans. Applications for development under Bylaw Section 415 (Registered Marijuana Dispensaries), **and Section 417 (Marijuana Establishments)**, shall submit 6 copies of the plans outlined above plus supplemental information outlined in Bylaw Section 415 **and Section 417**. Applicants for development under the VCOD shall provide application materials in accordance with Section 414.3.2. Applicants for all other applicable projects within the Jurisdiction must submit only 6 copies of the site plan and architectural elevations but are encouraged to submit lighting plans, landscape plans and sign plans for review. Application materials must be submitted to the Community Development Department for scheduling with the proper Review Authority.

7. Amend Section 201.1 - Classes of Districts, by replacing the text “*Registered Marijuana Dispensary Overlay District (RMDOD)*” with new text “***Cannabis Overlay District (COD)***”.
8. Amend Section 201.2 – Zoning Map, by replacing the text “*RMDOD*” in the first sentence with new text “***COD***”.
9. Amend Section 202.5 - Use Regulation Table, by adding a new row entitled “***R2 Marijuana Establishments***”, and replacing the text “*RMDOD*⁴⁴” in the header column with new text “***COD***” as shown:

202.5 Use Regulation Table	Res.	RS-40	B1 ²¹	B2 ²¹	B3 ²¹	<i>COD</i>	MU	APD	AED	MOD	HMOD1	HMOD2	VC1	VC2	VC3	VC4
<i>R2 Marijuana Establishments</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>no</i>	<i>BA</i> ⁴⁴	<i>No</i>	<i>no</i> ⁴⁵	<i>no</i>							

10. Amend Section 202.5 – Use Regulation Table Footnotes, by amending Footnote 44 by replacing the text “*RMD Overlay District (RMDOD)*” with new text “***Cannabis Overlay District (COD)***” and adding new text as shown:
 44. Subject to the requirements of Section 415 – Registered Marijuana Dispensaries ***and Section 417 – Marijuana Establishments***. The ***Cannabis Overlay District (COD)*** applies solely for use code R1 – Registered Marijuana Dispensary ***and R2 – Marijuana Establishments***. All other uses shall be subject to the underlying zoning.
11. Amend Section 202.5 – Use Regulation Table Footnotes, by amending Footnote 45 by replacing the text “*RMDOD*” with new text “***COD***”.
12. Amend Section 203.5 – Table of Dimensional Requirements, by replacing the text “*RMDOD*” with new text “***COD***”.
13. Amend Section 203.5 – Table of Dimensional Requirements – Notes W, by adding the text “***,and Section 417.5.13 and 417.5.14,***” as shown:
 - W. Refer to Bylaw Sections 415.5.14 and 415.5.15, ***and Sections 417.5.13 and 417.5.14,*** for additional setback requirements to residential zoning districts and certain types of structures or uses.
14. Amend Section 303.1 Goals and purposes (Signs), by adding a paragraph at the end of Section 303.1, as shown:

Refer to Section 417.5.9 (Signs) for supplemental sign regulations specific to development under Section 417 Marijuana Establishments.
15. Amend Section 415.2 – Applicability (Registered Marijuana Dispensaries), Paragraph 4, by replacing the text “*Registered Marijuana Dispensary Overlay District (RMDOD)*” with new text “***Cannabis Overlay District (COD)***”.

16. Amend Section 415.4 – Design Review and Site Plan Review (Registered Marijuana Dispensaries), Paragraph 1, by adding new text as shown:

1. Formal Design Review as outlined in Section 103.4 is required and adherence to the Yarmouth Architectural and Site Design Standards are mandatory. ***This applies to existing structures and developed sites, as well as new construction.***

17. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 2, by adding new text as shown:

2. All aspects of cultivation, processing, ***testing***, sales and dispensing of marijuana shall take place in a fixed location or locations within fully enclosed buildings that are monitored by surveillance cameras, alarm systems, and all other security measures in accordance with 105 CMR 725.000 ***and as deemed appropriate to ensure patron and community safety and deter unauthorized access to the premises.*** If requested by the Yarmouth Police Department, all surveillance video shall be directly fed to the Yarmouth Police Station at the expense of the applicant.

18. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 3, by adding new text at the end of the paragraph as shown:

3. No RMD shall be located inside a building containing any other uses or tenants, ***except Registered Marijuana Dispensaries may be located in the same building as properly licensed and permitted Marijuana Establishments.***

19. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 6, by deleting the text “*in excess of*” and “*cultivation, processing and dispensing at up to two locations as allowed by 105 CMR 725.00*” and adding new text as shown:

6. No Registered Marijuana Dispensary located within the Town of Yarmouth shall have a gross floor area ***greater than*** 10,000 square feet, which may include ***any and all aspects of an RMD. If a Registered Marijuana Dispensary is co-located with a Marijuana Establishment, the combined square footage may not exceed 10,000 square feet.***

20. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 8, by deleting the text “*Fencing with lockable gates shall be provided around the perimeter of the RMD*” and adding new text as shown:

8. Landscaping and Lighting: Landscaping and lighting plans shall endeavor to balance the need for security with aesthetic concerns and impacts to abutting properties and public ways. Trespass of light at abutting property boundaries shall not exceed 0.1 foot candles, ***except at driveways, where light may be up to 0.5 foot candles at the property line adjacent to a roadway. Lighting shall have no undue glare affecting adjoining properties or roadways.*** Height of light fixtures shall not exceed 15 feet as measured from the highest point of the light structure to finished grade. Landscaping shall adhere to Section 301 (Parking and Loading Requirements), taking into consideration that trees, bushes, and other foliage outside of the RMD shall not allow for a person or persons to conceal themselves from sight. ***If provided***, fencing and gates shall be a maximum of 8' high, and shall be decorative style wherever viewed from a public way or abutting property. Style of fencing and gates shall be approved by the Design Review Committee and Special Permit Granting Authority. Chain link fencing shall be prohibited wherever visible from the public way or abutting property.

21. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 9, by deleting the text “, *plus*” and adding new text as shown:
 9. Parking and Loading Requirements: Parking and Loading requirements for RMD shall adhere to Section 301.5 – Table of Parking Demand, and shall be applicable to mercantile use for that portion of the floor area designated for sales; Industrial use for the floor area designated for processing, storage and cultivation of medical marijuana; ***and Business use for the floor area designated for testing facilities.***

22. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 10c, by deleting the text “*patient*” in the first sentence, deleting the text “*and*”, “*identify the building by*” and “*only*” in the second sentence, and adding new text as shown:
 - c. The main entrance to the RMD may have one attached wall sign, no larger than four (4) square feet mounted to the building adjacent to the entrance. A free standing sign for a RMD shall be no larger than 6 square feet, shall ***include*** the DPH Registered Name and shall include the street number.

23. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 10d, by adding new text as shown:
 - d. A RMD shall not display on the exterior of the facility advertisements for marijuana or any brand name and shall not utilize graphics related to marijuana or paraphernalia on the exterior of the RMD, or the building in which the RMD is located ***or on signage.***

24. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 14, by adding new text as shown:
14. No RMD shall be located within 100 feet of a residential zoning district, *except those parcels that abut Willow Street where the 100 foot setback shall not apply*. This distance shall be measured in a straight line from the zoning district boundary to the nearest point of any component of the proposed RMD.
25. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraph 18, by deleting the text “*dispensary agents*”, and “*registered qualifying patients or their caregivers*” and adding new text as shown:
18. Information regarding the security measures to be implemented to deter and prevent unauthorized entrances and protect the premises, *employees*, and *customers*, shall be provided to the Yarmouth Police Department, including amendments.
26. Amend Section 415.5 – General Requirements and Conditions for all Registered Marijuana Dispensaries (Registered Marijuana Dispensaries), Paragraphs 19 and 20, by deleting them in their entirety.
27. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 2, by deleting the text “*both*” and “*two*” and adding text as shown:
2. If an applicant is proposing two *or more* locations within Yarmouth for their RMD in accordance with 105 CMR 725.000, information on *all* locations are required and shall be submitted as separate Special Permit applications.
28. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 3c, by deleting the text “*of the non-profit*” at the end of the sentence and adding new text as shown:
- c. Names, addresses, phone numbers and e-mail of officers/*owners and of a main contact person and two back-up contacts*.
29. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 3d and 3e, by deleting them in their entirety.
30. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 4a, by replacing the text “*Facility*” with the new text “*facility*” and adding new text as shown:
- a. The *facility* is designed to minimize any adverse visual or economic impacts on abutters and other parties in interest, as defined in *M.G.L. c. 40A, §11*;

31. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 4b, by replacing the text “*Facility*” with the new text “*facility*”.
32. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 4e, by deleting it in its entirety.
33. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 4, by adding a new paragraph at the end of this section as shown:
 - g. ***The applicant demonstrates that no undue nuisance, hazard or congestion will be created and that there will be no substantial harm to the established or future character of the neighborhood or town.***
34. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 5, by deleting the text “*shall*” in the first sentence and adding new text as shown:
 5. Annual Review: The SPGA ***may*** condition any Special Permit issued under this Section to require the applicant to schedule a review by the SPGA to demonstrate compliance with the conditions of the Special Permit and Zoning Bylaw, to provide documentation of any inspections conducted by the Department of Public Health and to provide documentation of continued registration of the RMD with the DPH. This review shall be conducted within 30 days of the anniversary date of the issuance of the Special Permit and shall be conducted on an annual basis for as long as the RMD is in operation under the Special Permit, ***or as directed by the SPGA.***
35. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 6, by deleting it in its entirety and replacing with new text as shown:
 6. ***Special Permit Transfer: A Special Permit shall be issued to the owner of the RMD and shall not transfer with a change in ownership of the business and/or property.***
36. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 7, by deleting the last sentence in its entirety as shown:
 7. Discontinuance of Use: The RMD shall notify the Yarmouth Police Department and the Special Permit Granting Authority in writing within 48 hours of the permit holder ceasing to operate the RMD or if the permit holder’s registration with DPH expires or is terminated.
37. Amend Section 415.6 – Special Permit Requirements (Registered Marijuana Dispensaries), Paragraph 8, by deleting the last two sentences as shown:
 8. Special Permit Revocation: Any violation of this Section or conditions of the Special Permit shall be grounds for revocation.

38. Delete Section “*417 TEMPORARY MORATORIUM ON MARIJUANA ESTABLISHMENTS WHICH ARE NOT INCLUDED IN THE DEFINITION OF MEDICAL MARIJUANA TREATMENT CENTERS*” in its entirety and replace with the following new section “*417 MARIJUANA ESTABLISHMENTS*” as shown:

416 MARIJUANA ESTABLISHMENTS

416.1 Purposes:

1. To provide for the establishment of Marijuana Establishments (herein referred to as “Marijuana Establishment”), in an appropriate location and under specific conditions, in acknowledgment of the passage of Chapter 334 of the Acts of 2016 - *An Act for the Regulation and Taxation of Marijuana Act*, as amended by Chapter 55 of the Acts of 2017, and codified as Massachusetts General Laws Chapter 94G, and any and all regulations established by the Cannabis Control Commission (hereinafter referred to as “CCC”).
2. To minimize and mitigate the adverse impacts of Marijuana Establishments on adjacent properties, public ways, residential neighborhoods, schools and other places where children congregate, local historic districts, and other land uses potentially incompatible with said facilities; by regulating the siting, design, placement, safety, and monitoring of Marijuana Establishments.

416.2 Applicability:

1. Marijuana Establishments, as defined in G.L. Chapter 94G, shall be permitted in compliance with the provisions of Section 417, all other Town of Yarmouth permits and license requirements, and with the proper Licensing of Marijuana Establishments pursuant to MGL c. 94G, and regulations promulgated by the CCC.
2. Nothing in Section 417 is intended to regulate or prohibit uses or activities related to personal use of marijuana in accordance with MGL c. 94G.
3. Marijuana Establishments may only be allowed by Special Permit from the Special Permit Granting Authority in the Cannabis Overlay District (COD), provided the facility meets the requirements of this Section 417.
4. If any provision of this Section or the application of any such provision to any person or circumstance, shall be held invalid, the remainder of this Section, to the extent it can be given effect, or the application of those provisions to persons or circumstances other than those to which it is held invalid, shall not be affected thereby, and to this end the provisions of this Section are severable.

416.3 Special Permit Granting Authority:

For the purposes of this section, the Special Permit Granting Authority (SPGA) is designated to be the Zoning Board of Appeals.

416.4 Design Review and Site Plan Review:

1. Formal Design Review as outlined in Section 103.4 is required and adherence to the Yarmouth Architectural and Site Design Standards are mandatory. This applies to existing structures and developed sites, as well as new construction.
2. Formal Site Plan Review as outlined in Section 103.3 is required. The Yarmouth Police Department shall participate in Site Plan Review.
3. In addition to the submittal requirements outlined for Design Review and Site Plan Review, the applicant shall also submit the following for a Marijuana Establishment.
 - a. Detailed floor plan(s) of the premises that identifies the square footage available and describes the functional areas.
 - b. Plan showing security measures, including, but not limited to fencing, gates, lighting and alarms, to ensure personal safety and to protect the premises from theft.

416.5 General Requirements and Conditions for all Marijuana Establishments.

1. All aspects of Marijuana Establishments (cultivation, testing, product manufacturing, retail or other type of marijuana related business) shall take place in a fixed location or locations within fully enclosed buildings that are monitored by surveillance cameras, alarm systems, and all other security measures in accordance with CCC regulations deemed appropriate to ensure patron and community safety and deter unauthorized access to the premises. If requested by the Yarmouth Police Department, all surveillance video shall be directly fed to the Yarmouth Police Station at the expense of the applicant.
2. No Marijuana Establishments shall be located inside a building containing any other uses or tenants, except Marijuana Establishments may be located in the same building as properly licensed and permitted Registered Marijuana Dispensaries.
3. If green houses are used for cultivation, curtains shall be utilized to prevent light pollution and illumination outside the greenhouse from dusk to dawn.
4. Industry Best Management Practices shall be utilized to control odors inside and outside all types of Marijuana Establishments. No odors from marijuana or its processing shall be detectable by a person with an unimpaired and otherwise

normal sense of smell at the exterior of the medical marijuana business or at any adjoining property or use.

5. No Marijuana Establishments located within the Town of Yarmouth shall have a gross floor area greater than 10,000 square feet, which may include any or all aspects of a Marijuana Establishment. If a Marijuana Establishment is co-located with a Marijuana Dispensary, the combined square footage may not exceed 10,000 square feet.
6. Waste Handling: No composting of waste materials may happen at the Marijuana Establishment. Outside storage of general solid waste not containing any usable marijuana shall be screened with a locking fence. Solid waste containing any usable marijuana will be stored inside a designated, locked, limited access area located inside a building or structure. Liquid waste from processing or disposal of marijuana shall not be discharged to surface waters or groundwater or septic systems.
7. Landscaping and Lighting: Landscaping and lighting plans shall endeavor to balance the need for security with aesthetic concerns and impacts to abutting properties and public ways. Trespass of light at abutting property boundaries shall not exceed 0.1 foot candles, except at driveways, where the light may be up to 0.5 foot candles at the property line adjacent to a roadway. Lighting shall have no undue glare affecting adjoining properties or roadways. Height of light fixtures shall not exceed 15 feet as measured from the highest point of the light structure to finished grade. Landscaping shall adhere to Section 301 (Parking and Loading Requirements), taking into consideration that trees, bushes, and other foliage outside of the Marijuana Establishment shall not allow for a person or persons to conceal themselves from sight. If provided, fencing and gates shall be a maximum of 8' high, and shall be decorative style wherever viewed from a public way or abutting property. Style of fencing and gates shall be approved by the Design Review Committee and Special Permit Granting Authority. Chain link fencing shall be prohibited wherever visible from the public way or abutting property.
8. Parking and Loading Requirements: Parking and Loading requirements for Marijuana Establishments shall adhere to Section 301.5 – Table of Parking Demand, and shall be applicable to mercantile use for that portion of the floor area designated for sales; Industrial use for the floor area designated for processing, storage and cultivation of marijuana; and Business use for the floor area designated for testing facilities.
9. Signs:
 - a. Signage for Marijuana Establishments shall adhere to Section 303, except that:

- i. External signage shall not be illuminated except for a period of 30 minutes before sundown until closing.
 - ii. Neon signage is prohibited at all times.
 - iii. Logos on signage shall not use medical symbols, images of marijuana, related paraphernalia or colloquial references to cannabis and marijuana.
10. The hours of operation of a Marijuana Establishment may be regulated by the Board of Selectmen.
11. A Marijuana Establishment shall not have a drive through. No off-site delivery of marijuana products is allowed from a Marijuana Establishment.
12. Consumption of marijuana on the premises or grounds of any Marijuana Establishment is prohibited.
13. No Marijuana Establishment shall be located within 100 feet of a residential zoning district, except those parcels that abut Willow Street where the 100 foot setback shall not apply. This distance shall be measured in a straight line from the zoning district boundary to the nearest point of any component of the proposed Marijuana Establishment.
14. No Marijuana Establishment shall be located within 500 feet of any of the following structures or uses in existence on the date of a complete application submission to the SPGA for a Special Permit:
 - a. Any school of any type attended by children under the age of 18;
 - b. Any licensed child care facility, day care center or family day care home;
 - c. Any correctional facility, half-way house, or similar facility;
 - d. Libraries;
 - e. Family entertainment facilities;
 - f. Public parks, athletic fields and recreation facilities;
 - g. Religious facilities; and
 - h. Any facility in which children commonly congregate on an organized ongoing formal basis.

This distance shall be measured in a straight line from the nearest property line of the lot containing any of the above facilities to the nearest point of any principle building housing the Marijuana Establishment.

15. The applicant shall provide the Yarmouth Police Department, the Building Department and the Special Permit Granting Authority with the name, phone number and email address of a main contact person and two back-up contact people to whom notice can be given if there are operating problems associated with the Marijuana Establishment.

16. The applicant shall allow for periodic inspections by the Yarmouth Police Department, the Building Commissioner, and/or the Board of Health during the hours when the premises are open for business. The purpose of the periodic inspections is to determine if the licensed premises are operated in accordance with the requirements of the special permit and the conditions outlined therein.
17. Information regarding the security measures to be implemented to deter and prevent unauthorized entrances and protect the premises, employees, and customers, shall be provided to the Yarmouth Police Department, including amendments.

416.6 Special Permit Requirements:

1. The Special Permit Granting Authority (SPGA) may grant a Special Permit for a Marijuana Establishment, in accordance with G.L. c. 40A, §9, subject to the provisions and requirements outlined in Section 417, and in allowed zoning districts as shown in Section 202.5 – Use Regulation Table.
2. If an applicant is proposing two or more locations within Yarmouth for their Marijuana Establishment, information on all locations are required and shall be submitted as separate Special Permit applications.
3. Application Submittal Information: In addition to the application requirements set forth in Sections 417.5, 417.6 and the SPGA application forms and regulations, a special permit application for a Marijuana Establishment shall include the following supplemental information:
 - a. Narrative on how the proposed project is in compliance with these regulations, and how it has been designed to meet the Special Permit granting criteria contained in Section 417.6.4.
 - b. Overall scaled context map depicting all properties, residential zoning districts, and land uses around the subject parcel to verify compliance with the siting restrictions outlined in Sections 417.5.13 and 417.5.14.
 - c. Names, addresses, phone numbers and e-mail of officers/owners and of a main contact person and two back-up contacts.
 - d. If not grown and/or processed at the Marijuana Establishment, the applicant shall identify, and provide contact information for the source of all marijuana that will be sold or distributed at the Marijuana Establishment.
 - e. Supplemental information required for Design Review and Site Plan Review as outlined in Section 417.4.3.
4. Special Permit Criteria: The Special Permit Granting Authority shall not issue a special permit for a Marijuana Establishments unless it finds that:

- a. The facility is designed to minimize any adverse visual or economic impacts on abutters and other parties in interest, as defined in M.G.L. c. 40A, §11;
 - b. The facility is designed to ensure personal safety of those working at or utilizing the facility and to protect the premises from theft, while taking into consideration aesthetics and impacts to abutting properties and public ways.
 - c. Adequate measures have been taken to mitigate any noise, odors or light pollution at the property line, or to adjacent users if on the same parcel.
 - d. Demonstrate adequate waste disposal of products containing usable marijuana that does not adversely impact the environment or aquifer.
 - e. The applicant has not provided materially false documents or testimony; and
 - f. The applicant has satisfied all of the conditions and requirements of Sections 417.5 and 417.6 herein.
 - g. The applicant demonstrates that no undue nuisance, hazard or congestion will be created and that there will be no substantial harm to the established or future character of the neighborhood or town.
5. Annual Review: The SPGA may condition any Special Permit issued under this Section to require the applicant to schedule a review by the SPGA to demonstrate compliance with the conditions of the Special Permit and Zoning Bylaw, to provide documentation of any inspections conducted and to provide documentation of continued CCC Licensure. This review shall be conducted within 30 days of the anniversary date of the issuance of the Special Permit and shall be conducted on an annual basis for as long as the Marijuana Establishment is in operation under the Special Permit, or as directed by the SPGA.
 6. Special Permit Transfer: A Special Permit shall be issued to the owner of the Marijuana Establishment and shall not transfer with a change in ownership of the business and/or property.
 7. Discontinuance of Use: The Marijuana Establishment shall notify the Yarmouth Police Department and the Special Permit Granting Authority in writing within 48 hours of the permit holder ceasing to operate the Marijuana Establishment or if the permit holder's CCC Licensures expires, is not renewed or is terminated.
 8. Special Permit Revocation: Any violation of this Section or conditions of the Special Permit shall be grounds for revocation. The Special Permit shall be revoked by the SPGA if the CCC License is revoke or lapses. The applicant shall notify the SPGA of the revocation or loss of License.
39. Amend Section 500 – Definitions, by adding a new definition for Marijuana Establishments as shown:

MARIJUANA ESTABLISHMENT – a marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer, but expressly excluding establishments for the consumption on premises, so called social consumption operations, or any other type of licensed marijuana-related business, which shall each have those meanings set forth in MGL c. 94G. The omission of regulation of social consumption establishments is not intended to allow this use, which use has not be authorized by referendum vote at a state election.

Requires 2/3rds Vote

Mike Stone made a motion that was duly made and seconded to withdraw Article 29.

Article 29 was withdrawn

1:48pm

ARTICLE 30: To see if the Town will vote to amend certain provisions of Section 404 – Motels Bylaw by amending various sections of the Zoning Bylaw, as follows, or take any other action relative thereto:

1. Amend Section 404.1.1 – Goals and Purposes in the HMOD1, by deleting the first paragraph in its entirety and replacing with new text as shown:

404.1.1 Goals and Purposes in the HMOD1. During the 1950’s and 60’s, the Town of Yarmouth became a popular summer destination with the construction of many traditional seasonal motels and hotels along Route 28. Since that time, many of these properties have fallen into disrepair and opportunities for their redevelopment have been limited and constrained by existing zoning regulations regarding use, lot size and density. It is the intent of this section to remedy these difficulties for property owners by:

2. Amend Section 404.1.1 – Goals and Purposes in the HMOD1, Paragraph 1, by deleting the text “to provide” and “conversion” and adding new text as shown:
 1. ***Providing*** a carefully controlled mechanism that promotes public welfare, community and economic opportunities, including business and housing, through the ***redevelopment*** of motel properties into new commercial, mixed, and/or multifamily housing uses, while on the one hand preserving and enhancing the ambiance of our historic community, and on the other, providing for safe living, eating and cooking facilities within housing ***units***;
3. Amend Section 404.1.1 – Goals and Purposes in the HMOD1, Paragraph 2, by deleting the text “to allow” and adding new text as shown:
 2. ***Allowing and encouraging*** mixed use buildings with residential use over retail, commercial, and/or office uses;

4. Amend Section 404.1.1 – Goals and Purposes in the HMOD1, Paragraph 3, by deleting the text “*to allow*” and adding new text as shown:

3. **Allowing** for the creation and/or redevelopment of multiple units on a single lot, consisting of commercial space, and singles, duplexes, townhouses, and apartments, non-year-round vacation dwelling units, and affordable housing;

5. Amend Section 404.1.1 – Goals and Purposes in the HMOD1, Paragraph 4, by deleting the text “*to provide*” and adding new text as shown:

4. **Providing** the owners of applicable properties with the ability to improve, renovate, and/or replace their properties to maximize the uses of limited lot size by easing bulk regulations and allowing for an increase in density.

6. Amend Section 404.1.2 – Applicability in the HMOD1, by adding new text to the second paragraph as shown:

Properties that meet the *specific* applicability requirements of Section 404.1.2 may acquire and combine adjacent parcel(s) located within the HMOD1 zoning overlay district that do not meet the applicability requirements of Section 404.1.2, and develop the entire combined site under Section 404.1 provided the total of the additional parcels are no more than 100% of the area of the original applicable property. (Example: A 1.0 acre applicable motel property may add up to an additional 1.0 acre of non-applicable property or properties in the HMOD1 to the original 1.0 acre and develop the entire 2.0 acres under Section 404.1).

7. Amend Section 404.1.3 – Project Approval in the HMOD1, first paragraph, by deleting the first sentence in its entirety, deleting the text “*the*” in the last sentence, and adding new text as shown:

404.1.3 Project Approval in the HMOD1. The creation of **commercial uses, office uses, motel uses and housing**, as subsequently defined, on the same lot shall be permitted if **all specific** provisions of this section are met.

8. Amend Section 404.1.3 – Project Approval in the HMOD1, second paragraph, by deleting the text “*will*” in the first sentence, deleting the text “*conformancy*” in the last sentence, and adding new text as shown:

Projects meeting all **of the specific provisions of this section shall be deemed to meet** the criteria for as-of-right development on those properties to which this section applies **and may** be approved by the Building Commissioner. Projects which do not meet the criteria for as-of-right development on those properties to which this section applies, or requires a Special Permit for use as described in Section 202.5, or which requires a Special Permit for non-**conformity** pursuant to Section 104.3, can be approved through issuance of a Special Permit by the Yarmouth Planning Board.

9. Amend Section 404.1.5 by deleting the text “*this*” and adding new text as shown:

404.1.5 The provisions of the Table of Dimensional Requirements in Section 203.5 shall continue to apply to the applicable properties in the HMOD1 to which this section applies, unless specifically addressed in section **404.1.11**.

10. Amend Section 404.1.7 - Lighting, by deleting the first sentence in its entirety.
11. Amend Section 404.1.8 – Top Of the Shop And Multi-Family Housing in the HMOD1, by deleting the text “*in any manner other than by utilizing the existing motel structure,*” and “*which is defined as a motel conversion*”, and add new text as shown:

404.1.8 Top Of The Shop And Multi-Family Housing in the HMOD1. Any housing created at an applicable property ***must be created by virtue of a Raze and Replacement or new construction and may not be created by utilizing the existing motel structures, and*** must comply with the requirements of this section.

12. Amend Section 404.1.8.1 – Minimum Dwelling Unit (DU) Size in the HMOD1, by deleting the text “*in any manner other than by a motel conversion,*” and “.8” as shown:

404.1.8.1 Minimum Dwelling Unit (DU) Size in the HMOD1. The minimum square footage of any housing created pursuant to Section 404.1 of this Bylaw, shall be a minimum of 600 square feet.

13. Amend Section 404.1.8.2 – Allowed Residential Densities and the Affordable Housing Requirements in the HMOD1, by adding a new paragraph at the end of this section as shown:

For purposes of determining density of applicable properties in the HMOD1 upon which mixed use developments are created containing both housing and motel uses, the density of the housing units shall be determined by reducing the total square footage of lot area of the applicable property by 1,000 square feet per motel guest unit, and then calculating the density as displayed in Sections 404.1.8.2 of this section.

14. Amend Section 404.1.9 - Maximum Building Coverage in the HMOD1, by replacing the text “*building*” with new text “*Building*”.

15. Amend Section 404.1.10.1, first bulleted paragraph, by deleting the text “*any or*” in the first sentence, deleting the text “*Should commercial uses be located on the first or the first and second floor of a structure, the number of habitable stories used for housing will be reduced by the number of stories used for commercial purposes*” in the last sentence, and adding new text as shown:

- 45 feet height with a maximum of 3 stories, as measured from average natural grade at the front of the foundation side facing Route 28, with a maximum of 3 stories, all of which may be habitable and none of which must comply with the definition of habitable attic. ***At no time shall the number of floors be allowed to exceed three regardless of the number of stories used for commercial purposes;***

16. Amend Section 404.1.10.1, third bulleted paragraph, by adding new text as shown:

- 35 feet maximum height within 50 feet of adjoining residential zoning districts ***or from Route 28.***

17. Amend Section 404.1.10.2, by deleting the text “*any or*” in the first sentence, deleting the text “*Should commercial uses be located on the first or the first and second floor of a structure, the number of habitable stories used for housing will be reduced by the number of stories used for commercial purposes.*” in the last sentence, and adding new text as shown:

404.1.10.2 On a parcel in the HMOD1 having less than 100,000 square feet of contiguous upland area, the maximum building height shall be 35 feet high, as measured from average natural grade at the front of the foundation side facing the street, with a maximum of 3 stories, all of which may be habitable and none of which must comply with the definition of habitable attic. ***At no time shall the number of floors be allowed to exceed three regardless of the number of stories used for commercial purposes.***

18. Amend Section 404.1.10.3, first bulleted paragraph, by adding new text as shown:

- 45 feet maximum height, as measured from average natural grade at the front of the foundation side facing Route 28, with a maximum of 4 stories, any or all of which may be habitable and none of which must comply with the definition of habitable attic. Setbacks for the building of this height must meet Section 203.5 (Table of Dimensional Requirements) and be a minimum of 50’ from adjoining residential zoning districts ***or Route 28;***

19. Amend Section 404.1.10.3, third bulleted paragraph, by adding new text as shown:

- 35 feet maximum height within 50 feet of adjoining residential zoning districts ***or from Route 28.***

20. Amend Section 404.1.11 – Setbacks in the HMOD1, by deleting the text “*For any applicable property to which a change, alteration or raze and replace shall occur, and which structure will be a maximum of 35 feet, or less, in height, and which converts its use directly to housing, or maintains its use as a motel, the setbacks recited in*” in the first sentence and adding new text as shown:

404.1.11 Setbacks in the HMOD1. Section 203.5 shall apply, except that the setbacks from an existing lot-line at the property may be maintained ***for structures with a maximum height of 35’***. For any expansion of the pre-existing footprint, that new portion of the structure shall comply with the provisions of Section 203.5. For all other structures on applicable properties in the HMOD1, the setbacks for such properties shall comply with the provisions of Section 203.5.

21. Amend Section 404.1.12 – Motel Conversions in the HMOD1, by deleting it in its entirety and replacing with new text as shown:

404.1.12 Motel Conversions in the HMOD1. Deleted (ATM 05/05/18). Lawfully pre-existing uses and structures shall be governed by Section 104.3 of the Zoning Bylaw.

22. Amend Section 414.5.2 – Housing Provisions in the VCOD, by deleting the text “conversions redeveloping or converting” and adding new text as shown:

414.5.2 Housing Provisions in the VCOD. The following housing provisions shall apply in the VCOD. Hotel / Motel **redevelopment** under Section 404.1 (HMOD1) of the bylaw are not subject to these provisions and shall be subject to the provisions as set forth in Section 404.1 (HMOD1).

23. Amend Section 500 – Definitions, by deleting the definition for MOTEL CONVERSION in its entirety and replacing with new text as shown:

MOTEL CONVERSION – the creation of Housing within or upon an Applicable Property under Section 404 which was not created by virtue of a Raze and Replacement or new construction, but through the conversion and redevelopment of existing motel structures.

24. Amend Section 500 – Definitions, by adding the definition for UNIT SIZES – MULTI-FAMILY as shown:

UNIT SIZES – MULTI-FAMILY: The dwelling unit sizes for multi-family housing shall be the usable square footage measured from interior wall to interior wall, excluding internal walls.

Requires 2/3rds Vote

Brian Goodwin made a motion that was duly made and seconded to move Article 30 as printed in the warrant.

Article 30 passes with the requisite 2/3 majority.

1:50pm

ARTICLE 31: To see if the Town will vote to amend various sections of the Zoning Bylaw to modify certain provisions, as follows, or take any other action relative thereto:

1. Amend Section 203.5 – Table of Dimensional Requirements, by adding a reference to the Table for a new note “Y” to the minimum front yard requirement for the B1, B2, B3, HMOD1 and HMOD2 zoning districts.
2. Amend Section 203.5 – Table of Dimensional Requirements - Notes, by adding the following new note “Y” as shown:

Y. Bus Shelters of 120 square feet (sf) and less may be located within the front yard setback if approved by the Site Plan Review Team and located so as not to impede sight lines and traffic visibility, and must be entirely located on the subject property.

3. Amend Section 203.5 – Table of Dimensional Requirements – Note I, by adding new text as shown:

- I. No building need be set back more than thirty percent (30%) of the depth of the lot nor more than the average of the setbacks of the buildings on the lots next thereto on either side, ***but no closer than 20’ in the B1, B2, B3, HMOD1 and HMOD2 zoning districts to provide for vegetated buffers***. A vacant lot or a lot occupied by a building set back more than the required front yard setback being counted as though occupied by a building at the setback line.

4. Amend Section 301.4.10, by adding new text as shown:

301.4.10 Exterior lighting for parking lots which is attached to posts or poles shall not exceed 20 feet in height, ***measured from the highest point of the light structure***. Electric service for said posts or poles shall be placed underground and any outdoor lighting shall be directed on-site only, with no undue glare affecting adjoining properties. For commercial or mixed use developments, trespass of light at the property boundary shall not exceed 0.1 foot candles. Where commercial or mixed use developments abut a residential district, trespass of light at that boundary shall not exceed 0.05 foot candles. For developments that are exclusively residential, trespass of light at property boundaries shall not exceed 0.05 foot candles. Utility services for new commercial structures will be located underground. ***At driveways, lighting may be up to 0.5 foot candles at the property line adjacent to a roadway.***

5. Amend Section 414.7.6 Bicycle Parking Requirements, by deleting it in its entirety and replacing with new text as shown:

414.7.6 Bicycle Parking. Bicycle parking facilities shall be provided within the development.

6. Amend Section 414.8 – VCOD Design Standards, by adding new text to the first paragraph as shown:

Applicants for new development or redevelopment who elect the use of VCOD provisions relative to use, intensity of use, ***buildings***, parking and other applicable standards provided as part of this section of the Zoning Bylaw shall comply with the following design standards. Compliance with these standards shall be demonstrated through Site Plan Review materials as required in the Operational Regulations of the Yarmouth Planning Board. Members of the Site Plan Review Team, the Design Review Committee, and the Planning Board shall also use the most recent version of the Town of Yarmouth Architectural and Site Design Standards to review applications within the VCOD. Compliance with the Yarmouth Architectural and Site Design Standards shall be mandatory for all VCOD projects. ***The VCOD Design Standards are to be applied to an entire site and existing and new buildings and structures on a site; it is not the intent of the VCOD Standards to allow for partial site compliance.***

7. Amend Section 414.8.2 – Circulation Standards, Paragraph 3, by deleting the text “All” in the first sentence and adding new text as shown:
 3. *If determined necessary through the VCOD SPR process*, travel lanes within VCOD development shall make provision for bicycle travel. Lanes shall either be designed to show a dedicated bicycle lane(s) distinct from automobile travel lanes, at a minimum of four (4) feet in width, or coincident travel of bicycles and automobiles may be indicated with striping, or shall incorporate bicycle sharrows (pavement markings).
8. Amend Section 414.8.10 – Lighting, by adding the following new text after Paragraph 6 as shown, and renumbering the remaining paragraphs:
 7. *At driveways, lighting may be up to 0.5 foot candles at the property line adjacent to a roadway.*

Tom Baron made a motion that was duly made and seconded to move Article 31 as printed in the warrant.

Article 31 passes with the requisite majority.
1:52pm

ARTICLE 32: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)
Finance Committee Recommends (-) (Board of Selectmen)

ARTICLE 33: To see if the Town will vote to transfer Free Cash and appropriate \$200,000 for wastewater planning and engineering services including, but not limited to: the economic analysis of wastewater infrastructure improvements, consultant assistance to the Water Resources Advisory Committee, support of public engagement and outreach, engineering studies and evaluation of recharge sites; updating, modification, and pre-implementation services for the Comprehensive Wastewater Management Plan and support for related filings with Massachusetts

Environmental Policy Act and Cape Cod Commission; and preparation and filing of development of Regional Impact Review application with Cape Cod Commission.

Selectmen Recommend (5-0)
Finance Committee Recommends (6-0) (Board of Selectmen)
Withdrawn

ARTICLE 34: To see if the Town will vote to authorize and direct the Board of Selectmen, in cooperation with the Towns of Dennis and Harwich, to draft special legislation to create the DHY Clean Waters Community Partnership, with substantially the powers, membership, governance, and purposes set forth in Massachusetts General Laws, Chapter 21, Sections 28 through 30, and Massachusetts General Laws Chapter 40N, supplemented and amended as the Board of Selectmen shall determine to be in the best interests of the Town; to direct the Board of

Selectmen to request that the state representative and senator representing the Town file and support such special legislation; and to authorize the Board of Selectmen to take all action necessary to effect the foregoing; provided, however, that such special legislation shall contain a condition that requires approval by town meeting in each of the towns participating in the final agreement before any agreement entered into pursuant to said special legislation takes effect; and to act fully thereon. By request of the Board of Selectmen

Explanation: Dennis, Harwich and Yarmouth are working together on a Clean Waters Community Partnership. This article allows for discussions in areas to hopefully lead to a more formal Partnership Agreement to be brought back to the Town.

Mark Forest made a motion that was duly made and seconded to move Article 34 as printed in the warrant.

Article 34 carries unanimously
1:55pm

ARTICLE 35: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)
Finance Committee Recommends (-) (Board of Selectmen)

ARTICLE 36: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)
Finance Committee Recommends (-) (Board of Selectmen)

ARTICLE 37: *ARTICLE WITHDRAWN*

Selectmen Recommend (-)
Finance Committee Recommends (-) (Board of Selectmen)

ARTICLE 38:

To see if the Town will vote to accept Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the “Stretch Energy Code”, including amendments or modifications thereto, regulating the design and construction of buildings for the effective use of energy, effective January 1, 2019, a copy of which is on file with the Town Clerk, or take any other action relative thereto.

STRETCH ENERGY CODE

1. DEFINITIONS

The terms below shall have the following meanings for the purposes of this stretch energy code. International Energy Conservation Code (IECC) - The International Energy Conservation Code (IECC) is a building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for energy efficiency, and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards.

Stretch Energy Code - Codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA of the 9th edition Massachusetts Building Code, the Stretch Energy Code is an appendix to the Massachusetts Building Code, based on further amendments to the International Energy Conservation Code (IECC) to improve the energy efficiency of buildings built to this Code.

2. PURPOSE

The purpose of 780 CMR 115.AA is to provide a more energy efficient alternative to the Base Energy Code applicable to the relevant sections of the Building Code for both new construction and existing buildings.

3. APPLICABILITY

The Stretch Code applies to residential and commercial buildings. Buildings not included in this scope shall comply with 780 CMR 13, 34, 51, as applicable.

4. STRETCH CODE

The Stretch Code, as codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA, including any future editions, amendments or modifications, is herein incorporated by reference into these General Bylaws.

5. ENFORCEMENT

The Stretch Code is enforceable by the Building Commissioner.

Selectmen do not Recommend (2-3)

Finance Committee Recommends (5-0)

(Board of Selectmen)

Mark Forest made a motion that was duly made and seconded to move Article 38 as printed in the warrant.

Article 38 passes with the requisite majority

2:28pm.

ARTICLE 39: To see if the Town will vote to authorize the Board of Selectmen to petition the Massachusetts Legislature to amend the Yarmouth Charter, as a result of a ten-year review as required under § 3-8 of the current Charter, with the revisions to replace the below listed charter provisions, as follows:

Section 2-7 – Initiative Petition.

2-7-1 As provided by Massachusetts General Law Chapter 39, Section 10, the voters of the Town shall be empowered to:

Section 4-3-3

(i) negotiating collective bargaining contracts on behalf of the board of selectmen, unless the town administrator, with the approval of the board of selectmen, has designated another negotiator or negotiating team; provided, however, that all such contracts shall be subject to the approval of the board of selectmen;

Section 4-4

4-4-6 To the extent permitted by law and, as may be applicable, the requirements of the effective collective bargaining agreement, the Town Administrator shall be empowered to employ, discipline, and terminate employees that he/she appoints pursuant to this Charter or other applicable law, bylaw or regulation.

Section 4-6

4-6-1 The board of selectmen shall annually evaluate the performance of the town administrator. The selectmen shall adopt a written set of procedures and criteria which shall form the basis for the evaluation.

Section 5-1

(g) The board of selectmen shall appoint all department heads. The town administrator shall submit to the board of selectmen the names of not less than 3 candidates for department head interview and subsequent appointment, unless otherwise waived by the Board of Selectmen. The group of department heads shall include those who are designated as such by the town administrator and approved by the board of selectmen.

(i) To the extent permitted by law and, as may be applicable, the requirements of the effective collective bargaining agreement, the board of selectmen shall be empowered to terminate employees it appoints pursuant to this Charter or other applicable law, bylaw or regulation, by the same majority as required to appoint them.

Section 5-3

5-3-1 The town administrator may appoint an assistant town administrator. Appointments to the position of assistant town administrator shall become effective not later than the twenty-first day following the day on which notice of the proposed appointment is filed with the board of selectmen, unless four-fifths of the members of the board of selectmen vote to reject such an appointment within such period.

Section 5-5

5-5-1 To the extent permitted by law and, as may be applicable, the requirements of the effective collective bargaining agreement, department heads may employ, discipline, and terminate employees under their departmental jurisdiction, subject to the approval of the town administrator and any other applicable law, bylaw or regulation.

Section 6-2

6-2-2 At the discretion of the board of selectmen, all multi-member bodies shall annually either meet with, or provide a written annual report to, the board of selectmen.

Mr. Reid made a motion that was duly made and seconded to move Article 39 as printed in the warrant.

Article 39 passed unanimously
2:35pm

ARTICLE 40: To see if "the Town of Yarmouth will maintain, protect, and preserve Hockanom Road Ancient Way from Route 6A to its end at the marsh. Further that the Town of Yarmouth restore it to its natural state prior to the destruction caused by King's Way uncontrolled water runoff. Thereafter, prevent it from being further destroyed in the future by King's Way uncontrolled water runoff and maintain Hockanom Road Ancient Way so that it is passable its entire length and for all inhabitants of the town to enjoy forever."

This article was not seconded and does not pass.

ARTICLE 41: To see if the Town vote to direct the Board of Selectmen, Drive In Site Utilization Committee, and Town employees to forgo any and all activity regarding Project 17 -2 – CD. This would include design and or construction of any segment of trail pathway, boardwalk, or bridge extending from the former drive-in site, into the wetland, and through to Seagull Beach, or take any other action with respect thereto.

Lawrence Fennelly made a motion that was duly made and seconded to move Article 41 as amended.

Article 41 does not carry
2:50pm.

ARTICLE 42: To see if the Town will vote to request the Yarmouth Selectmen to authorize all Town officials to refrain from using Town funds and other Town resources for the enforcement of federal immigration laws in keeping with current practices, unless presented with a criminal warrant or other evidence of probable cause required by the Fourth Amendment of the United States Constitution. (Non-binding Resolution). And furthermore to see if the Town will vote to request the Yarmouth Selectmen to continue to uphold the civil liberties of age, race, religion, ethnicity, ability, sexual and gender identity, marital or economic status, national origin, or citizenship and immigration status.

Sara Porter made a motion that was duly made and seconded to move Article 42 as printed in the warrant.

Article 42 did not carry.

Town meeting adjourned at 3:10pm

TOWN OF YARMOUTH MAY 15, 2018 ELECTION

BOARD OF SELECTMEN

	1	2	3	4	5	6	7	TOTAL
Norman Holcomb	285	216	143	190	122	125	328	1,409
Eric R. Tolley	356	282	170	238	163	161	425	1,795
Joseph B. Glynn	54	72	65	91	68	86	147	583
Joshua W. Richards	180	125	95	148	103	84	189	924
All Others	6	0	1	0	0	1	3	11
Blanks	89	75	37	85	0	73	120	479
Totals	970	770	511	752	456	530	1,212	5,201

DY SCHOOL COMMITTEE

Joseph E. Tierney	286	213	157	176	116	128	357	1,433
Michelle R. Conover	138	115	60	124	90	77	161	765
Joseph B. Glynn	36	40	28	55	34	44	65	302
All Others	3	0	2	1	0	0	0	6
Blanks	22	17	8	20	6	16	23	112
Totals	485	385	255	376	246	265	606	2,618

YARMOUTH HOUSING AUTH

Bambi Rosario-Wyatt	328	290	191	201	181	186	429	1,806
All Others	3	2	6	5	2	3	3	24
Blanks	154	93	58	170	63	76	174	788
Total	485	385	255	376	246	265	606	2,618

Q1: (School Override)

Yes	300	215	149	201	127	156	365	1,513
No	173	167	102	170	115	104	230	1,061
BLANKS	12	3	4	5	4	5	11	44
Total	485	385	255	376	246	265	606	2,618

Q2: (Cape Tech Debt Ex)

Yes	310	220	169	214	145	148	376	1,582
No	159	156	78	155	98	108	213	967
BLANKS	16	9	8	7	3	9	17	69
Total	485	385	255	376	246	265	606	2,618

**STATE ELECTION
NOVEMBER 6, 2018**

NAME OF CANDIDATE **1** **2** **3** **4** **5** **6** **7** **TOTAL**

SENATOR IN CONGRESS

Elizabeth A Warren	1065	981	730	824	709	769	1119	6197
Geoff Diehl	864	890	573	773	697	666	1088	5551
Shiva Ayyadurai	55	50	37	68	58	53	69	390
Write-Ins	1	2	0	1	1	2	1	8
Blanks	14	16	8	15	21	26	30	130
Totals	1999	1939	1348	1681	1486	1516	2307	12276

GOVERNOR & LT. GOV

Baker & Polito	1448	1479	981	1254	1085	1089	1802	9138
Gonzalez and Palfrey	502	397	339	372	366	374	433	2783
Write-Ins	9	7	5	10	7	9	7	54
Blanks	40	56	23	45	28	44	65	301
Totals	1999	1939	1348	1681	1486	1516	2307	12276

ATTORNEY GENERAL

Maura Healey	1237	1178	836	980	853	888	1336	7308
James R. McMahon, III	741	731	496	680	611	597	930	4786
Write-Ins	0	1		1	1	1	0	4
Blanks	21	29	16	20	21	30	41	178
Total	1999	1939	1348	1681	1486	1516	2307	12276

SECRETARY OF STATE

William Francis Galvin	1332	1275	870	1061	899	966	1464	7867
Anthony M. Amore	591	576	409	542	503	472	741	3834
Juan G. Sanchez	37	32	30	41	40	37	34	251
Write-Ins	1	1	1	0	0	1	1	5
Blanks	38	55	38	37	44	40	67	319
Total	1999	1939	1348	1681	1486	1516	2307	12276

TREASURER

Deborah B. Goldberg	1191	1142	793	941	827	847	1274	7015
Keiko M. Orrall	705	655	477	630	566	560	879	4472
Jamie M. Guerin	40	44	37	53	40	43	45	302
Write-Ins	1	1	0	0	1	0	1	4
Blanks	62	97	41	57	52	66	108	483
Total	1999	1939	1348	1681	1486	1516	2307	12276

AUDITOR

Suzanne M. Bump	1092	1051	744	867	768	782	1151	6455
Helen Brady	751	717	489	672	580	604	945	4758
Daniel Fishman	63	48	45	52	50	39	67	364
Edward J. Stamas	26	27	21	27	25	34	24	184
Write-Ins	1	1	0	0	1	0	2	5
Blanks	66	95	49	63	62	57	118	510
Total	1999	1939	1348	1681	1486	1516	2307	12276

REPRESENTATIVE IN CONGRESS

William Richard Keating	1219	1166	826	982	849	884	1291	7217
Peter D. Tedeschi	763	751	506	674	616	610	974	4894
Write-Ins	0	1	0	1	0	0	0	2
Blanks	17	21	16	24	21	22	42	163
Total	1999	1939	1348	1681	1486	1516	2307	12276

COUNCILLOR

Joseph C. Ferreira	1086	1039	752	879	782	811	1150	6499
Thomas F. Keyes	822	810	551	730	650	644	1028	5235
Write-Ins	0	1	0	1	0	0	0	2
Blanks	91	89	45	71	54	61	129	540
Total	1999	1939	1348	1681	1486	1516	2307	12276

SENATOR IN GENERAL COURT

Julien Andre Cyr	1185	1090	796	929	813	829	1259	6901
John G. Flores	770	801	527	711	640	652	995	5096
Write-Ins	1	2	0	1	1	1	0	6
Blanks	43	46	25	40	32	34	53	273
Total	1999	1939	1348	1681	1486	1516	2307	12276

REPRESENTATIVE IN GENERAL COURT

Timothy R. Whelan	1107	1170	747	984	0		1386	5394
Steven Leibowitz	834	703	552	647	0		843	3579
William L Crocker (pr 5 & 6)	0	0	0		771	808	0	1579
Paul J. Cusack (pr 5 & 6)	0	0	0		679	673	0	1352
Write-Ins	0	1	0	1	2	2	3	9
Blanks	58	65	49	49	34	33	75	363
Total	1999	1939	1348	1681	1486	1516	2307	12276

DISTRICT ATTORNEY

Michael O'Keefe	1479	1457	998	1287	1139	1131	1727	9218
Write-Ins	31	28	27	35	25	21	27	194
Blanks	489	454	323	359	322	364	553	2864
Total	1999	1939	1348	1681	1486	1516	2307	12276

CLERK OF COURTS

Scott W. Nickerson	1446	1436	993	1269	1107	1115	1692	9058
Write-Ins	25	25	23	27	25	19	13	157
Blanks	528	478	332	385	354	382	602	3061
Total	1999	1939	1348	1681	1486	1516	2307	12276

REGISTER OF DEEDS

John F. Meade	1445	1430	1000	1273	1104	1104	1689	9045
Write-Ins	28	22	23	25	24	20	16	158
Blanks	526	487	325	383	358	392	602	3073
Total	1999	1939	1348	1681	1486	1516	2307	12276

COUNTY COMMISIONER

Leo G. Cakounes	929	960	632	852	739	731	1169	6012
Ronald Bergstrom	953	867	638	733	663	709	987	5550
Write-Ins	2	1	2	1	0	2	2	10
Blanks	115	111	76	95	84	74	149	704
Total	1999	1939	1348	1681	1486	1516	2307	12276

**ASSEMBLY OF
DELGATES**

Suzanne McAuliffe	1324	1212	836	988	844	931	1444	7579
Joseph Glynn	308	365	281	411	370	306	428	2469
Write-Ins	4	2	1	3	4	2	1	17
Blanks	363	360	230	279	268	276	435	2211
Total	1999	1939	1348	1681	1486	1515	2308	12276

Question #1

Yes	562	548	401	519	476	482	688	3676
No	1413	1339	922	1108	970	977	1577	8306
Write-Ins	0	0	0	0	0	0	0	0
Blanks	24	52	25	54	40	56	43	294
Total	1999	1939	1348	1681	1486	1515	2308	12276

Question #2

Yes	1370	1293	892	1111	951	986	1507	8110
No	590	556	413	508	472	449	712	3700
Write-Ins	0	0	0	0	0	0	0	0
Blanks	39	90	43	62	63	80	89	466
Total	1999	1939	1348	1681	1486	1515	2308	12276

Question #3

Yes	1320	1211	858	990	887	919	1452	7637
No	642	663	458	643	548	532	796	4282
Write-Ins	0	0	0	0	0	0	0	0
Blanks	37	65	32	48	51	64	60	357
Total	1999	1939	1348	1681	1486	1515	2308	12276

**STATE PRIMARY
SEPTEMBER 4,2018
DEMOCRATIC**

NAME OF CANDIDATE 1 2 3 4 5 6 7 TOTAL

**SENATOR IN
CONGRESS**

Elizabeth A Warren	442	332	219	298	190	264	447	2192
Write-Ins	9	8	5	7	30	6	4	69
Blanks	41	29	31	28	9	30	45	213
Totals	492	369	255	333	229	300	496	2474

GOVERNOR

Jay M. Gonzalez	281	202	129	158	120	170	250	1310
Bob Massie	93	74	55	91	60	68	105	546
Write-Ins	17	7	3	7	13	2	10	59
Blanks	101	86	68	77	36	60	131	559
Totals	492	369	255	333	229	300	496	2474

LT. GOVERNOR

Quentin Palfrey	242	176	121	160	122	126	223	1170
Jimmy Tingle	150	115	79	92	65	107	135	743
Write-Ins	5	1	0	2	4	2	2	16
Blanks	95	77	55	79	38	65	136	545
Total	492	369	255	333	229	300	496	2474

ATTORNEY GENERAL

Maura Healey	452	339	230	315	209	277	446	2268
Write-Ins	1	4	1	1	0	1	1	9
Blanks	39	26	24	17	20	22	49	197
Total	492	369	255	333	229	300	496	2474

SECRETARY OF STATE

William Francis Galvin	381	283	193	240	152	223	360	1832
Josh Zakim	102	78	55	82	69	74	120	580
Write-Ins	0	0	0	0	0	0	0	0
Blanks	9	8	7	11	8	3	16	62
Total	492	369	255	333	229	300	496	2474

TREASURER

Deborah B. Goldberg	405	316	208	292	195	256	405	2077
Write-Ins	0	1	0	0	0	0	2	3
Blanks	87	52	47	41	34	44	89	394
Total	492	369	255	333	229	300	496	2474

AUDITOR

Suzanne M. Bump	397	315	202	283	188	245	405	2035
Write-Ins	0	3	2	1	1	1	1	9
Blanks	95	51	51	49	40	54	90	430
Total	492	369	255	333	229	300	496	2474

REPRESENTATIVE IN CONGRESS

William Richard Keating	413	313	212	254	184	246	424	2046
Bill Cimbrello	64	48	36	69	39	45	59	360
Write-Ins	0	0	0	0	0	0	0	0
Blanks	15	8	7	10	6	9	13	68
Total	492	369	255	333	229	300	496	2474

COUNCILLOR

Joseph C. Ferreira	435	292	190	257	178	235	367	1954
Write-Ins	0	2	1	0	0	0	0	3
Blanks	57	75	64	76	51	65	129	517
Total	492	369	255	333	229	300	496	2474

SENATOR IN GENERAL COURT

Julien Andre Cyr	435	327	209	295	203	261	433	2163
Write-Ins	1	2	0	2	0	0	1	6
Blanks	56	40	46	36	26	39	62	305
Total	492	369	255	333	229	300	496	2474

**REPRESENTATIVE IN
GENERAL COURT**

Steven Leibowitz	210	178	108	158			216	870
Joshua Mason	203	146	103	132			204	788
Paul Cusack 2nd Barns					187	245		
Write-Ins	0	0	0	1	0	1	2	4
Blanks	79	45	44	42	42	54	74	380
Total	492	369	255	333	229	300	496	2042

DISTRICT ATTORNEY

Write-Ins	12	43	30	50	28	38	66	267
Blanks	480	326	225	283	201	262	430	2207
Total	492	369	255	333	229	300	496	2474

CLERK OF COURTS

Write-Ins	9	33	23	34	20	33	48	200
Blanks	483	336	232	299	209	267	448	2274
Total	492	369	255	333	229	300	496	2474

REGISTER OF DEEDS

Write-Ins	10	37	23	39	18	33	48	208
Blanks	482	332	232	294	211	267	448	2266
Total	492	369	255	333	229	300	496	2474

COUNTY COMMISIONER

RONALD BERGSTROM	349	282	190	248	175	239	364	1847
Write-Ins	0	3	0	1	0	0	1	5
Blanks	143	84	65	84	54	61	131	622
Total	492	369	255	333	229	300	496	2474

**STATE PRIMARY
SEPTEMBER 4, 2018**

NAME OF CANDIDATE **1** **2** **3** **4** **5** **6** **7** **TOTAL**
REPUBLICAN

**SENATOR IN
CONGRESS**

Geoff Diehl	193	171	86	158	142	128	244	1122
John Kingston	77	102	61	84	62	75	147	608
Beth Joyce Lindstrom	70	59	48	58	26	48	109	418
Write-Ins	0	1	0	0	0	3	0	4
Blanks	19	18	10	9	5	4	30	95
Totals	359	351	205	309	235	258	530	2247

GOVERNOR

Charles D. Baker	224	219	130	179	124	163	345	1384
Scott D. Lively	131	130	75	127	108	92	175	838
Write-Ins	0	1	0	0	0	0	0	1
Blanks	4	1	0	3	3	3	10	24
Totals	359	351	205	309	235	258	530	2247

LIEUT. GOVERNOR

Karyn E. Polito	272	280	164	236	180	207	421	1760
Write-Ins	2	5	0	4	3	3	4	21
Blanks	85	66	41	69	52	48	105	466
Total	359	351	205	309	235	258	530	2247

ATTORNEY GENERAL

James R. McMahon, III	248	224	134	218	162	165	340	1491
Daniel L. Shores	56	85	46	64	49	68	123	491
Write-Ins	0	1	0	0	1	2	2	6
Blanks	55	41	25	27	23	23	65	259
Total	359	351	205	309	235	258	530	2247

SECRETARY OF STATE

Anthony Amore	249	263	157	240	172	195	395	1671
Write-Ins	2	4	1	1	1	1	2	12
Blanks	108	84	47	68	62	62	133	564
Total	359	351	205	309	235	258	530	2247

TREASURER

Keiko M. Orrall	252	263	159	236	175	190	398	1673
Write-Ins	0	5	2	0	2	2	2	13
Blanks	107	83	44	73	58	66	130	561
Total	359	351	205	309	235	258	530	2247

AUDITOR

Helen Brady	255	266	159	233	177	191	396	1677
Write-Ins	0	2	1	0	1	2	1	7
Blanks	104	83	45	76	57	65	133	563
Total	359	351	205	309	235	258	530	2247

REPRESENTATIVE IN CONGRESS

Peter D. Tedeschi	270	281	167	254	186	202	416	1776
Write-Ins	0	2	1	0	1	2	0	6
Blanks	89	68	37	55	48	54	114	465
Total	359	351	205	309	235	258	530	2247

COUNCILLOR

Thomas F. Keyes	258	267	157	240	176	189	390	1677
Write-Ins	0	3	1	0	1	1	0	6
Blanks	101	81	47	69	58	68	140	564
Total	359	351	205	309	235	258	530	2247

SENATOR IN GENERAL COURT

John G. Flores	270	277	163	250	182	201	405	1748
Write-Ins	0	2	0	0	1	2	1	6
Blanks	89	72	42	59	52	55	124	493
Total	359	351	205	309	235	258	530	2247

REPRESENTATIVE IN GENERAL COURT

Timothy R. Whelan 1st. Barns.	304	306	180	278			451	1519
William L. Crocker 2nd Barns.					194	217		
Write-Ins	0	2	1	0	1	1	0	5
Blanks	55	43	24	31	40	40	79	312
Total	359	351	205	309	235	258	530	1836

DISTRICT ATTORNEY

Michael D. O'Keefe	279	284	172	263	188	209	414	1809
Write-Ins	2	5	2	1	2	3	112	127
Blanks	78	62	31	45	45	46	4	311
Total	359	351	205	309	235	258	530	2247

CLERK OF COURTS

Scott W. Nickerson	276	278	166	255	186	201	415	1777
Write-Ins	1	4	1	1	1	2	0	10
Blanks	82	69	38	53	48	55	115	460
Total	359	351	205	309	235	258	530	2247

REGISTER OF DEEDS

John F. Meade	276	284	167	246	184	206	423	1786
Write-Ins	1	2	1	0	1	2	2	9
Blanks	82	65	37	63	50	50	105	452
Total	359	351	205	309	235	258	530	2247

**COUNTY
COMMISSIONER**

Leo G. Cakounes	276	275	163	251	181	209	408	1763
Write-Ins	1	2	0	0	2	3	4	12
Blanks	82	74	42	58	52	46	118	472
Total	359	351	205	309	235	258	530	2247

**ANNUAL MEETING OF THE OLD KING'S HIGHWAY REGIONAL
HISTORIC DISTRICT COMMITTEE**

Barnstable, ss.

To the Constable of the Town of Yarmouth in the County of Barnstable:

Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town who reside in the Old King's Highway Regional Historic District and are qualified to vote in elections and in Town affairs, to meet at the Yarmouth Port Fire Station #2 Meeting Room in said Town of Yarmouth on Tuesday, the 13th of November next from 5:00 P.M. to 6:00 P.M., then and there to act on the following business: Polls opened at 5:00 P.M. for the election of one member of the Old King's Highway Regional Historic District Committee for a term of four years

1. The election of one member to the Old King's Highway Regional Historic District Committee for a term of four years. Polling place open from 5:00 P.M., then and there to act on the following business.

The polls closed at 6:00 P.M. The results of the votes were announced by Philip Gaudet, Town Clerk, there were 10 ballots cast for the following: Rosemary Nichols.

The meeting adjourned at 6:00 P.M.

Also in the name of the Commonwealth, you are hereby directed to serve this Warrant by posting attested copies thereof at three places with the Historic District, including the South Yarmouth Post Office, the Yarmouth Port Post Office, and the Yarmouth Port Village Store; also by publication in the Cape Cod Times at least seven days before the time of holding said meeting as aforesaid. Hereof, fail not, and make return of this warrant with your doing thereon at the time and place of said meeting. Given under our hands and seal of the Town of Yarmouth, hereto affixed this sixteenth day of October in the year of our Lord two thousand and eighteen.

Board of Selectmen
Town of Yarmouth
Erik Tolley

Michael Stone
Tracy Post

Norman Holcomb
Mark Forest

**DECEMBER 4, 2018 SPECIAL TOWN
ELECTION RESULTS**

PRECINCTS

**Question #1 TOWN BALLOT - FUND
SCHOOL**

	1	2	3	4	5	6	7	Total
Yes	334	233	127	223	157	121	385	1,580
No	347	289	171	284	204	189	390	1,874
Blanks	2	0	0	0	2	0	0	4
Total	683	522	298	507	363	310	775	3,458

**Question #2 DISTRICT BALLOT -
BUILD SCHOOL**

Yes	320	219	128	204	147	122	360	1,500
No	363	303	171	303	216	188	413	1,957
Blanks	0	0	0	0	0	0	0	0
Total	683	522	299	507	363	310	773	3,457



**COMMUNITY
DEVELOPMENT**

BOARD OF APPEALS

The Board of Appeals operates under the Yarmouth Zoning By-law as well as the Massachusetts General Laws Chapters 40A and 40B (a copy of the Zoning By-law is available online at the Town's website: www.yarmouth.ma.us). The responsibilities of the Board of Appeals are to hear and decide Petitions for Special Permits and Variances from the terms of the By-law and also appeals from the decision of the Building Inspector, as well as applications for Comprehensive Permits for affordable housing developments. The Board consists of five regular members (appointed for staggered five year terms), plus alternate members (appointed for one year terms), all of whom are volunteers appointed by the Selectmen. The Board is scheduled to meet on the second and fourth Thursdays of each month at 6:00 p.m. The public is always welcome to attend the hearings. The Board's meetings are broadcast live on Channel 18, the Public Access Television Station, and re-broadcast periodically throughout the week, and now available on the web at: www.yarmouth.ma.us.

The Zoning Administrators are an arm of the Board of Appeals and are appointed by the Board of Appeals subject to confirmation by the Selectmen. The Zoning Administrators carry out the same functions as the Board of Appeals, operating under the same laws and procedures, but generally handle the less controversial or less complex cases.

The Board is chaired by Steven DeYoung and Sean Igoe as the elected Vice-Chairman.

During 2018 the Board of Appeals heard a total of 63 applications. Of these, 57 were granted (in whole or in part) and 6 were withdrawn. This year the Board heard 16 applications for wireless equipment to boost cell service in various locations within Yarmouth.

I wish to thank our Regular and Alternate members and our Office Administrator, Sandi Clark, for their dedicated and conscientious service to the Town throughout the year.

Respectfully submitted,

Steven DeYoung, Chairman
Sandi Clark, Office Administrator

Regular Members:

Steven DeYoung, Chair
Sean Igoe, Vice-Chair
Dick Martin
Tom Nickinello

Alternate Members:

Richard Neitz
Gerald Garnick
Susan Brita
Doug Campbell
Tom Baron

DEPARTMENT OF COMMUNITY DEVELOPMENT

The Department of Community Development is responsible for overseeing the Town's long-range planning efforts, economic development, conservation, affordable housing, and historic preservation initiatives and programs. Department of Community Development staff members provide primary support to a number of local Boards and Committees including the following: Planning Board, Conservation Commission, Zoning Board of Appeals, Old King's Highway Committee, Historical Commission, Community Preservation Committee, Design Review Committee, Community and Economic Development Committee, Drive-In Site Utilization Committee, Community Housing Committee, and the Affordable Housing Trust. In 2018, in collaboration with other Town Staff, Community Development Staff began to lend support to the newly established Water Resources Advisory Committee. Collectively and individually, these regulatory boards and advisory committees are responsible for regulating and shaping the Town's commercial and residential development and redevelopment. Additional information for each of these Boards and Committees can be found in their respective annual reports.

On a day to day basis, the Community Development Department provides assistance to residents and businesses as they navigate the permit and development process. Staff members respond to all levels of inquiries and provide help with filing applications as well as continuity through the review process by various boards and committees.

Community Development staff also oversee and administer a variety of funding sources including the Town's Community Development Block Grant (CDBG), the Community Preservation Act (CPA), and Tourism Revenue Preservation Fund programs. CDBG grant funds must benefit low- and moderate-income households or persons and were utilized in 2018 for septic rehabilitation, septic pumping, meals on wheels, child care vouchers, and affordable housing acquisition and affordable housing rehabilitation. CPA funds are used towards affordable housing, open space, historic preservation, and recreation. In addition to sponsoring requests for funding, Staff oversee CPA expenditures by Grantees ensuring compliance with CPA and local spending requirements. Additional information regarding CPA funds is provided in the Community Preservation Committee's report. Tourism Revenue Preservation Funds (TRPF) are used for marketing initiatives, physical improvements, and to fund a variety of special events that attract visitors and which benefit Town residents. Additional information regarding the TRPF Fund is included in the annual report for the Community and Economic Development Committee.

2018 began with Community Development Office space for Conservation, Historic/Old King's Highway, and the Zoning Board of Appeals being flooded due to a burst pipe. I would like to thank my Staff for adapting so well to their relocated offices. I would also like to thank the Facilities staff for their quick response and ability to accommodate our space needs in such an efficient manner.

Over the past year, the Department has continued to work on a variety of affordable housing issues including monitoring and updating the Town's Subsidized Housing Inventory, monitoring the resale of affordable homes, working with parties interested in developing affordable housing in Town, and assisting Yarmouth residents to access affordable housing. In addition,

Community Development Staff worked to develop modifications to the Town's Accessory Dwelling Unit zoning by-laws that will be presented at the upcoming Annual Town Meeting. These changes will facilitate the development of affordable housing as well as the conversion of existing family-related units to affordable units. The Community Development Department, understanding the role of housing within the Community and as a driver for economic development, serves as the liaison between the Town and state and regional housing entities. Our Department also works with the development community to help them navigate relevant state and local regulations as well as to ensure that all projects are consistent with community character and housing needs. Additional information regarding the Town's housing efforts can be found in the reports of the Affordable Housing Trust and the Community Housing Committee.

Over the course of the year, the Community Development Department has been involved in a number of projects and initiatives that will positively impact the community for many years to come. Noteworthy projects include the following:

- Drive-In Site Utilization – Working with the Drive-In Site Utilization Committee, staff continued to support efforts associated with the proposed Riverwalk Park and Boardwalk at the former Drive-In property at 669 Route 28. This past summer, the Committee's recommendations were presented to and approved by the Board of Selectmen. Active use of the site occurred in 2018 with two music festivals being held on the property. Community Development Staff are working with other Town Staff to plan for larger scale events. An application for Community Preservation Act funding for design and permitting as well as partial construction for the Riverwalk Park and Boardwalk Loop has been made and will move forward to the upcoming Annual Town Meeting for approval. Staff is working to identify other potential sources of funding for construction.
- Parker's River Tidal Restoration Bridge Project – Progress continued in 2018 on design, permitting, and land acquisitions associated with this important project. An additional \$500,000 in construction funding for the project was obtained in 2018 through a grant from the Natural Resources Conservation Service (NRCS), providing additional funding to grants from the National Oceanic and Atmospheric Administration (NOAA), from Hurricane Sandy funds administered through the U.S. Fish & Wildlife Service, and from the Community Preservation Act (CPA). Construction is scheduled to start in the fall of 2019.
- Mill Creek Park – CPA Funding for the acquisition of the Yankee Village Motel was approved at the May 2018 Annual Town meeting. Negotiations have been ongoing and the Town was recently notified that it had been awarded a \$400,000 grant from the Massachusetts Parkland Acquisitions and Renovations for Communities (PARC) program. As this property is situated between two existing Town-owned "pocket parks," this acquisition will result in a larger waterfront park that will greatly benefit the Town with views of Mill Creek.
- Economic Development Programming – with the hiring of an Economic Development Coordinator in the Fall, we have been able to move forward supporting development and implementation of a number of economic development efforts including a Zoning Portal (<http://www.yarmouth.ma.us/1695/Zoning-Portal>) to provide basic information on types of uses or businesses that may be allowed by-right or with a Special Permit;

establishment of the South Yarmouth Opportunity Zone; and implementation of physical improvements funded through the Tourism Revenue Preservation Fund.

- DLTA Assistance – Utilizing funding secured through the District Local Technical Assistance program, Staff have collaborated with the Cape Cod Commission on three separate initiatives including updates to the Town’s Historic Property Inventory, a Housing Preference Survey, and an analysis of bike path and trail connections between the Cape Cod Rail Trail and the former Drive-In Site.

Thank you to Staff, Volunteers and residents for your work to make Yarmouth a great place to live, work or visit. Your efforts are much appreciated!

Respectfully Submitted,

Karen M. Greene
 Director of Community Development

PLANNING BOARD

The Planning Board developed and assisted in the passage of three Zoning Articles amending the By-laws at the Annual Town Meeting: the prohibition of Marijuana Establishments in the Use Regulation Table; modifications to Section 404 – Hotel/Motel Overlay District 1 to eliminate the provision for conversion of existing motel structures into multi-family housing while retaining the right to create housing through new construction; and miscellaneous amendments to allow for bus shelters and to promote clarity in the zoning by-law. The greatest efforts went into the development of a fourth article – siting and regulating Recreational Marijuana Establishments. However, as the Board of Selectmen article to ban Marijuana Establishments passed, this fourth article was withdrawn at Town Meeting.

In addition to the development of Zoning By-law amendments, the Planning Board is responsible for the formal review of Preliminary and Definitive Subdivisions Plans, Lot Releases, Approval Not Required (ANR) Plans, Scenic Roads, Street Names, and Special Permits for certain projects developing under Section 404 – Motel By-law, the Revitalization Overlay Architectural District (ROAD) By-law and cluster subdivisions. The Planning Board is also responsible for conducting Site Plan Review for all Village Center Overlay District (VCOD) projects. Below is a comparison of the number of Planning Board actions taken in 2018 and in the previous three years:

Planning Board Actions 2015-2018				
	2015	2016	2017	2018
Business Meetings	20	18	20	18
Workshop Meetings	0	2	0	0
Public Hearings	3	4	2	2
Approval Not Required Plans	5	3	0	3
Preliminary Subdivisions	0	0	1	0
Definitive Subdivisions/Modifications	0	0	1	1
Special Permits	1	0	1	0

R.O.A.D. Projects	0	0	0	0
VCOD SPR	0	0	2	0
Design Review Hearings	0	0	0	0
Scenic Road Hearings	0	1	0	0
Articles Presented at Town Meetings	5	4	5	4

Members also served on a variety of other Town committees and worked for other community groups, as outlined below:

Committee Assignment	Planning Board Member
Community & Economic Development Committee (CEDC)	Norm Weare
Community Housing Committee (CHC)	Tom Baron
Capital Budget Committee	Joanne Crowley
Community Preservation Committee (CPC)	Tom Roche
Yarmouth Affordable Housing Trust (AHT as CPC Representative)	Tom Roche
Drive-In Site Utilization Committee	Tom Roche
Design Review Committee (DRC)	Chris Vincent
Motel Predevelopment Fund Selection Committee	Brad Goodwin
Water Resources Advisory Committee (WRAC)	Lee Rowley

The Planning Board participated in discussions on the update to the Cape Cod Commission Regional Policy Plan, the Cape Cod Energy Park, the Municipal Vulnerability Preparedness (MVP) program, water quality, watersheds and the Aquifer Protection District (APD), and Opportunity Zones.

Respectfully submitted,

Brad Goodwin, Chairman
 Joanne Crowley, Clerk
 Chris Vincent
 Lee Rowley

Tom Roche, Vice Chairman
 Norm Weare
 Tom Baron
 Staff: Kathy Williams, Town Planner

AFFORDABLE HOUSING TRUST

The Yarmouth Affordable Housing Trust was established in fall 2007, pursuant to a Town Meeting Vote as provided for by the Municipal Affordable Housing Trust Fund Bill, Chapter 491 of the Acts of 2004 (MGL c. 44 Sec 55C). The purpose of the Trust is to provide for the creation and preservation of affordable housing for the benefit of low and moderate income households. The Trust looks to take advantage of the flexibility inherent in a Housing Trust by creating and funding housing opportunities that need action more quickly than a yearly Town Meeting may allow.

The Yarmouth Affordable Housing Trust has played a pivotal role in the Town’s Affordable Housing Program. To date the Trust has produced or supported 68 new units, preserved 7 existing units, and supported over 50 additional households. Looking ahead, the Trust has 150 new affordable units planned.

AFFORDABLE HOUSING TRUST AFFORDABLE UNITS PRODUCTION 2007-2018	UNITS CREATED	UNITS PLANNED
HOMEOWNERSHIP		
Buy-Down Program	16	20
Affordable Housing Creation by Our First Home	3	
Affordable Housing Creation by Habitat for Humanity	6	
Construction of Town-owned Land	1	16
RENTAL		
Affordable Rental Units by Motel Redevelopment		109
Rental Units by Conversion of Properties	11	
Rental Units Supported by Ready Renters List	31	
Veteran Group Home		5
TOTAL	68	150

In 2018 the Trustees met nine times and dedicated their time and resources to Motel Redevelopment, the Buy-Down Homeownership Program, the Town-wide Rental Home Program, the Ready Renters List, Veteran Housing, and the Affordable Housing Preservation Program. The Trust issued one Request for Proposals to Create Affordable Housing, the review of which will continue into 2019. These efforts were coordinated with the Town’s Community Preservation Committee, the Community Housing Committee, and the Department of Community Development.

The Trust is pleased to report that in 2018 Dakota Partners completely razed the former Cavalier Motel, and started construction of Yarmouth Commons. Yarmouth Commons is a brand new complex with 69 high quality affordable apartments, a community building, a playground, and an on-site wastewater treatment facility. The construction is expected to be completed in 2019.

In 2019 the Trust will focus its efforts on the development of new affordable units located throughout Yarmouth. We also hope to provide more options to Veterans, either through affordable rentals or a group homes. The Trust would like to thank the Community Preservation Committee, the Board of Selectmen, and the voters for their critical support of our programs. We look forward to another productive year in 2019.

Respectfully submitted,

Daniel Knapik, Chairman
Robert C. Lawton, Jr., Vice Chairman

Erik Tolley, Board of Selectmen Representative (May 2018 – Present)
Thomas Roche, Community Preservation Committee Representative
Nate Small, Community Housing Committee Representative
Norman Holcomb, Board of Selectmen Representation (through May 2018)

Staff: Mary Waygan, Affordable Housing/CDBG Program Administrator

COMMUNITY AND ECONOMIC DEVELOPMENT COMMITTEE

The Community and Economic Development Committee (CEDC) was established in 2005 to coordinate economic development activities and to broaden a sense of community among residents and businesses in Town. Additionally, the Committee is charged with oversight of the Town's Tourism Revenue Preservation Fund (TRPF). Established by Annual Town Meeting in 2008 and authorized by an Act of Special Legislation, the TRPF is funded by local rooms and meal tax receipts and is used to support and grow Yarmouth's tourism industry. The Committee is comprised of seven members and includes a representative from the Planning Board and the Executive Director of the Yarmouth Chamber of Commerce.

During 2018, the CEDC met 19 times focusing their efforts around programming associated with the Tourism Revenue Preservation Fund.

Physical Improvements – Funding for physical improvements is required to account for 20% to 40% of the overall fund. During 2018, funding was utilized to repair the Bass Hole and Taylor Bray Farm boardwalks. Also, TRPF funds were utilized to fund a "Beautification Team" – two summer employees who, under the direction of Parks & Recreation and the Department of Public Works, helped to clean up Route 28 weeds as well as various locations in Town such as the Drive-In Site, the 6A playground, Baxter Gristmill, and the Judah Baker Windmill (among other sites).

Marketing – Marketing Yarmouth as a destination for visitors and investment remains a priority for the CEDC. In 2018, \$175,000 was allocated for services that are delivered by the Yarmouth Chamber of Commerce through a contract awarded as a result of a competitive bid for "Marketing, Visitor Services, and Event Coordination." Through this funding, the Chamber is responsible for marketing the Town as a destination, improving visitor services provided through the Chamber, and organizing/facilitating special events that help to create community spirit and which contribute positively to community image.

Special Events – Funding for Special Events has been a priority since the inception of the TRPF, with approximately \$100,000 allocated for 2018 events including: the Seaside Festival, PawPalooza, the Cultural Center of Cape Cod, the Irish Festival, the St. Patrick's Day Parade, and the Taylor-Bray Farm Fall/Sheep Festival. Special events positively impact our local economy by fostering a sense of community, providing a positive image of the Town, and by

bringing visitors to the community who stay at our lodging facilities, eat at our restaurants, and shop locally.

In addition to overseeing the Tourism Revenue Preservation Fund, the CEDC also explored new ways to incentivize business development in Yarmouth. The Committee worked with Town staff on submitting an application to the Massachusetts Executive Office of Housing and Economic Development which was subsequently approved and submitted to the U.S. Department of Treasury for designation of an “Opportunity Zone.” This application was approved in June 2018 and presents a unique opportunity to encourage investment in the South Yarmouth Census Tract. The Committee has also extended outreach efforts with economic development partners including Open Cape, the Massachusetts Office of Business Development, and MassDevelopment. With regards to the latter, these efforts have resulted in a recommendation to the Board of Selectmen that Yarmouth opt in to the Massachusetts Property Assessed Clean Energy (PACE) program. The PACE program is for commercial buildings, and is a new mechanism to finance energy improvements, such as energy-efficiency projects, renewables, and gas line extensions, on commercial and industrial properties in Massachusetts. This effort will be presented early in 2019.

In 2019, CEDC will continue their efforts leveraging the Tourism Fund for programs and events that support the Town’s tourism industry. In addition, the Committee will work to develop programming and partnerships that will support existing businesses and that will help to attract new businesses.

I would like to thank the Committee and Staff for their diligent efforts and their commitment to making Yarmouth a great place to live, work and visit. I would also like to thank long-time Committee members John Barker and Tom George, both of whom resigned this year. Their thoughtful participation and insights to the business community were valuable and will be missed.

Respectfully submitted,

Peter Q. Smith, Chair

Committee Members:

Ken Smith, Vice Chair

Ryan Castle

Jack McCormack, Representative to Design Review and Drive-In Site Utilization Committees

Stephen O’Neil

Mary Vilbon, Executive Director of Yarmouth Chamber of Commerce

Norm Weare, Planning Board Representative

Karen Greene, Staff

Kyle Pedicini, Staff

DRIVE IN SITE UTILIZATION COMMITTEE

Originally established in April 2015, the Drive-In Site Utilization Committee (DISUC) was charged with identifying possible uses for the former Drive-In property at 669 Route 28. This vacant 22 acres of Town-owned land has been underutilized since it was purchased in 1986 and is ideally located along the Parker's River in the heart of Route 28.

Through their initial work in 2015, the Committee recommended a Riverwalk Park and Boardwalk over the marsh, with the remainder of the property used for interim uses such as concerts and other community events. To investigate this proposal in more detail, funding was obtained for a Riverwalk and Boardwalk Feasibility/Concept Design Study and a consultant, BETA Group, was selected to conduct this work. The DISUC, Town Staff, and consultant BETA worked for over a year to evaluate alternatives, identify amenities and materials, outline environmental resources and permitting requirements, develop project costs (including design, permitting, construction, and maintenance costs), and garner public input. The DISUC presented their findings to the Board of Selectmen at their May 22, 2018 meeting with the following five recommendations:

1. Retain the entire Drive-In property for Recreational Uses and not dispose of any portion of the property;
2. Establish Festivals and Special Events as the permanent use in the former Drive-In Area;
3. Move forward with the Riverwalk Park as shown in the DISUC Preferred Concept Plan;
4. Move forward with some form of Boardwalk which is central to the success of the project (either across the marsh or a loop); and
5. Permit and design the Riverwalk Park and Boardwalk together and proceed with construction as funding and resources permit.



The preferred Riverwalk Park concept includes a variety of amenities, including parking, pathways, restrooms, landscaping with native vegetation, lawn area with shade structure for a variety of events, various seating options, interactive natural playscape area, kayak launch with vendor trailer and leased storage, educational kiosk on boating safety and other

interpretive signage, and space for future artist tents/shanties and public art. The Boardwalk design incorporates a 6' wide boardwalk made of Brazilian hardwood with wooden railings flared out on the sides. The boardwalk will include a number of outlooks with grating and interpretive signage.



The Board of Selectmen were in general support of the five recommendations and wanted the DISUC to move forward with their work. At the July 24, 2018 BOS meeting, the Board approved moving forward with a Looped Boardwalk that did not cross the marsh, with short-term improvements to encourage events and concerts at the

site, and to proceed with the submission of a Community Preservation Act (CPA) application for the overall project. To maintain momentum, the Board also revised the Committee’s Charge to include oversight of development of the recommendations, the event space improvements, a policy on conducting events at the site, obtaining funding for the project, and reporting their findings and further recommendations to the Board of Selectmen.

Since approval of the revised charge in July 2018, the DISUC and Town Staff have:

- Completed clean-up of the drive-in site in preparation for the Irish and Country Festival held on August 18th using Department of Public Works Staff, the Town Beautification Team, and Americorp;
- Submitted a CPA application for \$3.7 million for 100% of design and permitting, and 50% of the anticipated construction costs. The CPA has voted in favor of this application for inclusion on the 2019 Annual Town Meeting warrant;
- Met with multiple event organizers to get a better understanding of the short-term and long-term amenities needed to promote use of the site for festivals and events; and
- Began development of an Interim Use Policy for events held on the property.

I would like to welcome Bud Nugent as a full member and to thank Committee members and staff for their time and commitment to this very important project. Development of the Drive-In property presents an exciting opportunity to create a destination location that will revitalize Yarmouth’s Route 28 Corridor and encourage further private investment in the area.

Respectfully submitted,

James K. Saben, Chair

Committee Members:

Thomas Roche, Vice Chair
 Jack McCormack
 Bud Nugent

Rich Bilski
 David Reid
 Peter Slovak

Staff:

Karen Greene, Director of Community Development
 Kathy Williams, Town Planner

COMMUNITY HOUSING COMMITTEE

The Community Housing Committee works to increase the availability of Affordable Housing in Yarmouth while maintaining the quality of life of all residents. Affordable Housing is safe and decent, serves households earning less than 80% of the Area Medium Income (currently \$68,000 for a family of four), and limits housing costs to 30% of household income. The Town currently has 596 Affordable Housing units which is 5% of Yarmouth's 12,037 year-round housing units, and is halfway to the state mandated goal of 10%.

In 2018 the former Cavalier Motel at 881 Route 28, South Yarmouth was completely demolished and the construction of Yarmouth Commons as an affordable housing complex began. Yarmouth Commons is an attractive development consisting of 69 affordable rental units, a community building, a playground, and an on-site waste water treatment facility. The apartments will be a mix of one, two and three bedroom units. This development represents a significant milestone for both the Town's Affordable Housing Program and the efforts to revitalize the Route 28 economic corridor. With the progress made at Yarmouth Commons, the Town's Housing Production Plan was certified by the state, giving the Town a 12-month safe harbor from unwanted Chapter 40B Comprehensive Permit applications.

A second Motel Redevelopment is proposed at Yarmouth Gardens Motor Lodge, located at 497 Route 28, West Yarmouth, with forty affordable apartments in an attractive complex consisting of a playground, a community room, and superior landscaping. Yarmouth Gardens is currently applying to the state for tax credits and other subsidies.

The Committee ended 2018 with a listening session and a survey where residents ranked housing programs and services. The Committee looks forward to analyzing these results in 2019. We will continue to work closely with our community partners to create safe and decent Affordable Housing, which is vital to keep our families and long-time residents here on the Cape, to secure an adequate workforce, and to provide a suitable living environment for all of our residents.

Respectfully Submitted,

Nate Small, Chairman
Thomas Baron, Planning Board Representative
Richard Carroll, HOME Consortium Representative
Susan Christiansen
Lorraine Doyle
Lee Hamilton
D.J. Sullivan
Melisa Ellis, resigned

Staff:

Mary Waygan, Affordable Housing/CDBG Program Administrator

COMMUNITY PRESERVATION ACT PROGRAM

Community Preservation Act (CPA) funds are a dedicated funding source available to enhance the character of Yarmouth's year-round community and tourist economy and to support economic development across the Town. The use of funds is dedicated for community housing initiatives, historic resource preservation, open space protection, and recreational opportunities. Since the adoption of this law by Yarmouth in 2005, Yarmouth taxpayers have contributed \$18.9 million to the CPA program. This has attracted \$8.4 million in State matching funds and \$37.2 million in matching projects grants. In total, the CPA has contributed \$64.4 million to our community from a taxpayer investment of \$18.9 million.

The CPA program is a primary source of funds for building the character of Yarmouth and making the Town an attractive place to live and visit. The CPA program strengthens our Town by expanding housing opportunities and by supporting the tourism industry through the preservation of Yarmouth's historic and natural resources. These funds are essential to improving the quality of our recreational and open space resources for all to enjoy.

The Community Preservation Committee (CPC) makes funding recommendations to Town Meeting based on many factors, including the overall community benefit. In 2018, the Committee held 17 regular business meetings and a majority of meeting time was spent reviewing proposals, interviewing applicants, and monitoring active projects. In addition, the Committee hosted an annual public hearing in September to garner input on community needs and project possibilities.

CPA Program Highlights

Since adopting the CPA in 2004, Town Meeting voters have appropriated the following total amounts for each target area: \$11,173,972 for community housing; \$6,827,632 for historic resources; \$4,418,730 for open space acquisitions; and \$3,019,017 for recreational projects.

At the 2018 Annual Town Meeting, voters approved 8 projects. There were four community housing projects, nine historic preservation projects, and one recreation project. This was an active year spent monitoring 36 on-going projects for CPA compliance and reviewing 16 new applications this past fall for consideration in the FY19 grant round.

The CPA Program has generated approximately two million dollars annually since it was adopted in 2004. CPA funds are raised through an annual three-percent property surcharge, which is then matched by State funds collected as part of the Registry of Deeds excise surcharge. In FY18, Yarmouth received a State match of 19%. The total CPA revenue, including State matching funds, for the past five years is as follows: FY14 - \$2,342,114; FY15 - \$2,065,413; FY16 - \$2,090,919; FY17 - \$2,008,924; FY18 - \$2,011,023.

While there are many projects underway, we would like to take this opportunity to highlight some major milestones of the year:

Community Housing Projects

- In 2018, the Housing Assistance Corporation (HAC) and the Harwich Ecumenical Council for Housing (HECH) continued to utilize CPA funds to preserve homes for low-income residents through emergency repairs. To date, HECH's program has preserved 12 homes and is currently working with five additional income-eligible homeowners. HAC has completed its program and in total preserved 11 homes over the last three years.
- The CPA continued to support the Rental Assistance Program, administered by the Council of Churches Hands of Hope Outreach Center. The program is in its seventh year and has assisted sixty-four low-income Yarmouth renters stay safely housed since inception.
- The Yarmouth Municipal Housing Trust is an important component to create and preserve housing in our Town. Many CPA projects have been funded through the Trust, including Motel Redevelopment, the Buy-Down Homeownership Program and the Town-wide Rental Homes Program. Additional project updates can be found in the Affordable Housing Trust section of this annual report.



Historic Resource Projects

- The Yarmouth Port Library received a grant of \$94,016 to preserve its historic building with replacement windows and repairs to window sills and trim. This work was completed in the fall of 2018, under budget.
- The South Yarmouth Library received a grant of \$78,024 as part of a three-town effort with libraries in Barnstable and Dennis to create a digital archive of the Yarmouth Register and Barnstable Patriot newspapers.
- Work continued in 2018 on a 2017 grant to refurbish the historic Amos Baker House on the property of the St. David's Episcopal Church on Old Main Street in South Yarmouth. The project includes lifting the structure and creating a safe and secure foundation where none had existed before.

Open Space Projects

- Design and permitting work is underway on the Parker's River Tidal Restoration project that was approved in 2016 totaling \$1.6 million in CPA funds and over \$1 million in matching State and Federal funds. This project will begin in 2019 and will improve tidal flows to the Parker's River/Swan Pond estuary system by replacing the existing 18-foot-wide bridge at Route 28 with a new 30-foot-wide bridge. The project has numerous public benefits including improving the ecosystem, water quality, and reducing nitrogen loads.
- Several open space sites in Town continue to receive care and treatment to mitigate invasive plant species.

Recreation Projects

- The completion of the Packet Landing pavilion and restrooms created a beautiful gateway into Yarmouth from Dennis along Bass River and Route 28. This project was funded with \$132,300 in Tourism Revenue Preservation funds and \$318,100 in CPA funds.

- A plan for final design and engineering work at Sandy Pond Recreation Area in line with the master recreation plan was approved by Town voters in May 2018. \$275,000 in CPA funds will be utilized to prepare for the final construction improvements to the site.
- For Flax Pond Recreation Area, voters approved \$275,000 in CPA funds to construct pickleball courts for this rapidly expanding sport. Ground was broken in the fall of 2018, with completion expected by summer 2019.
- For the Cape Cod Rail Trail, progress in 2018 included the opening of a new pedestrian/bike bridge over Station Avenue and a beautiful scenic bridge over Bass River that connects Yarmouth to Dennis.

Thank you for your continued support and we look forward to another productive year.

Respectfully submitted,

Gary Ellis, Chair (At-large member)
 Thomas J. Roche, Vice-chair (Planning Board representative)
 Mary Ann Walsh, Clerk (Yarmouth Housing Authority representative)
 Beverly Bachand (Historical Commission representative)
 Paul Huggins (Conservation Commission representative)
 Thomas Kelley (At-large member)
 Heather McElroy (Open Space Committee representative)
 Dorcas McGurrin (Recreation Commission representative)
 Nathan Small (Community Housing Committee representative)

Staff: Michael Barry, Program Coordinator

CONSERVATION COMMISSION

“The economy is a wholly owned subsidiary of the environment, not the reverse”
 Herman Daly

Commission Charge:

The Conservation Commission is charged with the “promotion and development of natural resources and protection of watershed resources” having been established by the Board of Selectmen in 1961 in compliance with the Conservation Act (MGL Chap. 40, Sec. 8C). The Conservation Commission has been serving the community for 57 years subject to the Massachusetts Wetland Protection Act (M.G.L .Chap. 131 sec. 40) and Town of Yarmouth General By-law (Chap. 143). These laws establish the Conservation Commission as the municipal focal point for environmental protection, processing applications for permits to do work in and near wetland resource areas, planning, acquiring and managing open space, and encouraging and monitoring conservation restrictions. Twenty-three open meetings and seventy-three new deliberations have been conducted this year to ensure the quality of the Town’s coastal and inland wetlands as well as the interests they protect. The Conservation Commission manages approximately 1,800 acres of conservation land with the assistance of the Division of Natural Resources. As the municipal focal point for the state of the environment in Yarmouth it is incumbent upon the Commission to act in the best long-term healthful interests of our

community. In cooperation with town administration and departments the Commission acts to protect the valuable environmental and conservation assets of the area, working within the fiscal realities of the Town. The natural changes and environmental challenges constantly occurring on the Cape demand flexibility and foresight in regulatory activities.

2018 Accomplishments:

Environmental Quality - In cooperation with other Town Departments (DPW, Natural Resources, Health, Recreation, among others), the Conservation Commission has been involved in the following issues: Storm water regulations, storm damage cleanup, land management, open space acquisition, vista pruning, and invasive vegetation removal. Six Town properties were prioritized for their open space, recreation, tourism, and conservation value to the Town and a three year management program was developed to treat and remove invasive vegetation to improve scenic vistas and wildlife habitat. The work began in late summer/fall of 2018 and will continue through 2020. The targeted properties are Mill Creek Park, Chase Brook Park, Alms House Road, Meadowbrook Boardwalk, Bass Hole Beach, and Taylor Bray Farm.



Community Involvement – Two community clean-up events were held in 2018. The Yarmouth Annual Community Clean-up Day held in April was once again a great success. With over 180 volunteers, over 450 man hours worked, and 1.7 tons of trash picked up, this clean-up effort made a visible difference in the Town of Yarmouth. This event was made possible by the collaboration of various Town departments and organizations including: The Yarmouth Chamber of Commerce, Yarmouth Parks and Recreation Department, Yarmouth Department of Public Works, Yarmouth Conservation Department, Yarmouth Police Department, AmeriCorps, and community volunteers.



In September, the Conservation Office coordinated a COASTSWEEP event to collect trash along Bass River and Yarmouth’s south coast beaches. COASTSWEEP participants joined hundreds of thousands of other volunteers in the world’s largest volunteer effort collecting and recording trash, fishing line, and other marine debris.



AmeriCorps Cape Cod Service



The Conservation Office and the Division of Natural Resources have been privileged to host placements through the AmeriCorps Cape Cod service organization in 2018. Corey Bray joined us October 2017 through July 2018, assisting with the development of the Yarmouth Environmental Stewards (YES) Network. The volunteer network will assist the Town with monitoring and maintaining its trails and conservation land and build support for



environmental stewardship projects. Continuing Corey's work from October of 2018, AmeriCorps placement Samantha Pierce is creating educational and outreach materials for volunteers and also assisting with the Town's emergency preparedness planning. The monetary value of these placement is estimated to exceed \$15,000 per year, providing a significant benefit to the Town.

Town Projects – The Conservation Commission was involved in a number of Town projects in 2018, including the Parker's River Restoration, the Drive-In Site Utilization project, Baxter Grist Mill improvements, and the Yankee Village Motel acquisition. The Conservation Office also participated in the environmental review process for the Vineyard Wind Connector project. Under the guidance of the Conservation Office, the update to the Yarmouth Open Space and Recreation Plan was finalized in 2018, opening the door for the Town to receive grant funding for related projects.

Continuing Education - In order to remain abreast of environmental issues, the Conservation Commission has attended numerous conferences, webinars, and seminars conducted by: Massachusetts Office of Coastal Zone Management, Association to Preserve Cape Cod, Waquoit Bay Reserve, and Massachusetts Association of Conservation Commission dealing with topics such as: storm water management, ecological restoration, protection of water resources, invasive plant management, and coastal zone management.

Community Relations – Over 150 "on-site visits" have been conducted by the Conservation Commission and Administrator, most of which have involved a discussion with the petitioner. Regulations are explained, suggestions are made, or alternatives are suggested. The Commission works assiduously to promote amicable, comprehensive, timely, responsive, appropriate, and informative personal interactions with the community.

The Upcoming Year - The Commission is looking forward to 2019. We will continue to provide friendly, courteous, helpful service in a timely manner, and work with residents, business, and other Town departments to create a balance between development and wetland protection in sensitive areas. During 2019, the Conservation Office will continue the transition to an online permitting system to streamline the permitting process for applicants. The Commission will continue its efforts to improve water quality by making updates to the by-law regulations for storm water and pollutant discharges that pose a risk to the environment. Sea level rise and the increasing risk of severe storms is a significant threat to the livability and economic stability of our coastal community. As such, the Commission will also be an active participant in the Municipal Vulnerability Planning process for which a planning grant was secured in 2018.

Special Acknowledgments - As in past years, the Commission would like to thank Town of Yarmouth staff for their support and assistance during the year. They make our job that much easier, and in turn the residents benefit.

The Commission is composed of seven fully dedicated volunteer residents whose expertise includes: professor of environmental health; communications technician; marine construction

consultant; assistant harbormaster/USCG Licensed Master; executive director of Duxbury Beach Reservation and wildlife biologist; and education administrator.

The Commission wishes to express appreciation for the contribution of Megan Schlesinger who served on the Commission during 2018 before departing to pursue a new career opportunity. The Commission would also like to welcome Paul Huggins. Paul has become a valuable member of the Commission, as well as serving as the Commission's representative to the Community Preservation Committee. The Commission ended the year with one vacant position.

The Conservation Office has greatly benefited from the appointment of part-time Administrative Assistant Dawn-Marie Flett, bringing significant improvements in customer service for the public.

Respectfully submitted,

Town of Yarmouth Conservation Commission,

Rick Bishop, Chairman

Dr. Thomas Durkin, Vice Chairman, Representative to Water Resources Committee

Philip Johnston, Secretary

Ellie Lawrence

Cris Luttazi

Paul Huggins, Representative to the Community Preservation Committee

Staff:

Kelly Grant, Conservation Administrator

Dawn-Marie Flett, Part-time Administrative Assistant

DESIGN REVIEW COMMITTEE

The Design Review Committee (DRC) continues to play an important role in our community by advancing aesthetic improvements to commercial site designs and buildings through their review process. The DRC is responsible for reviewing all commercial projects located south of Route 6, and all projects developing under By-law Section 404 – Motels (HMOD1 and HMOD2), Section 411 - Revitalization Overlay Architectural District (R.O.A.D.), and Section 414 – Village Centers Overlay District (VCOD).

The DRC reviews projects based on their adherence to the Yarmouth Architectural & Site Design Standards. These Standards include Siting Strategies to enhance the streetscape by bringing buildings closer to the road, promoting landscape buffers and pedestrian amenities, and reducing the visual impacts of larger buildings and parking areas. The Standards also include Building Strategies to help reduce the impact of larger buildings and promote architectural interest by varying the façade line, building height and roof line, and incorporating pedestrian scaled features. The Standards also promote the use of traditional building materials (or low maintenance materials that simulate natural building materials).

The DRC provides advisory review for commercial projects, and reviews projects developing under Section 404, Section 411 and Section 414 for mandatory compliance with the Standards. The DRC is the Design Review Authority for commercial projects and those motel projects developing in the HMOD1 motel district along Route 28. The DRC advises the Planning Board, who acts as the Design Review Authority on motel projects in the South Shore Drive motel district (HMOD2), and on projects submitted to the Town under the R.O.A.D. and the VCOD By-laws. The Design Review Committee is also a member of the Site Plan Review Team.

The DRC reviewed five projects in 2018. These commercial developments included a wireless communication facility and renovations/expansions at four commercial enterprises. The Committee works hard to ensure each development is thoughtfully designed and aesthetically pleasing by providing input on the site design, landscaping, and building architecture.

The Committee members are looking forward to another productive year and the opportunity to promote visual improvements to site designs and commercial buildings in the Town's motel districts and commercial areas.

Respectfully submitted,

Dick Martin, Chairman
Sara Jane Porter
Charles Adams
Jack McCormack
Chris Vincent

Staff: Kathy Williams, Town Planner

HISTORICAL COMMISSION

The Yarmouth Historical Commission was established under Chapter 40, Section 8D, of the Massachusetts General Laws to assist the Town with the preservation, protection, and development of its historical and archaeological assets. The Commission works with other Town boards and committees as well as the Cape Cod Commission on preservation projects as needed. In addition, the Commission administers the Town's demolition by-law which was established to assist in the preservation of significant properties more than 75 years old that are located outside of the Old King's Highway Historic District. If the Commission finds that a significant structure should be preserved, a demolition delay of up to 180 days may be imposed to allow time for property owners to incorporate the significant structure into new plans or to locate a purchaser to preserve or restore the structure.

During 2018, the Commission held nine meetings, six site visits and one public hearing. The Commission received three requests from applicants seeking to fully demolish and two requests to partially demolish structures that were more than 75 years old. The Commission thoroughly researched and inspected the properties before determining that the proposed demolition of all

structures would not be detrimental to the architectural, cultural, or historical heritage of Yarmouth and therefore were not subject to a demolition delay.

The Commission also assists the Town in their efforts to preserve, promote, and educate the public about the three Town-owned historic properties: The Judah Baker Windmill, the Taylor-Bray Farm, and the Baxter Grist Mill.

Judah Baker Windmill

The Judah Baker Windmill was open from Memorial Day through Columbus Day. During this time, the mill had over 800 visitors from near and far. Some returning with their children and grandchildren and some stopping by to visit and to share more stories and information about the mill. One of the most exciting things to happen to the mill this year was being showcased on a segment of Chronicle (Boston's award winning magazine show) which aired in July. The Chronicle staff spent over two hours interviewing and videotaping with two of our volunteer docents, Mary Lou Remon and Maureen Sullivan. Many thanks and gratitude to Mary Lou and Maureen for being such wonderful and informative hosts.

The mill experienced a few personnel changes this year. Yarmouth Historical Commissioner Beverly Bachand took over as lead docent/liaison to the Town and was joined by three new volunteers to the docent team: Cheryl Anne Kidney, Marie Ward, and Patricia Mulhearn. Thanks to the amazing, dedicated volunteers Mary Lou Remon, Maureen Sullivan, Darnell Brown, Commissioner Fred Fries, Marcia Leonard, Jack MacClelland, Richard Shea, and Gloria Roth who trained and brought these newcomers up to speed in no time. Also, a special thank you to former docent Lorraine Loughlin for providing plantings and caring for the landscaping at the mill throughout the season.

On a sad note, the Judah Baker Windmill family lost another very dear friend, Anne Seeley. Anne had a lifelong personal history with the mill and was deeply passionate about passing her knowledge and experiences on to the docents. She also spent many years hosting and educating visitors about the mill in a way that only Anne could. She is truly missed.

Taylor-Bray Farm

The Yarmouth Historical Commission continues to work with the Taylor-Bray Farm Preservation Association (TBFPA) in support of all aspects of Farm activities. The Annual Sheep Festival in June, the Fall Festival in October, and the Holiday Festival in December continue to attract thousands of visitors and raised over \$16,000 for the farm this year. In addition to the Festivals, the Farm was host to six birthday parties, 12 school group tours with hayrides and two weddings. In the spring, five lambs were born bringing much joy to the caretakers and visitors alike. Sadly in May, the farm said a final goodbye to Fiona, a Scottish Highland Cow that had resided on the farm since 2000. Her half-sister Chloe is doing well in Fiona's absence.

The Samuel Taylor House continues to attract people from many areas. The house was open on Saturday's beginning with the Sheep Festival in June through the Fall Festival in October and was also open during the Holiday Festival in December. There continues to be an increase in visitors and interest in the house. The decor within the house is ever changing so that repeat

visitors will see new and interesting things and learn more about life in the times of Samuel Taylor and the Bray Brothers. There are 10 docents who provide tours and present a history of the house and Samuel Taylor. The Commission continues to seek volunteers to join the docent team to assist with events such as story reading for children about farm life in the 1800's and lectures pertaining to items in the house. If interested or if you have questions, please visit the house and feel free to speak to any one of the knowledgeable docents.

This was the first year since 2010 that the Taylor-Bray Farm Archaeology Project did not conduct any fieldwork at the Farm. However, the knowledge collected over the years was put to use in creating interpretive signage throughout the Farm to educate visitors about the site's rich past. That human history began 10,000 years ago when nomadic Native people left behind archaeological evidence of their presence and moved on through colonial days and into a 21st century revival of this old farmstead with key help from the Town's Community Preservation Grant Program. In April, the farm's archaeological history was presented to a standing room only audience at the Yarmouth Port Library and a small exhibit of artifacts was on display for visitors to the farmhouse. Planning has begun for an archaeology exhibit at Town Hall in 2019.

Baxter Grist Mill

The Commission continues to work with and support other Town departments (Community Development, Community Preservation Committee, Public Works, and Conservation) in their efforts towards the rehabilitation of the Baxter Grist Mill dam, sluiceway, and upgrade of the fish ladder.

Membership

Commissioners' terms are three years, and Associates are appointed annually to provide specific expertise. The Commission recently welcomed George Slama as an Associate member. George's knowledge and expertise will be a valuable asset to the Commission. The Commission is currently seeking volunteers to fill two vacant Commissioner positions. Anyone interested in becoming a Commission member should complete a Talent Bank form through the Town's website.

As always, the Commission is grateful for the assistance and professionalism extended to us by Beth Vozella, our Office Administrator.

Respectfully submitted,

Julie Mockabee, Chair
Frederick Fries, Vice Chair
Beverly Bachand, Commissioner
Jack Duggan, Commissioner
Duncan Oliver, Commissioner
Kathe Hyslop Associate
George Slama, Associate

OLD KING'S HIGHWAY REGIONAL HISTORIC DISTRICT COMMITTEE

Old King's Highway (OKH) Regional Historic District was established under Massachusetts General Laws, Chapter 470 of the Acts of 1973, as amended. It is the largest historic district in America which encompasses the area between Route 6 (Mid-Cape Highway) and Cape Cod Bay extending from Sandwich to Orleans. The boundaries of Yarmouth's OKH District are from Route 6 (Mid-Cape Highway) north to the bay between the Barnstable and Dennis town lines.

The OKH Regional Historic District Act governs the local Committee and the regional Commission who work together to maintain the area's esthetic and cultural heritage by protecting and preserving its buildings and settings in keeping with the early days of Cape Cod. At the Commission level, the OKH Committee Chairman represents Yarmouth at the monthly appeal hearings and regularly consults with the OKH Regional Historic District attorney with any legal questions that arise. During 2018, one decision of the Yarmouth OKH Committee was appealed and upheld by the Commission.

The Yarmouth OKH Committee holds public meetings on the second and fourth Monday of each month. In 2018, the Committee held 21 public hearings and acted upon a total of 263 applications. The table below summarizes this activity over the past three years.

	2016	2017	2018
Certificates of Appropriateness	79	90	106
Certificates of Appropriateness-Solar Panels	37	14	8
Certificates of Exemption	133	109	136
Minor Change Amendments	17	16	10
Certificates of Demolition/Removal	6	3	3
Total	272	232	263

In addition to the above, the OKH Office Administrator reviewed over 85 Express Building Permits for routine maintenance requests that do not require a formal OKH application, but which do require a review and sign-off signifying that the work proposed falls under this category. The OKH Chairman performed 12 new construction inspections to insure compliance with OKH-approved plans prior to the issuance of an occupancy permit, and the OKH Office Administrator worked diligently to resolve 10 violations seeking assistance from the Building Department staff when needed.

An annual effort is made to inform and/or remind owners of the 3900+ properties in Yarmouth's OKH District, that the Committee must approve all proposed changes to the exterior of existing structures or settings **prior** to work being started. Reminders are sent via spring water bill inserts and postcard mailings. Such changes include, but are not limited to: new construction, additions, alterations, windows/doors, changes of color (except to white), decks, fences/walls (of any height or material), siding, sheds, signs, solar panels and demolitions (in whole or in part). Additional reminders are also posted on the local cable channel and in the Town Hall.

For more than 45 years, our OKH Regional District Committee has been committed to preserving the architecture of the past, while blending it with the future. To that end, the Old King's Highway Committee would like residents to know that while they encourage and support the use of alternative energy (i.e., solar panels), it is the Committee's responsibility to administer the Act and insure that systems are efficient and have **minimal visual impact** on the surrounding neighborhood.

Chairman/Architect Richard Gegenwarth and alternate Dawn-Marie Flett have been re-appointed by the Board of Selectmen for one-year terms and member Rosemary Nicholls was re-elected for a four year term. Also, due to unforeseen circumstances, OKH alternate Judith Recknagel resigned from the Committee. The Committee accepted Judith's resignation with understanding and thanks her for her consistent attendance and valuable contributions over the last four years. The Committee wishes Judith well and looks forward to her return when/if circumstances permit her to do so. Consequently, the Committee has an opening for one volunteer Alternate position. Anyone interested in joining the Committee should complete a Talent Bank form through the Town's website: www.yarmouth.ma.us.

The OKH Committee also wishes to thank our Office Administrator, Beth Vozella, who continues to keep things running smoothly and efficiently.

For more information or if interested in joining the Committee, please contact the OKH office or visit our Town website at www.yarmouth.ma.us.

Respectfully submitted,

Richard Gegenwarth, Chairman/Architect
Robert Wilkins, Vice Chairman
Jane Hildebrandt, Member
Rosemary Nicholls, Member
John Stuart, Member
Dawn-Marie Flett, Alternate

Staff: Beth Vozella, Office Administrator



**COMMUNITY
SERVICES**

DEPARTMENT OF COMMUNITY SERVICES

Administration

The Department of Community Services was reenergized with the appointment of Parks and Recreation Director Patricia M. Armstrong as the new Director of Community Services in March 2018. Previously, Community Services was under the supervision of the Assistant Town Administrator. This restructuring was accomplished in order to create a stronger service level to the community and to streamline duplications between the five divisions under the Community Services umbrella. Those five divisions are: Golf, Library Services, Natural Resources, Recreation, and Senior Services.

Future goals that were not completed in 2018 are:

- Spearheading a Visioning Exercise to bring focus to Yarmouth's short- and long-term direction;
- Creating one community services monthly publication that will be populated and available through all division locations via the Town website and Channel 18;
- Continuing to grow collaborative programming, both internally and with other community partners, to improve our identity and strengthen our messaging; and
- Creating a stronger sense of community for our residents by creating activities and events that draw on our diverse and interesting demographics.

Golf Division

The immediate priorities for the Golf Division were to create a succession plan for soon retiring Director of Golf Jim Armentrout and to turn around revenues and expenses to meet a break-even level by the end of FY19. A great amount of time was spent soliciting membership input, efficiently reacting to concerns, and beginning to market our resources as effectively as possible. As in most municipal work, change takes a while to accomplish, but revenues were up over \$200,000 at the end of 2018. The full-time staff is working diligently through the winter on addressing some of our most significant challenges under the supervision of Acting Director of Golf/Superintendent Scott Gilmore. The Board of Selectmen have ordered a Request for Proposal to solicit ideas for course management by an outside entity. No determination has been made as to whether an outside group will be brought in, but the option is being explored.

Yarmouth wishes to thank Jim Armentrout for his vision and creativity over the past 17 years. Jim's insight of golf, on a local and national level, led to successful funding efforts to renovate the Bass River Grille and the Bayberry Hills Red and White Courses ahead of schedule. These two amenities are now rated at the top of attractions for municipal golf on Cape Cod and bring in new users on a weekly basis to both courses. Jim spent almost a year preparing Scott Gilmore and the Golf Team to continue steering the ship on course. We wish Jim the best in his well-deserved retirement and look forward to seeing him once in a while on the course.

Library Services

The Yarmouth Library Services, under the creative and enthusiastic supervision of Director Jane Cain, continues to make a silk purse out of a pig's ear by maintaining established programs while reacting to new service needs within a level-funded budget in antiquated facilities. The primary goals for this division were to support the Library Study Committee in their effort to establish the

need for a central library and to bring the Library Services budget into compliance with State-mandated funding requirements. The Study Committee has almost concluded their work and a presentation to the Board of Selectmen is scheduled for early 2019. The Library Services budget is scheduled for a significant increase in 2020 and is on track to be compliant with State mandates by 2024.

Natural Resources

The Division of Natural Resources (DNR) is complex and far reaching. Director Karl vonHone, and his dedicated staff, have masterfully managed the multiplicity and complexity of local, state, and federal agency regulations to maintain Yarmouth's fragile eco-system, including uplands, wetlands, and waterways. DNR works hand-in-hand with the Conservation Administrator to protect our community and enforce regulations fairly and swiftly. Considering a large amount of Director vonHone's focus this year was centered on the Vineyard Wind Project, and other coastal issues, the singular new goal for DNR was to create cooperative programs with Senior Services and Recreation. We are excited to see the Aging With Your Pet Initiative and the Shark Awareness and Emergency Response Programs being developed for release in early 2019.

Recreation

The Recreation Division has been running very smoothly under the leadership of Assistant Director Mary Franklin. Programs continue to fill up and staffing continues to be a challenge. The goal for Recreation was to create expanded programming with the Natural Resources and Golf Divisions. This resulted in a Fall Youth Golf Series and a Working Professionals Introduction to Golf. New programs are being designed over the winter to expand family access to the courses, recruit more working players through early evening programming, taking the fear out of trying the sport as a retiree, and developing a strong youth presence through established credible programs offered regionally. These initiatives are hoped to expand membership and develop the next generation of golfers. Beach Lifeguard Training on Shark Awareness is also being developed in cooperation with DNR and the Yarmouth Fire Department.

Senior Services

The Senior Services Division wears many hats. Kathi Bailey, and her team of enthusiastic and caring staff, have addressed numerous issues both programmatically and philosophically. Kathi's strong vision and boundless energy have led to collaborative programming with the Dennis Yarmouth Regional School System, expanded Outreach Capacity through innovation and volunteerism, more effective communication in all mediums, expanded van transportation services through grants, and an improved physical plant through diligent advocacy. Kathi's ability to motivate and engage community leaders has resulted in strong committees spearheading Age Friendly Initiatives in housing, dementia-friendly services, livable communities, and recognizing the plight and needs of our marginalized seniors.

The expansion of locally accessible social programs is a top priority now with an additional van on the road. The staff understands the importance of affordable and accessible socialization and will be placing a high priority on this initiative in 2019. Our seniors are a resource that we treasure and we hope to attract many more to actively participate in our programs in the future.

LIBRARY DIVISION

The Library provides educational, social, and cultural enrichment services and programs for all ages, as well as equal access to modern technology devices and information sources for all Yarmouth residents and those who may be visiting.

Staffing changes in 2018 included two new library assistants at the front desk, Frances Bausman and Stephen Singer, and the departure of Mitzi Krueger, who was Head of Circulation. Christine Kaufmann returned to the staff as Head of Technical Services/IT. This year, we welcomed a Teen Page, Ana Wolfe, who we enjoy working with on Saturdays.

There was a much-needed walkway replacement at the South Yarmouth Library and the addition of a beautiful set of railings at the main entrance. Our thanks to Dick Court, Superintendent of Buildings and Grounds, and his crew for overseeing this project during a very warm summer week.

Summer hours on Saturday at the West Yarmouth Library are now a part of our Library funding, thanks to Town decision-makers converting one-time grants into our regular appropriation. The community appreciates this.

The Library is fortunate to have a strong force of reliable and competent volunteers who come to help out every week, assisting with shelving, managing the book sale areas of the libraries, and helping with programs and events. This includes our Town Library Board, whose members advocate for library services for Yarmouth, and our two Library Associations who do all of the above and provide funding, as well. We thank you all.

In the spring, we hosted our annual Volunteer Appreciation event again this year at the Lorusso Lodge at Flax Pond. Thanks to the South Yarmouth Library Association (SYLA) for funding this, and to library staff for organizing the event. Piccadilly Café & Deli again provided outstanding catering services for the event.

Lifelong Learning Opportunities

This past year, there were a total of 142,391 visits to the library – which is more than a 10% increase from last year; 11,907 of these were for reference needs.

In 2018, there were 74 Adult programs; 2,412 individuals attended those programs. The programs were made possible by the work of the current library staff with the help of 27 volunteers who donated a total of 1,825 hours to the Library.

The Town Library Board coordinated a one-book-one-town project, Yarmouth Reads 2018, from January through April. The kick-off in January at the Cultural Center of Cape Cod was well attended. Programs included informational and travel talks, an intergenerational Eastern European music event, a Ukrainian art class, and a rousing afternoon of Trivia with Patrick held at Flax Pond during the wrap-up.

Programs in 2018 for adults included: Device Advice workshops at the West Yarmouth Library, offering one-on-one training on your own devices by Trish Cassisi, Reference and Adult

Services Librarian; an informative recycling series for the community during the year, thanks to the efforts of Roby Whitehouse of the Department of Public Works Waste Management Division; as well as a number of author visits by writers from Cape Cod and beyond.

Programs for Children and Teens

Youth Services hosted 147 sessions of Story Time attended by 2,167 children and families. There were many Science, Technology, Engineering, Art and Math (S.T.E.A.M.) programs throughout the year, with 145 in attendance. Hundreds of children and their families attended Lego Club, and created artistic works that were on display at the Library each week. There were dozens of Musical Discoveries classes, supporting learning, literacy and movement and the attendance at those sessions grew exponentially. At the end of the school year, Connie Marr, Head of Youth Services, visited three schools in the community and spoke with nearly 900 students. Throughout the Summer Reading program, there were 47 educational and enriching programs in 9 weeks for children and teens. The kick-off event, with 125 in attendance, featured musical guests The Elbows and field day games on the West Yarmouth Library lawn. Thanks to the Cultural Center for hosting our wrap-up party, featuring Alex the Jester, with an audience of 80 people. There were 9 'tween and Teen programs, attracting children from grade 4 through grade 12. Youth Services ended the year on a high note, with the Who-ville Express on Monday evening, December 3. In front of the fireplace at the West Yarmouth Library, 200 people enjoyed a reading of the story *How the Grinch Stole Christmas* and goodies for the children.

In our current Library budget, the bottom line appropriation continues to fall short of the minimum requirement set by the Massachusetts Board of Library Commissioners (MBLC). Thus, the Town's certification with the State for library services remains in "waiver" status for the eleventh year in a row.

We thank the South Yarmouth Library Association and the West Yarmouth Library association for their financial support and the staff of the Library, and our many volunteers, for their hard work helping us make the year another great success.

Report of the Town Library Board, 2018:

The Library Board members are Susan Loveland, Chair; Helen Niedermeier, Secretary; Anastatia Ellis, Kathryn Basile, Jane Garvey and Pam Barton. There is one opening. We have met with prospective members and hope to fill the position soon.

The Library Board continued several projects in 2018 and is exploring the possibility of adding one more. In an attempt to build community spirit and bring the public into the library, we once again presented a Yarmouth Reads series. The book selected for 2018 was *A Gentleman in Moscow*. At the kick off on January 27, we presented the book, a video from the author explaining the background of the book, an explanation of the events we would be providing and refreshments, with an opportunity to mingle and meet other participants. We provided numerous opportunities for discussion and activities related to the book. All events were very well attended, and we were pleased to see the popularity of this program increasing.

We once again collected socks and donated them to the Yarmouth Schools to distribute as needed. The program ended April 8, with a luncheon at the Lorusso Lodge. Participants had an opportunity to critique the program, which will allow us to restructure the 2019 events. We

thank the South Yarmouth Library Association and the West Yarmouth Library Association for their financial support, the staff of the Library for their hard work helping us make this a success, and The Cultural Center of Cape Cod and Lorusso Lodge for allowing us the use of their facilities.

We spent the next few months reading and planning for the Yarmouth Reads 2019. The book chosen is *The Island of Worthy Boys*. We will introduce this on March 31 at The Cultural Center of Cape Cod. We are pleased that the author Connie Hertzberg Mayo will be speaking to us about the book at this event. A Facebook page will help provide information about and access to the schedule of events for all community members. We will collect and donate books to Katelynn's Closet as part of this program.

The next project we have undertaken in accordance with the charge of the Select Board, is the review of Library policies. We have set a schedule to discuss a policy a month with emphasis on the policies that Jane Cain, the Library Director, feels need to be discussed or clarified.

For our newest project we have created a subcommittee to explore the possibility of a program to ensure that all students in the Yarmouth Public Schools have a public library card. We will coordinate with the librarians in each school to facilitate this and hope to be able to start in September (Library Card Sign-up Month).

The Library Board has had a productive year. We have kept in touch with the Study Committee as its members end their work assessing the Library's needs. We are looking forward to the 2019 Yarmouth Reads program and meeting more new members of the community. We urge you to join us at any or all of the planned activities.

Sue Loveland, Library Board Chair, 2018

Yarmouth Library Study *ad hoc* Committee Report

The Library Study *ad hoc* Committee (LSAHC), consisting of five members – Linda Callahan (Chairperson), Annmarie Gavin (Secretary), Richard Simon, Mary Reardon Johnson, and Susan Loveland, with Jane Cain, Library Director, *ex officio* – continued to meet regularly during 2018. A draft of the facilities assessment report was received from Johnson Roberts Associates, Inc. (JRA) in April and data was presented and discussed at a Town Library Board open meeting on May 1. Comments were shared with JRA and the completed Library Facilities Assessment Study was received mid-May. For the balance of the year, the Committee continued to gather and analyze data and consulted with Town officials in order to prepare a presentation of its recommendations for the Board of Selectmen as well as for the Town Administrator, the Finance Committee and the library associations. These presentations are scheduled for January 2019.

Linda Callahan, Library Study *ad hoc* Committee Chair, 2018

DIVISION OF NATURAL RESOURCES

NATURAL RESOURCES LAW ENFORCEMENT/ MANAGEMENT SECTION

Wildlife Response/Education

We have seen a decline in some of the wildlife diseases that we deal with. We tend to see diseases such as distemper rise and fall in four year intervals. We did see an increase in sick crows that were showing clinical signs of West Nile virus this year. West Nile virus is transmitted through the bite of infected mosquitoes. Birds of prey such as hawks and owls or scavengers such as crows may become infected after eating sick or dead birds that were already infected with West Nile virus. The virus can be spread to people as well through the bite of an infected mosquito. You can reduce your risk by using insect repellent and wearing long-sleeved shirts and long pants to prevent bites during the times that mosquitoes are active. There is another tick borne disease named Powassan that is starting to spread through New England. This disease is still rarer than Lyme but it is also more deadly. Other health threats from tick bites include Babesiosis, Anaplasmosis, Tularemia, Ehrlichia, Relapsing Fever and Rocky Mountain Spotted Fever. People spending time outdoors are encouraged to take precautions against ticks and tick-borne diseases.

Rabies Investigation/Surveillance/Baiting

We continue to test all animals involved in potential rabies exposures with humans or domestic animals immediately at the State Rabies Lab. USDA Wildlife Services tested approximately 225 animals such as this across Southeastern Massachusetts resulting in only a few confirmed positives, all of which were well off Cape. Fortunately, we have had no positive raccoon variant rabies cases this year, in fact, the entire Cape has not had a positive case in the past five years. The Oral Rabies Vaccine Baiting Program continues to be extremely effective with helping protect our wild population against the rabies virus, in turn helping to keep pets and the public safe. The Division continued to respond to calls about bats in the living quarters of houses this year. Unfortunately there is “NO” oral rabies vaccine baiting program for bats. There were no documented bat-variant rabies cases in Yarmouth this year.

Wildlife Habitat Management/Wildfire Preparedness

In June we were able to implement the \$25,000 grant from the Massachusetts Division of Fisheries and Wildlife that we were awarded last year to conduct prescribed burns on two days across 44 acres within the areas that are covered by our burn plan. We were fortunate enough to receive a similar grant from Fish and Wildlife again this year in the amount of \$23,880 to continue our efforts.

Land Management/Repairs

Due to a failing culvert near Seagull Beach, personnel installed a short term stabilization wall to address significant erosion that occurred. Staff constructed and installed six new osprey poles on the north side of Town. These replaced ones that had been destroyed in the severe storms in January. These storms caused significant damage to the Bass Hole and Bray Farm Boardwalks as well. Fortunately we were able to help facilitate these boardwalks being repaired in time for the majority of the summer season. The Robert B. Our Company conducted superstructure repairs for the Bass Hole Boardwalk. The Barnstable County Sheriff's Department Work Program replaced the decking, railings, and benches at the Bray Farm and Bass Hole Boardwalk.

In addition, a number of shore/bank erosion and washout remediation and repair projects were conducted across Town.

Law Enforcement Patrols

The Division continues to actively conduct law enforcement patrols throughout the Town and on its waters, educating the public in accordance with current local, state, and federal regulations pertinent to the environment.

SHELLFISH SECTION

Recreational (family) shellfishing was open on a rotational bases at Grays Beach, Lewis Bay, Mill Creek, Pine Island Cove, Sweetheart Creek, Wilbur Park, and Lewis Pond with 1125 bushels of quahogs and 5 bushels of soft-shelled clams being harvested. 18 bushels of bay scallops were harvested from Lewis Bay.

Commercial Shellfishing was open in Bass River, Follins Pond, Lewis Bay, including Uncle Robert's Cove and Smith's Point, and Nantucket Sound on a rotational bases. Shellfish harvested included 790 bushels of quahogs, 511 bushels of soft-shell clams, and approximately 600 bushels of bay scallops.

The Division of Natural Resources propagation program received and grew out, 500,000, 2mm seed quahogs in the Town's upweller facilities. In the fall we broadcasted roughly 500,000 seed quahogs into our recreational shellfishing areas in Lewis Bay. Oysters grown at the Parker's River and Packet Landing upwellers were added to oyster populations located at Lewis Pond and at Georgetown Flats. A total of 900 - 80lb. bags (72,000 lbs.) of quahogs ranging from seed to a four- inch size were planted by division staff in the summer recreational fishing area in Lewis Pond. This area is scheduled to be opened in the summer of 2019. The recently re-established recreational oyster fishery started on 11/4/2018 and ran through 12/30/2018. We will continue our efforts in re-establishing a self-sustaining oyster fishery so that an oyster season could be expanded in the upcoming years.

Through dedication and hard work by division staff and a small volunteer contingent (Y.R.S.V.P. Yarmouth Recreational Shellfish Volunteer Program) we continue to move our efforts forward.

ANIMAL CONTROL SECTION

The 31st Annual Blessing of the Animals was held at the West Yarmouth Congregational Church on September 22, 2018. This year's Blessing was in honor of fallen Yarmouth Police Department Sergeant Sean M. Gannon and K9 Nero and the wonderful work of all Police K9 Units. Special thanks to Deputy Chief Steven G. Xiarhos for joining us as we commemorated Sergeant Gannon. Reverend Chuck Soule provided blessings to our loved and cherished animal companions in attendance.

Yarmouth Animal Control is pleased to see responsible dog owners enjoying the recent changes in rules and regulations for Town beaches that now allow dogs on beaches during off peak season. Dogs are prohibited on beaches and Town ways to water beginning May 15 through Labor Day and April 1 through Labor Day on Sea Gull Beach. Please note owners must abide by all Town Animal Control By-laws and dogs must be leashed at all times. Owners/keepers are

solely responsible for the actions of their dogs and must pick-up and dispose of their waste reasonably. Dogs continue to be prohibited at parks with playing fields and all public boardwalks.

We are also pleased to report on the continued success of the Yarmouth Dog Park which opened in 2015. Since then, many happy dog owners and happy dogs have been enjoying this beautiful space to play, exercise and socialize. Solar powered lights were installed allowing dog owners to utilize the park on the shorter days of winter purchased through a Stanton Foundation Grant.

HARBORMASTER / WATERWAYS SECTION

Boating activity continues to be steady on Bass River, Parker's River, Lewis Bay and Nantucket Sound. The Harbormaster Section continues to investigate complaints of negligent operations by boat and personal watercraft. A total of 81 calls were received for emergency assistance.

Approximately 2800 gallons of boat septic waste was removed from vessels, free of cost to the boating community. Over the past few years the average amount of waste removed annually, has been around 2000 gallons. This significant amount of waste removed each year is due to the availability of the pump-out boat and the land-based pump-out facility at Packet Landing.

For a full view of the Division of Natural Resources Annual Report please go to: <http://www.yarmouth.ma.us/142/Natural-Resources>

Thank you for your continued support.

Respectfully submitted,

Karl W. von Hone
Natural Resource Director

SENIOR SERVICES

The mission of Yarmouth Senior Services is to foster an Age-Friendly community that enhances the quality of life for the Town's older adults (60+) and their families by providing programs and services in a supportive and accessible environment that contribute to vital aging through mental, physical and financial wellness.

Thank You! – FOYCOA (Friends of the Yarmouth Council on Aging)

In FY18, FOYCOA supported the Yarmouth Senior Services as a financial partner for the Tufts Health Plan Foundation grant and the "Villages" grant. The core fundraising methods of an annual membership drive and Polar Plunge contribute to community access to FREE Entertainment at Special Events, FREE Milestones Newsletter, and additional food for older persons through the Brown Bag Program. This is particularly important in our community where too many are struggling.

Ray Petrucelli, President
Chris Morisi, Vice President
Hugh Hilliard, Treasurer

Sandy O'Donnell, Administrator
Del Patton, Secretary
Members: Carol McBride, Nicki Hird, Graham Hird, Pat Skinger, Otto Danner (Rep. Bridge)

Yarmouth Aging Demographics:

Total Population: 23,793
Seniors 60+: 8,862 (37%)
Seniors 85+: 1,285
Seniors 65+ Living Below Economic Security Standard (~\$24k): 32%
Seniors Suffering from Mental Health Issues: 11%
Seniors Living Alone: 32.4%

Age-Friendly Yarmouth Team

Sharon Ladley, Charyn Tietge, Connie Farley, Janice Matheson, Jan Hively, Kathy McPhee,
Yvette Robido, Gerry Bedard, Jane Cain, Chris Morin, Dotty Guenther

The Age-Friendly Community Mission & Vision

Using a lifespan view point, which is a “cradle-to-grave” approach for identifying and developing services and resources that focus on enablement and self-determination, the team will work to promote and facilitate inter-generational involvement in a Town that is friendly and welcoming to people of all ages.

The Intergenerational lens lead the way for FY18 Age-Friendly Community work. Our Intergenerational Model United Nations: Topic AGING was simulated at the State House in the Hall of Flags with both State Senator Julian Cyr and Executive Office of Elder of Affairs as Guest Speakers. Yarmouth older persons alongside Dennis-Yarmouth High School students took a field trip together and represented Ambassadors from around the world to create resolutions for AGING. Some of the resolutions included protection for women, universal healthcare, improved housing and transportation services, and funding for shared resources that support global to local solutions. We are very proud of our students of all ages and extend special thanks to Carol Woodbury, Ken Jenks, and Toni Morrison as our caring community professionals that partner with anyone to provide their student’s opportunities to learn, grow and develop.

The House Sharing Workshop helped citizens to discover actual steps to create contracts for shared living environments where an older person might rent a room to gain money needed to age in place. What policies need to change to allow year round residents financial relief to age in place in a tourism community?

We hosted a Caring Community Workshop to explore “Ageism” that creates barriers to understanding each other and paved a pathway to the use of a human centered design of a loving community that attracts people to live and play in Yarmouth. Hiring a consultant from Generations United, we facilitated work that was valuable as we discovered the bias of each age cohort and the possibilities to grow tolerance through listening.

Age-Friendly Yarmouth unleashed the power of volunteer run solutions through grant funding for the newly established non-profit “Village” program now called Bay to Sound. We have great

hopes that people can help serve each other with transportation and other underserved needs. We also unleashed the academic underpinnings for a Dementia Friendly effort in Yarmouth through grant funding from the Massachusetts Council on Aging and a consulting capacity report prepared by the Alzheimer's Family Support Groups that shows us our strengths and weaknesses thus providing a road map to improvements.

This team has continued to stay focused on getting volunteers appointed to the ADA committee that has been inactive for ~10 years.

We are exceptionally proud to announce that Age-Friendly Yarmouth served as a catalyst for an Age-Friendly Cape Cod movement tied to a collective impact initiative for the Commonwealth. Governor Baker moved to include Dementia and Age-Friendly Community Best Practices into the Community Compact and the bridge to economic development will release solutions and money in new ways. We really hope Yarmouth continues to lead in Age-Friendly community development and we hope we find our way to connect our World Health Organization membership to tourism and economic development. Are Dementia and Age-Friendly communities more desirable for retirement and or tourists? Barnstable County Health and Human services have now signed all fifteen towns onto working together to create an Age-Friendly Cape. WE in Yarmouth accomplished this as a deliverable in our Tufts Health Plan Foundation grant through patience and collaborative partnerships across Cape Cod. We believe that Yarmouth should be the pilot location for innovating solutions to aging in place. We see these pilots as paving the way for an improved quality of life for all age citizens realizing the goal of the Chamber branding: Yarmouth - "Within Reach"!

Yarmouth Senior Center

While our Age-Friendly Community mindset addresses the whole Town and all resources, we are clearly proud of the long- term success of our Senior Center and all that takes place in our building and through our Outreach efforts.

The staff at the Yarmouth Senior Center excelled in customer service as evidenced by increasing participation rates. We have excellent physical, mental and financial wellness programming and we are famous for introducing and innovating new programs. We stretched ourselves to capacity by a self-imposed goal of introducing eight to ten new programs monthly.

We have a high use rate for the facility by Senior Services and the community with some part of the Center in use from 8:00 AM – 8:30 PM or later seven days a week. Our center experiences high traffic and therefore accelerated wear and tear leads to an increased need for maintenance services and supplies. The rescheduling of the bathroom renovation project was met with disappointment by our seniors and FOYCOA. We hosted a human centered design meeting to ask the seniors about their needs and this project and found that it improved the process greatly. The project is now scheduled for FY20 Capital budget funding.

Innovation in Outreach has ranged from efforts with the Fire Department through "Retire the Fire" to Grief Recovery and Hoarding workshops. The growing mental, physical and financial challenges facing our aging citizens will continue to exceed the staff as structured.

The Yarmouth Senior Center staff and Age-Friendly team continue to host the ONE BILLION rising event to raise awareness to Elder Abuse and string it to the abuse of all ages. Our goal is to stop all physical, mental, or financial abuse of any person living in this Town regardless of age. Our focus is on making sure that awareness of Elder Abuse, including financial scams, is taken seriously as it is a drain on our people and our economy.

Transportation was the greatest challenge through FY18. Service needs are increasing along with the aging population. Demand for drivers in a time of low unemployment has driven up wages and the need to understand and value part-time, retired employees as an important long-term solution to service increases and cost containment is part of the new employment paradigm. We must catch up in this area alongside that of the understanding of the importance of caregivers in a community aging in place. The wages and high housing costs are a barrier to entry for those compassionate workers and a true problem for healthy aging in place or quality of life.

Thank you to the staff: Dianne Kane, Lisa Noferi-Hoff, Hilda Davenport, Linda Colby, Karen Leblanc, Jane Spallina, Steve Estey, Ken Watson, Rich Carroll, Kathleen Skipper and Kurt Von Hone for having heart and work ethic! You are the best bang for the taxpayer buck ☺

Thank you to our 160+ volunteers delivering meals, preparing brown bag, fundraising, and helping everywhere from parties to birthday calls. You are the heartbeat of Yarmouth!

Special thanks to FOYCOA for serving as financial partner for the Tufts Health Plan Foundation funds that have paved the way for continuous improvement for all of Cape Cod. Many will never understand how this very small team has moved the Titanic away from hitting an iceberg but will feel the joy that comes from the direction change.

Respectfully submitted, Kathi Bailey, Director of Senior Services.

GOLF DIVISION

The Golf Division continues improvements to the facilities and operations, including:

- Continued the successful administration of the lottery tee time reservations system providing over 40,000 golf rounds to Yarmouth Residents.
- Maintained the Non-Resident Annual Fee Component of our Revenue at over \$55,000.
- Continued our efforts to promote golf among the youth of Yarmouth by providing free instruction through golf clinics and summer golf camps, as well as hosting high school golf team activities and NEPGA and MGA Junior events.
- Successfully operated the Golf Shops, the Bayberry Driving Range Operation and the Bass River and Bayberry Hills Restaurants generating over \$690,000 in revenue at the two courses, enhancing customer service to the patrons and continuing to efficiently utilize current golf shop employees, while still holding the overall golf operation wages to a figure \$55,000 over the 2003 level of expenditures when none of these revenues accrued to the Town.

- Collected a total of \$3,340,720 in revenue, -\$141,732 under outlays for the year. This is the second year that the Golf Enterprise expenses have exceeded revenues since 2007.
- Continued to provide top tier golf instruction with former PGA Tour Player Jim Hallett, NEPGA Teacher of the Year Sue Kaffenburgh, Cape Cod PGA Chapter Junior Golf Leader and Master Club Fitter Bob Quirk.
- Provided equipment fitting, ball fitting, and demo days for course patrons.
- The second phase green surrounds/bunker renovation at Bayberry Hills was completed in spring of 2018.

The Division provides over 75,000 rounds of golf annually while maintaining overall financial self-sufficiency to fund improvements in our facilities enabling us to have exceptional courses for the enjoyment of Town of Yarmouth residents and Cape visitors.

The Town of Yarmouth golf courses generated revenues in excess of \$3.3 million in fiscal 2018, which was \$14,000 less than 2017 results. The gap between receipts and expenditures was negative, with expenditures exceeding revenues by \$141,732 for the 2018 Fiscal Year. Total contribution from Annual Fee receipts increased by \$4,872. We believe that our long term outlook is positive.

Golf Enterprise Committee

The Golf Enterprise Committee continues in its efforts to keep the Board of Selectmen advised of policy, budget and golf matters. Items assigned to us and addressed in 2018 include:

- Monthly meetings with Golf Operations concerning finances, course conditions and capital projects;
- Completion of 2-year Bayberry Hills Renovation Project;
- Work with Operational Consultant to assess best management practices for Town of Yarmouth Golf; and
- Review and revision of golf membership fee offerings in an effort to keep municipal golf affordable and self-sustaining.

The Golf Enterprise Committee will continue to collaborate with Golf Operations and the Director of Community Services in an effort to provide a high quality golf experience for its membership and the public.

AVAILABLE ANNUAL GOLF PASS OPTIONS IN 2018:

Resident Annual Pass	\$ 850.00	Allows unlimited play at no additional charge.
Resident Senior Ten Play	\$ 78.00	Allows 10 rounds-9 holes each, for residents age 75 or older. Two per season. (Time restrictions apply).
Resident Ten Play	\$ 200.00	Allows 10 rounds-9 holes each, for those under age 75. One per season. (Time restrictions apply).
Junior Annual Under 19 Pass	\$ 100.00	Through 18 years of age. (Time restrictions apply). No Residency Requirement.
Junior Annual Under 12 Pass	\$ 50.00	Through 11 years of age. (Time restrictions apply).

Non Resident Annual Pass	\$1,200.00	No Residency Requirement.
Under 35 Annual Pass	\$ 510.00	Allows unlimited play at no additional charge.
Young Adult Pass	\$ 285.00	Must not have reached age 35 at time of purchase.
Resident Discount Card	\$ 17.00	Must not have reached age 22 at time of purchase.
		Allows play at a reduced rate after 12:00 Noon.

**AVAILABLE ANNUAL GOLF PASS OPTIONS IN 2019:
NO RESIDENCY REQUIREMENTS FOR ANY PASSES**

Annual Pass*	\$ 892.00	Allows unlimited play at no additional charge.
Senior Pass*	\$ 535.00	Allows unlimited play at no additional charge. Ages 80 and older.
Under 35 Annual Pass*	\$ 535.00	Allows unlimited play at no additional charge. Ages 34 and under.
Under 23 Annual Pass	\$ 299.00	Allows unlimited play at no additional charge. Ages 22 and under.
Under 19 Annual Pass	\$ 100.00	Through 18 years of age. (Time restrictions apply).
Links Course Annual Pass	\$ 300.00	Limited to the Links Course at Bayberry Hills after 12:00 PM.
*Capital Improvement Fee	\$ 150.00	One time capital improvement fee that applies to the Annual, Senior and Under 35 Pass only.

FY2018 REVENUE-EXPENDITURE ANALYSIS:

Regular Green Fees:	2016	\$1,457,429
	2017	\$1,363,499
	2018	\$1,220,530
Golf Car Fees (includes Pull Cart):	2016	\$639,869
	2017	\$608,225
	2018	\$597,222
Resident Annual	2016	\$727,973
	2017	\$705,360
	2018	\$713,892
Non Resident Annual	2016	\$51,850
	2017	\$60,010
	2018	\$56,350
Golf Shop (Includes HDCP Fees)	2016	\$195,622
	2017	\$188,824
	2018	\$216,603
Range	2016	\$82,032
	2017	\$69,486
	2018	\$68,557
Miscellaneous	2016	\$467
	2017	-\$270
	2018	-\$395
Restaurant	2016	\$320,442
	2017	\$358,845

		2018	\$406,754
Interest		2016	\$1,613
		2017	\$607
		2018	\$207
Transfer from General Fund (Voted Town Mtg)		2016	\$0
		2017	\$0
		2018	\$61,000
Total Revenue	A.	2016	\$3,477,297
		2017	\$3,354,586
		2018	\$3,340,720
Wages and Salaries		2016	\$1,339,073
		2017	\$1,402,265
		2018	\$1,419,086
Expenses		2016	\$1,482,897
		2017	\$1,465,001
		2018	\$1,359,497
Sub Total: Operating Expense		2016	\$2,821,970
		2017	\$2,867,266
		2018	\$2,778,583
Debt – Land & Construction (Interest)		2016	\$44,431
		2017	\$44,379
		2018	\$54,715
Other Costs (includes pension costs)		2016	\$174,911
		2017	\$178,005
		2018	\$183,979
Overhead		2016	\$96,144
		2017	\$95,048
		2018	\$172,275
Sub Total: Interest, Other, Overhead		2016	\$315,486
		2017	\$317,432
		2018	\$410,969
Total Expenditure excl. Debt Principal	B.	2016	\$3,137,456
		2017	\$3,184,698
		2018	\$3,189,552
Subtotal: Revenue less Expenditure above	(A – B)	2016	\$339,841
		2017	\$169,888
		2018	\$151,168
Debt - Principal	C	2016	\$313,000
		2017	\$313,000
		2018	\$292,900
Total of Revenues less Expenditure	(A – B – C)	2016	\$26,841
		2017	-\$143,112
		2018	-\$141,732

RECREATION DIVISION

Administration

As of March 2018 the Recreation Division is once again a stand-alone division under the direction of the Department of Community Services. Certain administrative tasks were retained from the Parks and Cemetery Divisions in order to provide a seamless transition. These tasks include rentals of town property, administration of beach receipts, oversight of beach concessions, and support for Cemetery Division administration. The two, now-separated divisions continue to work closely and provide the utmost in public service to our residents and visitors.

Recreation Division

The Recreation Division has continued to provide quality programs at reasonable prices. As the full-time staff has decreased to two over the last year, Recreation has still been able to provide quality programming and customer service to all participants. Thank you to Assistant Director Mary Franklin and Principal Office Assistant Ruth Nee for all your continued hard work. It was decided to put the backfilling of the Recreation Director position on hold in order to evaluate the new structure under Community Services.

During 2018, the Recreation Division generated approximately \$568,697 in program fees that were returned back to the economy in the form of seasonal and full-time wages, program services, equipment purchases, and supplies. This figure does not include \$20,775 in boardwalk plank donations for Grey's Beach, which is such a popular destination for locals and tourists. The Lorusso Lodge rentals increased this year to become a popular destination for gatherings.

Flax Pond continues to be one of the most popular programs with 2,652 slots filled by over 588 children. The quality of programming at Flax Pond has made the program a popular summer activity for the children and that is due to the dedicated Administrative staff. The Sailing Program staff were also successful in increasing the program quality by marketing to capture over 60 one-time sailors this summer. Tennis lessons were steady on the youth side and increased on the adult side and we will be expanding both programs for the future.

The lifeguard staff this summer did an exceptional job at all locations and were responsible for more than 133 saves, assists and first aid/rescue calls. Bass Hole Beach this year was a high assist location with 95 of them throughout the summer; in one day alone there were 15 assists at Bass Hole. We commend the whole lifeguard staff on being proactive and attentive throughout the summer.

We were pleased to host a number of special events/activities at the beaches this summer, such as: Movies at the Beach, and Park and Music on the Beach. The Friends of Yarmouth Council on Aging hosted their Annual Polar Bear Plunge on New Year's Day at Smuggler's Beach. The Arts Foundation of Cape Cod hosted the Summer Concert Series in July at Parker's River Beach and the Chamber of Commerce hosted the August Series. We offered GaGa Ball during the day and Beach Soccer for youth in the evening which were enjoyed by many.

The Recreation Division publishes a monthly newsletter, “Monthly Motivator,” which reaches over 4,000 local and seasonal residents. We continue to work closely with our advisors, the Recreation Commission, to address public needs, remain engaged in the community, and be prepared to act on suggestions and concerns.

Cemetery Division

The Cemetery Division is responsible for the maintenance and care all Town-owned cemeteries. Foreman Bill Bullock and his seasonal crew are responsible for mowing, trimming, fertilizing, planting, and maintaining equipment. The Cemetery Division performs all cremation burials. There were 65 burials in 2018. There were 28 cremations and we laid 13 Veterans to rest between our Veteran Sections in Ancient Cemetery and Chandler Gray Cemetery. During the course of 2018 our Division was responsible for the sale of lots and scheduling of burials. There were 16 vault grave lots sold, 2 cremation lots sold, and 3 Veteran Spouse lots sold. The Recreation Division appreciates the opportunity to continue our established administrative role in assisting with this important process. We commend Marlene Shea for her attention to detail and sensitivity to the community we serve.

RECREATION COMMISSION

The Recreation Commission has been operating about as smoothly as possible this year.

The Commission had a combined \$550,000 budget approved by voters at the Annual Town Meeting - earmarked for two projects – the continuing improvements of Flax Pond and the engineering and design of Sandy Pond Recreational Area. Both of these projects are underway and we are excited to see the public’s reception of these facilities in the future.

With the state minimum wage increasing over the next five years, the Recreation Commission recognizes the need to maintain competitive pay for our staff, including lifeguards and camp counselors. With the approval of the Board of Selectmen, the Recreation Commission set forth a minimal fee increase to various recreational services offered. We believe these increases will effectively offset the increase in staff wages.

Economists are predicting an upcoming recession, and the Commission understands this will hamper needed improvements. The efforts of the Recreation Commission therefore are evolving from building and developing structures and paths towards building and developing ways for the public to discover and interact with our existing structures and paths. We are currently undergoing a review of our online presence and how better to improve our outreach to the community.

The Commission remains intent on improving and strengthening the social bonds of our community, and will revisit these issues continually until such a reality takes shape. We meet on the second Wednesday of every month and public participation is always encouraged.

The commissioners recognize that we have such great programs and parcels of land to work off because of the unwavering dedication and support shown by volunteers, donors, voters, and staff. We look forward to working in close concert with all parties in the New Year.

Respectfully submitted,

Matthew Andrews, Chair
Steve Sozanski
Dennis Lucier
Paul Deignan

Josh Medeiros, Vice Chair
Debbie Clark
Dorcas McGurrin



**MUNICIPAL
FINANCE**

FINANCE DEPARTMENT

The Divisions of the Finance Department continue to execute their core missions which include auditing all Town payments to ensure compliance with Town and State procurement policies, assessing property values and setting tax rates, collecting tax, water, and other receipts, processing the Town's payroll, and ensuring funds are deposited in safe financial institutions.

This year the Finance Department welcomed the Town Clerks Division to its team. This union expands the department's essential functions by adding the preparation of the Town's Annual Census, processing of voter registrations, maintaining voter lists for the Annual Town Meeting, processing beach and disposal stickers, dog and shellfish licenses, and other permits and licenses.

The Finance Department strives to use taxpayer resources with extreme care and discipline. We continue to operate efficiently with a team approach in order to provide services to citizens and the other departments of the Town of Yarmouth. Doing more with less has become more the norm rather than an exception. The staff of the Finance Department has grown to embrace and rely heavily on teamwork and technology. In addition, Finance has greatly expanded the ability to do business online and made other improvements in operations.

This year was the third year in a row Yarmouth became the first municipality to have its tax rate approved out of 351 in Massachusetts. The benefits include saving the Town from having to borrow to meet its obligations.

I would like to express my appreciation to the members of the entire Finance Department team for their dedication and hard work, and I would like to thank to all the Departments and Divisions of the Town for their continued support and assistance during 2018.

In accordance with the provisions of Chapter 41, Section 61 of the Massachusetts General Law, the team submits the Annual Report of the Town Accountant for fiscal year 2018.

- Summary of Appropriations and Expenditures
- Statement of Revenues
- Combined Balance Sheet – All Funds
- Debt Schedule – FY2018 Payments
- Capital Lease Obligations

Each year the Town's annual financial statement is audited by an independent public accounting firm. The audit for fiscal year 2018 was completed by the firm Powers and Sullivan, LLC. A copy of the complete audit report is available for reference at: <http://www.yarmouth.ma.us/DocumentCenter/View/10270/Audit-Fiscal-Year-2018>

Respectfully submitted,

Ed Senteio
Finance Director

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
0100 GENERAL FUND - OPERATING							
1 GENERAL GOVT							
01145001	MODERATOR SALARIES	500	0	500	500.00	.00	100.0%
01225001	SELECTMEN SALARIES	15,000	0	15,000	15,000.00	.00	100.0%
01225011	SELECTMEN ADMIN. EXPENSES	6,850	0	6,850	4,701.12	.00	68.6%
01235001	TOWN ADMIN. SALARIES	403,709	21,500	425,209	415,154.23	.00	97.6%
01235011	TOWN ADMIN. EXPENSES	36,105	1,500	37,605	23,418.61	.00	62.3%
01235019	CONTRACT SETTLEMENT	50,000	-50,000	0	.00	.00	.0%
01235020	TWN ADM EMP INCREMENT EXP	48,600	-20,166	28,434	.00	28,434.06	.0%
01235025	TOWN ADMIN. ENERGY EXP	823,000	34,550	857,550	669,017.19	.00	78.0%
01235036	TOWN ADMIN. TRAINING EXP	20,000	0	20,000	12,926.48	.00	64.6%
01235038	TOWN ADMIN. TELEPHONE EXP	95,000	183	95,183	88,090.39	-44.82	92.5%
01315001	FINANCE COMM SALARIES	1,500	0	1,500	817.50	.00	54.5%
01325048	FINANCE COMM RESVR EXP	100,000	-89,595	10,405	.00	10,404.71	.0%
01355001	ACCOUNTING SALARIES	335,005	0	335,005	331,467.52	.00	98.9%
01355012	ACCT OPERATIONS EXP	4,294	0	4,294	1,349.68	.00	31.4%
01355059	ACCT AUDIT EXP	32,500	0	32,500	32,500.00	.00	100.0%
01385049	PURCH EXPENSES	95,895	1,640	97,535	91,777.18	.00	93.6%
01415001	ASSESSORS SALARIES	280,782	1,924	282,706	281,465.54	.00	99.6%
01415012	GENERAL FUND - OPERATING	106,000	10,540	116,540	116,356.67	.00	99.8%
01415060	ASSESSORS TAXBILLING EXP	2,590	0	2,590	2,026.02	.00	78.2%
01465001	COLLECTOR SALARIES	333,569	6,591	340,160	339,338.72	.00	99.8%
01465080	COL BILLING/COLLECT EXP	85,410	2,950	88,360	83,463.54	.00	94.5%
01515030	LEGAL EXP	100,000	0	100,000	99,055.62	.00	99.1%
01515031	TOWN ADMIN. LEGAL BARG. EX	20,000	0	20,000	14,970.50	.00	74.9%
01555001	INFORMATION TECH SALARIES	306,853	57,855	364,708	364,666.47	.00	100.0%
01555086	INFORMATION TECH IT EXP	268,423	0	268,423	268,423.00	.00	100.0%
01615001	TOWN CLERK SALARIES	263,517	5,588	269,105	268,022.81	.00	99.6%
01615013	TOWN CLERK EXPENSE	19,825	25,000	44,825	42,926.76	.00	95.8%
01615067	TWN CLERK PRES OF REC EXP	2,200	0	2,200	1,988.32	.00	90.4%
01625001	ELECTION & REG SALARIES	5,100	0	5,100	642.39	.00	12.6%
01625064	ELECT & REG ELECTION EXP	61,600	3,247	64,847	43,022.57	.00	66.3%
01625065	ELECT & REGIST TWN MTS EXP	4,000	0	4,000	135.34	.00	3.4%
01625066	ELECT & REGIST CENSUS EXP	5,150	0	5,150	.00	.00	.0%
	TOTAL GENERAL GOVT	3,932,977	13,306	3,946,283	3,613,224.17	-44.82	91.6%
2 PUBLIC SAFETY							

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108

(continued)

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
02105001 POLICE SALARIES	7,090,264	100,529	7,190,793	7,190,792.93	.00	.00	100.0%
02105011 POLICE SUPPLIES EXPENSE	87,625	-2,343	85,283	85,282.50	.00	.00	100.0%
02105202 POLICE SERVICE EXPENSE	65,079	-30,841	34,238	34,232.39	.00	5.78	100.0%
02105203 POLICE OTHER EXPENSE	64,100	34,183	98,283	98,283.33	.00	.00	100.0%
02105282 GENERAL FUND - OPERATING	1,000	-1,000	0	.00	.00	.00	.0%
02205001 FIRE SALARIES	6,499,332	0	6,499,332	6,460,251.79	.00	39,080.21	99.4%
02205220 FIRE ADMIN EXP	230,011	0	230,011	224,124.77	.00	5,886.23	97.4%
02205221 FIRE EMS EXP	256,180	111	256,291	252,341.87	.00	3,949.52	98.5%
02415001 BUILD INSPECT SALARIES	481,157	-1,000	480,157	475,017.71	.00	5,139.29	98.9%
02415012 BUILDING INSPECT OPERTN EX	11,694	0	11,694	10,206.90	.00	1,487.10	87.3%
02415062 BLD DEPT HEALTH, MEDICARE	22,891	0	22,891	22,891.00	.00	.00	100.0%
02925011 ANIMALCONTROL ADMIN EXP	5,500	0	5,500	5,464.97	.00	35.03	99.4%
02955272 HARBORMASTER PATROLS EXP	17,766	0	17,766	14,548.42	.00	3,217.58	81.9%
02965011 WATERWAYS ADMIN EXP	8,150	0	8,150	8,095.62	.00	54.38	99.3%
02995001 NATURAL RESOURCES SALARIES	613,844	1,436	615,280	604,755.39	.00	10,524.85	98.3%
02995011 NATURAL RESOURCES ADMIN EX	55,507	0	55,507	45,392.08	.00	10,114.92	81.8%
02995012 GENERAL FUND - OPERATING	25,000	0	25,000	24,232.38	.00	767.62	96.9%
02995292 NATURAL RES SHELLFISH EXP	29,000	0	29,000	27,287.43	.00	1,712.57	94.1%
TOTAL PUBLIC SAFETY	15,564,100	101,077	15,665,177	15,583,201.48	.00	81,975.08	99.5%
3 EDUCATION							
03015000 D-Y REGIONAL SCHOOL	31,882,789	0	31,882,789	31,857,991.69	.00	24,797.31	99.9%
03025000 CC REGIONAL SCHOOL	2,645,675	0	2,645,675	2,645,675.00	.00	.00	100.0%
TOTAL EDUCATION	34,528,464	0	34,528,464	34,503,666.69	.00	24,797.31	99.9%
4 PUBLIC WORKS							
01925001 BUILDING MAINT. DIV. SALAR	154,543	0	154,543	145,778.28	.00	8,764.72	94.3%
01925195 GENERAL FUND - OPERATING	111,286	670	111,956	97,458.96	.00	14,497.23	87.1%
02945440 HWY TREES EXP	10,200	0	10,200	9,060.00	.00	1,140.00	88.8%
02945441 HWY GREENHD FLY CNTR EXP	2,200	0	2,200	2,200.00	.00	.00	100.0%
04215001 DPW SALARIES	235,633	0	235,633	219,726.29	.00	15,906.71	93.2%
04215011 DPW ADMIN EXP	2,300	0	2,300	1,810.52	.00	489.48	78.7%
04215012 DPW ENGINEERING EXPENSE	59,103	0	59,103	46,500.84	.00	12,602.16	78.7%
04225001 HIGHWAY SALARIES	734,368	11,740	746,108	666,050.36	.00	80,057.64	89.3%
04225013 HIGHWAY EXPENSE	115,263	512	115,775	107,632.22	-74.82	8,217.44	92.9%
04225421 HWY MACHINERY EXP	37,029	0	37,029	36,457.01	.00	571.99	98.5%

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108

(continued)

	ORIGINAL APPROP	TRANSFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
04235001 SNOW & ICE SALARIES	41,000	40,177	81,177	81,177.13	.00	.00	100.0%
04235442 HIGHWAY SNOW & ICE EXP	156,100	119,823	275,923	274,574.90	.00	1,347.97	99.5%
04335001 SANITATION SALARIES	575,290	-23,000	552,290	550,541.09	.00	1,748.31	99.7%
04335062 SANITATION HEALTH, MED	35,052	0	35,052	35,052.00	.00	.00	100.0%
04335470 SAN RESID DROPOFF EXP	2,391,232	192,446	2,583,678	2,560,585.89	.00	23,091.65	99.1%
04915001 CEMETERY SALARIES	144,121	0	144,121	93,121.31	.00	50,999.69	64.6%
04915011 CEMETERY ADMIN EXP	1,905	0	1,905	1,524.91	.00	380.09	80.0%
04915492 CEM CARE & MAINT EXP	38,469	11,857	50,326	40,178.54	.00	10,147.65	79.8%
06505001 PARK SALARIES	433,885	0	433,885	423,753.73	.00	10,131.27	97.7%
06505011 PARK ADMINISTRATION EXP	10,132	0	10,132	7,359.96	.00	2,772.04	72.6%
06505622 PARKS EXPENSE	117,047	5,000	122,047	105,791.21	.00	16,255.79	86.7%
TOTAL PUBLIC WORKS	5,406,158	359,225	5,765,383	5,506,335.15	-74.82	259,122.43	95.5%
5 HUMAN SERVICES							
05105001 BD OF HEALTH SALARIES	446,171	1,000	447,171	447,163.66	.00	7.34	100.0%
05105011 BOH ADMIN EXP	30,022	0	30,022	25,839.22	.00	4,182.78	86.1%
05105520 GENERAL FUND - OPERATING	65,534	8,518	74,052	72,459.49	.00	1,592.95	97.8%
05415001 SENIOR SERVICES SALARIES	292,635	1,772	294,407	294,406.53	.00	.00	100.0%
05415014 SENIOR SERV BLDG & GRDS EX	79,659	7,500	87,159	87,159.00	.00	.00	100.0%
05415554 SENIOR SRV COMPUTER PROG	650	0	650	645.70	.00	4.30	99.3%
05435000 VETERANS ADMINISTRATI	39,755	0	39,755	39,754.97	.00	.03	100.0%
05435540 VETERANS EXPENSES	168,171	0	168,171	112,542.58	.00	55,628.42	66.9%
05495001 COMMUNITY DEVEL SALARIES	377,284	0	377,284	364,709.60	.00	12,574.40	96.7%
05495011 COMMUNITY DEVEL ADMIN EXP	31,525	4,300	35,825	21,846.60	.00	13,978.40	61.0%
TOTAL HUMAN SERVICES	1,531,406	23,090	1,554,496	1,466,527.35	.00	87,968.62	94.3%
6 CULTURE AND RECREATION							
06105001 GENERAL LIB SALARIES	570,021	0	570,021	546,243.16	.00	23,777.84	95.8%
06105012 GENERAL LIB OPERATIONS EXP	160,483	0	160,483	154,781.28	-890.00	6,591.72	95.9%
06105014 GENERAL LIB BLD/GRDS OPR E	39,312	1,170	40,482	36,120.94	.00	4,361.12	89.2%
06305001 RECREATION SALARIES	404,131	-28,064	376,067	374,079.64	.00	1,986.97	99.5%
06305012 RECREATION OPERATIONS EXP	38,667	0	38,667	38,440.23	.00	226.77	99.4%
06935000 OLD KINGS HIGHWAY COM	10,250	0	10,250	9,950.00	.00	300.00	97.1%
TOTAL CULTURE AND RECREATION	1,222,864	-26,894	1,195,970	1,159,615.25	-890.00	37,244.42	96.9%
7 DEBT SERVICE							

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108
(continued)

	ORIGINAL APPROP	TRNFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
07505070 GENERAL FUND - OPERATING	1,247,127	0	1,247,127	1,247,126.93	.00	.07	100.0%
07515070 TREASURER DEBT EXP	516,380	0	516,380	493,372.01	.00	23,007.99	95.5%
TOTAL DEBT SERVICE	1,763,507	0	1,763,507	1,740,498.94	.00	23,008.06	98.7%
8 STATE AND COUNTY ASSESSMENTS							
08200000 CHERRY SHEET CHARGES	341,765	4,863	346,628	346,628.00	.00	.00	100.0%
08300000 COUNTY TAX	465,996	5,738	471,734	471,734.00	.00	.00	100.0%
TOTAL STATE AND COUNTY ASSESSMENTS	807,761	10,601	818,362	818,362.00	.00	.00	100.0%
9 OTHER							
09115000 COUNTY RETIREMENT ASS	3,815,030	-118,238	3,696,792	3,677,433.67	.00	19,358.33	99.5%
09135021 TOWN ADMIN. UNEMPLOY EXP	25,000	0	25,000	14,146.11	.00	10,853.89	56.6%
09145062 TREASURER HEALTH, MED EXP	2,826,250	-121,000	2,705,250	2,339,622.46	.00	365,627.54	86.5%
09165062 TREASURER HEALTH, MED EXP	277,775	9,992	287,767	287,767.29	.00	.00	100.0%
09455090 INS PROP, LIAB, WORKERS EXP	644,185	20,000	664,185	649,692.22	.00	14,492.78	97.8%
09905990 TRANSFER OUT	0	5,846,837	5,846,837	5,849,813.94	.00	-2,976.94	100.1%
TOTAL OTHER	7,588,240	5,637,591	13,225,831	12,818,475.69	.00	407,355.60	96.9%
TOTAL GENERAL FUND - OPERATING	72,345,477	6,117,995	78,463,472	77,209,906.72	-1,009.64	1,254,575.24	98.4%
1000 GENERAL FUND - ARTICLES							
0 UNDEFINED							
1000590 ARTICLE TRANSFER OUT	0	37,303	37,303	37,302.57	.00	.00	100.0%
10009145 RE BENEFIT ARTICLES	0	192,000	192,000	192,000.00	.00	.00	100.0%
TOTAL UNDEFINED	0	229,303	229,303	229,302.57	.00	.00	100.0%
1 GENERAL GOVT							

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2018
(continued)

	ORIGINAL APPROP	TRANSFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10000131 DOCUMENTS SCANNING	50,000	0	50,000	.00	.00	50,000.00	.0%
10001225 SELECTMEN ARTICLE EXPENSE	0	607,712	607,712	607,712.00	.00	.00	100.0%
10001235 ADMIN ARTICLE EXPENSE	145,063	-42,797	102,266	-20,183.02	.00	122,448.88	-19.7%
10001355 FINANCE ARTICLE EXPENSE	70,000	0	70,000	2,968.13	.00	67,031.87	4.2%
10001555 IT ARTICLE EXPENSE	474,280	0	474,280	91,536.16	-18,852.05	401,595.94	15.3%
10001925 FACILITIES ARTICLES	410,351	-12,875	397,476	221,597.74	.00	175,878.00	55.8%
10005495 COMM DEV ARTICLE EXPENSE	32,219	416,525	448,744	426,341.95	.00	22,401.74	95.0%
10005990 GENERAL FUND - ARTICLES	0	101	101	101.04	.00	.00	100.0%
10123203 ADMIN SPECIAL ART. 2003	19,462	30,000	49,462	34,604.88	.00	14,856.78	70.0%
10155212 GENERAL FUND - ARTICLES	12,674	0	12,674	12,673.61	.00	.00	100.0%
10155213 ATM 4-13 INFORM TECH	19,238	0	19,238	9,424.74	.00	9,813.37	49.0%
10181101 AP AUTOMATION	80,000	0	80,000	.00	.00	80,000.00	.0%
10181105 ELECTRIC VEH AND CHARGING	24,000	0	24,000	.00	.00	24,000.00	.0%
10181107 IT APPLICATION IMPROVEMENT	45,000	0	45,000	.00	.00	45,000.00	.0%
10192213 ATM 4-13 TOWN BLDGS	773	-138	635	635.06	.00	.00	100.0%
TOTAL GENERAL GOVT	1,383,059	998,528	2,381,587	1,387,412.29	-18,852.05	1,013,026.58	57.5%
2 PUBLIC SAFETY							
10002105 POLICE ARTICLE EXP	757,054	0	757,054	449,771.96	.00	307,281.94	59.4%
10002205 Fire Dept Articles	805,948	-158,009	647,939	457,571.35	.00	190,368.01	70.6%
10180824 TOWER LADDER 41 REFUBISHME	375,000	0	375,000	.00	.00	375,000.00	.0%
10180825 REPLACE 37 AEDS	65,000	0	65,000	.00	.00	65,000.00	.0%
10180826 REPLACE PORTABLE/MOBILE RA	25,000	0	25,000	.00	.00	25,000.00	.0%
10180827 REPLACE RESCUE DIVE EQUIPM	10,000	0	10,000	.00	.00	10,000.00	.0%
10181103 COMBINED DISPATCH	100,000	0	100,000	.00	.00	100,000.00	.0%
10181109 PD SECURITY FENCING	7,000	0	7,000	.00	.00	7,000.00	.0%
10181110 PD SOCIAL WORKER	20,000	0	20,000	3,217.20	.00	16,782.80	16.1%
10220207 ARTICLE 2007	25,000	0	25,000	.00	.00	25,000.00	.0%
10291213 ATM 4-13 EMERG MGMT	1,113	0	1,113	1,113.13	.00	.00	100.0%
10296205 WATERWAYS SPECIAL ART. 200	44,393	0	44,393	.00	.00	44,392.92	.0%
10296213 ATM 4-13 WATERWAYS	33,945	0	33,945	1,404.36	.00	32,540.64	4.1%
10299212 GENERAL FUND - ARTICLES	33,259	0	33,259	.00	.00	33,259.35	.0%
TOTAL PUBLIC SAFETY	2,302,713	-158,009	2,144,704	913,078.00	.00	1,231,625.66	42.6%
4 PUBLIC WORKS							
10000621 VEHICLE AND EQUIPMENT MAIN	50,000	0	50,000	.00	.00	50,000.00	.0%

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108
(continued)

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10000622 WASTEWATER PLANNING	200,000	0	200,000	.00	.00	200,000.00	.0%
10002945 TREE PGM ARTICLES	60,191	0	60,191	23,831.61	.00	36,359.85	39.6%
10004115 Roadway Impr. - Recurring	220,734	1,214,195	1,434,929	869,018.69	-4,611.35	570,521.81	60.2%
10004215 PUBLIC WORKS ARTICLES	877,411	200,000	1,077,411	281,626.46	.00	795,784.78	26.1%
10004225 HIGHWAY ARTICLE EXP	290,000	-20	289,980	260,224.27	.00	29,755.73	89.7%
10004915 CEMETARY DEPT NON-RECUR. A	190,415	-28,035	162,380	130,653.15	.00	31,727.01	80.5%
10180823 ROLL OFF TRUCK	200,000	0	200,000	.00	.00	200,000.00	.0%
10181102 CARPET AND DUCT CLEANING	25,000	0	25,000	.00	.00	25,000.00	.0%
10181104 DPW FACILITY DESIGN AND EN	185,943	1,214,057	1,400,000	.00	.00	1,399,999.54	.0%
10181113 TREE PROGRAM	20,000	0	20,000	.00	.00	20,000.00	.0%
TOTAL PUBLIC WORKS	2,319,694	2,600,197	4,919,892	1,565,354.18	-4,611.35	3,359,148.72	31.7%
5 HUMAN SERVICES							
10005105 BOARD OF HEALTH ARTICLES	35,419	0	35,419	950.00	.00	34,468.61	2.7%
10005295 HUMAN SVCS ARTICLE EXP	3,069	0	3,069	3,069.25	.00	.00	100.0%
10005415 COA ARTICLE EXPENSE	18,500	0	18,500	18,500.00	.00	.00	100.0%
TOTAL HUMAN SERVICES	56,988	0	56,988	22,519.25	.00	34,468.61	39.5%
6 CULTURE AND RECREATION							
10002965 WATERWAYS ARTICLES	207,517	0	207,517	5,242.65	.00	202,273.87	2.5%
10002995 NATURAL RESOURCES ARTICLES	236,740	0	236,740	79,819.65	.00	156,920.11	33.7%
10006105 LIBRARY ARTICLE EXP	58,500	0	58,500	36,767.32	-59.98	21,792.66	62.7%
10006135 LIBRARY ARTICLE EXP	39,532	-452	39,080	20,834.48	.00	18,245.28	53.3%
10006505 PARKS MAINT ARTICLE EXP	73,706	-1,550	72,156	69,255.21	.00	2,900.82	96.0%
TOTAL CULTURE AND RECREATION	615,994	-2,002	613,992	211,919.31	-59.98	402,132.74	34.5%
TOTAL GENERAL FUND - ARTICLES	6,678,447	3,668,018	10,346,465	4,329,585.60	-23,523.38	6,040,402.31	41.6%
2000 LAND BANK / CPA							
0 UNDEFINED							

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108
(continued)

2000	LAND BANK / CPA	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
20002002	LANDBANK APPROPRIATION 200	8,406	0	8,406	.00	.00	8,406.20	.0%
20002003	LANDBANK APPROPRIATION 200	181	0	181	.00	.00	181.03	.0%
20002004	LANDBANK APPROPRIATION 200	183,269	0	183,269	9,481.68	.00	173,786.96	5.2%
20005495	CPA FUND BDGT/ARTICLES EXP	5,870,727	-794,626	5,076,102	969,940.37	.00	4,106,161.36	19.1%
21112007	CPA APPROPRIATION 2007	154,250	0	154,250	.00	.00	154,249.73	.0%
21112008	CPA APPROPRIATION 2008	33,112	288,500	321,612	288,500.00	.00	33,112.32	89.7%
21112010	CPA APPROPRIATION 2010	281	-81	200	200.00	.00	.00	100.0%
21112011	LAND BANK / CPA	76,836	-707	76,129	1,400.00	.00	74,729.00	1.8%
21112012	LAND BANK / CPA	127	-127	0	.00	.00	.00	.0%
21112014	LAND BANK/CPA FY2014	17,780	0	17,780	12,204.00	.00	5,576.00	68.6%
	TOTAL UNDEFINED	6,344,969	-507,040	5,837,929	1,281,726.05	.00	4,556,202.60	22.0%
5 HUMAN SERVICES								
20182001	HECH HOMEOWNER ASSISTANCE	118,000	0	118,000	.00	.00	118,000.00	.0%
	TOTAL HUMAN SERVICES	118,000	0	118,000	.00	.00	118,000.00	.0%
6 CULTURE AND RECREATION								
20182101	YARMOUNT LIBRARY ASSOCIATI	94,016	0	94,016	.00	.00	94,016.00	.0%
20182102	NEWSPAPERS DIGITIZATION	78,024	0	78,024	.00	.00	78,024.00	.0%
20182201	YANKEE VILLAGE ACQUISITION	975,000	0	975,000	.00	.00	975,000.00	.0%
	TOTAL CULTURE AND RECREATION	1,147,040	0	1,147,040	.00	.00	1,147,040.00	.0%
	TOTAL LAND BANK / CPA	7,610,009	-507,040	7,102,969	1,281,726.05	.00	5,821,242.60	18.0%
2001 MUNICIPAL AFFDBLE HSGING TRUST								
0 UNDEFINED								
2001	MUN AFFDBLE HSGING TRUST	45,000	-45,000	0	.00	.00	.00	.0%
	TOTAL UNDEFINED	45,000	-45,000	0	.00	.00	.00	.0%
5 HUMAN SERVICES								

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108
(continued)

	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
20015 MUN AFFDBLE HSNG TRUST	455,660	1,418,250	1,873,910	.00	.00	1,873,909.51	.0%
200155 MUN AFFORD HSG TRUST EXP	6,277,710	-1,084,750	5,192,961	495,997.54	.00	4,696,963.02	9.6%
TOTAL HUMAN SERVICES	6,733,370	333,500	7,066,870	495,997.54	.00	6,570,872.53	7.0%
TOTAL MUNICIPAL AFFDBLE HSING TRUST	6,778,370	288,500	7,066,870	495,997.54	.00	6,570,872.53	7.0%
<hr/>							
2800 WATER - OPERATING							
<hr/>							
4 PUBLIC WORKS							
<hr/>							
28005001 WATER DEPT SAL AND WAGES	1,557,863	0	1,557,863	1,281,138.90	.00	276,724.10	82.2%
28005011 WATER - ADMINISTRATION EXP	821,859	12,531	834,390	653,457.69	.00	180,932.59	78.3%
28005062 WATER - HEALTH, MED EXP	181,918	0	181,918	179,412.52	.00	2,505.48	98.6%
28005452 WATER - DISTRIBUTION	103,000	0	103,000	64,871.30	.00	38,128.70	63.0%
28005454 WATER - PRODUCTION	510,750	0	510,750	378,949.82	-3,599.99	135,400.17	73.5%
28005456 WATER - ENERGY	395,000	0	395,000	363,501.87	.00	31,498.13	92.0%
28005990 WATER TRANSFER OUT	344,398	1,977,660	2,322,058	2,322,058.00	.00	.00	100.0%
TOTAL PUBLIC WORKS	3,914,788	1,990,191	5,904,979	5,243,390.10	-3,599.99	665,189.17	88.7%
TOTAL WATER - OPERATING	3,914,788	1,990,191	5,904,979	5,243,390.10	-3,599.99	665,189.17	88.7%
<hr/>							
2810 WATER - CAPITAL							
<hr/>							
4 PUBLIC WORKS							
<hr/>							
28102005 WATER - CAPITAL	123,385	0	123,385	-11,182.38	.00	134,567.43	-9.1%
28102006 WATER - CAPITAL	82,834	0	82,834	.00	-13,204.14	96,038.03	-15.9%
28102007 WATER - CAPITAL	54,000	0	54,000	.00	.00	54,000.00	.0%
28102011 WATER ARTICLES FY2011	37,744	0	37,744	.00	.00	37,743.61	.0%
28102014 ATM 4-13	26,393	-16,516	9,877	9,877.28	.00	.00	100.0%
28104505 Water Dept Articles	1,876,386	1,360,302	3,236,687	351,800.81	-3,388.05	2,888,274.66	10.8%
28105990 TRS TO WTR OPERATIONS (280	0	21,274	21,274	21,274.30	.00	.00	100.0%
28180901 VEHICLE CONDITIONING	60,000	0	60,000	.00	.00	60,000.00	.0%
TOTAL PUBLIC WORKS	2,260,742	1,365,060	3,625,802	371,770.01	-16,592.19	3,270,623.73	9.8%
TOTAL WATER - CAPITAL	2,260,742	1,365,060	3,625,802	371,770.01	-16,592.19	3,270,623.73	9.8%

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2018
(continued)

6000	SEPTAGE SYSTEM	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<hr/>								
6000 SEPTAGE SYSTEM								
<hr/>								
4 PUBLIC WORKS								
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60005011	SEPTAGE EXPENDITURES	1,639,642	405,266	2,044,908	1,850,037.34	.00	194,870.17	90.5%
60005435	SEPTAGE EXPENDITURES	350,257	0	350,257	350,256.25	.00	.75	100.0%
60005990	TRANSFER OUT	414,101	-300,000	114,101	114,101.00	.00	.00	100.0%
	TOTAL PUBLIC WORKS	2,404,000	105,266	2,509,266	2,314,394.59	.00	194,870.92	92.2%
	TOTAL SEPTAGE SYSTEM	2,404,000	105,266	2,509,266	2,314,394.59	.00	194,870.92	92.2%
<hr/>								
6010 SEPTAGE CAPITAL								
<hr/>								
4 PUBLIC WORKS								
<hr/>								
60105	SEPT CAP UNALLOCATED FUNDING	300,000	0	300,000	.00	.00	300,000.00	.0%
	TOTAL PUBLIC WORKS	300,000	0	300,000	.00	.00	300,000.00	.0%
	TOTAL SEPTAGE CAPITAL	300,000	0	300,000	.00	.00	300,000.00	.0%
<hr/>								
6201 BASS RIVER GOLF COURSE								
<hr/>								
6 CULTURE AND RECREATION								
<hr/>								
62015001	SALARIES & WAGES	1,546,008	0	1,546,008	1,419,085.53	.00	126,922.47	91.8%
62015011	ADMINISTRATION	398,855	15,000	413,855	408,585.93	.00	5,269.07	98.7%
62015014	BUILDINGS & GRDS	735,000	-45,000	690,000	592,186.82	.00	97,813.18	85.8%
62015021	GOLF UNEMPLOYMNT	35,000	30,000	65,000	61,502.79	.00	3,497.21	94.6%
62015062	BR GOLF HEALTH, MED EXP	160,159	0	160,159	172,275.16	.00	-12,116.16	107.6%
62015070	DEBT	328,170	0	328,170	347,615.33	.00	-19,445.33	105.9%
62015230	BASS RIVER RESTAURANT	133,425	0	133,425	120,492.18	.00	12,932.82	90.3%
62015639	GOLF SHOP AND RANGE	166,000	0	166,000	140,211.11	.00	25,788.89	84.5%
62015640	GOLF CARS	130,000	0	130,000	105,063.55	.00	24,936.45	80.8%

TOWN OF YARMOUTH
SUMMARY OF APPROPRIATIONS AND EXPENDITURES
FY2018 JULY 1, 2017 - JUNE 30, 2108
(continued)

6201	BASS RIVER GOLF COURSE	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
62015641	EQUIPMENT MAINTENANCE	130,000	0	130,000	106,567.51	.00	23,432.49	82.0%
	TOTAL CULTURE AND RECREATION	3,762,617	0	3,762,617	3,473,585.91	.00	289,031.09	92.3%
	TOTAL BASS RIVER GOLF COURSE	3,762,617	0	3,762,617	3,473,585.91	.00	289,031.09	92.3%
6202	BAYBERRY HILLS GOLF COURSE							
6	CULTURE AND RECREATION							
62025230	BAYBERRY HILLS RESTAURANT	98,825	0	98,825	78,865.79	.00	19,959.21	79.8%
	TOTAL CULTURE AND RECREATION	98,825	0	98,825	78,865.79	.00	19,959.21	79.8%
	TOTAL BAYBERRY HILLS GOLF COURSE	98,825	0	98,825	78,865.79	.00	19,959.21	79.8%
6210	GOLF CAPITAL							
6	CULTURE AND RECREATION							
621055	GOLF CAPITAL (BORROWING)	958,447	0	958,447	841,659.74	.00	116,787.65	87.8%
	TOTAL CULTURE AND RECREATION	958,447	0	958,447	841,659.74	.00	116,787.65	87.8%
	TOTAL GOLF CAPITAL	958,447	0	958,447	841,659.74	.00	116,787.65	87.8%
	GRAND TOTAL	107,111,722	13,027,990	120,139,711	95,640,882.05	-44,725.20	24,543,554.45	79.6%

TOWN OF YARMOUTH
STATEMENT OF REVENUES
FY2018 JULY 1, 2017 - JUNE 30, 2018

	ORIGINAL ESTIM REV	ESTIM REV ADJUSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
0100 GENERAL FUND - OPERATING						
0000 UNDEFINED	0	0	0	-20,842.32	20,842.32	100.0%
4110 PERSONAL PROPERTY TAX	-1,218,166	0	-1,218,166	-1,211,020.51	-7,145.71	99.4%
4120 REAL ESTATE TAXES	-56,862,111	0	-56,862,111	-56,785,574.24	-76,536.54	99.9%
4150 MOTOR VEHICLE EXCISE	-6,474,000	0	-6,474,000	-7,430,296.69	956,296.69	114.8%
4170 PENALTIES & INT ON TAX & EXCSE	-140,000	0	-140,000	-216,066.23	76,066.23	154.3%
4244 PARK & RECREATION CHRGS	-720,000	0	-720,000	-687,226.15	-32,773.85	95.4%
4247 TRASH COLLECTIONS CHARGES	-3,250,000	0	-3,250,000	-3,675,157.00	425,157.00	113.1%
4270 OTHER NON-UTILITY NON-USAGE CG	0	0	0	-386.85	386.85	100.0%
4320 FEES	-1,458,980	0	-1,458,980	-1,546,386.12	87,406.12	106.0%
4360 RENTALS	-410,000	0	-410,000	-431,484.25	21,484.25	105.2%
4370 OTHER DEPARTMENT REVENUE	-141,020	0	-141,020	-200,306.18	59,286.18	142.0%
4420 OTHER LICENSES	-1,100,000	0	-1,100,000	-1,287,142.50	187,142.50	117.0%
4500 SEPTAGE REVENUES	-257,000	0	-257,000	-257,000.00	.00	100.0%
4610 REIMBURSE FOR LOSS OF TAXES	-329,935	139,700	-190,235	-223,377.00	33,142.00	117.4%
4660 GEN GOVT-REIMB & DISTRIBUTIONS	-1,163,938	-197,807	-1,361,745	-1,352,124.00	-9,621.00	99.3%
4695 OTHER GOV REV - COURT FINES	-48,000	0	-48,000	-54,525.64	6,525.64	113.6%
4770 FINES & FORFEITS	-2,000	0	-2,000	-2,817.00	817.00	140.9%
4820 EARNINGS ON INVESTMENTS	-70,000	0	-70,000	-228,563.64	158,563.64	326.5%
4840 MISCELLANEOUS REVENUE	-173,000	0	-173,000	-343,385.09	170,385.09	198.5%
4970 INTERFND OPER. TRNSFR IN	-458,499	-1,339,268	-1,797,767	-1,911,474.62	113,707.62	106.3%
TOTAL GENERAL FUND - OPERATING	-74,276,649	-1,397,375	-75,674,024	-77,865,156.03	2,191,132.03	102.9%
TOTAL REVENUES	-74,276,649	-1,397,375	-75,674,024	-77,865,156.03	2,191,132.03	
2000 LAND BANK / CPA						
0000 UNDEFINED	0	-758,000	-758,000	-2,071,376.75	1,313,376.75	273.3%
TOTAL LAND BANK / CPA	0	-758,000	-758,000	-2,071,376.75	1,313,376.75	273.3%
TOTAL REVENUES	0	-758,000	-758,000	-2,071,376.75	1,313,376.75	
2800 WATER - OPERATING						
4200 CHARGES FOR SERVICES	-3,914,788	0	-3,914,788	-4,620,674.99	705,886.99	118.0%
4970 INTERFND OPER. TRNSFR IN	0	0	0	-21,274.30	21,274.30	100.0%
TOTAL WATER - OPERATING	-3,914,788	0	-3,914,788	-4,641,949.29	727,161.29	118.6%
TOTAL REVENUES	-3,914,788	0	-3,914,788	-4,641,949.29	727,161.29	

TOWN OF YARMOUTH
STATEMENT OF REVENUES
FY2018 JULY 1, 2017 - JUNE 30, 2018

(continued)

	ORIGINAL ESTIM REV	ESTIM REV ADJUSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
6000 SEPTAGE SYSTEM						
4300 OFFSET FEES	-2,403,500	0	-2,403,500	-2,202,500.53	-200,999.47	91.6%
4820 EARNINGS ON INVESTMENTS	-500	0	-500	-266.61	-233.39	53.3%
TOTAL SEPTAGE SYSTEM	-2,404,000	0	-2,404,000	-2,202,767.14	-201,232.86	91.6%
TOTAL REVENUES	-2,404,000	0	-2,404,000	-2,202,767.14	-201,232.86	
6201 BASS RIVER GOLF COURSE						
4200 CHARGES FOR SERVICES	-1,868,000	0	-1,868,000	-1,748,609.08	-119,390.92	93.6%
4230 GOLF REVENUES	-230,000	0	-230,000	-256,327.72	26,327.72	111.4%
4820 EARNINGS ON INVESTMENTS	-800	0	-800	-207.05	-592.95	25.9%
4840 MISCELLANEOUS REVENUE	0	0	0	-70,000.00	70,000.00	100.0%
4970 INTERFND OPER. TRNSFR IN	0	-61,000	-61,000	-61,000.00	.00	100.0%
TOTAL BASS RIVER GOLF COURSE	-2,098,800	-61,000	-2,159,800	-2,136,143.85	-23,656.15	98.9%
TOTAL REVENUES	-2,098,800	-61,000	-2,159,800	-2,136,143.85	-23,656.15	
6202 BAYBERRY HILLS GOLF COURSE						
4200 CHARGES FOR SERVICES	-1,404,700	0	-1,404,700	-1,124,149.95	-280,550.05	80.0%
4230 GOLF REVENUES	-165,000	0	-165,000	-150,426.40	-14,573.60	91.2%
TOTAL BAYBERRY HILLS GOLF COURSE	-1,569,700	0	-1,569,700	-1,274,576.35	-295,123.65	81.2%
TOTAL REVENUES	-1,569,700	0	-1,569,700	-1,274,576.35	-295,123.65	
GRAND TOTAL	-84,263,937	-2,216,375	-86,480,312	-90,191,969.41	3,711,657.41	104.3%

TOWN OF YARMOUTH, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2018
(Unaudited)

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS								
Cash and cash equivalents	12,552,993.00	22,588,110.00	749,102.00	9,573,147.00		4,961,897.00		50,425,249.00
Investments								-
Receivables:								-
Personal property taxes	20,944.00	32,615.00						53,559.00
Real estate taxes	844,013.00							844,013.00
Deferred taxes	204,282.00							204,282.00
Allowance for abatements and exemptions	(1,289,684.00)							(1,289,684.00)
Tax liens	342,182.00							342,182.00
Motor vehicle excise	291,821.00							291,821.00
Other excises	9,393.00							9,393.00
Departmental	146,220.00			807,313.00				953,533.00
Other receivables	2,917.00	2,069,365.00				88,053.00		2,160,335.00
Due from other governments	83,603.00	1,351,317.00						1,434,920.00
Amounts to be provided - payment of bonds							7,621,006.00	7,621,006.00
Total Assets	<u>13,208,684.00</u>	<u>26,041,407.00</u>	<u>749,102.00</u>	<u>10,380,460.00</u>	<u>-</u>	<u>5,049,950.00</u>	<u>7,621,006.00</u>	<u>63,050,609.00</u>
LIABILITIES AND FUND EQUITY								
Liabilities:								
Deferred revenue								-
Real and personal property taxes	(424,727.00)	32,615.00						(392,112.00)
Deferred taxes	204,282.00							204,282.00
Tax liens	342,182.00							342,182.00
Motor vehicle excise	291,821.00							291,821.00
Other excises	9,393.00							9,393.00
Departmental	146,220.00			807,313.00				953,533.00
Other receivables	2,917.00	1,377,816.00				88,053.00		1,468,786.00
Due from other governments	83,603.00	1,297,769.00						1,381,372.00
Warrants payable	969,487.00	270,669.00	2,355.00	298,754.00		13,817.00		1,555,082.00
Accrued payroll and withholdings	147,824.00							147,824.00
Other liabilities	216,419.00	397,010.00		26,081.00		708,708.00	261,909.00	1,610,127.00
Bonds payable							7,359,097.00	7,359,097.00
Notes payable			1,985,574.00					1,985,574.00
Total Liabilities	<u>1,989,421.00</u>	<u>3,375,879.00</u>	<u>1,987,929.00</u>	<u>1,132,148.00</u>	<u>-</u>	<u>810,578.00</u>	<u>7,621,006.00</u>	<u>16,916,961.00</u>
Fund Equity:								
Reserved for encumbrances	729,548.00							729,548.00
Reserved for expenditures	364,040.00							364,040.00
Reserved for continuing appropriations	5,358,987.00	4,445,733.00	607,043.00	2,029,547.00				12,441,310.00
Undesignated fund balance	4,766,688.00	18,219,795.00	(1,845,870.00)	7,218,765.00		4,239,372.00		32,598,750.00
Total Fund Equity	<u>11,219,263.00</u>	<u>22,665,528.00</u>	<u>(1,238,827.00)</u>	<u>9,248,312.00</u>	<u>-</u>	<u>4,239,372.00</u>	<u>-</u>	<u>46,133,648.00</u>
Total Liabilities and Fund Equity	<u>13,208,684.00</u>	<u>26,041,407.00</u>	<u>749,102.00</u>	<u>10,380,460.00</u>	<u>-</u>	<u>5,049,950.00</u>	<u>7,621,006.00</u>	<u>63,050,609.00</u>

TOWN OF YARMOUTH Debt Schedule				FY18 Payments										
Bond/Note Amount	Issued	Maturity	Purpose	Principal Balance 06/30/17	PDATE	Principal Payments	MWPAT Subsidy	IDATE	Interest Payments	PDATE	Principal Payments	IDATE	Interest Payments	Principal Balance 06/30/18
\$4,936,700	11/1/1998	8/1/2018	WPT Landfill Area 97-45	467,630.70	8/1/2017	\$229,513.93	\$99,542.38							\$238,096.77
\$197,403	5/1/2002	8/1/2020	WPT Septic System Betterment T5-97-1155-1/1999	41,400.00	8/1/2017	\$10,400.00	\$1,959.00							\$31,000.00
\$170,000	10/15/2004	10/15/2018	GOB Land Acquisition/2004	21,000.00	10/15/2017	\$11,000.00		10/15/2017	\$440.00			4/15/2018	\$220.00	\$11,000.00
\$2,275,000	10/15/2004	10/15/2018	GOB Outdoor Recreational Facility - Golf Course/2004 Golf Irrigation Bass River	178,000.00	10/15/2017	\$89,000.00		10/15/2017	\$3,560.00			4/15/2018	\$1,780.00	\$89,000.00
\$167,000	2/16/2016	12/15/2021	GOB Land Acquisition/2007 - Refunding 2016 (\$20k principal adjustment)	140,000.00	12/15/2017	\$28,000.00		12/15/2017	\$3,360.00			6/15/2018	\$2,800.00	\$112,000.00
\$10,000	2/16/2016	12/15/2017	GOB Alternate Energy Improvements/2007 Solar Energy System - Refunding 2016	5,000.00	12/15/2017	\$5,000.00		12/15/2017	\$100.00					\$0.00
\$775,000	2/16/2016	12/15/2021	GOB Outdoor Recreational Facility - Golf Course/2007 Golf Irrigation Bayberry - Refunding 2016 (\$96k principal adjustment)	655,000.00	12/15/2017	\$130,000.00		12/15/2017	\$15,725.00			6/15/2018	\$13,125.00	\$525,000.00
\$75,000	2/16/2016	12/15/2021	GOB Outdoor Recreational Facility (dredging & boat ramp)/2007 Capital Improvement - Refunding 2016 (\$5k principal adjustment)	64,000.00	12/15/2017	\$12,000.00		12/15/2017	\$1,540.00			6/15/2018	\$1,300.00	\$52,000.00
\$1,500,000	5/1/2009	5/1/2019	GOB Public Way/2009 Roads	210,000.00				11/1/2017	\$3,150.00	5/1/2018	\$160,000.00	5/1/2018	\$8,150.00	\$50,000.00
\$150,000	5/1/2009	5/1/2019	GOB Departmental Equipment/2009 Department Equipment	30,000.00				11/1/2017	\$450.00	5/1/2018	\$15,000.00	5/1/2018	\$450.00	\$15,000.00
\$100,000	5/1/2009	5/1/2019	GOB Departmental Equipment/2009 Phone System	20,000.00				11/1/2017	\$300.00	5/1/2018	\$10,000.00	5/1/2018	\$300.00	\$10,000.00
\$60,000	5/1/2009	5/1/2018	GOB Public Wharf/2009 Dock Colonial Acres	5,000.00				11/1/2017	\$75.00	5/1/2018	\$5,000.00	5/1/2018	\$75.00	\$0.00
\$228,000	5/1/2009	12/15/2017	GOB Engineering Services Refunding/1997 Landfill	25,000.00	12/15/2017	\$25,000.00		12/15/2017	\$343.75					\$0.00
\$146,000	5/1/2009	12/15/2017	GOB Sewage Treatment Facility Refunding/1997 Septage	15,000.00	12/15/2017	\$15,000.00		12/15/2017	\$206.25					\$0.00
\$430,000	5/1/2009	12/15/2017	GOB Landfill Area - Closing out Refunding/1997 Landfill	45,000.00	12/15/2017	\$45,000.00		12/15/2017	\$618.75					\$0.00
\$1,734,000	5/1/2009	12/15/2017	GOB Landfill Area - Closing out Refunding/1997 Landfill Closure	180,000.00	12/15/2017	\$180,000.00		12/15/2017	\$2,475.00					\$0.00
\$359,000	12/15/2011	12/15/2025	GOB Building Remodeling/DNR Property Renovation	228,000.00	12/15/2017	\$26,000.00		12/15/2017	\$2,727.00			6/15/2018	\$2,467.00	\$202,000.00
\$174,000	12/15/2011	12/15/2025	GOB School Building Remodeling/2011 Mattachinee Gym Wall	105,000.00	12/15/2017	\$12,000.00		12/15/2017	\$1,255.50			6/15/2018	\$1,135.50	\$93,000.00
\$2,000,000	12/15/2011	12/15/2025	GOB Public Way/2013 Roads	1,252,000.00	12/15/2017	\$148,000.00		12/15/2017	\$14,865.50			6/15/2018	\$13,385.50	\$1,104,000.00
\$375,000	12/15/2011	12/15/2024	GOB Public Way/2011 Road Resurfacing	230,000.00	12/15/2017	\$29,000.00		12/15/2017	\$2,699.50			6/15/2018	\$2,409.50	\$201,000.00
\$3,009,000	12/15/2011	12/15/2025	GOB Building Construction/2011 Police Facility	923,000.00				12/15/2017	\$10,665.00	6/15/2018	\$325,000.00	6/15/2018	\$10,665.00	\$598,000.00
\$136,000	12/15/2011	6/15/2020	GOB Landfill Area - Closing out Refunding/2001 Landfill Closure	42,000.00				12/15/2017	\$485.00	6/15/2018	\$15,000.00	6/15/2018	\$485.00	\$27,000.00
\$400,000	6/1/2014	6/1/2026	GOB Building Remodeling	295,000.00				12/1/2017	\$4,645.00	6/1/2018	\$35,000.00	6/1/2018	\$4,645.00	\$260,000.00
\$8,000	6/1/2014	6/1/2018	GOB Surface Drain Culvert Refunding	2,000.00				12/1/2017	\$30.00	6/1/2018	\$2,000.00	6/1/2018	\$30.00	\$0.00
\$133,500	6/1/2014	6/1/2018	GOB Land Acquisition/Library Refunding	34,000.00				12/1/2017	\$510.00	6/1/2018	\$34,000.00	6/1/2018	\$510.00	\$0.00
\$235,000	6/1/2014	6/1/2018	GOB Building Remodeling Refunding	57,400.00				12/1/2017	\$861.00	6/1/2018	\$57,400.00	6/1/2018	\$861.00	\$0.00
\$17,900	6/1/2014	6/1/2018	GOB Municipal Golf Course/Building Construction Refunding	3,900.00				12/1/2017	\$58.50	6/1/2018	\$3,900.00	6/1/2018	\$58.50	\$0.00
\$2,203,000	6/1/2014	6/1/2026	GOB Building Remodeling/Fire Refunding	1,685,700.00				12/1/2017	\$26,212.00	6/1/2018	\$195,700.00	6/1/2018	\$26,212.00	\$1,490,000.00
\$262,000	6/1/2014	6/1/2026	GOB Building Construction/Library Refunding	183,000.00				12/1/2017	\$2,905.00	6/1/2018	\$23,000.00	6/1/2018	\$2,905.00	\$160,000.00
\$175,000	6/1/2014	6/1/2026	GOB Engineering Services/Fire Station Plans Refunding	129,000.00				12/1/2017	\$2,006.00	6/1/2018	\$14,000.00	6/1/2018	\$2,006.00	\$115,000.00
\$2,500,000	2/16/2016	12/15/2025	GOB Septage Treatment Facility	2,236,000.00	12/15/2017	\$260,000.00		12/15/2017	\$40,125.00			6/15/2018	\$34,925.00	\$1,576,000.00
			Sub-Totals	8,609,020.70		1,254,913.93	\$1,501.38		342,393.75		895,000.00		125,900.00	\$7,589,096.77
			Total Yearly P/I Payments								\$2,149,913.93		\$268,293.75	\$2,418,207.68
			Total Yearly Debt Payment											\$2,418,207.68

CAPITAL LEASE OBLIGATIONS

The Golf Course has entered into various long-term capital leases. The lease agreements qualify as capital leases for accounting purposes and, therefore, have been recorded at the present value of the future minimum lease payments as of the inception date. Assets acquired through capital lease are as follows:

Asset:	Business-Type Activities
Machinery and equipment.....	\$ 568,190
Less: accumulated depreciation.....	(261,493)
Total.....	\$ 306,697

The following is a schedule of the future minimum lease payments under the capital lease, together with the present value of the net minimum lease payments, as of June 30, 2018:

Years ending June 30:	Business-Type Activities
2019.....	\$ 132,841
2020.....	80,626
2021.....	28,400
2022.....	18,935
Total minimum lease payments.....	260,802
Less: amounts representing interest.....	(10,202)
Present value of minimum lease payments.....	\$ 250,600

COLLECTOR/TREASURER

It has been another productive year within the overall Finance Department which includes Accounting, Assessing, Clerks, and Collector/Treasurer's Divisions. It is the Collector/Treasurer's mission to bill, collect, invest, borrow, safeguard, disburse monies, and process payroll.

We continue to strive to serve you, our customers, by providing timely and accurate services in a manner that is fair, legal and courteous. To meet our service obligations, we use technical expertise employing modern, innovative, cost-effective and flexible methodologies. We look to provide the highest level of customer service and support to all of the Town's constituencies as well as satisfy the legal requirements set forth in Massachusetts General Laws and the Town's by-laws.

We hope this year you have found convenience and timesavings by utilizing City Hall Systems (CHS), our online bill paying venue for credit card and EFT payments for real estate, personal property, motor vehicle excise, boat excise, water, scholarships, and municipal lien certificates. We also take debit/credit cards at Town Hall. We will continue to look for creative ways to increase revenue and reduce expenses. While increasing revenue is one of the goals with the Municipal Modernization Act and our outreach efforts, we have actually reduced late payment fees received from customers.

We conducted our sixth Tax Title auction to collect delinquent real estate taxes owed to the Town. To reduce outstanding taxes we work with taxpayers to establish repayment plans whenever possible.

We continue to invest Town funds in highly rated, collateralized, and insured banks while seeking the highest yield in a market of low interest rates. Again this year we were able to meet our obligations without having to borrow in anticipation of tax revenue because of responsible fiscal management and an early tax rate being set (3rd year in a row we were #1 to set the tax rate out of 351 municipalities).

We would like to thank all staff members – Elsie Raneo, Susan Regan, Stacey Benedetto and Chrissie Hevener for their dedication and teamwork throughout this year. And we want to wish Whitney Picco, a valued former member of the team, all the best in her new position. It is always a cooperative effort with all Town Departments, Administration, and Board of Selectmen to provide the best in services to our fellow citizens.

Respectfully submitted,

Susan Ripley
Jaye Anne Kesten

COLLECTOR/TREASURER

	Balance 30-Jun-17	Committed Fiscal 2018	Balance 30-Jun-18
2018 Real Estate Tax	\$-	\$57,281,536.74	\$836,003.37
2017 Real Estate Tax	\$750,325.48	\$-	\$6,286.83
2018 CPA	\$-	\$1,714,326.04	\$22,901.75
2017 CPA	\$20,148.37	\$-	\$187.73
2018 Personal Property	\$-	\$1,218,168.80	\$12,420.57
2017 Personal Property	\$18,788.32	\$-	\$5,649.73
2016 Personal Property	\$3,703.57	\$-	\$2,825.33
2018 Motor Vehicle Excise	\$-	\$3,440,252.71	\$208,377.82
2017 Motor Vehicle Excise	\$405,506.58	\$396,153.17	\$61,707.86
2016 Motor Vehicle Excise	\$48,511.07	\$-	\$21,735.26
2018 Boat Excise	\$-	\$49,000.00	\$3,819.69
2017 Boat Excise	\$4,193.00	\$-	\$3,130.00
2016 Boat Excise	\$2,956.00	\$-	\$2,443.00
Landfill	\$26,447.53	\$248,192.00	\$31,509.09
Septage	\$381,564.94	\$2,587,017.28	\$616,668.69
2018 Septage Betterment "A"	\$-	\$9,410.96	\$411.54
2018 Septage Betterment "A" Int.	\$-	\$1,861.01	\$142.80
2018 Septage Betterment "B"	\$-	\$810.26	\$-
2018 Septage Betterment "B" Int.	\$-	\$80.03	\$-
Trailers	\$948.00	\$10,428.00	\$-

COLLECTOR/TREASURER

MISCELLANEOUS COLLECTIONS	
Municipal Liens	\$53,320.00
Scholarship Fund	\$5,302.00
Miscellaneous Charges	\$52.50
Real Estate/Personal Property Interest/Fees	\$158,947.50
Motor Vehicle & Boat Interest/Fees	\$178,441.35
RMV Markings	\$25,480.00
Prior Years Motor Vehicle & Boat	\$6,759.24
Water Interest & Fees	\$46,752.63
Water Service Payments	\$89,683.12
Water Rates Payments	\$4,504,384.75
Service Rates Interest & Fees	\$1,263.89
Non-sufficient check fees	\$1,140.00

CASH SUMMARY

Opening Balance as of June 30, 2017 \$46,542,522

Closing Balance as of June 30, 2018 \$50,420,099

TRUST AND INVESTMENT FUNDS

(included in above closing balance)

Balances as of June 30, 2018 - \$15,568,806

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>GENERAL GOVERNMENT</u>							
TOWN ADMINISTRATOR							
BARNES, PAMELA	07/28/1986	PERSONNEL ADMINISTRATOR		64,563.41	4,060.76	0.00	68,624.17
DWELLEY, CHRISTOPHER	06/05/2017	ASST TOWN ADM/DIR COM SRV 24C		98,322.22	0.00	0.00	98,322.22
HILL, LINDA	01/17/2006	FINANCE TECHNICIAN		51,575.99	12.96	0.00	51,588.95
KNAPIK, DANIEL	01/24/2017	TOWN ADMINISTRATOR - 25		162,244.41	0.00	0.00	162,244.41
TYNER, SHANA	03/12/2018	DIRECTOR OF HUMAN RESOURCES-21		63,846.17	0.00	0.00	63,846.17
<u>DEPARTMENT OF MUNICIPAL FINANCE</u>							
TOWN ACCOUNTANT / FINANCE DIVISION							
CONNORS, BEVERLY	11/20/2006	ASSISTANT TOWN ACCOUNTANT		54,345.73	546.44	0.00	54,892.17
RUSEVA, MARIYA	07/03/2013	ADMINISTRATIVE ASSISTANT		49,140.12	640.73	0.00	49,780.85
SENTEIO, EDUARD	12/05/2006	DIRECTOR OF FINANCE - 24C		121,140.07	0.00	0.00	121,140.07
ASSESSOR'S DIVISION							
ALLEN, DAVID	02/22/2016	PRINCIPAL OFFICE ASSISTANT		43,604.87	2.90	0.00	43,607.77
HINOTE, BRADLEY	12/08/2014	FINANCE TECHNICIAN	08/03/2018	28,584.03	5,247.36	0.00	33,831.39
MACHADO, ANDREW	07/07/2015	DIRECTOR OF ASSESSING - 22		100,043.77	0.00	0.00	100,043.77
MARKOSKI, KEITH	11/01/2018	APPRAISAL ASSISTANT		6,110.55	0.00	0.00	6,110.55
MONROE, TARA	05/22/2007	PRINCIPAL OFFICE ASSISTANT		43,907.48	1,511.01	0.00	45,418.49
COLLECTOR/TREASURERS							
BENEDETTO, STACEY	11/21/2016	PRINCIPAL OFFICE ASSISTANT		40,454.46	0.00	0.00	40,454.46
HEVENER, CHRISTIANA	12/01/2014	PRINCIPAL OFFICE ASSISTANT		43,001.52	1,082.98	0.00	44,084.50
KESTEN, JAYE ANNE	07/08/1996	ASSISTANT TRS/COLLECTOR - 21		87,980.43	0.00	0.00	87,980.43
PICCO, WHITNEY	08/04/2014	FINANCE TECHNICIAN	11/23/2018	43,905.48	455.56	0.00	44,361.04
RANEO, ELSIE	02/26/1996	FINANCE TECHNICIAN		54,554.72	2,580.50	0.00	57,135.22
REGAN, SUSAN	03/23/2015	PRINCIPAL OFFICE ASSISTANT		43,663.59	780.88	0.00	44,444.47
RIPLEY, SUSAN	07/07/2014	TREASURER/COLLECTOR - 22		96,917.68	0.00	0.00	96,917.68
<u>DEPARTMENT OF COMMUNITY DEVELOPMENT</u>							
COMMUNITY DEVELOPMENT							
BARRY, MICHAEL	11/28/2016	ADMINISTRATIVE ASSISTANT		48,945.28	0.00	0.00	48,945.28
CLARK, SANDRA	03/02/1992	OFFICE ADMINISTRATOR		48,623.00	0.00	0.00	48,623.00
GRANT, KELLY	12/14/2015	CONSERVATION ADMINISTRATOR		64,842.76	0.00	0.00	64,842.76
GREENE, KAREN	05/21/2001	DIR COMMUNITY DEVELOPMENT 24C		121,190.03	0.00	0.00	121,190.03
PEDICINI, KYLE	09/12/2018	ECONOMIC DEVELOPMENT CORD		12,888.17	585.57	0.00	13,473.74
VOZELLA, ELIZABETH	11/10/2014	OFFICE ADMINISTRATOR		40,804.04	0.00	0.00	40,804.04
WAYGAN, MARY	12/10/2004	CDBG PROGRAM ADMINISTRATOR		58,843.87	0.00	0.00	58,843.87
WILLIAMS, KATHLEEN	06/28/2012	SENIOR PLANNER - 22		93,526.34	0.00	0.00	93,526.34
<u>DEPARTMENT OF COMMUNITY SERVICES</u>							
LIBRARY DIVISION							
BAUSMAN, FRANCES	01/03/2018	LIBRARY TECHNICIAN FULL-TIME		32,317.00	0.00	0.00	32,317.00
CABRAL-SEABURY, MELISSA	03/13/2017	SENIOR LIBRARY TECHNICIAN		38,412.61	0.00	0.00	38,412.61
CAIN, JANE	01/06/2014	DIRECTOR OF LIBRARIES - 21		92,649.50	0.00	0.00	92,649.50
CASSISI, PATRICIA	06/10/1999	STAFF LIBRARIAN		57,268.03	330.54	0.00	57,598.57
KAUFMANN, CHRISTINE	04/17/2018	STAFF LIBRARIAN		34,488.09	0.00	0.00	34,488.09

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>							
LIBRARY DIVISION							
KRUEGER, MARTHA	07/21/2003	STAFF LIBRARIAN		105,447.45	59.76	0.00	105,507.21
LABRECQUE, JOSEPH	10/06/2005	SENIOR LIBRARY TECHNICIAN		43,361.74	178.01	0.00	43,539.75
MARR, CONSTANCE	05/08/2012	STAFF LIBRARIAN		47,406.07	0.00	0.00	47,406.07
SINGER, STEPHEN	01/16/2018	SENIOR LIBRARY TECHNICIAN		28,648.81	0.00	0.00	28,648.81
WILSON, MATTHEW	04/05/2006	PRINCIPAL OFFICE ASSISTANT		50,844.32	0.00	0.00	50,844.32
CEMETERY DIVISION							
BULLOCK, WILLIAM	07/16/1998	CEMETERY FOREMAN		53,132.00	4,041.78	0.00	57,173.78
DIVISION OF SENIOR SERVICES							
BAILEY, KATHLEEN	09/03/2013	DIRECTOR OF SENIOR SVCS - 21		92,186.72	0.00	0.00	92,186.72
COLBY, LINDA	11/09/2015	LICENSED SOCIAL WORKER		53,320.65	0.00	0.00	53,320.65
DAVENPORT, HILDA	05/23/2005	OUTREACH COORDINATOR-SEN SERV		49,420.84	0.00	0.00	49,420.84
KANE, DIANNE	12/01/2014	ADMINISTRATIVE ASSISTANT		49,413.84	0.00	0.00	49,413.84
NOFERI-HOFF, LISA	11/13/2006	PRINCIPAL OFFICE ASSISTANT		44,556.10	0.00	0.00	44,556.10
NATURAL RESOURCES DIVISION							
BONNETTI, WILLIAM	10/06/1997	NATURAL RESOURCES FIELD SUPERV		73,141.43	6,977.02	0.00	80,118.45
CAIA, CONRAD	07/24/1996	SHELLFISH TECHNICIAN/CONSTABLE		63,639.42	3,506.93	0.00	67,146.35
FOGARTY, JAYNE	06/18/1985	PRINCIPAL OFFICE ASSISTANT		51,977.00	510.75	0.00	52,487.75
NELSON, RICHARD	07/09/2000	ANIMAL CONTROL OFFICER		56,940.68	2,274.33	0.00	59,215.01
PARSONS, TIMOTHY	05/09/2012	NATURAL RESOURCES OFFICER		56,359.46	3,664.69	7,246.50	67,270.65
RAISKIO, ERIC	03/23/2005	NATURAL RESOURCE TECHNICIAN		53,917.20	144.98	0.00	54,062.18
TIERNEY, EDWARD	01/03/2007	NATURAL RESOURCES OFFICER		63,505.15	5,469.70	400.00	69,374.85
VONHONE, KARL	11/01/1995	NATURAL RESOURCES DIR - 23B		114,750.22	0.00	0.00	114,750.22
INFORMATION TECHNOLOGY							
BARROW, BRUCE	12/11/1995	GIS TECHNICIAN		63,120.65	0.00	0.00	63,120.65
BIENVENUE, RICHARD	12/02/2013	DIRECTOR OF MUNI TECH SERV 24B		119,291.95	0.00	0.00	119,291.95
DESCHAMPS, CHAD	10/11/2016	IT PROJECT MANAGER		57,319.84	0.00	0.00	57,319.84
HEVENER, JOSEPH	12/18/2006	IT SNR SUPPORT SPECIALIST - 21		77,166.43	0.00	0.00	77,166.43
MACINNES, SHAWN	10/09/2001	DIRECTOR OF IT - 22B	06/13/2018	59,444.78	19,640.13	0.00	79,084.91
MORSE, JOHN	09/03/2014	IT SNR SUPPORT SPECIALIST - 21		61,604.83	0.00	0.00	61,604.83
SALEMME, SVETLANA	04/19/2016	PRINCIPAL OFFICE ASSISTANT		41,241.43	0.00	0.00	41,241.43
PARK DIVISION							
BUCKLAND, KEVIN	06/09/2015	PARK FOREMAN		52,556.98	6,397.43	0.00	58,954.41
CARLSON, DAVID	05/20/1997	PARKS SUPERVISOR		70,173.45	9,109.06	0.00	79,282.51
EDWARDS, ROBERT	03/15/2013	BLDG & GROUNDS CRAFTSMAN I		44,186.71	3,444.47	0.00	47,631.18
EGAN, THOMAS	11/08/1993	BLDG & GROUNDS CRAFTSMAN II		59,106.22	21.11	0.00	59,127.33
LOWRIE, WILLIAM	05/14/2007	BLDG & GROUNDS CRAFTSMAN I		48,247.35	2,662.75	0.00	50,910.10
MCFALL, FRANCIS	02/17/2015	BLDG & GROUNDS CRAFTSMAN I		43,286.61	3,508.85	0.00	46,795.46
RECREATION DIVISION							
ARMSTRONG, PATRICIA	12/01/1997	DIR COMMUNITY SERVICES - 23B		108,986.94	0.00	0.00	108,986.94
FRANKLIN, MARY	03/31/2008	ASSISTANT RECREATION DIRECTOR		59,646.91	1,643.59	0.00	61,290.50
NEE, RUTH	10/21/2013	PRINCIPAL OFFICE ASSISTANT		46,697.74	11,867.70	0.00	58,565.44
TOWN CLERK'S DIVISION							
CAPPELLO, STEPHANIE	07/30/2007	OFFICE/FINANCIAL ASST		39,781.79	562.27	0.00	40,344.06
GAUDET, PHILIP	05/27/2014	TOWN CLERK - 21		100,175.86	0.00	0.00	100,175.86
LUCIER, JUDITH	12/05/1988	OFFICE/FINANCIAL ASST	12/07/2018	43,869.17	5,409.36	0.00	49,278.53

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>							
TOWN CLERK'S DIVISION							
WITHERELL, MARCIA	01/17/2012	OFFICE/FINANCIAL ASST		39,696.09	678.24	0.00	40,374.33
GOLF COURSE DIVISION							
ALDER, ELIOT	11/21/2016	GOLF MEC/COURSE TEC1		43,303.52	9,400.46	0.00	52,703.98
ARMENTROUT, JAMES	10/01/2001	DIRECTOR GOLF OPERATIONS - 22		100,196.97	1,880.18	0.00	102,077.15
BENOIT, KHALID	03/14/2016	GOLF MECHANIC 2		52,857.84	5,913.96	0.00	58,771.80
DWYER, JARED	09/27/2010	GOLF COURSE TECHNICIAN 3		52,406.30	11,833.44	0.00	64,239.74
FIRMIN, ANITA	08/28/2013	PRINCIPAL OFFICE ASSISTANT		46,294.68	2,324.78	0.00	48,619.46
GHIOTO, FREDERICK	02/03/2003	GOLF OPERATIONS ASSISTANT		48,840.09	1,864.50	0.00	50,704.59
GILMORE, SCOTT	01/22/2018	DIRECTOR GOLF OPERATIONS - 22		80,663.11	0.00	0.00	80,663.11
LYON, JOSHUA	08/23/2004	ASST SUPT OF GOLF MAINTENANCE		61,666.87	10,579.91	0.00	72,246.78
MACARTHUR, KEITH	09/09/2011	GOLF OPERATIONS ASSISTANT		46,938.60	0.00	0.00	46,938.60
MCMAHON, TERENCE	12/18/2017	GOLF MEC/COURSE TEC1		42,918.80	5,895.12	0.00	48,813.92
PIZZARELLA, RICHARD	04/11/2005	GOLF COURSE TECH 1		47,784.02	6,185.07	0.00	53,969.09
SHULL, JOHN	04/12/1999	GOLF COURSE TECHNICIAN 3		59,031.27	7,576.78	0.00	66,608.05
WHITE, REBECCA	10/10/2010	GOLF OPERATIONS ASSISTANT		46,130.20	0.00	0.00	46,130.20
WIGHTMAN, LLOYD	08/14/1988	ASST SUPT OF GOLF MAINTENANCE		67,384.60	6,547.15	0.00	73,931.75
YOUNG, ANTHONY	08/23/1999	GOLF COURSE TECHNICIAN 2		55,328.80	0.00	0.00	55,328.80
<u>PUBLIC SAFETY</u>							
POLICE DEPARTMENT							
AMBROSINI, NICHOLAS	07/05/2010	PATROL OFFICER		74,277.68	24,791.33	1,000.00	100,069.01
ANTONOVITCH, KEVIN	07/07/1997	PATROL OFFICER		88,047.47	10,165.97	1,190.00	99,403.44
APREA, RICHARD	04/11/2011	PATROL OFFICER		76,884.39	20,748.68	13,842.00	111,475.07
BATCHELDER, JASON	04/11/2011	PATROL OFFICER		78,063.51	34,671.52	25,431.00	138,166.03
BOGH DAN, KALIL	07/02/2000	POLICE SERGEANT		103,009.82	23,963.86	0.00	126,973.68
BOHANE, NICOLE M N	06/20/1988	ADMINISTRATIVE ASSISTANT		63,720.66	2,733.36	0.00	66,454.02
BREEN, LIAM	07/30/2018	PATROL OFFICER		18,223.76	0.00	0.00	18,223.76
BREWER, SEAN	11/24/2003	PATROL OFFICER		80,311.40	17,618.10	3,800.00	101,729.50
BRITT, GERARD	01/01/1987	POLICE SERGEANT		113,891.81	47,661.31	24,810.00	186,363.12
BRULE, RYAN	01/05/2015	PATROL OFFICER		68,308.38	15,003.59	16,375.00	99,686.97
BRYANT, MICHAEL	06/01/1991	POLICE LIEUTENANT		121,976.08	22,906.62	4,760.00	149,642.70
BURNHAM, CONNOR	11/03/2014	PATROL OFFICER		66,837.94	21,909.27	9,017.00	97,764.21
CAPOBIANCO, CHRIS	06/24/1979	PATROL OFFICER		83,209.21	40,527.98	2,990.00	126,727.19
CARCHEDI, BRIAN	11/04/2012	POLICE SERGEANT		87,656.24	26,880.73	1,720.00	116,256.97
CATALANO, ANNE	04/09/2018	VICTIM SERVICES SPEC/ADVOCATE		40,218.80	241.30	0.00	40,460.10
CHEUNG, MICHAEL	07/30/2018	PATROL OFFICER		18,223.76	0.00	0.00	18,223.76
COVILLE, ANDREW	11/04/2012	PATROL OFFICER		72,254.36	21,694.06	8,550.00	102,498.42
CRUZ, PAULO	07/20/2009	PATROL OFFICER		74,841.84	21,011.88	14,025.00	109,878.72
CURTIS, MARIA	02/17/2003	POLICE DISPATCHER		61,631.20	27,139.22	0.00	88,770.42
DICKEY, DAVID	01/01/1987	PATROL OFFICER		87,762.47	39,375.17	30,386.00	157,523.64
DONOHUE, NEAL	06/11/1985	POLICE SERGEANT		113,557.65	45,315.65	51,361.50	210,234.80
ECCLESTON, CHRISTOPHER	03/07/2010	PATROL OFFICER		68,643.64	15,004.32	31,875.00	115,522.96
FALLON, JOHN	05/04/1987	POLICE SERGEANT		114,476.81	25,650.96	4,695.00	144,822.77
FICHTER, RICHARD	06/30/2003	POLICE SERGEANT		86,986.01	10,498.71	0.00	97,484.72
FREDERICKSON, FRANK	06/21/1977	CHIEF OF POLICE - 24A		174,415.73	0.00	0.00	174,415.73

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>PUBLIC SAFETY</u>							
POLICE DEPARTMENT							
GANNON, SEAN	07/05/2010	POLICE SERGEANT	04/12/2018	25,210.27	27,798.83	3,030.00	56,039.10
GEARY, SEAN	07/11/2011	PATROL OFFICER		54,524.82	15,403.82	2,320.00	72,248.64
GIAMMARCO, NICHOLAS	07/11/2011	PATROL OFFICER		71,980.06	9,003.27	1,392.00	82,375.33
GIBBONS, GORDON	06/06/1994	PATROL OFFICER		82,894.13	37,949.58	10,671.00	131,514.71
GIBNEY, MARY	11/06/2006	PATROL OFFICER		81,739.91	24,727.21	400.00	106,867.12
GOLDEN, RYAN	02/19/2018	PATROL OFFICER		45,146.29	7,702.93	1,762.50	54,611.72
GOMSEY, JOHN	04/01/1985	POLICE DEPARTMENT MECHANIC		59,106.20	0.00	0.00	59,106.20
HAIRE, JUSTIN	11/27/2006	PATROL OFFICER		82,472.63	30,807.00	28,130.00	141,409.63
HENNESSEY, FRANCIS	09/04/1984	POLICE SERGEANT	08/22/2018	79,765.96	28,047.08	0.00	107,813.04
HENNESSEY, KATIE	03/18/2012	POLICE DISPATCHER	04/03/2018	14,748.33	5,572.55	8,878.00	29,198.88
HENNESSEY, THOMAS	06/04/1990	POLICE SERGEANT		105,546.96	43,846.54	21,658.00	171,051.50
JACOBSON, CHERYL	06/27/1983	MAJOR DEPARTMENT FINANCE ADMIN		63,120.61	14,640.43	0.00	77,761.04
KENT, CHRISTOPHER	06/09/1989	PATROL OFFICER		88,941.97	48,433.05	20,368.18	157,743.20
KRAMER, MICHAEL	08/06/2001	PATROL OFFICER		85,807.47	40,444.67	1,200.00	127,452.14
LANATA, JOHN	11/01/2010	PATROL OFFICER		76,396.84	10,598.14	28,800.00	115,794.98
LAVIN, DOROTHY	08/01/2005	EVIDENCE TECHNICIAN		43,689.22	365.09	0.00	44,054.31
LEIDENFROST, PAUL	09/05/2010	POLICE DISPATCHER		52,453.05	24,457.17	0.00	76,910.22
LENNON, KEVIN	08/01/1993	POLICE LIEUTENANT		118,710.96	23,598.61	0.00	142,309.57
LOWE, KELLY	01/17/2012	OFFICE/FINANCIAL ASST		38,541.90	9,425.76	0.00	47,967.66
LUNDEGREN, SCOTT	06/06/1999	PATROL OFFICER		77,434.06	44,850.64	1,800.00	124,084.70
MANGANO, MATTHEW	07/10/2017	PATROL OFFICER		62,051.82	17,500.29	24,095.00	103,647.11
MARINO, CHRISTOPHER	05/15/2006	PATROL OFFICER		80,825.18	32,424.39	35,196.50	148,446.07
MCEACHERN, CHRISTOPHER	06/11/1985	POLICE SERGEANT		109,387.15	10,341.21	10,975.00	130,703.36
MELLETT, PAUL	02/09/2003	PATROL OFFICER		84,620.62	13,344.81	6,025.00	103,990.43
MEY, BRYAN	10/15/2017	PATROL OFFICER		60,321.42	6,310.42	14,245.00	80,876.84
MURPHY, RYAN	09/25/2017	PATROL OFFICER		61,002.53	14,253.77	8,205.00	83,461.30
NICKINELLO, LOUIS	06/01/1991	PATROL OFFICER		86,191.97	2,238.98	3,350.00	91,780.95
NIEZGODA, BRIAN	06/14/1987	PATROL OFFICER		88,737.65	16,524.14	44,229.50	149,491.29
NIXON, COLLEEN	10/03/1988	OFFICE/FINANCIAL ASST		43,743.61	10.90	0.00	43,754.51
NOONE, MARK	03/19/2007	PATROL OFFICER		79,399.91	13,994.45	2,926.00	96,320.36
NUSS, ERIC	05/05/1997	PATROL OFFICER		89,535.36	51,866.49	0.00	141,401.85
O'MALLEY, ANDREW	06/08/1996	POLICE LIEUTENANT		112,536.48	14,874.69	1,600.00	129,011.17
PASQUAROSA, NICHOLAS	06/14/1987	PATROL OFFICER		78,065.05	5,185.19	2,540.80	85,791.04
PENTLAND, KERRIE	08/13/2018	POLICE DISPATCHER		38,614.84	20,432.74	0.00	59,047.58
PETERSON, STEPHEN	12/27/1979	POLICE DISPATCHER	12/10/2018	57,080.12	25,942.97	0.00	83,023.09
RENZI, STEPHEN	07/28/1997	POLICE SERGEANT		105,412.20	29,964.92	7,075.00	142,452.12
RIVETT, JEFFREY	04/11/2016	PATROL OFFICER		64,199.84	23,435.41	27,594.00	115,229.25
ROGERS, ARIANA	01/29/2017	POLICE DISPATCHER		48,065.77	12,519.09	0.00	60,584.86
RONDINA, ERIC	08/13/2018	PATROL OFFICER		20,909.29	1,081.89	400.00	22,391.18
RYAN, SEAN	05/14/2012	POLICE DISPATCHER		53,625.84	2,695.40	55,992.00	112,313.24
SCHNEEWEIS, DAVID	07/28/1997	PATROL OFFICER		42,697.93	4,229.62	0.00	46,927.55
SHEEHAN, MATTHEW	11/13/2011	PATROL OFFICER		77,270.86	8,936.49	2,480.00	88,687.35
SUNDBY, JAIME	07/09/2018	POLICE DISPATCHER		23,550.40	7,866.56	0.00	31,416.96
THIBEAULT, MARC	08/04/1997	PATROL OFFICER		77,728.30	11,171.83	0.00	88,900.13

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>PUBLIC SAFETY</u>							
POLICE DEPARTMENT							
TSOUKALAS, GEORGE	07/28/1997	POLICE SERGEANT		103,880.58	26,352.68	13,537.50	143,770.76
VAN NESS, CHRISTOPHER	05/21/2005	PATROL OFFICER		82,877.03	19,760.60	800.00	103,437.63
WAUGH, KELLY	01/07/2018	POLICE DISPATCHER		48,725.00	21,693.26	0.00	70,418.26
WELLS, DIANA	11/01/2010	PATROL OFFICER		75,091.84	6,098.33	0.00	81,190.17
WELLS, MICHAEL	07/05/2010	PATROL OFFICER		77,798.30	10,392.32	200.00	88,390.62
WENBERG, ERICA	10/16/2006	PATROL OFFICER		81,454.92	27,592.54	25,229.00	134,276.46
XIARHOS, ALEXANDER	01/05/2015	PATROL OFFICER		66,515.58	7,594.65	10,350.00	84,460.23
XIARHOS, STEVEN	06/19/1978	DEPUTY POLICE CHIEF - 23A		151,653.11	11,122.00	1,275.00	164,050.11
ZONTINI, MICHAEL	08/06/2001	PATROL OFFICER		89,435.36	40,465.88	21,680.00	151,581.24
FIRE DEPARTMENT							
ABBOUD, MARC	08/28/2000	FIRE LIEUTENANT PARAMEDIC		91,450.47	49,501.02	280.25	141,231.74
ALMONTE, GREGG	07/07/2003	FIRE LIEUTENANT EMT		80,228.06	29,222.20	576.21	110,026.47
ARMSTRONG, JAMES	07/28/1984	FIRE CAPTAIN	07/05/2018	50,639.01	46,253.44	0.00	96,892.45
BABB, CURTIS	07/10/2006	FIREFIGHTER/EMT		73,306.96	28,014.27	0.00	101,321.23
BEARSE, MATTHEW	12/21/1998	FIRE LIEUTENANT EMT		85,912.35	36,068.57	649.82	122,630.74
BENT, SHAWN	01/05/2004	FIREFIGHTER/EMT		72,647.20	66,654.79	0.00	139,301.99
BERRY, JASON	12/05/2007	FIRE LIEUTENANT EMT		78,543.81	34,355.22	0.00	112,899.03
BOMBARDIER, RAYMOND	11/04/1996	FIREFIGHTER/EMT PARAMEDIC		81,339.70	160.06	0.00	81,499.76
CARTER, WILLIAM	06/01/2012	FIREFIGHTER/EMT PARAMEDIC		70,450.92	24,805.89	0.00	95,256.81
CARUSO, DAVID	10/07/2013	FIREFIGHTER/EMT PARAMEDIC		72,195.39	29,022.66	237.95	101,456.00
CATON, CHRISTOPHER	09/25/1989	FIRE LIEUTENANT EMT		86,518.03	66,303.10	574.27	153,395.40
COEN, JOSEPH	02/29/2016	FIREFIGHTER/EMT PARAMEDIC		66,228.20	863.73	0.00	67,091.93
CRONIN, ROBERT	07/07/2003	FIREFIGHTER/EMT PARAMEDIC		80,373.48	20,426.07	630.54	101,430.09
ELLIS, THOMAS	03/17/2003	FIREFIGHTER/EMT		76,283.51	20,081.47	8,959.35	105,324.33
ENRIGHT, KEVIN	01/04/1999	FIREFIGHTER/EMT		78,961.01	32,858.29	8,969.69	120,788.99
FOSS, JEFFREY	03/06/2000	FIREFIGHTER/EMT		74,665.21	71,219.25	195.24	146,079.70
FOY, PATRICK	03/27/2017	FIREFIGHTER/EMT PARAMEDIC		63,857.93	1,473.88	0.00	65,331.81
GIBBS, JOSEPH	01/21/2014	FIRE ALARM OPERATOR		55,802.27	10,173.21	0.00	65,975.48
GOUNARIS, ALEXANDER	07/07/2003	FIREFIGHTER/EMT PARAMEDIC		77,862.03	27,663.64	541.01	106,066.68
GRAUL, BRIAN	12/05/2016	FIREFIGHTER/EMT PARAMEDIC		65,153.42	39,008.33	1,205.31	105,367.06
HARBOUR, JOHN	01/03/2005	FIRE LIEUTENANT EMT		82,945.08	20,022.79	541.01	103,508.88
HUCK, KEVIN	07/01/1997	FIRE CAPTAIN		100,439.96	54,314.50	2,031.83	156,786.29
INGRAM, BRIAN	07/05/2011	FIREFIGHTER/EMT PARAMEDIC		76,109.10	25,997.65	560.50	102,667.25
IRVING, DERRICK	07/05/2011	FIREFIGHTER/EMT PARAMEDIC		75,046.98	4,589.58	0.00	79,636.56
JESSOP, RACHELLE	10/11/2011	FIRE ALARM OPERATOR		55,436.31	10,690.42	0.00	66,126.73
KANE, JOHN	07/07/2003	FIREFIGHTER/EMT		74,405.37	3,188.94	0.00	77,594.31
KITTLA, COREY	07/01/2003	FIRE CAPTAIN		88,868.79	63,153.97	560.50	152,583.26
KLIJMM, DONALD	10/10/2006	FIRE LIEUTENANT EMT		83,409.27	7,020.42	1,101.52	91,531.21
KOBZA, CHRISTOPHER	11/15/2004	FIREFIGHTER/EMT		72,738.40	5,646.96	0.00	78,385.36
LEIGHTON GRACIA, JENIFER	06/10/2016	PRINCIPAL OFFICE ASSISTANT		45,013.49	1,424.15	0.00	46,437.64
LENAHAN, DEBORAH	02/24/2005	FIRE ALARM OPERATOR		57,610.22	3,637.14	0.00	61,247.36
LUBASH, MICHAEL	07/25/2007	FIREFIGHTER/EMT PARAMEDIC		77,414.51	10,255.32	490.42	88,160.25
LUDY, MATTHEW	01/22/2008	FIREFIGHTER/EMT		73,336.71	2,449.86	0.00	75,786.57
LUNDQUIST, THOMAS	07/22/1992	FIRE CAPTAIN		90,811.69	35,042.47	0.00	125,854.16
MAKI, DAVID	10/11/2016	FIREFIGHTER/EMT PARAMEDIC		65,058.19	13,982.06	280.25	79,320.50

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Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>PUBLIC SAFETY</u>							
FIRE DEPARTMENT							
MCCARTHY, MICHAEL	09/02/2003	FIRE LIEUTENANT EMT		82,773.59	988.28	0.00	83,761.87
MCMAHON, CHRISTOPHER	08/03/2015	FIREFIGHTER/EMT PARAMEDIC		75,289.05	21,151.52	0.00	96,440.57
MEDEIROS, JUSTIN	06/11/2018	FIREFIGHTER/EMT		31,813.80	554.09	0.00	32,367.89
MILLER, EDWARD	10/07/2013	FIREFIGHTER/EMT PARAMEDIC		71,612.82	1,754.48	0.00	73,367.30
MORIARTY, JASON	11/15/2004	FIRE LIEUTENANT EMT		75,989.98	28,483.34	0.00	104,473.32
MORLEY, DAVID	07/31/2000	FIRE CAPTAIN		98,265.81	45,695.27	550.76	144,511.84
MULLEN, JOSEPH	07/01/1997	FIRE LIEUTENANT PARAMEDIC		90,204.84	9,863.47	0.00	100,068.31
NAPOLITAN, NICHOLAS	08/12/2013	FIREFIGHTER/EMT PARAMEDIC		72,198.51	44,821.42	1,429.69	118,449.62
NAPOLITAN, RONALD	08/30/1999	FIRE LIEUTENANT EMT		84,584.71	34,093.14	0.00	118,677.85
NAPOLITAN, STEFAN	04/30/2018	FIREFIGHTER/EMT		39,403.61	1,255.81	0.00	40,659.42
O'KEEFE, JEANNE	12/26/2001	ADMINISTRATIVE ASSISTANT		57,996.39	0.00	0.00	57,996.39
OLIVA, MICHAEL	06/01/2013	FIREFIGHTER/EMT PARAMEDIC		67,628.73	19,541.33	997.17	88,167.23
OLSON, JOHNATHAN	07/10/2006	FIREFIGHTER/EMT PARAMEDIC		76,644.39	22,933.53	0.00	99,577.92
OMERZU, MARC	07/01/1997	FIRE CAPTAIN		88,994.13	38,524.32	308.85	127,827.30
OMERZU, NIKOLAS	06/27/2016	FIREFIGHTER/EMT PARAMEDIC	09/07/2018	46,420.51	28,183.78	0.00	74,604.29
RAISKIO, KAI	03/28/2005	FIREFIGHTER/EMT		72,738.40	10,646.72	0.00	83,385.12
READ, CHRISTOPHER	04/06/1998	FIREFIGHTER/EMT PARAMEDIC		79,800.64	3,707.42	0.00	83,508.06
REARDON, ROBERT	07/20/1998	FIRE LIEUTENANT PARAMEDIC		90,038.64	5,516.94	541.01	96,096.59
REGAN, MATTHEW	05/23/2014	FIREFIGHTER/EMT PARAMEDIC		66,486.95	4,362.05	0.00	70,849.00
RIKER, ADAM	09/18/2000	FIREFIGHTER/EMT	12/31/2017	1,707.76	2,878.79	0.00	4,586.55
ROBERTS, JAMES	08/29/2002	EMS TRAINING OFFICER - LT		91,909.76	33,020.26	490.42	125,420.44
RUELL, CHRISTOPHER	08/21/1993	FIRE ALARM OPERATOR		60,870.24	33,292.62	0.00	94,162.86
SAWYER, JONATHAN	07/01/1997	DEPUTY FIRE CHIEF - 23A		149,879.62	5,287.52	0.00	155,167.14
SELENS, KEITH	07/31/2000	FIREFIGHTER/EMT PARAMEDIC		80,285.24	14,664.88	0.00	94,950.12
SHERMAN, JESSE ALLEN	06/01/2004	FIREFIGHTER/EMT		72,738.40	0.00	0.00	72,738.40
SIMONIAN, PHILIP	09/25/1989	FIRE CHIEF - 24A		174,743.24	7,664.00	0.00	182,407.24
SMITH, SCOTT	06/14/2004	FIRE LIEUTENANT/INSPECTOR		83,413.48	19,184.17	1,331.20	103,928.85
SPADARO, BENJAMIN	12/06/2010	FIREFIGHTER/EMT PARAMEDIC		75,046.98	26,549.51	0.00	101,596.49
STARR, DALE	10/03/2005	FIRE LIEUTENANT EMT		83,802.13	2,104.19	0.00	85,906.32
STEWART, TRACY	10/05/2018	FIREFIGHTER/EMT PARAMEDIC	04/01/2017	13,390.84	6,092.45	0.00	19,483.29
SURDUT, TYLER	06/01/2013	FIREFIGHTER/EMT		66,911.79	2,499.58	0.00	69,411.37
SWIFT, LEONARD	07/07/2003	FIREFIGHTER/EMT PARAMEDIC	09/11/2018	56,636.18	28,388.52	0.00	85,024.70
WALSH, GERARD	05/09/1994	FIRE CAPTAIN		42,472.82	15,604.50	255.76	58,333.08
WANKO, KYLE	10/20/2010	FIREFIGHTER/EMT PARAMEDIC		75,046.98	28,156.34	0.00	103,203.32
<u>DEPARTMENT OF MUNICIPAL INSPECTIONS</u>							
BUILDING INSPECTOR							
CIPRO, LINDA	01/29/2001	PRINCIPAL OFFICE ASSISTANT		45,572.31	0.00	0.00	45,572.31
ELLIOTT, KENT	10/17/2007	ELECTRICAL INSPECTOR		59,735.78	4,335.98	0.00	64,071.76
FALLON, ROSA	01/23/2017	OFFICE/FINANCIAL ASST		38,135.45	0.00	0.00	38,135.45
GRYLLS, MARK	04/30/2012	DIRECTOR INSPECTIONAL SVCS 23B		115,561.28	0.00	0.00	115,561.28
HALL, LEON	05/12/2010	DEP GAS, WIRING, PLUMB INSP		52,864.01	342.45	0.00	53,206.46
INKLEY, BRADFORD	10/11/2016	BUILDING INSPECTOR (LOCAL)		60,684.42	1,950.70	0.00	62,635.12
SEARS, TIMOTHY	08/24/2015	BUILDING INSPECTOR (LOCAL)		69,052.48	0.00	0.00	69,052.48

BOARD OF HEALTH

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF MUNICIPAL INSPECTIONS</u>							
BOARD OF HEALTH							
FLORIO-OCHOA, MARY ALICE	10/15/1990	PRINCIPAL OFFICE ASSISTANT		52,866.65	1,977.00	0.00	54,843.65
HOOK, KEVIN	08/18/2016	HOUSING INSPECTOR		53,313.65	0.00	0.00	53,313.65
LAWSON, CARL	04/15/2004	HAZARDOUS WASTE INSPECTOR		62,618.01	2,405.60	0.00	65,023.61
MURPHY, BRUCE	05/21/1980	DIRECTOR OF HEALTH - 22		100,246.81	1,880.18	0.00	102,126.99
RENAUD, PHILIP	06/20/2005	HEALTH INSPECTOR		61,219.87	82.48	0.00	61,302.35
ROSE, MARGARET	11/30/1998	DIVISION ASSISTANT	07/20/2018	27,892.80	4,198.41	0.00	32,091.21
SLACK, CHRISTINE	10/10/2018	DIVISION ASSISTANT		8,045.73	0.00	0.00	8,045.73
VONHONE, AMY	02/05/1990	ASSISTANT HEALTH DIRECTOR		71,939.94	2,500.00	0.00	74,439.94
<u>DEPARTMENT OF PUBLIC WORKS</u>							
DPW / ENGINEERING DIVISION							
AGUIAR, NICHOLAS	07/05/2016	CIVIL ENGINEER - 20		63,534.62	0.00	0.00	63,534.62
COLBY, JEFFREY	09/28/2015	DIRECTOR OF PUBLIC WORKS - 24B		134,871.50	0.00	0.00	134,871.50
HAYDEN, LAURA	11/07/2016	ADMINISTRATIVE ASSISTANT		48,936.15	4,878.59	0.00	53,814.74
RANEO, JOCELYN	10/30/2017	PRINCIPAL OFFICE ASSISTANT		42,761.30	9,269.84	0.00	52,031.14
WROCK, DOUGLAS	04/14/2008	TOWN SURVEYOR - 21	12/14/2018	91,551.94	1,067.40	0.00	92,619.34
HIGHWAY DIVISION							
ANGELL, SCOTT	10/31/2018	HEAVY TRUCK DRIVER I		6,447.84	127.26	0.00	6,575.10
BRANCH, JOHN	01/15/2018	MECH/HVY EQUIP OPER-HWY GR9/10		52,284.79	5,094.31	0.00	57,379.10
BURCH, PETER	07/03/2000	HEAVY EQUIP OPERATOR/HIGHWAY		57,929.09	6,441.14	0.00	64,370.23
BURKE, EDMUND	08/16/2010	HEAVY EQUIP OPERATOR/HIGHWAY		43,059.58	1,197.11	0.00	44,256.69
GERMAIN, CHRISTOPHER	05/03/2010	HEAVY TRUCK DRIVER II-HIGHWAY		5,827.12	0.00	0.00	5,827.12
GRISWOLD, DAVID	01/28/2002	HEAVY EQUIP OPERATOR/HIGHWAY		50,488.89	5,018.34	0.00	55,507.23
HANSON, DANIEL	06/21/2016	HEAVY TRUCK DRIVER IV - HWY		44,414.82	4,053.63	0.00	48,468.45
KELLEY, I RICHARD	11/01/1993	HIGHWAY SUPERINTENDANT - 21		93,503.33	0.00	0.00	93,503.33
MALONE, BERNARD	02/16/1993	SIGN MAKER/HEAVY TRUCK DRIVER		54,181.39	7,985.31	0.00	62,166.70
MORIN, DAVID	11/06/1995	MECH/HVY EQUIP OPER-HWY GR9/10		64,508.65	21,998.97	0.00	86,507.62
PACKETT, MICHAEL	02/12/2001	HEAVY EQUIP OPERATOR/HIGHWAY		59,506.69	7,203.32	233.81	66,943.82
RAMIREZ, RONALD	05/01/1983	OPERATIONS SUPERVISOR		45,845.10	5,255.20	0.00	51,100.30
SULLIVAN, DEREK	09/08/2014	HEAVY TRUCK DRIVER II-HIGHWAY		33,332.18	6,389.66	165.69	39,887.53
VADEBONCOEUR, BRUCE	10/31/2018	HEAVY TRUCK DRIVER I		6,447.84	389.73	0.00	6,837.57
WILLETTE, SHAWN	08/14/2017	HEAVY TRUCK DRIVER I	04/27/2018	12,713.09	2,461.03	0.00	15,174.12
SANITATION DIVISION							
CONKLIN, DONALD	07/08/1991	HEAVY EQUIP OPER - WASTE MGMT		59,745.52	13,151.70	0.00	72,897.22
GENT, THOMAS	01/19/1998	HEAVY EQUIP OPER - WASTE MGMT		59,745.52	17,399.04	0.00	77,144.56
KESTEN, KEITH	06/22/2017	RECYCLER/SCALE OPERATOR		40,723.50	7,638.12	0.00	48,361.62
LANOUE, PAUL	08/10/2011	HEAVY EQUIP OPER CREW LDR-WM		49,149.25	15,709.45	185.63	65,044.33
MONAHAN, JOSEPH	07/31/2000	FOREMAN SANITATION		55,063.77	20,725.31	0.00	75,789.08
MORRISON, JOAN	07/08/1991	CHIEF SCALE OPERATOR		50,384.10	13,565.26	0.00	63,949.36
SAMUELS, YVETTE	05/27/2017	RECYCLER/SCALE OPERATOR		38,827.18	7,378.63	0.00	46,205.81
VARETIMOS, STEVE	12/12/2017	RECYCLER/SCALE OPERATOR		40,601.92	5,258.47	0.00	45,860.39
WHITEHOUSE, ROBY	08/10/1998	WASTE MGMT SUPERINTENDENT -		60,502.22	23,843.35	0.00	84,345.57
21							
FACILITIES							
CARLSON, ROBERT	10/28/2002	BUILDING MAINT SPECIALIST		64,908.06	1,772.13	0.00	66,680.19

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Full Time

Employee	Hire Date	Position	Last Day	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF PUBLIC WORKS</u>							
FACILITIES							
COURT, RICHARD	01/30/2006	BUILDING & GROUNDS SUPRINT 21		81,748.89	0.00	0.00	81,748.89
NELSON, ROBERT	01/20/2015	BUILDING MAINT SPECIALIST		56,890.90	5,411.65	0.00	62,302.55
WATER DIVISION							
COURT, ROBERT	07/08/2009	WATER SERVICE TECHNICIAN III		53,209.34	12,297.93	0.00	65,507.27
DAMIECKI, GARY	04/14/2003	WATER SUPERINTENDENT - 22		88,375.23	5,473.98	0.00	93,849.21
HOLMES, RYAN	10/30/2000	FIELD SUPERVISOR		69,432.18	28,180.90	22,440.00	120,053.08
MCWHIRTER, JASON	06/12/2012	WATER METER/CROSS CONNECT TECH		54,174.28	4,394.85	0.00	58,569.13
MENARD, RANDY	11/12/1996	WATER SERVICE TECHNICIAN III		60,815.40	28,768.33	0.00	89,583.73
MILLS, DANNY	05/05/1997	WATER SUPERINTENDENT - 22	06/20/2017	7,520.73	18,772.40	0.00	26,293.13
ORCUTT, ROBERT	07/31/2006	WATER SERVICE TECHNICIAN III		54,533.26	17,821.31	0.00	72,354.57
PARENT, TONI	04/26/2004	OFFICE/FINANCIAL ASST	05/07/2018	4,199.60	0.00	0.00	4,199.60
PARKER, JEFFERY	03/19/2007	WATER METER/CROSS CONNECT TECH		55,262.33	4,705.84	0.00	59,968.17
PERRY, STEPHEN	03/15/2006	WATER SERVICE TECHNICIAN II		45,785.52	405.69	0.00	46,191.21
RASMUSEN, THERESA	07/06/2004	CUSTOMER SERV SUPERVISOR/WATER		51,075.23	33,981.92	0.00	85,057.15
SEARS, JANICE	05/13/1996	OFFICE/FINANCIAL ASST		45,600.88	92.33	0.00	45,693.21
SIMONDS, JOHN	07/19/1993	PRODUCTION SUPERVISOR		72,616.92	12,497.98	0.00	85,114.90
STPIERRE, ARTHUR	08/06/2007	WATER SERVICE TECHNICIAN II		52,982.00	20,072.30	0.00	73,054.30
THEURET, WILLIAM	06/05/2012	WATER SERVICE TECHNICIAN II		46,231.53	8,480.96	0.00	54,712.49
WETHERBEE, PAUL	11/26/2012	HEAVY EQUIP OP-CREW LEAD-WATER		58,870.66	14,402.30	0.00	73,272.96

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>GENERAL GOVERNMENT</u>					
FINANCE COMMITTEE					
BACHAND, BEVERLY	TEMPORARY CLERK II	1,419.15	82.50	0.00	1,501.65
MODERATOR					
HORGAN, DANIEL	MODERATOR	500.00	0.00	0.00	500.00
SELECTMEN/WOMEN					
FOREST, MARK	SELECTMEN	3,000.00	0.00	0.00	3,000.00
HOLCOMB, NORMAN	SELECTMEN	3,000.00	0.00	0.00	3,000.00
POST, TRACY	SELECTMEN	3,000.00	0.00	0.00	3,000.00
STONE, MICHAEL	SELECTMEN	3,000.00	0.00	0.00	3,000.00
TOLLEY, ERIK	SELECTMEN	3,000.00	0.00	0.00	3,000.00
TOWN ADMINISTRATOR					
DENNEHY, LINDA	EXEC ASST TO TOWN ADMINISTRATO	49,306.01	0.00	0.00	49,306.01
GRIFFIN, ALEXA	INTERN	3,262.00	0.00	0.00	3,262.00
KELLY, LAUREN	INTERN	1,463.00	0.00	0.00	1,463.00
LAWTON, ROBERT	FINANCIAL ANALYST - 21	1,430.22	0.00	0.00	1,430.22
MINGOLELLI, BRIAN	INTERN	2,737.00	0.00	0.00	2,737.00
<u>DEPARTMENT OF MUNICIPAL FINANCE</u>					
TOWN ACCOUNTANT / FINANCE DIVISION					
LEWIS, RUTH	TOWN ACCOUNTANT - 23B	28,125.00	0.00	0.00	28,125.00
ASSESSOR'S DIVISION					
SPRINGER, MARGERY	OFFICE/FINANCIAL ASST	8,033.89	0.00	0.00	8,033.89
<u>DEPARTMENT OF COMMUNITY DEVELOPMENT</u>					
COMMUNITY DEVELOPMENT					
FLETT, DAWN-MARIE	CONSERV OFFICE ADMINISTRATOR	19,409.33	600.00	0.00	20,009.33
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
LIBRARY DIVISION					
BARNES, CAROLYN	PROFESSIONAL LIBRARY SUBSTITUT	7,148.58	0.00	0.00	7,148.58
CLAYMAN, GAIL	LIBRARY TECH - PART TIME	5,968.25	0.00	0.00	5,968.25
CRAIG, CYNTHIA	LIBRARY TECH - PART TIME	11,221.95	0.00	0.00	11,221.95
FERNANDES, MELANIE	SUBSTITUTE LIBRARY ASST	340.96	0.00	0.00	340.96
FULCHER-LEBLANC, VICKIE	LIBRARY TECH - PART TIME	8,321.16	0.00	0.00	8,321.16
LEROY, JOHN	PROFESSIONAL LIBRARY SUBSTITUT	4,699.61	0.00	0.00	4,699.61
MUMFORD, NANCY	LIBRARY TECH - PART TIME	9,046.53	0.00	0.00	9,046.53
PARKER, JOHN	PROFESSIONAL LIBRARY SUBSTITUT	13,824.95	0.00	0.00	13,824.95
TSHONAS, KATHLEEN	SUBSTITUTE LIBRARY ASST	184.30	0.00	0.00	184.30
WHITE, VIRGINIA	LIBRARY TECH - PART TIME	15,941.78	0.00	0.00	15,941.78
WHITNEY, PHYLLIS	LIBRARY TECH - PART TIME	1,926.56	0.00	0.00	1,926.56
WINSLOW, LUCY	PROFESSIONAL LIBRARY SUBSTITUT	8,392.24	0.00	0.00	8,392.24
WOLFE, TAVADRIANA	LIBRARY PAGE	382.25	0.00	0.00	382.25
CEMETERY DIVISION					
CARBONE, GREG	LABORER, SEASONAL	10,486.00	0.00	0.00	10,486.00
JOHNSON, MARY	TEMPORARY CLERK II	968.50	0.00	0.00	968.50

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
CEMETERY DIVISION					
MARTINES, FRANK	LABORER, SEASONAL	3,174.19	0.00	0.00	3,174.19
RANO-PORTER, AUDREY	CEMETERY FOREMAN	0.00	0.00	0.00	0.00
SHEA, MARLENE	TEMPORARY CLERK II	12,758.25	0.00	0.00	12,758.25
DIVISION OF SENIOR SERVICES					
ALLEMANN, ALBERTO	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
BARBA, RUTH	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
BARRIE, KATHLEEN	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
CARROLL, RICHARD	VAN DRIVER SENIOR SERVICES	5,775.00	0.00	0.00	5,775.00
CONNELLY, MARK	TAX WORK OFF	549.15	0.00	0.00	549.15
CORTES, NANCIE	TAX WORK OFF	549.15	0.00	0.00	549.15
ESTEY, STEPHEN	BLDG & GROUNDS MAINT WORKER	14,307.88	0.00	0.00	14,307.88
EVANS, MYRNA	TAX WORK OFF	549.15	0.00	0.00	549.15
FINN, SHEILA	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
FOX, MARY	TAX WORK OFF	549.15	0.00	0.00	549.15
GULA, PATRICIA	TAX WORK OFF	549.15	0.00	0.00	549.15
HALE, SUZANNE	TAX WORK OFF	549.15	0.00	0.00	549.15
HOLWAY, CAMILLE	TAX WORK OFF	549.15	0.00	0.00	549.15
LAPORTE, BARBARA	TAX WORK OFF	549.15	0.00	0.00	549.15
LEAHY, DAVID	VAN DRIVER SENIOR SERVICES	184.25	0.00	0.00	184.25
LEBLANC, KAREN	OFFICE ASSISTANT II	21,289.42	0.00	0.00	21,289.42
LEEDOM, BARBARA	TAX WORK OFF	549.15	0.00	0.00	549.15
LETOILE, JOSEPHINE	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
LOGAN, JAMES	TAX WORK OFF	549.15	0.00	0.00	549.15
MACKENZIE, WILLIAM	TAX WORK OFF	549.15	0.00	0.00	549.15
MCAVOY, SUSAN	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
MCDONALD, DOROTHY	TAX WORK OFF	549.15	0.00	0.00	549.15
MULLANY, MAUREEN	TAX WORK OFF	549.15	0.00	0.00	549.15
MURRAY, NANCY	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
NELSON, DEBORAH	TAX WORK OFF	549.15	0.00	0.00	549.15
NORRIS, JANICE	TAX WORK OFF	549.15	0.00	0.00	549.15
PACE, JOSEPH	TAX WORK OFF	549.15	0.00	0.00	549.15
PEAVEY, LORRAINE	TAX WORK OFF	549.15	0.00	0.00	549.15
PETRUCCELLI, RAYMOND	TAX WORK OFF	549.15	0.00	0.00	549.15
PROULX, LOUIS	VAN DRIVER SENIOR SERVICES	1,302.88	0.00	0.00	1,302.88
REED, CAROL	TAX WORK OFF	549.15	0.00	0.00	549.15
ROGERS, RICHARD	VAN DRIVER SENIOR SERVICES	4,308.75	0.00	0.00	4,308.75
SAHAGIAN, MICHAEL	TAX WORK OFF	549.15	0.00	0.00	549.15
SKIPPER, KATHLEEN	VAN DRIVER SENIOR SERVICES	6,558.75	0.00	0.00	6,558.75
SPALLINA, JANE	TEMPORARY CLERK II	10,506.05	0.00	0.00	10,506.05
ST ONGE, RHEA	TAX WORK OFF	549.15	0.00	0.00	549.15
TRULIO, JOSEPH	VAN DRIVER SENIOR SERVICES	596.25	0.00	0.00	596.25
VONHONE, KURT	VAN DRIVER SENIOR SERVICES	8,910.00	0.00	0.00	8,910.00
WATSON, KENNETH	TRANSPORTATION COORDINATOR	16,035.60	0.00	0.00	16,035.60
YANCEY, DKELLEY	TAX WORK OFF	1,098.30	0.00	0.00	1,098.30
YEATON-WOODLAND, SANDRA	TAX WORK OFF	549.15	0.00	0.00	549.15

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Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
DIVISION OF SENIOR SERVICES					
YOUNG, ELAINE	TAX WORK OFF	549.15	0.00	0.00	549.15
NATURAL RESOURCES DIVISION					
CUNNINGHAM, PATRICIA	ASST ANIMAL CONTROL OFFICER PR	19,414.34	0.00	0.00	19,414.34
DITOMASSO, DANIEL	ASSISTANT HARBORMASTER	6,596.25	0.00	0.00	6,596.25
GREENE, FRANKLIN	ASSISTANT HARBORMASTER	1,350.00	0.00	0.00	1,350.00
HALLORAN, BRETT	ASSISTANT HARBORMASTER	1,136.25	0.00	0.00	1,136.25
HIBBERT, ALAN	ASSISTANT HARBORMASTER	2,989.07	0.00	0.00	2,989.07
JOHNSON, DANIEL	ASSISTANT HARBORMASTER	2,017.50	0.00	0.00	2,017.50
KITTLA, RAYMOND	ASSISTANT HARBORMASTER	4,914.41	0.00	0.00	4,914.41
LONG, BRIAN	ASST ANIMAL CONTROL OFFICER PR	9,344.22	0.00	0.00	9,344.22
MARCHILDON, JOHN	ASSISTANT HARBORMASTER	322.50	0.00	0.00	322.50
O'CONNOR, THOMAS	ASSISTANT HARBORMASTER	420.00	0.00	0.00	420.00
PLUMMER, EDWIN	ASSISTANT HARBORMASTER	4,215.00	0.00	0.00	4,215.00
TIERNEY, TUCKER	DEPUTY SHELLFISH CONSTABLE	3,103.76	0.00	0.00	3,103.76
TODD, RICHARD	ASSISTANT HARBORMASTER	2,733.75	0.00	0.00	2,733.75
ELECTION & REG.					
LAFRANCE, RHONDA	TAX WORK OFF	933.15	0.00	0.00	933.15
INFORMATION TECHNOLOGY					
KEOHANE, COLIN	TEMPORARY CLERK II	19,395.00	0.00	0.00	19,395.00
MCCORMACK, JOHN	CAMERA OPERATOR I	3,112.00	0.00	0.00	3,112.00
NICKELSON, RACHEL	FINANCIAL ANALYST - 21	2,968.13	0.00	0.00	2,968.13
NICKINELLO, THOMAS	CAMERA OPERATOR II	4,724.00	0.00	0.00	4,724.00
RUDIN, NEIL	TEMPORARY CLERK II	16,217.25	0.00	0.00	16,217.25
SANFORD, ALEXANDER	CAMERA OPERATOR I	5,115.00	0.00	0.00	5,115.00
WALLACE, TREVOR	TEMPORARY CLERK II	3,201.25	0.00	0.00	3,201.25
PARK DIVISION					
BARRY, TARA	LABORER, SEASONAL	1,834.00	0.00	0.00	1,834.00
BOY, SUSAN	BOOTH ATTENDANT	5,306.25	0.00	0.00	5,306.25
MARINO, ANGELA	LABORER, SEASONAL	7,144.00	0.00	0.00	7,144.00
MCNICHOLAS, KALEIGH	BOOTH ATTENDANT	4,950.00	0.00	0.00	4,950.00
MINGOS, JOHN	BOOTH ATTENDANT	6,405.75	0.00	0.00	6,405.75
MYLAND, CHRISTOPHER	LABORER, SUPERVISOR	14,840.57	33.03	0.00	14,873.60
O'BRIEN, KEVIN	LABORER, SUPERVISOR	15,133.23	0.00	0.00	15,133.23
QUINN, BRIAN	BOOTH ATTENDANT	5,825.00	0.00	0.00	5,825.00
RUJELL, TAYLAR	BOOTH ATTENDANT	5,931.25	0.00	0.00	5,931.25
SKOGLUND, BRUCE	BOOTH ATTENDANT	6,902.25	0.00	0.00	6,902.25
SMITH, DEVAN	LABORER, SEASONAL	16,084.71	0.00	0.00	16,084.71
SMITH, LUIS	LABORER, SEASONAL	5,169.00	0.00	0.00	5,169.00
SPINTIG, NICKOLAS	LABORER, SEASONAL	3,152.00	0.00	0.00	3,152.00
SYLVIA, DAVID	BOOTH ATTENDANT	5,568.75	0.00	0.00	5,568.75
VOZELLA, MARK	BOOTH ATTENDANT	192.00	0.00	0.00	192.00
WILLIAMS, ROBERT	LABORER, SEASONAL	12,768.09	0.00	0.00	12,768.09
RECREATION DIVISION					
ALBEE, ALICIA	SENIOR REC COUNSELORS	3,142.42	0.00	0.00	3,142.42
ALLIN, LINDSEY	SENIOR REC COUNSELORS	4,186.06	0.00	0.00	4,186.06

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
RECREATION DIVISION					
ALLIN, MATHEW	JUNIOR REC COUNSELOR/LIFE AIDE	3,971.00	0.00	0.00	3,971.00
ANDRE, JOHN	TENNIS INSTRUCTOR	1,380.50	0.00	0.00	1,380.50
BADACH, JOSHUA	JUNIOR REC COUNSELOR/LIFE AIDE	3,220.25	0.00	0.00	3,220.25
BAGGE, SANDRA	TEMPORARY CLERK I	1,836.00	0.00	0.00	1,836.00
BARRY, ELEANOR	LIFEGUARD	3,379.09	0.00	0.00	3,379.09
BEGLEY, TIMOTHY	SENIOR REC COUNSELORS	5,422.77	0.00	0.00	5,422.77
BENKIS, JOHN	PROGRAM SUPERVISOR-SEASONAL	3,179.22	0.00	0.00	3,179.22
BOLAND, LINDSEY	PROGRAM COORDINATOR	4,594.43	0.00	0.00	4,594.43
BRIGGS, SARAH	LIFEGUARD	1,744.88	0.00	0.00	1,744.88
BRODEUR, HAYLEY	LIFEGUARD	756.00	0.00	0.00	756.00
BRONSKI, CHRISTINE	SAILING INSTRUCTOR I	2,753.49	0.00	0.00	2,753.49
BROWN-OBERLANDER, MARGARET	BEACH SUPERVISOR	8,277.04	0.00	0.00	8,277.04
BRUDZ, OWEN	LIFEGUARD	2,463.76	0.00	0.00	2,463.76
BRYDEN, MARK	JUNIOR REC COUNSELOR/LIFE AIDE	3,360.50	0.00	0.00	3,360.50
CACCAVO, LIANNE	LIFEGUARD	6,184.50	0.00	0.00	6,184.50
CACCAVO, NICOLAS	LIFEGUARD	5,801.66	0.00	0.00	5,801.66
CALLAHAN, JOSEPH	SAILING INSTRUCTOR I	343.76	0.00	0.00	343.76
CARPENTER, TYLER	LIFEGUARD	3,643.75	0.00	0.00	3,643.75
CERICOLA, ADRIANA	LIFEGUARD	5,312.30	0.00	0.00	5,312.30
CHAFFIOTTE, CAROLINE	LIFEGUARD	4,482.49	0.00	0.00	4,482.49
CHAMBERLIN, LUCAS	SAILING INSTRUCTOR I	1,597.75	0.00	0.00	1,597.75
CHAMPAGNE III, JOSEPH	SAILING INSTRUCTOR I	2,676.00	0.00	0.00	2,676.00
COBILL, DANIEL	PROGRAM COORDINATOR	8,635.00	0.00	0.00	8,635.00
COBILL, MARIA	PROGRAM COORDINATOR	17,975.00	0.00	0.00	17,975.00
COLBURN, TAYLOR	JUNIOR REC COUNSELOR/LIFE AIDE	3,470.50	0.00	0.00	3,470.50
COLLUCCI, VINCENT	SENIOR REC COUNSELORS	3,432.81	0.00	0.00	3,432.81
CORLISS, KATE	PROGRAM COORDINATOR	23,745.00	0.00	0.00	23,745.00
COYLE, MEGHAN	SENIOR REC COUNSELORS	4,559.81	0.00	0.00	4,559.81
CRARY, KATELIN	PROGRAM COORDINATOR	7,515.00	0.00	0.00	7,515.00
DALLA COSTA, COLIN	JUNIOR REC COUNSELOR/LIFE AIDE	3,685.00	0.00	0.00	3,685.00
DAVIS, DANIEL	SITE SUPERVISOR-REC	1,579.50	0.00	0.00	1,579.50
DAVIS, ETHAN	JUNIOR REC COUNSELOR/LIFE AIDE	4,994.89	0.00	0.00	4,994.89
DELGADO, AMY	PROGRAM COORDINATOR	5,040.00	0.00	0.00	5,040.00
DICKEY, CHRISTOPHER	LIFEGUARD	5,325.79	0.00	0.00	5,325.79
DONOHUE, JACK	SENIOR REC COUNSELORS	4,738.28	0.00	0.00	4,738.28
DUFFY, ERIN	SITE SUPERVISOR-REC	2,403.00	0.00	0.00	2,403.00
FATA, CHRISTOPHER	SAILING INSTRUCTOR I	2,680.36	0.00	0.00	2,680.36
FEINSTEIN, SAMANTHA	SENIOR REC COUNSELORS	4,585.70	0.00	0.00	4,585.70
FELLOWS, CORY	SENIOR REC COUNSELORS	2,475.43	0.00	0.00	2,475.43
FINELLI, KENDYL	SAILING INSTRUCTOR I	2,160.04	0.00	0.00	2,160.04
FIRMIN, NOAH	LIFEGUARD	4,887.04	0.00	0.00	4,887.04
FITZGERALD, JAMIE	JUNIOR REC COUNSELOR/LIFE AIDE	3,979.67	0.00	0.00	3,979.67
FLAMMOND, CHARMAGNE	SENIOR REC COUNSELORS	4,967.40	0.00	0.00	4,967.40
FOLEY, ALISON	LIFEGUARD	4,235.64	0.00	0.00	4,235.64
GALLANT, STEPHEN	SITE SUPERVISOR-REC	15,860.00	0.00	0.00	15,860.00

* Total includes Regular Pay, Overtime, Buybacks and Details

Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
RECREATION DIVISION					
GEMBORYS, SABRINA	LIFEGUARD	3,601.20	0.00	0.00	3,601.20
GILCHREST, KRISTEN	SENIOR REC COUNSELORS	1,536.33	0.00	0.00	1,536.33
GILCHREST, NICOLE	SENIOR REC COUNSELORS	5,213.08	0.00	0.00	5,213.08
GILCHREST, SAMANTHA	SENIOR REC COUNSELORS	4,535.62	0.00	0.00	4,535.62
GOLDSTEIN, JADEN	JUNIOR REC COUNSELOR/LIFE AIDE	3,701.50	0.00	0.00	3,701.50
GONSALVES, SUSAN	SITE SUPERVISOR-REC	2,706.00	0.00	0.00	2,706.00
GOODMAN, KATRINA	LIFEGUARD	2,146.53	0.00	0.00	2,146.53
GRAY, ASHLEY	SENIOR REC COUNSELORS	4,755.32	0.00	0.00	4,755.32
HAGOPIAN, EVAN	JUNIOR REC COUNSELOR/LIFE AIDE	176.00	0.00	0.00	176.00
HEALY, MICHAEL	SENIOR REC COUNSELORS	4,924.98	0.00	0.00	4,924.98
HENNIGAN, ADAM	HEAD LIFEGUARD	6,502.58	0.00	0.00	6,502.58
HENNIGAN, COREY	LIFEGUARD	6,259.71	0.00	0.00	6,259.71
HILTON, NICOLE	PROGRAM COORDINATOR	2,980.00	0.00	0.00	2,980.00
HOGAN, JOAN	SENIOR REC COUNSELORS	4,734.00	0.00	0.00	4,734.00
HUCKINS, KENNETH	SITE SUPERVISOR-REC	4,383.25	0.00	0.00	4,383.25
KARRAS, LILY	PROGRAM SUPERVISOR-SEASONAL	4,658.00	0.00	0.00	4,658.00
KENNY, SAMUEL	JUNIOR REC COUNSELOR/LIFE AIDE	2,915.00	0.00	0.00	2,915.00
KINNEAR, MICHAELA	SENIOR REC COUNSELORS	3,148.18	0.00	0.00	3,148.18
LAWRENCE, ELINOR	PROGRAM COORDINATOR	8,784.94	112.50	0.00	8,897.44
LONGOBARDI, ANDREW	SENIOR REC COUNSELORS	4,183.20	0.00	0.00	4,183.20
LOSCHI, FIONA	SAILING INSTRUCTOR I	2,973.75	0.00	0.00	2,973.75
LOUIS, SAMIRA	SENIOR REC COUNSELORS	4,841.60	0.00	0.00	4,841.60
LYNOTT, SAMANTHA	SENIOR REC COUNSELORS	4,533.97	0.00	0.00	4,533.97
MACDONALD, LINDSAY	TENNIS INSTRUCTOR	880.00	0.00	0.00	880.00
MADISON, BRENDAN	JUNIOR REC COUNSELOR/LIFE AIDE	1,729.75	0.00	0.00	1,729.75
MADISON, JUSTIN	JUNIOR REC COUNSELOR/LIFE AIDE	1,804.00	0.00	0.00	1,804.00
MAILLOUX, TAYLOR	SENIOR REC COUNSELORS	1,500.76	0.00	0.00	1,500.76
MALLETT, JULIAN	SAILING INSTRUCTOR I	2,511.67	0.00	0.00	2,511.67
MCDONALD, MAKENZIE	SENIOR REC COUNSELORS	3,416.39	0.00	0.00	3,416.39
MEDEIROS, ALLYSSA	PROGRAM SUPERVISOR-SEASONAL	4,446.00	0.00	0.00	4,446.00
MIRISOLA, JOSEPH	SAILING INSTRUCTOR I	2,047.58	0.00	0.00	2,047.58
NARDONE, AVERY	LIFEGUARD	2,413.15	0.00	0.00	2,413.15
NELSON, DANA	FITNESS INSTRUCTOR	4,420.00	0.00	0.00	4,420.00
NICKLAW, MICHAEL	SITE SUPERVISOR-REC	126.75	0.00	0.00	126.75
NILOSEK, MADELINE	HEAD LIFEGUARD	4,196.65	0.00	0.00	4,196.65
NORMAN, NICHOLAS	JUNIOR REC COUNSELOR/LIFE AIDE	3,225.75	0.00	0.00	3,225.75
NORTON, ANATHEA	JUNIOR REC COUNSELOR/LIFE AIDE	310.00	0.00	0.00	310.00
O'BRIEN, KONOR	SENIOR REC COUNSELORS	5,091.73	0.00	0.00	5,091.73
O'BRIEN, MEGAN	JUNIOR REC COUNSELOR/LIFE AIDE	2,428.25	0.00	0.00	2,428.25
OLIVEIRA, MARIA	JUNIOR REC COUNSELOR/LIFE AIDE	4,383.50	0.00	0.00	4,383.50
PARENT, MAXIME	HEAD LIFEGUARD	5,777.41	0.00	0.00	5,777.41
PARKER, BRETT	HEAD LIFEGUARD	5,710.52	0.00	0.00	5,710.52
PASSOS, MARIANA	JUNIOR REC COUNSELOR/LIFE AIDE	4,381.64	0.00	0.00	4,381.64
PAWLINA, MADISON	LIFEGUARD	4,971.41	0.00	0.00	4,971.41
PAWLUSIAK, MARY	SENIOR REC COUNSELORS	4,065.31	0.00	0.00	4,065.31

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Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
RECREATION DIVISION					
PETERSON, MATTHEW	BEACH SUPERVISOR	8,498.93	0.00	0.00	8,498.93
QUINN, EMILY	LIFEGUARD	3,840.76	0.00	0.00	3,840.76
QUINN, KATHYRN	JUNIOR REC COUNSELOR/LIFE AIDE	2,376.00	0.00	0.00	2,376.00
REID, NATALIE	HEAD LIFEGUARD	6,359.67	0.00	0.00	6,359.67
REID, TREVOR	SENIOR REC COUNSELORS	5,836.61	0.00	0.00	5,836.61
RYAN, JOHN	SENIOR REC COUNSELORS	4,741.25	0.00	0.00	4,741.25
SANBORN IV, ROBERT	SAILING INSTRUCTOR I	3,874.00	0.00	0.00	3,874.00
SANDERS, ABIGAIL	PROGRAM SUPERVISOR-SEASONAL	4,578.55	0.00	0.00	4,578.55
SCOTT, ELIZABETH	WSI LIFEGUARD	5,715.87	0.00	0.00	5,715.87
SHARPLESS, JARED	LIFEGUARD	3,334.53	0.00	0.00	3,334.53
SIMONIELLO, KATHERINE	WSI LIFEGUARD	4,623.75	0.00	0.00	4,623.75
SPITZNER, ALICIA	LIFEGUARD	4,944.40	0.00	0.00	4,944.40
SPITZNER, PATRICK	JUNIOR REC COUNSELOR/LIFE AIDE	3,063.50	0.00	0.00	3,063.50
SULLIVAN, MARY	SENIOR REC COUNSELORS	3,814.29	0.00	0.00	3,814.29
SWANSON, KENDALL	SAILING INSTRUCTOR I	2,871.63	0.00	0.00	2,871.63
SZEMREYLO, EMILY	LIFEGUARD	4,303.14	0.00	0.00	4,303.14
SZEMREYLO, KATLIN	LIFEGUARD	4,063.52	0.00	0.00	4,063.52
TRAVERS, JESSICA	JUNIOR REC COUNSELOR/LIFE AIDE	4,254.01	0.00	0.00	4,254.01
VOROS, ANDREW	BEACH SUPERVISOR	907.96	0.00	0.00	907.96
WAGNER, STEVEN	HEAD LIFEGUARD	5,253.95	0.00	0.00	5,253.95
WAKEFIELD, TREVOR	SENIOR REC COUNSELORS	3,668.57	0.00	0.00	3,668.57
WALSH, ROBERT	LIFEGUARD	5,658.15	0.00	0.00	5,658.15
WALSH, RYAN	JUNIOR REC COUNSELOR/LIFE AIDE	1,045.00	0.00	0.00	1,045.00
WARNER BAVINGTON, FREDRIC	SAILING INSTRUCTOR I	1,702.25	0.00	0.00	1,702.25
WARNER, ELIZABETH	LIFEGUARD	5,926.54	0.00	0.00	5,926.54
WARNER, MARY	JUNIOR REC COUNSELOR/LIFE AIDE	1,960.75	0.00	0.00	1,960.75
WATT, SAMANTHA	SENIOR REC COUNSELORS	4,979.58	0.00	0.00	4,979.58
WILSON, LUCI	SAILING INSTRUCTOR I	2,519.00	0.00	0.00	2,519.00
WOLF, MARC	LIFEGUARD	4,711.51	0.00	0.00	4,711.51
TOWN CLERK'S DIVISION					
HIBBERT, JANE	TOWN CLERK - 21	120.00	0.00	0.00	120.00
GOLF COURSE DIVISION					
ALOUISE, THOMAS	GOLF STAFF-STARTERS, ETC	6,750.75	0.00	0.00	6,750.75
AMICO, ANTHONY	GOLF STAFF-STARTERS, ETC	4,994.00	0.00	0.00	4,994.00
AMICO, JOANNE	SEASONAL RESTAURANT ATTEND.	10,503.26	0.00	0.00	10,503.26
BAGARELLA, MARY	SEASONAL RESTAURANT ATTEND.	30.25	0.00	0.00	30.25
BARTLEY, SUSAN	SEASONAL GOLF SUPERVISOR	17,276.00	0.00	0.00	17,276.00
BENEDETTO, PRAIWAN	SEASONAL RESTAURANT ATTEND.	33,014.97	0.00	0.00	33,014.97
BERARD, GLENN	SEASONAL MAINT TECH I	15,211.74	0.00	0.00	15,211.74
BIGELOW, KEVIN	SEASONAL RESTAURANT ATTEND.	1,163.91	0.00	0.00	1,163.91
BOSSIDY, BART	GOLF STAFF-STARTERS, ETC	18,038.94	0.00	0.00	18,038.94
BREHAUT, MICHAEL	SEASONAL RESTAURANT ATTEND.	19,685.66	0.00	0.00	19,685.66
BROOKS, KEVIN	SEASONAL MAINT TECH I	1,288.00	0.00	0.00	1,288.00
BRYANT, CHRISTOPHER	SEASONAL MAINT TECH I	20,041.50	0.00	0.00	20,041.50

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Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
GOLF COURSE DIVISION					
CARUSO, MICHAEL	OPERATIONS ASSIST/REG CLERK	3,869.25	0.00	0.00	3,869.25
CASEY, WILLIAM	SEASONAL MAINT TECH I	22,170.77	0.00	0.00	22,170.77
CASS, JOSEPH FOSTER	SEASONAL MAINT TECH I	3,783.63	0.00	0.00	3,783.63
CASTANO, ANTHONY	GOLF STAFF-STARTERS, ETC	1,980.00	0.00	0.00	1,980.00
CHAPMAN, ROBERT	SEASONAL MAINT TECH I	312.00	0.00	0.00	312.00
CHRISTIANSEN, SUSAN	GOLF STAFF-STARTERS, ETC	5,491.75	0.00	0.00	5,491.75
COHEN, JEFFREY	SEASONAL MAINT TECH I	5,346.00	0.00	0.00	5,346.00
COSTELLO, BRENDAN	SEASONAL MAINT TECH I	1,350.25	0.00	0.00	1,350.25
COUTURE, J KENNETH	GOLF STAFF-STARTERS, ETC	6,553.25	0.00	0.00	6,553.25
DEARMOND, IAN	GOLF STAFF-STARTERS, ETC	396.00	0.00	0.00	396.00
DIAZ ORENGO, EDGARDO	SEASONAL MAINT TECH I	11,566.75	0.00	0.00	11,566.75
DIBARI, MICHAEL	GOLF STAFF-STARTERS, ETC	4,831.75	0.00	0.00	4,831.75
DINATALE, EDWARD	SEASONAL MAINT TECH I	2,648.25	0.00	0.00	2,648.25
DOWNEY, JENNIFER	SEASONAL RESTAURANT ATTEND.	1,366.22	0.00	0.00	1,366.22
ESCOLAS, GERALD	SEASONAL MAINT TECH I	2,285.25	0.00	0.00	2,285.25
ETHIER, DAVID	GOLF STAFF-STARTERS, ETC	3,280.75	0.00	0.00	3,280.75
FEROLETO, RUSSELL	SEASONAL MAINT TECH I	9,009.00	0.00	0.00	9,009.00
FORBES, GREGORY	SEASONAL MAINT TECH I	93.50	0.00	0.00	93.50
GANNON, MICHAEL	SEASONAL RESTAURANT SUPER.	10,709.39	0.00	0.00	10,709.39
GARVEY, EDWARD	GOLF STAFF-STARTERS, ETC	7,991.50	0.00	0.00	7,991.50
GATCHELL, AUDREY	SEASONAL RESTAURANT ATTEND.	16,759.62	0.00	0.00	16,759.62
GATCHELL, HEATHER	SEASONAL RESTAURANT SUPER.	48,873.42	0.00	0.00	48,873.42
HALLET, JAMES	OPERATIONS ASSIST/REG CLERK	8,910.00	0.00	0.00	8,910.00
HAUTANEN, MARY ELLEN	PRINCIPAL OFFICE ASSISTANT	6,632.64	0.00	0.00	6,632.64
HOLLAND, KYLE	SEASONAL MAINT TECH I	2,450.25	0.00	0.00	2,450.25
HOYE, DENNIS	SEASONAL GOLF SUPERVISOR	16,943.50	0.00	0.00	16,943.50
ISMAGILOV, DINISLAM	SEASONAL MAINT TECH I	2,403.50	0.00	0.00	2,403.50
KALLINICH, JACK	SEASONAL MAINT TECH I	1,713.25	0.00	0.00	1,713.25
KELLY, KRISTEN	SEASONAL RESTAURANT ATTEND.	120.34	0.00	0.00	120.34
KENNEDY, GEORGE	GOLF STAFF-STARTERS, ETC	4,686.00	0.00	0.00	4,686.00
KREUSCH, JOHN	GOLF STAFF-STARTERS, ETC	1,850.75	0.00	0.00	1,850.75
LABOSSIERE, ROBERT	SEASONAL MAINT TECH I	1,906.18	0.00	0.00	1,906.18
LOTHROP, KENDRA	SEASONAL RESTAURANT ATTEND.	2,291.65	0.00	0.00	2,291.65
LUPO, RICHARD	SEASONAL MAINT TECH I	682.50	0.00	0.00	682.50
MALONE, WHITNEY	SEASONAL RESTAURANT ATTEND.	18,268.42	0.00	0.00	18,268.42
MARCEAU, FREDERICK	SEASONAL GOLF SUPERVISOR	22,888.00	0.00	0.00	22,888.00
MARTIN, WILLIAM	SEASONAL MAINT TECH I	5,508.00	0.00	0.00	5,508.00
MCNICHOLAS, THOMAS	GOLF STAFF-STARTERS, ETC	2,713.75	0.00	0.00	2,713.75
MERO, GEORGE	SEASONAL MAINT TECH I	9,372.00	0.00	0.00	9,372.00
MURDOCK, DENISE	SEASONAL RESTAURANT ATTEND.	2,312.28	0.00	0.00	2,312.28
NAYLOR, MATTHEW	SEASONAL MAINT TECH I	9,228.00	0.00	0.00	9,228.00
NOWICKI, ERIC	GOLF STAFF-STARTERS, ETC	13,832.00	0.00	0.00	13,832.00
PARRISH, ELIZABETH	SEASONAL RESTAURANT ATTEND.	10,413.19	0.00	0.00	10,413.19
PASTORINI, VERACELMA	SEASONAL RESTAURANT ATTEND.	11,697.91	0.00	0.00	11,697.91
PETERS, JESSALYN	SEASONAL RESTAURANT ATTEND.	5,136.88	0.00	0.00	5,136.88

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Town Employees Salary / Wages 2018 Part Time and Seasonal

Employee	Position	Regular	OT/Buy Back	Details	Total*
<u>DEPARTMENT OF COMMUNITY SERVICES</u>					
GOLF COURSE DIVISION					
REED, DANIEL	SEASONAL MAINT TECH I	21,260.25	0.00	0.00	21,260.25
REID, ROBERT	SEASONAL MAINT TECH I	7,463.50	0.00	0.00	7,463.50
REILLY, MAURA	GOLF STAFF-STARTERS, ETC	3,058.00	0.00	0.00	3,058.00
RINDINI, JOSEPH	GOLF STAFF-STARTERS, ETC	4,215.75	0.00	0.00	4,215.75
ROSE, WILLIAM	GOLF STAFF-STARTERS, ETC	8,167.00	0.00	0.00	8,167.00
SCOMA, JOSEPH	GOLF STAFF-STARTERS, ETC	7,584.50	0.00	0.00	7,584.50
SEGAL, THOMAS	SEASONAL RESTAURANT ATTEND.	1,823.37	0.00	0.00	1,823.37
SLATTERY, JAMES	SEASONAL MAINT TECH I	17,696.94	0.00	0.00	17,696.94
SMITH, MICHAEL	GOLF STAFF-STARTERS, ETC	6,840.00	0.00	0.00	6,840.00
ST ONGE, CHERYL	SEASONAL RESTAURANT ATTEND.	7,606.81	0.00	0.00	7,606.81
THOMPSON, JAMES	GOLF STAFF-STARTERS, ETC	5,233.25	0.00	0.00	5,233.25
TORNEY, ALICIA	SEASONAL RESTAURANT ATTEND.	1,226.00	0.00	0.00	1,226.00
VASILEV, KONSTANTIN	SEASONAL MAINT TECH I	11,087.64	0.00	0.00	11,087.64
VINALL, WILLIAM	GOLF STAFF-STARTERS, ETC	1,567.50	0.00	0.00	1,567.50
VOUTSELAS, NICOLAS	SEASONAL MAINT TECH I	1,317.25	0.00	0.00	1,317.25
WALLING, NANCY	GOLF STAFF-STARTERS, ETC	8,612.15	0.00	0.00	8,612.15
WASLEY, RICHARD	GOLF STAFF-STARTERS, ETC	1,691.25	0.00	0.00	1,691.25
WILLEY, ANNA	SEASONAL RESTAURANT ATTEND.	922.97	0.00	0.00	922.97
ZAHAREAS, JAMES	SEASONAL RESTAURANT ATTEND.	6,474.90	0.00	0.00	6,474.90
<u>PUBLIC SAFETY</u>					
POLICE DEPARTMENT					
ALLEN, HOLLY	POLICE MATRON	2,737.50	0.00	0.00	2,737.50
BLEICHER, PHILLIP	RESERVE POLICE OFFICER	2,830.06	0.00	21,696.50	24,526.56
BROWN, SHERYL	POLICE MATRON	15,907.50	0.00	0.00	15,907.50
CHEVERIE, JAMES	POLICE IT - PROVISIONAL	18,100.00	0.00	0.00	18,100.00
CONNORS, BRIANNA	POLICE MATRON	165.00	0.00	0.00	165.00
DE OLIVEIRA, TATIANA	POLICE MATRON	14,846.25	0.00	0.00	14,846.25
DELANEY, ALAN	RESERVE POLICE OFFICER	0.00	0.00	2,200.00	2,200.00
FINSTEIN, SANDRA	POLICE MATRON	8,925.00	0.00	0.00	8,925.00
GIAMMARCO, RUSSELL	RESERVE POLICE OFFICER	2,424.00	0.00	37,808.50	40,232.50
HRISTOZOVA, DESISLAVA	POLICE MATRON	1,567.50	0.00	0.00	1,567.50
MAGNUSON, PHILIP	RECORDS LICENSING & EVIDENCE	79,648.64	24,819.00	0.00	104,467.64
MCGUIRE, PATRICK	BEHAVIORAL HEALTH CLINICIAN	13,160.00	0.00	0.00	13,160.00
POWER, KERRI	POLICE MATRON	135.00	0.00	0.00	135.00
PULVIRENT, MARGARET	POLICE MATRON	1,833.75	0.00	0.00	1,833.75
RODERICKS, SKYLAR	POLICE MATRON	1,766.25	0.00	0.00	1,766.25
SCICHLONE, RAYMOND	RESERVE POLICE OFFICER	405.00	0.00	200.00	605.00
SMITH-CABRERA, PATIENCE	POLICE MATRON	3,738.75	0.00	0.00	3,738.75
SPRAGUE, ALBERT	RESERVE POLICE OFFICER	1,968.00	0.00	22,812.50	24,780.50
VADEBONCOEUR, KAYLYN	POLICE MATRON	97.50	0.00	0.00	97.50
WARREN, WALTER	RESERVE POLICE OFFICER	0.00	0.00	400.00	400.00
WHITE, RICHARD	RESERVE POLICE OFFICER	0.00	0.00	55,865.00	55,865.00

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Town Employees Salary / Wages 2018 Part Time and Seasonal

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<u>PUBLIC SAFETY</u>					
FIRE DEPARTMENT					
GRAVES, CHRISTOPHER	CALL FIREFIGHTERS	455.00	0.00	0.00	455.00
GREENE, DARRAH	CALL FIREFIGHTERS	104.00	0.00	0.00	104.00
HOLMES, PATRICK	CALL FIREFIGHTERS	39.00	0.00	0.00	39.00
KANE, JOSHUA	CALL FIREFIGHTERS	988.00	0.00	0.00	988.00
ROBERTSON, CONOR	CALL FIREFIGHTERS	130.00	0.00	0.00	130.00
SEYMOUR, BENEDICT	CALL FIREFIGHTERS	1,053.00	0.00	0.00	1,053.00
SULLIVAN, PATRICK	FIREFIGHTER/EMT	9,951.00	0.00	0.00	9,951.00
<u>DEPARTMENT OF MUNICIPAL INSPECTIONS</u>					
BUILDING INSPECTOR					
BRANDOLINI, JAMES	DEPUTY BUILDING COMMISSIONER	29,560.00	1,280.00	0.00	30,840.00
BREWER, JOHN	DEP GAS, WIRING, PLUMB INSP	1,672.00	0.00	0.00	1,672.00
CHECKOWAY, ROBERT PETER	DEP GAS, WIRING, PLUMB INSP	1,474.00	0.00	0.00	1,474.00
SOLMONTE, ROBERT	DEP GAS, WIRING, PLUMB INSP	264.00	0.00	0.00	264.00
<u>DEPARTMENT OF PUBLIC WORKS</u>					
DPW / ENGINEERING DIVISION					
ANGELL, ROBERT	HVY TRUCK DRIVER - TEMP/PROV	1,041.04	0.00	0.00	1,041.04
DEMELLO, RICHARD	ENGINEERING CONSULTANT	27,788.75	0.00	0.00	27,788.75
HIGHWAY DIVISION					
LAFRANCE, JAMES	HVY TRUCK DRIVER - TEMP/PROV	1,141.05	0.00	0.00	1,141.05
RICE, ROBERT	HEAVY TRUCK DRIVER I	8,733.22	0.00	0.00	8,733.22
SANITATION DIVISION					
FINN, GEORGE	GATE ATTENDANT PART TIME	3,426.86	0.00	0.00	3,426.86
HAYWARD, DOUGLAS	HEAVY EQUIP OPER - WASTE MGMT	1,420.54	0.00	0.00	1,420.54
O'BRIEN, KRISTEN	GATE ATTENDANT PART TIME	17,909.88	300.62	0.00	18,210.50
O'NEIL, WILLIAM	GATE ATTENDANT PART TIME	698.50	0.00	0.00	698.50
SULKOSKI, STEPHEN	GATE ATTENDANT PART TIME	6,149.09	0.00	0.00	6,149.09
WATER DIVISION					
BERLA, MARYANN	OFFICE/FINANCIAL ASST	2,990.21	0.00	0.00	2,990.21
SANTOS, VERNON	WATER SERVICE TECHNICIAN II	18,396.15	0.00	0.00	18,396.15

* Total includes Regular Pay, Overtime, Buybacks and Details

BOARD OF ASSESSORS

The Board of Assessors continues to meet its primary responsibility of assuring a fair assessment of all property in the Town of Yarmouth using a professional approach so that tax revenues may be generated in a timely manner. The Assessors Department successfully completed the Fiscal Year 2019 Commonwealth of Massachusetts interim year update of all real and personal property in the Town of Yarmouth. The fiscal year 2019 values were approved in July of 2018 and the tax rate was approved by the Massachusetts Department of Revenue on July 11, 2018. For the third year in a row, Yarmouth was the first community in the Commonwealth to set its tax rate. Taxes totaling \$62,496,631 were committed to the Tax Collector and 23,444 bills were then issued on August 27, 2018. The Assessing staff also issued 30,287 Motor Vehicle excise bills totaling \$3,824,300 and 1,467 Boat Excise bills totaling \$46,549.

The staff oversees and administers a number of programs which are available for our seniors, veterans, spouses of veterans, sight-impaired citizens, and those who may need assistance in meeting their tax obligations. The Town also has many programs, including exemptions and deferrals, which are available to those in our community who are experiencing difficulty in paying their taxes. At Annual Town Meeting on May 5, 2018, Article 16 was passed to implement the Elderly and Disabled Tax Assistance Committee, which will go into effect in Fiscal 2020.

The Department continues to administer the DOR/Bureau of Local Assessment mandated cyclical inspection program "in-house" wherein the Department visits and re-inspects a percentage of residential and commercial property accounts each year in order to maintain data quality. By using in-house staff instead of vendors, the Department is saving the taxpayers a significant amount of money.

As we continue with these annual inspection programs, please remember that statistical accuracy leads to assessment accuracy, which benefits both Town and Taxpayer equally. We ask for your continued cooperation in these efforts.

The office staff is a strong, proactive resource for both public and interdepartmental support: Andy Machado, Tara Monroe, David Allen, and seasonal Office Assistant Margie Springer. Staff member Brad Hinote left Yarmouth in August after accepting a job as Assessor for the Town of Orleans. We welcomed his replacement, Appraisal Assistant Keith Markoski, November 1, 2018. The Board wishes to express their strong appreciation to the entire Assessing staff. Their diligent work and attention to detail are to be commended.

Respectfully submitted,

Board of Assessors:

Joseph R. Sullivan
John C. Serijan
Stephanie Miller



PUBLIC SAFETY

FIRE AND RESCUE DEPARTMENT



Truck 560 (2019 Chevy Silverado with Utility Body)

“We are dedicated to community risk reduction through the application of prevention, education and emergency services in the Town of Yarmouth.”

To the citizens of the Town of Yarmouth:

The members of the Yarmouth Fire Department are extremely dedicated to their profession, and regularly go above and beyond to serve our community. No matter the rank, the Yarmouth Fire Department professionals are amazing, compassionate and selfless, who support one another and are extremely dedicated to the people we serve.

Other than responding to fires and medical calls, we also have a remarkable focus on prevention and community involvement; all members play a significant role in every aspect of this. We train as a team, function as a team, and support each other as a team. We are always prepared to respond to any calls: fire, medical, or any other response in which we can help.

There is no doubt that the dedicated members of the Yarmouth Fire Department today and in the future will continue the proud tradition of offering their best! On behalf of the members of the Yarmouth Fire Department we thank the Town Administrator, Mr. Knapik, and Assistant Town Administrator, Mr. Dwelley, the Yarmouth Board of Selectmen, and the citizens for their continued support of our department; a department that continuously evolves, focusing on how best to serve our community, while ready to serve at a moment's notice.

We responded to 7303 emergencies in 2018, an increase of 82 emergencies from 2017. Of the 7303 emergencies, 5861 were medical calls. South Yarmouth had 41% of calls, West Yarmouth had 38%, Yarmouth Port had 20%, and 1% of the calls were mutual aid to our neighbors. We anticipate the call volume to continue to grow as our population ages and future affordable housing projects are completed.

Our dispatchers continue to do a great job with Emergency Medical Dispatching despite the large call volume. Yarmouth statistics mirror the national trend that show that 80% of 911 calls are for

medical and fire but in Yarmouth our 911 calls are answered first by our Police Department; our future planning takes this into account and we anticipate becoming the primary answering point for all 911 calls in Yarmouth. Our facilities plan would move dispatch to Fire Station Three, a hurricane category 3 proof building. With this move we anticipate adding a second dispatcher. The unfinished space on the second floor of Station Three is large enough to explore regional dispatch opportunities.

For the first time in 17 years we will be adding staffing. The Board of Selectmen approved the increase of four personnel. These four firefighter paramedics will start in February 2019. This increase is a step in the right direction ~ as the Town grows, so does the call volume. Recent consult report stated staffing should be increased by 16 due to call volume and run times. We will continue to deliver an efficient and professional service to our Town with the available funds, personnel, and resources we have to work with.

In July we were awarded a Staffing for Adequate Fire & Emergency Response (SAFER) Grant in the amount of \$1,046,304.00 to fund four additional firefighters for three years; the grant will pay 75% the first year, 75% the second year and 35% the last year. In August we were awarded an Assistance to Firefighter Grant in the amount of \$114,546.00 to replace the vehicle exhaust systems in the Headquarters and Yarmouth Port Stations.

Early spring we were awarded a grant from the Massachusetts Department of Public Health, Bureau of Substance Abuse Services. This grant provides funding for the drug Narcan and also education and training. Narcan reverses the effects of a heroin overdose; with this drug and advance life support from the Fire Department many lives have been saved.

In the fall we applied for another Assistance to Firefighter Grant to fund the replacement of expired firefighter bunker gear. If awarded the \$227,150.00 will replace 55 sets of bunker gear.



Structure Fire 606-610 Route 28, West Yarmouth

We want to thank Rich Bienvenue and the Town's Information Technology Department and especially Senior Projects Manager John Morse for all their help and support with our computer

and software projects/issues. John Morse has been instrumental in moving the department forward with our IT projects.



Bob Carlson, Dick Court & Robert Nelson

We would like to thank the Town of Yarmouth Buildings & Grounds Division, Dick Court, Bob Carlson and Robert Nelson for helping to maintain our three fire stations. The Buildings & Grounds Division does an excellent job. This year they installed replacement windows, fixed roofs, replaced trim, and made numerous repairs - the work is second to none and they save the Town thousands of dollars each year.

The Fire Prevention Division, Captain Inspector Kevin Huck and Lt. Inspector Scott Smith handle a large volume of permits, plan reviews, and inspections in addition to public education and fire investigation. The intern program at D-Y High School continues to be a great success and some of our students have become Call Firefighters for YFD and a few have been hired full time.

Administrative staff: Administrative Assistant Jeanne O’Keefe and Principal Office Assistant Jenifer Leighton maintain the department’s website and mountains of data and human resource information which they are able to deliver with amazing speed and efficiency. For improved customer service we offer online permitting for open burn season and real-estate sales. We continue to look at technology to improve efficiency and customer relations with our citizens and visitors.



Captain Inspector James Armstrong retired in July with 32 years of service

I wish everyone a safe and healthy 2019,

Philip G. Simonian III
Chief of Department

YARMOUTH POLICE DEPARTMENT
Chief Frank Frederickson

As your Chief of Police, 2018 has been the most difficult year in the proud history of our Town of Yarmouth. The murder of Sergeant Sean M. Gannon and attack of K9 Nero by a local violent career criminal tested our resiliency and challenged all of us to work together and do everything we can to become better and safer.

I hereby submit the 2018 Yarmouth Police Department Annual report:

DRUG OVERDOSES

Fentanyl is found in almost all sampled heroin in Yarmouth and is 80 times more powerful than morphine. It is mixed with low-grade heroin and is responsible for increased deaths and overdoses. It is now assumed that all heroin is mixed, to some degree, with fentanyl.

We are grateful to report that the number of reported heroin overdoses went down from 131 in 2017 to 67 in 2018 and deaths were reduced from 15 to 8 in 2018. While the reported overdoses are down, some of the reduction may be due to the increased use of Narcan which can save a life and lead to under-reporting to public safety officials. The Yarmouth Police Department continues to move forward and do everything we can to stop this epidemic and help save lives and families.

RECORD LOW BREAK-INS FOR THE 5TH STRAIGHT YEAR

For the 5th straight year, residential and commercial break-ins have fallen to record lows. From 1970 to 1990, it was typical that there would be over 500 house break-ins per year and many more commercial break-ins. As recently as 2010, there were 54 commercial break-ins and 317 house break-ins. In 2018 there were 5 commercial and 47 residential break-ins. The 2018 numbers represent over 80% reduction since 2010. Additionally, the crime solving clearance rate of those reported was remarkable. 60 of the reported break-ins were solved resulting in 54 arrests or criminal charges.

The reasons for these sharp reductions are multi-faceted and based on Proactive Patrols, K9 Unit, Social Media, the Proactive Anti-Crime Unit, affordable alarm systems, improved investigative techniques, and Yarmouth Neighborhood Crime Watch.

RIP YARMOUTH POLICE DEPARTMENT LIEUTENANT ROBERT J. SHALLOW AND ACTIVE EMERGENCY 911 DISPATCHER STEPHEN H. PETERSON

It is with great sadness to report the passing of retired Yarmouth Police Lieutenant Robert J. Shallow and long-time Emergency 911 Dispatcher Stephen H. Peterson.

Lieutenant Shallow leaves behind his devoted wife Joan and his beloved daughters Jane, Ellie, Kim, and Mary Alice.

Lieutenant Shallow, who served in the United States Navy during the Korean War, will be remembered as one of the most beloved Officers to serve with the Yarmouth Police Department. His large frame filled the room and his presence commanded respect. Although his presence was

intimidating, he was a gentle giant who treated everyone fairly. Born in New Hampshire, Lieutenant Shallow would often talk about his fondness of his rural upbringing that included outdoor life, skiing, and hunting. He is a true legend.

With further regret, we also endured the sudden passing by natural causes of Active Yarmouth Police Emergency 911 Dispatcher Stephen H. Peterson.

Steve attended Yarmouth Schools and was a 1964 graduate of Dennis-Yarmouth Regional High School. Immediately after graduation, Steve enlisted in the United State Marine Corps and proudly served with the Marines until 1979 when he was honorably discharged after attaining the rank of Staff Sergeant. Steve also held an A.S. Degree in Criminal Justice from Cape Cod Community College.

Emergency 911 Dispatcher Peterson began his Yarmouth Police Career as a Summer Police Officer in 1979 and was appointed a Full Time Dispatcher in December of 1979.

Steve was a great Emergency 911 Dispatcher who remained calm in the most hectic of situations. Steve received many awards and commendations throughout his career and kept them quietly to himself. Steve was an icon who will be sorely missed.

NEW PERSONNEL

In 2018, we welcomed new personnel to our family which includes two new and innovative Civilian Advocate positions designed to help victims of crime and citizens overcome mental illness and addictions.

Emergency 911 Dispatchers

Jaime Sundby
Kelly Waugh

Patrol Officers

Ryan Golden
Eric Rondina
Michael Cheung
Liam Breen

Promotion

Sergeant Richard Fichter, Jr.

Civilian Victim Services Advocates

Full-time Victim Services Specialist and Advocate: Anne Catalano

Part-Time Community Behavioral Health Clinician: Patrick McGuire

For further information about the Yarmouth Police Department, please check out Facebook page and our web site at: www.facebook.com/yarmouthpolice and www.yarmouthpolice.com.



**MUNICIPAL
INSPECTIONS**

BUILDING DEPARTMENT

The Building Department's main objective is public safety. This is achieved through interpretation and enforcement of the Massachusetts State building Code as well as other associated codes and by-laws. These include, but are not limited to, Town of Yarmouth Zoning by-laws, Town of Yarmouth General by-laws, National Electric Code, Massachusetts Plumbing and Gas Codes, and the Architectural Access Board (Handicap Access Code).

The Inspectional Services Department also responds to emergency situations (fires, floods, storm damage, and vehicle impacts) along with the Fire and Police Departments.

The Building Commissioner is Chairman of the Site Plan Review Team and a member of the Motel Team, Projects Oversight Team, and head of the Code Impact Team and is also present whenever the Emergency Operations Center is declared open.

The staff of the Inspectional Services Department assists the public with permitting, lot determinations and code/regulation interpretation among other queries in our day-to-day activities.

It has been a busy year for the Inspectional Services Department. I would like to thank the staff of this department for their professionalism in how they address and serve the various customer concerns and inspections during their day-to-day communications with the public.

The Inspectional Services Department is looking forward to working with you in 2019.

Respectfully submitted,

Mark Grylls, CBO
Director of Inspectional Services/Building Commissioner

Activity for Fiscal Year 2018 ending June 30, 2018 is as follows:

TYPE	2018	2017	2016
New Dwellings	24	23	18
Multi-Family	1	0	12
Commercial	72	51	213
Additions/Alterations	2944	2849	1923
Demolition	18	28	30
Use & Occupancy	28	25	36
TOTAL	3087	2976	2220

BUILDING PERMITS	# OF PERMITS			FEES COLLECTED		
	2018	2017	2016	2018	2017	2016
Inc. Use & Occ.	3087	2928	2342	351,715.00	282,103.00	345,163.00
Wiring Permits	1958	1721	2015	149,125.00	137,327.00	166,270.00
Plumbing Permits	954	960	833	90,265.00	87,785.00	77,635.00
Gas Permits	1319	646	1236	78,015.00	68,480.00	67,540.00
Cert. of Inspection	213	210	211	26,165.00	29,995.00	28,575.00
New Sign Permits	115	73	84	3,880.00	2,900.00	3,360.00
Re-Inspections	327	196	141	16,280.00	15,685.00	11,280.00
Lot Inquiries	21	17	21	1,620.00	1,520.00	1,890.00
Family-Related Apts. (Inspections required every 2 years).	11	0	42	25.00	0	1,050.00
Trench Permits	263	221	278	1,550.00	11,050.00	13,900.00
Violations/Fines Bld. Code Collected.	0	0	0	0	0	0.00
Multi-family	1	0	12	0	0	604.00
TOTAL	8269	6972	7215	730,245.00	637,995.00	717,267.00

INSPECTIONS PERFORMED	2018	2017	2016
Building Insp.	6946	6588	5957
Certificates of Inspections	340	229	351
Sign Code/Violation	292	263	230
Stop Work Orders Posted	58	47	34
Stop Work Orders Verbal	32	23	15
Zoning Related	312	244	204
Old Kings/Historic	35	30	5
Liquor License w/o Certificate of Inspection	0	0	9

PLUMBING/GAS	2018	2017	2016
Permit Inspections	4930	3352	3310
Fires	5	0	4
Miscellaneous	28	0	0

ELECTRICAL	2018	2017	2016
Permit Inspections	3446	2658	3398
Fires	21	12	18
Miscellaneous	40	6	0

Code Enforcement	72	56	35
Building Code-Violation Visits	219	130	95
Fire Responses	27	22	14

MISC. ACTIVITY	2018	2017	2016
Site Plan Review	14	12	10
Permit Consult	395	305	245
Court Activity	29	40	10
Construction Supervisor License Hearing's	1	3	0
Citations	53	24	12
Architectural Access Board Handicapped Matters	1	0	0

COMPLAINTS/VIOLATIONS	2018	2017	2016
Building	80	109	116
Zoning	55	106	145
Unregistered/junk Motor Vehicles	10	12	40
Boats & Rec. Vehicles	39	20	12
Historic	3	1	3
Unsafe Structures	2	9	1
Sign	45	60	55

Respectfully submitted,

Mark A. Grylls
 CBO/Director of Inspectional Services/Building Commissioner

BOARD OF HEALTH

The year 2018 witnessed the continuation of many Board of Health programs designed for protection of the environment and public health. The Board held several meetings to discuss Health regulations for a tobacco cap on the number of retail stores selling tobacco, and on being the enforcement department for the plastic bag reduction Town by-law.

The Board worked with the Yarmouth Substance Abuse Committee, which is a community forum that raises awareness and provides education and support programs to address prevention, intervention, and recovery. This committee works with the County Regional Substance Abuse Council, along with schools, businesses, clergy, police, residents, and students in addressing substance abuse issues. The Board partnered with Duffy Health Center in Hyannis to provide a Substance Abuse Navigator to provide assistance with substance use treatment and recovery for residents.

PREVENTIVE HEALTH PROGRAMS

The Board of Health offers health preventative programs, such as preschool immunizations, diabetic screenings, nutritional and adult health counseling clinics. The Board of Health also monitors thirteen human service agencies, which provide various community health services to the Townspeople. The thirteen human service agencies are as follows:

1. AIDS SUPPORT GROUP OF CAPE COD
The agency provides care for people and families living with HIV/AIDS. They also provide a full range of HIV/AIDS, Hepatitis C and other sexually transmitted infection screening and prevention education.
2. AUDIBLE LOCAL LEDGER
The “connect Yarmouth” initiative provides special radios as part of the state-wide radio network. This allows the visually or print impaired to listen to daily and weekly newspapers, shopping guides, etc.
3. BIG BROTHERS/BIG SISTERS OF CAPE COD
The goal is to match children to dedicated and caring adults who will be good role models, and provide adult friendship and guidance.
4. CAPEABILITIES
This agency provides vocational rehabilitation to handicapped citizens. CapeAbilities also offers a variety of rehabilitation services to assist residents who have a disability to live more independently.
5. CAPE COD CHILD DEVELOPMENT/HEAD START PROGRAM
The Cape Cod Child Development Program, in addition to the federally funded Head Start Program, furnishes day care services to working parents. These children and their families are served in a variety of day care models including family day care, preschool day care, and after school day care at their location in West Yarmouth.
6. CAPE COD COUNCIL OF CHURCHES/HANDS OF HOPE
The agency provides multi-service outreach serving low-income families by providing assistance with utilities, rent, and food.
7. DUFFY HEALTH CENTER
Duffy Health Center provides medical, mental health, substance abuse, and case management services to persons who are experiencing homelessness or who are at risk of homelessness.
8. GOSNOLD ON CAPE COD
Gosnold serves men, women, children, and families who are affected by problems of alcohol/drug use and mental or emotional disorders. Gosnold also provides a counselor at the high school, middle school, and elementary schools.
9. HARBOR HEALTH SERVICES, INC.
The agency provides social services, health care, and dental services.
10. INDEPENDENCE HOUSE
Independence House is the Cape’s only resource center for battered women, their children, and rape and sexual assault survivors.
11. SIGHT LOSS SERVICES, INC.
Sight Loss Services is the only Cape agency providing support and information services to the newly blind, the visually impaired, and people with progressive eye disease.

12. VISITING NURSE ASSOCIATION OF CAPE COD

The V.N.A. is contracted by the Town, and provides health-oriented instructional care and services to individuals and to entire families.

13. YARMOUTH FOOD PANTRY

The Food Pantry provides food to low income families. The amount of Food Pantry clients continues to grow, with approximately 800 people using the pantry each month.

RABIES CONTROL PROGRAM

Amy von Hone, Assistant Health Director, coordinated the Rabies Control Program. She received a recognition award from USDA's National Rabies Management Program in April 2018, in recognition of her 25 years of dedicated service to the Cape rabies program. Additionally Amy was presented an official Citation from the Town of Yarmouth. Amy informed the Board that in 2018 a total of 12 animals (4 bats; 4 dogs; 2 raccoons; 1 skunk; 1 cat) tested negative for rabies in Yarmouth. All animals tested were involved with either a human or pet exposure. As always, the Health Division emphasizes the importance of vaccinating all cats and dogs, as required by law, to prevent the spread of rabies.

HEALTH CLINICS AND INSTRUCTIONAL COURSES

Additional or expanded services are continually under review by the Board. Again considered for the upcoming year are the annual flu clinics (approximately 200 seasonal flu shots in October 2018), multiple educational programs, Skin Saver, breast mammography, cholesterol screening, glaucoma clinics, a health fair offered at the Senior Center, including types of programs such as chair yoga, a nutrition program, and a walking program.

TOBACCO CONTROL PROGRAM

The Board continues to work with the Cape Cod Regional Tobacco Control Program in providing compliance checks to prevent youth access. The Board passed a cap on retail stores selling tobacco, and continued with the enforcement of banning all flavored tobacco. Hearings were conducted with retail stores in violation of the tobacco regulation.

HEALTH AND ENVIRONMENTAL SERVICES GRANT PROGRAM

The Board of Health was required to adopt a regulation requiring the pumping of septic tanks once every four years with certain waiver provisions. This requirement was a result of an EPA/DEP grant for construction of the Septage Treatment Plant. The grant program encourages assistance to low and moderate income residents in complying with the regulation, as well as assistance in repairing/replacing failed septic systems.

The Board of Health held 11 meetings during 2018. Septic system variance requests, tobacco hearings, animal requests, business expansions, tick and Lyme disease information, and updates were conducted.

- Variance Request Hearings:
 - Repair of Existing Septic Systems – 5
 - Storage of Hazardous Materials in Aquifer Protection District – 4
 - State Swimming Pool Code Variances – 3
 - State Whirlpool Code Variance – 1

- Hearings:
 - Violation of Town/Federal Tobacco Regulations – 13
 - Food Service Scoring Regulation - 3

- Updates/Discussions:
 - Proposed Plastic Bag Ban - 4
 - Human Service Budget Presentations – 13
 - Promote Community Events – 8
 - Tick Borne Disease – 1

Respectfully submitted,

Board of Health:

Hillard Boskey, M.D., Chairman
 Mary Craig, Vice Chairman
 Charles T. Holway, Clerk
 Debra Bruinooge
 Paul M. O’Bryan, PhD (resigned fall 2018)

HEALTH DIVISION

During 2018 the Health Division continued enforcement of the many Board of Health and State DPH and DEP programs designed for protection of the environment and public health.

BATHING BEACHES WATER QUALITY

The Health Division, in conjunction with the Barnstable County Health Department, conducted multiple testing at 24 salt water and 10 fresh water bathing beaches on a weekly basis from Memorial Day through Labor Day. Results are posted on the Health Division’s website.

SEPTIC SYSTEMS PROGRAM

Assistant Director Amy von Hone oversees this program which involves the State Title 5 Septic Regulations, handling inquiries, requests for deep and perc soil tests, engineered plan reviews, permits and final septic inspections. The Title 5 Regulations also require the office to review approximately 600 septic system evaluation reports for every real estate sales transaction. The division reviewed 1,512 engineered plans for the installation of 323 septic systems.

THE SEPTIC MANAGEMENT PROGRAM

This program was responsible for many of the Town’s failing septic systems being upgraded. This program includes: septic system maintenance pamphlets, consultations, along with sewage system location cards and pumping histories that are provided by staff to assist homeowners in locating their septic system for routine maintenance pumping. As required by State law, the Health Division Office reviews all building permits to determine the adequacy of the septic system for all projects involving building alterations and/or renovations, which is helping to ensure protection of the Town’s groundwater and drinking water quality.

HAZARDOUS MATERIALS ACTIVITIES

Carl Lawson is the Town’s Hazardous Waste Inspector who administers the Board of Health regulation, “Handling and Storage of Toxic or Hazardous Materials,” to approximately 180 businesses, to ensure businesses are handling and storing hazardous or toxic materials properly,

for the protection of the environment, public health, and drinking water. Carl is responsible for monitoring 30 active sites listed as Confirmed Hazardous Waste Sites by DEP. Carl also coordinates public health emergency planning as required by the State Department of Public Health. This planning includes emergency dispensing sites, KI distribution, attending State and regional meetings, and monthly meetings with representatives from Police, Fire, the County Health Department, the Department of Public Health, the Medical Reserve Corps, and the School Department.

HOUSING PROGRAM

This program is administered by Housing Inspector Kevin Hook. He conducts inspections on all rental properties upon their scheduling each year. Approximately 2,700 housing rental units are monitored and inspected according to the 1976 Town Rental By-law for safety and compliance with the State Housing Regulation.

FOOD SERVICE/MOTELS/POOLS

This program is administered by Health Inspector Phil Renaud, who conducts inspections on 169 food service venues and 56 retail food stores. Also inspected were 79 commercial swimming pools, 28 whirlpools, and 82 lodging facilities.

OTHER ACTIVITIES

The Health Division continues to add and maintain many of its administrative functions for monitoring the public health and environment, which includes the following programs: underground gasoline storage tanks, hazardous waste, septage pumping data for all residential and commercial buildings, nitrate loading restrictions, complaints, housing rentals, dog bite reports, food service, communicable disease follow-ups, swimming pools, well water analysis, along with pond, river, and coastal water analysis.

Thanks go out to all the staff: Amy von Hone, Mary Alice Florio, Peggy Rose (retired), Carl Lawson, Philip Renaud, Kevin Hook, and Christine Slack. We would also like to thank Brenda Fellows for her service as the Town's Animal Inspector.

Licenses/Permits Calendar Year	Total Permits Issued		
	2018	2017	2016
Motels/Cabins/Inns/Lodges/B&B/Camps	82	55	53
Food Service: 0-100 seats/100+ seats	100/27	79/34	86/29
Non-Profit Organizations	19	15	18
Common Victualler	108	101	96
Continental Breakfast	28	14	14
Catering/Commissary/Residential Kitchens	4	7	6
Catering/Temporary Food, per event	41	42	39
Retail Stores/Wholesale	72/2	46/2	51/2
Frozen Dessert	17	11	9
Mobile Food/ Ice cream trucks	2/1	2/1	3/2
Farmers Market – Vendors	5	1	6
Sewage Collectors	23	47	46
Refuse Collectors	19	15	13
Funeral Directors	5	5	5
Poultry: 1-9 chickens/10+ chickens	8/8	12/7	11/7
Stables/Each additional horse	5/19	5/21	3/6

Swine/Sheep/Goats: 1-8 animals	1	2	1
Swimming Pools – Commercial	99	70	84
Vapor Baths/Whirlpools	32	25	28
Septic Disposal Installer’s License	69	61	75
Title 5 Septic Permits: New/Repair	29/289	30/304	34/288
Title 5 Inspection Report Filing Fee	593	611	612
Trailer Park	1	1	1
Tanning Facilities, per tanning device	4	14	2
Tobacco Sales	41	27	27
Hazardous Waste 21E Reports	3	7	4
Hazardous Waste Business Licenses	181	200	181
Rental Housing Registrations	2,455	2,528	2,557
Grand Total Fees Collected	\$357,196.50	\$342,274.25	313,544.00

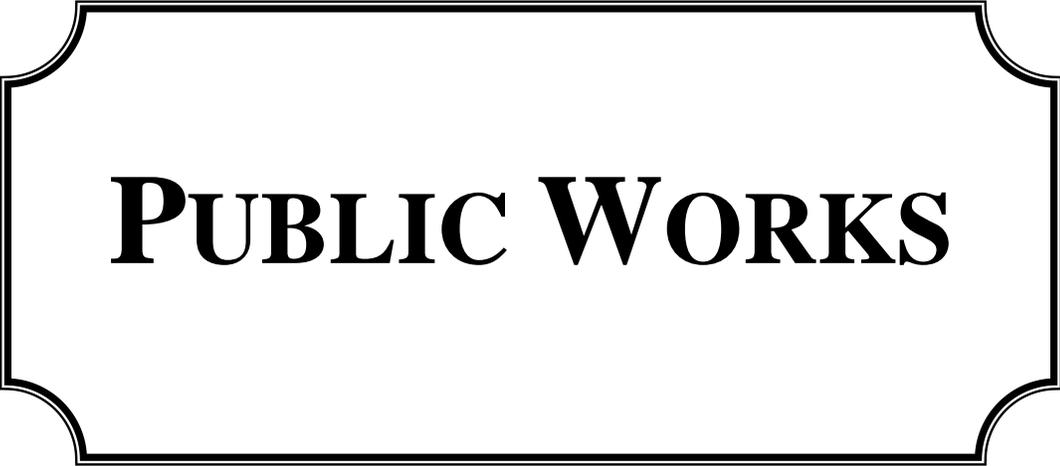
ADDITIONAL HEALTH DIVISION STATISTICS

Communicable Disease Investigations:	2018	2017	2016
Tuberculosis	4	0	5
Salmonella	3	3	4
Babesiosis	12	19	8
Hepatitis	66	109	75
Lyme	44	83	67
Title 5 Inspection Reports Reviewed (for Real Estate Transfers):	2018	2017	2016
Conditionally Passes/Further Evaluation	14/4	16/3	11/0
Passes	518	511	497
Fails	55	54	63
Total	591	584	571
Miscellaneous Health Division Statistics:	2018	2017	2016
Burial Permits Reviewed/Issued	194	210	186
Building Permits Reviewed	342	340	353
Engineered Sewage Plans Reviewed	1,512	1,456	1,215
Septic Permits Issued: New/Repair	28/295	28/288	29/292
Septic System Inspections	457	492	458
Percolation/Deep Tests	465	581	536
Private Treatment Plants – Reports	84	84	84
Food Service Inspections	327	113	115
Commercial Swimming Pool Inspections	264	70	84

Complaints Received:	2018	2017	2016
Garbage, Debris, Rubbish	176	352	171
Hazardous Waste	39	34	28
Animals/Rodents	30	29	20
Housing	299	309	195
Sewage	77	8	39
Food	16	31	19
Miscellaneous	33	22	27
Follow-ups	659	697	826

Animal Inspector Statistics:	2018	2017	2016
Dog Bite Reports/Quarantines	86	103	108
Cat Bite Reports/Quarantines	16	43	52
Barn/Poultry Inspections	4	30	23

Respectfully submitted,
Bruce G. Murphy, MPH, CHO, R.S., Director of Health



PUBLIC WORKS

DEPARTMENT OF PUBLIC WORKS

Jeffrey Colby, DPW Director

As in several other recent years, the Yarmouth Department of Public Works (DPW) has had some retirements. Most notably in November 2018, Doug Wrock, Town Surveyor, retired. We thank him for his service, and we wish him well in his retirement. Our primary goal is to provide efficient and timely service and assist the residents of Yarmouth with their public works' needs. The talented and professional public works staff are the people that make this happen. We have a motto, "Public Works Makes It Happen."

DPW Administration & Engineering Division

Our work focuses on maintenance of the roadways and sidewalks, meeting storm water mandates, drainage design, project management, and construction oversight. This is primarily accomplished by administering over \$1 million of Town Meeting appropriated roadwork funding, and over \$800,000 of Chapter 90 state aid. The DPW Administration team also conducted several utility pole hearings in 2018, and coordinated maintenance on Town street lights and traffic signals.

Some of the other actives of the Division include:

- Private Road Petitions for various requests, including snow plowing, tree work, drainage, and pavement maintenance on private roads;
- Groundwater issues were a major challenge in 2018. There was a high number of ground water issues this year due to seasonally high ground water in the late winter/early spring in combination with a series of March storm events that produced significant ground water problems;
- Processed 121 road opening permits;
- Maintained the E 9-1-1 records for building and house numbers as required; responded to requests from Verizon E 9-1-1 for confirmation of same;
- Worked in conjunction with Kleinfelder, Utility Cloud, and the IT Division in order to accomplish the following tasks: Updated the infrastructure data contained within the Town's uni-directional flushing model; completed fire flow testing on, and SCADA data collection from, the Town's water distribution system; completed hydraulic modeling training in order to be able to calibrate and maintain the Town's uni-directional flushing model;
- Station Avenue/White's Path, and Station Avenue/Old Town House Road traffic signal review to optimize traffic operations;
- Provided professional support in assessing and remediating the impact of winter storm Riley on roadways and conveyance culverts at Thatcher Shore Road and Seagull Road;
- Public Works procurement included Barnstable County Roadwork bids which provided for various services including crack seal, chip seal, mill/overlay, patching and materials.
- The following procurement was also completed: traffic signal maintenance bid and street light maintenance bid (Cape Light Compact), winter snow and ice products (Plymouth County bid), RFP-On-Call Engineering/Architect, IFB-Town wide cleaning contract, Water Department bids, cell tower leases, RFQ-Owners Project Manager for DPW Facility, IFB-Waste Water Treatment Plant roof repair, IFB-Waste Water Treatment

Plant sand filter sandblasting, IFB-Senior Center roof repair, RFQ-tree removal and trimming, IFB-drainage various areas, IFB-Baxter Grist Mill Dam Restoration Project.

- Chapter 90 funds were used for roadway improvements in 2018. These improvements included: various Town roads – patch, crack fill, mill and overlay, chip seal both double and regular chip, design plans for Bayview Street, resurfacing-various streets including Bakers Path, German Hill Road, Salt Box Lane, Sea Gull Road, Sheridan Road, and South Sea Avenue, and various drainage improvements.
- Road Maintenance Funds approved by Town Meeting were used for a variety of road maintenance projects in 2018. These projects included: chip seal-10% rubber, 20% rubber and double chip-private and Town roads, culvert repairs at Sea Gull Road and Thatcher Shore Road, Route 6A and Center Street study, Rail Trail Design (Town portion) VHB, 3-year contract with VHB (engineering consultant) for evaluation of pavement condition, pot hole repair, various locations Town and private roads with valid petitions on file, pavement patching-various locations/Town and private roads, emergency repairs to Follins Pond Road, and catch basin repairs.

The Public Works team has continued to work as part of multi-discipline staff team that has been involved in managing a number of large project, including:

- Updating the Town’s Comprehensive Wastewater Master Plan. Discussions are ongoing with the neighboring communities of Barnstable, Dennis, and Harwich about possible partnership opportunities.
- Cape Cod Rail Trail Extension project. The second phase of this project, which consists of the construction of the trail from North Main Street and a bridge over the Bass River into Dennis was completed in the fall of 2018. The third phase of this project will include trail improvements from Peter Homer Park, on Old Town House Road, through Bayberry Hills Golf Course and then construction of a new trail into the Town of Barnstable.
- Department of Public Works Building: This project is being overseen by a newly-formed DPW Building Committee. The design is ongoing and includes vehicle storage, vehicle washing, workshop space, and office space for public works operations.
- Stormwater MS4 Requirements. The Town of Yarmouth submitted the required Notice of Intent in June 2018. The Town has continued to appropriate \$200,000 per year to actively address these new MS4 permit requirements. The DPW has also been pursuing stormwater grant funds to assist in addressing stormwater nutrient issues.
- The Parker’s River Restoration Project. This project includes the widening of the Route 28 Bridge and improving the Seine Pond tidal flow and water quality. The 100% bridge design plans have been submitted. It is anticipated that the project will begin construction in the fall of 2019.
- Baxter Grist Mill. The goal is to improve safety, protect the site and historic mill building from adverse flow conditions, by meeting the requirements of the Massachusetts Office of Dam Safety, and to upgrade the fish ladder to improve fish passage. Construction of this project is expected to begin in the spring of 2019.
- MassDOT project to redesign the intersection of Route 28, North Main, and Old Main Street. An Information Meeting was held in the fall of 2018, and a 25% Design Public Hearing is expected in early 2019.

- Flax Pond Improvements – Pickleball Courts. The construction contract was awarded to Dandel Construction, Inc. Construction of the new pickleball courts is expected to be completed by June 2019.
- MassDOT project to replace the Route 28 Bass River Bridge. An Information Meeting was held in 2018, and a 25% Design Public Hearing is expected in early 2019.

Other Highlights:

- The DPW Director and the Water Division continue to work closely with Town Administration and the Town of Barnstable to continue to assist Barnstable in providing a supplemental supply of water for their residents. It is expected that Yarmouth will continue to provide the Town of Barnstable with drinking water through at least 2020.
- The DPW Director and other Town staff have been working with residents along Route 6A and Center Street in Yarmouth Port to address a number of safety issues in those neighborhood areas. Additional meetings are anticipated in the spring of 2019 to continue to get input from residents on potential improvements.
- National Grid has continued construction on the replacement of one of their primary gas mains. The installation activity has impacted White’s Path, North Dennis Road, Great Western Road, and Highbank Road. This work is expected to be completed in early 2019.
- A General Manager was brought in from Weston & Sampson Engineers to implement the recommendations from the Water Organizational Study that was completed in 2017. This study contained recommendations about the appropriate Water Division organizational structure that will be able to support operations in the future. This includes updating policies, procedures, and training requirements.
- The reorganization that integrated the Parks and Cemetery teams into the Department of Public Works was completed in the fall of 2018. These sections now report to the Building & Grounds Superintendent.

In the coming year, we will continue to complete public works projects within the budgets provided to us. Thank you to the Public Works employees who continue to provide excellent customer service and are very dedicated to the Town of Yarmouth.

Following are the reports of the DPW Divisions, outlining in more detail the highlights of the past year.

BUILDINGS AND GROUNDS DIVISION

Dick Court, Buildings and Grounds Superintendent

The Facilities Division has now combined with Parks and Cemetery as of July 1, 2018. Combined we have 10 full time employees and several seasonal employees. The following is a list of some of our projects completed in 2018:

Facilities Division:

- Town Hall lower level flood restoration after a sprinkler pipe burst creating significant damage; relocating offices at Town Hall; having the Facilities Division do so much of the work in house it is estimated that we saved the Town about \$40,000.00
- Oversaw the Senior Center Roof Replacement
- Installed new concrete walkway at the South Yarmouth Library
- Installed all new trim on the West Yarmouth Library
- Oversaw the replacement of the West Yarmouth Library Roof
- Installed new trim at the Water Department
- Cleaned up the Drive-In site with the assistance of all DPW divisions and seasonal help
- These projects are very significant accomplishments for a small division. We also take care of everyday calls such as changing light bulbs, moving furniture, repairing furniture, stocking paper, plumbing issues, HVAC and electrical problems.

Park Division:

- Cleared brush and mowed down undergrowth in and around most parks
- Removed multiple hazard trees from Flax Pond property
- Repaired snow fencing to beach walkways
- Sandy Pond fields were aerated, over seeded, and top dressed
- New wood fiber was added to various playgrounds throughout the Town
- Peter Homer Park Playground underwent renovation to be more handicap accessible
- Striped parking lots that were in need
- Parker's River Gazebo was refurbished with new benching and walkways
- Siding was replaced on Bass Hole restrooms along with a fresh coat of paint.
- Painting of South Middle restroom was completed
- Work was completed at Flax Pond Recreation area reorganizing areas to make way for new pickle ball courts
- Assisted in Town's annual cleanup

Beautification Team:

The Beautification team consisted of two seasonal laborers. They were tasked with enhancing all Town properties. Some projects they undertook were trimming overgrown properties, mulching and planting a flower garden at the Senior Center, planting and maintaining the flower garden at the Village Green, enhancement project at the South Yarmouth Library and continually controlling the weed growth on Route 28.

Park and Cemetery Division did an excellent job keeping up with all the beaches, parks and fields, by keeping them all clean, picking up trash, cleaning all the restrooms and handling the daily beach receipts. They did trash pickup throughout Town. They also scheduled and oversaw the summer staff. During the winter months, the Buildings and Grounds staff assist the Highway Department with Snow and Ice removal, along with keeping the sidewalks at all buildings clear.

This Division will continue to do its best to improve the condition of the Town-owned properties. The Buildings and Grounds Division would like to thank all the other employees and departments that assisted in these projects, helping to make us all successful.

HIGHWAY DIVISION

I. Richard Kelley, Highway Superintendent

The main functions of the Division include repair and maintenance of Yarmouth's roadways and sidewalks year round and snow and ice during the winter.

Some of our duties include road and sidewalk surface maintenance including pavement treatments, paving, patching holes, berm installation and repair at the edge of the paved roadway, grading unpaved Town-owned and private roads with petitions, catch basin cleaning and repair, roadside brush and litter cleanup, roadside mowing and trimming, tree trimming and cutting, weed control, sign installation and repair, street sweeping, pavement markings, snow and ice removal, and special projects for other divisions and departments.

There were again staffing difficulties this past year with people out on injury leave and workers compensation. Paul Lanoue has left the Highway Division and taken a position with Waste Management. We wish Paul the best in his new position. His leaving opened another truck driver position here and Shawn Willette also left his employment with the Town. We filled both of those positions, and having filled our mechanic's vacancy early in the year, we will finish the year at almost full staffing. Our new mechanic is Chris Branch, with Scott Angell and Bruce Vadenboncoeur filling the two vacant driver positions.

Traffic Signs and Pavement Markings

Our sign man, Bernie Malone, has again been very busy this past year. We are continuing to update signs to meet new regulations and also we replace old worn signs that have become unreadable due to weathering over the years. Whenever possible sign materials that can be re-used are stored and put back into service. We scrap our old unusable signs and posts via the Waste Management Division and the Town is paid for that scrap metal. Doing these two things helps to save on costs in the Sign Shop by stretching the money a bit further. This year Bernie worked on 814 sign-related issues ranging from replacement of signs and posts, repairs of signs and posts, graffiti removal, and trimming around the signs for visibility. Bernie again oversaw the line painting of all lines and special markings in Town. He also takes care of putting out voter information and precinct signs for Town Meeting and elections, puts out the Community Clean Up signs, and also repairs plow damaged mailboxes.

Vehicle and Equipment Maintenance

The Division has two full time mechanics responsible for the repair and maintenance of all the vehicles and equipment. Some of the vehicles are: pickups, heavy trucks, heavy equipment, snow and ice equipment, and medium to small power equipment. We were able to fill our vacant mechanic position in mid-January and he was able to jump right in and start helping with the backlog as well as assisting with snow and ice and other weather specific issues.

Roadway Management System (RMS)

The Highway Division does all the roadside trimming, some of the patching, any needed drainage repairs and installs smaller drainage systems in support of this program. We have also done some sweeping in support of this program.

Road and Sidewalk Maintenance

During the past year, road, sidewalk and drainage repairs saw us putting out 127.14 tons of hot mix asphalt used for our usual assortment of basin repairs, potholes, and berms. The severe storms of March caused issues with culverts, most notably a large culvert on Thacher Shore Road and two culverts on Seagull Road. DNR stepped up to do the shoulder work on one of the Seagull Road culverts and Highway took care of the road failures for all three. It should be noted that all of the repairs can only be considered temporary and work is underway to try to replace all three of these culverts.

Snow and Ice - Storms

Unlike the last few years, this previous snow and ice season started in December with our first time out to treat roads being on December 14, 2017. We also had such a cold spell in December of 2017 that we had to put out a sign warning people to stay off the ice at Bass Hole. We had similar numbers to last year with five plowing events and an additional 13 events requiring road treatment for icing or snow. A rather mild February gave way to a March that saw three significant storms that included a lot of downed trees. I would like to again thank the many people who work tirelessly to get the roads open as soon as possible after these events.

Roadside Vegetation Management Program

The Highway Division has the responsibility for all roadside trimming operations within the Town. This includes mowing the roadsides, trimming for sight distance at intersections, trimming roadsides to maintain shoulders for pedestrians and snow removal, trimming low hanging or dangerous limbs, and removing trees that pose a threat to the public. Again this year the crews were busy with trimming all over Town. Some of the trimming is the result of a call or request for the trimming and some of the trimming is maintenance trimming. Our goal is to be proactive and reduce the need for the calls through maintenance trimming whenever possible. Timely trimming also helps with aesthetics and we want to present our community in the best possible light for both our residents and our visitors. Please help yourself to any woodchips you need across from the Highway Department, next to the Fire Station on Buck Island Road.

Sweeping

The Highway Division swept all the roads and parking lots in Town again this year. Sweeping is an important component of our storm water maintenance program and we are required to sweep some roads twice a year. All sweeping debris is stored undercover at Highway until such time as we get it tested and then move it to a berm area behind the salt shed.

Storm Water Program

The EPA, through the Clean Water Act, run a program frequently referred to as NPDES – National Pollution Discharge Elimination System. Under this program the Town is required to have an MS4 permit – Municipal Separate Storm Sewer System - in order to discharge storm water to waters of the United States.

As part of the permit we are required to clean storm drains as well as the above mentioned sweeping. This year over 600 storm drains were cleaned and many more were inspected for cleaning needs. This work is ongoing throughout the year, weather permitting. In the past year we saw water table elevations that we have not seen in a long time. This resulted in a lot of sump pumps being used and adding to our puddle problems. Though we understand the reason some people pump we still have to remind folks that the water from their sump pumps cannot be pumped to the roads where it will cause problems for everyone using the road, especially during the winter when the water will freeze.

Miscellaneous

On a yearly basis we assist the Park Division with getting beaches ready by assisting with cleaning of sand from handicap ramps, sweeping their lots for line painting, and loaning them the equipment they need to move the booths and chairs into position for the season. We deliver and set up the bleachers for the Seaside Festival Parade, and return them afterwards. We assisted the Fire Department with a pad for a new generator for Station 2 (Route 6A), we assisted with some walkway work at South Yarmouth Library so a contractor could replace the main walkway, and we installed some additional drainage at the Senior Center for a puddle problem that could not be solved by simple cleaning.

Your Highway Crew:

Operations Supervisor: Ron Ramirez

Mechanics: Dave Morin and Chris Branch

Equipment Operator/Crew Leaders: Peter Burch, Mike Packett, Dave Griswold and Ned Burke

Signs and Lines: Bernie Malone

Heavy Truck Drivers: Chris Germain, Derek Sullivan, Dan Hanson, Bruce Vadenboncoeur and Scott Angell

Office: Jocelyn Raneo - DPW Principal Office Assistant working out of Highway

WASTE MANAGEMENT DIVISION

Roby Whitehouse, Waste Management Superintendent

The Waste Management Division consists of operations at the Yarmouth Residential Disposal Area, Yarmouth Regional Transfer Station, as well as the Yarmouth Septage Treatment Plant.

Yarmouth Residential Disposal Area

The Residential Disposal Area has three traffic areas within the facility located near the Old Town House Road and Forest Road intersection. The first area is a residential drop-off area where sticker holders are able to dispose of their household garbage and recyclables. The second is a compost area where leaves, grass, and small pruning's are deposited so they can be processed into compost. The third area is the scale area where payment is accepted for all charge items such as construction and demolition materials, metal items, brush, residential coolant items containing CFC's and HFC's (refrigerators and air conditioners). Coupon booklets for pay as you throw services are also available at the Scale House, which accepts cash, checks and credit cards.

Through a grant from the Department of Environmental Protection (DEP), Yarmouth increased signage at the facility to assist with directionality as recycling container changes took place.

Recycling costs continue to elevate, largely due to tariffs charged in China for load contamination. Recycling vendors are charging higher fees, and rebates continue to decrease.

Thank you to Yarmouth Libraries for co-hosting recycle information sessions during the months of June, July, August, and September. These information sessions were so successful that they will be scheduled in the first few months of 2019 at the Senior Center.

Yarmouth Disposal Area continues to remove a substantial amount of mercury bearing products from the waste stream; items such as fluorescent bulbs, thermometers, thermostats, etc., are recycled through a grant from SEMASS.

Yarmouth hosted two Hazardous Household Collections in 2018 on July 21 and October 6 at the Yarmouth Senior Center with assistance from Barnstable County's Cape Cod Cooperative Extension; the dates for 2019 will be July 20th and October 5th. Yarmouth participated in paint take-back events as well through a Barnstable County Grant from the DEP for recycling paint; more events like this will be planned in 2019. The Charitable Redemption Center offered donations in 2018 to Boy's and Girl Scouts, DY Marching Band, Yarmouth Dog Park, Keep America Beautiful, Housing Assistance Corporation, Champ House, and many other not-for-profit organizations on Cape Cod. Paul Hebert's organization will be missed, as the doors closed on December 31, 2018.

The facility operates with eight full-time and three part-time employees and the hours of operation are 7:30 A.M. to 3:30 P.M., seven days per week, closing on the following holidays:

- NEW YEAR'S DAY
- MARTIN LUTHER KING DAY
- PRESIDENTS' DAY
- PATRIOT'S DAY
- MEMORIAL DAY
- INDEPENDENCE DAY
- LABOR DAY
- COLUMBUS DAY
- VETERANS DAY
- THANKSGIVING DAY
- CHRISTMAS DAY

What comes in must go out, so here is a list of the volume handled and hauled over the past four calendar years:

Material	2015	2016	2017	2018	Measurement
Antifreeze	500	200	300	300	Gallons
Auto Batteries	1.33	3.09	3.3	3.87	Tons
Brush	698.79	501.1	930.37	1076.9	Tons
CFC's/HFC's	1682	813	1118	1111	Units
Cathode Ray Tubes	3253	1873	974	985	Units
Commingle	583.46	645.4	643.71	618.31	Tons
Construction	12748	13082	13650	15894	Tons
Cardboard	296.85	355.1	357	389	Tons
.05\$ Returnable	31.09	33.8	23.6	26.9	Tons
Municipal Waste	8334.8	8409.52	7812	9121	Tons
Magazines	45.97	34.36	43	50.96	Tons
Metals	478.27	658.2	666	639.2	Tons
Motor Oil	3150	2200	4100	3200	Gallons
Paper	380.94	370.1	316	330	Tons
Propane Tanks	620	710	974	670	Units
Textiles	114.05	109.9	117	99	Tons
Tires	22.93	29.4	28.06	33.96	Tons

Yarmouth Regional Transfer Station
Leased by Covanta Energy/Staffed Lawrence Waste

The station was privatized with a lease to Covanta Energy in February of 2014. Yarmouth Transfer Station received waste from the residential drop-off facilities in Yarmouth, as well as commercial waste from all over Barnstable County. This waste was received in a variety of commercial collection vehicles. Yarmouth Transfer Station is operated with a staff of three full-time and two part-time employees. The facility was open seven days per week, year round, with the exception of New Year's Day, July 4th, Thanksgiving Day, and Christmas Day.

Yarmouth Septage Treatment Plant
Operated by Weston & Sampson Services (David Bernier, Project Manager)

This year has been very busy at the Septage Treatment Facility. The plant received a total of almost 29 million gallons of septage and grease, more flow this year than any year in the plant's history. This is up from last year's total of 27 million gallons. Staff continues to make strides with maintenance at the facility. Some of the larger projects included: replaced the main drive shaft, bearing, and packing gland on the Headworks Grit Classifier; replaced all the chain and flights on the Grease Decant Tank; replaced several Victaulic valves (6", 8", and one 12" valve in the facility); replaced several check valve bodies on several diaphragm pumps in the plant; rebuilt several diaphragm pump heads during the year; and, replaced the Rotor and Stator on

BFP feed pump #2. Upgrades and capital improvement projects include: replacing the roll up door in the Headworks Building; three roofs were stripped and the rubber coating replaced, and one of the leaking roof sections was repaired; new entrance doors were installed on the generator shed, as well as the main office vestibule door; continued improvements and increased SCADA controls were installed; one of the EQ tanks was cleaned out by Weston & Sampson, CMR Division; and lastly oxidation ditch #2 was pumped out during the winter months and all of the diffuser stones were acid washed and the rubber membranes were pressure washed.

The facility and staff had a full year of hauling liquid sludge from the sludge holding tank. This has attributed to the facility being able to handle additional flows that came in the busy season. This summer was challenging, but with a good team everything seemed to work out well. On a couple occasions during the summer/fall months it was necessary to limit flow due to the extremely high volume flowing into the facility.

Finance Director Eduard Senteio and Department of Public Works Director Jeff Colby are still working with the vendor *Genesis* on the possibility of building an anaerobic digester which will provide sludge disposal alternatives.

The facility continues to run well and there were no plant permit violations during the past year. There are several upcoming projects for the slow winter months to make the facility ready for another busy season.

2018	Septage Gallons Received	Effluent Gallons Bayberry Golf Course	Effluent Gallons Buck Isl. Spray Field	Total Effluent Discharged	Liquid Sludge Tons	Liquid Sludge Gallons	Grit Tons
17-Jan	1,338,418	0	0	0	144.31	36,000	0
17-Feb	1,517,639	0	0	0	130.5	81,000	66.47
17-Mar	1,458,915	0	0	0	82.48	0	0
17-Apr	2,362,116	0	0	0	147.62	27,000	0
17-May	2,877,798	37,197	1,330,617	1,367,814	187.16	63,000	69.08
17-Jun	2,804,568	1,669,725	196,840	1,866,565	57.26	63,000	0
17-Jul	3,005,339	3,772,387	0	3,772,387	94.18	135,000	0
17-Aug	3,556,915	2,878,812	0	2,878,812	158.44	144,000	51.22
17-Sep	2,510,965	1,574,325	2,943,750	4,518,075	196.7	36,000	21.74
17-Oct	3,091,708	351,894	4,807,195	5,159,089	188.92	81,000	0
17-Nov	2,597,588	0	7,603,360	7,603,360	118.82	88,000	49.2
17-Dec	1,737,727	0	0	0	309.36	0	0
Totals	28,859,696	10,284,340	16,881,762	27,166,102	1815.75	754,000	257.71

WATER DIVISION
Gary A. Damiecki, Interim Superintendent

	2018	2017	2016
Gallons of water pumped (millions)	1,388.60	1,398.44	1,559.17
Rainfall for the year (inches)	45.52	56.07	42.47

Total number of water services	16,396
Total number of hydrants	2,116
Number of pumping stations	24
Number of corrosion control facilities	17
Number of water storage tanks	3
Total water storage capacity	9.3 million gallons (MG)
Total acres for Water Supply Protection	965

Yarmouth Water’s Mission Statement

The Yarmouth Water Division is committed to serving the needs of Yarmouth’s residents, businesses, and visitors by providing high-quality drinking water while providing for future economic growth via progressive planning. We are also committed to creating a satisfying, safe, and productive work environment where a philosophy of win-win is the imbedded culture.

By Massachusetts Department of Environmental Protection (DEP) regulation, the Water Division staff is on-duty 24/7. The staff is available at all times to serve and protect the public. We are a dedicated collection of highly motivated and conscientious water professionals proud to be delivering the very basic of ingredients for human life itself – Clean Fresh Water.

We would like to offer a most sincere thank you to all Town departments, agencies and to the citizens of Yarmouth for their support and assistance during 2018.

This past year we saw the retirement of long-time Water Superintendent Dan Mills, and subsequent retention of the consulting firm ‘Weston and Sampson’ and their employee, Steve Cushing, for the newly-created position of General Manager. Welcome aboard Steve.

We pumped a total of 1,388.60 million gallons of water from Yarmouth during calendar year 2018 as compared to 1,398.44 million gallons for the year 2017. Water production decreased during 2018 by 1 %. That is roughly 10 million gallons less than was pumped in 2017. In July we pumped slightly more than 284 million gallons of water. Water usage throughout Town seems to have stabilized, which may have been due to the wonderful weather conditions we enjoyed last year.

The Division continues with our many programs, including: Inspection and testing of backflow devices; inspection and maintenance of hydrants; water main leak detection; water meter replacement program; and the on-going DEP-mandated water sampling program which ensures the quality of our potable water. The Division has continued the Pump Station Rehabilitation

Program wherein all the public water supply wells and associated structures will be reconditioned and modernized. Presently some of the structures and associated equipment have outperformed their useful life expectancy. This program is addressing the issue. Presently, about one half of our facilities have emergency engines powered by propane. So after an event or power outage, we would continue to deliver water to your home or business. Additionally we have multiple stations powered by emergency generators which run on natural gas. Thus the Town's water delivery, in the event storm outages, should perform as expected - delivering quality water for your needs is our primary goal.

In the spirit of inter-municipal cooperation, we continue to supply potable water to the Town of Barnstable, supplying the village of Hyannis with potable water. As many of you recall, the water wells that supply Hyannis with water have elevated levels of contaminants of concern.

We would like to extend special thanks and a shout out to the unsung heroes at the Water Division. They responded to water emergencies in the middle of the coldest nights and the hottest days. They responded with gusto and enthusiasm. Although we experienced many water main and water service breaks, our heroic distribution crews prevented backflow conditions and prevented contamination from entering the system. The crews acted in a competent and timely manner to isolate the breaks, prevent flooding and the subsequent devaluation of private property. Best of all they acted as ambassadors of the Town of Yarmouth in their daily contact with citizenry of our community.

A decorative rectangular frame with rounded corners and a double-line border, containing the department name.

**MUNICIPAL
TECHNICAL SERVICES
DEPARTMENT**

MUNICIPAL TECHNICAL SERVICES DEPARTMENT

The role of the Information Technology Division is to address the continually increasing demand for more effective ways to access, maintain, distribute and analyze information pertaining to the Town of Yarmouth. Toward this end, the Division seeks to ensure that new data is developed properly, that Yarmouth's existing data is being utilized effectively, that all departments have proper access to data, and that the Town's systems and equipment are being used to their full potential. The Information Technology Division is responsible for fulfilling these goals, as well as designing, acquiring, installing, operating, coordinating, and supporting the maintenance of voice, data, video, and related telecommunications services for all Town offices as well as cable television broadcast. Through our day-to-day work, and ongoing planning, we have made progress on many of these efforts.

During 2018, the Division has moved forward with improving our IT infrastructure by undertaking a server virtualization program and a Town-wide "sub-netting" project. These efforts will help to improve overall management and efficiency of our operation. Importantly, these efforts will allow us to better manage and serve the ever-increasing security and data management needs of the Town. This year, we also began planning for what the next generation of our network infrastructure needs may be, including build-out of 5G fiber infrastructure and the possibility of wireless mesh-networks.

Our IT infrastructure supports many of our departmental operations and applications, including our online permitting, licensing, and inspection system. We continue to develop and improve this application, and in conjunction with our document imaging project, hope to enhance our 24x7 access to conduct Town business. In addition to this Town-wide application, the IT Division continues to support dozens of department business applications on a day-to-day basis in order to keep the Town running smoothly.

Fiscal Year 2018 has also been a year of transition for the IT Division. Beginning in 2018, and going forward, the Division has been reorganized into the Municipal Technical Services Department. Under this structure, our department is responsible for a number of municipal functions that cross department lines, including: Website & Media; Energy Management Coordination; Fleet Management issues; Procurement; and Project Management, in particular our Water Resource initiatives.

On the energy front, there have been several exciting developments. The Town completed the criteria to be accepted into the Massachusetts Green Communities Program. This program will help to fund substantial energy reduction projects with a goal of reducing energy consumption by 20% over the next five years. In addition, we have executed agreements to bring online roof top solar PV projects on two of the Town's fire stations. In addition, through our collaboration with CVEC, we are considering the development of four additional roof top solar projects, and a ground mount solar project at our Septage Treatment Plant.

In the next fiscal year, the IT Division will continue its transition into the Municipal Technical Services Department. We have been laying the ground work in our areas of responsibility, implementing systems and procedures, and building the capacity to accomplish a number of

emerging projects in order to meet the challenges, and take advantage of the opportunities, that will arise. We look forward to not only working with our internal departmental customers, but becoming more outward facing to work with the Yarmouth community.

The Town is very lucky to have a very dedicated, competent staff to help see this all through. On behalf of our staff, Joe Hevener, John Morse, Bruce Barrow, and Chad Deschamps, as well as our part-time staff and interns, I submit this annual report.

Respectfully submitted,

Richard D. Bienvenue, CPA
Acting Municipal Technical Services Director



**OTHER
COMMITTEES**

CAPE COD COMMISSION

In addition to all its other tasks, the Cape Cod Commission has been in the process of updating the Regional Policy Plan for a lengthy period of time. The final draft is all but complete and plans are in place to submit it for approval to the Barnstable Assembly of Delegates in early 2019.

The new Regional Policy Plan is a new document that should make applicants and staff work more smoothly through the permitting process. The plan will be supported by numerous Technical Bulletins to further guide applicants.

Any and all information that involves the work of the Commission is readily available on its website (capecodcommission.org).

Yarmouth's Representative is immersed in the work of the Commission. As 2019 Vice Chair, he is by virtue of that office a member of the Executive Committee. In addition, he is Vice Chair of the Committee for Planning and Regulation and is a member of the ad hoc sub-committee for the update of the Regional Policy Plan.

Respectfully submitted,

John H. McCormack Jr.
Yarmouth Representative to the Cape Cod Commission

CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (CCRTA) has provided a total of 98,733 one-way passenger trips across all services in the town of Yarmouth from July 2017 through June 2018 (FY18).

CCRTA provided 13,831 Medicaid trips, 30,401 Day Habilitation trips, 43 ADA trips, and 100 other medical trips for Yarmouth residents. CCRTA also provided 82 Yarmouth residents with 289 trips to Boston area hospitals through the Boston Hospital Transportation service.

CCRTA provided 680 Yarmouth residents with 24,192 DART (Dial-a-Ride Transportation) trips during FY18. Total DART passenger trips in the fifteen towns of Cape Cod were 217,037 in FY18.

The fixed route Hyannis to Orleans (H2O) serves the towns of Barnstable, Yarmouth, Dennis, Harwich, Chatham, and Orleans along the Route 28 corridors. A total of 29,877 one-way trips originated in Yarmouth for the H2O route for the period July 2017 through June 2018. Although we do not track alighting's, it is assumed that an approximately equal number of riders ended their trips in Yarmouth, including some who began and ended their trips in Yarmouth. Total ridership for the H2O route for this period was 151,673.

CCRTA supplied the Yarmouth Council on Aging with one Mobility Assistance Program (MAP) vehicle that provided 2,975 rides from July 2017 to June 2018.

Route maps, schedules, fares, Google Transit Trip Planner, and the latest news about Cape Cod public transportation services are provided at www.capecodrta.org, as well as links to many other transportation resources.

CAPE LIGHT COMPACT

Yarmouth Representative – Joyce Flynn

Yarmouth Alternate – Daniel Knapik

Cape Light Compact JPE is an intergovernmental organization consisting of the 21 towns on Cape Cod and Martha's Vineyard and Duke's County. The Compact's mission is to serve our 205,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, and renewable competitive electricity supply.

Effective July 1, 2017, the Cape Light Compact reorganized and reconstituted itself as a joint powers entity pursuant to Massachusetts General Law Chapter 40 Section 4A1/2, becoming the first joint powers entity in Massachusetts. Reorganizing as a joint powers entity protects member Towns from potential liabilities and mandates greater financial accountability through expanded reporting requirements to the Massachusetts Department of Revenue and member Towns, and designation of Treasury functions to an independent entity.

POWER SUPPLY

During 2018, the Compact's power supplier for all residential, commercial, and industrial customers was NextEra Energy Services of Massachusetts (NextEra). The Compact is pleased that our residential price in 2018 was lower than Eversource's basic service residential, while also being 100% renewable.

The Compact has been a green aggregation since January 2017, meaning 100% of Compact's power supply customers' annual electricity usage is met with renewable energy certificates (RECs). Each REC represents the generation of 1 megawatt hour (1,000 kilowatt hours) of electricity produced by a renewable resource, such as wind or solar. By retiring RECs to match the Compact's customers' usage, Compact customers are financially supporting renewable energy resources, including resources located on Cape Cod and southeastern Massachusetts. In addition, NextEra pledged to deposit all premiums paid for voluntary RECs, plus their supplier and retail fees (expected to total over \$3 million per year), into a trust fund to be used solely for the development of new renewable energy resources. In December 2018, the Compact also announced that it had entered in to a long-term power purchase agreement (PPA) for both energy and RECs from a solar facility under development in Farmington, Maine, which is scheduled to begin delivering energy to Compact customers in 2021. Now, by purchasing electricity through the Compact, all Compact power supply customers are supporting renewable energy and acting locally to combat climate change.

At a regional level, New England continues to face electricity pricing challenges during the winter months. Over the last fifteen years, New England has greatly increased its reliance on natural gas for electricity production, and now over fifty percent of New England's electricity is generated with natural gas. However, natural gas pipeline capacity has not substantially increased during that same period. As a result, during winter cold snaps, demand for natural gas to generate electricity competes with natural gas demand for heating purposes. Allocation of natural gas for heating has priority over natural gas for generating electricity. This creates a supply shortage of natural gas for electricity production, and therefore increases prices for electric generators, which is passed on to all New England power supply customers. Massachusetts has taken a major step to address this issue through the execution of long-term contracts for off-shore wind energy, and continues to negotiate contracts for additional renewable energy resources; however, until such time as this issue is fully resolved, either through additional infrastructure, demand reduction or other targeted programs, the possibility of future high winter pricing remains, and as such, consumers should still expect seasonal pricing fluctuations for the foreseeable future. The Compact will continue to seek ways to help customers reduce their electricity costs through innovative energy efficiency programs to mitigate the impacts of higher winter electricity pricing.

As of December 2018, the Compact had approximately 12,429 electric accounts in the Town of Yarmouth on its power supply.

CONSUMER ADVOCACY

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local and state level. In 2018, the Compact continued its focus on grid modernization, reviewing the plans submitted by the utilities in August 2015. The Compact held community and stakeholder meetings about what is being proposed and the implications for the energy future of Cape Cod and Martha's Vineyard. There were several key areas of concern that the Compact and engaged stakeholders identified, mainly centered around the fact that Eversource's grid modernization plan was mostly grid-facing and did not offer many opportunities to engage customers with a modernized grid. The Compact was an active participant in the DPU docket and retained experts to analyze Eversource's plan and present expert witness testimony, submitted information requests to Eversource, and submitted briefs. The DPU issued their grid modernization orders in May 2018, approving some of the utilities' requests but deferring decisions on customer-facing technologies (such as advanced metering infrastructure) to future proceedings. The Compact will seek to participate in future grid modernization proceedings at the DPU to advocate for the interests of Cape and Vineyard customers.

In December 2017, the DPU issued an order on Eversource's rate case, which was filed in January 2017. This was Eversource's first fully litigated rate case since the 1980's. Rate case proceedings determine the charges that Eversource is allowed to impose on the distribution side of the electric bill, which effect all residents and businesses on Cape Cod and Martha's Vineyard. The Compact was an active participant in this proceeding as well. The Compact's concerns with the proposal were: (1) the proposal to increase customer charges and impose new demand charges, which decrease customers' ability to manage their bills; (2) the 10.5% return on

equity sought by the company, which is higher than the national average for a regulated utility; (3) the proposal to shift approximately \$30 million per year of costs from Western MA customers (and Eastern MA commercial customers) on to Eastern MA residential customers, which includes the Cape and Vineyard. Unfortunately, the DPU approved increased customer charges and demand charges, a 10% rate of return, and the cost shift from Western MA and Eastern MA commercial customers on to Eastern MA residential customers. However, the participation of the Compact and other intervenors resulted in a lower approved customer charge than Eversource proposed, a rejection of consolidated Transition charges (saving Cape and Vineyard customers approx. \$8M/year), and rejection of the consolidation of commercial and industrial rate classes which would have had steep bill impacts for some Cape and Vineyard customers. Since the December 2017 Order, the Department has opened two related proceedings that the Compact is participating in regarding performance metrics and the Monthly Minimum Reliability Charge (MMRC) outreach and education plan. Additionally, the Compact filed an amicus brief with the MA Supreme Judicial Court (SJC), supporting other parties' appeals of the approved return on equity rate and MMRC. The SJC has not ruled on the appeals as of December 2018.

The Compact also participated in regulatory proceedings at the DPU related to the retail electric market, pushing for policies that promote a competitive power supply market while ensuring common-sense protections for consumers.

ENERGY EFFICIENCY

Jan. – Dec. 2018	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	253	\$38,455.40	192,277	\$172,327.40
Residential	24,747	\$1,144,549.60	5,722,748	\$2,467,631.02
Commercial	210	\$285,685.80	1,428,429	\$1,428,429.12
Total	25,210	\$1,468,690.80	7,343,454	\$7,343,454.24

Funding for the energy efficiency programs (i.e. energy assessments for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from the monthly customer “energy conservation” charge on each customers’ electric bill, which is multiplied by the number of kilowatt hours used during the month (\$0.02109 for residential customers and \$0.0078 for commercial and industrial customers).

Here are some examples of Cape Light Compact energy efficiency programs at work in Yarmouth:

- 10 ENERGY STAR® homes were built in the Town of Yarmouth.
- Consulting services, lighting measures, and other energy efficiency measures were performed at many Town buildings, including the Fire Department and DPW buildings.
- Cape Light Compact continues to support STEM integrated energy education to students, parents, and teachers at D-Y High School, Mattacheese Middle School, Station Avenue School, and M. E. Small School through energy carnivals, teacher workshops, education materials, and classroom support. Mattacheese students participated in the Compact’s Be

Energy Efficient Smart (BEES) program where they learned about energy efficiency science and helped to make their own homes more energy efficient.

I am proud to serve as Yarmouth's representative to Cape Light Compact, and proud of the long partnership between the Town of Yarmouth and CLC.

CULTURAL COUNCIL

Mission: To support and promote the arts, humanities, and interpretive sciences for the Towns of Barnstable and Yarmouth.

The Mid-Cape Cultural Council (MCCC) is one of 329 local cultural councils across the state that work in partnership with the Massachusetts Cultural Council. As a regional council serving two towns, both Barnstable's Town Council and Yarmouth's Board of Selectmen appoint MCCC members. In FY 2018, there were eight Yarmouth and six Barnstable volunteer appointees. MCCC is administratively attached to Barnstable's Growth Management Department.

ACCOMPLISHMENTS:

The MCCC's core activities are awarding grants and providing services to connect cultural assets to community needs. In 2018, we:

- Reviewed 35 applications and awarded 20 grants for the year 2019, amounting to \$13,882 to cultural non-profits, schools, libraries, and artists for projects benefiting people in one or both of the towns we serve. Six grants were to Yarmouth, six grants to Barnstable, and eight grants were for all Cape.
- Took part in state-wide advocacy activities organized by Massachusetts Cultural Council and with them co-hosted a Cape & Islands Cultural Council Regional Meeting in June 2018.
- Attracted over 700 followers on Facebook.
- Staged a celebratory Open House at the HyArts Guyer Barn for our 2018 grantees to promote funded projects, ranging from After School Enrichment Program at M. E. Small School to an art program at the HyArts Campus for an organization called Amazing Grace that works with children of incarcerated parents.
- Promoted the opportunity for local artists and cultural non-profits to be part of the NEFA CreativeGround database.
- Successfully completed fundraising for Phase two of the three year art project called "Discovery Walk" which will create a path of commissioned sculptures by selected local artists within the Hyannis Cultural District.
- Created a fundraiser called "A Taste of Art" which involved eight restaurants in Hyannis. Met the goal of \$11,000 through the crowdfunding organization *Patronicity* which was then matched in funds provided by Mass Development.
- Awarded a grant to the Cultural Center of Cape Cod to help support an outdoor public art project for the Town of Yarmouth.

FUTURE PLANS:

- Installation of the three “Discovery Walk” sculptures, the third Phase of the Hyannis public art project in 2019.
- Work with other organizations to expand mentoring programs in the areas of arts, humanities and interpretative sciences that we serve.
- Develop and initiate a Community Input Survey to evaluate how the MCCC is meeting community needs and goals.

For More Information:

Website: www.mass-culture.org/Mid-Cape

Facebook: www.facebook.com/MidCapeCouncil

Contact Person: Marilyn Heberling, Chair; email: midcapecouncil2@gmail.com

ENERGY COMMITTEE

Mission

Energy usage is a critical issue for the economic and environmental health of Yarmouth. Managing energy expenditures and monitoring changes in the energy industry present opportunities to improve the wellbeing of the Town of Yarmouth including its government, schools, businesses and residents. The Town’s Energy Committee (EC), alert to and supporting Selectmen's annual goals - advises them on energy-related issues and recommends specific initiatives.

This year, Energy Committee strongly supported Yarmouth’s joining the Massachusetts Green Communities program.

Our ongoing objectives are fourfold:

1. Increase the energy efficiency of the Town’s infrastructure.
2. Offer best energy advice to the Board of Selectmen and the Town.
3. Find opportunities for the Town to purchase energy at lower costs and promote development of local renewable energy sources thereby reducing the use (and cost) of electric power from the grid.
4. Inform Yarmouth residents, businesses and the D-Y Regional School District of opportunities to increase their energy efficiency and produce electricity on site through alternative methods.

Although a decade ago, much of the Energy Committee’s work was involved in monitoring the Town’s power usage and finding ways to reduce consumption and cost, the mission of the Committee has evolved. We work on conservation and efficiency in all (not just electric) areas of the Town’s energy use, but given the importance of an informed citizenry, we work hard at community energy education.

Activities

In 2018 our efforts focused on liaising with Town staff; offering commentary in Department of Public Utilities (DPU) public hearings; collecting and studying data necessary to establish Town baselines for current energy consumption; and providing a forum for information on current energy topics.

In spring 2018, EC members researched and created information sheets of the stretch code and the Green Communities Act, sponsoring a public information session on April 3rd to acquaint Yarmouth residents with the stretch code requirements for residences.

Other meetings included reports on the Vineyard Wind project, floating solar devices of two types, and large-scale energy storage.

Energy Committee members attended the Northeast Sustainable Energy Association conference in March and the Department of Environmental Resources stakeholder meeting on energy storage policy in May.

Some efforts from 2017 are ongoing:

- Support of the Town's grant writing to secure equipment for the Yarmouth Energy Park at the Regional Septage and Solid Waste Facility;
- Energy Committee office hours at the Yarmouth Senior Center are on Mondays from December through May; and
- Selection of a one-week science summer program and a deserving Dennis-Yarmouth Regional School District seventh grader for the George Allaire Memorial Fund Scholarship. This is the fifth year the Committee has awarded the scholarship, and the 2016 Allaire Scholar is Caleb Scribner.

2019 Programs

The public is welcome at monthly Energy Committee meetings on the first Tuesday of each month; Yarmouth residents can also request to receive EC agendas when posted. The Energy Committee is sustained by members Steve Gavin, Bob Palmeri, Joyce Flynn, Marilyn Holle, Steve Krintzman, Sandy Cashen, Mike Duffy, Susan Starkey, and Regina Wood. In 2018, EC members worked with Town professional staff including Shawn MacInnes, Rich Bienvenue, Roby Whitehouse, Ed Senteio, Tara Monroe, and Dan Knapik.

In 2018, Energy Committee looks forward to engaging citizen volunteers for Solarize Yarmouth, a program to reduce the price and risk of residents interested in residential photovoltaic installations. Interested Yarmouth residents are encouraged to attend an EC meeting or contact an EC member for more information.

PERSONNEL BOARD

The Personnel Board is an advisory board to the Board of Selectmen and the Town Administrator. It is comprised of five members, one of whom is appointed by the Finance Committee. The Board's duties include:

1. Recommending personnel policies, procedures, and regulations for non-union personnel;
2. Approving the content and format of all job descriptions, subject to collective bargaining where applicable;
3. Acting on requests for changes in pay classifications for permanent positions; acting on requests to modify pay rates for seasonal and temporary positions; and
4. Other related duties as assigned by the Board of Selectmen and Town Administrator.

A position classification review is the process by which the Town determines the appropriate pay grade for each permanent Town position or job. The process begins with a review of the job description by the employee(s), the supervisor, the department head, the Director of Human Resources, the Town Administrator, and the union, if applicable. The Personnel Board then reviews the content of a job description for clarification and consistency with Town practice and conducts a numerical rating of the position using the Town's position rating manual. Often, the employee and a supervisor may be present to describe the position and answer any questions the Personnel Board may have, and in some cases, additional information is requested and the decision is made at the next meeting.

There were seven meetings held during the year. Position descriptions reviewed and rated by the Personnel Board were: Victim Services Specialist/Advocate, Buildings and Grounds Superintendent, Assistant Water Superintendent, Water Production Supervisor, Water Field Supervisor, and Waste Management Superintendent. Special part-time positions on the Miscellaneous Compensation Schedule reviewed were: Behavioral Health Clinician, Records Evidence Licensing, and Transportation Coordinator. The position of Economic Development Planner was changed to Economic Development Coordinator. The position of Dispatcher was reviewed at length and additional information requested prior to a vote by the Board. Other changes were made to the Miscellaneous Compensation Schedule for various temporary/provisional/seasonal positions and to adhere to the minimum wage law.

Administration changes occurred with the hiring of Shana Tyner, Human Resources Director, who is now the staff member for the Board. In addition, the Finance Committee representative changed from Joseph Goldstein, who we thank for his service, to Kenneth Mudie.

The Personnel Board members are most appreciative for the valuable assistance provided by Christopher Dwelley, Assistant Town Administrator, and Shana Tyner, Human Resources Director. Their assistance, along with Pamela Barnes, is most appreciative and the members thank them all.

The Personnel Board meets as needed at Town Hall.

Respectfully submitted,

Betty-Jane Burkhardt, Chair
Thomas Nickinello, Vice Chair
Alice Bowen
Sharon Ladley
Kenneth Mudie, Finance Committee Representative

RECYCLING AND SOLID WASTE ADVISORY COMMITTEE

The Recycling and Solid Waste Advisory Committee (RASWAC) was established in 1979 to study the disposal and recycling methods and costs and make recommendations to the Board of Selectman on their findings.

Past activities of this committee include a review of the “Pay as You Throw” system, successfully recommending the increase in the number of hazardous waste collection days, the use of a license plate reader at the Town of Yarmouth Disposal Area, and recommended improvements to the facility signage. On the administrative side, RASWAC requested clarification of the Town’s Private Hauler By-law, helped to develop a brochure on waste reduction, reuse, and recycling. With the help of the Cape Environmental Action, the group successfully helped pass a by-law to ban “single-use” plastic bags in Yarmouth, effective August 30, 2018.

2018 committee activities included:

- Outreach to the public through hosted events at the Senior Center, libraries and schools as well as newspaper articles; enhancement of the Disposal Area’s webpage; created a bag ban brochure and continued educating the public about the plastic bag ban.
- Exploration of additional ways to reduce the cost of recycling and solid waste disposal resulting in the recommendation of a Recycling Only Sticker.
- Explored and reviewed polystyrene reduction by-laws and plastic straw bans in neighboring Cape Cod towns due to added concern for litter reduction and control.
- Filled two vacancies on the committee.
- Reviewed the Disposal Area Regulations.

2019 committee goals include:

- Increase communication about recycling questions and benefits through: regular Yarmouth recycling column in The Register newspaper; meet with businesses to better implement the bag ban; connect with school facilities directors about improving recycling in the schools and waste reduction measures.
- Continued monitoring of recycling markets.
- Consider more options to control amount and cost of recycling and solid waste: ban on polystyrene and plastic straws; promote current pay to throw options.

- Help to contain the cost of the Town's waste management; reduce the rise in disposal sticker costs by seeking ways of reducing waste amounts and exploring ways to increase recycling.
- Reduce Litter: RASWAC has become more involved in litter control. Cleaning up Yarmouth is expensive, but it is essential to at least two of the FY2019 Board of Selectman Missions and Goals. Yarmouth's clean-up cost are substantial but must be tracked as an initial step in managing them.
- Increase Community Support to Reduce Waste and Costs: Outreach will target the public, influential service clubs, and parts of the Yarmouth Town government whose approach to facilities and enforcement powers can encourage action to implement the Yarmouth Selectman's 2019 goals.

Administratively, RASWAC has kept up to date on the constant changing recycling worldwide and the effect Yarmouth residents will feel from this. China has significantly changed its recycling policies and is no longer taking recycling from other countries. This has made a large impact on the United States. This committee has also kept up to date with the Yarmouth Energy Park Organic Diversion program. Actions are expected to include special education sessions where we can explain the costs of recycling markets, seek allies in the RASWAC's work, participate in the annual Yarmouth community cleanup, contribute to the Town's website, and expand RASWAC membership. One vacancy remains which we would like to see filled.

Respectfully submitted,

Carol Ewing, Co-Chair
 Jill Talladay, Co-Chair
 Abbigail Santos
 Charlie Spooner
 Deb Stetson
 Mary Vilbon
 Roby Whitehouse, Waste Management Division Representative
 Laura Hayden, RASWAC Recording Secretary

SCHOLARSHIP FUND COMMITTEE

This year the Scholarship Fund Committee had the pleasure of awarding 15 scholarships to deserving Yarmouth residents, representing \$18,000 from three funds that supply the scholarships, to assist with their college education.

Scholarship awards are based on financial need, academic achievement, and school and community involvement. We also consider the applicant's personal statement as extremely relevant. High School seniors, as well as those currently matriculating in an undergraduate degree program may apply for a scholarship which can be found online at <http://www.yarmouth.ma.us>

The Board of Selectmen is responsible for appointing the five-member committee, consisting of the D-Y Superintendent of Schools, Carol Woodbury, and four Town citizens.

It is especially gratifying when the young people themselves realize this and express their true feelings about their Town. These comments certainly make us feel that what our Town and the Scholarship Committee is doing is all worthwhile. Therefore, should anyone like to contribute to our cause, please send your contribution to the Yarmouth Town Hall, 1146 Route 28, South Yarmouth, MA 02664, with checks payable to the Yarmouth Scholarship Fund. Thank You.

VETERANS' SERVICES

The following report is of the activities of the Department of Veterans' Services for the Town of Yarmouth for Calendar Year 2018.

One of our two primary functions is to administer State low-income benefits under Massachusetts General Law Chapter 115 for Veterans who are honorably discharged, who establish need and worthiness, and are residents of the Town of Yarmouth. During the year, the Town of Yarmouth, through our office, provided local aid to qualified veterans totaling more than \$110,950.00 for housing, food, heat, medical, and other related costs. The amount expended was reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

We also provide services to Veterans in obtaining the full range of federal government (Veterans Administration), state government, and local government benefits. Over the past year this office assisted Yarmouth Veterans and their widows and widowers in obtaining \$6,444,411.00 in VA cash benefits for service-connected injuries and VA non-service-connected pensions. These federal funds greatly reduced the demand on our local aid fund.

We encourage any Veteran or dependent of a Veteran to contact us at 1-508-778-8740, Monday through Friday from 8:30 AM to 4:30 PM. We can also schedule appointments in one of our offices, at your home, or any location that is best for you.

We extend our thanks to the Board of Selectmen, the Town Administrator, and Town Finance Director for their outstanding support throughout the year.

In Service to Veterans,

Gregory J. Quilty
Director/Veterans Agent

YARMOUTH SUBSTANCE AWARENESS COMMITTEE

The Yarmouth Substance Awareness Committee (YSAC) is a representative community coalition that collaboratively addresses the impact of substance abuse issues in the community across the continuum of prevention, intervention, treatment and recovery. Our motto is "No alcohol until 21. No drugs ever."

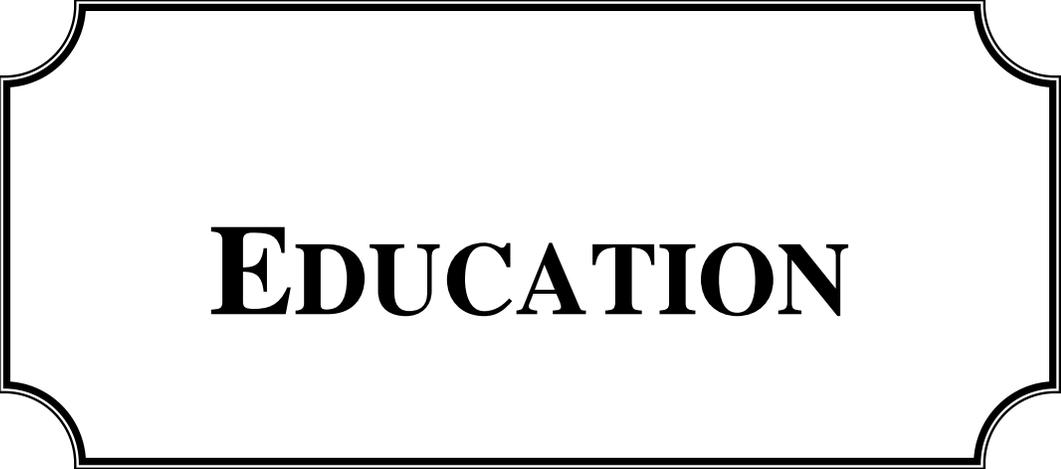
YSAC serves as a forum on awareness, education, and programs addressing drug and alcohol use and abuse by residents and visitors of all ages. We assess community needs; review evidenced based/informed practices and programs; and seek funding for identified priorities. YSAC partners with other Cape Cod town coalitions, the Barnstable County Department of Human Services, and state and Federal programs. Committee members also serve on the Barnstable County Regional Substance Abuse Council and their Prevention, Education, Treatment, and Recovery subcommittees.

Members are appointed by the Board of Selectmen for a term of two years, working in collaboration with the Yarmouth Health Department and in compliance with the rules and regulations required of Town of Yarmouth Boards. Membership includes representatives from the Yarmouth Health Department, Yarmouth Board of Health, Yarmouth Recreation Commission, Yarmouth Senior Services, Dennis-Yarmouth Regional School District, Yarmouth Police Explorers, Yarmouth Police and Fire Departments, Barnstable County Department of Human Services, Gosnold, and interested community residents.

YSAC general meetings are held bi-monthly and are always open to the general public, as well as the membership. The meetings are usually held in the Training Room at Yarmouth Police Headquarters and are posted according to the Open Meeting Laws.

Activities during the past year have included:

- A grant received from The United Way of Cape Cod awarded to YSAC and Gosnold to fund consultation and support services to Yarmouth from Gosnold, including administration of a survey and interpretation of findings on current high school student use and mis-use of substances. The survey was administered to students attending both D-Y Regional High School and Cape Cod Technical High School. Results from the surveys are being used by the schools and our committee to better design outreach and prevention activities.
- The committee is working with the Yarmouth Police Department as they design an education program on opioid and prescription drug abuse for middle-school aged students and their parents in 2019.
- YSAC and Gosnold, with United Way support, held our annual Sticker Shock program in November at all nine Yarmouth liquor stores. Students from the DYRHS, along with interested adults, labeled over 7,000 bags to be used in the stores warning shoppers not to provide alcohol to anyone under 21.
- Analysis of the monthly reports of overdose calls from both the Yarmouth Fire and Police Departments is done at YSAC meetings to better understand patterns of substance use/misuse in Yarmouth.
- Support of *Learn to Cope*, a weekly group that offers education and resources with peer support and hope for parents and family members coping with a loved one addicted to opioids and other drugs. The group welcomes new members at their weekly Tuesday meetings at 7 PM at the Yarmouth Police Station.
- Support of the Recovery Support Navigator who provides assistance to residents seeking substance use treatment and recovery services. This position is a partnership with the Board of Health and the Duffy Health Center of Hyannis through funding from the Yarmouth Board of Selectmen.



EDUCATION

DENNIS-YARMOUTH REGIONAL SCHOOL DISTRICT

Committee Members

Term Expires

Jeni Landers, Chairperson	2019
Joseph Tierney, Vice Chairperson	2021
Andrea St. Germain, Secretary	2020
Brian Carey, Treasurer	2020
James Dykeman	2021
Brian Sullivan	2019
Phillip Morris	2020

Superintendent of Schools – Carol A. Woodbury

Kenneth Jenks, Assistant Superintendent, Finance & Operations
 Kristine Breda, Teacher of Visually Impaired/Out of District Coordinator
 Lisa Cordeiro, Human Resources Director
 Carole Eichner, Director of Early Education
 Suzanne Kenney, Adult Education Supervisor
 Maria Lopes, Director of Pupil Services
 Christopher Machado, Director of Technology
 Leila Maxwell, Director of STEM Instruction
 Rooney Powers, Food Services Director
 Sherry Santini, Director of Arts & Humanities Instruction

Administrative Office Personnel

Sandra Clifford, Business Affairs Administrative Assistant
 Joan Damore, Administrative Assistant to the Director of Finance & Operations
 Tara Holt, Administrative Assistant to the Director of Pupil Services
 Dianne Kelley, Data Specialist
 Patricia Maloney, Benefits Management Administrative Assistant
 Jan Murray-Daniels, Administrative Assistant to the Directors of Instruction
 Susan Nelson, Assistant Treasurer/Accounts Receivable
 Joyce Proudfoot, Bookkeeper
 Dawn Selfe, Payroll Manager
 Eileen Whalen, Administrative Assistant to the Superintendent/Sec. to School

Committee

2017-2018 RETIREMENTS

Maria	Arseneaux	ESP 1/Special Ed. Assistant	Ezra H. Baker
Jayne	Boyle	French Teacher	D-Y High School
Kelly	Brown	Math Instructional Coach	NH Wixon School
Maureen	Burnham	Administrative Assistant to the Supt.	District

Elizabeth	Dean	Secretary II/Guidance Secretary	D-Y High School
Mary Jo	Govoni	Fifth Grade Teacher	NH Wixon School
Nancy	Haddad	ESP I/Special Ed. Bus Assistant	District
Suzanne	Hamilton	Secretary II/Principal Secretary	Ezra H. Baker
Christopher	Henshaw	Bus Driver	District
Lynn	Krause	Elementary School Teacher	Station Ave. Elem.
Audrey	Lee	Secretary I/School Secretary	M.E. Small Elem.
Joan	Loncich	Reading Specialist	District
Suzanne	Menard	ESP I/Special Ed. Teacher Asst.	D-Y High School
Patricia	Mulhearn	Nurse	Ezra H. Baker
Michael	Norton	ESP I/Special Ed. Teacher Asst.	Mattacheese Middle
Maureen	O'Brien	Duty Assistant	Ezra H. Baker
Dianne	O'Connell	Reading Teacher	Mattacheese Middle
Judith	Olkola	Art Teacher	M.E. Small Elem.
Tracey	Salley	Reading Teacher	NH Wixon School
Francine	Searles	Nurse	Ezra H. Baker
Maureen	Sullivan	ESP I/Special Ed. Teacher Asst.	Mattacheese Middle
Carla	Thibeault	Special Education Assistant	NH Wixon School
Kathryn	Walker	Fourth Grade Teacher	NH Wixon School

DENNIS-YARMOUTH REGIONAL SCHOOL COMMITTEE

Jeni Landers, Chairperson

It is my pleasure to submit the annual report of the Dennis-Yarmouth Regional School Committee. 2018 was a year of continued success and innovation.

Students and staff at our three elementary schools, Ezra H. Baker Innovation School in Dennis, and M. E. Small and Station Avenue Elementary schools in Yarmouth, are benefiting from an infusion of materials into our K-3 Reading Curriculum and continued curriculum improvements. All students at the Ezra H. Baker Innovation School are learning Spanish as a second language. Increasing emphasis is placed on science, technology, and engineering in addition to reading and math. M. E. Small has adopted a school-wide Title I intervention model, providing more flexibility to respond to the needs of students in Literacy and Math who are not performing at grade level with the goal of rapidly closing achievement gaps. Station Avenue Elementary continues to use the Positive Behavioral Intervention and Supports model (PBIS) and this year they are engaging students in writing about these themes with their work being displayed in the main hallway.

The N. H. Wixon School, where our 4th and 5th graders are educated, started the 2018-2019 school year with a new Principal, Tim Blake, who is himself a D-Y graduate. There is

renewed enthusiasm for learning and teamwork at Wixon where students receive the same amount of academic time for Literacy, Math, and Science; and a change to the Related Arts Schedule provides students with fewer transitions during the school week.

Our 6th and 7th graders are thriving at Mattacheese Middle School where students and staff celebrate student successes with recognition ceremonies, related arts breakfasts, and sports awards. The professional staff collectively uses the School Improvement Plan as a map for student success and the schedule is designed to allow students to have access to high standards and have specialized support.

At Dennis-Yarmouth Regional High School students in grades 8-12 are exceeding expectations in academics, music, sports, and community service. The D-Y Marching Band and Color Guard had a successful regular season but unfortunately could not perform at the New England Championships because it was canceled due to weather. Previous to this year the program has earned 6 consecutive Massachusetts State Championships and 4 New England Championships. The Girls Field Hockey Team won the State Championship! Our students continue intergenerational team work with the Yarmouth Senior Center Model UN and an intergenerational concert for Veterans Day. D-Y offers increased opportunities for female students in STEM, and several newly established partnerships include students working with The Friends of Bass River, the YMCA Young Achievers Program, and the AVA Project.

On December 4, 2018 a District-wide vote was held and a new school building for grades 4-7 was approved. This school will replace the Wixon and Mattacheese schools which are both in need of costly repairs and upgrades. The new school will be located on Station Avenue and will be a state of the art facility thanks to the hard work of the Building Committee and District staff and supporters who have spent many years bringing the project to this critical stage.

Thank you to the communities of Dennis and Yarmouth for their continued support of the Dennis-Yarmouth Regional School District.

OFFICE OF THE SUPERINTENDENT
Carol A. Woodbury, Superintendent of Schools

It is my honor to provide you with my annual report on your Regional School District. As you read the reports of our Assistant Superintendent, Directors, and Principals you will share my pride as the leader of our amazing District. As you learn about all the extraordinary programs I hope you will believe as President Lyndon B. Johnson once expressed, ***“We believe, that is, you and I, that education is not an expense. We believe it is an investment.”*** Each year our citizens invest significantly in the education of our young people. We take the stewardship of your tax dollars and our students very seriously and believe the schools are the pride of Dennis and Yarmouth.

In March 2016 the Massachusetts School Building Authority (MSBA) invited the District into their eligibility period based on the District’s submitted Statement of Interest for Mattacheese Middle School. The first part of this process is an in-depth review of enrollment completed by MSBA. It was in that process that the MSBA expanded their grant offer to

include the Wixon School, if the District would consider putting the two schools together. The Building Committee has worked diligently since July of 2016. There have been several submittals to, and votes from, MSBA along the way in the affirmative and each time moving the District to the next phase. In June 2018 the District received approval for the preferred schematic report which led to the MSBA vote in December 2018 of the schematic report and budget. Meanwhile, locally we were working to secure local votes on the project. The voters of Dennis and Yarmouth have, once again, supported their students with a local affirmative vote for the project. We thank you on their behalf for your support.

We are pleased to report that the estimated reimbursement for the project is 57.68% or approximately \$45M. This is up from the feasibility study reimbursement of 44.25%. The cost to our two towns for a brand new school facility for approximately 940 students will be \$71M. We are working closely with both towns to assist them with a decision about how those costs will be shared.

This fall the Massachusetts Department of Education implemented a new accountability system. It is a complex system that looks at school performance and student opportunity in the areas of achievement, student progress and growth, high school completion, progress toward English proficiency for English learners, chronic absenteeism, and advanced coursework completion. Our overall District classification is “not requiring assistance or intervention.” The reason for this classification is that the District is “partially meeting targets” set for us by the state as are 75% of the Districts across the state. The District has shown improvement since 2016-2017. We are meeting the requirements in serving our special education population and many of our identified subgroups are making improvement.

All students in grades 3-7 used their iPads to take the test electronically. In the spring the grade 8 and 10 students will move from paper and pencil testing to electronic testing, too. Thus, we will meet the requirement of the Department of Education to test all students using an electronic tool by 2019. We have had to invest a significant amount of funding in these technology tools to ensure we would meet the requirement and that our students would be prepared to test in an electronic environment. Beginning in 2019 our grade 10 students will join their younger peers in taking the Next Generation MCAS. Our high school has consistently performed well ensuring that our students receive a high school diploma. In tracking student progress over the years we continue to see students who struggle when they are younger make great progress in learning and ultimately do well in grade 10 on the state testing when it becomes high stakes.

On October 1, 2018 there were 3026 students enrolled in the Dennis-Yarmouth Regional School District. At the end of December 2018, 52%-80% of the students our schools were serving were eligible for free or reduced priced lunches. We are proud of our diversity. We serve the needs of all students who are members of our community and the growing numbers of students who are choosing Dennis-Yarmouth from other communities. This includes 8.5% of our population who are English learners, 16.7% whose first language is not English, and 19.5% that need special education services to access their education.

We continue to support the interests in needs of all students in a well-rounded experience that educates the whole child. Our students are academics, musicians, artists, writers, sports

enthusiasts, and much more. They contribute to the community by giving back through many civic projects. We are so proud when they are involved in the community and citizens without children in our schools see just how special they truly are. When they leave Dennis-Yarmouth Regional School District they are college, career, and civic- ready. When we see our graduates years later it is great to hear about their successes.

Thank you for investing in the future of our towns, our country, and our world through your support for our children. What we do today will have a significant impact on a time we may never see. It is our legacy. Your partnership cannot be underestimated. On behalf of those you may never even know, I offer my sincere thanks.

Respectfully submitted,

Carol A. Woodbury
Superintendent of Schools

**DENNIS-YARMOUTH REGIONAL SCHOOL DISTRICT
FINANCE & OPERATIONS
Kenneth T. Jenks, Assistant Superintendent**

The Dennis-Yarmouth Regional School District continued our work to make academic gains and programmatic improvements during 2018. We have closed out the FY 2018 budget year, we are currently managing the FY 2019 budget, and we are in the midst of preparing the FY 2020 budget. Last year, the state certified the District's Excess & Deficiency (E+D) fund balance at \$986,946, of which \$234,000 was used to support the FY 2019 budget. We completed FY 2018 with a net balance of \$195,000 which we anticipate will be certified by the state and added to our current E+D of \$752,946. We value the support provided by our communities during these challenging fiscal times.

State and federal revenues continue to fluctuate with resulting financial pressures on school systems and towns as local leaders work to maintain high quality programs while effectively implementing many new state requirements. The Regional Agreement Study Committee is a direct result of these financial pressures and reflects the work of our local leaders to work together and to study ways to make school funding more manageable for both towns. Thanks to all of the school administrators, our faculty and staff, and the School Committee, as well as our town officials for their diligent work to craft a viable new agreement during these challenging economic times. And most of all, thanks to our communities for their continued support of our schools.

Our District values and engages with a variety of community partners. Our students have participated in numerous intergenerational activities, including a concert and multiple Model UN simulations. Most recently, administrators met with Senior Center representatives from Dennis to expand the intergenerational connections to cover both of our communities. The schools also partner with outside agencies to raise funds or seek contributions to support our students, whether it be through groups such as Create The Good, the Masonic Angels,

Yarmouth Rotary, the Dennis-Harwich Rotary, the Lion's Club, Teen Achievers, and the many booster clubs supporting our sports and music programs, as well as local charitable foundations. The annual Dolphin Dash continues to be a unique community fundraiser organized by the high school athletic director and an active group of parents and community leaders. The Dolphin Dash event has significantly reduced high school athletic user fees, thereby making our programs more accessible for all students.

The District is continuing our work to address the long-term trend of declining enrollment and as of December, 125 students from other school systems came to Dennis-Yarmouth under the school choice program. The District continues to take active steps to implement our school choice motto of "retain, recruit and return" and we anticipate increased numbers of school choice students next year. We are also continuing our work to promote the D-Y Advantage and decrease the outflow of students to charter schools.

We continue to work with the member towns to develop viable solutions to much-needed capital improvements, as our buildings are showing their age. After over five years of requests, the District was approved by the Massachusetts School Building Authority (MSBA) to move forward with a building project for the new school to replace both the Mattacheese Middle School and the Nathaniel H. Wixon School. The Building Committee, composed of representatives from both towns and the school system, has worked for nearly two years with our Project Manager PMA and architects Perkins Eastman to complete the MSBA's state required school building process. The result is a new combined school for grades 4 - 7 on the Station Avenue site that will be built with a state reimbursement rate of 57.68% for eligible costs. This combined school will provide an educationally sound and fiscally responsible approach to replacing outdated school buildings in our two communities. The aging Marguerite E. Small School needs major work as well and the school system has applied for MSBA consideration of the M. E. Small School as a future project.

Facilities Manager Sandra Cashen leads our small yet effective Facilities Department, which depends on a group of skilled mechanics to maintain our buildings and handle small scale repairs effectively and efficiently. Steve Faucher leads our grounds crew, which maintains the best-kept playing fields on Cape Cod. Together, our grounds and maintenance teams oversee nearly 700,000 square feet of building space and more than 260 acres of outdoor areas.

Food Services Director Rooney Powers continues to implement all required federal nutrition guidelines and our cafeteria staff regularly serve tasty school menus that provide nutritious breakfasts and lunches for our students. It is impossible to overestimate the importance of this strong program in ensuring that all of our students have access to quality meals every day, particularly when we note that approximately 58% of Dennis-Yarmouth students qualify for free or reduced meals due to income eligibility. No student goes hungry in our schools! Thanks to a federal grant, and in partnership with both towns' Recreation Departments, the district served nearly 18,000 summer lunches to children in 6 different locations in our two communities again this year.

In conclusion, I would like to thank everyone in our communities for the opportunity to serve the students of the Dennis-Yarmouth Regional School District. I look forward to working

with families, residents, faculty and staff members, and community officials again in the upcoming year.

OFFICE OF INSTRUCTION

Leila Maxwell- Director of STEM (Science, Technology, Engineering and Math)

Sherry Santini - Director of Humanities and the Arts

The Office of Instruction is responsible for the planning and coordination of all aspects of learning, mandates of federal and state accountability, and providing and supervising professional development. To support and extend these key efforts, the Directors must also be deeply involved in grant writing. These receipts provide a major funding stream for professional development efforts, partial-to-full teacher salaries, and partial funding of instructional coaches that strengthen the instructional expertise of all our professionals. As we support the district strategic plan, develop improvement plans and organize professional development, we continually focus on learning for all – students, teachers, administrators, and support staff.

Research has shown that professional development is most effective when the content is based in schools and embedded in the work of the participants. In Dennis-Yarmouth this is accomplished in various ways. We have ten district instructional coaches, including K-8 literacy coaches, a Language Acquisition Coach for English as a Second Language (ESL), math coaches for grades PreK-3 and 4-8, a STEM coach, and one Technology coach. These content professionals specialize in providing effective support and guidance for teachers as best practices are transferred from district initiatives to classroom instruction. They are an invaluable resource for teachers and administrators as the District continues to provide all students with a rigorous and well-rounded educational experience.

Dennis-Yarmouth schools work closely with higher education partners to enhance and update all our programs. We continue our long-term partnership with Lesley University to establish the Literacy Collaborative model, which supports literacy coaching in primary grades. This project is in year six and includes extensive professional development for grades kindergarten through five staff as well as on-site coaching support.

We are active participants in the Cape Cod Regional STEM network that “brings together educators, school districts, businesses and industry partners, and community members who share a commitment to inspiring and supporting young people’s interest and achievement in STEM learning and careers.” An emphasis in the STEM curriculum at all levels of education for our students is an important factor for their future success. Classroom instruction looks different with the inclusion of iPads in our schools, grades 3-12. The effective use of iPads helps improve achievement for all students by allowing the teachers to differentiate learning. As the state testing moves to mandated computerized testing for all grades in 2019, the iPads are utilized in the administration of these tests.

STEM education is important because it plays a role in every part of our children’s lives. Our children are faced with a very information-based and technological society. The Dennis-Yarmouth Regional School District includes the Arts with STEM, hence STEAM. Our

award winning Arts and Music curricula contribute to the development in critical thinking, problem-solving, creativity and innovation. These skills are essential for all students to reach their full potential for their futures.

At the kindergarten level, we use the *Tools of the Mind*, a comprehensive, research-based resource focused on cognitive and social-emotional development at the same time as academic skills.

In addition, the district addresses the social-emotional needs of all students in a wide array of research-based strategies. The Dolphin Way explicitly teaches and reinforces student behavior that is respectful, responsible, and safe in all areas of the school and to their peers and teachers. Mindfulness strategies are interwoven with elements from resources such as Second Step and Strong Start in our kindergarten through grade seven classes to provide students with the tools they need to self-regulate their behavior and successfully manage emotions.

As outlined in the strategic plan, curriculum and assessment projects continue. With the creation of the Curriculum Leadership Council, the district has the time and resources to delve deeper into each core content area in order to better meet the goals set forth by the District Strategic Plan regarding implementing a guaranteed and viable curriculum in a timely fashion. Teachers in grades kindergarten through seven select to focus on English Language Arts, Math, or Science to strengthen current units of study, develop standards-based district benchmark assessments, and consolidate resources to support high quality instruction.

The Dennis-Yarmouth Regional School District continues to educate all students who will become productive members of our global society. In partnership with our families and communities, we look to fulfill our mission, *Empowering Each Student to Achieve Excellence with Integrity in a Changing World*.

PUPIL SERVICES DEPARTMENT

Maria Lopes, Director

Dennis-Yarmouth Regional School District's Pupil Services provides special education services including related services to students with disabilities from age three to twenty-two years old. The October 2018 Student Information Management System report indicates that 638 students were receiving special education services.

Integrated preschool programs are located at the Marguerite E. Small Elementary School, West Yarmouth and Ezra H. Baker Innovation School in West Dennis. The Director of Early Learning oversees these programs. Inclusive classrooms bring typically developing preschool age children into the program to serve as role models and give these students learning opportunities in a high quality early education experience.

The District continues to work to increase the capacity of meeting the diverse needs of the students that it serves. In 2013, the District created a partner classroom with the New England Center for Children (NECC), which is currently housed at Mattacheese Middle School. The students with a diagnosis of autism who participate in the program are continuing to make remarkable strides. Additionally, the curriculum, Autism Curriculum Encyclopedia (ACE), portion of the program was implemented into the SPEEK and STAR programs 3 years ago and continues, due to its success. These programs are all supported with a BCBA who provides support to improve behavioral outcomes.

In 2018 at the high school, Teens Insight to Discovering Emotional Stability (TIDES), was created to address the needs of struggling students both academically and behaviorally. The program provides students with a certified special educator, access to a school adjustment counselor, and content teachers who work on organizational skills, social and academic prompts, and regular communication with families. The District will continue to refine the current programming to assist with the changing needs of the population and support student needs.

We have a Behavior Support Teacher for the elementary grades focusing on social-emotional learning in order to create positive behavior plans to increase time on learning for students who experience difficulty with self-regulation and meeting the high demands of the general education classroom. The goal has been to create behavior plans and support teachers in order to include students in their general education classrooms to the maximum extent possible. Additionally, at Wixon Innovation School, the two self-contained programs that service and support students with autism and intellectual disabilities were created to provide consistent programming for these students as they move up from elementary school. As a District, we believe that students should be included with their same aged non-disabled peers, when appropriate, to the maximum extent possible.

DENNIS-YARMOUTH EARLY EDUCATION PROGRAMS

Carole A. Eichner, Director of Early Learning

It is an honor to submit this annual town report on behalf of the Dennis-Yarmouth Regional School District, Early Education Program. The D-Y Early Ed program offers Integrated Preschool experiences for children who reside in the Towns of Dennis and Yarmouth. D-Y Early Ed program enrolls children with and without disabilities ages 3 – 5 years. Our classrooms are located in the Ezra H. Baker Innovation School in Dennis and Marguerite E. Small Elementary School in West Yarmouth.

Enrollment is rolling and children enter our program throughout the year. However, children must be three on or before their first day of school. Children are not accepted prior to their third birthday. According to the October 2018 enrollment report, 60 students attend in Yarmouth and 21 students attend in Dennis. 39 of the children are three-years old, 37 are four-years old, and 5 are five-years old. The children who are five-years old, and many of the four-year old children, will be entering Kindergarten in the fall of 2019. 20 of the children in our classes are dual language learners. We engage in ongoing Child Find efforts – screening children throughout the year who may be eligible for special education.

The D-Y Preschool offers several classroom options for children and families. Each of our classes is led by a Special Education/Early Education Teacher and is supported by Highly Qualified Special Education assistants. Our preschool curriculum follows the MA Early Childhood Program Standards and Guidelines for Preschool Learning Experiences. D-Y provides developmentally appropriate learning opportunities that promote language, social, emotional, cognitive, and motor development through experiences rich in literacy, math, and science. Individualized special education services for our young learners are provided by Special Education Teachers, Speech-Language Pathologists, Occupational Therapists, and a Physical Therapist. All have expertise in the developmental milestones of young children.

Community and family partnerships are vital in the education of young children. We are active members of the Cape Regional Ten Town (CRTT) Coordinated Family and Community Engagement (CFCE) Council and offer parent groups and playgroups throughout the year. We collaborate with local preschools to plan transition-to-Kindergarten activities, as well.

There are a variety of ways that students can enroll in our outstanding D-Y Early Ed programs. Families should call Jody Almonte at 508-778-7989 to see if their child is eligible. In the event that the child is not eligible to attend, or if our program does not suit the child's needs, we can direct families to other local resources.

Visit our web page to learn more about our great Early Education program and stay up to date with events and activities.

<http://www.dy-regional.k12.ma.us/district/early-education>

DENNIS-YARMOUTH REGIONAL HIGH SCHOOL

G. Anthony Morrison, Principal

I would like to begin this report by saying that I remain humbled and honored to be serving as the Principal of Dennis-Yarmouth Regional High School. As I enter into my second season, I shall begin this annual school report by respectfully thanking the citizens of Dennis and Yarmouth for their continued support of our students and our school. With the unwavering support and dedication of our two communities, D-YRHS continues to consistently provide all of our students with a plethora of opportunities to achieve a quality education. The high school's October 2018 assessment enrollment was 1011 students. The graduating class of 2018 illustrates the strength of the high school program: 83 percent of the class of 2018 planned to attend college; 63 percent planned to attend a four year college or university; and 20 percent planned to attend a two year college. Many of our students in the class of 2018 pursued other opportunities: 11 percent planned to enter the workforce; 3 percent planned to join the armed forces; 2 percent chose to attend technical education; and the remainder were undecided about their future plans.

The students in the class of 2018 collectively received close to \$290,000.00 in scholarships and awards at the annual June Academic Awards Night with a significant amount of this

support coming from local sources. On behalf of our students, families, faculty and staff, I would like to thank the many generous individuals, organizations, and businesses that provided this vital financial support for our students.

Our D-Y mission is clearly stated: The mission of D-YRHS is to prepare our students intellectually, physically, and socially for their roles as educated and responsible citizens. As educators we remain committed to our motto of “*Pursuing Excellence, Demonstrating Character.*” The high school continues to implement a core program of English, foreign language, math, science, and social studies. D-Y offers an extensive range of courses and programs that are designed to prepare our students for the increasingly competitive world of the 21st century. Our 8th grade program, with its emphasis on science, technology, engineering, math and the arts, continues to enjoy great success. D-Y also provides a wide range of college level *Advanced Placement* and honors level courses for students who want to pursue the most rigorous and challenging of academic options.

Our school values a well-rounded experience for all of our students, and as a result, our graduation requirements call for students to complete course work in elective areas including art, music, technology, health and physical education. We support career-oriented options including work-based learning. Throughout the course of the 2018-2019 school year, over 105 of our students will participate in internships with local businesses and organizations. We continue to maintain a strong working relationship with Cape Cod Community College and many of our students take classes at the community college level. Many D-Y students also supplement their schedules with online coursework through the Virtual High School program and other online credit options. D-Y students can also pursue alternative paths to graduation through participation in our very successful day and afternoon alternative learning programs.

In April of 2013, Dennis-Yarmouth was recognized as one of “America’s Best High Schools” with a silver rating, by *US News and World Report*. Dennis-Yarmouth was again recognized as one of “America’s Best High Schools” with a silver rating in 2015. D-Y earned these recognitions, in large part, because of our district’s commitment to successfully engaging and educating *all* of our students in a rigorous academic program. D-Y student performance on the 2018 Spring MCAS tests indicated that 94 percent of our 10th graders scored advanced/proficient in English; 81 percent in math; and 79 percent in science also scored advanced/proficient. Our educators continue to address our overall scores as we consistently remain within or above the range of the state average in the advanced/proficient category.

Dennis-Yarmouth continues to offer many unique opportunities for our students. For example, this fall D-Y students have worked with presenters from the UMass Extension/Nutrition Education Program to study and engage in all facets of healthy living. This past spring, students swept the entry field with winning essays at Barnstable County Law Day. Our students will once again participate in the Student Government day at the Massachusetts State House and attend the 9-11 state-wide Girls STEM Summit. D-Y students continue to collaborate with the Yarmouth Senior Citizens Group and the Massachusetts Council on Aging to conduct Model UN events on the intergenerational global concerns of the lack of useable fresh water, women’s rights and aging. Our students

have most recently presented at these events at the Massachusetts State House and the Massachusetts Council on Aging Conference held this year here on Cape Cod

We continue our partnership with the Cape Cod Astronomical Foundation whose dedicated volunteers provide training in the use of the observatory as well as mentoring to our students. D-Y continues to maintain our long standing partnership with the Global STEM Education Center, and we continue our links with classes in England, France, Mexico and Russia. D-Y students continue to “Skype” with students in other countries and compare the results of their science experiments and research. Newly established partnerships this year include students working with The Friends of Bass River (a joint project to complete water quality samplings of the river), YMCA Young Achievers Program (a national program to assist youth/students in need to attend and achieve higher education opportunities), and The AVA Project (a proposed archeological dig along the Bass River area).

In other realms, D-Y art students continue to be recognized for their work. Many D-Y students earned gold and silver medals and honorable mentions as part of the annual Scholastic Art and Writing Awards competition. Art students recently completed a collaborative project with the Yarmouth Senior Citizens Center officials to build and decorate a Yarmouth “Time Capsule” which will be placed away and is to be re-opened in 40 years. Our award winning music program continues to enjoy another successful season as the 2018-2019 marching band will present a variety of musical endeavors. The band most recently joined with the New Horizon Band (a band comprised of local senior citizens) to present a heartwarming Veterans Day concert for the public.

This fall season was a remarkable one for our athletes! We continue to be very competitive and many of our teams enjoyed winning seasons and earned league championships. Our D-Y Field Hockey team earned an Atlantic Coast league title, the MIAA Division 2 South Championship and the MIAA Division 2 State Championship. This past winter season, the 2017-2018 Girls Ice Hockey Team earned an Atlantic Coast League Championship, the D-Y Baseball and D-Y Softball teams both earned playoff spots in the spring season and the D-Y Girls Cross country team was once again awarded the MIAA Ted Dutkiewicz Team Sportsmanship Award.

The Student Council, as well as other service groups, including Interact, Key Club, Leo Club, German, Science, Art and the National Honor Society continue their strong commitment to community service and consistently donate to charities and to our communities. D-Y students actively participate in the annual Martin Luther King Day of Service project on the Cape. D-Y students will once again pair up with senior citizens during unique Model United Nations events to be scheduled during the month of March 2019.

We are grateful to report that our high school has enjoyed another very successful school year and we look forward to continued growth and improvement in the future. Our entire school community truly appreciates the continuing strong support from parents, citizens, and the leaders of our two communities.

Go Dolphins!!

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school. CCRTHS students meet the same academic standards required by the state as our sending schools. District Towns include: Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, and Yarmouth.

Mission Statement: Cape Cod Regional Technical High School provides an opportunity to acquire high quality technical, academic, and social skills preparing our students for success in our changing world. Our strategic objectives are: engage and retain students; empower, develop and retain staff; strengthen our identity as a premier Technical High School; increase students 21st century skill sets to succeed in a changing technological environment and global community; and enhance the CCRTHS image to attract students and improve community presence.

For school year 2017-2018, on October 1, 2018 we had **591** students enrolled in 17 different technical programs. Our operating budget for school year 2017-18 (FY18) was a total operating and capital budget of \$14,732,000. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment. The town of Yarmouth had 137 students enrolled at CCRTHS as of October 1, 2017. The assessment for Yarmouth in FY18 was \$2,645,675 based on the previous year's enrollment.

News on the New School Building Project: Once again CCRTHS wishes to thank all twelve towns for approving our building project. We will soon be starting construction in January 2019. For more information go to: <http://www.capetech.us/domain/50>.

Highlights from Cape Cod Tech 2017-18 School Year

- Graduated 137 seniors in June 2018; 31 from Yarmouth.
- CCRTHS technical shops provides services to the public, allowing communities to realize significant savings of more than **\$411,299** in total labor charges across 17 shops.
- Accolades go to the school newspaper *Tech Talk* for winning numerous prestigious awards this year, including: the American Scholastic Press, Colombia Scholastics, Youth Journalism International, New England Scholastic Press Association and the Massachusetts Press Association. The journalist students and instructor Scott Dalton deserve high praise.
- Through the generosity of Cape Cod community organizations, charities and family memorials, CCRTHS presented 66 toolships and 79 scholarships to the graduating class of 2018 for a total of **\$220,675**.
- 38 students received John and Abigail Adams Scholarships; five from Yarmouth.
- The National Technical Honor Society honored 57 students; 8 from Yarmouth.
- At the SkillsUSA District level competition, 91 students attended of which 18 students medaled; 6 from Yarmouth. Medals won: 4 "Perfect Gold", 4 Gold, 5 Silver and 5 Bronze.
- At the SkillsUSA State level competition, 65 students attended of which 16 students won medals; 3 from Yarmouth. Medals won: 2 Gold, 4 Silver and 2 delegate seats. Three students qualified to go on to the National Competition.
- At the 2018 Future Farmers of America (FFA) Massachusetts State Convention, 8 Team Awards were received by 15 students, including 4 students from Yarmouth. Awards included: 1st Place - Reporters Scrapbook and Turf Management; 2nd Place Agri-Science in

Nursery Landscape; 3rd Place - 11th Grade Skills Demonstration, Quiz Bowl Team, Floriculture and also received the 100% Chapter Award.

- In Auto Collision, 150 jobs were performed for the public; community outreach projects were completed for Cape Cod Cares for the Troops, U.S. Park Service, Town of Chatham and Girls Scouts. All juniors were successfully certified in OSHA and all seniors achieved Chapter 74 Auto Collision certification.
- The Auto Technology program is involved with national training programs that help students achieve certifications. Students competed in MA Auto Dealers Competition and SkillsUSA. Local car clubs presented demonstrations and many industry-related field trips were taken.
- The Carpentry Department follows the curriculum of the National Center for Construction Education & Research, and participates in school-wide reading and writing initiatives. This year the shop had seven females enrolled and eight students on Co-Operative placements. All juniors and seniors completed OSHA certification.
- The Cosmetology program graduated all seniors, and each passed the Cosmetology State Board Exam. Junior class students passed the Nail Technician State Board exam and OSHA certification. The program has integrated Chromebook, digital text books and appointment scheduling software into their curriculum. Community service included *The Wig Bank* and *Mannies for Nannies*.
- Culinary Arts trained and certified 10 students in ServSafe sanitation. Students learned Point of Sale software in The Cove Restaurant, created a Grab & Go menu, added themes to the buffet specials and were engaged in community events and food preparation for school district events.
- The Dental Assisting program is currently a two-year program for 11th and 12th grades. Five seniors graduated, all participated in 4-week internships in local dental offices and achieved their MA Certification in Radiology. The program is well-respected in the dental community.
- Design & Visual Communications is a new name for the Graphic Arts program, having earned a new Chapter 74 certification with DESE. This involved more challenging curriculum by adding more web design and motion graphics to increase higher caliber course work.
- Early Childhood Education relied on their multiple training certifications to prepare their students. They attended numerous workshops and field trips related to working with children. This is the final year for this shop.
- The Electrical Department boasts a 96% attendance rate, a 50% increase in student participation in SkillsUSA competitions, and had 11 juniors and seniors on Co-Operative Education placements in the local work force. The senior class salutatorian was a student of the Electrical Shop.
- The Engineering Technology Shop has phased in Algebra 2 and Calculus to their curriculum. Students were assigned to new equipment, received through a grant, to investigate and prepare user manuals and then present their work to their class.
- Health Technologies students had the highest grade point average of all shops. All juniors successfully passed their CNA. Seven students were placed in internships, three at Cape Cod Hospital, and two in pharmacy training with CVS evolving into gainful employment.
- The Horticulture program increased student participation in job shadowing, internships and Co-Operative Education placements. The program took advantage of the training opportunities of tree removal and replanting for the new building project as well as multiple community projects at Pleasant Bay Boating, Eddy Elementary School, Harwich Little League, Habitat for Humanity, and The Wellfleet Audubon Society.

- The HVAC program completed its implementation of a new online text and workbook and consistently used Google classroom for teaching. For the second year in a row HVAC was the first choice placement by 9th graders after exploring all shops.
- Marine Services integrated ABYC standards into their curriculum in order to provide their students with industry recognized certificates. All freshman successfully completed certification in Boating Safety.
- The Information Technology shop introduced their students to a new online Robotics coding course and several educational gaming products. The curriculum for seniors was rigorous with ten seniors earning a total of 26 certificates.
- The Plumbing Department had two new teachers this year and added members to their advisory board. Thirteen students participated in Cooperative Education placements in local businesses; ten seniors achieved Massachusetts Plumbing Board Tier 2 certification; and one senior was selected as the school's Vocational Student of the Year.
- The Welding Shop completed all work assignments during the year in a digit form using G-Suite. Efforts to improve attendance were very successful, as was retaining students. There was a positive shop environment during this final year of the welding program.
- The Cooperative Education program placed a total of 88 junior and senior students with local businesses, enhancing their skills through Co-op placements, internships or practicums. The program also sponsored a Fifth Annual Student Job Fair with the entire student body participating and 51 employers seeking to hire skilled employees.
- The Business Education/21st Century Learning Department enhanced their skill-building curriculum with customer service and active listening skills, ethical business practices, and a framework to rate the academic portions of the students' technical training. This department also hosted the Sixth Annual Credit for Life event sponsored by Cape Cod 5 Bank.
- The English Department's Journalism class delivered an award-winning year for the student newspaper, *Tech Talk*, including 1st Place American Scholastic Press Association, Silver Medal Columbia Scholastic Press and numerous other prestigious awards. Advanced Placement (AP) courses continued in high demand and all students passed MCAS ELA.
- The Math Department successfully implemented an online Pre-Calculus course and an after school Math Lab during the year. Department members worked individually and collectively on the ability to teach problem solving skills within their lesson plans.
- The Athletic Department offered a "no-cut, no-fee" program in which all students can participate without fees. The following sports are offered: baseball, basketball, cheerleading, cross-country, football, golf, hockey, lacrosse, soccer, softball, tennis, and volleyball.
- The Science Department increased the use of electronic formats, such as having students use Google sheets to record and analyze data. Teachers used Google classroom to post and accept assignments/assessments, communicate with students, and prepared test strategies for the MCAS Technology and Engineering, which 9th graders completed in June.
- The Social Studies Department completed its first year of an Advanced Placement (AP) Government course. Both this course and AP History have larger classes pre-registered for next year. Also the curriculum for Contemporary World Cultures was expanded to meet the challenges of the 2018 world. The Criminal Justice course offered mock trials and the department continued to focus on special activities to honor U.S. Veterans.
- The Spanish Department hosted a highly successful multicultural festival this year, which is anticipated to be an annual event.

- The Special Education Department continued progress with using data collection to improve student academic achievement. The department also worked collaboratively to expand social emotional learning curriculum and strategies for all students, not just special education.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Christine K. Greeley
Dr. Norman Michaud
Yarmouth Representatives to CCRTHS School Committee

MATTACHEESE MIDDLE SCHOOL

Ann P. Knell, Principal

Mattacheese Middle School opened its doors in 1969 and is presently a grade 6 and 7 school that regularly houses approximately 460 students. We are continuing our work with the Massachusetts School Building Authority (MSBA) and our local Building Committee to build a state of the art building for our middle school students. On December 4th, there was a town vote in both Yarmouth and Dennis that approved the new grade 4-7 building. Information on the project can be found on the District Website: <https://www.dy-regional.k12.ma.us/mattacheese-middle-school>

Mattacheese Middle School continues to make a strong commitment to communicate with our students, families, and community. Periodically, our student-run MMS Newscast is created and shared on our website. Our families can access information about MMS by following the Principal's Blog, MMS Facebook page, as well as our website. In addition, we use Connect Calls for important school-wide events. Information regarding individual student progress can be accessed via the Parent Portal. The portal provides immediate updates to grades and missing assignments. Students, as well as families, find that regularly accessing the portal improves achievement. Our teachers also use technology tools, such as Google Classroom and Remind, to keep students and families informed of classroom assignments. Our school counselors can help families navigate these apps and websites so that they can be kept up to date on all that happens at MMS.

We celebrate our student successes each trimester with recognition ceremonies, Related Arts breakfasts, and sports awards. We always welcome families to join us. We recognize daily student successes by announcing "shout outs" each morning. We also invite families to attend our speaker series assemblies, as well as concerts and plays. We thank those parents who are active participants within our Mattacheese community and invite all others to join us as we continue to strengthen our relationships.

Our teachers exemplify their dedication by repeatedly going the extra mile for their students. This year many of our staff members have been successful in acquiring funding through grants. MMS received a \$1,000 grant to help improve our news broadcast; \$15,000 was awarded to the DYRSD librarians to be used to support our DY Literacy night that is focused

on finding ways to connect with our communities through literature. For the past couple of years, our 6th grade Science team has been able to secure \$16,500 annually to send our 6th grade students on an overnight trip to the Museum of Science in Boston. Over 20 staff members help organize and chaperone this once in a lifetime experience for our students. Each year our Music Department puts on a spectacular theater production; this year's performance will be "The Little Mermaid" which will include a cast and crew of 65 students. Mattacheese Science teacher Nancy Dunn is one of three teachers in the state to have been selected to travel to Beijing, China to teach a 10-day Professional Development program designed to share inquiry-based methods of teaching Science. Lastly, with the help of the Art Department, two of our 7th grade students were awarded 2nd and 3rd place in the Lions' Peace Poster contest.

Here at Mattacheese we offer leadership opportunities to many of our students throughout the year. Seventh grade students are invited to apply to become a member of the Student Executive Board. Both sixth and seventh grade students are eligible to apply to be an Ambassador. In addition, we have student "Add-On" Ambassadors who join an Ambassador pair in order to translate for non-English speaking students. We put great emphasis on welcoming and supporting our new students. Throughout the year there are also other leadership opportunities that students are typically selected for and invited to attend.

There is something for everyone at Mattacheese. Our professional staff collectively uses the School Improvement Plan as a map for student success. The schedule is designed to allow all students to have access to a variety of course offerings designed to meet their specific learning goals. Our mission is to meet the educational needs of all our students. We encourage a culture of cross-collaboration among schools as well. M. E. Small Elementary School presented their first K-3 school concert to a full house in the Mattacheese auditorium. The D-Y Jazz Band visited MMS to perform for our student body. These opportunities allow the students at MMS to be both role models for their younger counterparts and catch a glimpse of coming attractions at the next destination of their DY educational experience.

Mattacheese is an AAA school focusing on Academics, Athletics, and the Arts. Beyond the classroom, we provide 20 - 25 free after school activities each semester: music and theater presentations; color guard; beekeeping; EarlyAct Club; dances; student newscasts; advisory groups; Career Day; Poetry Out Loud; and Model U.N, as well as a full complement of interscholastic athletics. MMS is committed to educating the whole child.

NATHANIAL H. WIXON SCHOOL
Timothy Blake, Principal

I am pleased to report on the progress of the Wixon School. We continue to work with over 500 fourth and fifth grade students from both Dennis and Yarmouth. We are pleased to greet students from Dennis and Yarmouth and have these students form stronger relationships inside and outside of the classroom.

Before we touch base on our progress, we would like to thank those staff members who have dedicated their careers to Wixon and the Dennis-Yarmouth School District. Two of our fourth grade teachers are entering retirement. Ms. Wendy Walker and Ms. Kathryn Walker dedicated their lives to students for at least a generation. Ms. Marcia Tierney is also about to enter retirement in January 2019. Between these three teachers, we will lose nearly a century of educational experience. We wish all of these educators well as they enter a well-deserved retirement.

At Wixon we have kept many of our best practices and also worked together to provide students with a unified academic experience in both grades four and five. Changes to the school schedule include providing all students with the same amount of academic time for Literacy, Math, and Science. Our Related Arts schedule changed to provide students with less transitions during the school week and to give the Related Arts teachers the opportunity to get to know their students more quickly. Time was also increased for student lunch and recess. Students now have thirty minutes for lunch and thirty minutes for recess. Overall, six classrooms at a time spend over two hours a week outdoors on our playground and athletic fields. While the “enrichment” block is no longer part of the school schedule, we have created a block at the end of each day titled Response to Intervention (RTI). RTI is the scheduled time where students can receive academic support or enrichment. Enrichment classes include both literacy and math-based classes, plus opportunities with the Arts and Physical Education. Finally, we offer a robust Band, Chorus, and Orchestra program at the end of the day. Both our Orchestra and Band programs are supplemented by small group lessons throughout the day which take place during Related Arts classes.

We have revived popular traditions and continued successful events at Wixon. We reestablished a Veteran’s Day assembly at Wixon. Students had the opportunity to listen to our band perform and listen to Mr. Keith Delcourt, a fifth grade teacher and Marine, speak to the students. At Thanksgiving we continue to have a Turkey Trot and have Mr. Wayne Bergeron speak to our students on the topic of homelessness. Students are encouraged to write an essay on what homelessness means to them. This winter we brought back our Wixon Wonderland tradition. Students participated in arts and crafts, games, and a sing-along. Many parents volunteered at different stations and even read to classrooms.

We would also like to thank our Wixon parents for being such a support during the school year. PTO membership has significantly increased. With increased membership comes increased involvement. The PTO boosted our school pride with a “teachers’ room makeover.” Old furniture has been replaced and now the room is a central meeting place for staff. As we begin 2019, we thank everyone who has helped and supported the Wixon School!

EZRA H. BAKER INNOVATION SCHOOL
Kevin Depin, Principal

I am pleased to report the progress of the Ezra H. Baker Innovation School. When our school year began, we greeted 325 Pre-Kindergarten through Third grade students.

Several long term staff members ended their careers in D-Y in 2018! Mrs. Kathy Geremia worked at the Ezra H. Baker Innovation School for the past several years as a reading and math teacher. Her good humor and gentle manner with students helped them overcome difficulties and soar academically. Mrs. Maria Arseneaux worked at Baker for many years as a special education assistant. For more than two decades, Maria supported students with significant challenges and helped them thrive and succeed at school. Ms. Maureen O'Brien served our students as a recess, lunch, and daycare assistant for a combined 25 years. Her dedication to her job was only outmatched by her care and concern for our students. Mrs. Pat Mulhearn began at EHBi in the role of the nurse in the medically fragile program. Pat was instrumental in creating a program that allowed very ill children to attend and thrive in school. The SEALS program is well regarded throughout Cape Cod due largely to the talents and heart of Mrs. Mulhearn! Mrs. Francine Searles, our beloved school nurse, exemplified the heart of our school. Her blend of kindness and medical skill kept both the students, and often the staff, of our school healthy and happy. We wish all four women healthy and happy retirements.

As a Commonwealth Innovation School, our Innovation Plan centered on two major tenets ~ increasing both academic opportunity and wellness for our students. Students in kindergarten through third grade spend the majority of their day involved with both reading and math. All students are learning a second language, Spanish, and increasing emphasis is placed on science, technology and engineering. For example, first graders design coaches for Cinderella using straws, bottle caps, and small pumpkins in a unit that blends literature and engineering. Third graders research weather patterns and create "weather reports" using green screen technology. We know that healthy students are happier and achieve more. Our salad bar as a lunch option continues to grow in popularity. We continue to fill a community fruit-bowl so that students always have access to a healthy snack throughout the day. Our kindergarten and first grade students have two recesses daily. Our second and third graders have the opportunity to join our track team each fall. This year, our Parents Group organized a "Fun Run" in the spring which got our whole school hitting the trails! Since this event was so successful, it was repeated in the fall as a "Turkey Trot." These fundraisers were extremely successful and, combined, raised over \$20,000 to refurbish our playground and support our field trip program!

Community Service continues to be an important part of our students' experience. Last year, students and their families contributed food to the Family Pantry of Cape Cod. They wrote over 1000 letters of support and encouragement to local police officers, fire fighters, and first responders last winter. They continued with the annual Penny Harvest, a student led philanthropy project. Since 2010, the combined Penny Harvest philanthropic contributions by the students at the Ezra H. Baker Innovation School topped \$12,000.00 in charitable giving!

Our students have the great fortune of attending school in a town that supports and enhances their learning. Our school partnerships with the Dennis Libraries, Police, Fire, Recreation Departments, and local businesses result in countless opportunities for our students. As we begin 2019, we look forward to another great year filled with excitement, challenge, wellness, and, of course, innovation.

MARGUERITE E. SMALL ELEMENTARY SCHOOL
Patrick M. Riley, Principal

I am pleased to submit this annual town report for Marguerite E. Small Elementary School (M. E. Small). M. E. Small is one of six outstanding schools in the D-Y Regional School District. Our school is now in its 55th year of serving students from the communities of Dennis and Yarmouth. We provide a safe, enriching environment for every child.

The enrollment at M. E. Small has increased by 14% this year, with a total of 310 preK-3 students and 67 staff members. The average class size is 20 students. 21% of our students are English Language Learners, 15% are special education students, and over 70% of our students qualify for free and reduced lunch. Our school is wonderfully diverse and our educators are skilled at matching their instruction to the unique needs of the learners in their classroom.

M. E. Small met 93% of State Accountability Targets for the 2017-18 School Year. The percentages of grade 3 students scoring at or above the state average on Math and ELA MCAS doubled from the previous school year, and our school exceeded accountability targets for all subgroups of English Language Learners, Special Education Students, and Economically Disadvantaged Students.

We are members of the Literacy Collaborative in partnership with Lesley University and offer Reading Recovery/Leveled Literacy reading interventions. We continue to provide access to 21st Century technology and STEM experiences to our grade three students with 1:1 iPads, Makerspace projects and materials, and weekly computer lab time to enhance student learning.

M. E. Small has adopted a school-wide Title I intervention model, giving us more flexibility to respond to the needs of students in Literacy and Math who are not performing at grade level, with the goal of rapidly closing achievement gaps. Our Intervention/Enrichment Block provides an opportunity for flexible grouping at each grade level, with targeted interventions and enrichment opportunities for students below, at, or above grade level.

M. E. Small has an active and supportive Parent-Teacher Organization (PTO) that funds many field trips, learning activities, guest speakers, and other enhancements to our curriculum. Our School Council also meets monthly and develops school improvement goals, oversees the school budget, and makes recommendations to improve our school for all children. Yarmouth residents interested in serving on this committee are encouraged to contact our school at 508-778-7975 for more details. Special thanks go to the cadre of talented and dedicated community volunteers who regularly support our important work.

We sincerely appreciate the support of the towns of Dennis and Yarmouth, and look forward to serving our communities for many years to come. Please visit our website to stay informed of our school news and events.

www.dy-regional.k12.ma.us/marguerite-e-small-elementary-school

STATION AVENUE ELEMENTARY SCHOOL

Peter J. Crowell, Principal

As Principal of the Station Avenue Elementary School (SAE), it is my pleasure to submit this Annual Report. SAE is now in its 24th year of operation. This year we welcomed 440 students in 21 classrooms at grade level Kindergarten through Grade three which is an increase over last year. Our incoming Kindergarten had a very high enrollment. With this number of classrooms, we continue to make use of all space in our beautiful facility. This past spring we were fortunate to obtain a giant Lego Train model that was no longer needed by a museum. It is a perfect addition to our lobby and ties in with our SAE train theme bringing wonder to children's faces each time they pass by it.

Students at SAE are provided with a full range of academic and social curriculum opportunities which help them to grow as students and future citizens of our community. Our professional staff engages in weekly Professional Learning Community (PLC) meetings with common team goals. These goals are centered on assessment and focus for instruction in the classroom based on the Common Core Standards in Literacy and Math. This year we have three Literacy Collaborative training cohorts engaging in graduate level professional development and consultation in the practices for reading and writing classroom instruction. Our support staff is engaged in an instructional model where services are provided within classrooms which increase time with students and consultation with classroom teachers. We are now in our fourth year of using iPads with our grade 3 students and our technology teacher. Classroom teachers are expanding their iPad use as a teaching and learning tool. Our students will be using these to complete our statewide testing (MCAS). Both our Literacy and Math coaches provide support to classroom teachers during instruction and in coaching sessions.

We continue to use the Positive Behavioral Intervention and Supports model (PBIS) with our school motto being *At Station Avenue we care about being: SAFE, RESPECTFUL, RESPONSIBLE and CARING*. This year we are engaging students in writing about these themes and display their work monthly in our main hallway. As role models, our D-Y High School neighbors are frequent visitors through volunteering, work-based learning, Physical Education Pals and the annual Pep Rally.

Our PTO continues to provide family events such as the Scholastic Book Fair, Holiday Fair, Spaghetti Supper, Ice Cream Social, and Fun Run. Their generous support of programs and field trips at SAE is greatly appreciated. In the larger community, we are pleased to welcome many volunteers to our school including high school students, parents, grandparents, Rotary Club, and Elder Services. This year we are very grateful once again for the generous support and donation of school supplies and coats for our students in need by the Masonic Angel Fund of Yarmouth. SAE also received a continued yearly donation of dictionaries for our grade 3 students from the Elks Lodge #1549 of Hyannis. Likewise, in our school's spirit of giving back to the community, we are proud to support Jump Rope for Heart, Dream Day on Cape Cod, Yarmouth Food Pantry, Animal Rescue League, and the Leukemia and Lymphoma Society. Finally, our partnership with the Yarmouth Police and Fire Departments in support of school safety drills and staff training is greatly appreciated.

On behalf of the entire SAE community, thank you to the good citizens of Yarmouth for your support. We invite you to stop by and visit our wonderful learning community where students are *All Aboard for the Future*.

FOOD SERVICE DEPARTMENT

Rooney Powers, Director

The Dennis-Yarmouth Food Service Department has had another successful year in 2018 feeding the children of our communities. It is important to us that all of our students have an opportunity to enjoy healthy and nutritious meals. There are many families that may find it difficult to pay for school meals. We encourage all families to fill out a Meals Benefits application to help with these costs. At the end of the 2017-18 school year, the D-Y District had 60% of the students receiving free or reduced priced meals.

We once again chose to sponsor the fully funded Federal Summer Lunch Program. With six locations: Station Avenue Elementary, Ezra Baker Elementary, Mattacheese Middle, Swan Pond Village, Johnny Kelley Park, and Flax Pond Recreation Area, we served just under 18,000 free lunches to the children of our communities over the summer months.

Breakfast is an important part of our student's day. Beginning the day with a healthy meal will help our students be better learners. We have implemented a "grab-n-go to the classroom" system in all of our schools. This has increased our breakfast participation to 36% district wide. We are able to offer free breakfast to all of our students in two of our schools, Ezra Baker and M.E. Small, due to the high percentage of students eligible for free and reduced meals in these schools under the Universal Breakfast Program. The breakfast participation in these two schools was 43%.

Paying attention to environmental concerns, both the Ezra Baker and Wixon schools no longer use any Styrofoam products in their kitchens. We have changed over to paper or a pressed fiber, a fully decomposable product. These fiber-based items are extremely expensive and will affect the budget with an increased cost of over \$10,000 this year. Our goal will be to phase in the other schools over the next few years. With the environmental concerns in mind, we have also changed all of our dishwashing solutions to a totally green product. This product was piloted at the Mattacheese School first and was found to do a great job on our dishwashing and sanitation needs. We switched over the remaining schools to the product and have had great results. We are very pleased to be able to make a positive step in our green footprint.

Through our cooperative bidding and the use of local vendors, we have been able to keep costs under control and finished the year in the black. For the 2017-18 school year the food cost ran at 44%, labor costs were 37%, and all other costs were 19%. Our participation is strong in all of our cafeterias. Our staff is dedicated to serving and caring about the students of the D-Y School District.

TECHNOLOGY DEPARTMENT

Chris Machado, Director of Technology

The Dennis-Yarmouth Regional School District Technology Department provides services to all schools and the Central Office. The department supports the infrastructure necessary to maintain the district networks, repairs hardware, installs software, files for grants - both entitlement and competitive, works with students with special needs to incorporate assistive technologies into their Individual Education Plans, and provides professional development to staff to integrate technology into the curriculum.

There are four technicians and one office staff position in the Technology Department. The technicians work diligently to maintain the computers, printers, iPads, and other instructional technology across the District. The technology office staff maintains the District databases of hardware and software, assists in managing the work order system, and supports the District's technology help desk. The technology team supports over 1,700 desktop/laptop computers and over 2,800 iPads. All iPads can access the internet through the wireless access points which the department supports across seven buildings.

In 2018, the District provided new iPads to incoming 8th grade students as well as staff who had not received new iPads since the initial distribution in 2013.

In order to provide technology to EL students for the required online ACCESS testing in 2019, the technology office prepared computers at all schools for the test. This work required installing new caching servers at each site and new testing software on computers.

Servers for the high school, Station Avenue Elementary, and the administration office had reached the end of support and were replaced. Computers in the lab at M. E. Small Elementary, one lab at Mattacheese Middle School, and one lab at Dennis-Yarmouth Regional High School were replaced. The technology office has also begun the process of replacing ceiling mounted projectors at the high school that were installed in the 2005 renovation at the high school. These projectors have reached the end of life.

The Technology Department supports teachers using technology in their classrooms. JoAnna Watson, the Assistant Director of Digital Learning and Library Services, offers 1 credit and 3 credit graduate level technology courses for staff. These courses provide instruction and ideas for staff to efficiently use a variety of technology daily, to prepare students with 21st century technology skills.

The Technology Department also provides support for the equipment, skills, and network needed for the successful implementation of online MCAS testing. Students in grades 3, 4, 6, 7, and for the first time, grade 5 took MCAS tests on iPads in 2018.

In December, in honor of Computer Science Education Week, all Dennis-Yarmouth schools participated again in the Hour of Code. The Hour of Code is organized by Code.org, a public 501c3 non-profit dedicated to expanding participation in computer science by making it available in more schools, and increasing participation by women and underrepresented students.

The Dennis-Yarmouth Regional School District Technology Department makes every effort to stay current on emerging technologies to best serve the school community and ensure strong support of its technological needs.

**DENNIS-YARMOUTH REGIONAL SCHOOL DISTRICT
EMPLOYEE SALARIES**

Name	Position	Base	Other
ABRAHAMSON, KATHARINE A	ESP IA/SPED	\$25,709	\$1,168
ADAMS, ALISON J	Math Teacher	\$79,083	\$8,973
ADAMS, ELIZABETH	ESP I/SPED Bus	\$8,566	\$1,887
AIGUIER, REBECCA	Psychologist	\$75,987	\$5,919
AITCHISON, MARK J	ESP IA/EL	\$19,507	\$459
ALBERTI, LEWIS E III	Coach	\$0	\$6,543
ALDRIDGE, JOHN E	NEED Staff	\$6,245	\$0
ALLANBROOK, GEOFFREY A	Elementary School Teacher	\$77,977	\$800
ALLISON, PAMELA L	Cafeteria Worker	\$905	\$0
ALMONTE, JODY-LYN	Secretary II/EE	\$49,243	\$1,275
ALUISE, THOMAS J	Substitute	\$0	\$723
AMES, HEIDI M	Elementary School Teacher	\$83,323	\$3,722
ANAGNOSTAKOS, DEBORAH A	Secretary I/Data Spec	\$34,262	\$1,075
ANARINO, SUSAN M	Kindergarten Teacher	\$77,977	\$4,990
ANDERSON, GINA E	Substitute	\$0	\$7,667
ANDERSON, PATRICIA D	Music Teacher	\$77,977	\$3,618
ANDRE, TINA L	Elementary School Teacher	\$86,325	\$4,174
ANGELO, JO-ANN M	Substitute	\$0	\$2,611
ANGELONE, PADRAIC COYNE	Substitute	\$0	\$4,637
ANNESSI, JILLIAN P	Substitute	\$0	\$2,634
ANNESSI, PATRICIA M	Substitute	\$0	\$372
ANTONUZZO, JOHN R	Art Teacher	\$77,977	\$1,500
ARADO-OLSON, FILOMENA J	Substitute	\$0	\$4,593
ARLEDGE, CANDEE A	ESP IA/SPED	\$26,818	\$7,858
ARONE, PATRICIA I	Elementary School Teacher	\$76,644	\$0
Arruda, Audra M	Music Teacher	\$18,659	\$478
ARSENAULT, BERNARD E	Substitute	\$0	\$26,182
ARSENEAUX, MARIA	ESP IA/SPED	\$15,684	\$8,141
ATWELL, DANIEL M	SpEd Teacher	\$77,977	\$418
ATWELL, KRISTY J	Psychologist	\$87,546	\$9,346
BAACKE, SHAWNA	ESP IA/SPED	\$1,844	\$0
BACH, MAUREEN A	Secretary I/Data Spec	\$29,900	\$0
BACIGALUPI, KAREN	Foreign Language Teacher	\$60,987	\$30
BADER, ELIZABETH	Substitute	\$0	\$3,219
BAILEY, KATHLEEN S	Substitute	\$0	\$4,023

BAKER, BEVERLY J	Substitute	\$0	\$1,175
BARANDAS, LINDSAY JEAN	ELL Teacher	\$67,898	\$62
BARBI, JEANNE	Cafeteria Worker	\$12,874	\$0
BARTON, PAMELA M	Librarian	\$71,595	\$0
BEACH, JOHN A	Psychologist	\$85,821	\$4,294
BEACH, SOCHEATH	Cook Manager	\$34,315	\$6,816
BEAMAN, KATE	Coach	\$0	\$5,309
BEATTY, DAVID	Social Studies Teacher	\$29,598	\$0
BEAUCHEMIN, KAREN P	Substitute	\$0	\$7,121
BECRELIS, KATHERINE T	Academic Skills Teacher	\$70,799	\$538
BEDWELL, KAREN V	ESP IA/SPED	\$34,250	\$6,045
BEJARANO-CRYER, LILIANA M	Adult Education Instructor	\$0	\$1,428
BELESS, CAROLYNNE J	Reading Recvry Teach. Ldr.	\$88,620	\$7,334
BELESS, NANCY L	Substitute	\$0	\$4,157
BELFIORE, LYNNE	Substitute	\$0	\$1,120
BELL, ALAN	Substitute	\$0	\$32,736
BELLEROSE, PRISCILLA A	Social Worker	\$77,977	\$9,044
BELTRAN, MIRIAM	ESP IA/SPED	\$36,995	\$7,537
BELTRANDI, LISA A	ESP I/OST	\$25,975	\$8,000
BENNETT, KENDRA A	English Teacher	\$62,138	\$6,020
BERGENFIELD, LESLIE	Substitute	\$0	\$2,941
BERGERON, JANINE M	Substitute	\$0	\$7,797
BITAH, ADAM L	ESP I/OST	\$9,119	\$8,317
BLACK, JESSICA D	Asst. Coach	\$0	\$3,270
BLAKE, TIMOTHY S	Principal	\$51,033	\$0
BLOCH, DANA F	NEED Staff	\$18,120	\$0
BOARDLEY, AMANDA	Behavior Specialist	\$63,843	\$0
BOBERG, MARYANNE	Tutor	\$0	\$907
BOGLE, ADRIAN J	Elementary School Teacher	\$60,838	\$2,176
BOLAND, LINDSEY	Guidance Counselor	\$52,227	\$4,375
BOLAND, MAUREEN A	Substitute	\$0	\$575
BOMBANTI, LAUREN C	SpEd Teacher	\$77,977	\$0
BONASIA, MICHAEL	Coach	\$0	\$5,309
BONO, SONJA A	Social Worker	\$53,647	\$7,330
BORGATTI, JULIE L	ESP IA/SPED	\$23,395	\$2,074
BOSKUS, CHRISTIE J	Phys. Education Teacher	\$61,132	\$419
BOTTING, EVAN	Math Teacher	\$75,784	\$5,356
BOUDREAU, ALEXANDRIA E	Art Teacher	\$77,977	\$1,700
BOUDREAU, NICOLE J	ESP IA/SPED	\$21,303	\$646
BOVINO, MICHAEL J	Asst. Principal	\$93,739	\$7,357
BOWES, ANNETTE C	Guidance Counselor	\$85,262	\$7,704
BOWES, ELIZA M	ELL Teacher	\$19,925	\$28,262
BOWIE, MARY C	ESP IV/SLPA	\$27,547	\$1,075

BOWIE, OLIVIA C	Substitute	\$0	\$3,399
BOYLE, JAYNE C	Foreign Language Teacher	\$57,193	\$2,953
BRADFORD, WILLIAM P	Substitute	\$0	\$59
BRAULT, DANIELLE L	Substitute	\$0	\$6,457
BREDA, KRISTINE E	Visually Impaired Teacher	\$85,821	\$2,866
BREMBT, BEVERLY A	Elementary School Teacher	\$87,132	\$5,552
BRENNAN, SHANE L	Social Studies Teacher	\$83,905	\$4,380
BRENNAN, STEPHEN A	Social Studies Teacher	\$74,991	\$1,200
BRENNER, CHRISTOPHER D	Substitute	\$0	\$372
BRETT, JENNIFER W	Substitute	\$0	\$10,041
BREWER, SEAN W	Coach	\$0	\$5,532
BRITTON, BRANDI R	ESP II/CABA	\$10,637	\$688
BRITTON, BRIDGET A	Art Teacher	\$74,793	\$864
BROCHU, HARRIET F	ESP IA/Kindergarten	\$11,187	\$913
BRODEUR, KERRY A	Substitute	\$0	\$857
BRODT, CRAIG C	Art Teacher	\$78,961	\$1,500
BROWN, CHRISTOPHER JOHN	Science Teacher	\$66,677	\$1,142
BROWN, KELLY K	Instructional Coach-Math	\$58,720	\$9,717
BROWN, LYNN N	Student Support Teacher	\$87,546	\$800
Brown, Noreen Ann	Substitute	\$0	\$1,724
BROWN-OBERLANDER, MARGARET	Substitute	\$0	\$868
BRYANT, LINDSEY E	Math Teacher	\$83,739	\$1,815
BRYSON, SANDRA H	ESP IA/SPED	\$27,369	\$3,616
BUETTNER, MARLAINE	Substitute	\$0	\$150
BURGESS, MELISSA A	Substitute	\$0	\$8,087
BURKE HAYES, MARJORIE	ESP IA/Kindergarten	\$3,432	\$38
BURKE, NEIL J	Asst. Coach	\$0	\$3,270
BURLINGAME, ERIN E	SpEd Teacher	\$59,881	\$60
BURNHAM, MAUREEN A	Admin Asst. Superintendent	\$45,567	\$12,434
BURON, SAMANTHA E	Phys. Education Teacher	\$78,387	\$2,943
BURTON, WILLIAM J	ESP I/SPED Bus	\$28,933	\$0
BUTLER, BRIGID A	ESP IA/Kindergarten	\$9,483	\$165
BUTLER, TYLER J	NEED Staff	\$6,245	\$0
CAHOON, KAREN T	Kindergarten Teacher	\$62,712	\$31
CAIN, PATRICIA E	ESP IA/SPED	\$25,572	\$1,167
CALDER, JEAN E	ESP IA/SPED	\$19,286	\$257
CALDWELL, EMILY WHITEMAN WARNER	Elementary School Teacher	\$76,235	\$730
CALISE, JOSEPH R	Alternative Educ. Teacher	\$0	\$8,928
CALL, JEANETTE M	SpEd Teacher	\$77,977	\$552
CAMPBELL, BERNADETTE M	Sp. Lang Pathologist	\$79,159	\$1,715
CAMPBELL, JEANNE M	SpEd Teacher	\$79,159	\$1,860
CAMPBELL, QUINTON T	Asst. Coach	\$0	\$3,270

CAMPBELL, THOMAS	Maintenance Laborer	\$0	\$4,995
CANTO, EWELINA Z	ESP I/Duty	\$4,003	\$1,479
CAPOBIANCO, CHRIS A	Coach	\$0	\$5,309
CAPOBIANCO, MARY-BETH	Substitute	\$0	\$70
CAPPARELLA, NANCY L	Music Teacher	\$75,641	\$3,991
CAPPARELLA, PAUL T	Substitute	\$0	\$7,739
CARBIN, LINDA M	Sp. Lang Pathologist	\$36,195	\$3,145
CAREY, CHARLENE A	Reading Recovery Teacher	\$74,556	\$2,812
CAREY, CHERYL	Health Teacher	\$52,519	\$493
CAREY, JOHN M	Tech Maint. Specialist	\$53,835	\$520
CARLETON, RICHARD J	Coach	\$0	\$1,300
CARLSON, SHANNON S	Instructional Coach - Lit	\$85,821	\$1,225
CARNES, KAREN E	Substitute	\$0	\$1,488
CARPENTER, MARY L	SpEd Team Chair	\$57,193	\$4,402
CARSTENSEN, ERIN R	SpEd Teacher	\$83,531	\$1,778
CASCARELLA, SHAUNA J	Coach	\$0	\$1,815
CASEY, PATRICIA GEORGIA	SpEd Teacher	\$79,159	\$1,018
CASHEN, SANDRA J	Facilities Manager	\$80,370	\$2,050
CASTANO, RAYMOND JOHN	Music Teacher	\$77,977	\$460
CASTELONE, THERESA M	Elementary School Teacher	\$85,821	\$3,702
CASTLE, TABATHA L	Cafeteria Worker	\$12,248	\$2,299
CASTRO, BRIGITT A	ESP IA/SPED	\$18,021	\$220
CATON, DEBORAH A	ESP IA/SPED	\$20,697	\$2,358
CAVALLO, NATALIE A	LTS	\$0	\$8,355
CAVANAUGH, EILEEN	Substitute	\$0	\$5,332
CERQUEIRA, SAMANTHA C	ESP II/CABA	\$31,410	\$186
CEVOLI, CHRISTEN	Phys. Education Teacher	\$65,541	\$741
CHASE, RICHARD P	Phys. Education Teacher	\$78,186	\$1,778
CHASE, TRISHA L	Secretary II/School Princ.	\$47,193	\$0
CHAUSSE, AMY S	Science Teacher	\$75,159	\$10,225
CHAUSSE, DENISE M	Substitute	\$0	\$340
CHIARADONNA, SHEILA	Substitute	\$0	\$6,131
CHRISTENSEN, KIMBERLE	Substitute	\$0	\$884
CHRISTENSEN, STEVEN E	Applied Tech. Teacher	\$74,584	\$2,769
CHRISTIE, SUZANNE M	Music Teacher	\$79,664	\$2,616
CHRISTOPHER, JULIE C	ESY Teacher	\$0	\$2,806
CIAVARRA, CHRISTINE M	ELL Teacher	\$81,967	\$2,774
CLARK, DEBORAH M	SpEd Teacher	\$77,977	\$0
CLARKE, RICHARD F JR	Substitute	\$0	\$841
CLARKIN, JOSHUA S	Asst Principal	\$106,500	\$0
CLEARY, BARBARA	Substitute	\$0	\$1,479
CLEMENCE, JOHN T	Substitute	\$0	\$1,300
CLIFFORD, JOSHUA MICHAEL	Substitute	\$0	\$403

CLIFFORD, SANDRA	Secretary III/Admin. - AP	\$54,194	\$1,475
CLOUTHER, ANDREW S	Substitute	\$0	\$12,795
CLOUTIER, ANGELA L	SpEd Teacher	\$41,065	\$682
COADY, ELIZABETH A	ESP IA/SPED	\$18,403	\$30
COAKLEY, VIRGINIA L	Substitute	\$0	\$651
Cochrane, Lisa M	Occupational Therapist	\$56,476	\$68
COHAN, SHANNON	Substitute	\$0	\$10,499
COLBY, JANET C	Substitute	\$0	\$2,387
COLE, HANNAH R	ESP IA/SPED	\$17,762	\$1,343
COLGAN, KATHERINE A	Art Teacher	\$74,991	\$4,228
COLOZZO, ANNA M	Substitute	\$0	\$160
COLTON-MUND, DAWN E	Foreign Language Teacher	\$81,575	\$7,947
CONBOY, KRISTEN E	ESP IA/SPED	\$16,374	\$249
CONCANNON, LINDSEY EMMA	Elementary School Teacher	\$20,421	\$0
CONNORS, SUSAN M	ESP IA/SPED	\$29,983	\$1,275
CONTI, NICHOLAS J II	Substitute	\$0	\$280
CONWAY, CAROL S	Early Education Teacher	\$85,821	\$1,400
COPENHAVER, VICTORIA L	Reading Teacher	\$69,718	\$3,986
CORBETT, DANIELLE K	Cafeteria Worker	\$17,018	\$3,623
CORCORAN, SANDRA L	ESP IA/Early Ed	\$25,611	\$1,248
CORDEIRO, LISA R	Human Resources Director	\$32,745	\$0
CORNA, CHRISTOPHER A	Math Teacher	\$77,977	\$1,612
CORNWELL, DIANE A	Substitute	\$0	\$5,850
COSTA, ELEANOR S	Cafeteria Worker	\$857	\$5,233
COTE, CYNTHIA J	Cafeteria Worker	\$10,284	\$0
COTE, GIORDANA M	Dean of Students	\$47,141	\$0
COTE, SUSAN S	ESP IA/SPED	\$20,224	\$20
COUGHLIN, JOANNE L	ESP IA/SPED	\$21,718	\$227
COUGHLIN, JUDITH A	Substitute	\$0	\$2,200
COUITE, ANN D	Nurse Leader	\$87,546	\$3,743
COUSINS, CHRISTINE	Math Teacher	\$83,323	\$0
COX, KERRY	ESP IA/Kindergarten	\$10,653	\$138
COYLE CURLEY, SUSAN M	Elementary School Teacher	\$77,977	\$1,130
CRAFTS, ROBIN L	ESP II/CABA	\$39,025	\$1,308
CRAIG, REBECCA K	SpEd Teacher	\$68,817	\$800
CRARY, KATELIN N	Math Teacher	\$51,790	\$4,056
CREALESE, KATHRYN MARIE	ESP IA/SPED	\$5,060	\$88
CRISER, SUSANNAH R	Kindergarten Teacher	\$57,049	\$1,165
CROCKAN, CHERYL T	Secretary II/School Princ.	\$52,793	\$1,475
CROSS, KENDRA M	ESP IA/SPED	\$17,671	\$94
CROSSETTI, MATTHEW S	English Teacher	\$65,541	\$3,101
CROWELL, AUDRA E	Substitute	\$0	\$700
CROWELL, BRENDA G	Occupational Therapist	\$51,665	\$706

CROWELL, CHERYL R	ESP I/Duty	\$1,143	\$4,827
CROWELL, PETER J	Principal	\$111,050	\$0
CROWLEY, MAUREEN L	Substitute	\$0	\$14
CUFF, ELAINE M	Substitute	\$0	\$2,094
CURLEY WELSH, JAN M	ESP IA/SPED	\$20,642	\$5
CURRAN, JOANNE T	Cafeteria Worker	\$7,406	\$3,448
CURRIER, MARY-LYNN B	ESP IA/SPED	\$10,944	\$0
CURRY, JOHN J	ESP IA/SPED	\$4,001	\$9,565
CUTLER, ADAM S	Science Teacher	\$76,235	\$2,165
CUTLER, KERRY A	Music Teacher	\$79,159	\$4,428
CYR, TRAVIS E	Tech Maint. Specialist	\$51,403	\$817
DADMUN, THOMAS J	Foreign Language Teacher	\$45,973	\$0
DAHLBORG, JON PETER	Coach	\$0	\$3,941
DALEY, CATHERINE R	Substitute	\$0	\$3,591
DAMORE, JOAN E	Secretary III/Admin. Fin.	\$48,545	\$1,475
DANNE-FEENEY, SHANNON M	Elementary School Teacher	\$86,924	\$2,804
DAVIES, JENNA M	Music Teacher	\$18,565	\$0
DAVIES, MARY N	Substitute	\$9,911	\$2,079
DAVIS, ELIZABETH K	ESP IA/SPED	\$4,927	\$6,497
DAY, SUSAN	SpEd Teacher	\$71,606	\$2,808
DE PAIVA, RONALDO P	Grounds Laborer	\$16,638	\$0
DEAN, ELIZABETH M	Secretary II	\$6,468	\$11,319
DEAN, MAURA C	ELL Teacher	\$85,821	\$3,985
DeGROFF, JACQUELINE A	Health Teacher	\$74,991	\$0
DELCOURT, KEITH CHARLES	Elementary School Teacher	\$17,478	\$0
DELGADO, AMY E	Coach	\$0	\$2,221
DEMANCHE, CATHERINE M	Elementary School Teacher	\$87,755	\$2,078
DEMANGO, JENNIFER M	Instructional Coach - Lit	\$86,419	\$3,512
DeMELLO, MOLLY M	ESP IA/SPED	\$25,584	\$1,825
DEMONTIGNY, LEAH A	Substitute	\$0	\$435
DENEEN, ERIN E	Asst. Coach	\$0	\$15,720
DEPIN, CAROLE J	Consulting Teacher of Rea	\$84,189	\$2,246
DEPIN, HANNAH M	Substitute	\$0	\$587
DEPIN, KEVIN F	Principal	\$114,994	\$0
DEPUY, CARL P	Science Teacher	\$77,977	\$2,553
D'ERRICO, NICOLE S	Guidance Counselor	\$84,396	\$7,104
DESIMONE, CORINNE M	Substitute	\$0	\$2,870
DESIMONE, CORY M	Asst. Coach	\$0	\$6,308
DESIMONE, MARY A	Substitute	\$0	\$1,224
DEVEAU, KATHLEEN M	ESP IA/Kindergarten	\$19,531	\$125
DEVINE, MICHELLE A	Cafeteria Worker	\$10,708	\$0
DIAS, DANIEL S	Maintenance Laborer	\$36,002	\$1,430
DIDSBURY, SHIRLEY J	ESP IA/SPED	\$22,035	\$258

DiFILIPPO, HILARY ELIZABETH	Sp. Lang Pathologist	\$83,323	\$0
DILLEY, THOMAS GEORGE	Phys. Education Teacher	\$71,606	\$30
DIMONTE, ECATERINE	Substitute	\$0	\$6,906
DION, JANE J	LTS	\$0	\$4,179
DIPINTO, CYNTHIA	Reading Teacher	\$50,019	\$0
DIPRETE, SHARON A	Nurse	\$51,390	\$1,423
DOHERTY, KELLEY	ELL Teacher	\$34,779	\$62
DOHERTY, NICOLE L	Math Teacher	\$77,977	\$0
DONNELLY, VIRGINIA A	Social Studies Teacher	\$74,991	\$1,160
DONOVAN, LYNNE M	Middle School Teacher	\$87,546	\$1,790
Dos SANTOS, RENATA F	ELL Teacher	\$54,218	\$430
DOWNING, KATHLEEN ANN	Nurse	\$77,608	\$961
DOYLE, JUDY B	ESP IA/SPED	\$25,421	\$1,475
DRAKE, BARBARA J	Elementary School Teacher	\$74,991	\$1,745
DUARTE, HARLIE A	ESP IA/SPED	\$4,804	\$10,997
DUFFY, ERIN M	ESP IA/SPED	\$21,957	\$1,726
DUGGAN, ELIZABETH E	Elementary School Teacher	\$87,546	\$2,595
DUMONT, LINDA A	ESP IA/Early Ed	\$25,493	\$2,476
DUNN, MICHELLE E	Elementary School Teacher	\$76,739	\$5,419
DUNN, NANCY E	Science Teacher	\$76,235	\$4,985
DURLEY, KIMBERLY A	Foreign Language Teacher	\$79,225	\$524
DWYER, JAMES E	Substitute	\$0	\$770
DWYER, MAX	Elementary School Teacher	\$78,186	\$1,808
EARLY, MARIE H	Cafeteria Worker	\$2,901	\$0
EATON, RENEE J	ESP II/CABA	\$31,278	\$140
EATON, STACIE E	ESP II/CABA	\$27,527	\$93
ECONOMIDES, ANNE C	English Teacher	\$55,939	\$4,563
EDWARDS, JENNIFER M	Librarian	\$61,018	\$465
EDWARDS, TAMMY E	ESP I/SPED Bus	\$22,433	\$5,223
EGAN, MARISSA E	Elementary School Teacher	\$79,159	\$60
EGAN-WALSH, PAMELA A	Title I Teacher	\$87,546	\$1,490
EICHNER, CAROLE A	Director Early Learning	\$110,096	\$0
EITELBACH, ROBIN	Social Worker	\$42,835	\$3,324
ELDREDGE, COLLEEN A	Elementary School Teacher	\$80,158	\$3,924
ELLIOTT, JUSTIN J	Asst. Coach	\$0	\$2,627
ELLIS, CAMILA	ELL Teacher	\$23,111	\$12,264
ELLIS, KATHARINE D	ESP IA/Library/Media	\$25,709	\$1,543
ELLIS, RAQUEL M	Kindergarten Teacher	\$73,036	\$2,995
ENDICH, TAMARA	Applied Tech. Teacher	\$62,003	\$9,214
ESPERSON-GOLDEN, JEAN	Foreign Language Teacher	\$80,603	\$2,576
ESTEY, DENISE L	ESP IA/SPED	\$27,533	\$1,475
ETHIER, MEGAN ANNE	SpEd Teacher	\$65,541	\$30
EVANS, ALIZABETH ANN	Sp. Lang Pathologist	\$79,376	\$705

FALCO, EILEEN B	Cook Manager	\$46,161	\$1,120
FALLON, KIERA R	ESP IA/SPED	\$936	\$913
FASS, ALLISON D	Reading Teacher	\$69,037	\$678
FAUCHER, BRANDON L	Substitute	\$0	\$523
FAUCHER, STEVEN A	Asst. Facilities Manager	\$75,106	\$1,000
FECTEAU, SUZANNE L	Substitute	\$0	\$243
FEDELE, MOLLY L	Instructional Coach-Tech	\$83,323	\$2,681
FEDY, LISA J	Sch. to Career Counselor	\$77,977	\$400
FEE, PAMELA MICHELLE	Psychologist	\$77,474	\$3,423
FELKER, CONSTANCE A	ESP IV/LPN/RN	\$28,255	\$6,024
FERGUSON, MARIA MICHELLE	Adult Education Instructor	\$0	\$112
FERGUSON, SUSAN J	Substitute	\$0	\$2,700
FERREIRA, SUZANNE M	Early Education Teacher	\$79,159	\$1,130
FILMER-GALLAGHER, HEIDI M	Substitute	\$0	\$70
FILOSA WILLS, JUSTINE M	Elementary School Teacher	\$77,977	\$1,648
FILTEAU, SHANNON D	ESP IA/SPED	\$26,061	\$1,208
FINN, CATHERINE M	ESP IA/SPED	\$25,743	\$1,339
FIORENTINO, EDWARD J	Social Studies Teacher	\$61,018	\$4,958
FISHER, BURT	Substitute	\$0	\$70
FITZGERALD, PATRICIA A	Secretary I/Receptionist	\$29,009	\$1,199
FIUZA, ELIZABETH F	ESP IA/EL	\$25,940	\$4,921
FLANAGAN, ELLEN MARY	Asst. Principal	\$85,717	\$1,000
FLYNN, STEPHANIE L	ESP IA/Kindergarten	\$9,032	\$50
FOLAN, ALICE R	Social Studies Teacher	\$83,323	\$1,830
FOLEY, EILEEN M	ESP I/OST	\$24,035	\$172
FORBES, ALICE M	Substitute	\$0	\$360
FORKER, KEITH B	Coach	\$0	\$590
FORNOFF, DALE A	Guidance Counselor	\$86,201	\$13,175
FOUGERE, JAMIE	SpEd Teacher	\$48,473	\$0
FOURNIER, MARA	Elementary School Teacher	\$84,262	\$2,078
FRANCIS, JESSICA	Foreign Language Teacher	\$65,237	\$5,770
FRANKLIN, MARSHA	Cook Manager	\$28,352	\$1,200
FRANKLIN, QUANTEZ D	Asst. Coach	\$0	\$3,942
FRASER, COLLEEN E	SpEd Teacher	\$51,453	\$326
FRATUS, DEBBIE ANN	Elementary School Teacher	\$72,731	\$46
FREDERICKS, MICHELLE L	Bus. Office Coordinator	\$39,586	\$0
FREEMAN, KELLI J	Substitute	\$0	\$1,215
FREEMAN, MARY M	Secretary II/School Princ.	\$49,023	\$1,275
FREEMAN, MICHAEL R	Phys. Education Teacher	\$57,049	\$10,756
FRENCH, JOHN S	Title I Teacher	\$81,107	\$2,769
FRIEL, JACQUELYN THERESA	Elementary School Teacher	\$11,782	\$155
FUNK, PAUL A	Asst. Principal	\$99,480	\$9,155
GAGE, AMY L	ESP I/SPED Bus	\$19,397	\$1,552

GAINNEY, CAMERON M	Occupational Therapist	\$57,444	\$0
GALLAGHER, EMILY ANN	Kindergarten Teacher	\$70,755	\$1,685
GALT, REGINA M	Elementary School Teacher	\$78,481	\$2,804
GARDNER, FABIANE ROMERO	ESP IA/Early Ed	\$23,145	\$1,771
GARRITY, MARIAH K	ESP IA/SPED	\$17,305	\$5,939
GARULAY, MANON A	Substitute	\$0	\$280
GASQUOINE, NICOLAS B	ESP II/CABA	\$18,138	\$392
GAUVIN, MELISSA B	Cook Manager	\$31,297	\$5,445
GAY, MINDA J	ESP IA/SPED	\$3,900	\$0
GAZAILLE, PAUL R	Substitute	\$0	\$6,388
GERARDI, CARA I	Substitute	\$0	\$180
GEREMIA, KATHRYN E	Title I Teacher	\$28,041	\$0
GIANESIN, ELIZABETH	Science Teacher	\$46,485	\$492
GIFFEE, SUSAN C	Cafeteria Worker	\$14,489	\$720
GILREIN, JANET C	Elementary School Teacher	\$74,991	\$2,017
GLASHEEN, KATHLEEN	Guidance Counselor	\$64,222	\$3,249
GLEASON, KATELYN	English Teacher	\$71,606	\$400
GODIN, KATHRYN R	Substitute	\$0	\$540
GOGOL, GREGORY L	Science Teacher	\$77,977	\$1,500
GOGOL, MARCY L	Kindergarten Teacher	\$77,977	\$2,100
GONSALVES, CAROL A	Substitute	\$0	\$278
GOODE, MICHELLE J	Asst. Principal	\$92,906	\$4,278
GORDINEER, SHARON J	Cafeteria Worker	\$12,239	\$574
GOULD, EMILY MARIE	SpEd Teacher	\$50,547	\$53
GOVONI, JENNIFER A	Asst. Principal	\$95,018	\$0
GOVONI, MARY JO	Elementary School Teacher	\$5,496	\$7,333
GOWANS, PHYLLIS E	ESP I/OST	\$6,538	\$0
GOYDAS, BARBARA ANN	Reading Teacher	\$26,899	\$0
GRAF, SCOTT E	Music Teacher	\$76,631	\$7,650
GRAHAM, JULIA S	NEED Staff	\$1,043	\$1,100
GRAHAM, MALCOLM JUDSON JR	Music Teacher	\$79,159	\$902
GRAMM, MARGARET W	Substitute	\$0	\$9,360
GRANDFIELD, MARY G	ESP IA/SPED	\$17,277	\$1,622
GREEN, ELIZABETH A	ESP I/OST	\$3,765	\$661
GREEN, GREGORY	ESP IA/SPED	\$37,949	\$1,475
GREER, CHRISTINA A	English Teacher	\$21,483	\$0
GRIECCI, DEBRA R	Secretary II/School Princ.	\$49,023	\$1,275
GRIFFITH, ELAINE M	Librarian	\$77,391	\$915
GRISWOLD, DONNA L	Elementary School Teacher	\$62,712	\$176
GUBBINS, ANNA B	Substitute	\$0	\$396
GUBBINS, SUSAN E	Early Education Teacher	\$54,841	\$1,760
GUERRINI, JO ANN	ESP IA/Kindergarten	\$14,328	\$734
GUILDERSON, CAITLIN K	SpEd Teacher	\$36,212	\$216

GUNNING, THOMAS M	Social Worker	\$79,051	\$6,764
GURANICH, MARY E	Art Teacher	\$78,596	\$708
HADDAD, NANCY A	ESP I/SPED Bus	\$178	\$0
HAGAN, ANN E	ELL Teacher	\$74,991	\$2,205
HALEY, BEVERLY J	Substitute	\$0	\$3,355
HALL, ERIN MARIE	Kindergarten Teacher	\$69,509	\$31
HAMSHIRE, DAVID G	Coach	\$0	\$5,977
HANSCOM, LEE J	Science Teacher	\$77,977	\$1,441
HANSEN, KRISTOFER A	Applied Tech. Teacher	\$77,977	\$5,158
HARBILAS, ALISON G	Summer School Teacher	\$0	\$2,806
HARDIGAN, SUSAN T	ESP IA/SPED	\$16,747	\$1,896
HARDIGAN, ZACHARY R	Asst. Coach	\$0	\$7,992
HARMON, JANET E	Elementary School Teacher	\$79,368	\$1,778
HAUGH, KRISTINA NICHOLE	Guidance Counselor	\$54,754	\$3,246
HAY, ELOISE M	Substitute	\$0	\$965
HAYES, AMY M	ESP IA/Kindergarten	\$12,564	\$207
HAYLES, SHEILA H	ESP IA/SPED	\$22,766	\$4,222
HEALY, KATHLEEN LEONARD	Music Teacher	\$40,663	\$0
HEDIN, NICOLE D	Cafeteria Worker	\$13,679	\$0
HEINTZ, THERESA A	Cafeteria Worker	\$1,191	\$0
HEISNER, SARAH E	Elementary School Teacher	\$16,496	\$0
HEMEON, GRETCHEN C	Substitute	\$0	\$6,370
HENN, DIANE F	Substitute	\$0	\$433
HENNESSEY, BETH A	Elementary School Teacher	\$83,323	\$2,977
HENSHAW, CHRISTOPHER A	Substitute	\$0	\$1,292
HENSHAW, MARY	ESP IA/SPED	\$25,731	\$1,085
HICKS, JERRICA L	ESP IA/SPED	\$19,200	\$131
HIGGINS, EMILY ANN	Coach	\$0	\$2,001
HIGGINS, MEGAN ERIN	Elementary School Teacher	\$72,108	\$0
HILL, TRACEY E	Elementary School Teacher	\$60,089	\$738
HOAR, JAMES P	Coach	\$0	\$15,997
HOLLINGSWORTH, PAMELA L	Substitute	\$0	\$1,581
HOLLISTER, BETH A	SpEd Teacher	\$68,163	\$1,947
HOLMES, MAUREEN T	Cafeteria Worker	\$15,195	\$2,879
HOLT, LINDSAY ANN	ESP II/CABA	\$38,080	\$1,416
HOLT, TARA N	Secretary III/Admin.	\$54,294	\$1,075
HOLTON-ROTH, EMILY R	Elementary School Teacher	\$46,786	\$1,348
HORGAN, PETER P	ESP IA/SPED	\$6,833	\$869
HORN, REBECCA	Substitute	\$0	\$28,740
HORTON, LYNNE M	Social Studies Teacher	\$74,991	\$1,530
HOULAHAN-TUBMAN, SUSAN	Physical Therapist	\$89,297	\$3,516
HOULE, LAUREN E	Substitute	\$0	\$434
HOWARD, KRISTIN M	Substitute	\$0	\$1,145

HOWARD, SHARON A	Reading Recovery Teacher	\$87,546	\$1,522
HOWELL, JEFFREY S	English Teacher	\$83,323	\$13,339
HUDOCK, JENNIFER M	Elementary School Teacher	\$83,827	\$2,811
HULL, MARGARET ALISON	Elementary School Teacher	\$56,065	\$0
JAMIEL, JOSEPH A	Asst. Coach	\$0	\$5,309
JAMISON, JOHN	Coach	\$0	\$10,618
JAROSZ, CHRISTINE	Substitute	\$0	\$1,541
JASIE, HOLLY M	ESP IA/SPED	\$17,347	\$1,076
JENKS, KENNETH T	Assistant Superintendent	\$135,771	\$0
JESSE, FERNANDA	Substitute	\$0	\$4,824
JIMENEZ, ASHLEY R	ESP II/CABA	\$5,454	\$0
JOHNSON, CRAIG VINCENT	Math Teacher	\$77,977	\$6,520
JOHNSON, KENDRA D	Elementary School Teacher	\$85,821	\$2,235
JOHNSON, PATRICIA L	SpEd Teacher	\$79,159	\$30
JOHNSON, PETER D	SpEd Driver	\$24,240	\$2,161
JONES, KIMBERLY ANNE	English Teacher	\$20,579	\$2,001
KADE, MARIE	Math Teacher	\$19,439	\$47
KALIVAS, EILEEN M	ESP III/OST Coordinator	\$52,177	\$1,590
KANE, CHRISTINE S	Substitute	\$0	\$385
KANE, SANDRA M	Cafeteria Worker	\$19,068	\$520
KARRAS, ASHLEY E	Substitute	\$0	\$1,137
KARRAS, KEVIN	Coach	\$0	\$5,997
KASEHAGEN, ROXANNE	Substitute	\$0	\$3,005
KASTLI, PATRICIA	ESP IA/SPED	\$21,645	\$1,275
KATCHMAR, ALEXIS J	ESP IA/Kindergarten	\$11,589	\$0
KEITH, KIM F	Librarian	\$59,881	\$0
KELLEY, BRENDA	Cafeteria Worker	\$5,115	\$764
KELLEY, DIANNE M	Data Specialist	\$60,762	\$2,900
KELLEY, NORMA J	Substitute	\$0	\$14,794
KELLY, COLIN P	ESP IA/SPED	\$17,362	\$0
KELLY, JAMES F	ESY Teacher	\$0	\$3,937
KELLY, MICHAYLA R	Substitute	\$0	\$70
KENNEDY, PATRICIA E	Summer School Teacher	\$0	\$1,538
KENNEY, SUZANNE R	Adult Educ. Coordinator	\$0	\$11,840
KESSLER, MAUREEN M	Art Teacher	\$77,977	\$5,803
KILEY, LUANNE M	Cafeteria Worker	\$2,098	\$0
KILMARTIN-LONG, PATRICIA A	Substitute	\$0	\$6,448
KINCAID, KALYNN J	ESP IA/SPED	\$2,059	\$0
KINGSTON, SUSAN M	Social Studies Teacher	\$83,323	\$2,046
KLIMENT, KYLE	Elementary School Teacher	\$61,018	\$0
KNELL, ANN P	Principal	\$113,745	\$0
KOCHEN, ALLISON M	English Teacher	\$85,821	\$75
KOERBER, KAREN L	Substitute	\$0	\$1,071

KOSCHER, ADELINE C	English Teacher	\$89,297	\$1,200
KOUMANTZELIS, LEEANN	Elementary School Teacher	\$87,755	\$3,442
KRAUS, LYNN T	Elementary School Teacher	\$83,029	\$2,722
KRAVITZ, JOHN K	Grounds Laborer	\$1,046	\$0
KRUEGER, CHLOE A	Substitute	\$0	\$1,680
KRYSTOFOLSKI, JASON T	Science Teacher	\$77,977	\$1,331
KUCIA, LISA A	Instructional Coach - Lit	\$83,323	\$1,350
LAAKSO, MELISSA I	ESP IA/SPED	\$18,448	\$179
LABONTE, EMILY	SpEd Teacher	\$33,141	\$678
LABOSSIÈRE, LISBETH C	Substitute	\$0	\$11,047
LADD, COLLEEN F	Foreign Language Teacher	\$83,323	\$1,732
LADLEY, SHARON L	Admin. Asst. Personnel	\$0	\$350
LAFERRIERE, LYNNE M	Substitute	\$0	\$176
LAFRANCE, MARY B	ESP IA/SPED	\$25,764	\$2,971
LAFRANCE, RHONDA L	Substitute	\$0	\$2,422
LAGUERRE, THEA	ESP IA/SPED	\$18,505	\$1,256
LAMMERS, ANDREA M	ESP II/OST Site Manager	\$33,065	\$2,485
LAMMERS, KATHLEEN H	Substitute	\$0	\$239
LAMMINEN, DANIELLE M	Secretary III/Maint.	\$42,853	\$0
LAMOUREUX, MARYELLEN T	Substitute	\$0	\$4,739
LANDRY, AMANDA LEIGH	SpEd Teacher	\$54,218	\$30
LANGELIER, MEREDITH	Instructional Coach - Lit	\$86,325	\$2,804
LAPPEN, WILLIAM J	SpEd Driver	\$33,650	\$520
LARKIN, KAREN R	ESP I/Duty	\$7,890	\$933
LARRAIN, MARIA CAROLINA	Foreign Language Teacher	\$45,639	\$1,643
LAUB-PERSICHILLO, ANYA M	English Teacher	\$77,977	\$15
LAURIE, CHERYL L	ESP I/Duty	\$141	\$0
LAVENBERG, EMMA S	Substitute	\$0	\$5,517
LAWRENCE, PAMELA J	ESP IA/SPED	\$17,778	\$5,579
LAWSON, ELLEN LISA	Substitute	\$0	\$2,293
LEAHY, BRIDGET E	Cafeteria Worker	\$9,461	\$2,299
LEAHY, EMMA K	Substitute	\$0	\$580
LEAHY, JAMIE	SpEd Teacher	\$68,378	\$0
LEARY, PATRICIA A	Asst. Principal	\$87,550	\$0
LEAVITT, GAIL M	Substitute	\$0	\$1,425
LEBOEUF, KIMBERLY M	Cafeteria Worker	\$15,218	\$520
LEDWELL, LEO P	Social Studies Teacher	\$77,977	\$1,500
LEE, RENEE E	Elementary School Teacher	\$57,049	\$30
LEFAVE-NOON, CHRISTINE I	SpEd Driver	\$14,933	\$3,196
LEGGÉ, M. JENIFER	Math Teacher	\$87,546	\$2,587
LEIDNER, BROOKE E	Elementary School Teacher	\$80,603	\$1,100
LEITNER, JOAN FRANCES	Behavior Specialist	\$18,349	\$0
LENDÁ, JAREK N	Substitute	\$0	\$1,839

LEON-FINAN, PATRICIA A	ELE Lang. Acq. Coach	\$88,071	\$8,086
LePAIN, EILEEN G	Elementary School Teacher	\$87,546	\$3,530
LEVINE-NEWMAN, CHERYL H	ESP IA/SPED	\$27,622	\$4,387
LEWIS, BARRY L	Substitute	\$0	\$840
L'HOMMEDIU, LISA J	Tech Maint. Specialist	\$47,301	\$4,830
LILIE, CORINNE M	Adult Education Instructor	\$0	\$672
LINBERG, JENNIFER M	Elementary School Teacher	\$85,821	\$1,400
LINN, ANNA S	Substitute	\$0	\$2,172
LIVINGSTONE, JUDITH L	Substitute	\$0	\$1,800
LOCKE, SANDRA E	STEM Coach	\$68,657	\$769
LOEBIG, MARY E	Alternative Educ. Teacher	\$85,821	\$8,971
LOHSE, CATHERINE M	ESP IA/SPED	\$25,354	\$1,075
LONCICH, JOAN T	Consulting Teacher of Rea	\$57,193	\$0
LONERGAN, LINDA	Instructional Coach-Tech	\$43,214	\$701
LONERGAN, NOAH G	Substitute	\$0	\$1,769
LONERGAN, THOMAS J	ESP IA/SPED	\$27,547	\$17,472
LONG, STEPHANIE MARIE	English Teacher	\$48,560	\$2,541
LOONEY, JESSICA	Math Teacher	\$59,881	\$0
LOPES, MARIA M	Dir. of Pupil Services	\$126,750	\$0
LOSCHIAVO, MARY	ESP IA/SPED	\$23,696	\$2,514
LUBASH, ERIN MARGARET	SpEd Teacher	\$62,921	\$693
LYON, JENNIFER S	ELL Teacher	\$71,729	\$108
MacARTHUR, CHRISTINE A	Secretary I/Data Spec	\$27,230	\$0
MacARTHUR, PATRICIA A	Elementary School Teacher	\$77,977	\$1,190
MACHADO, DAVID C	Director of Technology	\$107,185	\$0
MACKEY, MARY C	Substitute	\$10,386	\$6,689
MacNAMEE, COLLEEN T	Reading Recovery Teacher	\$86,419	\$1,130
MACOMB, ELIZABETH S	Math Teacher	\$85,821	\$1,500
MADDEN, BRENDA	SpEd Teacher	\$57,049	\$465
MAGNANT, CHRISTINE M	ESP I/Duty	\$2,877	\$133
MAGUIRE, JESSICA W	ESP IA/SPED	\$17,738	\$36
MAHEDY, CAROL A	Instructional Coach - Lit	\$30,354	\$2,535
MAHRDT, MARGARET C	ESP III/School-to-Career	\$29,086	\$138
MALKASIAN, KATHY J	Phys. Education Teacher	\$69,988	\$3,377
MALLANE, ANN D	Substitute	\$0	\$540
MALLANE, ROY T	Substitute	\$0	\$10,495
MALLOY, NICHOLE M	Secretary II/School Princ.	\$36,075	\$0
MALONEY, GERALDINE	ESP IA/SPED	\$27,545	\$1,075
MALONEY, PATRICIA M	Secretary IV/Admin. Benef.	\$54,623	\$0
MARCINCUK, LAURA A	ESP IA/Kindergarten	\$5,446	\$3,388
MARCOTTE, REBECCA L	ESP IA/SPED	\$20,023	\$423
MARINOS-STERGE, TIFFANY	Substitute	\$0	\$287
MARSEGLIA, CAROLINA	NEED Staff	\$10,515	\$0

MARSH, ALEX J	ESP I/SpEd Assistant	\$468	\$0
MARSH, CHRISTOPHER P	SpEd Teacher	\$65,541	\$13,231
MARTIN, NEELEY S	Title I Teacher	\$83,323	\$1,115
MARTINS, EILEEN M	ESP IA/SPED	\$27,545	\$1,097
MARTONE KUNTZMAN, JANICE L	Elementary School Teacher	\$77,977	\$1,687
MASON, COLIN D	Substitute	\$0	\$956
MASON, DOUGLAS H	ESP IA/SPED	\$15,798	\$7,743
MASON, TARA M	Foreign Language Teacher	\$79,664	\$5,390
MATHEWS, SUZANNE D	ESP I/Duty	\$2,595	\$0
MATOS SOARES, MARINETI M	Adult Education Instructor	\$0	\$616
MAURO, KAREN S	ESP III/OST Coordinator	\$57,544	\$1,475
MAURO, KELLY E	Substitute	\$0	\$6,139
MAXWELL, LEILA R	Dir. of STEM	\$108,742	\$0
MAYO, DOUGLAS R	Phys. Education Teacher	\$77,977	\$2,164
MAZZUR, BROOKE	Asst. Coach	\$0	\$6,398
MCCARTHY, GERALDINE M	Cook Manager	\$18,275	\$0
MCCAULLEY, RODNEY	Substitute	\$0	\$589
MCDONNELL, MEAGHAN	ELL Teacher	\$82,616	\$0
McDONNELL, SALLY A	Math Teacher	\$28,889	\$800
McDOWELL, THERESA M	ESP IA/SPED	\$14,346	\$35
MCELHINEY, AJA LYNN	SpEd Teacher	\$31,082	\$0
McFALL, MEAGHAN E	Elementary School Teacher	\$87,546	\$0
McGEE, PENNY A	Health Teacher	\$78,186	\$1,478
MCGRATH, JOHN S	Substitute	\$0	\$1,513
MCGRATH, SARAH L	ESP IA/SPED	\$13,627	\$1,083
MCINTYRE, SAMANTHA LATOYA	Secretary I/HS Guid. Rec.	\$10,647	\$0
McKENZIE, PATRICIA A	Secretary I/Receptionist	\$27,870	\$10
MCKINSTRY, SCOT V	ESY Bus Driver	\$0	\$2,712
McLAUGHLIN, LINDA M	Substitute	\$0	\$4,681
MCLAUGHLIN, LOIS A	Tutor	\$0	\$1,860
McNULTY, ERINN M	SpEd Teacher	\$86,419	\$3,484
McSHANE, WILLIAM J	Asst. Coach	\$0	\$2,997
MCSHARRY, AMANDA BETH	SpEd Teacher	\$73,318	\$460
McTAGUE, MARY ELLEN	Alternative Educ. Teacher	\$0	\$1,016
McWILLIAMS, BARBARA D	Reading Recovery Teacher	\$66,455	\$2,103
MEAD, MOUNA E	ELL Teacher	\$65,541	\$92
MEAGHER, SEAN C	English Teacher	\$74,584	\$430
MEALEY, RUSSELL E	Electrician	\$57,722	\$5,778
MEEHAN, KARIN M	Cafeteria Worker	\$30,033	\$3,529
MENARD, HALEY	Substitute	\$0	\$5,701
MERCK, JOHN J	Substitute	\$0	\$11,274
MERRIMAN, SLADER R	ESP IA/SPED	\$20,021	\$25
MEYER, NINA L	Secretary III/Tech	\$50,807	\$1,475

MICHAEL, DAVID S	ESP I/SPED Bus	\$12,561	\$4,049
MILLAR, CHRISTIE	Math Teacher	\$55,117	\$4,648
MILLER, CLIFFORD	Social Studies Teacher	\$77,977	\$1,200
MILLETTE-LOOMIS, MARGARET	Sp. Lang Pathologist	\$71,606	\$0
MINOR, KATHERINE E	ESP IA/SPED	\$17,947	\$3,024
MISKIV, DONNA LEA	Nurse	\$48,560	\$430
MITCHELL, HOLLEY C	Permanent Substitute	\$16,099	\$0
MITCHELL, JAMES P	Science Teacher	\$85,821	\$490
MOBILIO, SONJA B	ESP IA/SPED	\$25,404	\$1,310
MONROE, BRIAN HOWARD	Social Studies Teacher	\$63,843	\$60
MONTEIRO, BRIAN M	Maintenance Laborer	\$37,185	\$0
MONTEIRO, STEVEN	Maintenance Laborer	\$39,158	\$0
MOODY, ELEANOR A	NEED Staff	\$71,529	\$0
MOORE, GREGORY E	Coach	\$0	\$2,895
Morin, Lyssa J	Substitute	\$0	\$2,925
MORRIS, APRIL	ESP IA/Kindergarten	\$9,232	\$351
MORRIS, CREIGHTON J	Psychologist	\$80,495	\$4,403
MORRISON, GEORGE A	Principal	\$121,591	\$0
MOULTON, PATRICIA E	ESP IA/SPED	\$20,749	\$2,474
MULHEARN, PATRICIA M	Nurse	\$48,990	\$2,970
MULHERN, MARY ANN	Substitute	\$0	\$7,434
MUMFORD, KAREN MCKISSIC	Substitute	\$0	\$1,809
MURPHY, JANET ANN	Title I Teacher	\$83,323	\$929
MURPHY, KATHRYN L	Foreign Language Teacher	\$85,821	\$3,024
MURPHY, MELISSA B	Substitute	\$0	\$3,094
MURPHY, SALLIE A	ESP IA/SPED	\$18,275	\$440
MURRAY DANIELS, JANICE L	Secretary III/Admin Dir.	\$50,807	\$1,475
NAPOLITAN, STEFAN M	Asst. Coach	\$0	\$1,998
NASUTI, JENNIFER L	ESP IA/SPED	\$8,725	\$1,049
NELSON, SUSAN M	Secretary IV/Admin. AT	\$57,636	\$1,475
NETER, TAMMY A	Elementary School Teacher	\$71,969	\$2,017
NEW, LISA M	ESP IA/SPED	\$25,828	\$1,075
NEWHARD, BRIDGET	ESP IA/SPED	\$10,374	\$95
NEWHARD, PATRICIA A	Substitute	\$0	\$639
NICKANDROS, ELAINE K	Substitute	\$0	\$7,250
NICKERSON, JENNIFER	SpEd Teacher	\$71,606	\$1,213
NICKINELLO, FRANCESCA	Substitute	\$0	\$578
NICOLL, KIMBERLY L	Substitute	\$0	\$7,510
NORTON, MICHAEL J	ESP IA/SPED	\$15,717	\$4,191
NORTON, SANDRA A	Substitute	\$0	\$12,017
NUGNES, ASHTON	Kindergarten Teacher	\$51,783	\$186
NUGNES, CATHERINE P	Substitute	\$0	\$575
O'BRIEN, JUDITH A	Substitute	\$0	\$440

O'BRIEN, KRISTEN F	Substitute	\$9,669	\$899
O'BRIEN, MAUREEN C	ESP I/OST	\$5,805	\$0
O'CONNELL, DIANNE G	Consulting Teacher of Rea	\$57,724	\$7,683
O'CONNOR, KATHLEEN M	Art Teacher	\$86,325	\$3,039
O'CONNOR, MARGARET A	English Teacher	\$73,074	\$4,730
O'CONNOR, MARY B	Asst. Principal	\$97,525	\$8,399
O'KEEFE, ANGELA C	Substitute	\$514	\$697
OLANDER, KAREN L	Substitute	\$0	\$3,456
OLKKOLA, JUDITH A	Art Teacher	\$36,743	\$814
OLSON, JODY M	Elementary School Teacher	\$77,977	\$887
OLSON, JOHN	Substitute	\$0	\$4,901
OLSON, MORGANNE M	Substitute	\$0	\$1,086
O'REILLY, MELISSA H	SpEd Team Chair	\$85,821	\$15,323
ORMON, MARY J	SpEd Teacher	\$48,990	\$6,658
OSTROM, TAMI L	Elementary School Teacher	\$77,977	\$30
OTTON, DONNA LEE	Substitute	\$0	\$52
OWEN, SEAN P	Principal	\$54,006	\$7,715
PACIELLO, LAUREN M	Elementary School Teacher	\$86,419	\$2,698
PAGE, JOANNE A	ESP I/Duty	\$1,505	\$290
PANTOJA, DANIEL	Delivery Driver	\$31,834	\$1,245
PARE, MICHELLE	Substitute	\$0	\$140
PARESEAU, JENNIFER F	SpEd Teacher	\$81,463	\$0
PARKE, LOUIS W	ESP IA/SPED	\$185	\$0
PEACE, WILLIAM E	Virtual HS Teacher	\$0	\$9,000
PEARSON, AMY S	Kindergarten Teacher	\$63,106	\$0
PEARSON, REBECCA L	Reading Recovery Teacher	\$83,323	\$800
PEASE, SUSAN L	Substitute	\$0	\$325
PEIRCE, JENNIFER S	Cafeteria Worker	\$6,279	\$0
PEMENTEL, CAROL A	Kindergarten Teacher	\$77,977	\$1,454
PEN, DEJA S	ESP I/OST	\$6,543	\$201
PENDLETON, ALEXANDER M	Music Teacher	\$87,546	\$16,912
PENDLETON, LIISA OV	Tutor	\$0	\$9,238
PEPER, HANNAH C	Asst. Coach	\$0	\$3,270
PEREIRA, SHYER G	ESP IA/SPED	\$18,406	\$277
PEREZ, ALONSO	Grounds Laborer	\$35,646	\$0
PERGOLA, GILLIAN K	ESP IA/SPED	\$5,659	\$0
PERSECHINO, ANGELA M	Art Teacher	\$79,159	\$1,245
PETROSINO, SEAN	Phys. Education Teacher	\$46,094	\$2,395
PHILLIPS, DONTAGREN	ESP IA/SPED	\$18,442	\$6,542
PHILLIPS, ROBERT J	ESP IA/SPED	\$6,782	\$6,349
PIEKOS, LINDA A	Substitute	\$0	\$525
PINEAU, KAREN S	Behavior Specialist	\$79,664	\$2,068
PISANO, KAYSI N	ESP IA/SPED	\$5,755	\$16,939

PISHKO, STEPHANIE J	Math Teacher	\$75,385	\$1,083
PLUCINSKI, KARA	Substitute	\$0	\$8,121
PLUCINSKI, PATRICIA M	ESP IA/SPED	\$26,808	\$1,080
PLUTA, JEFFREY D	SpEd Teacher	\$20,421	\$2,027
PONTIUS, ELIZABETH J	Instructional Coach-Math	\$79,664	\$4,264
POOR, HOLLY M	ESP IA/SPED	\$19,313	\$855
PORTER, ERIN K	Elementary School Teacher	\$87,546	\$1,730
POTTER, ELIZABETH A	Cafeteria Worker	\$14,784	\$102
POTTER, NANCY G	Elementary School Teacher	\$78,481	\$4,204
POULIN, ELENA N	ESP IA/SPED	\$702	\$1,997
POWELL, LORI A	Cafeteria Worker	\$9,595	\$0
POWER, KIMBERLEY A	SpEd Teacher	\$83,323	\$430
POWERS, MARISA A	Substitute	\$0	\$8,505
POWERS, MAUREEN B	English Teacher	\$83,323	\$2,623
POWERS, ROONEY P	Food Services Director	\$62,368	\$6,000
PRESSWOOD, DENISE M	Substitute	\$0	\$10,005
PRIEST, MARLENE C	Adult Education Instructor	\$0	\$1,148
PROUDFOOT, JOYCE	Secretary IV/Admin Bkpr.	\$57,823	\$1,475
PROVENCHER, JUDITH D	Secretary II/School Princ.	\$32,665	\$1,276
PULIT, JOHN JR	SpEd Driver	\$35,353	\$1,720
PURCELL, KAREN L	English Teacher	\$79,664	\$3,964
QUILTY, CAROLYN E	Elementary School Teacher	\$84,398	\$2,078
QUINK, DIANE M	ESP IA/SPED	\$25,713	\$1,608
QUINLAN, MAUREEN M	Substitute	\$0	\$15,621
RAGONESE, ISABELLA G	NEED Staff	\$12,416	\$0
RAMSAY, ANNA CLARK	Elementary School Teacher	\$62,712	\$45
RAUDONAITIS, KEVIN PATRICK	Phys. Education Teacher	\$65,541	\$61
RAUST, DARCY	SpEd Teacher	\$67,268	\$5,369
RAVENELLE, ROBERT G	Coach	\$0	\$1,090
RAY, CHRISTY L	Adult Education Instructor	\$0	\$756
READE-KOCHKA, DEBORAH E	Substitute	\$0	\$563
READY, JASMINE DELIMA	Substitute	\$0	\$711
REAM, COURTNEY R	ELL Teacher	\$34,779	\$2,050
REAM, DEBORAH L	Substitute	\$0	\$3,175
REDMOND, MARY ELLEN	English Teacher	\$87,546	\$1,430
REED, CYNTHIA J	ESP IA/Library/Media	\$17,219	\$95
REED, JENNIFER A	Substitute	\$0	\$70
REED, KAREN G	Student Support Teacher	\$40,015	\$1,490
REEVES, KIM A	ESP IA/SPED	\$25,772	\$1,275
REEVES-ROWLES, KIM M	Reading Recovery Teacher	\$77,977	\$1,400
REICHERS, BRION A	Social Studies Teacher	\$46,094	\$477
REINO, KAREN	Coach	\$0	\$1,380
RENZI, KELLY M	Elementary School Teacher	\$86,030	\$2,501

REPOSE, MARIA S	ESP IA/SPED	\$13,371	\$773
RESSNER, ANABEL R	Substitute	\$0	\$8,775
REVERE, STASIA ANNE	Math Teacher	\$74,584	\$430
REZENDES, MARCELLA B	Substitute	\$0	\$3,164
REZENDES, MARY J	Substitute	\$0	\$4,288
RICE, THAD R	Social Studies Teacher	\$86,927	\$8,527
RICHARD, JOHN R	Maintenance Laborer	\$0	\$1,134
RICHARDS, CYNTHIA C	ESP IA/SPED	\$25,580	\$1,398
RICHARDS, LINDA L	Cafeteria Worker	\$10,743	\$0
RICHARDS, LORI A	ESP IA/SPED	\$30,339	\$1,075
RICHARDSON, LAURIE A	Social Worker	\$85,821	\$9,117
RICHTER, KATHERINE L	Title I Teacher	\$83,323	\$800
RILEY, PATRICK M	Principal	\$101,542	\$0
RILEY, STEPHANIE M	Music Teacher	\$76,967	\$2,548
RISDAL, KIRSTEN B	Cafeteria Worker	\$9,598	\$0
RITA, ANNMARIE	Math Teacher	\$77,977	\$400
ROBLES, DANIEL A	ESP IA/SPED	\$18,445	\$15,093
ROBTOY, HANNAH R	Substitute	\$0	\$12,314
ROCKWELL, COREY N	Tech Maint. Specialist	\$45,190	\$65
ROCKWELL, LEAH M	Psychologist	\$86,419	\$7,807
RODERIQUES, DERRICK A	Coach	\$0	\$3,270
ROGACZ, JENNIFER	Elementary School Teacher	\$39,223	\$0
ROGERS, RICHARD HENRY	SpEd Driver	\$10,694	\$0
ROSS, DIANE B	Foreign Language Teacher	\$83,323	\$430
ROUNSEVILLE, AMANDA M	Substitute	\$0	\$267
ROUNTREE, ANNETTE R	Substitute	\$0	\$2,189
ROZA, TANYA G	Social Worker	\$80,233	\$7,304
RUELL, TAYLAR E	Substitute	\$0	\$8,688
RUFFINO, CATHERINE W	Cook Manager	\$27,392	\$1,374
RYDER, DANIELLE	SpEd Teacher	\$57,949	\$3,975
SALAS, KATHRYN J	Asst. Principal	\$90,795	\$0
SALLEY, TRACEY A	Reading Teacher	\$5,833	\$8,125
SAMPSON, STEVEN F	Asst. Coach	\$0	\$3,270
SAN ANGELO, ELIZABETH J	ESP IA/SPED	\$34,382	\$3,147
SANTERRE, LINDA M	SpEd Team Chair	\$88,837	\$12,409
SANTINI, SHERRY A	Dir. of Inst. Human & Arts	\$108,742	\$0
SANTOS, COLLEEN M	Nurse	\$15,709	\$0
SARMENTO, JOHN P	Substitute	\$0	\$560
SAUCIER, JANE E	Secretary II/HS Business	\$52,281	\$1,340
SAVINI, NANETTE L	Secretary I/Data Spec	\$28,162	\$34
SCAPICCHIO, DEBORAH A	ESP IA/SPED	\$20,032	\$126
SCHUCK, ELENA C	Librarian	\$87,546	\$1,991
SCINTO, GREGORY D	ESP IA/SPED	\$21,350	\$0

SCRIBNER, CHRISTY L	SpEd Driver	\$31,387	\$980
SEABROOK-WILSON, CHERYL A	Reading Teacher	\$44,040	\$200
SEARLES, FRANCINE A	Nurse	\$48,990	\$7,400
SEARS, LISA C	Substitute	\$0	\$8,500
SELFE, DAWN H	Secretary III/Payroll Mgr.	\$34,451	\$0
SENATORE, EUGENE J	Substitute	\$0	\$210
SERIJAN, VALERIE	Phys. Education Teacher	\$64,825	\$6,460
SEVERDIJA, JEANNE M	ELL Teacher	\$83,827	\$2,739
SHALLOW, ELEANOR L	Secretary I/Receptionist	\$32,807	\$606
SHAPIRO, DAVID	NEED Staff	\$23,562	\$0
SHAW, JOHN H	Coach	\$0	\$6,542
SHEA, CAITLIN B	Secretary I/Receptionist	\$30,730	\$0
SHEA, DEBRA ANN	Sp. Lang Pathologist	\$77,977	\$23
SHEEDY, ADRIANA M	Secretary II/HS Guid. Reg.	\$39,395	\$770
SHEEHAN, TRACIE E	SpEd Teacher	\$78,186	\$1,743
SHEEHY, NANCY M	Elementary School Teacher	\$16,150	\$1,418
SHINNICK, SARA	ESP IA/SPED	\$187	\$0
SHOEMAKER, ROGER	Theater/Drama Teacher	\$22,914	\$10,175
SIBBICK, GEODE S	NEED Staff	\$12,416	\$0
SIEGEL, TRACIE C	Elementary School Teacher	\$87,546	\$2,535
SIGALOVSKY, JULIA	Science Teacher	\$89,297	\$490
SILVA, BRANDI L	Substitute	\$0	\$46
SILVA, ROBERTA H	ESP IA/SPED	\$28,004	\$3,277
SILVESTRI, TAMARA	LTS	\$0	\$26,661
SINERATE, JOANNE P	Substitute	\$0	\$2,989
SINERATE, JOHN R	ESP IA/SPED	\$20,697	\$3,798
SISSON, DRU V	Coach	\$0	\$5,309
SKALA, RENEE G	Secretary II/Data Spec	\$49,013	\$1,475
SKINNER, LEAH E	ESP II/CABA	\$4,967	\$0
SKIVER, EILEEN PATRICIA	Adult Education Instructo	\$0	\$196
SKOGLUND, BRUCE A	Substitute	\$0	\$5,357
SLATKAVITZ, DONNA M	Substitute	\$0	\$436
SLATTERY, ANITA L	Instructional Coach-Math	\$77,977	\$3,014
SLEVIN, ELIZABETH G	Elementary School Teacher	\$65,750	\$2,228
SLEVIN, JOHANNA K	Substitute	\$0	\$4,206
SMITH, JACQUELINE M	LTS	\$0	\$10,977
SMITH, JANICE M	Music Teacher	\$74,991	\$30
SMITH, JOCELYNE A	LTS	\$0	\$6,083
SMITH, KATHLEEN A	ESY Teacher	\$0	\$2,015
SMITH, KATHRYN N	Occupational Therapist	\$58,986	\$53
SMITH, LAURA M	Elementary School Teacher	\$33,407	\$285
SMITH, MICHAEL D	Substitute	\$0	\$512
SMITH, RHONDA	ESP IA/SPED	\$8,538	\$3,204

SOHOEL GOLDBERG, DEBORAH L	Adult Education Instructo	\$0	\$168
SOMES, CHRISTINE L	Elementary School Teacher	\$73,526	\$708
SPADA, MARGARET C	Reading Teacher	\$53,349	\$0
SPANO, BRIAN STEVEN	Elementary School Teacher	\$59,881	\$1,090
SPRINGER, DANIEL	Art Teacher	\$87,546	\$7,708
ST. CROIX, JOHN P	LTS	\$0	\$27,700
STEELE, JOSHUA B	Guidance Counselor	\$52,257	\$8,280
STEFANSKI, JAMES	Sch. Adjustment Counselor	\$78,761	\$4,696
STENSTROM, ZACHARY D	Adult Education Instructor	\$0	\$1,176
STEWART, VIRGINIA T	Title I Teacher	\$87,546	\$8,908
STONE, JONATHAN DAVID	English Teacher	\$76,235	\$12,537
STORER, MARTHA L	SpEd Driver	\$30,390	\$2,735
STREET, SUZANNE D	SpEd Teacher	\$87,546	\$1,400
STUBER, MEGHAN ELIZABETH	Kindergarten Teacher	\$66,677	\$31
STUDLEY, REBECCA L	Permanent Substitute	\$14,525	\$21,001
SUDBEY, MARY BETH	ESP IA/SPED	\$25,860	\$3,366
SUGERMEYER, DOREEN M	Substitute	\$0	\$2,705
SULLIVAN, DONALD J	Substitute	\$0	\$539
SULLIVAN, ELIZABETH J	Substitute	\$0	\$9,073
SULLIVAN, JUDITH G	Substitute	\$0	\$8,074
SULLIVAN, KAIRON	Secretary I/HS SPED Sec	\$28,436	\$65
SULLIVAN, MAUREEN M	ESP IA/SPED	\$15,698	\$7,883
SULLIVAN, PATRICIA M	Substitute	\$0	\$8,240
SULLIVAN, VALERIE A	Substitute	\$0	\$88
SUTTER, CHERYL J	Substitute	\$0	\$2,030
SWEENEY, DEBORAH D	Librarian	\$84,189	\$1,717
SYLVIA, DAVID S	Substitute	\$0	\$7,709
SYLVIA, LYNN M	Permanent Substitute	\$16,692	\$0
TATRO, NICOLE	ESP IA/SPED	\$199	\$0
TAVANO, HOLLY D	Nurse	\$32,216	\$217
TAYLOR, LISA L	ESP IA/SPED	\$25,594	\$1,075
TAYLOR, MICHELLE A	Substitute	\$0	\$5,466
TERASCONI, SAMANTHA MARIE	Math Teacher	\$29,598	\$2,900
TERRANOVA, TIFFANY E	SpEd Teacher	\$55,820	\$30
TERWILLIGER, EILEEN HELEN	Title I Teacher	\$66,677	\$0
THERIEN, ANNE R	Kindergarten Teacher	\$87,546	\$1,131
TERRIEN, SYLVIE	Science Teacher	\$85,821	\$1,209
THIBEAULT, CARLA G	ESP IA/SPED	\$12,437	\$0
THIELE, JUTTA M	SpEd Teacher	\$87,546	\$1,687
THOMAS, CHRISTINE M	ESP I/Duty	\$7,109	\$0
THOMPSON, BENJAMIN L	Math Teacher	\$77,977	\$2,593
THOMPSON, CHRISTOPHER J	Substitute	\$0	\$2,272
TIERNEY, ERIN E	Kindergarten Teacher	\$71,606	\$0

TIERNEY, MARCIA ALICE	SpEd Teacher	\$27,036	\$0
TIMONEY, NANCY J	Sp. Lang Pathologist	\$77,977	\$890
TIMPER, SUSAN J	Cook Manager	\$20,027	\$1,120
TISHUE, PAUL MICHAEL	Math Teacher	\$69,751	\$490
TIVNAN, CHRISTINA	ELL Teacher	\$76,903	\$2,728
TOMASETTI, KATHRYN A	Substitute	\$0	\$5,250
TOMPKINS, KATHERINE Q	ESP IA/SPED	\$10,874	\$0
TORNEY, MARION L	Substitute	\$0	\$6,257
TOTTEN, BARBARA A	ESP IA/SPED	\$26,257	\$1,475
TRAINOR, MEGAN L	ESP I/Duty	\$514	\$0
TRAVERS, AMY L	Science Teacher	\$59,881	\$617
TROVATO, KELSEY C	English Teacher	\$48,560	\$90
TUCCI, MARY J	Substitute	\$0	\$2,021
UNDERWOOD, JOHN P	Adult Education Instructor	\$0	\$560
URCIUOLI, JANICE M	ESP IA/SPED	\$19,348	\$1,456
USOWICZ, JENNIFER R	LTS	\$0	\$5,604
VAN ETTA, DANIEL JOSEPH	ESP IA/SPED	\$4,896	\$138
VATH, EILEEN E	Elementary School Teacher	\$77,977	\$887
VEARA, WENDY L	ESP IA/SPED	\$27,030	\$411
VENTOLA, DENNIS M	Science Teacher	\$51,390	\$1,361
VERANI, MARYBETH	Social Studies Teacher	\$88,651	\$1,830
VIDAKOVICH, MICHAEL G	Substitute	\$0	\$2,638
VIEIRA, VICTORIA L	Substitute	\$0	\$8,285
VIGLIANO, GARY J	ESP IA/SPED	\$21,350	\$7,679
VIOLET, MARY J	SpEd Teacher	\$79,159	\$2,687
VISCEGLIO, LAUREL A	Cook Manager	\$34,329	\$920
VOJTASOVA, JANA	Nurse	\$15,709	\$0
VON DER HEYDE, NANCY F	Foreign Language Teacher	\$13,723	\$0
WALCUTT, ROBERTA S	Adult Education Instructor	\$0	\$560
WALKER, KATHRYN H	Elementary School Teacher	\$51,150	\$3,148
WALKER, WENDY M	Elementary School Teacher	\$77,977	\$2,587
WALSH, YVETTE M	ESP IA/SPED	\$19,267	\$944
WARREN, CHERYL A	Elementary School Teacher	\$87,546	\$1,400
WATSON, JOANNA M	Assist. Dir. Dig. Learn	\$92,397	\$0
WATSON, PATRICIA A	Phys. Education Teacher	\$74,991	\$3,152
WATTS, SHAWNA M	Secretary I/Data Spec	\$28,675	\$95
WAYNE, ASHLEY N	Coach	\$0	\$3,270
WENGER, MEGHAN ALEXANDRA	ESP IA/Kindergarten	\$2,499	\$0
WHALEN, EILEEN M	Admin Asst. Superintendent	\$58,875	\$1,475
WHINNEM, READE S	English Teacher	\$80,603	\$2,130
WHITE, BRENDA J	Substitute	\$0	\$3,719
WHITE, JOSEPH C	Elementary School Teacher	\$63,216	\$1,794
WILBERS, LIESEL H	Permanent Substitute	\$5,076	\$1,136

WILKEY FARRELL, VALERIE S	SpEd Teacher	\$57,049	\$2,788
WILLENBORG, EMILY L	SpEd Teacher	\$46,655	\$2,830
WILLIAMS, ELIZABETH R	SpEd Teacher	\$77,977	\$0
WILLIAMS, EMILY A	Substitute	\$5,225	\$120
WILLIAMS, SUSAN E	Nurse	\$66,292	\$0
WILLIAMS, TRISTAN H	Social Studies Teacher	\$77,977	\$3,403
WILLIAMSON, KAREN M	Secretary I/Receptionist	\$11,795	\$619
WINKLER, KATHLEEN MARIE	Substitute	\$0	\$579
WINSLOW, MARYBETH	Coach	\$0	\$3,941
WOEBCKE, DIANA L	Substitute	\$0	\$625
WOJCIECHOWSKI, STEPHANIE A	ESP IA/SPED	\$18,484	\$5,064
WOJCIK, DEBORAH B	ESP IA/SPED	\$6,287	\$4,018
WOOD, REGINA K	Science Teacher	\$63,843	\$681
WOODBURY, CAROL A	Superintendent of Schools	\$176,512	\$0
WOOLERY, BOBBETTE	Science Teacher	\$77,977	\$460
WRIGHT, KELLY	Substitute	\$0	\$558
WRIGHT, STEFANIE E	Phys Education Teacher	\$78,239	\$11,731
WRIGHT, WILLIAM R	Substitute	\$0	\$1,151
WUNDERLICH, KRISTA K	Asst Coach	\$0	\$2,627
WYSE, TRACIL	Integration Specialist	\$77,556	\$6,942
XIARHOS, LISA A	ESP IA/SPED	\$19,263	\$403
YOCOM, BARBARA J	Substitute	\$0	\$1,375
YOUNG, AMY C	Occupational Therapist	\$59,046	\$1,350
ZABIELSKI, RYANN E	Elementary School Teacher	\$62,712	\$30
ZAINEH, ABIR	SpEd Teacher	\$57,193	\$3,244
ZOPATTI, CARL	Substitute	\$0	\$608

**DENNIS-YARMOUTH REGIONAL HIGH SCHOOL
SCHOLARSHIP AWARDS - CLASS OF 2018**

Scholarship	Student Name	Amount
Advocates for a Community College Education	Jhteneck Duran	\$1,000.00
Advocates for a Community College Education	Mary Gastonguay	\$1,000.00
<i>Albert J. Bohlin Memorial Scholarship</i>	Lucas Flores	\$1,000.00
<i>American Legion Post 197</i>	Jack George	\$1,000.00
<i>American Legion Post 197</i>	Bryana Lynde	\$1,000.00
Amherst College Book Award	Kimberly Asitimbay	
Andrea Holden Thanksgiving Race Scholarship	Adane Atkinson	\$1,000.00

Andrea Holden Thanksgiving Race Scholarship	Christopher Carey	\$1,000.00
Andrea Holden Thanksgiving Race Scholarship	Martene Jamiel	\$1,000.00
Andrea Holden Thanksgiving Race Scholarship	Sydney McCann	\$1,000.00
Ann Castonguay Memorial Awards	Samuel Nickerson	\$500.00
Arthur S. Manaselian Private Foundation Scholarship	Samuel Capobianco	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Abigail Criser	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Matthew Crosby	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Taylor Deluga	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Brandon Dunn	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Kismet Goldstein	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Lauren Gustafson	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Martene Jamiel	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Anna Kowalski	\$1,000.00
Arthur S. Manaselian Private Foundation Scholarship	Jacob McCarthy	\$1,000.00
Baker Halfyard Scholarship	Caitlin Grosso	\$2,500.00
Baker Halfyard Scholarship	Daniella West	\$2,500.00
Barbara Ardito Memorial Scholarship	Ann Froes	\$500.00
Barnstable Teacher's Association	Samuel Capobianco	\$1,000.00
Barnstable Teacher's Association	Jack George	\$1,000.00
Bass River Rod & Gun Club Scholarship	Brett Halloran	\$1,000.00
Beverly Alexander Memorial Scholarship	Vinicius Coelho	\$2,500.00
Beverly Alexander Memorial Scholarship	Anna McGaffigan	\$2,500.00
Bill Booker Memorial Scholarship	Joseph Tierney	\$1,000.00
Bill Booker Memorial Scholarship	Andrew Weinert	\$750.00
Boston College Book Award	Renee Levesque	
Bradford Hemeon Memorial Scholarship	Anna Bach	\$500.00
Brewster Band Scholarship	Adrianna Collins	\$1,000.00
Brown University Book Award	Carly Coughlin	
Bryn Mawr College Book Award	Lucy Agurkis	

Cape & Islands School Counselor Association	Thomas Gruttadauria	\$1,000.00
Cape Cod Association Scholarship	Stephen Curran	\$2,000.00
Cape Cod Association Scholarship	Lauren Gustafson	\$3,000.00
Cape Cod Association Scholarship	Jasmine Stacy	\$2,000.00
Cape Cod Association Scholarship	Andrew Weinert	\$2,000.00
Cape Cod Community College Pathways Program Scholarship	Nathalia Vieira	\$1,000.00
Cape Cod Community College Presidential H. S. Scholarship	Daisy Calle Huerta	\$500.00
Cape Cod Community College Presidential H. S. Scholarship	Hannah Williams	\$500.00
Cape Cod Covenant Church	Lucas DiFrancesco	\$2,000.00
Cape Cod Detachment #125 Marine Corps League	Thomas Gruttadauria	\$1,000.00
Cape Cod Five Charitable Foundation	Daniella West	
Cape Cod Salties Stan Daggett Memorial Scholarship	Kevin Liu	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Benjamin Andrade	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Leyla Archie	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Romario Brown	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Cameron Coyne	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Ryan Crary	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Matthew Cunningham	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Brianna Davis	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Corinne Dupee	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Andrew Fagundes	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Katie Holmes	\$1,500.00
<i>Captain J.E. Fairbank Trust</i>	Betchaly Jean	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Luana Matos	\$1,250.00
<i>Captain J.E. Fairbank Trust</i>	Kaylia McIntosh	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Hugo Santos	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	Shea Stanley	\$1,250.00
<i>Captain J.E. Fairbank Trust</i>	Siddhartha Tamang	\$1,000.00
<i>Captain J.E. Fairbank Trust</i>	William Terrio	\$1,000.00
Charles E. & Barbara F. Adams	Cameron Hennessey	\$500.00
Chatham Chorale Book Award	Charlie Katz	
Chester W. Ellis Scholarship	Stephen Curran	\$1,000.00
Comcast Leaders & Achievers Award	Harsh Patel	\$1,000.00
Dartmouth College Book Award	Kimberly Calle	

D-Y Maintenance Scholarship	Rachel Azer	\$500.00
D-Y Maintenance Scholarship	Cameron Coyne	\$500.00
D-Y Maintenance Scholarship	Andrew Fagundes	\$500.00
D-Y Maintenance Scholarship	Lucas Flores	\$500.00
D-Y Maintenance Scholarship	Danae Rose-Azor	\$500.00
D-Y PAC	Danae Rose-Azor	\$250.00
<i>Daniel Snowden Memorial Scholarship</i>	Romario Brown	\$400.00
<i>Daniel Springer Art Award</i>	Glen Kuznetsov	\$500.00
<i>Dedication and Perseverance Award</i>	Jhteneck Duran	\$50.00
<i>Dedication and Perseverance Award</i>	Jacquelin White	\$50.00
Dennis Democratic Town Committee Scholarship	Paul Koryak	\$1,000.00
Dennis Firefighters Association Scholarship	Anthony Iachetta	\$500.00
Dennis Golf Association Barry Fenton Memorial Award	Kayla Bateman	\$1,500.00
Dennis Golf Association Judy Curcio Memorial Award	Kelsey Fiske	\$1,500.00
Dennis Harwich Lions John A. MacNaught Memorial Scholarship	Kayla Bateman	
Dennis Men's Golf League	Jack George	\$1,000.00
Dennis Patrolman's Union Scholarship	Lucas DiFrancesco	\$1,000.00
Dennis Recreation Scholarship	Anna McGaffigan	\$500.00
Dennis Recreation Scholarship	Shea Stanley	\$500.00
Dolphin Award	Jacob McCarthy	
Dolphin Award	Summer Walsh	
Donald Trepte Memorial Scholarship	Lucas DiFrancisco	\$500.00
Donald Trepte Memorial Scholarship	Anthony Iachetta	\$500.00
<i>Dorothy F. Humes Scholarship</i>	Sydney Berkeley	\$1,000.00
<i>Dorothy F. Humes Scholarship</i>	Dylan Routhier	\$1,000.00
DYEA Dr. Michael McCaffrey Scholarship	Paul Kroyak	\$1,000.00
DYEA Educators Scholarship	Abigail Criser	\$250.00
DYEA Educators Scholarship	Alina Gubanova	\$500.00
DYEA Educators Scholarship	Seyla O'Hearn	\$500.00
DYEA Educators Scholarship	Joseph Tierney	\$250.00
DYRHS Soccer Boosters	Romario Brown	\$125.00
DYRHS Soccer Boosters	Tyler Carpenter	\$125.00
DYRHS Soccer Boosters	Andrew Fagundes	\$125.00
DYRHS Soccer Boosters	Gabriel Silva	\$50.00

DYRHS Soccer Boosters	Andrew Weinert	\$125.00
EARL Award	Rachel Azer	\$500.00
Elizabeth Douthwright Memorial Scholarship	Lauren Gustafson	\$500.00
<i>Excellence in ALP - Outstanding Effort</i>	Rachel Azer	\$50.00
<i>Excellence in ALP - Outstanding Effort</i>	Julia Smith	\$50.00
<i>Excellence in Art - "Best Portfolio"</i>	Sydney Berkeley	\$100.00
<i>Excellence in ELL</i>	Jacqueline DaCruz	\$50.00
<i>Excellence in ELL</i>	Nicholas Moreira	\$50.00
<i>Excellence in English - Octopus Award</i>	Stephen Curran	\$25.00
<i>Excellence in English - Octopus Award</i>	Alina Gubanova	\$25.00
<i>Excellence in English - Salmon Award</i>	Sydney Berkeley	\$25.00
<i>Excellence in English - Salmon Award</i>	Kaylia McIntosh	\$25.00
<i>Excellence in French</i>	Sarah McGaffigan	\$50.00
<i>Excellence in German</i>	Alina Gubanova	\$50.00
<i>Excellence in History & Social Sciences</i>	Samuel Kenny	\$50.00
<i>Excellence in History & Social Sciences</i>	Marlena Lynch	\$50.00
<i>Excellence in Mathematics</i>	Hannel Naquines	\$50.00
<i>Excellence in Mathematics</i>	Alexander Smith	\$50.00
<i>Excellence in Music</i>	Jacob Ingram	\$50.00
<i>Excellence in Music</i>	Dylan Routhier	\$50.00
<i>Excellence in Physical Education/Health</i>	Sawyer Adamaitis	\$50.00
<i>Excellence in Physical Education/Health</i>	Eilish Dillon	\$50.00
<i>Excellence in Science</i>	Alina Gubanova	\$50.00
<i>Excellence in Science</i>	Alexander Smith	\$50.00
<i>Excellence in Spanish</i>	Miranda Wu	\$50.00
<i>Excellence in Technology</i>	Vinicius Coelho	\$50.00
<i>Excellence in Technology</i>	Shea Stanley	\$50.00
First Citizens' \$1,000 Scholarship	Summer Walsh	\$1,000.00
Frank X. and Mary E. Weny Scholarship Fund	Lilly Keith	\$8,000.00
Garden Club of Yarmouth	Brett Halloran	\$1,500.00
<i>George H. & Nina L. Riley Memorial Scholarship</i>	Derrick Starling	\$1,000.00
<i>George H. & Nina L. Riley Memorial Scholarship</i>	Derek Thomas	\$1,000.00
Grand Prix Driving School Scholarship	Samuel Capiobianco	\$200.00
Harvard Prize Book Award	Angela Fragano	
Harvard Prize Book Award	Shane Calle	
Harwich Police Association	Katie Holmes	\$1,000.00

Harwich-Dennis Rotary Club - MacIver Scholarship	Danae Rose-Azor	\$5,000.00
Harwich-Dennis Rotary Club Scholarships	Nora Bowie	\$1,500.00
Harwich-Dennis Rotary Club Scholarships	Christopher Carey	\$1,500.00
Harwich-Dennis Rotary Club Scholarships	Jaclyne Gillis	\$1,500.00
Harwich-Dennis Rotary Club Scholarships	Lauren Gustafson	\$1,500.00
Harwich-Dennis Rotary Club Scholarships	Anthony Iachetta	\$1,500.00
Hazel W. Gifford, Trust u/will Scholarship	Ethan Davis	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Emily Ford	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Kismet Goldstein	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Alina Gubanova	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Christopher Heintz	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Erick Latshaw	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Hannah Miller	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Gabriel Silva	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Peyton Sumner	\$1,000.00
Hazel W. Gifford, Trust u/will Scholarship	Riley Wood	\$1,000.00
Hilary Fitzgerald Memorial Scholarship	Sydney Berkeley	\$500.00
Holly Young Athletic Award	Sydney McCann	
Holly Young Volleyball Scholarship	Abigail Criser	\$1,000.00
Holy Cross Prize Book Award	Lucy Reid	
Honey Dew Donuts Scholarship	Luana Matos	\$300.00
HOPE Scholarship	Martene Jamiel	\$2,000.00
Howard Lodge A.F. & A.M. Scholarship	Danae Rose-Azor	\$500.00
James Moruzzi Memorial Scholarships	Jaclyne Gillis	\$1,000.00
James Moruzzi Memorial Scholarships	Lauren Gustafson	\$1,000.00
Jean Hamilton Memorial Scholarship	Abigail Criser	\$1,000.00
Jean Hamilton Memorial Scholarship	Thomas Gruttadauria	\$1,500.00
Jean Hamilton Memorial Scholarship	Maeve Terrio	\$1,000.00
Jean Hamilton Memorial Scholarship	Hannah Williams	\$1,500.00
Joan Shostak Award	Anna Bach	\$100.00

Joan Shostak Scholarship - CC Foundation	Sydney Berkeley	\$1,000.00
<i>John McBride Memorial Scholarship & Plaque</i>	Eilish Dillon	\$500.00
<i>John Owen Hart Scholarship</i>	Mitchell Pecoraro	\$250.00
Joseph W. Aldridge, Jr., Memorial Scholarship	William Terrio	\$500.00
Joshua S. Sears Memorial Scholarship	Jasmine Stacy	\$400.00
Judges Award	Glen Kuznetsov	\$100.00
Keith Witherall	Adrianna Collins	\$500.00
<i>Kenny McGilvray Memorial Scholarship</i>	Jonah Arsenault	\$1,500.00
<i>Kenny McGilvray Memorial Scholarship</i>	Taylor Deluga	\$1,500.00
<i>Kenny McGilvray Memorial Scholarship</i>	Dylan Routhier	\$1,500.00
<i>Kenny McGilvray Memorial Scholarship</i>	Jared Stone	\$1,500.00
Knights of Columbus, St.Pius X Parish Council 10346) Scholar/Athlete Award	Sarah McGaffigan	\$200.00
Knights of Columbus, St.Pius X Parish Council 10346) Scholar/Athlete Award	Alexander Smith	\$200.00
Lion Marshall K. Lovelette Memorial Scholarship	Luana Matos	\$250.00
<i>Louis B. Thacher Scholarship</i>	Brittany Forsythe	\$250.00
<i>Marion A. Tiernan Memorial Scholarship</i>	Nicholas Moreira	\$250.00
Martha White Memorial Scholarship	Matthew Crosby	\$1,500.00
Martha White Memorial Scholarship	Donald Hand	\$1,500.00
<i>Mary E. McCarthy Memorial Scholarship</i>	Luanna Goncalves	\$1,500.00
<i>Mary E. McCarthy Memorial Scholarship</i>	Samuel Kenny	\$1,500.00
Mattacheese Middle School Award	Sawyer Adaimaitis	\$250.00
MIAA NFHS "Heart of the Arts" Award	Sydney Berkeley	
<i>Michael Bean Memorial Scholarship</i>	Paul Kroyak	\$500.00
Mike Harper Leadership Scholars Program	Sarah McGaffigan	\$1,000.00
MIT Club of Cape Cod	Abigail Downes	
Monday Painters	Glen Kuznetsov	\$500.00
Mount Holyoke College Book Award	Mackenzie Caron	
MSG Robert O. Murphy Warriorship	Shelby Martins	\$300.00
NCECA National - Artistic Merit Award	Jonathan Pecoraro	
NCECA National - Bailey Pottery Equipment Award	Glen Kuznetsov	\$25.00

NCECA National - Honorable Mention Award	Glen Kuznetsov	
NCECA National - Mary Bowron Scholarship Award	Glen Kuznetsov	\$500.00
Nick Xiarhos "Does Most for Others"	Nora Bowie	\$1,000.00
Nick Xiarhos "Does Most for Others"	Thomas Gruttadauria	\$1,000.00
Notre Dame Book Award	Elise Gustafson	
P. E. Pals	Daniella West	\$600.00
Patricia A. Ward Memorial Nauset Nursing/Medical Scholarship	Lilly Keith	\$1,500.00
PEO Scholarship	Sarah McGaffigan	\$1,000.00
Peter Maxtone Graham Art Award	Glen Kuznetsov	\$200.00
Principal's Leadership Award	Dennis Liu	\$250.00
Printmakers of Cape Cod Marcia Howe Memorial	Sydney Berkeley	\$1,000.00
Priscilla Stanton Waters Memorial Scholarship		\$1,000.00
Reardon Family Scholarship	Sawyer Adamaitis	\$10,000.00
Reardon Family Scholarship	Kelsey Fiske	\$10,000.00
Reardon Family Scholarship	Julia Hehir	\$10,000.00
Reardon Family Scholarship	Kevin Liu	\$10,000.00
Reardon Family Scholarship	Bryanna Lynde	\$10,000.00
Reardon Family Scholarship	Miranda Wu	\$10,000.00
Red Jacket Inns' Scholarship	Tara Stocker	\$1,000.00
Red Wilson Scholarship	Adane Atkinson	\$500.00
Red Wilson Scholarship	Kaylia McIntosh	\$250.00
Red Wilson Scholarship	Gypsy Whitehead	\$250.00
Richard "Dick" Barbo Memorial Scholarship	Brianna Davis	\$500.00
Richard "Dick" Barbo Memorial Scholarship	Sawyer MacDonald	\$500.00
Richard & Georgetta Waterhouse Scholarship	Alexander Smith	\$100.00
Richard Dorshimer Memorial Scholarship	Jared Crosby	\$500.00
Richard Dorshimer Memorial Scholarship	Kevin Ralston	\$500.00
Richard E. Howard Scholarship	Glen Kuznetsov	\$500.00
Richard J. Terrio Scholarship	Mitchell Hayes	\$1,000.00
Rotary Club of Yarmouth Paul E. Sullivan, Jr. Memorial Scholarship	Jacob McCarthy	\$1,500.00
Rotary Club of Yarmouth Paul E. Sullivan, Jr. Memorial Scholarship	Sarah McGaffigan	\$1,500.00
Rotary Club of Yarmouth Scholarships	Sydney Berkeley	\$1,000.00

Rotary Club of Yarmouth Scholarships	Nora Bowie	\$1,000.00
Rotary Club of Yarmouth Scholarships	Christopher Carey	\$1,000.00
Rotary Club of Yarmouth Scholarships	Jared Crosby	\$1,000.00
Rotary Club of Yarmouth Scholarships	Matthew Crosby	\$1,000.00
Rotary Club of Yarmouth Scholarships	Ann Froes	\$1,000.00
Rotary Club of Yarmouth Scholarships	Kismet Goldstein	\$1,000.00
Rotary Club of Yarmouth Scholarships	Ashley Gray	\$1,000.00
Rotary Club of Yarmouth Scholarships	Thomas Gruttadauria	\$1,000.00
Rotary Club of Yarmouth Scholarships	Jacob Ingram	\$1,000.00
Rotary Club of Yarmouth Scholarships	Martene Jamiel	\$1,000.00
Rotary Club of Yarmouth Scholarships	Paul Kroyak	\$1,000.00
Rotary Club of Yarmouth Scholarships	Dennis Liu	\$1,000.00
Rotary Club of Yarmouth Scholarships	Marlena Lynch	\$1,000.00
Rotary Club of Yarmouth Scholarships	Seyla O'Hearn	\$1,000.00
Rotary Club of Yarmouth Scholarships	Harsh Patel	\$1,000.00
Rotary Club of Yarmouth Scholarships	Joseph Tierney	\$1,000.00
Rotary Club of Yarmouth Scholarships	Zachary Trischitta	\$1,000.00
Rotary Club of Yarmouth Scholarships	Summer Walsh	\$1,000.00
Rotary Club of Yarmouth Scholarships	Andrew Weinert	\$1,000.00
Rotary Club of Yarmouth Scholarships	Miranda Wu	\$1,000.00
Ruth B. Sears	Anthony Iachetta	\$500.00
Ruth B. Sears	Anna McGaffigan	\$500.00
Ruth B. Sears	Sarah McGaffigan	\$500.00
<i>Ryan M. Fiala Memorial Scholarship</i>	Mary Gastonguay	\$1,000.00
Saint Patrick's Day Colleen Scholarship	Eilish Dillon	\$500.00
Saint Patrick's Day Colleen Scholarship	Seyla O'Hearn	\$500.00
<i>Salutatorian Award</i>		\$250.00
Sam & Esther Freeman	Hannel Naquines	\$2,000.00
Samuel Robbins Awards	Christopher Bixby	\$50.00
Samuel Robbins Awards	Gypsy Whitehead	\$50.00
<i>Sandra L. Papahagis and Francis R. D'Alessandro Scholarship</i>	Hannah Williams	\$1,000.00
<i>School to Careers Award</i>	Lucas DiFrancesco	\$100.00
<i>School to Careers Award</i>	Shelby Martins	\$250.00
<i>Scott Brewster Austin Memorial</i>	Daisy Calle Huerta	\$100.00
<i>Scott Nicholson Memorial Scholarship</i>	Sydney McCann	\$100.00
St. Michael's College Book Award	Amelia Tardif	
St. Michael's College Book Award	Colin Dallacosta	
St. Pius Tenth Parish Scholarships	Samuel Capobianco	\$350.00

St. Pius Tenth Parish Scholarships	Eilish Dillon	\$750.00
St. Pius Tenth Parish Scholarships	Joseph Tierney	\$350.00
Smith Book Award	Sydney Burke	
Station Ave. Elementary School	Emily Ford	\$276.00
Station Ave. Elementary School	Mitchell Hayes	\$276.00
Ted Jamison Music Scholarship	Abigale Feinstein	\$500.00
Ted Jamison Music Scholarship	Cameron Hennessey	\$500.00
Top Twenty Students: #01 -	Alexander Smith	
Top Twenty Students: #02 -	Sara McGaffigan	
Top Twenty Students: #03 -	Matthew Crosby	
Top Twenty Students: #04 -	Jacob Ingram	
Top Twenty Students: #05 -	Harsh Patel	
Top Twenty Students: #06 -	Miranda Wu	
Top Twenty Students: #07 -	Alina Gubanova	
Top Twenty Students: #08 -	Lauren Gustafson	
Top Twenty Students: #09 -	Stephen Curran	
Top Twenty Students: #10 -	Kayla Bateman	
Top Twenty Students: #11 -	Marlena Lynch	
Top Twenty Students: #12 -	Ryan Crary	
Top Twenty Students: #13-	Sydney McCann	
Top Twenty Students: #14 -	Bryana Lynde	
Top Twenty Students: #15 -	Hannel Naquines	
Top Twenty Students: #16 -	Thomas Gruttadauria	
Top Twenty Students: #17 -	Sydney Berkeley	
Top Twenty Students: #18 -	Jack George	
Top Twenty Students: #19 -	Julia Hehir	
Top Twenty Students: #20 -	Samuel Capobianco	
Town of Yarmouth	Samuel Capobianco	
Town of Yarmouth	Jacob McCarthy	
Town of Yarmouth	Andrew Weinert	
United Postmasters Association	Brandon Dunn	\$1,000.00
<i>Valedictorian Award</i>		\$400.00
VFW	Nora Bowie	\$1,500.00
Village Garden Club Scholarship	William Egan	\$5,000.00
Walter "Skip" Daley Award	Samuel Kenny	
Wayne E. Hesch Scholarship	Jacob McCarthy	\$1,000.00
Wellesley Club of Cape Cod	Victoria Liu	
West Dennis Garden Club	William Egan	\$1,000.00

West Dennis Garden Club - Dorothy Trapp Memorial	Hannah Williams	\$1,000.00
William J. Donovan, Jr. "Always there for others" Scholarship	Kismet Goldstein	\$1,000.00
William J. Donovan, Jr. "Always there for others" Scholarship	Dennis Liu	\$1,000.00
Wixon Middle School Scholarship	Dennis Liu	\$50.00
Y-D Red Sox Michael Diebolt Scholarship	Brandon Dunn	\$500.00
Y-D Red Sox Michael Diebolt Scholarship	Abigale Feinstein	\$500.00
Y-D Red Sox Michael Frick Memorial Scholarship	Leyla Archie	\$500.00
Y-D Red Sox Michael Frick Memorial Scholarship	Derek Thomas	\$500.00
Y-D Red Sox Sandi Hoyt Memorial Scholarship	Sarah McGaffigan	\$1,000.00
Y-D Soccer Club	Anna Bach	\$750.00
Y-D Soccer Club	Eilish Dillon	\$750.00
Yarmouth Art Guild	Ethan Davis	\$100.00
Yarmouth Chamber of Commerce	Andrew Weinert	\$1,000.00
Yarmouth Firefighters and Relief Association	Jonah Arsenault	\$500.00
Yarmouth Firefighters and Relief Association	Jacob Ingram	\$500.00
Yarmouth Firefighters and Relief Association	Lilly Keith	\$500.00
Yarmouth Firefighters and Relief Association	Sawyer MacDonald	\$500.00
Yarmouth Firefighters and Relief Association	Jasmine Stacy	\$500.00
Yarmouth High School Class of 1940	Ryan Crary	\$500.00
Yarmouth Police Relief Association Family Scholarship	Samuel Capobianco	\$1,000.00
Yarmouth Police Relief Association Family Scholarship	Cameron Hennessey	\$1,000.00
Yarmouth Police Relief Association Thomas Robinson Memorial	Brett Halloran	\$2,000.00
Yarmouth Port Christmas Stroll Scholarship	Jacquelin White	\$1,000.00
Yarmouth Restaurant Association	Tristan Feufeu	\$1,000.00
Yarmouth Restaurant Association	Kismet Goldstein	\$1,000.00

**Dennis-Yarmouth
Regional High School**

Class of 2018



Commencement Exercises

Saturday, June 9, 2018
11:00 a.m.

PROGRAM

Prelude	Dennis-Yarmouth Band
Processional* <i>“Pomp and Circumstance”</i>	
Presentation of Colors*	Police Departments of Dennis and Yarmouth
National Anthem* Welcome	Dennis-Yarmouth Band
Commencement Message	G. Anthony Morrison <i>Principal</i>
	Jeni Landers Joseph Tierney Brian Carey <i>Dennis-Yarmouth Regional School Committee</i>
	Carol A. Woodbury <i>Superintendent</i>
Commencement Address	Sarah McGaffigan <i>Salutatorian</i>
	Alexander Smith <i>Valedictorian</i>
Recognition of Graduates	Nora Grace Bowie <i>Senior Class President</i>
Class of 2018 Recessional* <i>“Pomp and Circumstance”</i>	Dennis-Yarmouth Band

*Please Stand

Following the program, parents and friends are invited to congratulate the graduates.

Arsal Afzal
 Tobiah Grace Agurkis*
 Alicia Albee
 Abigail Kelley Anderson*
 Crystal Anderson
 Isabela Avelar*
 Kristina R. Baker
 Mia E. Baroni
 Braydon Michael Barrett
 Christopher B. Basili
 Melina Behnke
 Joseph Bryant Belanger
 Philip Bennisson
 Grace Hadley Bent*
 Felicia Blackwell*
 Izabelle Nascimento Brasil
 Abigail Antonia Brown
 Ryan Burke
 Darian Cambra
 Kyle Campbell
 Eduardo Torres Cardoso
 Lucas Carter*
 Daniel Castelone
 Kiley Marie Chapasko*
 Isabel Chaves
 Amy Clifford
 Kacey L. Coelho
 Brianna Paige Colon
 Owen Bradley Colvin
 Travis Coppinger
 Juliana Costa-Bordun
 Meghan Kristine Coyle*
 Kirsten Crahan
 Senga Rose Crossley
 Olivia Ellen Crowell
 Olivia Renee Dannewitz*
 Deslyn Domain Dawkins
 Niamh Delaney
 Rafael deOliveira
 Austin Digelorumo
 Sierra Dawn Dobbs
 Duranjoy Dobson
 Ryan Downs
 Jada Marie Envy Edwards
 Chelsea Lynne Ellis
 Melony Ellis
 Chloe Eressy
 Natasha Sonia Eskie-Perry
 James D. Eurton
 William G. Eurton
 Helen Evangelista
 Robert Evans
 Hans Fanfan
 Samantha Karen Feinstein
 Cory Fellows*

Bridget Foss*
 Lindsea A. Gallagher
 Patrick A. Garcia
 Nathan Gillespie
 Jasmine Nicole Gomes
 Michael Gonzales-Hesse
 Dillon Grant*
 Alexa Mackenzie Greene*
 Jillian Greiner
 Savannah Leigh Griffin
 Christopher Guanaquiza-Pastuisaca
 Gabriela Guimaraes
 Morgan Hamlyn
 Jack Gregory Harney*
 Lyria Haye
 Cameron Hayes*
 James M. Healy
 Michael P. Healy
 Michelle B. Healy*
 Jacob Karl Heilmann
 Odeliz Herrera-Perez
 Jessica Holbrook*
 Michael John Hollister
 Fred Horrigan III
 Elizabeth Arey Johnson
 Timothy Johnson
 Emmanuella Joseph
 Rose B. Joseph
 Michael Joseph Julian*
 Hunter Ryle Kelaher
 Brian Louis Kelley
 Vangel Kote
 Shawn Labonte
 Talia Laurell
 Danielle Rose Lavallee
 Alexa Charlotte Lawrence
 Tanique Lawrence
 Devin Lee
 Braedy Leidner
 Cindy Li*
 Ainhoa Lorenzo
 Ore Tavious Lovett
 Marissa A. Lynch
 Dia Mae Maddox
 Madison Maranda
 Marina Marceline
 Kaleigh Ann Marks
 Jessica Mathews*
 Camden Mazzoni*
 Patrick McDowell
 Jasmine McFarlane
 Jaylene Love McNamara
 Jeffrey Drew McNamara
 Moses Jacob McNamara
 Treyvon Wilson Mendes

Gabriel M. Mendonca
 Brandon Milward
 Dariano E. Moore
 Jaylin Brooke Moriarty*
 Hannah Kristina Morse
 Shayne Muise
 Haley Mullen
 Rachael Myette
 Nolan Napolitano
 Thien Nguyen*
 Nathaneal Nicholson
 Julia H. Nicoll*
 Molly Ortiz*
 Julia Marie Paini*
 Harshkumar Patel
 Keneth J. Patel*
 Arryson Paul
 Thomas Pecoraro
 Jack R. Peterson
 Joao Matheus Pinto
 Zachary T. Poole
 Dylan Reid
 Mikaelah Kate Richardson
 Alex Robles
 Amelia Rene Rubin*
 Samantha R. Scott
 Kenneth Charles Shaffer
 Isabella Mary Shaw*
 Brianna Shirley
 Madison Isabel Slingerland
 Matthew Dylan Slovak
 Elexxis E. Smith
 Joleene B. Souza
 Jayda Stanley
 Mallorey Steadman
 Burton T. Stevens
 Thomas Sullivan
 Peter Maxwell Sumner
 Ciara Shanice Taylor
 Alana Rose Tinti
 Tristan Travers
 Elizabeth Trinidad
 Micheal Vanriel
 Benjamin Volpe
 Abigail Katherine Walsh
 Victoria Ruth Wanko*
 Mary Katherine Warner
 Ryan Thomas Weil*
 Tanner Weiss
 Kiara Whatley
 Tiara Whatley
 Bryden John Williams*
 Zachary Williams
 Trevor Work*

****National Honor Society***

CLASS MARSHALS

Jack George

Martene Jamiel

ALTERNATES

Joseph Tierney

Sarah McGaffigan

AGRICULTURAL COMMISSION	To serve as an advisory role to the Board of Selectmen and other committees on issues relating to agriculture. To work with the Planning Board to develop “right to farm” agricultural zoning bylaw while also working to create a seasonal farmers market and developing a community garden. <i>5 members (3-year staggered terms).</i>
COMMUNITY ECONOMIC DEVELOPMENT COMMITTEE	Coordinates economic development activities in the Town. Defines and becomes familiar with local resources that may aid the economic development process. Works with existing businesses to facilitate expansion and encourages retention. Monitors regulations that will impact the Town. Monitors and reports on expenditures of economic development funds. <i>7 members (5 at-large; Director of Chamber of Commerce; 1 Planning Board representative).</i>
BARNSTABLE MUNICIPAL AIRPORT REPRESENTATIVE	Yarmouth representative to the Barnstable Airport Commissioners. Responsible for representing Yarmouth’s position on issues of concern, especially noise, traffic, and safety issues that affect the Town and its residents.
BOARD OF APPEALS BOARD OF APPEALS - ZONING ADMINISTRATOR	Operates under Yarmouth Zoning Bylaw, as well as the Massachusetts General Laws, Chapter 40A and Chapter 40B. The responsibilities of the Board of Appeals are to hear and decide petition/appeals for special permits, variances from the terms of the bylaw, and appeals from decisions of the Building Inspector. M.G.L. Chapter 40A, Section 12 ATM 1946, Article F. <i>5 members (5-year term) and Associate Members (1-year term). Associate members sit in case of absence, conflict or vacancy. Vacancy: successor serves until the qualification of his/her successor. Removal: For cause, upon written charges, and after a public hearing.</i>
BOARD OF ASSESSORS	Reviews and inspects all real estate on a rotating basis. Appraisal of property to achieve a fair and equitable assessment. Preparation and presentation of the Annual Classification Report to the Board of Selectmen. Reviews, assesses, and determines abatements. M.G.L. Chapter 40A, Section 24. ATM 1985. <i>3 members (3-year term).</i>
CAPITAL BUDGET COMMITTEE	Committee reviews all requests for capital items from Town departments and makes recommendations to Board of Selectmen, Finance Committee, and Town Meeting. ATM 1984, Article 40. <i>7 members (4-year term) consists of 1 Finance Committee member, 1 Planning Board member, and 5 at-large members.</i>
CEMETERY ADVISORY COMMITTEE	Responsible for review and recommendation of the Cemetery rules and regulations and ongoing policies governing the operation of the Town cemeteries and shall make recommendations for amendments to the rules and regulations to the Board of Selectmen.
COMMUNITY HOUSING COMMITTEE	Responsible for the oversight and coordination of initiatives and projects that will increase both the availability of, and the access of, affordable housing in Yarmouth. <i>10 members and 3 Alternates (staggered 3-year term). A full member shall be a representative from the Yarmouth Housing Authority and an Alternate shall be a member of the Planning Board. Alternates shall have the right to vote in the absence of a regular member and partake in all discussions. Quorum: 5 members.</i>

COMMUNITY PRESERVATION COMMITTEE	Committee studies the needs, possibilities, and resources of the Town regarding community preservation. Recommendations made to Board of Selectmen on projects to be funded by resources in the Community Preservation Fund. ATM 2005, Article 10 (<i>9 voting representative positions (3-year term)</i>).
COMMUNITY ECONOMIC DEVELOPMENT COMMITTEE	Coordinates economic development activities in the Town. Defines and becomes familiar with local resources that may aid the economic development process. Works with existing businesses to facilitate expansion and encourages retention. Monitors regulations that will impact the Town. Monitors and reports on expenditures of economic development funds. <i>7 members (5 at-large; Director of Chamber of Commerce; 1 Planning Board representative)</i> .
CONSERVATION COMMISSION	Regulatory review and issuance of permits, pursuant to the Massachusetts Wetland Protection Act. M.G.L. 131, Section 40, and the Town of Yarmouth Wetland Bylaw (M.G.L. Chapter 143). The Commission also manages over 1,600 acres of conservation land throughout the Town. M.G.L. Chapter 40, Section 8C. ATM 1961, Article 87. <i>7 members - not less than 3, no more than 7 (3-year staggered term)</i> . <i>Removal: For cause, after a public hearing by the authority.</i>
COUNCIL ON AGING	The Council serves the elderly by sponsoring health-related education and recreational programs beneficial to senior citizens. M.G.L. Chapter 40, Section 8B. ATM 1968, Article 92. ATM 1983, Article 3. <i>9 members (3-year term)</i> .
CULTURAL COUNCIL	Meets summer through fall once a month and as needed depending upon the volume of grants received. Local committee supported by monies from Massachusetts Cultural Council to review and award grants for the furtherance of cultural pursuits in and for the Town. <i>May have ex-officio or advisory members with no vote. May reappoint after 1-year absence. Members should show scholarship or creativity in or distinguished service to the arts and humanities. Vacancy: Successor serves for a 2-year term until the qualification of the successor.</i>
DESIGN REVIEW BOARD	The Board shall work to promote and encourage the recognition, revitalization, and replication of the distinctive and historical elements of Yarmouth which give its unique character and identity. The Board shall prepare and submit relevant comments for all projects reviewed through the Site Plan Review process, which are located south of Route 6. BOS Vote 5/24/05. <i>3 members (staggered 2-year terms)</i> . <i>Voted 2/14/06 to increase membership to 5 members.</i>
DRIVE-IN SITE UTILIZATION COMMITTEE	Identify the most relevant policy goals to identify which policies are most important to the Town. Identify potential uses which are most desirable and likely to accomplish the policy goals of the Town, and evaluate existing site constraints to better understand how physical/regulatory constraints will impact the likelihood/ease of future development. <i>7 members, 3-year term.</i>

FINANCE COMMITTEE	Oversees and advises on the Town's financial matters. The Committee works throughout the year, although more concentrated work, typically involving a two-per-week meeting schedule is required as the proposed budget for the coming fiscal year is reviewed prior to the Annual Town Meeting. The Committee reviews, in detail, all monetary proposals to be brought forward at Town Meeting and provides recommendations on each article for the benefit of the voters. M.G.L. Chapter 39, Section 16. ATM 1977, Article 5. <i>7-9 members (staggered 3-year term).</i>
BOARD OF HEALTH	Concerned with all aspects of public health as they relate to daily living standards and is active with such issues as environmental standards, pollution control, land development, septic system standards, hazardous waste mitigation, and public health programs and measures. M.G.L. Chapter 41, Section 21. ATM 1980, Article 57. <i>4 members (3-year term).</i>
HISTORICAL COMMISSION	Established for the preservation, protection, and development of the historical and archeological assets of the Town. The Commission conducts research for places of historic or archeological value and cooperates with the state archeologists and seeks to coordinate the activities of unofficial bodies organized for similar purposes, and may advertise, prepare, print, and distribute books, maps, charts, plans, and pamphlets which it deems necessary for its work. Makes recommendations for the preservation of historic sites or objects to the Board of Selectmen. M.G.L. Chapter 40, Section 8D. ATM 1977, Article 22. <i>7 members (3-year term), alternate (1-year term). Removal: for cause, after public hearing by the authority.</i>
LIBRARY BOARD	Provides all residents of the Town with modern, comprehensive, and readily accessible library and information services. Reports on library governance and policy and planning issues on a regular basis to the Board of Selectmen. STM August 1994. Selectmen Policy December 6, 1994. <i>7 members (3 overlapping terms). 3 at-large from other than existing library association boards. Each library association shall have 2 members: 1 voting, and 1 alternate. The final and 4th alternate shall come from a majority vote of the remaining 6 Yarmouth Library Board Members. A Yarmouth junior and senior high school student shall have a non-voting membership.</i>
OLD KING'S HIGHWAY COMMITTEE	Administers the historic arts which pertain to building and/or alterations to existing buildings in the Historic District, which extends from Route 6 to Cape Cod Bay. Interprets the Act and coordinates the over-all operation of the District. M.G.L. Chapter 470, Section. <i>7 elected, serving 4-year terms, except for builder/architect and alternates, who are appointed alternates and builder/architect serve 1-year terms. Builder/architect must have 5 years' experience in the building trades.</i>
PERSONNEL BOARD	Establishes policies, procedures, and personnel policy guidelines. Approves classification for positions and recommends content and format for job descriptions. M.G.L. Chapter 41, Section 1088. <i>5 members (3-year term).</i>

PLANNING BOARD/LOCAL PLANNING COMMITTEE	Board acts as the Town's local planning committee which reviews plans, projects, subdivisions, and zoning bylaws. Also instrumental and active in preparation of Yarmouth's Local Comprehensive Plan and presentation of bylaw recommendations at public hearings, Selectmen, and Town Meeting. Careful study of resources, possibilities, and the needs of the Town with respect to conditions injurious to public health, rental dwellings, development of municipality with special reference to proper housing. M.G.L. Chapter 41, Section 81A. ATM 1979, Article 58. <i>5 members serving 5-year staggered terms. Annual report at Town Meeting. Vacancy: Unexpired term until next annual election.</i>
RECREATION COMMISSION	Plans and coordinates recreational activities for the Town. Works on the development of the Town's recreational acquisitions and recreational area. M.G.L Chapter 45, Section 14. ATM 1979, Article 35. ATM April 1984, Article 28. <i>7 members (staggered 3-year term). 3alternates (3-year term). Vacancy: Until expiration of term.</i>
RECYCLING & SOLID WASTE ADVISORY COMMITTEE	The Committee is a state-mandated committee whose membership consists of approximately five to seven members. Their charge is to study disposal and recycling methods and costs and make recommendations to the Board of Selectmen, public education, the SEMASS contract, and residential and commercial recycling are major issues addressed by this Committee.
BOARD OF SELECTMEN	Serves as the chief executive goal-setting and policy-making agency of the Town, and as such, appoints an administrator to carry out day-to-day policies. All executive powers of the Town are vested in the Board of Selectmen and it has all the powers and duties given to boards of selectmen under the Constitution and General Laws of Massachusetts and such additional powers and duties as may be authorized by the charter, bylaws, or Town Meeting vote. Also, the Board of Selectmen is the licensing board for the Town. <i>5 members (elected at-large for 3-year overlapping terms).</i>
WATERWAYS/SHELLFISH ADVISORY COMMITTEE	Reviews coastal projects, policies, rules, regulations, and ultimately provides recommendations to the Department of Natural Resources and the Board of Selectmen who consider all aspects of coastal resource management. ATM April 2002, Article 23.
YARMOUTH REPRESENTATIVE TO BARNSTABLE COUNTY ASSEMBLY OF DELEGATES	Elected representative to represent the Town's interests in all matters encompassing the regional aspects that Cape Cod faces.
YARMOUTH REPRESENTATIVE TO THE CAPE COD COMMISSION	Protection of the Town's interest in preservation of the County's unique character, public health, safety, and general welfare, to maintain and enhance sound local and regional economies, and to ensure economic development. <i>3-year term, no temporary appointments. Removal: cannot remove member prior to expiration of 3-year term and only if that member voluntarily resigns, fails to meet residency or registered voter requirement.</i>
YARMOUTH REPRESENTATIVE TO THE STEAMSHIP AUTHORITY	Protection of the Town's interest on impact, revitalization, and waterway issues. Attends monthly Commissioner's meeting and reports concerns to the Board of Selectmen.

**YARMOUTH SUBSTANCE
ABUSE COMMITTEE (Y-SAC)**

A representative community coalition serving as a forum on awareness, education and programs to address drug and alcohol use and abuse by residents of all ages. Researches community needs, reviews evidenced-based practices, and provides programs based on identified priorities. Executive board of 14 members and 12 alternates meets monthly, is coordinated by the Yarmouth Department of Health, and reports semi-annually to the Board of Selectmen (1-year term).

REFERENCE GUIDE
AND
TOWN OF YARMOUTH TELEPHONE NUMBERS
(TOWN HALL MAIN NUMBER: 508 398 2231)

EMERGENCIES		911	
Police Department			Fire Department
All Purposes	508 775 0445		All Purposes
			508 398 2212
State Police	508 398 2323		

SCHOOL DEPARTMENT			
Administration Building	508 398 7600	D-Y Regional High	508 398 7630
Mattacheese Middle	508 778 7979	Station Avenue Elementary	508 760 5600
Marguerite E. Small	508 778 7975		

CHAMBER OF COMMERCE	508 778 1008	CONSUMER ASSISTANCE COUNCIL	508 771 0700
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COUNTY:	
Barnstable County Complex	508 362 2511

GOVERNMENT OFFICIALS			
FEDERAL		STATE	
Senator Elizabeth Warren		Senator Julian Cyr	617 722 1570
Boston	617 565 3170		
Washington, D.C.	202 224 4543		
Senator Edward Markey		Representative Timothy Whelan	617 722 2090
Boston	617 565 8519		
Washington, D.C.	202 224 2742		
Congressman William Keating		Representative William Crocker	617 722 2014
Hyannis	508 771 0666		
Washington, D.C.	202 225 3111		

LOCAL					
Selectmen	508 398 2231	Ext. 1271	Town Administrator	508 398 2231	Ext. 1271

Town Departments/Divisions					
Accounting	508 398 2231	Ext. 1299	DPW Office	508 398 2231	Ext. 1290
Appeals, Board of	508 398 2231	Ext. 1285	Disposal Area	508 760 4870	
Assessors	508 398 2231	Ext. 1222	Dog Officer	508 394 4422	
Cemetery	508 398 2231	Ext. 1513	Engineering	508 398 2231	Ext. 1250
Clerks	508 398 2231	Ext. 1216	Golf Courses		
Collector/Treasurer	508 398 2231	Ext. 1233	Bass River	508 398 9079	
Community Development	508 398 2231	Ext. 1275	Bayberry Hills	508 394 5597	
Community Preservation	508 398 2231	Ext. 1277	Health, Board of	508 398 2231	Ext. 1241
Conservation	508 398 2231	Ext. 1283	Highway Division	508 398 2231	Ext. 1511
Inspection Division			Natural Resources	508 398 2231	Ext. 1615
Building	508 398 2231	Ext. 1261	Old King's Highway	508 398 2231	Ext. 1292

Gas and Plumbing	508 398 2231	Ext. 1262	Park Division	508 775 7910	
Inspector of Signs	508 398 2231	Ext. 1265	Planning Board	508 398 2231	Ext. 1276
Wiring	508 398 2231	Ext. 1263	Recreation	508 790 9133	
Libraries			(Flax Pond)	508 760 4815	
South Yarmouth	508 760 4820		Senior Services	508 394 7606	
West Yarmouth	508 775 5206		Technology Division	508 398 2231	Ext. 1297
Yarmouth Port	508 362 3717		Treasurer	508 398 2231	Ext. 1217
Licenses	508 398 2231	Ext. 1268	Water Division	508 771 7921	

TOWN HALL FAX 508 398 2365

VETERANS SERVICES 888 778 8701 **YARMOUTH HOUSING AUTHORITY** 508 398 2920

CITIZEN INFORMATION SERVICE 800 392 6090

(This service offers answers to questions about State government and directs citizens to the proper State office for help)

TOWN OF YARMOUTH TALENT BANK FORM

The Board of Selectmen would like your experience and expertise to serve on a Committee, Board or Special Study Group. Please complete this form and file it with the Town Administrator's Office at Town Hall, 1146 Route 28, S. Yarmouth, MA 02664 if you are interested or call 508-398-2231 ext. 1270.

Name _____ Date _____

Address _____ Precinct No. _____

Phone # _____ Email _____

Residency: Full Time _____ Part Time _____ None/Business Owner _____

Indicate below the areas you are especially interested in:

- | | |
|--|--|
| <p>_____ Board of Appeals</p> <p>_____ Board of Assessors</p> <p>_____ Board of Health</p> <p>_____ Cable Advisory Committee</p> <p>_____ Charter/Government Oversight</p> <p>_____ Community & Economic Development Comm.</p> <p>_____ Community Housing Committee</p> <p>_____ Community Preservation Committee</p> <p>_____ Conservation Commission</p> <p>_____ Council on Aging</p> <p>_____ Cultural Council</p> <p>_____ Design Review Committee</p> <p>_____ Disability Commission</p> | <p>_____ Energy Committee</p> <p>_____ Finance/Capital/Investment*</p> <p>_____ Golf Enterprise Committee</p> <p>_____ Historical/Old King's Highway</p> <p>_____ Library Board</p> <p>_____ Open Space Committee</p> <p>_____ Personnel Board</p> <p>_____ Planning Board</p> <p>_____ Recycling & Waste Management</p> <p>_____ Recreation Commission</p> <p>_____ Scholarship Fund Committee</p> <p>_____ Waterways/Shellfish Advisory</p> <p>_____ Other _____</p> |
|--|--|

Please complete the reverse side of this application with more detailed information about yourself.

* Not appointed by the Board of Selectmen

VOLUNTEER INFORMATION

1. Work Experience/Occupation:
2. Educational Studies:
3. Community Service Record:
4. Personal History (Optional):
5. State briefly why you are interested in serving the Town in the area of government indicated:

*Applicants may attach copies of personal resumes if desired and available.

FOR OFFICIAL USE ONLY

CONTACT DATE

COMMITTEE

RESULT

STATUS UPDATE

