



**2022**  
**TOWN OF PEMBROKE**  
**ANNUAL REPORT**

**JANUARY 1, 2022 THROUGH DECEMBER 31, 2022**





**2022**  
**PEMBROKE BOARD OF SELECTMEN**

(From Left to Right)

**Top Row:** Daniel W. Trabucco (Chairman), John G. Brown (Clerk),  
Tracy Marino (Vice-Chair)

**Front Row:** Rebecca Coletta (Selectwoman), William Chenard (Town Manager),  
Steven Ciciotti (Selectman)

**ANNUAL REPORTS  
OF THE  
TOWN OFFICERS**

**JANUARY 1, 2022 - DECEMBER 31, 2022**

**COVER PICTURE:** View of the North River from Brick Kiln Lane.

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# *In Memoriam*

Donald Yacovone

December 22, 1955 – January 12,  
2022

On-Call Firefighter

Christine Riley

December 24, 1950 – February 3,  
2022

Assessing Department

Robert Reardon

May 21, 1927 - February 5, 2022

Tree Warden, Fire Dept.  
Underwater Recovery Team,  
Conservation Commission

Albert Supple, Jr.

December 19, 1933 – March 3,  
2022

Council on Aging Driver

Douglas Irish

April 19, 1952 – April 15, 2022

Pembroke Fire Department

Robert “Digger” Dorsey

February 1, 1943 – April 18, 2022

Constable

# *In Memoriam*

Irma Wall

June 1, 1933 – May 14, 2022

American Legion Auxiliary,  
Election Worker

Marilyn Dionne

May 1, 1941 – May 15, 2022

Library Trustee

Kenneth Girten

March 29, 1936 – May 28, 2022

Council on Aging Board,  
Advisory Committee

Susan Roche

September 29, 1960 – June 28,  
2022

Recreation Director

Joseph Ryan

November 18, 1942 – July 2, 2022

Council on Aging Board,  
Driver

Michele Dowling

April 3, 1942 – October 3, 2022

Zoning Board Assistant

Marie Federico

February 4, 1934 - November 4, 2022

School Department, Friends of  
the Council on Aging

TOWN OF PEMBOKE

INCORPORATED March 21, 1712

**Ninth Congressional District**

William Keating (D) Representative

Quincy

**First Councilor District**

Joseph C Ferreira Councilor

Swansea

**Plymouth & Barnstable Senatorial District**

Susan Moran (D), State Senator

Falmouth

**Sixth Plymouth Representative District**

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

Duxbury

Kathleen Lanata (D), Representative (Precinct 3)

Kingston

**Plymouth County Commissioners**

Sandra Wright (R)

Bridgewater

Gregory A Hanley (D)

Plymouth

Jared Valanzola

Rockland

**ANNUAL TOWN MEETING**

Second Tuesday in May

**SELECTMEN'S MEETING**

Wednesdays: 7:00 to 9:00 PM

**Population 2022 18,763 Town Census**

## **ANNUAL REPORT OF THE SELECT BOARD**

To the Citizens of the Town of Pembroke:

The Select Board is pleased to submit this 168<sup>th</sup> Annual Report of the Town of Pembroke Officers and Elected Officials. This book contains the reports of all departments, commissions, boards, and committees on their activities for the calendar year 2022. These reports are designed to inform citizens of how town government works, as well as where and how your tax dollars are being spent.

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

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

The Select Board issue the warrants for the Annual and Special Town Meetings, initiate legislative policy by inserting articles in these warrants, and then implement the votes that are subsequently adopted. They appoint members of most official boards, committees and commissions and hold public hearings on important town issues brought up by these committees and other community groups.

In early 2022, Boards and Committees met remotely and then began meeting in person when case counts were low. The Board met under their regular schedule twenty-two times and held special meetings four times in 2022.

Annual Town Meeting was held on the regularly scheduled, second Tuesday of May. The Annual Warrant contained fifteen articles for business while the Special within the Annual contained two articles for business.

The Select Board supported an article at the fall town meeting to bridge the funding gap that existed to break ground on the Community Center project in the event that the federal appropriation of \$3 million was cut from the Omnibus Bill; the Bill passed with the Pembroke Community Center receiving the \$3 million necessary to execute the entire project, and the Board is pleased to reaffirm for residents that the amount voted at the October 23<sup>rd</sup> town meeting will not be borrowed as a result.

The Town worked with Owner's Project Manager (OMP) Compass-Vertex to solicit bids for a general contractor and subcontractors, and general contracting firm G & R Construction, Inc. out of Hanover was awarded the contract. The Town handed site control and notice to proceed to G & R in November, and Hazardous Material Remediation was conducted in November and December, with demolition beginning in the last days of 2022.

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

Town Manager Bill Chenard worked with the Pembroke Public Schools, Department Heads and his Finance Team to receive \$455,999.90 in reimbursements from the Plymouth County Treasurer and Commissioners for CARES reimbursement (Coronavirus Aid, Economic Security Act), which brought the total amount of funding received to \$2,957,162.10.

The Select Board’s office continued to work with Pembroke residents to secure the three-year rate for Community Choice Power Supply purchase under municipal aggregation voted at town meeting, which is provided by Dynegy Energy Services rate of \$.10529 per kWh as inflation has seen the cost of electricity on the open market increase to \$0.33 per kilowatt. The GATRA bus service program to assist the elderly and disabled has been running well, as has the bus service that transports residents to the commuter rail station.

The Select Board are empowered as the Licensing Board responsible for issuing and renewing licenses and permits such as, liquor licenses, automobile dealer licenses, common victualer licenses, live and Sunday entertainment licenses, transient vendor permits, mobile food vendor permits, roadside stand permits, and door-to-door solicitation permits. The Board’s licensing activities for the year 2022 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
14	Common Victualer All Alcoholic Beverages Licenses
2	Common Victualer Wine and Malt Beverage Licenses
5	Retail Package Sales of All Alcoholic Beverages Licenses
5	Retail Package Sales of Wine and Malt Beverages Licenses
2	Club All Alcoholic Beverages Licenses
3	General on Premises All Alcoholic Beverages License
1	Class I New Motor Vehicle Dealer License
23	Class II Auto Dealer Licenses
48	Common Victualer Licenses
11	Live Entertainment Licenses/ Special Events Permits
3	Amusement Device Licenses
3	Precious Metal Dealer Licenses
3	Sunday Entertainment Licenses
3	Mobile Food Vendor/Ice Cream Truck Permits
3	Temporary Trailer Permits
0	Underground Storage Tank Permit
11	Permits for Use: Town Land, Beaches, Road Use Permits (Races)
5	Permits for Special Events
2	Farm Stand Permit
1	Door-to-Door Solicitation Permit

The Town Manager's office collected \$517,859.87 in revenue in 2022 through rents paid, licenses, permits, fees, antenna revenues, recycling disposal receipts, parking fines and other revenue sources.

Additionally, the Select Board's office continued to promote the Cell Phones for Soldiers program, a national nonprofit serving troops and veterans with free communication services and emergency funding; each donated phone is valued at \$5, providing two and a half hours of free talk time to deployed troops.

**PEMBROKE SELECT BOARD**

Daniel W. Trabucco, Chairman

Tracy Marino, Vice-Chairman

John G. Brown, Jr., Clerk

Rebecca Coletta, Selectwoman

Steven Ciciotti, Selectman

## ANNUAL REPORT OF THE TOWN MANAGER

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

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

COVID-19 affected several staff members at Town Hall to begin 2022. This required services to be rendered online and by appointment only, masking requirements, and virtual meetings for a short time. Town Hall was able to be reopened to the public with the return of in-person services in February. Meetings returned to in-person on March 1.

Some major projects that began this year:

The house at 190 Barker Street was demolished, with plans by the Open Space Committee to redevelop the area with walking trails in the future.

New playground equipment and fencing was installed at the Mattakeesett Street playground.

The Route 36 project by Mass DOT began over the summer; which began a four year schedule of roadway improvements, including the addition of sidewalks down Center Street to Route 27.

Along with projects being moved forward, the town also had a few setbacks including the collapse of the Congress Street Culvert which is scheduled to be reconstructed by the beginning of summer 2023 and Mass DEP declaring a Level One Critical Determination which resulted in a very strict water ban to have been in effect for the duration of the summer.

The Plymouth County Commissioners presented the town with CARES Act checks that totaled \$455,999.90, bringing the total amount of CARES Act funding that the town received to \$2,957,162.10. We wish to thank the Plymouth County Commissioners for their work in distributing the much-needed funds as well the 12,960 COVID rapid tests that were dispersed to the residents of Pembroke.

The town received a \$75,000 state grant to create a Master Plan, and the Planning Board began accepting applications for residents to serve on the Master Planning Committee, which began meeting in early 2023.

The Municipal Vulnerability Preparedness and Hazard Mitigation Plan was adopted on April 6, 2022. We wish to thank all staff, boards, committees, commissions, neighbors, business leaders and others who participated in the process.

In the spring of 2022, Mass Department of Environmental Protection announced that mattresses would be banned from being picked up at the curb and brought to landfills. Mattresses were required to be brought to a facility to be recycled. The ban took effect on November 1, 2022, with mattresses being required to be dropped off at the Recycle Center facility as the only means on disposal offered by the town.

The Public Safety Building Committee began meeting regularly and worked with architects Kaestle Boos & Associates, Inc. to begin the design of combined Public Safety Building Complex with a substation at the intersection of Monroe and School Street.

In the fall of 2022, National Grid announced that their electricity supply rate would raise to \$0.33 per kilowatt. The Town of Pembroke's municipal aggregation plan kept rates for residents on the plan at \$0.10 per kilowatt, which resulted in a significant amount of savings through the winter months.

The Community Center project site work began during 2022. Design development phase was completed at the beginning of the year. Cost estimates returned higher than anticipated and it was decided to ask for

an additional \$3 million at the fall special town meeting to secure funding to complete the project. Several public forums were held to share in-depth details regarding the project and why additional funding was requested. The vote to borrow an additional \$3 million was approved by the voters at the fall town meeting, however, it was not needed due to the passing of the federal omnibus bill which gave the town the extra \$3 million dollars to fund the project. We would like to thank Congressman Bill Keating for successfully securing the funding for this project. The town received two state earmarks for the project; \$100,000 for furniture and equipment for the Council on Aging, and \$200,000 for construction of the building. Asbestos abatement and demolition began in November and December.

In June, I was pleased to announce and welcome our new Fire Chief, Jason Viveiros.

Along with the appointment of our Fire Chief, we also had our long time Chief Assessor, Cathy Salmon, retire at the end of November. We thank Cathy for her many years of service and wish her well in her retirement.

I would like to thank all town employees, board, and committees for their dedication and service to the Town.

William D. Chenard  
Town Manager

## ANNUAL REPORT OF THE TOWN CLERK

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

The Town Clerk's Office is responsible for all elections – state and local, the certification of town meeting and election votes, updates the voter list, certifies petitions and nomination papers, records birth, marriage and death records, records marriage intentions, and genealogical research when requested. The Town Clerk also conducts the annual town census, prepares the annual street listing; certifies the residency of veterans' who qualify for state bonuses; receives board and committee meeting postings; administers oaths of office to town officials; registers and maintain a list of all known dogs in town; issues cemetery deeds and maintains cemetery records; administers the State's Conflict of Interest and State Ethics annually; submits zoning by-law and general by-law changes to the Attorney General after each town meeting. As required by MA General Law, the Town Clerk serves as the Clerk on the Board of Registrars.

Births: 194

Deaths: 199

Marriages: 62

Three elections were held this year the Annual Town Election on May 14<sup>th</sup>, the State Primary on September 6<sup>th</sup> and the State Election of November 8<sup>th</sup>. As of today, December 30<sup>th</sup>, the Center School Building has been demolished and the ground prepared for the construction of the much-anticipated Community Center; The new complex is expected to open in March of 2024.

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

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

Finally, I have to thank my right-hand woman, Assistant Town Clerk Andraea "Andie" McEttrick. Andie makes a point to be actively involved in every responsibility our office may be burdened with, and she does it all passionately. Nothing is more important to her than no matter what the reason a person may enter our office for, they leave feeling informed and respected. Andie is a true Pembrokian, and that is reflected in the pride she has in her job.

As we look forward to 2022, we do so with excitement as the town has invested considerable monies in state-of-the-art voting equipment that promises to move elections from paper and pencil to cloud storage. The new Poll Pad system was initially used at the town meeting and processed over 400 attendees in 15 minutes.

Respectfully Submitted,  
Margaret Struzik  
Town Clerk

**REPORT OF THE TOWN CLERK POPULATION STATISTICS**

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

## TOWN OFFICERS AND COMMITTEES

<b><u>ELECTED OFFICIALS</u></b>		
<b><u>Moderator</u></b>		<b>Three Year Term</b>
Stephen C. Dodge		Term Expires 2025
<b><u>Selectmen</u></b>		<b>Three Year Term</b>
Rebecca Coletta		Term Expires 2023
Tracy Marino		Term Expires 2023
John G. Brown, Jr.		Term Expires 2024
Daniel W. Trabucco		Term Expires 2024
Steven Ciciotti		Term Expires 2025
<b><u>Assessor</u></b>		<b>Three Year Term</b>
Mary E. Quill		Term Expires 2024
Elaine Boidi		Term Expires 2025
Elizabeth Bates		Term Expires 2023
<b><u>Town Clerk</u></b>		<b>Three Year Term</b>
Margaret Struzik		Term Expires 2023
<b><u>Board of Health</u></b>		<b>Three Year Term</b>
Matthew Newman		Term Expires 2024
Maureen Jaycie		Term Expires 2025
Adam Gedutis		Term Expires 2023
<b><u>Housing Authority</u></b>		<b>Five Year Term</b>
Thomas Berry		Term Expires 2023
Carolyn Crossley		Term Expires 2024
Judith Parks		Term Expires 2025
Paul Gorman	Resident's Appointee	Term Expires 2026
James Muscato	State Appointee	No term limit
<b><u>Library Trustees</u></b>		<b>Three Year Term</b>
Mary Beth Courtwright		Term Expires 2025
Sean Fitzpatrick		Term Expires 2025
Stephanie Ciciotti		Term Expires 2023
Jillian Taylor		Term Expires 2023
Larissa Curley		Term Expires 2024
Carol Watches		Term Expires 2024
<b><u>Planning Board</u></b>		<b>Five Year Term</b>
James Noone		Term Expires 2026
Daniel Taylor		Term Expires 2024
Stephan Roundtree		Term Expires 2026
Andrew C. Wandell		Term Expires 2027
Heather Tremblay		Term Expires 2027
Daniel Smith, Jr.		Term Expires 2023
Alyssa Siciliano-Perry		Term Expires 2025

## TOWN OFFICERS AND COMMITTEES

<b><u>Constable</u></b>		<b>Three Year Term</b>
Phillip Reilly		Term Expires 2024
Arthur P. Boyle, Jr.		Term Expires 2025
Jeanne Hickey		Term Expires 2023
<b><u>Pembroke School Committee</u></b>		<b>Three Year Term</b>
Lance Kennedy		Term Expires 2023
Susan Bollinger		Term Expires 2024
Michael A. Tropeano		Term Expires 2024
Susan Scholl		Term Expires 2025
David Boyle		Term Expires 2023
<b><u>D.P.W. Commissioners</u></b>		<b>Three Year Term</b>
Ian Campbell		Term Expires 2024
Andrew Wandell		Term Expires 2025
Jason Federico		Term Expires 2023

## TOWN OFFICERS AND COMMITTEES

<b><u>APPOINTED OFFICIALS</u></b>		
<b><u>Advisory Committee</u></b>	Estab. ATM, 1934	<b>Joint Appt: 3 Years</b>
John Scholl		Term Expires 2023
Stephen M. Walsh		Term Expires 2023
Sandra Beaton		Term Expires 2023
Elizabeth Benotti		Term Expires 2024
Robert Kenney		Term Expires 2024
Kristianne Cullinane		Term Expires 2024
Linda Peterson		Term Expires 2025
Timothy Landy		Term Expires 2025
Matthew Rushing		Term Expires 2025
<b><u>Affordable Housing Committee</u></b>	Estab. BOS, 1987	<b>No Term Limit</b>
Carolyn Crossley	Judith Parks	Andrew Wandell
James Noone	Jane Ford	
Susan Runne	Sharon McNamara	
<b><u>Animal Control Officer</u></b>		<b>One Year Term</b>
Lee-Ann Meehl		Term Expires 2023
<b><u>Board of Assessors</u></b>		
Catherine Salmon, Chief Assessor		
<b><u>Board of Health</u></b>		
Lisa Cullity, Health Agent	Animal Inspector	
<b><u>Cemetery Trustees</u></b>	Estab. ATM, 1975	<b>No Term Limits</b>
Stephen C. Dodge	Carol Ferguson	Vacant
<b><u>Central Plymouth County Water District Advisory Board</u></b>		<b>Three Year Term</b>
Willard J. Boulter, Jr.		Term Expires 2024
<b><u>Commission on Disabilities</u></b>	Estab. ATM, 1990	<b>Three Year Term</b>
Darren MacDonald		Term Expires 2023
Katherine Whitney		Term Expires 2023
Vacant		Term Expires 2024
Andrew Freeman		Term Expires 2024
Vacant		Term Expires 2024
Daniel Robinson		Term Expires 2025
Joyce Stephens		Term Expires 2025
William Chenard, ADA Coordinator		
<b><u>Community Center Task Force</u></b>	Estab. BOS, 2017	<b>No Term Limits</b>
Andrew Sullivan	Michael Guimares	Daniel Trabucco
Ralph Cappola	Michelle Burt	Andrew Wandell
Kyle Harney	Joel Sugarman	Stephen Curley

## TOWN OFFICERS AND COMMITTEES

<b><u>Community Preservation Comm.</u></b>	Estab. ATM, 2006	<b>Three Year Term</b>
Lisa Cullity	Selectmen's Appointee	Term Expires 2023
Daniel Pelletier	Selectmen's Appointee	Term Expires 2023
Carolyn Crossley	Housing Authority	Term Expires 2024
Paul Whitman	DPW Commission	Term Expires 2024
Corey Pento	Recreation Commission	Term Expires 2024
Andrew Wandell	Planning Board	Term Expires 2025
Stephen Hermann	Historical Commission	Term Expires 2025
Gino Fellini	Conservation Comm	Term Expires 2025
Teresa Harling	Open Space Committee	Term Expires 2025
<b><u>Conservation Commission</u></b>	Estab. ATM, 1961	<b>Three Year Term</b>
Gino Fellini		Term Expires 2023
Arthur Egerton		Term Expires 2023
Richard Madden		Term Expires 2024
James Campbell		Term Expires 2024
Robert Clarke, Conservation Agent		Term Expires 2025
Teresa Harling		Term Expires 2025
Sandy Gremlich		Term Expires 2025
<b><u>Council on Aging</u></b>	Estab. ATM, 1975	<b>Three Year Term</b>
Linda Osborne	(nine members 2018)	Term Expires 2023
John Melchin		Term Expires 2023
Marilyn Christmann		Term Expires 2023
Joseph Ryan		Term Expires 2024
Sue Ellen Hewitt		Term Expires 2024
James Kinkade		Term Expires 2024
Pamela Blades		Term Expires 2025
Curtis Kuta		Term Expires 2025
Michele Campbell		Term Expires 2025
<b>COA Associate Members:</b>	Mary Lopes	
Ruth Ingalls	Linda Robbins Porazzo	Janet O' Melia
Gretchen Emmets, COA Director	John Sullivan	Rhonda Vickery
<b><u>Cultural Council</u></b>	<b>May Serve 2 Terms</b>	<b>Three Year Term</b>
Martha Scott	Second Term	Term Expires 2023
Lydia Hale	First Term	Term Expires 2024
Eugenie King	Second Term	Term Expires 2025
Carol Watches	First Term	Term Expires 2023
Margaret Moll	First Term	Term Expires 2023
<b><u>Drainage Commission</u></b>	Estab. ATM, 1976	<b>Joint Appt: 3 yrs</b>
Vacant		Term Expires 2023
Paul Whitman		Term Expires 2023
Vacant		Term Expires 2024
Vacant		Term Expires 2025
Vacant		Term Expires 2025

## TOWN OFFICERS AND COMMITTEES

<b><u>Emergency Management Co-Directors</u></b>		<b>One Year Term</b>
Wendy LaPierre		Term Expires 2025
Jason Viveiros		Term Expires 2025
Lisa Cullity		Term Expires 2025
<b><u>Energy Committee</u></b>	Estab. BOS, 2007	<b>No Term Limits</b>
Nick Zechello, Jr.	Ann Marie Stanton	Richard Jones
Deborah Wall	Dick White	Lisa Karol
Bill Harmon	Donal Anderson	Sarah Fredrickson
<b><u>Fire Chief &amp; Forest Warden</u></b>		
Jason Viveiros, Fire Chief		
<b><u>Fiscal Planning/Management (Cash Management Comm)</u></b>	Estab. BOS, 1993	
School Superintendent	Erin Sullivan Obey	
School Committee Member	Susan Scholl	
School Committee Member	Michael Tropeano	
Town Treasurer/Collector	Kathleen McCarthy	
Town Accountant	Michael Buckley	
Chief Assessor	Catherine Salmon	
Assessor	Elizabeth Bates	
Selectman	Daniel W. Trabucco	
Selectman	John G. Brown, Jr.	
Selectman	Steven Ciciotti	
Selectwoman	Rebecca Coletta	
Selectwoman	Tracy Marino	
Advisory Committee Member	Linda A. Peterson	
Advisory Committee Member	Stephen Walsh	
<b><u>Gas Inspector</u></b>		<b>Three Year Term</b>
Gary Young		Term Expires 2023
Ed Geswell, Alternate		Term Expires 2023
<b><u>GATRA</u></b>		<b>No Term Limits</b>
Joseph Ryan	Vacant, Alternate	
<b><u>Herring Fisheries Commission</u></b>	Estab. ATM, 1858	<b>Three Year Term</b>
David Clauss		Term Expires 2023
Teresa Harling		Term Expires 2023
Vacant, alternate		Term Expires 2023
Gino Fellini		Term Expires 2024
Robert McCarthy, Jr.		Term Expires 2024
Christos Kapoutas, alternate		Term Expires 2024
Willard Boulter, Jr., Superintendent		Term Expires 2025
Rick Madden		Term Expires 2025
Robert McCarthy, Sr.		Term Expires 2025

## TOWN OFFICERS AND COMMITTEES

<b><u>Historic District Commission</u></b>	Estab. ATM, 1974	<b>Three Year Term</b>
Laura DeYoung		Term Expires 2023
Linda Osborne		Term Expires 2023
Elizabeth Bates		Term Expires 2024
Kyle Harney		Term Expires 2024
Miles Prescott		Term Expires 2024
David Mallen		Term Expires 2025
Stephen Hermann		Term Expires 2025
<b><u>Insect Pest Control Supt.</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2025
<b><u>Inspector of Buildings/Zoning Enforcement Officer</u></b>		<b>Three Year Term</b>
George H. Verry		Term Expires 2023
<b><u>Inspector of Buildings, Alternates</u></b>		<b>Three Year Term</b>
Joseph S. Stack		Term Expires 2023
<b><u>MAPC Representative</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2025
Vacant, Alternate		Term Expires 2025
<b><u>MBTA Advisory Board</u></b>		<b>One Year Term</b>
William Cullity, Jr.		Term Expires 2023
<b><u>North River Commission</u></b>		<b>Three Year Term</b>
Willard J. Boulter, Jr., Rep.		Term Expires 2025
Gino Fellini, Alternate		Term Expires 2025
<b><u>Old Colony Elderly Services</u></b>		<b>One Year Term</b>
Gretchen Emmetts, Representative		Term Expires 2023
<b><u>Old Colony Planning Council</u></b>	Joined ATM, 1969	<b>Three Year Term</b>
Rebecca Coletta, Representative		Term Expires 2023
Alysha Siciliano-Perry, Alternate		Term Expires 2023
<b><u>Old Colony Planning Council Joint Transportation Committee</u></b>		<b>Three Year Term</b>
Eugene Fulmine, Jr., Representative		Term Expires 2023
<b><u>Open Space Committee</u></b>	Estab. ATM, 1996	<b>No Term Limits</b>
Michael McDonough	Denise Moraski	Robert Clarke, Jr.
Tracy Marino	Julie Slys	Debbie Schneider
Teresa Harling, Conservation Liaison		
<b><u>Plumbing Inspector</u></b>		<b>Three Year Term</b>
Gary Young	Ed Geswell, Alternate	Term Expires 2023

## TOWN OFFICERS AND COMMITTEES

<b><u>Plymouth County Advisory Board</u></b>		<b>One Year Term</b>
Rebecca Coletta		Term Expires 2023
<b><u>Police Department</u></b>		
Rick MacDonald, Police Chief (Int)		
<b><u>Recreation Commission</u></b>	Estab. ATM, 1961	<b>Three Year Term</b>
Ginger Comeau		Term Expires 2023
Timothy Folan		Term Expires 2023
Corey Pento		Term Expires 2023
Vacant		Term Expires 2024
Nicole Pedro		Term Expires 2024
Eric Hurt		Term Expires 2024
George Grant		Term Expires 2025
Rachel Quinlan		Term Expires 2025
Grant Nickerson		Term Expires 2025
<b><u>Recycling Committee</u></b>	Estab. ATM, 2010	<b>Three Year Term</b>
Carly Levy		Term Expires 2023
Kairyn Rainer		Term Expires 2023
Andrea Hatziyannis		Term Expires 2023
Molly O'Neill		Term Expires 2024
Meghan Watts		Term Expires 2024
Vacant		Term Expires 2025
Stephen Curley		Term Expires 2025
<b><u>Registrars, Board of</u></b>		<b>Three Year Term</b>
Mary Ann Smith		Term Expires 2023
Vacant		Term Expires 2024
Virginia Wandell		Term Expires 2025
<b><u>Sealer of Weights &amp; Measures</u></b>		<b>One Year Term</b>
Joseph Suppa		Term Expires 2023
<b><u>S.S. Community Action Council</u></b>		<b>Three Year Term</b>
Linda Osborne, Selectmen's Rep		Term Expires 2025
<b><u>Town Accountant</u></b>		
J. Michael Buckley, Jr.		Contract until 2024
<b><u>Town Manager</u></b>		
William D. Chenard		Contract until 2023
<b><u>Town Clock Winder</u></b>		<b>One Year Term</b>
Robert Hynes		Term Expires 2025
<b><u>Town Collector/Treasurer</u></b>		
Kathleen McCarthy		

## TOWN OFFICERS AND COMMITTEES

<b><u>Town Counsel</u></b>		<b>One Year Term</b>
Kopelman & Paige, P.C.		Term Expires 2023
<b><u>Town Landing Committee</u></b>	Estab. ATM, 1949	<b>Three Year Term</b>
Arthur P. Boyle, Jr,		Term Expires 2023
Marc Gallagher		Term Expires 2024
Emily Norman		Term Expires 2024
Vacant		Term Expires 2025
Lisa Renee Spring		Term Expires 2025
Amy Hill, Town Landing Director		
<b><u>Town Memorial Committee</u></b>	Estab. ATM, 1987	<b>No Term Limits</b>
Linda Osborne, Chairman	<u>Representatives:</u>	
Kathleen A. Keegan	Andy Pongratz, Neglected Graves Officer	
Sean Keegan	Gwen Chapman, Pembroke Public Schools	
Denise Hawes	David McPhillips, Veterans Agent, Am. Legion	
James Baillie	Anna Nicklas, American Legion Auxiliary	
Elaine Crudup		
<b><u>Veterans' Agent</u></b>		<b>One Year Term</b>
David McPhillips		Term Expires 2023
<b><u>Veterans' Neglected Graves Officers</u></b>		<b>One Year Term</b>
Michael Duchaney		Term Expires 2023
Andrew Pongratz		Term Expires 2023
<b><u>Wage &amp; Personnel Board</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2023
Vacant		Term Expires 2024
Vacant		Term Expires 2025
<b><u>Wiring Inspector</u></b>		<b>Three Year Term</b>
Nicholas Zechello		Term Expires 2023
Kenneth Twigg, Assistant/Alternate		Term Expires 2023
<b><u>Zoning Board of Bldg Law Appeals</u></b>		<b>Three Year Term</b>
Frederick C. Casavant, IV		Term Expires 2023
John Grenier		Term Expires 2024
Christopher Mc. Grail		Term Expires 2025
Arthur P. Boyle, Jr., Alternate		Term Expires 2023
Louis Christian Carpenter, Alternate		Term Expires 2024
Vacant, Alternate		Term Expires 2025

**PEMBROKE TOWN ELECTION MAY 14, 2022**

	<i>PREC. 1</i>	<i>PREC. 2</i>	<i>PREC. 3</i>	<i>PREC. 4</i>	<i>PREC. 5</i>	<i>TOTALS</i>
<b>MODERATOR</b>	<b>3 YEAR TERM 1 SEAT</b>					
STEPHEN C. DODGE	282	278	351	343	275	1529
WRITE INS	9	17	17	11	15	69
BLANKS	128	89	128	109	120	574
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>

<b>SELECTMEN</b>	<b>3 YEAR TERM 1 SEAT</b>					
JESSICA B RUSHING	167	141	190	172	183	853
STEVEN CICIOTTI	249	239	300	287	225	1300
WRITE INS	0	1	3	1	0	5
BLANKS	3	3	3	3	2	14
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>

<b>BOARD OF ASSESSORS</b>	<b>3 YEAR TERM 1 SEAT</b>					
ELAINE BOIDI	258	261	350	291	264	1424
WRITE INS	5	4	4	4	3	20
BLANKS	156	119	142	168	143	728
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>

<b>BOARD OF HEALTH</b>	<b>3 YEAR TERM 1 SEAT</b>					
THOMAS DRISCOLL	187	151	228	202	195	963
MAUREEN A. JASIE	201	214	247	239	190	1091
WRITE INS	0	1	3	1	1	6
BLANKS	31	18	18	21	24	112
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>

<b>LIBRARY TRUSTEE</b>	<b>3 YEAR TERM 2 SEATS</b>					
MARY BETH COURTRIGHT	221	195	263	245	237	1161
SEAN FITZPATRICK	198	191	258	232	205	1084
DONNA MARIE FRANO	155	135	182	157	133	762
WRITE INS	1	1	6	3	1	12
BLANKS	263	246	283	289	244	1325
<b>TOTAL</b>	<b>838</b>	<b>768</b>	<b>992</b>	<b>926</b>	<b>820</b>	<b>4344</b>

<b>LIBRARY TRUSTEE</b>	<b>1 YEAR TO FILL VACANCY 2 SEAT</b>					
STEPHANIE CICIOTTI	197	211	253	230	195	1086
PAMELA WHITE	165	140	195	188	174	862
WRITE INS	1	1	1	2	0	5
BLANKS	56	32	47	43	41	219
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>

<b>PLANNING BOARD</b>		<b>5 YEAR TERM</b>		<b>2 SEATS</b>		
ANDREW WANDELL	256	255	326	295	252	1384
HEATHERELLEN O. TREMBLAY	230	231	313	279	241	1294
WRITE INS	4	1	8	8	3	24
BLANKS	348	281	345	344	324	1642
<b>TOTAL</b>	<b>838</b>	<b>768</b>	<b>992</b>	<b>926</b>	<b>820</b>	<b>4344</b>
<b>CONSTABLE</b>		<b>3 YEAR TERM</b>		<b>1 SEAT</b>		
ANDRAEA MCETTRICK	3	4	6	0	1	14
ARTHUR BOYLE	6	7	33	14	9	69
JOHN FLANNAGAN	0	6	0	0	0	6
WILLIAM BULGER	0	4	0	0	0	4
CAPOCELLI	0	0	0	0	4	4
WRITE INS	0	0	0		0	0
BLANKS	410	363	457	449	396	2075
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>
<b>SCHOOL COMMITTEE</b>		<b>3 YEAR TERM</b>		<b>1 SEAT</b>		
SUSAN SCHOLL	254	260	341	290	264	1409
WRITE INS	10	5	12	8	5	40
BLANKS	155	119	143	165	141	723
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>
<b>DPW COMISSIONERS</b>		<b>3 YEAR TERM</b>		<b>1 SEAT</b>		
STACY TIRO	5	0	0	0	0	5
SCOTT BOIDI	10	0	0	0	0	10
PAUL WHITMAN	0	1	1	0	0	2
ANDREW WANDELL	0	9	1	0	1	11
MARK LANDRY	0	6	1	0	0	7
RICHARD NICHOLSON	0	0	0	0	0	0
BLANKS	404	368	493	463	409	2137
<b>TOTAL</b>	<b>419</b>	<b>384</b>	<b>496</b>	<b>463</b>	<b>410</b>	<b>2172</b>



# **ANNUAL TOWN MEETING**

**TUESDAY, MAY 10, 2022**

**7:00 P.M.**

**PEMBROKE HIGH SCHOOL**

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

**PEMBROKE HIGH SCHOOL  
LEARNING LANE, PEMBROKE, MASSACHUSETTS  
TUESDAY, THE TENTH DAY OF MAY 2022  
AT SEVEN O’CLOCK IN THE EVENING**

PLYMOUTH, ss.

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

Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the **PEMBROKE HIGH SCHOOL**, Learning Lane, on **TUESDAY**, the **TENTH DAY OF MAY**, 2022 at **SEVEN O’CLOCK** in the evening, then and there to act on the following articles:

ARTICLES 1 – 15

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:05 P.M. at the Pembroke High School, Learning Lane Pembroke MA on May 10, 2022, pursuant to a warrant under the hands of the Select Board Chair Jessica Rushing, Vice Chair John G. Brown Jr, Clerk Rebecca Coletta, Members Daniel Trabucco and Tracy Marino. Checkers appointed by the Town Clerk were Stephanie Callanan, Zoie Curtin, Stacey Curtin, Lillian Sullivan, and Sheila Sullivan-Landy who reported 355 voters in attendance to start the meeting. Tellers sworn in by the Moderator were Angela Sestito, Kim Smith, Karen Giddens-Wright, Susan Runne, and Janet Fahey.

Moderator Stephen Dodge lead the body in the pledge of allegiance and made various announcements

regarding upcoming events for the Pembroke Firehouse Pantry and the Annual Tree Lighting.

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

Non-residents in attendance:

- William Chenard, Town Administrator
- Michael Buckley, Town Accountant
- Brian Maser, Town Attorney
- Marge Walsh-O’Conner Library Department Head
- Michael Buckley, Town Accountant
- Lenny Rowe, WATD
- Bryan Jarvis, Compass Project Management
- Brad McCord, BHT
- Collum Dicenso
- Dave Antone, PAC TV

<b>ACTION</b>	<b>ARTICLE</b>	<b>ACTION</b>	<b>ARTICLE</b>	<b>ACTION</b>	<b>ARTICLE</b>
1	1	8*	5	12D	11
2	2	9	12	12E	11
3	3	10	8	12F	11
4	4	11	10	12G	11
5	9	12A	11	13*	5
6	7	12B	11	14*	5
7	5*	12C	11	15	6

**ARTICLE 1 – ACTION 1: WAGE & CLASSIFICATION PLAN**

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

Moved by Steve Walsh that the Town amend schedules A, B, C and D of the Classification and Compensation By-laws according to the schedules listed and printed in Appendix A of the 2022 annual town meeting warrant and to raise and appropriate from taxation the sum of \$10,496 to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 2 of this meeting, such changes to take effect July 1, 2022.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 2 – ACTION 2: OPERATING BUDGET**

To see what sums the Town will raise by taxation or otherwise to pay Town Debts and for the purpose of funding personal services and expenses for Town operations as may be necessary for the ensuing Fiscal Year commencing July 1, 2022 and to fix the salary and compensation of all elective officers and employees of the Town, as provided by Section 108 and 108A of Chapter 41, Mass. General Laws, and applicable amendments thereto, and appropriate the same, as shown in **Appendix B** attached to this warrant, or take any action relative thereto.

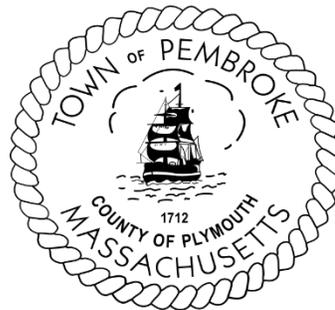
Moved by John Sholl that the Town appropriate the sum of \$70,201,153 to fund the operating expenses of the Town for the Fiscal Year 2023 as listed under Appendix B of the 2022 annual town meeting warrant, column headed “FY2023 Request”, and to fund this appropriation, raise and appropriate from taxation the sum of \$67,771,203 and transfer the following sums:

<b>Capital Stabilization Fund</b>	<b>\$35,000</b>
<b>Ambulance Fund</b>	<b>\$929,829</b>
<b>Septic Loan Program</b>	<b>\$93,360</b>
<b>Recreation Revolving Fields</b>	<b>\$10,200</b>
<b>Council on Aging Transportation</b>	<b>\$105,000</b>
<b>School Athletic Fund</b>	<b>\$72,125</b>
<b>School Construction Funds</b>	<b>\$73,360</b>
<b>Water Enterprise Indirect</b>	<b>\$495,191</b>
<b>Solid Waste Enterprise Indirect</b>	<b>\$58,885</b>
<b>Cemetery Trust Funds</b>	<b>\$25,500</b>
<b>Regional ACO</b>	<b>\$51,500</b>
<b>Free Cash</b>	<b>\$480,000</b>

**SECONDED AND SO VOTED**

**MAJORITY**

**THE ANNUAL TOWN MEETING WAS SUSPENDED AT 7:25 TO TAKE UP THE ACTIONS OF THE SPECIAL TOWN MEETING**



<b>ACTION</b>	<b>ARTICLE</b>
1	1
2	2

**ARTICLE 1 – ACTION 1: DEPARTMENTAL TRANSFERS**

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

Moved by Linda Peterson that the sum of \$ 76,377 be appropriated to supplement Fiscal Year 2022 appropriations

and to fund these supplements that –

\$12,000	be transferred from free cash to Police Department motor fuels expenses;
\$ 4,500	be transferred from free cash to Fire Department motor fuels expenses;
\$ 8,200	be transferred from free cash to DMI Wages and Salaries;
\$ 3,750	be transferred from free cash to DMI software maintenance expenses;
\$ 2,000	be transferred from free cash to DMI Mileage expenses;
\$ 2,000	be transferred from free cash to Animal Control motor fuels expenses;
\$15,000	be transferred from free cash to Library building maintenance expenses;
\$15,000	be transferred from free cash to Community Center heating expenses; and
\$13,927	be transferred from Solid Waste Enterprise Retained Surplus to Recycling Center roadway repair expenses

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 2 – ACTION 2: FUND COLLECTIVE BARGAINING AGREEMENTS**

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

Moved by Liz Benotti that the Town appropriate the sum of \$27,129 from overlay surplus to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Public Works for the period from July 1, 2021 to June 30, 2022.

**SECONDED AND SO VOTED**

**MAJORITY**

**With the business of the Special Town Meeting completed the Annual Meeting resumed**

**ARTICLE 3 – ACTION 3: WATER ENTERPRISE OPERATING BUDGET**

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

Moved by Matt Rushing that the Town appropriate the sum of \$2,620,947 from water revenue to fund the FY2023 Water Enterprise Fund as shown in Appendix C of the 2022 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

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

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

Moved by Tim Landy that the Town appropriate the sum of \$2,223,217 to fund the FY2023 Solid Waste Enterprise Fund as shown in Appendix D of the 2022 annual town meeting warrant, and to fund this appropriation, raise and appropriate from solid waste revenues the sum of \$2,148,217 and transfer \$75,000 from solid waste retained earnings.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 5 – ACTION 9: CAPITAL BUDGET**

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

**1 of 2**

Moved by Linda Peterson that the Town appropriate \$874,760 for the capital projects set forth in Appendix E of the annual town meeting warrant; that to meet this appropriation, the Town transfer \$694,760 from Free Cash for the projects and in the amounts listed under the column “Free Cash”, as printed in Appendix E of the annual town meeting warrant; and further, transfer \$70,000 from the Ambulance Revolving Fund for the project and in the amount listed under the column “Ambulance Revolving”, as printed in Appendix E of the annual town meeting warrant; and further transfer \$50,000 from Solid Waste Enterprise Fund retained earnings for the project and in the amount listed under the column “Solid Waste Ent. Retained Earn.” as printed in Appendix E of the annual town meeting warrant, and further transfer \$60,000 from Water Enterprise Fund retained earnings for the project and in the amount listed under the column “Water Ent. Retained Earn.” as printed in Appendix E of the annual town meeting warrant; and authorize the Town Manager to take any other action necessary or convenient to carry out these projects.

**SECONDED AND SO VOTED**

**2/3rds MAJORITY**

**2 of 2**

Move that the Town appropriate the amount of \$896,000 for the purpose of paying the costs of the projects and in the amounts listed under the column “General Fund Borrowing” as printed in Appendix E of the annual town meeting warrant, including the payment of all other costs incidental and related thereto, and that to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said amount pursuant to Chapter 44, Sections 7 or 8 of the General Laws, or any other enabling authority, and to issue bonds and notes of the Town therefore. *Passage requires a 2/3rds vote*

**SECONDED AND SO VOTED**

**2/3rds MAJORITY**

**ARTICLE 6 – ACTION 7: TRUST FUND TRANSFERS**

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

Moved by Kristi Cullinane that the Town appropriate and transfer from free cash the sum of \$125,000 to be added to the Other Post-Employment Benefits Liability Fund established by the vote of Article 11 of the April 24, 2012 Annual Town Meeting; and further that the sum of \$150,000 be appropriated and transferred from Free Cash to be added to the amount voted in Article 16 of the November 4, 2003 Special Town Meeting to fund Separation Pay Benefits; and further that the sum of \$50,000 be appropriated and transferred from Free Cash to be added to the Capital Stabilization Fund established by the vote of Article 22 of the May 8, 2018 Town Meeting; and that the sum of \$50,000 be appropriated and transferred from Free Cash to be added to the Stabilization Fund; and further that the sum of \$25,000 be appropriated and transferred from Free Cash to be added to the Special Injury Leave Fund established by the vote of Article 7 of the May 9, 2017 Town Meeting; and further that the sum of \$50,000 be appropriated and transferred from Free Cash to be added to the Worker’s Compensation Insurance Fund established by the vote of Article 4 of the October 24, 2017 Town Meeting.

**SECONDED AND SO VOTED**

**MAJORITY**

*Consent Agenda*

**ARTICLE 7 – ACTION 5: COMMUNITY PRESERVATION FUND ALLOCATIONS**

To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues the following amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2023, with each item to be considered a separate appropriation:

Appropriations:

From FY23 estimated revenues for Historic Resources Reserve	\$ 45,000
From FY23 estimated revenues for Community Housing Reserve	\$ 45,000
From FY23 estimated revenues for Open Space Reserves	\$ 45,000
From FY23 estimated revenues for Committee Administrative Expenses	\$ 20,000

and further to appropriate any remaining balance of funds as of the termination of the 2022 Annual Town Meeting from Community Preservation Fund FY23 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

Move that the Town appropriate from the Community Preservation annual revenues the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2023, as set forth in the warrant, with each item to be considered a separate appropriation:

Appropriations:

From FY23 estimated revenues for Historic Resources Reserve	\$ 45,000
From FY23 estimated revenues for Community Housing Reserve	\$ 45,000
From FY23 estimated revenues for Open Space Reserve	\$ 45,000
From FY23 estimated revenues for Comm. Administrator Expenses	\$ 20,000

and further to appropriate any remaining balance of funds as of the termination of the 2022 Annual Town Meeting from Community Preservation Fund FY23 Annual Revenues to the Annual Budgeted Reserve.

**SECONDED AND SO VOTED**

**MAJORITY**

*Consent Agenda*

**ARTICLE 8 – ACTION 5: REVOLVING FUND LIMITS**

To see if the Town will vote to set the FY2023 annual spending limits on the Revolving Funds set forth in Article X-A of the Town of Pembroke General Bylaws in accordance with Massachusetts General Laws Chapter 44, § 53E½ as follows, or take any other action relative thereto.

<u>Revolving Fund</u>	<u>Limit on Spending</u>
LIBRARY	\$25,000
TOWN LANDING	\$25,000
TREASURER/COLLECTOR	\$50,000
DPW CEMETERY	\$10,000
CONSERVATION 3	\$20,000
COUNCIL ON AGING 1	\$110,000
BOARD OF HEALTH	\$5,000
HISTORIC DISTRICT COMM.	\$3,000
RECREATION COMMISSION	\$50,000
COUNCIL ON AGING 2	\$20,000
POLICE DEPARTMENT	\$20,000
TOWN CLERK	\$20,000

Moved by Moderator Steve Dodge that the Town authorize FY23 spending limits on the revolving accounts pursuant to Massachusetts General Laws, Chapter 44, Section 53E½ as printed in Article 8 of the Annual Town Meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 9 – ACTION 12: FUND COLLECTIVE BARGAINING AGREEMENTS**

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

Moved by Sandy Beaton that the Town appropriate the sum of \$28,813 from overlay surplus to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Public Works for the period from July 1, 2022 to June 30, 2024; and further to appropriate the sum of \$38,531 from overlay surplus and \$22,850 from the Ambulance Fund to fund the new collective bargaining agreement between the Town of Pembroke and the International Association of Firefighters AFL – CIO – CLC Local 2351 for the period from July 1, 2022 to June 30, 2025; and further to appropriate the sum of \$28,906 from water retained earnings (surplus) to fund the new collective bargaining agreement between the Town of Pembroke and AFSCME Local 1700 Water Enterprise for the period from July 1, 2022 to June 30, 2024.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 10 – ACTION 8: ACCEPT LISA’S LANE AS A PUBLIC WAY**

To see if the Town will accept as a Town way, the roadway know as Lisa’s Lane and shown on the street layout plan entitled Lisa’s Lane dated June 7, 2021, prepared by Grady Consulting, LLC, on file with the Town, as heretofore laid out by the Select Board, and to authorize the Select Board to acquire, by purchase, gift, and/or eminent domain, the fee to or an easement in said for all purposes for which public ways are used in the Town, and any access, drainage, utility and/or other easements related or incidental thereto; or take any other action relative thereto.

Moved by Alyssa Siciliano-Perry that the Town accept as a Town way, the roadway know as Lisa’s Lane and shown on the street layout plan entitled Lisa’s Lane dated June 7, 2021, prepared by Grady Consulting, LLC, on file with the Town, as heretofore laid out by the Select Board, and to authorize the Select Board to acquire, by purchase, gift, and/or eminent domain, the fee to or an easement in said for all purposes for which public ways are used in the Town, and any access, drainage, utility and/or other easements related or incidental thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 11 – ACTION 10: AMEND ZONING BYLAWS – WASHINGTON STREET**

To see if the Town will vote to amend the Town of Pembroke Zoning Map and Section III.4.G. of the Town of Pembroke Zoning Bylaws, “Business District B: Washington Street,” by changing the distance of the rear boundary line from 450 feet to 800 feet and by changing the beginning (northernmost extent) of the described area to a point 100 feet north of Pudding Brook instead of south of Pudding Brook.

Moved by Alyssa Siciliano-Perry that the Town amend the Town of Pembroke Zoning Map and Section III.4.G. of the Town of Pembroke Zoning Bylaws, “Business District B: Washington Street,” by changing the distance of the rear boundary line from 450 feet to 800 feet and by changing the beginning (northernmost extent) of the described area to a point 100 feet north of Pudding Brook instead of south of Pudding Brook. *Passage requires a 2/3rds vote.*

**SECONDED AND SO VOTED**

**FAILED**

**ARTICLE 12 – ACTION 11: COMMUNITY PRESERVATION FUND PROJECT PROPOSALS**

Moved by Lisa Cullity To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2023, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the community preservation fund. Each recommendation is to be voted on individually:

Recommendation A:

Move that the Town appropriate the sum of \$50,000.00 from the undesignated reserve fund and that said funds be

granted to the Pembroke Public Schools for Phase 3 of the athletic fields project for recreational purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

Recommendation B:

Move that the Town appropriate the sum of \$1,980.00 from the undesignated reserve fund, and that said funds be granted to the Pembroke Youth Baseball for drainage at Mattakeesett Street Field D for recreational purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

Recommendation C:

Move that the Town appropriate the sum of \$30,000.00 from historic resources reserve fund, and that said funds be granted to the Cobb Library Trustees for roof replacement at the Cobb Library for historical preservation purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

Recommendation D:

Move that the Town appropriate the sum of \$32,000.00 from the undesignated reserve fund, and that said funds be granted to the Town Manager for supplemental funding for playground equipment at the Mattakeesett Street playground for recreational purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

Recommendation E:

Move that the Town appropriate the sum of \$50,000.00 from the undesignated reserve fund, and that said funds be granted to the Town Manager to complete Phase I of the playground restoration project at Birch Street, Community Center, Magoun, and Brick Kiln Lane playgrounds for recreational purposes.

**SECONDED AND SO VOTED** **MAJORITY**

Recommendation F:

Move that the Town appropriate the sum of \$15,600.00 from the undesignated reserve fund, and that said funds be granted to the Town Manager for ADA accessibility improvements to the Herring Run Park, for open space purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

Recommendation G:

Move that the Town appropriate the sum of \$35,000.00 from the undesignated reserve fund, and that said funds be granted to Dept of Public Works for Phases I & II of the Mt Pleasant Cemetery restoration project, including stone wall replacement, for historical preservation purposes.  
**SECONDED AND SO VOTED** **MAJORITY**

*Consent Agenda*

**ARTICLE 13 – ACTION 5: ACCEPT TOWN REPORTS**

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

Moved by Town Moderator Steve Dodge that the Town accept the reports of Town Officers, Boards, and Committees.

**SECONDED AND SO VOTED** **MAJORITY**

*Consent Agenda*

**ARTICLE 14 – ACTION 5: ANNUAL TOWN ELECTION**

To bring to the Election Officers their vote, all on one ballot, for the following named Officers and Committees, to Wit: One Moderator for three years; one Select Board member for three years; one Assessor for three years; one Board of Health member for three years; one Library Trustee to fill a one year vacancy; two Library Trustees for three years; two Planning Board member for five years; one Constable for three years; one School Committee member for three years; one DPW Commissioner for three years; or take any other action relative thereto.

Moved by Moderator Steve Dodge that the Town bring to the Election Officers their vote, all on one ballot, for the officers and committees as printed in Article 14 of the 2022 annual town meeting warrant.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 15 – COMMUNITY CENTER BUILDING PROJECT**

To see if the Town will appropriate the sum of \$2,600,000, and supplement the funding voted under Article 27 of the June 22, 2021 Town Meeting for the design and construction of a Community Center, including all costs incidental thereto, and to authorize the Treasurer, with the approval of the Select Board, to borrow said amount pursuant to M.G.L. c. 44 or any other enabling authority and to issue bonds or notes of the Town therefor, or take any other action relative thereto.

Moved by Bob Kenney that the Town appropriate \$2,600,000 for the design and construction of a Community Center, including all costs incidental thereto, such sum to supplement the amount approved for this purpose under Article 27 of the June 22, 2021 Town Meeting; that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow \$2,600,000 under Chapter 44, Section 7 of the General Laws or any other enabling authority and to issue bonds and notes of the Town therefor; and that the Select Board is authorized to take any other action necessary to carry out this project. *Passage requires a 2/3rds vote.*

**SECONDED AND SO VOTED**

**FAILED**

**With all business completed the Moderator adjourned the meeting at 10:30**

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

**COMPENSATION SCHEDULES**  
**ANNUAL SALARY SCHEDULE A**  
**FULL TIME OFFICERS AND EMPLOYEES**  
**EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023**

<b><u>Title</u></b>	<b><u>SA</u></b>	<b><u>Minimum</u></b>	<b><u>Proposed Minimum</u></b>	<b><u>2nd Year</u></b>	<b><u>Proposed 2nd Year</u></b>	<b><u>Maximum</u></b>	<b><u>Proposed Maximum</u></b>
Lieutenant (Fire) Captain (Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	563	574
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	428	436
Youth Services Librarian	SA-11	53,048	53,844	58,183	59,056	63,382	64,332
Assistant Librarian	SA-12	15,632	15,867	16,030	16,271	18,531	18,809
Associate Librarian II	SA-13	46,874	47,578	49,211	49,949	51,572	52,346
Associate Librarian I	SA-14	41,259	41,878	43,855	44,513	45,508	46,191
Coordinator/Dir. of Recreation	SA-15	58,325	59,200	61,620	62,545	64,698	65,668
Building Inspector/Zoning Agent	SA-16	69,716	70,762	72,697	73,788	74,513	75,631
Animal Control Officer	SA-17	44,988	45,662	49,537	50,280	52,556	53,344
Dir. of Planning & Comm. Dev.	SA-22	65,720	66,706	70,715	71,776	75,606	76,740
Library Director	SA-27	75,335	76,465	84,407	81,600	96,287	87,720
Health Agent	SA-28	66,137	67,129	68,177	69,199	71,772	72,849
Council on Aging Director	SA-29	56,357	57,203	59,176	60,063	62,135	63,067
Library Assistant Director	SA-31	52,759	53,551	56,979	57,834	62,179	63,750
Generalist Reference Librarian	SA-32	49,832	50,580	53,940	54,749	59,566	60,459

**ANNUAL SALARY SCHEDULE B**  
**APPOINTED PART TIME OFFICERS AND EMPLOYEES**  
**EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023**

<b><u>Title</u></b>	<b><u>Annual Salary</u></b>	<b><u>Proposed Annual Salary</u></b>
Conservation Agent Field Agent	35,957	36,497
Wiring Inspector	29,440	29,882
Veterans Agent	18,782	19,064
Plumbing Inspector	14,471	14,689
Gas Inspector	14,471	14,689
Animal Inspector	7,479	7,591
Summer Playground Director	7,317	7,427
Inspector of Weights & Measures	6,809	6,911
Assistant Wiring Inspector	5,550	5,634
Assist. Summer Playground Director	4,967	5,041
Herring Fisheries Superintendent	2,892	2,935
Civil Defense Director	2,892	2,935

# APPENDIX A

## Wage Classification Plan, Article 1

### COMPENSATION SCHEDULES

#### HOURLY WAGE SCHEDULE C

#### FULL TIME/PART TIME EMPLOYEES

#### EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023

<u>Department</u>	<u>SC</u>	<u>Minimum</u>	<u>Proposed Minimum</u>	<u>2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Maximum</u>	<u>Proposed Maximum</u>
Matron	SC-1	25.83	26.21	28.50	28.92	32.26	32.74
Patrolman-Permanent Intermittent	SC-1	25.83	26.21	28.50	28.92	32.26	32.74
Patrolman-Special	SC-2	25.83	26.21	28.50	28.92	32.26	32.74
Summer Playground Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	14.25	15.00
After School Counselor (Rec)	SC-3	n.a.	n.a.	n.a.	n.a.	14.25	15.00
Basic Recycling Attendant	SC-3	n.a.	n.a.	n.a.	n.a.	14.25	15.00
Part Time Laborer	SC-4	19.65	19.94	20.89	21.21	22.23	22.56
Call Firefighter	SC-5	22.19	22.53	22.19	22.53	22.19	22.53
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	30.03	30.48
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	22.87	23.21
Custodians	SC-9	19.60	19.90	21.79	22.12	23.61	23.97
Election& Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	14.44	15.00
Senior Clerk	SC-11	18.66	18.94	19.87	20.17	21.11	21.43
Junior Clerk	SC-12	14.87	15.09	16.14	16.39	17.40	17.66
Typist-Part Time	SC-13	14.28	15.00	15.15	15.50	15.60	16.00
Maintenance Person (PT)	SC-13	14.28	15.00	15.15	15.50	15.60	16.00
Council on Aging Van Drivers	SC-13	16.36	16.60	16.98	17.23	17.68	17.94
Library Aide	SC-14	17.55	17.81	18.77	19.05	20.08	20.38
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	14.25	15.00
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	15.25	16.00
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	15.90	16.13
Summer <b>Head</b> Counselor <b>1</b> (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	14.63	15.50
After School <b>Head</b> Counselor <b>1</b> (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	14.63	15.50
Summer <b>Head</b> Counselor <b>1</b> (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.99	17.24
After School <b>Head</b> Counselor <b>2</b> (Rec)	SC-20	n.a.	n.a.	n.a.	n.a.	16.99	17.24
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	14.25	15.00
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	27.33	27.74
Dir., Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	19.88	20.18
Library Page	SC-24	n.a.	n.a.	n.a.	n.a.	14.25	15.00
Recycling Attendant	SC-25	14.25	15.00	14.35	15.25	14.91	15.50
Recycling Supervisor	SC-28	15.48	16.00	16.43	16.67	17.03	17.29
Principal Clerk	SC-29	18.79	19.07	19.89	20.19	21.05	21.36
Senior Aide - Council on Aging	SC-29	18.79	19.07	19.89	20.19	21.05	21.36
Conservation Comm. Admin. Agent	SC-30	22.73	23.07	23.89	24.25	25.02	25.40

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

**COMPENSATION SCHEDULES**  
**ANNUAL SALARY SCHEDULE D**  
**ELECTED FULL TIME/PART TIME OFFICIALS**  
**EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023**

<b><u>Department</u></b>	<b><u>Annual Salary</u></b>	<b><u>Proposed Annual Salary</u></b>
Moderator	100	100
Selectman	1,800	1,800
Assessor	1,800	1,800
Town Clerk	90,740	92,555

# APPENDIX B

## *Town of Pembroke Fiscal Year 2023 Reccommended Budget*

	FY2020 Budget	FY2021 Budget	FY2022 Budget	FY2023 Request
<b>MODERATOR-114</b>				
Personal Services - Elected	\$ 100	\$ 100	\$ 100	\$ 100
<b>SELECT BOARD-122</b>				
Personal Services - Elected	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000
Personal Services	\$ 166,513	\$ 147,787	\$ 178,227	\$ 191,108
General Expenses	\$ 10,000	\$ 10,400	\$ 10,400	\$ 12,600
Audit Services	\$ 41,500	\$ 41,500	\$ 41,500	\$ 42,000
Town Manager Search Committee	\$ 15,000	\$ -	\$ -	\$ -
Pond Treatment	\$ 67,965	\$ 58,600	\$ 52,500	\$ 60,000
OPEB Study	\$ -	\$ -	\$ 8,000	\$ 9,000
South Shore Community Action Counsel			\$	\$ 5,000
<b>TOWN MANAGER-129</b>				
Personal Services	\$ 147,483	\$ 154,900	\$ 154,900	\$ 159,475
General Expenses	\$ 2,800	\$ 3,150	\$ 3,350	\$ 3,350
<b>ADVISORY COMMITTEE-131</b>				
Personal Services	\$ 7,112	\$ 5,000	\$ 6,000	\$ 6,000
General Expenses	\$ 545	\$ 545	\$ 500	\$ 550
<b>RESERVE FUND-133</b>				
Transfers	\$ 50,000	\$ 25,000	\$ 66,350	\$ 70,000
<b>TOWN ACCOUNTANT-135</b>				
Personal Services	\$ 139,947	\$ 141,522	\$ 157,951	\$ 172,714
General Expenses	\$ 51,800	\$ 39,800	\$ 50,000	\$ 49,315
<b>BOARD OF ASSESSORS-141</b>				
Personal Services - Elected	\$ 5,400	\$ 5,400	\$ 5,400	\$ 5,400
Personal Services	\$ 258,834	\$ 258,833	\$ 265,687	\$ 285,120
General Expenses	\$ 37,500	\$ 37,500	\$ 43,600	\$ 53,100
<b>TREASURER/COLLECTOR-145</b>				
Personal Services	\$ 361,795	\$ 367,224	\$ 388,036	\$ 402,005
General Expenses	\$ 79,185	\$ 72,800	\$ 79,700	\$ 79,750
<b>LEGAL-151</b>				
Purchase of Services	\$ 115,000	\$ 110,000	\$ 115,000	\$ 115,000
<b>INFORMATION TECHNOLOGY-155</b>				
Personal Services	\$ -	\$ -	\$ -	\$ -
General Expenses	\$ 58,075	\$ 69,000	\$ 97,900	\$ 104,900
<b>TOWN CLERK-161</b>				
Personal Services - Elected	\$ 88,080	\$ 88,961	\$ 88,961	\$ 92,555
Personal Services	\$ 53,288	\$ 51,882	\$ 51,882	\$ 52,660
General Expenses	\$ 12,320	\$ 11,440	\$ 10,600	\$ 11,900

## APPENDIX B

### ELECTIONS-162

Personal Services	\$	33,493	\$	48,000	\$	18,000	\$	34,000
General Expenses	\$	21,465	\$	13,000	\$	15,000	\$	19,600

### REGISTRATIONS-163

Personal Services	\$	7,600	\$	7,600	\$	7,600	\$	8,000
General Expenses	\$	8,700	\$	8,700	\$	5,200	\$	5,000

### CONSERVATION COMMISSION-171

General Expenses	\$	910	\$	900	\$	900	\$	900
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### PLANNING BOARD-175

Personal Services (Moved to DMI)	\$	50,320	\$	-	\$	-	\$	-
General Expenses	\$	1,840	\$	2,750	\$	2,750	\$	2,750

### ZONING BOARD OF APPEALS-176

General Expenses	\$	2,300	\$	2,300	\$	2,500	\$	2,500
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### TOWN BUILDING MAINTENANCE-192

Personal Services	\$	193,726	\$	146,628	\$	192,959	\$	201,850
General Expenses	\$	91,342	\$	95,392	\$	95,505	\$	102,315

### POLICE DEPARTMENT-210

Personal Services	\$	3,645,343	\$	3,769,394	\$	3,754,369	\$	4,066,641
General Expenses	\$	263,607	\$	288,610	\$	303,610	\$	320,080

### FIRE DEPARTMENT-220

Personal Services	\$	3,327,457	\$	3,262,095	\$	3,686,439	\$	3,718,620
General Expenses	\$	143,000	\$	143,000	\$	152,000	\$	157,615

### INSPECTIONAL SERVICES-241

Personal Services	\$	415,985	\$	438,987	\$	454,547	\$	480,580
General Expenses	\$	14,371	\$	12,200	\$	17,450	\$	17,450

### EMERGENCY MANAGEMENT-291

Personal Services	\$	2,808	\$	4,212	\$	4,250	\$	4,250
General Expenses	\$	9,511	\$	8,023	\$	10,001	\$	10,250

### ANIMAL CONTROL OFFICER-292

Personal Services	\$	49,969	\$	48,084	\$	52,036	\$	78,150
General Expenses	\$	9,101	\$	9,550	\$	10,000	\$	11,100

### PUBLIC WORKS-422

Personal Services	\$	919,872	\$	943,192	\$	959,712	\$	1,043,846
General Expenses	\$	402,910	\$	248,432	\$	290,525	\$	326,275

### SNOW & ICE-423

Snow & Sanding	\$	248,534	\$	150,000	\$	175,000	\$	185,000
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### TOWN WIDE UTILITIES - 424

General Expenses		194,077		194,077		197,950		205,350
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## APPENDIX B

**BOARD OF HEALTH-510**

General Expenses	\$	23,950	\$	23,800	\$	25,000	\$	26,350
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**COUNCIL ON AGING-541**

Personal Services	\$	183,802	\$	164,109	\$	225,751	\$	244,490
General Expenses	\$	49,733	\$	43,342	\$	40,675	\$	41,675
Senior Tax Program	\$	5,000	\$	3,000	\$	5,000	\$	5,000

**VETERANS' SERVICES-543**

Personal Services	\$	74,346	\$	74,002	\$	74,002	\$	75,297
General Expenses	\$	1,900	\$	1,900	\$	1,950	\$	1,950
General Relief	\$	74,656	\$	115,000	\$	115,000	\$	115,000

**COMMISSION ON DISABILITIES-599**

General Expenses	\$	620	\$	500	\$	500	\$	500
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**LIBRARY-610**

Personal Services	\$	582,680	\$	579,330	\$	591,053	\$	603,975
General Expenses	\$	64,788	\$	59,800	\$	65,900	\$	81,520
Books	\$	90,000	\$	90,000	\$	90,000	\$	90,000

**LYDIA DRAKE LIBRARY**

General Expenses	\$	5,000	\$	4,500	\$	5,000	\$	5,000
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**RECREATION COMMISSION-630**

Personal Services	\$	115,031	\$	111,325	\$	112,689	\$	112,634
General Expenses	\$	12,080	\$	9,720	\$	9,220	\$	10,940

**COMMUNITY CENTER-631**

General Expenses	\$	43,136	\$	42,636	\$	42,550	\$	4,400
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**HERRING FISHERIES-632**

General Expenses	\$	1,800	\$	1,600	\$	1,800	\$	1,800
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**TOWN LANDING-634**

Personal Services	\$	42,000	\$	32,000	\$	40,000	\$	44,000
General Expenses	\$	1,600	\$	1,510	\$	1,500	\$	1,500

**TOWN CLOCK WINDER-638**

Personal Services	\$	1,517	\$	1,517	\$	1,525	\$	1,548
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**TOWN MEMORIAL COMMITTEE-670**

General Expenses	\$	5,000	\$	4,000	\$	4,000	\$	4,000
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**PLYMOUTH COUNTY COOPERATIVE**

General Expenses	\$	107	\$	107	\$	107	\$	107
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**HISTORICAL COMMISSION-691**

General Expenses	\$	2,000	\$	1,000	\$	1,000	\$	1,000
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## APPENDIX B

<b>MATURING DEBT PRINCIPAL-710</b>					
General Expenses	\$	932,019	\$	868,079	\$
					\$
					992,460
<b>MATURING DEBT EXCLUDED - 712</b>					
General Expenses	\$	1,489,331	\$	1,485,000	\$
					\$
					2,172,000
<b>MATURING DEBT INTEREST-720</b>					
General Expenses	\$	287,088	\$	225,432	\$
					\$
					246,464
<b>MATURING DEBT INTEREST-722</b>					
General Expenses	\$	493,506	\$	424,751	\$
					\$
					857,201
<b>SHORT TERM INTEREST-730</b>					
General Expenses	\$	11,966	\$	27,000	\$
					\$
					50,000
<b>RETIREMENT-911</b>					
General Expenses	\$	3,370,446	\$	3,699,885	\$
					\$
					4,298,632
<b>UNEMPLOYMENT COMPENSATION - 913</b>					
General Expenses	\$	150,000	\$	150,000	\$
					\$
					100,000
<b>HEALTH INSURANCE-914</b>					
General Expenses	\$	8,439,639	\$	8,691,840	\$
					\$
					9,116,017
<b>LIFE INSURANCE-915</b>					
General Expenses	\$	20,000	\$	20,000	\$
					\$
					20,000
<b>MEDICARE TAX-916</b>					
General Expenses		551,250		551,250	
					563,325
<b>PROPERTY &amp; LIABILITY INSURANCE - 945</b>					
General Expenses	\$	610,000	\$	660,000	\$
					\$
					702,644
<b>School General Fund Totals</b>	\$	36,113,258	\$	34,300,000	\$
					\$
					36,615,000
<b>Total</b>	\$	65,686,730	\$	64,023,405	\$
					\$
					70,201,153

## APPENDIX C

### Water Budget

WATER	FY 2019 BUDGET	FY 2020 BUDGET	FY 2021 BUDGET	FY 2022 BUDGET	FY 2023 REQUEST
Salaries	622,536	650,739	724,335	735,736	811,541
Expenses	626,179	632,259	612,031	605,928	638,437
Debt Service	571,002	618,289	670,591	719,153	730,969
Capital	210,000	195,000	245,000	265,000	340,000
Rserve Fund	0	0	0	100,000	100,000
<b>Total</b>	<b>2,029,717</b>	<b>2,096,287</b>	<b>2,251,957</b>	<b>2,425,817</b>	<b>2,620,947</b>

# APPENDIX D

## Solid Waste Budget

SOLID WASTE	FY 2019 BUDGET	FY 2020 BUDGET	FY 2021 BUDGET	FY 2022 BUDGET	FY 2023 REQUEST
Salaries	83,782	83,510	79,554	81,792	83,019
Expenses	1,581,456	1,584,853	1,812,221	1,879,331	1,965,099
Debt Service	260,395	254,005	233,798	239,637	175,099
<b>Total</b>	<b>1,925,633</b>	<b>1,922,368</b>	<b>2,125,573</b>	<b>2,200,760</b>	<b>2,223,217</b>

**APPENDIX E**  
Capital Budget, Article 5

**TOWN OF PEMBROKE  
FISCAL YEAR 2023 CAPITAL PLAN BUDGET**

<u>Department</u>	<u>Requested Items for FY2022</u>	<u>Funding Request</u>	<u>Free Cash</u>	<u>General Fund Borrowing</u>	<u>Ambulance Revolving</u>	<u>Solid Waste Ent. Retained Earn.</u>	<u>Waste Ent. Retained Earn.</u>
Pembroke Public Schools	Chromebook Lease *\$210,000 - 3 Year @ \$70,000	\$ 70,000	\$ 70,000				
Pembroke Public Schools	VMWare Server Replacement	\$ 75,000	\$ 75,000				
Pembroke Public Schools	Hot Water Boiler at PCMS	\$ 72,000	\$ 72,000				
Pembroke Public Schools	Fire Alarm Panel at Hobomock	\$ 81,000		\$ 81,000			
Pembroke Public Schools	Security Cameras	\$ 60,000	\$ 60,000				
Pembroke Public Schools	Manufacturing Equipment for Pathway at PHS	\$ 50,000	\$ 50,000				
Pembroke Public Schools	Drainage Solution for the Playground at North	\$ 25,000	\$ 25,000				
Pembroke Public Schools	Roof for Gymnasium at Bryantville	\$ 65,000	\$ 65,000				
Pembroke Public Schools	Replace Gas lines for Science labs at PHS	\$ 25,000	\$ 25,000		\$ 70,000		
Public Safety	Communications Upgrade	\$ 70,000					
Police Department	Police Cruiser Replacement (2)	\$ 115,000		115,000			
Fire Department	Self Contained Breathing Apparatus	\$ 265,000		265,000			
Fire Department	Dive Team Equipment	\$ 18,000	\$ 18,000				
Fire Department	Roof Repair	\$ 65,000	\$ 65,000				
Town Manager	Computer Replacements	\$ 33,000	\$ 33,000				
Town Manager	Mattakeesett Field Lights	\$ 300,000		300,000			
DPW	MS4 Support	\$ 84,200	\$ 84,200				
DPW - Water	F250 Pick Up	\$ 60,000					\$ 60,000
DPW - Cemetery	F350 Pick Up Plow & Dump Set Up	\$ 75,000					
Library	Outside Book Returns	\$ 11,000	\$ 11,000				
Library	Faucet Replacement	\$ 3,700	\$ 3,700				
Library	Children's Room Carpeting	\$ 18,000	\$ 18,000				
Recreation	F250 w/ Plow Set Up	\$ 60,000					
Recreation	Commercial Mower w/ Bag Set Up	\$ 9,360	\$ 9,360				
Recycle Center	Replacement of Decks	\$ 50,000				\$ 50,000	
Town Clerk	Polls Pads (4)	\$ 10,500	\$ 10,500				
		<b>\$ 1,770,760</b>	<b>\$ 694,760</b>	<b>\$ 896,000</b>	<b>\$ 70,000</b>	<b>\$ 50,000</b>	<b>\$ 60,000</b>

**State Primary Election September 6th, 2022  
Democratic Party**

	PREC. 1	PREC. 2	PREC 3A	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>GOVERNOR VOTE FOR ONE</b>							
SONIA ROSA CHANG-DIAZ	40	33	2	26	24	26	151
MAURA HEALY	316	283	4	287	279	267	1436
WRITE IN	0	1	0	1	2	2	6
BLANKS	6	3	0	3	4	11	27
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>LIEUTENANT GOVERNOR VOTE FOR ONE</b>							
KIMBERLY DRISCOLL	166	150	4	169	147	137	773
TAMI GOUVEIA	63	53	1	44	38	53	
ERIC P. LESSER	102	95	0	87	102	78	464
WRITE IN	0	1	0	0	2	1	4
BLANKS	31	21	1	17	20	37	127
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>ATTORNEY GENERAL VOTE FOR ONE</b>							
ANDREA JOY CAMPBELL	135	121	1	133	124	117	631
SHANNON ERIKA LISS-ROIORDAN	138	126	5	131	118	116	634
QUENTIN PALFREY	71	61	0	44	56	59	291
WRITE IN	0	0	0	0	1	1	2
BLANKS	18	12	0	9	10	13	62
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>SECRETARY OF STATE VOTE FOR ONE</b>							
WILLIAM FRANCIS GALVIN	296	263	3	242	245	232	1281
TANISH M. SULLIVAN	60	52	3	71	54	65	305
WRITE IN	0	0	0	0	0	0	0
BLANKS	6	5	0	4	10	9	34
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>TREASURER VOTE FOR ONE</b>							
DEBORAH B. GOLDBERG	308	277	5	276	258	247	1371
WRITE IN	2	1	0	1	0	0	4
BLANKS	52	42	1	40	51	59	245
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>AUDITOR VOTE FOR ONE</b>							
CHRISTOPHER S. DEMPSEY	124	112	1	106	117	107	567
DIANA DIZOGLIO	201	189	4	189	159	165	907
WRITE INS	0	0	0	0	0	1	1
BLANKS	37	19	1	22	33	33	145
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>

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**State Primary Election September 4th, 2018  
Democratic Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	
<b>REPRESENTATIVE IN CONGRESS VOTE FOR ONE</b>						
BILL KEATING	337	289	5	290	269	1452
WRITE INS	0	1	0	0	1	3
BLANKS	25	30	1	27	39	165
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>1620</b>
<b>COUNCILLOR VOTE FOR ONE</b>						

JOSEPH C FERREIRA	300	257	5	261	241	227	1291
WRITE INS	1	1	0	3	1	1	7
BLANKS	61	62	1	53	67	78	322
<b>TOTAL</b>	<b>362</b>	<b>320</b>		<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>SEANATOR IN GENERAL COURT</b>							
<b>VOTE FOR ONE</b>							
SUSAN LYNN MORAN	316	277	5	274	260	233	1365
WRITE INS	0	0	0	3	0	1	4
BLANKS	46	43	1	40	49	72	251
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>							
<b>VOTE FOR ONE</b>							
JOSH S CUTLER	337	286	5	0	265	258	1151
KATHLEEN LANATRA	0	0	0	273	7	0	280
WRITE INS	1	0	0	3	1	2	7
BLANKS	24	34	1	41	36	46	182
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>DISTRICT ATTORNEY</b>							
<b>VOTE FOR ONE</b>							
RAHSAAN HALL	294	254	5	263	229	219	1264
WRITE INS	0	2	0	4	4	1	11
BLANKS	68	64	1	50	76	86	345
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>SHERIFF</b>							
<b>VOTE FOR ONE</b>							
WRITE INS	41	16	0	28	10	13	108
WRITE INS	0	15	0	17	16	16	64
BLANKS	321	289	6	272	283	277	1448
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>
<b>COUNTY COMMISSIONER</b>							
<b>VOTE FOR ONE</b>							
ALEX A BEZANSON	188	175	3	147	170	140	823
CARLOS A.F. DA SILVA	131	113	3	136	103	108	594
WRITE INS	0	0	0	0	2	1	3
BLANKS	43	32	0	34	34	57	200
<b>TOTAL</b>	<b>362</b>	<b>320</b>	<b>6</b>	<b>317</b>	<b>309</b>	<b>306</b>	<b>1620</b>

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**State Primary Election September 6, 2022  
Republican Party**

	PREC. 1	PREC. 2	PREC. 3A	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>GOVERNOR</b>							
<b>VOTE FOR ONE</b>							
GEOFF DIEHL	203	183	19	213	174	194	986
CHRIS DOUGHTY	91	78	6	57	72	82	386
WRITE INS	0	0	0	0	0	0	0
BLANKS	2	3	0	0	0	0	5
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>LIEUTENANT GOVERNOR</b>							
<b>VOTE FOR ONE</b>							
LEAH V. ALLEN	142	144	14	164	129	147	740
KATE CAMPANALE	126	101	8	81	98	111	525
WRITE INS	0	0	0	2	1	0	3
BLANKS	28	19	3	23	18	18	109
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>ATTORNEY GENERAL</b>							
<b>VOTE FOR ONE</b>							
JAMES R. MCMAHON III	242	227	20	220	197	230	1136
WRITE INS	3	0	0	1	0	0	4
BLANKS	51	37	5	49	49	46	237
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>SECRETARY OF STATE</b>							
<b>VOTE FOR ONE</b>							
RATYLA CAMPBELL	235	220	17	203	187	217	1079
WRITE INS	5	0	0	1	0	1	7
BLANKS	56	44	8	66	59	58	291
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>TREASURER</b>							
<b>VOTE FOR ONE</b>							
WRITE INS	0	0	0	0	0	0	0
WRITE INS	26	8	2	14	23	14	87
BLANKS	270	256	23	256	223	262	1290
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>AUDITOR</b>							
<b>VOTE FOR ONE</b>							
ANTHONY AMORE	229	214	19	191	184	205	1042
WRITE INS	1	1	0	0	0	1	3
BLANKS	66	49	6	79	62	70	332
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>REPRESENTATIVE IN CONGRESS</b>							
<b>VOTE FOR ONE</b>							
JESSEE G. BROWN	158	140	20	147	121	139	725
DAN SULLIVAN	101	94	3	92	98	111	499
WRITE INS	0	0	0	2	0	1	3
BLANKS	37	30	2	29	27	25	150
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>

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**State Primary Election September 4, 2018  
Republican Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	
<b>COUNCILLOR</b>						
<b>VOTE FOR ONE</b>						
WRITE INS	5	6	0	7	5	27
WRITE INS	22	20	1	17	29	112

BLANKS	269	238	24	246	212	249	1238
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>SENATOR IN CONGRESS</b>		<b>VOTE FOR ONE</b>					
KARI MACRAE	223	206	19	191	182	209	1030
WRITE INS	3	0	0	3	0	0	6
BLANKS	70	58	6	76	64	67	341
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>		<b>VOTE FOR ONE</b>					
KENNETH SWEEZEY	237	228	22	0	202	227	916
ERIC J MESCHINO	0	0	0	188	0	0	188
WRITE INS	1	0	0	1	0	0	2
BLANKS	58	36	3	81	44	49	271
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>DISTRICT ATTORNEY</b>		<b>VOTE FOR ONE</b>					
TIMOTHY J CRUZ	249	235	23	216	208	231	1162
WRITE INS	0	0	0	1	0	0	1
BLANKS	47	29	2	53	38	45	214
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>SHERIFF</b>		<b>VOTE FOR ONE</b>					
JOSEPH J MACDONALD, JR	248	224	21	208	194	218	1113
WRITE INS	0	0	0	1	0	0	1
BLANKS	48	40	4	61	52	58	263
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>
<b>COUNTY COMMISSIONER</b>		<b>VOTE FOR ONE</b>					
SANDRA M. WRIGHT	228	221	20	195	189	210	1063
WRITE INS	0	0	0	1	0	2	3
BLANKS	68	43	5	74	57	64	311
<b>TOTAL</b>	<b>296</b>	<b>264</b>	<b>25</b>	<b>270</b>	<b>246</b>	<b>276</b>	<b>1377</b>

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**TOWN OF PEMBROKE  
SPECIAL FALL TOWN MEETING WARRANT  
TUESDAY, OCTOBER 18, 2022**

PLYMOUTH, ss.

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

**GREETING:** In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town Affairs and Elections therein to meet at the PEMBROKE HIGH SCHOOL, Learning Lane, on TUESDAY, the EIGHTEENTH DAY OF OCTOBER, 2022 at SEVEN O’CLOCK in the evening, then and there to act on the following:

**ARTICLES 1 THROUGH 8**

Moderator Steven C Dodge called the Fall Town Meeting to order at 7:25 P.M. at the Pembroke High School, Learning Lane Pembroke MA on October 18, 2022 pursuant to a warrant under the hands of the Select Board Chair Daniel Trabucco, Vice Chair Tracy Marino, Clerk John G. Brown Jr., Members Rebecca Coletta and Steve Ciciotti. Checkers appointed by the Town Clerk were Stephanie Callanan, Stacey Curtin, Kyle Harney, Kathy McIver, Karen Wright and Sheila Sullivan Landy who reported 410 Voters in Attendance to start the meeting. Tellers sworn in by the Moderator were Sue Runne, Lisa Keeley, Elaine Boidi, Sharon Carlino, Lisa Cullity and Virginia Wandell.

Moderator Stephen Dodge lead the body in the Pledge of Allegiance. Acting on a motion made by Chairman Trubucco, a vote was passed to give the Moderator the authority to determine that a 2/2rds vote has been achieved.

Non-Residents in attendance:

William Chenard, Town Administrator  
Michael Buckley, Town Accountant  
Caroline Murray, Town Attorney  
Marge Walsh O’Conner Library Department Head  
Michael Buckley, Town Accountant  
Gretchen Emmetts, COA Director  
Lenny Rowe, WATD  
Bryan Jarvis, Compass Project Management  
Brad McCord, BHT  
Dave Antone, PAC TV

ARTICLE	ACTION	ARTICLE	ACTION
1	6	6	4
2	3	7A	7
3	1 Motion 1	7B	7
3	1 Motion 2	7C	7
4	8	7D	7
5	2	8	5

**ARTICLE 1 – ACTION 6: BALANCE THE CURRENT YEAR’S BUDGET**

To see if the Town will vote to transfer from surplus revenue and/or other available funds a sum of money to balance the budget and to reduce the tax rate for the Fiscal Year 2023, or take any other action relative thereto.

MOVED by the Advisory Board That the Town appropriate the sum of \$353,980.83 from cash to balance the budget and reduce the tax rate for the Fiscal Year 2023.

SECONDED AND SO VOTED

MAJORITY

**ARTICLE 2 – ACTION 3: FUND COLLECTIVE BARGAINING AGREEMENTS**

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

Moved by Linda Peterson that the Town raise and appropriate the sum of \$56,727 from free cash to fund the new collective bargaining agreement between the Town of Pembroke and Pembroke Police Officers Association, Fraternal Order of Police Lodge 0064 for the period of July 1, 2022 to June 30, 2025.

SECONDED AND SO VOTED

MAJORITY

**ARTICLE 3A – ACTION 1 (First Motion) CAPITAL ITEM FUNDING REQUESTS THIS ARTICLE REQUIRES TWO MOTIONS**

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

Moved by Linde Peterson that the Town appropriate \$217,180 from free cash for the capital projects described in the table contained in Article 3 of the Special Town Meeting Warrant with the funding sources listed as “Free Cash” in the amounts set forth in the table for each such project, and further; that the Town

appropriate \$2,453,000 from the Town’s ARPA funds for the capital projects described in the table contained Article 3 of the Special Town Meeting Warrant with the funding sources listed as “ARPA” in the amounts set forth in the table for each such projects; and that the Select Board be authorized to take any other action necessary or convenient to carry out these projects.

SECONDED AND SO VOTED

2/3rds MAJORITY

**ARTICLE 3B – ACTION 1 (Second Motion) CAPITAL ITEM FUNDING REQUESTS**

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

Move that the Town appropriate \$1,924,500 to pay the costs associated with the capital projects described in the table contained in Article 3 of the special town meeting warrant with the funding sources listed as “Borrowing”, “Water Borrowing”, and “Solid Waste,” including all costs incidental or related thereto; and to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow such amount pursuant to Chapter 44, Sections 7 or 8 of the General Laws, or pursuant to any other enabling authority, for such projects in the amounts set forth in such table and to issue bonds or notes of the Town therefor; and that the Select Board is authorized to take any other action necessary or convenient to carry out these projects.

SECONDED AND SO VOTED

2/3rds MAJORITY

**ARTICLE 4 – ACTION 8: COMMUNITY CENTER BUILDING PROJECT**

To see if the town will appropriate a sum of money for the purpose of supplementing the amounts voted at Town Meeting on June 22, 2021 for the purpose of designing and constructing a Community Center, including all costs incidental thereto, and to authorize the Treasurer, with the approval of the Select Board , to borrow said amount pursuant to M.G.L. c. 44 or any other enabling authority and to issue bonds or notes of the Town that may be necessary for that purpose, and to apply the premium received by the town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, to pay project costs and reduce the amount authorized to be borrowed by the amount of the premium so applied, or take any other action relative thereto.

Submitted by the Select Board

Moved by Steve Walsh that the Town appropriate \$3,100,000 to pay the costs associated with the design and construction of a Community Center, including all costs incidental or related thereto, such sum to supplement the amount approved for this same purpose under Article 27 of the June 22, 2021 Annual Town Meeting; and to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow such amount under Chapter 44, Section 7(1) of the General Laws, or any other enabling authority, and to issue bonds and notes of the Town therefor; and that the Select Board is authorized to take any other action necessary to carry out this project.

SECONDED AND SO VOTED

2/3rds MAJORITY

**ARTICLE 5 – ACTION 2: SWANBERG WELLFIELD AND PUMPING STATION**

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

Moved by Liz Benotti that the Town appropriate \$4,500,000 to pay the costs associated with the design and construction of a Wellfield and Chemical Feed Pumping Station at the Swanberg Well Site, including all costs incidental or related thereto; and to meet this appropriation, the Treasurer with the approval of the Select Board is authorized to borrow said amount pursuant to Chapter 44, Section 7 or 8 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor; and that the Select Board is authorized to take any other action necessary or convenient to carry out this project.

SECONDED AND SO VOTED

2/3rds MAJORITY

**ARTICLE 6 – ACTION 4: ACCEPTANCE OF PROVISIONS OF THE MASSACHUSETTS VETERANS’ BRAVE ACT, M.G.L. CHAPTER 59, s. 5 CLAUSE TWENTY-SECOND H**

To see if the Town will vote to accept the provisions of G.L. c. 59, Section 5, Clause Twenty-Second H, which allows a property tax exemption to the full amount of the taxable valuation of real property of the surviving parents or guardians of soldiers and sailors, members of the National Guard and veterans who: (i) during active duty service, suffered an injury or illness documented by the United States Department of Veterans Affairs or a branch of the armed forces that was a proximate cause of their death; or (ii) are missing in action with a presumptive finding of death as a result of active duty service as members of the armed forces of the United States; provided, that the real estate shall be occupied by the surviving parents or guardians as the surviving parents' or guardians' domicile; and provided further, that the surviving parents or guardians shall have been domiciled in the commonwealth for the 5 consecutive years immediately before the date of filing for an exemption pursuant to this clause or the soldier or sailor, member of the National Guard or veteran was domiciled in the commonwealth for not less than 6 months before entering service. Surviving parents or guardians eligible for an exemption pursuant to this clause shall be eligible regardless of when the soldier, sailor, member of the National Guard or veteran died or became missing in action with a presumptive finding of death; provided, however, that the exemption shall only apply to tax years beginning on or after January 1, 2019. Such exemption shall be available until such time as the surviving parents or guardians are deceased. No real estate shall be so exempt which has been conveyed to the surviving parents or guardians to evade taxation; or take any other action relative thereto.

Moved by Tim Landy Senior that the Town accept the provisions of G.L. c. 59, Section 5, Clause Twenty-Second H, which allows a property tax exemption to the full amount of the taxable valuation of real property of the surviving parents or guardians of soldiers and sailors, members of the National Guard and veterans.

SECONDED AND SO VOTED

MAJORITY

**ARTICLE 7 – ACTION 7: COMMUNITY PRESERVATION COMMITTEE PROJECTS**

To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2023, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

Move by Lisa Cullity that the following CPC articles be acted upon:

**Recommendation A:** To appropriate the sum of \$25,000.00 from the historic resources reserve fund for historic preservation purposes, and that said funds be granted to the Town Manager for the Lydia Drake Library for exterior painting, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

**Recommendation B:** To appropriate the sum of \$12,850.00 from the recreational resources reserve fund for recreational purposes and that said funds be granted to the Town Manager for replacement of the floating docks at Town Landing and Little Sandy Pond, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

**Recommendation C:** To appropriate the sum of \$10,000.00 from the historic resources reserve fund and that said funds be granted to the Cobb Library Trustees for supplemental funding of the roof replacement at the Cobb Library for historic preservation purposes, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

**Recommendation D:** To appropriate the sum of \$36,575.00 from the historic resources reserve fund, and that said funds be granted to the Pembroke Historical Society for exterior repairs to the Quaker Meeting House, for historic preservation purposes, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

**ARTICLE 8 – ACTION 5: TRANSFER LAND PARCEL FOR PURPOSES OF SALE**

To see if the Town will vote to vote to transfer the care, custody, and control of in the parcel of town owned land located at 754 Washington Street shown as Assessor’s Map #F-9, Parcel #38 and described in the deed recorded with Plymouth District Registry of Deeds in Book #4544, Page #206, containing approximately .923 acres, more or less, from the Board of Selectmen for general municipal purposes to the Select Board for the purpose of conveyance and to authorize the Select Board to convey a fee simple interest or any portion thereof upon such terms and conditions as the Select Board deems to be in the best interest of the Town, and to execute any and all agreements and documents to effectuate said sale, or take any other action relative thereto.

Moved by Kisten Cullinane that the Town vote to transfer the care, custody, and control of in the parcel of town owned land located at 754 Washington Street shown as Assessor’s Map #F-9, Parcel #38 and described in the instruments recorded with Plymouth District Registry of Deeds in Book 4544, Page 206 and Book 7202, Page 12, containing approximately .923 acres, more or less, from the Board of Selectmen or tax custodian for general municipal purposes and/or for the purpose of sale at public auction to the Select Board for the purpose of conveyance and to authorize the Select Board to convey a fee simple interest or any portion thereof upon such terms and conditions as the Select Board deems to be in the best interest of the Town, and to execute any and all agreements and documents to effectuate said sale.

SECONDED AND SO VOTED

FAILED

**With all business completed the Moderator adjourned the meeting at 8:40**

**State General Election November 8th, 2022  
FINAL RESULTS**

	PREC. 1	PREC. 2	PREC. 3A	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>GOVERNOR</b>							
<b>VOTE FOR ONE</b>							
DIEHL/ALLEN	885	818	5	864	866	788	4226
HEALEY/DRISCOLL	931	737	7	831	798	784	4088
REED/EVERETT	30	24	0	34	30	15	133
WRITE-IN:	3	3	0	1	4	3	14
BLANKS	13	15	0	9	11	17	65
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>ATTORNEY GENERAL</b>							
<b>VOTE FOR ONE</b>							
ANDREA JOY CAMPBELL	892	698	6	792	768	748	3904
JAMES R. MCMAHON III	931	855	6	916	900	826	4434
WRITE IN	1	0	0	0	1	0	2
BLANKS	38	44	0	31	40	33	186
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>SECRETARY OF STATE</b>							
<b>VOTE FOR ONE</b>							
WILLIAM FRANCIS GALVIN	1073	862	8	940	956	920	4759
RAYLA CAMPBELL	745	685	3	760	701	642	3536
JUAN SANCHEZ	24	22	1	19	21	24	111
WRITE IN	0	1	0	1	1	0	3
BLANKS	20	27	0	19	30	21	117
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>TREASURER</b>							
<b>VOTE FOR ONE</b>							
DEBORAH B. GOLDBERG	1085	910	7	988	1002	955	4947
CRISTINA CRAWFORD	512	459	1	520	477	437	2406
WRITE IN	17	7	1	13	18	7	63
BLANKS	248	221	3	218	212	208	1110
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>AUDITOR</b>							
<b>VOTE FOR ONE</b>							
ANTHONY AMORE	870	781	4	825	814	761	4055
DIANA DIZOGLIO	755	614	5	691	674	660	3399
GLORIA A. CABALLERO-ROCA	30	21	1	26	36	22	136
DOMINIC GIANNONE III	65	53	1	82	72	66	339
DANIEL RIEK	45	35	0	45	34	30	189
WRITE IN	4	0	0	4	1	1	10
BLANKS	93	93	1	66	78	67	398
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>REPRESENTATIVE IN CONGRESS</b>							
<b>VOTE FOR ONE</b>							
BILL KEATING	980	786	7	883	873	857	4386
JESSE G. BROWN	843	762	5	829	796	703	3938
WRITE IN	2	1	0	1	0	0	4
BLANKS	37	48	0	26	40	47	198
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>COUNCILLOR</b>							
<b>VOTE FOR ONE</b>							
JOSEPH C. FERREIA	1171	981	7	1111	1085	1043	5398
WRITE INS	55	56	0	71	62	26	270
BLANKS	636	560	5	557	562	538	2858
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>
<b>SENATOR IN GENERAL COURT</b>							
<b>VOTE FOR ONE</b>							
SUSAN LYNN MORAN	942	751	8	830	832	816	4179
KARI MACRAE	850	785	4	853	806	731	4029
WRITE INS	1	0	0	3	2	0	6
BLANKS	69	61	0	53	69	60	312
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**State General Election November 8th, 2022  
FINAL RESULTS**

PREC. 1    PREC. 2    PREC. 3A    PREC. 3    PREC. 4    PREC. 5

**REP IN GENERAL COURT 6TH DISTRICT**

**VOTE FOR ONE**

JOSH S. CUTLER	992	790	8	N/A	900	859	3549
KENNETH SWEEZEY	847	780	4	N/A	786	722	3139
WRITE INS	0	0	0	N/A	0	0	0
BLANKS	23	27	0	N/A	23	26	99
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>0</b>	<b>1709</b>	<b>1607</b>	<b>6787</b>

**REP IN GENERAL COURT 12TH DISTRICT**

**VOTE FOR ONE**

KATHLEEN R. LANATRA	N/A	N/A	N/A	817	N/A	N/A	817
ERIC J. MESCHINO	N/A	N/A	N/A	786	N/A	N/A	786
CHARLES F. MCCOY JR	N/A	N/A	N/A	84	N/A	N/A	84
WRITE INS	N/A	N/A	N/A	2	N/A	N/A	2
BLANKS	N/A	N/A	N/A	50	N/A	N/A	50
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1739</b>	<b>0</b>	<b>0</b>	<b>1739</b>

**DISTRICT ATTORNEY**

**VOTE FOR ONE**

TIMOTHY J. CRUZ	1211	1092	7	1151	1211	1092	5764
RAHSAAN HALL	602	455	5	545	464	469	2540
WRITE INS	49	0	0	1	0	0	50
BLANKS	0	50	0	42	34	46	172
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**SHERIFF**

**VOTE FOR ONE**

JOSEPH D. MACDONALD JR	1397	1230	10	1317	1325	1226	6505
WRITE INS	26	25	0	36	24	30	141
BLANKS	439	342	2	386	360	351	1880
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**COUNTY COMMISSIONER**

**VOTE FOR ONE**

SANDRA M. WRIGHT	1003	904	6	963	985	905	4766
ALEX A. BEZANSON	770	605	6	710	639	624	3354
WRITE INS	1	0	0	2	1	0	4
BLANKS	88	88	0	64	84	78	402
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**QUESTION 1-TAX**

**VOTE FOR ONE**

YES	729	618	7	707	710	621	3392
NO	1069	941	5	987	971	938	4911
BLANKS	64	38	0	45	28	48	223
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**QUESTION 2-DENTAL**

**VOTE FOR ONE**

YES	1224	995	8	1087	1106	1009	5429
NO	561	553	4	608	565	534	2825
BLANKS	77	49	0	44	38	64	272
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**QUESTION 3-LIQUOR LICENSE**

**VOTE FOR ONE**

YES	811	617	5	688	741	633	3495
NO	967	932	7	994	927	910	4737
BLANKS	84	48	0	57	41	64	294
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

**QUESTION 4-DRIVERS LIC.**

**VOTE FOR ONE**

YES	704	579	7	600	614	599	3103
NO	1083	987	5	1090	1070	953	5188
BLANKS	75	31	0	49	25	55	235
<b>TOTAL</b>	<b>1862</b>	<b>1597</b>	<b>12</b>	<b>1739</b>	<b>1709</b>	<b>1607</b>	<b>8526</b>

Results certified with the state 11/21/2022.

## **Annual Report of the Advisory Committee**

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

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

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

The committee returned to meeting in person when the requirements of the pandemic ended. The Town Manager presented and kept the committee informed of the status of the budget and the concerns for the Town of Pembroke.

The fiscal year 2022 budget was \$66,662,289.

The reserve fund appropriation was \$66,350 with \$19,600 incurred to repair the town hall fire alarm, returning the remainder of \$46,750 to the general fund.

Respectfully submitted:  
Linda A Peterson, Chair  
Stephen Walsh, Clerk  
Sandra Beaton  
Elizabeth Benotti  
Kristi Cullinane  
Robert Kenney  
Tim Landy  
Mathew Rushing  
John Scholl

## REPORT OF THE BOARD OF ASSESSORS

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

The members of the Board of Assessors are:

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

Jeanne M. Gigliotti, MAA, holds the position of Chief Assessor.  
The office staff consists of Casey Driscoll, MAA, Assistant Assessor,  
Lauren Grady, MAA, Principal Clerk, Amanda O'Neil, Principal Lister

Former Chief Assessor Catherine Salmon, MAA, retired in 2022. We would like to thank Cathy for her many years of exceptional service to the town.

Each year the Assessing staff conducts several inspection projects including:

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

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

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

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

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2023 assessments on all real estate properties. The property database can be accessed for viewing through the town's website. Go to [www.pembroke-ma.gov](http://www.pembroke-ma.gov), click on "Departments" and then click on "Assessors Office". Click the ASSESSMENT DATA link. In addition, the Assessor's Maps are also available online. Go to [www.pembroke-ma.gov](http://www.pembroke-ma.gov), click on "Town Departments" and then click on "Assessors Office". Click the ASSESSORS MAPS ONLINE link.

**TAX RATE RECAPITULATION**

Total amount to be raised

Town meeting appropriation, state & county costs.....\$79,751,308

**Less total receipts**

**From state, local receipts**

(Permits, auto excise tax, free cash, etc.) .....\$31,272,259.

**Levy – amount to be raised by taxation.....\$48,479,049.**

**Divided by: Total valuation of Town.....\$3,811,246,043.**

**Equals – tax rate.....\$12.72.**

**Respectfully submitted:**

**BOARD OF ASSESSORS**

**Elizabeth A. Bates, MAA, Chair**

**Mary E. Quill, MAA, Member**

**Elaine Boidi, MAA, Member**

## **REPORT OF THE TOWN ACCOUNTANT**

To the Honorable Select Board and the Residents of Pembroke:

I hereby submit my Annual Report, which consists of a Balance Sheet, Statement of Revenues and Statement of Expenditures for the Fiscal Year 2022.

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

Respectfully Submitted,

Michael Buckley  
Town Accountant

**Town of Pembroke  
Combined Balance Sheet - All Fund Types and Account Groups  
as of June 30, 2022**

	Governmental Fund Types			Fiduciary Fund Types	Account Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects			
<b>ASSETS</b>						
Cash and cash equivalents	10,564,847	8,629,567	21,261,864	1,439,204	6,334,359	48,229,841
Receivables:						
Personal Property Taxes	10,944					10,944
Real Estate Taxes	301,594					301,594
Deferred Taxes	70,123					70,123
Allowance for Abatements and Exemptions	(1,176,721)					(1,176,721)
Tax Liens	340,505			33,763		374,268
Tax Foreclosures	1,453					1,453
Motor Vehicle Excise Tax	337,093					337,093
Departmental Charges	339,233	663,474		484,945		1,487,652
Due To/From Other Funds						
Due From Other Governments	288,648					288,648
Amounts to be Provided - Payment of Bonds					40,220,711	40,220,711
Amounts to be Provided - Payment of Notes						
Amounts to be Provided - Authorized & Unissued Debt						
Total Assets	11,077,719	9,293,041	21,261,864	1,957,912	6,334,359	91,693,872
<b>LIABILITIES AND FUND EQUITY</b>						
Warrants Payable						
Deferred Revenue	224,223	663,474		518,708		1,406,405
Accrued Payroll and Withholdings	1,158,423					1,158,423
Other Liabilities	30,449				1,038,299	1,068,748
Bonds Payable					40,220,711	40,220,711
Bonds Authorized & Unissued					1,548,266	1,548,266
Notes Payable						
Total Liabilities	1,413,095	663,474	-	518,708	1,038,299	45,402,553
Reserved for Encumbrances	3,871,230					3,922,613
Reserved for Expenditures	1,552,604			51,383		1,737,604
Reserved for Continuing Appropriations	740,661			185,000		783,507
Reserved for Snow and Ice Deficit	(353,981)			42,846		(353,981)
Reserved Fund Balance		8,629,567	21,261,864	1,159,975	5,296,060	36,347,466
Undesignated Fund Balance	3,854,110					3,854,110
Total Fund Equity	9,664,624	8,629,567	21,261,864	1,439,204	5,296,060	46,291,319
Total Liabilities and Fund Equity	11,077,719	9,293,041	21,261,864	1,957,912	6,334,359	91,693,872

**General Fund Summary**  
**Revenue, Expenditures and Change to Fund Equity**  
**Fiscal Year Ending June 30, 2022**

Revenue		Totals
Real Estate Tax	44,567,332	
Unrestricted State Aid	16,132,002	
Motor Vehicle Excise Tax	3,090,797	
Personal Property Tax	839,479	
Licenses and Permits	737,591	
Federal Revenue Through County	547,315	
Local Meals Tax	394,580	
Rentals	382,863	
Tax Liens and Deferrals	371,013	
Medicaid Reimbursements	253,565	
Penalties and Interest	207,075	
Interest on Investments	144,832	
Departmental Revenue	67,882	
Charges for Services	53,180	
In Lieu of Taxes	45,862	
Miscellaneous Revenue	44,013	
Cemetery Revenue	39,150	
Fines and Forfeitures	21,479	
School Department	185	
<b>Total Revenue</b>		<b>\$67,940,195</b>
<b>Expenditures</b>		
Education	34,679,700	
Insurances and Other	13,646,522	
Public Safety	8,590,906	
Debt Service	3,067,476	
General Government	2,341,613	
Public Works	2,097,003	
Intergovernmental Assessments	1,489,934	
Culture and Recreation	935,458	
Health & Human Services	435,123	
<b>Total Expenditures</b>		<b>\$67,283,735</b>
<b>Total Excess (Deficiency) of Revenues over Expenditures</b>		<b>656,460</b>
<b>Transfers &amp; Other Financing Sources (Uses)</b>		
Transfer From Other Funds		2,028,640
Transfer To Stabilization Fund		(25,000)
Transfer To OPEB Fund		(125,000)
Transfer To Self Insurance Funds		(100,000)
Transfer To Other Funds		(204,794)
<b>Total Transfers &amp; Other Financing Sources &amp; Uses</b>		<b>\$1,573,846</b>
<b>Fund Equity</b>		
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)		2,230,306
FY2021 Fund Equity		7,434,318
<b>FY2022 Fund Equity</b>		<b>\$9,664,624</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2022

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Moderator</b>							
Elected Officials	0.00	100.00	0.00	100.00	100.00		0.00
	<b>0.00</b>	<b>100.00</b>	<b>0.00</b>	<b>100.00</b>	<b>100.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Selectmen</b>							
Elected Officials	0.00	9,000.00		9,000.00	9,000.00		0.00
Wages & Salaries	0.00	178,227.00	-15,763.00	162,464.00	137,306.17		25,157.83
General Expenses	0.00	10,400.00		10,400.00	16,701.19	37.00	-6,338.19
Purchase of Services	0.00	102,000.00		102,000.00	49,000.00	46,000.00	7,000.00
Pond Treatment	46,340.75	0.00		46,340.75	45,528.97	0.00	811.78
Pavement Management	0.00	27,500.00		27,500.00	23,600.00	3,900.00	0.00
S.S. Community Action	5,000.00	0.00		5,000.00	5,000.00		0.00
ADA Transition Plan	0.00	14,500.00		14,500.00	13,050.00	1,450.00	0.00
Engineering Services	0.00	67,200.00		67,200.00	49,920.00	17,280.00	0.00
Weights & Measures Trailer	0.00	6,000.00		6,000.00	6,000.00	0.00	0.00
Building Repairs	0.00	40,000.00		40,000.00	9,268.37	30,731.63	0.00
Police Assessment	0.00	12,500.00		12,500.00	9,449.00	3,051.00	0.00
DMI technology	0.00	0.00	2,400.00	2,400.00	0.00	2,400.00	0.00
Town Hall HVAC	0.00	0.00	100,000.00	100,000.00	0.00	100,000.00	0.00
Playground Assessment	0.00	0.00	3,900.00	3,900.00	0.00	3,900.00	0.00
Town Landing	0.00	0.00	15,000.00	15,000.00	0.00	15,000.00	0.00
Mattakeeset St Parcel	0.00	0.00	6,700.00	6,700.00	6,700.00		0.00
Mass Works Grant Match	13,940.00	0.00		13,940.00	0.00	13,940.00	0.00
Herring Park Culvert	7,077.00	0.00		7,077.00	7,077.00	0.00	0.00
Town Celebrations	17,371.00	0.00		17,371.00	1,475.00	15,895.40	0.60
Watershed Association	1,211.17	0.00		1,211.17	0.00	0.00	1,211.17
	<b>90,939.92</b>	<b>467,327.00</b>	<b>112,237.00</b>	<b>670,503.92</b>	<b>389,075.70</b>	<b>253,585.03</b>	<b>27,843.19</b>
<b>Town Manager</b>							
Wages & Salaries	0.00	154,900.00	3,206.00	158,106.00	158,105.94		0.06
General Expenses	0.00	3,350.00		3,350.00	503.75		2,846.25
	<b>0.00</b>	<b>158,250.00</b>	<b>3,206.00</b>	<b>161,456.00</b>	<b>158,609.69</b>	<b>0.00</b>	<b>2,846.31</b>
<b>Advisory Committee</b>							
Wages & Salaries	0.00	6,000.00		6,000.00	2,892.07		3,107.93
General Expenses	0.00	500.00		500.00	245.00		255.00
Reserve Fund	0.00	66,350.00	-19,600.00	46,750.00	0.00		46,750.00
	<b>0.00</b>	<b>72,850.00</b>	<b>-19,600.00</b>	<b>53,250.00</b>	<b>3,137.07</b>	<b>0.00</b>	<b>50,112.93</b>
<b>Town Accountant</b>							
Wages & Salaries	0.00	157,951.00	5,605.00	163,556.00	163,555.75		0.25
General Expenses	0.00	50,000.00	-5,605.00	44,395.00	37,330.77	279.00	6,785.23
Non Union COLA	0.00	20,785.00	-20,785.00	0.00	0.00		0.00
Clerical & DPW Contracts	0.00	59,235.00	-50,710.00	8,525.00	0.00		8,525.00
Buyback Fund	42,808.50	0.00	275,000.00	317,808.50	221,740.78	96,067.72	0.00
Accounting System	89,801.00	0.00	0.00	89,801.00	1,300.00	88,501.00	0.00
Unpaid Bills	0.00	0.00	6,648.39	6,648.39	6,069.49	0.00	578.90
Encumbered Expenses	62.89	0.00		62.89	62.89		0.00
	<b>132,672.39</b>	<b>287,971.00</b>	<b>210,153.39</b>	<b>630,796.78</b>	<b>430,059.68</b>	<b>184,847.72</b>	<b>15,889.38</b>
<b>Board of Assessors</b>							
Elected Officials	0.00	5,400.00		5,400.00	5,400.00		0.00
Wages & Salaries	0.00	265,687.00	9,327.00	275,014.00	275,013.40		0.60
General Expenses	0.00	43,600.00		43,600.00	39,627.63	130.80	3,841.57
	<b>0.00</b>	<b>314,687.00</b>	<b>9,327.00</b>	<b>324,014.00</b>	<b>320,041.03</b>	<b>130.80</b>	<b>3,842.17</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2022

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Treasurer/Collector</b>							
Wages & Salaries	0.00	388,036.00		388,036.00	349,534.34		38,501.66
General Expenses	0.00	79,700.00		79,700.00	63,241.79	1,174.59	15,283.62
Encumbered Expenses	3,673.34	0.00		3,673.34	2,094.40	0.00	1,578.94
	<b>3,673.34</b>	<b>467,736.00</b>	<b>0.00</b>	<b>471,409.34</b>	<b>414,870.53</b>	<b>1,174.59</b>	<b>55,364.22</b>
<b>Town Counsel</b>							
General Expenses	0.00	115,000.00	0.00	115,000.00	62,276.16	0.00	52,723.84
Encumbered Expenses	738.00	0.00		738.00	738.00	0.00	0.00
	<b>738.00</b>	<b>115,000.00</b>	<b>0.00</b>	<b>115,738.00</b>	<b>63,014.16</b>	<b>0.00</b>	<b>52,723.84</b>
<b>Data Processing/MIS</b>							
General Expenses	0.00	97,900.00	4,954.00	102,854.00	100,781.84	2,072.16	0.00
Equipment	2,731.03	0.00	0.00	2,731.03	2,731.03	0.00	0.00
Town Hall Technology	2,210.56	0.00	0.00	2,210.56	430.39	1,780.17	0.00
	<b>4,941.59</b>	<b>97,900.00</b>	<b>4,954.00</b>	<b>107,795.59</b>	<b>103,943.26</b>	<b>3,852.33</b>	<b>0.00</b>
<b>Town Clerk</b>							
Elected Officials	0.00	88,961.00	1,802.00	90,763.00	90,762.74		0.26
Wages & Salaries	0.00	51,882.00	3,791.00	55,673.00	55,672.88		0.12
General Expenses	0.00	10,600.00	0.00	10,600.00	8,047.71		2,552.29
Encumbrances	79.98	0.00		79.98	79.98		0.00
	<b>79.98</b>	<b>151,443.00</b>	<b>5,593.00</b>	<b>157,115.98</b>	<b>154,563.31</b>	<b>0.00</b>	<b>2,552.67</b>
<b>Elections</b>							
Wages & Salaries	0.00	18,000.00	-6,530.00	11,470.00	10,467.61		1,002.39
General Expenses	0.00	15,000.00	6,530.00	21,530.00	18,961.62		2,568.38
Encumbrances	400.00	0.00	0.00	400.00	400.00		0.00
	<b>400.00</b>	<b>33,000.00</b>	<b>0.00</b>	<b>33,400.00</b>	<b>29,829.23</b>	<b>0.00</b>	<b>3,570.77</b>
<b>Board of Registrars</b>							
Wages & Salaries	0.00	7,600.00		7,600.00	6,289.36		1,310.64
General Expenses	0.00	5,200.00		5,200.00	4,723.64		476.36
	<b>0.00</b>	<b>12,800.00</b>	<b>0.00</b>	<b>12,800.00</b>	<b>11,013.00</b>	<b>0.00</b>	<b>1,787.00</b>
<b>Conservation Commission</b>							
General Expenses	0.00	900.00		900.00	322.46		577.54
	<b>0.00</b>	<b>900.00</b>	<b>0.00</b>	<b>900.00</b>	<b>322.46</b>	<b>0.00</b>	<b>577.54</b>
<b>Planning Board</b>							
General Expenses	0.00	2,750.00		2,750.00	569.67		2,180.33
	<b>0.00</b>	<b>2,750.00</b>	<b>0.00</b>	<b>2,750.00</b>	<b>569.67</b>	<b>0.00</b>	<b>2,180.33</b>
<b>Zoning Board of Appeals</b>							
General Expenses	0.00	2,500.00		2,500.00	1,437.04		1,062.96
	<b>0.00</b>	<b>2,500.00</b>	<b>0.00</b>	<b>2,500.00</b>	<b>1,437.04</b>	<b>0.00</b>	<b>1,062.96</b>
<b>Town Hall Maintenance</b>							
Wages & Salaries	0.00	192,959.00	4,387.00	197,346.00	167,728.74		29,617.26
General Expenses	0.00	95,505.00	19,600.00	115,105.00	86,797.92	21,200.00	7,107.08
Building Repairs	8,315.00	0.00		8,315.00	0.00	8,315.00	0.00
Encumbered Expenses	6,500.00	0.00		6,500.00	6,500.00	0.00	0.00
	<b>14,815.00</b>	<b>288,464.00</b>	<b>23,987.00</b>	<b>327,266.00</b>	<b>261,026.66</b>	<b>29,515.00</b>	<b>36,724.34</b>
<b>General Government</b>	<b>\$248,260.22</b>	<b>\$2,473,678.00</b>	<b>\$349,857.39</b>	<b>\$3,071,795.61</b>	<b>\$2,341,612.49</b>	<b>\$473,105.47</b>	<b>\$257,077.65</b>
<b>Police Department</b>							
Wages & Salaries	0.00	3,754,369.00	56,457.00	3,810,826.00	3,810,825.34	0.00	0.66
General Expenses	0.00	303,610.00	12,000.00	315,610.00	301,825.08	5,886.11	7,898.81
Ballistic Vests	0.00	26,400.00	0.00	26,400.00	18,299.89	8,100.11	0.00
Dispatch Radios	0.00	15,000.00	0.00	15,000.00	15,000.00	0.00	0.00
Storage Unit	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
Encumbrances	9,111.90	0.00		9,111.90	1,327.19	0.00	7,784.71
	<b>9,111.90</b>	<b>4,104,379.00</b>	<b>68,457.00</b>	<b>4,181,947.90</b>	<b>4,152,277.50</b>	<b>13,986.22</b>	<b>15,684.18</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2022

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Fire Department</b>							
Wages & Salaries	0.00	3,686,439.00	-24,662.00	3,661,777.00	3,661,417.35	0.00	359.65
General Expenses	0.00	152,000.00	30,879.00	182,879.00	182,878.56	0.00	0.44
Building Repairs	3,000.00	0.00		3,000.00	3,000.00		0.00
HVAC Repairs	0.00	3,000.00		3,000.00	9,260.22	20,739.78	-27,000.00
Encumbrances	1,726.82	0.00		1,726.82	1,726.82		0.00
	<b>4,726.82</b>	<b>3,841,439.00</b>	<b>6,217.00</b>	<b>3,852,382.82</b>	<b>3,858,282.95</b>	<b>20,739.78</b>	<b>-26,639.91</b>
<b>Municipal Inspections</b>							
Wages & Salaries	0.00	454,547.00	26,730.00	481,277.00	480,602.08		674.92
General Expenses	0.00	17,450.00	5,750.00	23,200.00	20,789.26		2,410.74
	<b>0.00</b>	<b>471,997.00</b>	<b>32,480.00</b>	<b>504,477.00</b>	<b>501,391.34</b>	<b>0.00</b>	<b>3,085.66</b>
<b>Emergency Preparedness</b>							
Wages & Salaries	0.00	4,250.00		4,250.00	3,541.80		708.20
General Expenses	0.00	10,001.00		10,001.00	3,998.65		6,002.35
	<b>0.00</b>	<b>14,251.00</b>	<b>0.00</b>	<b>14,251.00</b>	<b>7,540.45</b>	<b>0.00</b>	<b>6,710.55</b>
<b>Animal Control</b>							
Wages & Salaries	0.00	52,036.00	521.00	52,557.00	52,556.40		0.60
General Expenses	0.00	10,000.00	4,603.00	14,603.00	13,918.25		684.75
Shelter Upgrades	0.00	7,500.00	0.00	7,500.00	4,938.88	2,561.12	0.00
	<b>0.00</b>	<b>69,536.00</b>	<b>5,124.00</b>	<b>74,660.00</b>	<b>71,413.53</b>	<b>2,561.12</b>	<b>685.35</b>
<b>Public Safety</b>	<b>\$13,838.72</b>	<b>\$8,501,602.00</b>	<b>\$112,278.00</b>	<b>\$8,627,718.72</b>	<b>\$8,590,905.77</b>	<b>\$37,287.12</b>	<b>-\$474.17</b>
<b>Pembroke Public Schools</b>							
Operating Budget	0.00	35,500,000.00		35,500,000.00	31,641,298.48	3,790,071.60	68,629.92
Security Cameras	172.00	0.00		172.00	0.00	0.00	172.00
Technology	24,187.23	0.00		24,187.23	0.00	24,187.23	0.00
Technology	25,000.00	0.00		25,000.00	25,000.00	0.00	0.00
High School Paving	0.00	25,000.00		25,000.00	0.00	25,000.00	0.00
HVAC Repairs	0.00	200,000.00		200,000.00	0.00	200,000.00	0.00
Encumbrances	3,064,469.20	0.00		3,064,469.20	3,013,401.72		51,067.48
	<b>3,113,828.43</b>	<b>35,725,000.00</b>	<b>0.00</b>	<b>38,838,828.43</b>	<b>34,679,700.20</b>	<b>4,039,258.83</b>	<b>119,869.40</b>
<b>Education</b>	<b>\$3,113,828.43</b>	<b>\$35,725,000.00</b>	<b>\$0.00</b>	<b>\$38,838,828.43</b>	<b>\$34,679,700.20</b>	<b>\$4,039,258.83</b>	<b>\$119,869.40</b>
<b>Public Works</b>							
Wages & Salaries	2,800.00	959,712.00	51,372.00	1,013,884.00	990,297.19		23,586.81
General Expenses	0.00	290,525.00		290,525.00	279,967.34	3,258.50	7,299.16
Pavement Management	6,747.05	0.00		6,747.05	1,440.00	5,307.05	0.00
Safety Equipment	17,800.00	0.00		17,800.00	0.00	17,800.00	0.00
Learning Lane	15,000.00	0.00		15,000.00	15,000.00		0.00
Dump Body & Lift	0.00	27,000.00		27,000.00	25,700.00	1,300.00	0.00
Encumbered Expenses	61,223.92	0.00		61,223.92	61,223.92		0.00
	<b>103,570.97</b>	<b>1,277,237.00</b>	<b>51,372.00</b>	<b>1,432,179.97</b>	<b>1,373,628.45</b>	<b>27,665.55</b>	<b>30,885.97</b>
<b>Snow &amp; Ice</b>							
General Expenses	0.00	175,000.00		175,000.00	528,980.83		-353,980.83
	<b>0.00</b>	<b>175,000.00</b>	<b>0.00</b>	<b>175,000.00</b>	<b>528,980.83</b>	<b>0.00</b>	<b>-353,980.83</b>
<b>Town Wide Utilities</b>							
General Expenses	0.00	197,950.00		197,950.00	194,393.37		3,556.63
	<b>0.00</b>	<b>197,950.00</b>	<b>0.00</b>	<b>197,950.00</b>	<b>194,393.37</b>	<b>0.00</b>	<b>3,556.63</b>
<b>Public Works</b>	<b>\$103,570.97</b>	<b>\$1,650,187.00</b>	<b>\$51,372.00</b>	<b>\$1,805,129.97</b>	<b>\$2,097,002.65</b>	<b>\$27,665.55</b>	<b>-\$319,538.23</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2022

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Board of Health</b>							
General Expenses	0.00	25,000.00		25,000.00	17,837.18		7,162.82
	<b>0.00</b>	<b>25,000.00</b>	<b>0.00</b>	<b>25,000.00</b>	<b>17,837.18</b>	<b>0.00</b>	<b>7,162.82</b>
<b>Council on Aging</b>							
Wages & Salaries	0.00	225,751.00	1,352.00	227,103.00	202,307.38		24,795.62
General Expenses	0.00	45,675.00		45,675.00	39,037.40	14.00	6,623.60
Senior Tax Program	476.12	0.00		476.12	476.12		0.00
	<b>476.12</b>	<b>271,426.00</b>	<b>1,352.00</b>	<b>273,254.12</b>	<b>241,820.90</b>	<b>14.00</b>	<b>31,419.22</b>
<b>Veterans' Services</b>							
Wages & Salaries	0.00	74,002.00	1,614.00	75,616.00	70,753.25		4,862.75
General Expenses	0.00	1,950.00		1,950.00	1,960.36		-10.36
Veterans Benefits	0.00	115,000.00		115,000.00	102,555.15		12,444.85
	<b>0.00</b>	<b>190,952.00</b>	<b>1,614.00</b>	<b>192,566.00</b>	<b>175,268.76</b>	<b>0.00</b>	<b>17,297.24</b>
<b>Commission on Disabilities</b>							
General Expenses	0.00	500.00		500.00	196.05		303.95
	<b>0.00</b>	<b>500.00</b>	<b>0.00</b>	<b>500.00</b>	<b>196.05</b>	<b>0.00</b>	<b>303.95</b>
<b>Human Services</b>	<b>\$476.12</b>	<b>\$487,878.00</b>	<b>\$2,966.00</b>	<b>\$491,320.12</b>	<b>\$435,122.89</b>	<b>\$14.00</b>	<b>\$56,183.23</b>
<b>Library</b>							
Wages & Salaries	0.00	591,053.00	5,751.00	596,804.00	569,018.94		27,785.06
General Expenses	0.00	65,900.00	15,000.00	80,900.00	80,627.98		272.02
Books & Periodicals	0.00	90,000.00		90,000.00	88,388.73	811.79	799.48
Capital Outlay	15,953.76	0.00		15,953.76	0.00	15,953.76	0.00
Flooring	830.00	0.00		830.00	0.00	0.00	830.00
Painting & Repairs	1,192.18	0.00		1,192.18	550.00		642.18
Technology	0.00	10,000.00	0.00	10,000.00	0.00	10,000.00	0.00
Encumbrances	390.53	0.00		390.53	0.00		390.53
	<b>18,366.47</b>	<b>756,953.00</b>	<b>20,751.00</b>	<b>796,070.47</b>	<b>738,585.65</b>	<b>26,765.55</b>	<b>30,719.27</b>
<b>Lydia Drake Library</b>							
General Expenses	0.00	5,000.00		5,000.00	4,981.66		18.34
	<b>0.00</b>	<b>5,000.00</b>	<b>0.00</b>	<b>5,000.00</b>	<b>4,981.66</b>	<b>0.00</b>	<b>18.34</b>
<b>Recreation</b>							
Wages & Salaries	0.00	112,689.00	244.00	112,933.00	86,031.18		26,901.82
General Expenses	0.00	9,220.00		9,220.00	8,660.77	294.83	264.40
Libby Short Courts	0.00	7,500.00	0.00	7,500.00	0.00	7,500.00	0.00
Magoun Fields	0.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00
Encumbrances	85.27	0.00		85.27	85.27		0.00
	<b>85.27</b>	<b>133,409.00</b>	<b>244.00</b>	<b>133,738.27</b>	<b>98,777.22</b>	<b>7,794.83</b>	<b>27,166.22</b>
<b>Community Center</b>							
General Expenses	0.00	42,550.00	15,000.00	57,550.00	43,647.02		13,902.98
Encumbrances	1,083.50	0.00		1,083.50	1,083.50		0.00
	<b>1,083.50</b>	<b>42,550.00</b>	<b>15,000.00</b>	<b>58,633.50</b>	<b>44,730.52</b>	<b>0.00</b>	<b>13,902.98</b>
<b>Herring Fisheries</b>							
General Expenses	0.00	1,800.00		1,800.00	1,800.00		0.00
	<b>0.00</b>	<b>1,800.00</b>	<b>0.00</b>	<b>1,800.00</b>	<b>1,800.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Town Landing</b>							
Wages & Salaries	0.00	40,000.00		40,000.00	40,000.00		0.00
General Expenses	0.00	1,500.00		1,500.00	477.78		1,022.22
	<b>0.00</b>	<b>41,500.00</b>	<b>0.00</b>	<b>41,500.00</b>	<b>40,477.78</b>	<b>0.00</b>	<b>1,022.22</b>
<b>Town Clock Winder</b>							
Wages & Salaries	0.00	1,525.00		1,525.00	1,525.00		0.00
	<b>0.00</b>	<b>1,525.00</b>	<b>0.00</b>	<b>1,525.00</b>	<b>1,525.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Commemorations</b>							
General Expenses	0.00	4,000.00		4,000.00	4,000.00		0.00
	<b>0.00</b>	<b>4,000.00</b>	<b>0.00</b>	<b>4,000.00</b>	<b>4,000.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Plymouth County Cooperative</b>							
General Expenses	0.00	107.00		107.00	0.00		107.00
	<b>0.00</b>	<b>107.00</b>	<b>0.00</b>	<b>107.00</b>	<b>0.00</b>	<b>0.00</b>	<b>107.00</b>
<b>Historical Commission</b>							
General Expenses	0.00	1,000.00	0.00	1,000.00	205.07		794.93
Encumbrances	375.22	0.00		375.22	375.22		0.00
	<b>375.22</b>	<b>1,000.00</b>	<b>0.00</b>	<b>1,375.22</b>	<b>580.29</b>	<b>0.00</b>	<b>794.93</b>
<b>Culture &amp; Recreation</b>	<b>\$19,910.46</b>	<b>\$987,844.00</b>	<b>\$35,995.00</b>	<b>\$1,043,749.46</b>	<b>\$935,458.12</b>	<b>\$34,560.38</b>	<b>\$73,730.96</b>

Statement of Appropriations and Expenditures  
Year Ending June 30, 2022

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<b>Debt Service</b>							
Principal	0.00	835,980.00		835,980.00	835,980.02		-0.02
Interest	0.00	197,676.00		197,676.00	193,193.32		4,482.68
Principal-Excluded	0.00	1,470,000.00		1,470,000.00	1,470,000.00		0.00
Interest-Excluded	0.00	539,470.00		539,470.00	539,470.00		0.00
Short Term Interest	0.00	28,838.00		28,838.00	28,832.21		5.79
	<u>\$0.00</u>	<u>\$3,071,964.00</u>	<u>\$0.00</u>	<u>\$3,071,964.00</u>	<u>\$3,067,475.55</u>	<u>\$0.00</u>	<u>\$4,488.45</u>
<b>Debt Service</b>	<b><u>\$0.00</u></b>	<b><u>\$3,071,964.00</u></b>	<b><u>\$0.00</u></b>	<b><u>\$3,071,964.00</u></b>	<b><u>\$3,067,475.55</u></b>	<b><u>\$0.00</u></b>	<b><u>\$4,488.45</u></b>
<b>Pension Assessment</b>							
General Expenses	0.00	3,990,309.00		3,990,309.00	3,990,309.00		0.00
	<u>0.00</u>	<u>3,990,309.00</u>	<u>0.00</u>	<u>3,990,309.00</u>	<u>3,990,309.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Unemployment Assessment</b>							
General Expenses		120,000.00		120,000.00	2,620.00		117,380.00
	<u>0.00</u>	<u>120,000.00</u>	<u>0.00</u>	<u>120,000.00</u>	<u>2,620.00</u>	<u>0.00</u>	<u>117,380.00</u>
<b>Health Insurance</b>							
General Expenses	0.00	8,806,968.00	-61,036.00	8,745,932.00	8,603,371.14		142,560.86
	<u>0.00</u>	<u>8,806,968.00</u>	<u>-61,036.00</u>	<u>8,745,932.00</u>	<u>8,603,371.14</u>	<u>0.00</u>	<u>142,560.86</u>
<b>Life Insurance</b>							
General Expenses	0.00	20,000.00		20,000.00	18,536.45		1,463.55
	<u>0.00</u>	<u>20,000.00</u>	<u>0.00</u>	<u>20,000.00</u>	<u>18,536.45</u>	<u>0.00</u>	<u>1,463.55</u>
<b>Medicare Tax</b>							
General Expenses	0.00	545,000.00	7,795.00	552,795.00	552,794.52		0.48
	<u>0.00</u>	<u>545,000.00</u>	<u>7,795.00</u>	<u>552,795.00</u>	<u>552,794.52</u>	<u>0.00</u>	<u>0.48</u>
<b>General Town Insurance</b>							
General Expenses	0.00	690,380.00		690,380.00	478,889.68		211,490.32
Encumbered Expenses	5,000.00	0.00		5,000.00	0.00		5,000.00
	<u>5,000.00</u>	<u>690,380.00</u>	<u>0.00</u>	<u>695,380.00</u>	<u>478,889.68</u>	<u>0.00</u>	<u>216,490.32</u>
<b>Insurance &amp; Other</b>	<b><u>\$5,000.00</u></b>	<b><u>\$14,172,657.00</u></b>	<b><u>-\$53,241.00</u></b>	<b><u>\$14,124,416.00</u></b>	<b><u>\$13,646,520.79</u></b>	<b><u>\$0.00</u></b>	<b><u>\$477,895.21</u></b>
<b>General Fund Totals</b>	<b><u>\$3,504,884.92</u></b>	<b><u>\$67,070,810.00</u></b>	<b><u>\$499,227.39</u></b>	<b><u>\$71,074,922.31</u></b>	<b><u>\$65,793,798.46</u></b>	<b><u>\$4,611,891.35</u></b>	<b><u>\$669,232.50</u></b>

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

	Fiscal 2022 Budget	Fiscal 2022 Actual	Variance
County Tax	58,255	58,255	0
Mosquito Control	70,009	70,009	0
Air Pollution Control	6,039	6,039	0
Metro Area Planning Council	10,197	10,197	0
Old Colony Planning Council	7,231	7,231	0
Registry Non-Renewals	18,800	18,720	80
Regional Transit	153,109	153,109	0
Special Education	11,536	0	11,536
School Choice Tuitions	129,932	153,830	-23,898
Charter School Tuitions	1,042,126	1,012,544	29,582
Assessment Totals	\$1,507,234	\$1,489,934	\$17,300

**General Fund Revenue**  
**Receipts Received as of June 30, 2022**

Revenue Source -		Percent
Real Estate Tax	44,567,332	
Personal Property Tax	839,479	
Tax Liens	329,120	
Tax Deferrals	41,893	
<b>Total Property Taxes</b>	<b>\$45,777,824</b>	<b>68.61%</b>
Chapter 70 Education Aid	13,690,952	
Charter School Reimbursements	343,975	
Unrestricted General Govt. Aid	1,847,481	
Veterans Benefits	73,571	
Elderly & Veterans Reimbursements	139,377	
Federal Revenue through County	547,315	
Miscellaneous	36,646	
<b>Total Unrestricted State &amp; Federal Aid</b>	<b>\$16,679,317</b>	<b>25.00%</b>
Excise Taxes -		
Motor Vehicle Excise Tax	3,090,797	
Local Meals Excise Tax	394,580	
Penalties & Interest		
Property Taxes	60,789	
Excise Taxes	73,971	
Tax Liens	72,315	
Payments In Lieu of Taxes -	45,862	
Charges for Services -		
Lien Certificates	36,600	
Registry Fees	16,580	
Rentals -		
General Rentals	41,885	
Antenna	264,478	
Solar	76,500	
Fees -		
Select Board	2,642	
Treasurer	3,335	
Town Clerk	8,335	
Assessors	1,185	
Building Department	80	
Board of Health	2,038	
Conservation	6,695	
Planning Board	6,380	
ZBA	6,800	
Police Detail	30,392	
Cemetery Revenue	39,150	
School Department	185	

**General Fund Revenue**  
**Receipts Received as of June 30, 2022**

Revenue Source -		Percent
Licenses & Permits -		
Building Department	548,417	
Public Works	9,700	
Select Board	66,455	
Police Department	7,350	
Fire Department	23,510	
Dog Licenses	13,855	
Town Clerk	7,683	
Board of Health	60,621	
Fines and Forfeits -		
Registry Fees	17,590	
Court Fines	1,030	
Animal Control	2,859	
Investment Income -	144,832	
Medicaid Reimbursements -	253,565	
Sale of Surplus Property		
Miscellaneous Revenue -	44,013	
<b>Total Local Receipts</b>	<b>\$5,483,054</b>	<b>8.22%</b>
Transfers From Other Funds -		
Special Revenue Funds	130,463	
Special Revenue Funds-ARPA	249,110	
Special Revenue Funds-Ambulance	811,071	
Special Revenue Funds-Septic Fund	93,360	
Special Revenue Funds-COA Revolving	102,177	
Capital Project Funds	73,360	
Water Enterprise Fund	477,040	
Solid Waste Enterprise Fund	54,310	
Trust Funds	37,749	
<b>Total Interfund Transfers</b>	<b>\$2,028,640</b>	<b>3.04%</b>
<b>Total General Fund Revenue</b>	<b>\$69,968,835</b>	<b>104.86%</b>

**General Fund Revenue  
Local, State & Federal Receipts  
Budget to Actual**

<b>Local Receipts As reported on the Tax Rate Recapitulation Sheet</b>	<b>Fiscal 2022 Budget</b>	<b>Fiscal 2022 Actual</b>	<b>Variance</b>	<b>%</b>
Motor Vehicle Excise Tax	2,800,000	3,090,797	290,797	110.39%
Meals Tax	280,000	394,580	114,580	140.92%
Penalties and Interest	200,000	207,075	7,075	103.54%
Payments in Lieu of Taxes	45,000	45,862	862	101.92%
Other Charges for Services	70,000	53,180	(16,820)	75.97%
Fees	80,000	67,882	(12,118)	84.85%
Rentals	370,000	382,863	12,863	103.48%
Departmental Revenue - Schools	0	185	185	-
Departmental Revenue - Cemeteries	20,000	39,150	19,150	195.75%
Licenses and Permits	476,045	737,591	261,546	154.94%
Fines and Forfeits	15,000	21,479	6,479	143.19%
Investment Income	29,101	144,832	115,731	497.69%
Medicaid Revenue	100,000	253,565	153,565	253.57%
Miscellaneous Non-recurring	<u>0</u>	<u>44,013</u>	<u>44,013</u>	-
<b>Total - Local Receipts</b>	<b>\$4,485,146</b>	<b>\$5,483,054</b>	<b>\$997,908</b>	<b>122.25%</b>

<b>State &amp; Federal Receipts Detail</b>	<b>Fiscal 2022 Budget</b>	<b>Fiscal 2022 Actual</b>	<b>Variance</b>	<b>%</b>
<b>Education</b>				
Chapter 70	13,690,952	13,690,952	0	100.00%
Charter School Assessment Reimbursement	<u>265,461</u>	<u>343,975</u>	<u>78,514</u>	<u>129.58%</u>
<b>Total Education</b>	<b>13,956,413</b>	<b>14,034,927</b>	<b>78,514</b>	<b>100.56%</b>
<b>General Government</b>				
Unrestricted General Government Aid	1,847,481	1,847,481	0	100.00%
Federal Revenue Through County	0	547,315	547,315	-
Veterans Benefits Reimbursements	54,954	73,571	18,617	133.88%
Exemptions: Vets, Blind, & Surviving Spouse	114,138	139,377	25,239	122.11%
Miscellaneous Revenue	<u>0</u>	<u>36,646</u>	<u>36,646</u>	-
<b>Total General Government</b>	<b>2,016,573</b>	<b>2,644,390</b>	<b>627,817</b>	<b>131.13%</b>
<b>Total - State &amp; Federal Revenue</b>	<b>\$15,972,986</b>	<b>\$16,679,317</b>	<b>\$706,331</b>	<b>104.42%</b>
<b>Total - Local, State &amp; Federal Revenue</b>	<b>\$20,458,132</b>	<b>\$22,162,371</b>	<b>\$1,704,239</b>	<b>108.33%</b>

**Special Revenue Accounts  
Gifts, Grants and Other Special Revenue**

<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Public Safety Gifts	0201	1,884	500	451			1,933
Fuel Assistance Gifts	0202	5,144	600	300			5,444
Selectboard Gifts	0205	1,759	0	0			1,759
Camp Pembroke Fund	0207	34,647	5,000	281			39,366
Sidewalk Fund	0209	76,410	0	0			76,410
COA Gift Fund	0226	8,775	6,597	7,274			8,098
Veterans Gift Fund	0227	4,522	1,382	106			5,798
COVID-19 Hope Gifts	0229	6,498	900	1,712			5,686
Veterans Brick Gift Fund	0243	2,890	50	2,820			120
Anniversary Fund	0244	2,694	175	0			2,869
Animal Control Gifts	0254	556	0	0			556
Library Gift Fund	0263	2,503	12,351	14,614			240
Fire Department Gift Fund	0281	12,323	3,812	3,534			12,601
<b>Total Gifts &amp; Donations</b>		<b>\$160,605</b>	<b>\$31,367</b>	<b>\$31,092</b>	<b>\$0</b>	<b>\$0</b>	<b>\$160,880</b>
Tax Title Revolving	0204	39,798	28,029	14,029			53,798
Bond Premiums	0211	7,787	123,050	121,596			9,241
ZBA Deposits	0213	1,563	20,000	2,520			19,043
Selectboard Deposits	0215	3,000	0	0			3,000
Wetlands Protection Fund	0217	15,446	2,519	1,348			16,617
Conservation Deposits	0220	0	3,600	2,637			963
Town Forest Committee	0223	10,729	850	4,281			7,298
Water Permits Revolving	0224	28,580	9,374	8,930			29,024
BOS Insurance Proceeds	0228	25,057	0	0			25,057
Police Insurance Proceeds	0234	0	8,796	8,796			0
Fire Insurance Proceeds	0235	0	37,499	37,499			0
Planning Deposits	0236	68,460	75,974	64,388			80,046
Town Clerk Document Fees	0241	2,477	1,417	0			3,894
Ambulance Fund	0245	1,379,410	1,723,687	712,784	-811,071		1,579,242
COA Program Revolving	0246	7,455	12,178	11,811			7,822
Police Law Enforcement Fund	0251	5,553	293	1,723			4,123
Water Payments to Others	0260	0	69,263	52,490			16,773
Library Fines Revolving	0261	494	3,273	2,301			1,466
Library Passport Program	0269	19,993	42,005	21,052			40,946
Septic Review Revolving	0282	14,778	5,600	5,695			14,683
Parking Fines Revolving	0283	3,331	1,150	0			4,481
DPW Road Opening Revolving	0284	2,375	10,900	0			13,275
DPW Vehicle Revolving	0285	18,749	21,334	6,021			34,062
DPW Tree Fund	0286	1,052	775	873			954
DPW Insurance Revolving	0287	6,498	615	0			7,113
DPW Insurance Revolving	0288	4,339	18,913	0			23,252
Town Landing Revolving	0296	11,437	16,766	9,330			18,873
Affordable Housing Fund	0297	48,645	0	0			48,645
Historical Society Revolving	0298	6,439	1,350	125			7,664
<b>Total Town Revolving Funds</b>		<b>\$1,733,445</b>	<b>\$2,239,210</b>	<b>\$1,090,229</b>	<b>-\$811,071</b>	<b>\$0</b>	<b>\$2,071,355</b>
REC Teen Gifts	0402	0	112	0			112
Rec My Rec	0404	4,531	1,751	5,609			673
Rec Registrations	0406	7,771	11,220	12,139			6,852
Rec Playground Gifts	0407	148	0	148			0
Rec June Clubhouse	0408	1,536	2,870	176			4,230
Rec Skate Park Gifts	0409	44,310	0	0			44,310
Rec Summer Playground	0410	54,376	62,345	73,978			42,743
Rec Sports Clinics	0412	101	0	101			0
Rec Courts	0414	2,560	5,675	170			8,065
Rec Golf Lessons	0416	91	0	91			0
Rec Donations	0420	1,052	0	1,052			0
Rec Outsiders Gym	0422	4,732	4,971	9,226			477
Rec Birthday Parties	0424	66	0	0			66

**Special Revenue Accounts  
Gifts, Grants and Other Special Revenue**

<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
Rec Capital	0425	200	0	0			200
Rec Adult Programs	0426	2,770	75	51			2,794
Rec Day Trips	0428	291	352	11			632
Rec Debt Service	0430	1,137	575	0			1,712
Rec Tots Program	0431	56	0	0			56
Rec Junior programs	0432	208	600	718			90
Rec Drama	0434	2,423	3,393	3,940			1,876
Rec Laborers	0440	1,851	0	1,851			0
Rec Fields	0442	2,158	4,261	4,733			1,686
Rec Social Events	0444	88	453	334			207
Rec Quilters	0446	59	954	940			73
Rec Rentals	0452	10,938	1,197	10,350			1,785
Rec Equipment	0453	1,711	0	800			911
Rec After School	0454	3,985	45,338	28,583			20,740
Rec Vehicle Maintenance	0456	4,129	234	1,430			2,933
Rec Clinics	0458	1,879	1,617	3,281			215
Rec Director	0460	2,286	1,543	1,153			2,676
Recreation Revolving	0292	1,777	0	1,777			0
<b>Total Rec.. Revolving Funds</b>		<b>\$159,220</b>	<b>\$149,536</b>	<b>\$162,642</b>	<b>\$0</b>	<b>\$0</b>	<b>\$146,114</b>
School Transportation Fund	2020	468,406	140,526	29,663			579,269
School Transportation Fund	2021	9,383	0	0			9,383
School Athletic Fund	2030	214,972	167,952	26,506	-74,875		281,543
School Insurance Fund	2040	32,920	0	9,874			23,046
School Extended Day Revolving	2050	436,627	159,530	309,210			286,947
School Facilities Revolving	2060	328	0	0			328
School Building Revolving	2070	52,283	75,527	51,948			75,862
N. Pembroke Gift Fund	2200	2,051	573	0			2,624
Bryantville Gift Fund	2210	744	56	0			800
Middle School Gift Fund	2230	8,807	500	581			8,726
High School Gift Fund	2240	749	500	615			634
SPED Gifts	2260	388	0	388			0
Mosher Gift Fund	2280	26	0	0			26
N. Pembroke Revolving Fund	2310	2,937	22,002	17,873			7,066
Bryantville Revolving Fund	2320	1,887	16,545	16,977			1,455
Hobomock Revolving Fund	2330	1,790	18,339	15,788			4,341
PCMS Revolving Fund	2340	3,639	22,733	21,525			4,847
High School Revolving Fund	2350	17,264	58,001	55,105			20,160
High School Clubs	2351	0	3,200	0			3,200
SPED Revenue Fund	2360	532	43	575			0
Technology Fund	2361	6,001	6,900	8,488			4,413
PCMS Activity Fund	3950	2,267	5,357	750			6,874
High School Activity Fund	3960	76,814	135,212	112,677			99,349
<b>Total School Revolving Funds</b>		<b>\$1,340,815</b>	<b>\$833,496</b>	<b>\$678,543</b>	<b>-\$74,875</b>	<b>\$0</b>	<b>\$1,420,893</b>
Pond Cleanup Grant	0300	9,960	0	0			9,960
CARES COVID-19 Grant	0301	-167,184	652,110	93,493	-391,433		0
Financial Planning Grant	0302	20,858	0	3,878			16,980
CARES COVID-19 Grant School	0303	-356,586	760,926	248,458	-155,882		0
Records Management Grant	0305	0	88,500	0			88,500
Master Planning Grant	0307	0	37,500	0			37,500
Recreation Earmark Grant	0308	22,187	0	16,189			5,998
Town Landing Grant	0310	-131,000	131,000	0			0
Mun. Vulnerability Grant	0312	3,980	0	3,480			500
Mattakeesett Fields Grant	0313	0	125,000	0			125,000
Veterans Park Grant	0314	15,000	0	0			15,000
Recycling Grant	0318	38,178	16,500	14,100			40,578
ARPA COVID-19 Grant	0320	968,655	0	4,000	-249,110		715,545
Fire Equipment Grant	0321	-14,675	14,675	5,192		5,192	0

**Special Revenue Accounts**  
**Gifts, Grants and Other Special Revenue**

<u>Account</u>		<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll &amp; Expenses</u>	<u>Transfer</u>	<u>Accrual</u>	<u>Ending Balance</u>
COA Formula Grant	0322	4,737	36,156	35,344			5,549
COA Transportation	0329	110,727	91,941	23,443	-102,177		77,048
COA Memory Café Grant	0331	8,110	0	1,238			6,872
Indian Head Trail Grant	0334	6,396	19,698	19,698			6,396
Police E-911 Grant	0338	34,455	107,318	141,773			0
Public Safety Building Grant	0340	0	225,000	61,920			163,080
Police COAP Grant	0342	0	5,630	5,630			0
Police Equipment Grant	0344	0	40,000	50,087		10,087	0
Fire HazMat Grant	0349	4,840	12,651	14,063			3,428
Emergency Mgt Grant	0350	-9,844	9,844	4,505		4,505	0
Library MEG Grant	0362	11,088	10,978	16,130			5,936
Library LIG Grant	0364	17,388	18,707	27,104			8,991
Library NRC Grant	0368	1,697	4,451	1,571			4,577
Police Vest Grant	0370	3,037	3,507	999			5,545
Police Equitable Sharing Grant	0372	4,755	0	4,755			0
Police Overtime Grant	0376	18,383	4,882	23,265			0
Health Nursing Grant	0380	1,246	12,823	9,297			4,772
Health Vaccine Grant	0381	0	32,298	6,668			25,630
School Title IIA Grant	3510	38,555	0	0			38,555
School Title IIA Grant	3511	510	39,724	35,894			4,340
School IDEA Grant	3521	-32,656	586,991	545,142			9,193
School Title One Grant	3530	-25,350	93,001	87,213		19,562	0
Early Childhood IDEA Grant	3540	982	19,850	19,850			982
Early Childhood IDEA Grant	3541	5,545	2,049	1,888			5,706
Early Childhood SPED Grant	3542	229	2,049	2,278			0
IDEA SPED Grant	3543	1,673	15,037	16,710			0
Title VI Grant	3561	6,489	10,100	10,000			6,589
School Health Grant	3564	0	29,600	27,154			2,446
Credit For Life Grant	3565	1,000	0	1,000			0
SAFER School Grant	3566	226	0	0			226
Digital Literacy Grant	3567	-1,117	1,673	556			0
Open Science Grant	3568	8,600	32,110	13,124			27,586
Math Acceleration Grant	3569	0	124,032	124,032			0
Mass CUE Grant	3570	0	1,950	1,950			0
School Circuit Breaker Grant	3710	969,415	1,072,294	969,415			1,072,294
School Project Lead the Way	3720	24,831	0	0			24,831
ESSER Grant	3730	7,165	86,605	93,870		100	0
Food Security Grant	3732	28	0	0			28
Senior Internship Grant	3733	-33,564	33,564	34,174		34,174	0
ESSER III Grant	3734	0	81,807	0			81,807
ESSER II Grant	3736	0	36,049	8,995			27,054
ARP IDEA Grant	3737	0	114,089	119,585		5,496	0
ARP IDEA Grant II	3738	0	1,249	0			1,249
Pandemic EBT Grant	3739	0	3,070	3,070			0
Vocational Transportation Grant	3740	0	12,241	6,043			6,198
Supply Chain Grant	3741	0	56,968	0			56,968
<b>Total Grants</b>		<b>\$1,598,949</b>	<b>\$4,918,197</b>	<b>\$2,958,223</b>	<b>-\$898,602</b>	<b>\$79,116</b>	<b>\$2,739,437</b>
Chapter 90 Route 36	0693	-90,506	162,568	238,428		166,366	0
Chapter 90 Crack Filling	0696	2,797	0	0			2,797
School Lunch Fund	2000	78,278	1,480,694	1,111,085			447,887
Community Preservation Fund	0024	1,166,908	513,533	118,759	0		1,561,682
Septic Betterment Program	0025	191,083	116,199	53,488	-93,360		160,434
<b>Total Other Special Revenue</b>		<b>\$1,348,560</b>	<b>\$2,272,994</b>	<b>\$1,521,760</b>	<b>-\$93,360</b>	<b>\$166,366</b>	<b>\$2,172,800</b>
<b>Total Special Revenue</b>		<b>\$6,341,594</b>	<b>\$10,444,800</b>	<b>\$6,442,489</b>	<b>-\$1,877,908</b>	<b>\$245,482</b>	<b>\$8,711,479</b>

**Capital Project Funds**  
**Fiscal Year Ending June 30, 2022**

	<b>Beginning Balance</b>	<b>Appropriation</b>	<b>Transfers</b>	<b>Total Available</b>	<b>Expended</b>	<b>Ending Balance</b>
Emergency Alert System	25,000	0	-25,000	0	0	0
Town Building Repairs	25,217	0		25,217	5,914	19,303
Furnace Pond Dredging	81,592	0		81,592	0	81,592
Fire Pumper A	3,657	0		3,657	3,657	0
Fire Pumper B	3,684	0		3,684	3,481	203
School Roof Repairs	113,373	0		113,373	0	113,373
DPW Dump Truck	2,326	0		2,326	0	2,326
Mill Pond Drainage	27,818	0		27,818	0	27,818
School Technology	153,873	0		153,873	0	153,873
School Construction	437,155	0	-73,360	363,795	0	363,795
Police Cruisers	0	107,500		107,500	107,500	0
Police Boat	0	35,000		35,000	34,992	8
Fire Command Vehicle	0	65,000		65,000	52,905	12,095
Fire Ambulance	0	255,000		255,000	243,614	11,386
Fire SCBA Equipment	0	132,000		132,000	132,000	0
Firefighting Gear	0	99,000		99,000	47,858	51,142
Fire Ladder Truck Refurb	0	100,000		100,000	32,060	67,940
Pavement Management	0	100,000		100,000	9,930	90,070
Herring Run Culvert	0	405,000		405,000	5,005	399,995
Route 36 Easements	0	335,000		335,000	237,197	97,803
Public Safety Building Design	0	150,000		150,000	0	150,000
Security Cameras	0	25,000		25,000	0	25,000
High School HVAC	0	90,000		90,000	0	90,000
Teacher Laptops	0	105,000		105,000	0	105,000
Van Purchase	0	45,000		45,000	0	45,000
Boiler Replacement	0	125,000		125,000	125,000	0
Sidewalk Replacement	0	35,000		35,000	0	35,000
Master Plan	0	75,000		75,000	0	75,000
Community Center	0	19,000,000		19,000,000	866,131	18,133,869
<b>Town Capital Projects</b>	<b>\$873,695</b>	<b>\$21,283,500</b>	<b>-\$98,360</b>	<b>\$22,058,835</b>	<b>\$1,907,243</b>	<b>\$20,151,592</b>
Filtration Plant	23,893	0		23,893	23,893	0
Route 36 Water Lines	1,719,374	0		1,719,374	1,610,987	108,387
Elevated Tank Maintenance	0	1,000,000		1,000,000	0	1,000,000
Utility Service Vehicle	0	220,000		220,000	54,547	165,453
<b>Water Capital Projects</b>	<b>\$1,743,267</b>	<b>\$1,220,000</b>	<b>\$0</b>	<b>\$2,963,267</b>	<b>\$1,689,427</b>	<b>\$1,273,840</b>
Recycling Center Road	49,818	0	13,927	63,745	63,745	0
Recycling Center Roof	22,257	0		22,257	22,257	0
<b>Solid Waste Projects</b>	<b>\$72,075</b>	<b>\$0</b>	<b>\$13,927</b>	<b>\$86,002</b>	<b>\$86,002</b>	<b>\$0</b>

**Trust Funds**  
**Fiscal Year Ending June 30, 2022**

	<u>Beginning</u> <u>Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfer In</u>	<u>Transfer Out</u>	<u>Ending</u> <u>Balance</u>
<b>Non-Expendable</b>						
Perpetual Care	583,657	19,456		31,813		634,926
<b>Expendable</b>						
Perpetual Care Income	4,118	35,941	39,290			769
Sale of Lots	7,597	2,636			(10,000)	233
Stabilization Fund	529,233	(18,882)		25,000		535,351
Stabilization Fund	971,726	(33,574)				938,152
Post Employment Benefits Fund	1,332,854	(216,268)		125,000		1,241,586
Conservation Fund	51,318	88	3,681			47,725
Open Space Fund	240,621	6,784				247,405
Hatch School Fund	24,106	77				24,183
Richard Chase Fund	22,412	72				22,484
Edna Raistrick Fund	2,900	9				2,909
Library Building Fund	320	0				320
Elsie Duffill Fund	3,485	11				3,496
Irene L. Smith Fund	9,879	32				9,911
Darling Book Fund	11,891	88				11,979
Paul Magoun Fund	4,328	14				4,342
Della Chiesa Fund	10,687	243				10,930
Estes Flower Fund	868	2				870
Louis Gray Flower Fund	212	1				213
Lewis & Sturtevant Fund	24	0				24
William Lavalley Flower Fund	400	1				401
Blakeman Flower Fund	340	0				340
Lois W. Hall Fund	1,580	5				1,585
Cultural Council Fund	9,541	9,325	10,224			8,642
Police Block Grant Fund	4,257	21,160	757			24,660
Stone Flower Fund	490	1	40			451
Tubbs Meadow Fund	55,368	354				55,722
Center Library Fund	26,264	83				26,347
Lydia Drake Library Fund	18,726	4,327	4,279			18,774
Dr. Randall Scholarship Fund	119	501	500			120
Injured on Duty Fund	199,385	156		25,000		224,541
Workers Comp Fund	530,357	1,920	32,500	75,000		574,777
Kellogg Scholarship Fund	7,460	29	1,500			5,989
Capital Stabilization Fund	76,769	34,801	24,613	30,000	(25,000)	91,957
Capital Stabilization Fund-Water	177,391	1,783		194,385		373,559
Capital Stabilization Fund-Spec Ed	0	387		150,000		150,387
<b>Total Trust Funds</b>	<b>\$4,920,683</b>	<b>(\$128,437)</b>	<b>\$117,384</b>	<b>\$656,198</b>	<b>(\$35,000)</b>	<b>\$5,296,060</b>

\*Mark to Market Value

**Agency Funds**  
**Fiscal Year Ending June 30, 2022**

	<u>Beginning</u> <u>Balance</u>	<u>Revenue</u>	<u>Payroll/Expen</u> <u>se</u>	<u>Transfer</u>	<u>Accruals</u>	<u>Ending</u> <u>Balance</u>
Payroll Withholdings Payable	243,689	9,652,608	9,610,975			285,322
Performance Deposits	739,905	102,632	140,154			702,383
Police Details Payable	-52,631	686,344	595,457			38,256
Fire Details Payable	0	4,283	4,283			0
Firearm Permits Payable	2,967	21,900	23,424			1,443
Cemetery Details Payable	5,244	15,156	12,960			7,440
Senior Center Details Payable	0	502	484			18
Deputy Collector Fees Payable	2,944	41,166	40,673			3,437
<b>Total Agency Funds</b>	<b>\$942,118</b>	<b>\$10,524,591</b>	<b>\$10,428,410</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,038,299</b>

**Enterprise Funds**  
**Revenue, Expenditures and Changes in Fund Balance**

	<u>Water Enterprise</u>	<u>Solid Waste Enterprise</u>
<b>Revenue</b>		
Departmental User Charges	2,466,100	2,247,353
Penalties and Interest	38,953	16,725
Departmental Revenue	77,150	59,809
Capital Payments	0	0
Miscellaneous	22,650	0
Transfer From Other Funds	27,769	0
<b>Total Revenue Raised</b>	<b>\$2,632,622</b>	<b>\$2,323,887</b>
<b>Expenditures</b>		
Personal Services	607,776	73,917
Operating Expenses	672,938	1,839,713
Capital Replacement	332,475	0
Capital Projects	34,800	77,648
Debt Service	645,783	229,227
Transfer to Other Funds - Indirect Costs	477,040	54,310
Transfer to Other Funds - Payments to Others	20,000	0
Transfer to Other Funds - Water Stabilization	194,385	0
<b>Total Operating Expenditures</b>	<b>\$2,985,197</b>	<b>\$2,274,815</b>
<b>Revenues over/(under) Expenditures</b>	<b>-\$352,575</b>	<b>\$49,072</b>
<b>Retained Earnings</b>		
Fund Balance July 1, 2021	\$1,334,710	\$407,999
Revenues over/(under) Expenditures	-352,575	49,072
Fund Balance June 30, 2022	\$982,135	\$457,071
Less: Reserve for Encumbrances		
Reserved for Encumbrances	49,384	2,000
Reserved for Continued Appropriations	42,847	0
Reserved for Expenditure	60,000	125,000
<b>Unreserved Retained Earnings</b>	<b>\$829,904</b>	<b>\$330,071</b>

**Financial History  
Various Information**

	<b>Free Cash</b>	<b>Stabilization Fund</b>	<b>OPEB Fund</b>	<b>Injured on Duty Fund</b>	<b>Workers Comp Fund</b>
Fiscal 2022	2,497,210	1,473,503	1,241,586	224,541	574,777
Fiscal 2021	2,710,268	1,500,959	1,332,854	199,385	530,357
Fiscal 2020	851,696	1,498,420	1,072,785	199,265	583,884
Fiscal 2019	1,087,750	1,425,313	941,939	131,800	352,653
Fiscal 2018	1,734,996	1,386,348	742,344	75,556	25,071
Fiscal 2017	2,252,832	1,349,956	611,692	50,055	0
Fiscal 2016	2,274,830	1,317,952	342,953	0	0
Fiscal 2015	1,875,872	1,282,598	134,655	0	0
Fiscal 2014	1,276,198	1,244,902	89,860	0	0
Fiscal 2013	953,877	1,236,139	61,651	0	0

**State Aid (Less Offsets)**

	<b>General Government</b>	<b>Education</b>	<b>Assessments</b>	<b>Net State Aid</b>	<b>% of General Fund Budget</b>
Fiscal 2022	2,060,429	14,034,927	(1,489,934)	14,605,422	22.76%
Fiscal 2021	1,883,938	13,763,271	(1,276,625)	14,370,584	22.39%
Fiscal 2020	1,910,315	13,767,280	(1,172,646)	14,504,949	22.74%
Fiscal 2019	1,957,136	13,759,758	(1,012,115)	14,704,779	23.44%
Fiscal 2018	1,923,075	13,491,378	(835,291)	14,579,162	24.20%
Fiscal 2017	1,830,001	13,413,553	(710,220)	14,533,334	25.12%
Fiscal 2016	1,745,770	13,197,725	(615,571)	14,327,924	26.37%
Fiscal 2015	1,689,933	13,174,931	(650,601)	14,214,263	26.89%
Fiscal 2014	1,667,778	13,111,521	(604,639)	14,174,660	27.54%
Fiscal 2013	1,633,988	13,015,961	(510,218)	14,139,731	28.12%

**General Fund Bonded Debt Service**

	<b>Excl. Debt Service</b>	<b>Debt Service</b>	<b>Debt % Budget*</b>	<b>Bond Rating</b>	<b>Tax Rate</b>
Fiscal 2022	2,009,470	1,033,656	1.55%	AA	14.15
Fiscal 2021	1,909,751	1,093,511	1.71%	AA	14.58
Fiscal 2020	1,982,837	1,213,938	1.90%	AA	14.49
Fiscal 2019	2,136,876	910,957	1.45%	AA	14.60
Fiscal 2018	1,998,075	992,183	1.65%	AA	14.89
Fiscal 2017	2,545,858	853,510	1.48%	AA	15.10
Fiscal 2016	1,932,461	995,546	1.83%	AA	15.26
Fiscal 2015	2,002,795	790,837	1.50%	AA	14.74
Fiscal 2014	2,057,563	928,387	1.80%	AA-	14.69
Fiscal 2013	2,113,639	839,938	1.67%	AA-	14.20

\*Non Excluded Debt Service Target >2%

To the Honorable Select Board and the Citizens of Pembroke:  
 I hereby respectfully submit the report of the Collector/Treasurer for the Fiscal Year 2022. I am grateful for the opportunity to serve the residents of Pembroke. I would also like to express my appreciation to the staff of the Collector/Treasurer's office for all their support.

Kathleen McCarthy  
 Treasurer/Collector

		07/01/21		Exemptions		Transfer		06/30/22
		Balance	Commitment	Abatement	Receipts	Refunds	Other	
Real Estate	2022	0	45,125,858	204,094	44,601,398	66,982	85,753	301,594
	2021	265,475	37,701	2,050	184,084	3,021	120,063	0
<b>Total R.E.</b>		265,475	45,163,559	206,144	44,785,482	70,003	205,817	301,594
Personal Property Tax	2022	0	838,417	188	834,820	0	0	3,408
	2021	6,369	0	268	3,789	0	0	2,312
	2020	2,920	0	496	709	0	0	1,716
	2019	3,287	0	2,462	162	0	0	663
<b>Total P.P.</b>		12,576	838,417	3,414	839,480	0	0	8,099
Comm. Preservation Fund	2022	0	361,202	2,935	355,664	80	582	2,101
	2021	1,856	0	21	1,004	27	858	0
<b>Total C.P.A.</b>		1,856	361,202	2,956	356,668	107	1,440	2,101
Motor Vehicle Excise Tax	2022	0	2,929,147	89,592	2,641,087	19,326	0	217,794
	2021	229,599	303,674	34,661	465,750	29,644	0	62,505
	2020	39,996	0	1,982	25,841	4,160	0	16,333
	2019	17,912	0	524	6,431	609	0	11,566
	2018	10,401	0	0	1,347	0	0	9,054
<b>Total M.V.E.</b>		297,908	3,232,821	126,758	3,140,457	53,738	0	317,252
Water Liens	2022	0	228,891	0	215,654	0	6,851	6,386
Trash Liens	2022	0	128,269	0	121,038	0	3,600	3,631
<b>Total</b>		0	357,160	0	336,692	0	10,451	10,017
Tax Deferral Balance as of 6/30/22	Tax	70,123						
	Liens	0						
	CPF	250						
Tax Title Balance as of 6/30/22	Tax	340,506						
	Liens	23,746						
	CPF	2,136						
Tax Possession Balance as of 6/30/22		1,453						

Fiscal Year 2022	Issue	Pay Off	FY 2022	FY 2022	Bond	Interest	Principal	Total	FY 2022
Current Outstanding	Date	Date	Starting	New	Refunding	Due	Due	Due	Ending
Debt Issues			Balance	Issues					Balance
Community Center	09/23/21	07/05/46	\$0	\$17,547,000	\$0	\$183,120	\$0	\$17,730,120	\$17,547,000
			0	17,547,000		183,120	0	17,730,120	17,547,000
Departmental Equipment - Fire	7/15/08	7/15/22	\$130,000	\$0	\$500	\$3,900	\$65,000	\$68,900	\$64,500
Emergency/DPW Generator	4/1/15	4/1/23	\$10,000	\$0	\$0	\$400	\$5,000	\$5,400	\$5,000
3 Sanders	4/1/15	4/1/24	\$25,000	\$0	\$0	\$1,000	\$10,000	\$11,000	\$15,000
Library Generator	4/1/15	4/1/24	\$15,000	\$0	\$0	\$600	\$5,000	\$5,600	\$10,000
DPW Front End Loader and Attach	2/10/17	2/1/26	\$190,000	\$0	\$0	\$5,088	\$40,000	\$45,088	\$150,000
DPW 10 Wheel Dump/sander/plow	2/10/17	2/1/26	\$170,000	\$0	\$0	\$4,525	\$35,000	\$39,525	\$135,000
Snow Blower/Blade for Backhoe	2/10/17	2/1/26	\$50,000	\$0	\$0	\$1,325	\$10,000	\$11,325	\$40,000
Trackless tractor and attachments	2/10/17	2/1/26	\$85,000	\$0	\$0	\$2,338	\$20,000	\$22,338	\$65,000
DPW Ten Wheel Dump Truck	2/10/17	2/1/24	\$75,000	\$0	\$0	\$2,250	\$25,000	\$27,250	\$50,000
DPW 35K Lift	2/10/17	2/1/22	\$10,000	\$0	\$0	\$400	\$10,000	\$10,400	\$0
Mini Pumper Fire Truck	2/10/17	2/1/27	\$120,000	\$0	\$0	\$3,100	\$20,000	\$23,100	\$100,000
3 Unmarked Police Cars	2/10/17	2/1/22	\$20,000	\$0	\$0	\$800	\$20,000	\$20,800	\$0
Fire Truck Full Size Pumper	12/13/18	9/15/26	\$240,000	\$0	\$0	\$11,000	\$40,000	\$51,000	\$200,000
Fire Truck Full Size Pumper	12/13/18	9/15/33	\$535,000	\$0	\$0	\$22,875	\$45,000	\$67,875	\$490,000
Supply and Attack Hoses	12/13/18	9/15/28	\$55,000	\$0	\$0	\$2,500	\$10,000	\$12,500	\$45,000
DPW Dump Truck and Plow	12/13/18	9/15/28	\$55,000	\$0	\$0	\$2,500	\$10,000	\$12,500	\$45,000
Turnout Gear and Storage	12/13/18	9/15/27	\$95,000	\$0	\$0	\$4,375	\$15,000	\$19,375	\$80,000
Extraction Equipment	12/13/18	9/15/27	\$40,000	\$0	\$0	\$1,750	\$10,000	\$11,750	\$30,000
DPW Dump Truck	10/29/20	8/1/27	\$110,000	\$0	\$0	\$6,406	\$20,000	\$26,406	\$90,000
Replacement Ambulance	9/23/21	7/15/26	\$0	\$255,000	\$0	\$3,967	\$0	\$3,967	\$255,000
Replacement SCBA Equipment	9/23/21	7/15/31	\$0	\$132,000	\$0	\$2,022	\$0	\$2,022	\$132,000
Replacement Fire fighting Gear	9/23/21	7/15/31	\$0	\$99,000	\$0	\$1,524	\$0	\$1,524	\$99,000
Police Cruisers	9/23/21	7/15/26	\$0	\$107,500	\$0	\$1,672	\$0	\$1,672	\$107,500
Public Safety Design	9/23/21	7/15/26	\$0	\$150,000	\$0	\$23,333	\$0	\$23,333	\$150,000
Mater Plan	9/23/21	7/15/26	\$0	\$75,000	\$0	\$1,167	\$0	\$1,167	\$75,000
			\$2,030,000	\$818,500	\$500	\$110,817	\$415,000	\$525,817	\$2,433,000
Elementary School Construction 1	4/15/16	8/1/25	\$140,000	\$0	\$0	\$5,450	\$30,000	\$35,450	\$110,000
Elementary Schools	4/15/16	8/1/25	\$1,390,000	\$0	\$0	\$54,200	\$280,000	\$334,200	\$1,110,000
School Acquisition	4/15/16	8/1/26	\$655,000	\$0	\$0	\$25,575	\$115,000	\$140,575	\$540,000
Secondary School Construction 1	4/15/16	8/1/26	\$970,000	\$0	\$0	\$37,975	\$165,000	\$202,975	\$805,000
Secondary School Construction 2	4/15/16	8/1/26	\$3,090,000	\$0	\$0	\$120,950	\$530,000	\$650,950	\$2,560,000
Hob, North, Midd & High Roofs	4/1/15	4/1/35	\$3,900,000	\$0	\$0	\$118,400	\$280,000	\$398,400	\$3,620,000
Hob, North, Midd & High Roofs	10/1/19	4/1/35	-\$750,000	\$0	\$0	-\$22,775	-\$55,000	-\$77,775	-\$695,000
Engineering Services - School 1	4/15/16	8/1/26	\$65,000	\$0	\$0	\$2,550	\$10,000	\$12,550	\$55,000
Engineering Services - School 2	4/15/16	8/1/22	\$20,000	\$0	\$0	\$750	\$10,000	\$10,750	\$10,000
			\$9,480,000	\$0	\$0	\$343,075	\$1,365,000	\$1,708,075	\$8,115,000
Hobomock Septic 1	4/15/16	8/1/24	\$15,000	\$0	\$0	\$575	\$5,000	\$5,575	\$10,000
School Roof	2/15/12	11/15/21	\$10,000	\$0	\$0	\$113	\$10,000	\$10,113	\$0
Hobomock Roof	4/15/13	4/15/27	\$30,000	\$0	\$0	\$725	\$5,000	\$5,725	\$25,000
School Project Special Legislation	4/15/16	8/1/24	\$35,000	\$0	\$0	\$1,350	\$10,000	\$11,350	\$25,000
Hobomock/Learning Lane Drainage Eng./study	2/10/17	2/1/27	\$30,000	\$0	\$0	\$775	\$5,000	\$5,775	\$25,000
Hobomock/Learning Lane Drainage	2/10/17	2/1/27	\$225,000	\$0	\$0	\$5,875	\$40,000	\$45,875	\$185,000
Turf Field and Track	12/13/18	9/15/28	\$425,000	\$0	\$0	\$19,875	\$55,000	\$74,875	\$370,000
School Technology	10/29/20	8/1/29	\$250,000	\$0	\$0	\$14,944	\$30,000	\$44,944	\$220,000
High School HVAC RTU	9/23/21	7/15/28	\$0	\$90,000	\$0	\$1,400	\$0	\$1,400	\$90,000
Teacher Laptops	9/23/21	7/15/26	\$0	\$102,000	\$0	\$1,587	\$0	\$1,587	\$102,000
High School HVAC/Hot water/Boiler	9/23/21	7/15/28	\$0	\$125,000	\$0	\$1,944	\$0	\$1,944	\$125,000
			\$1,020,000	\$317,000	\$0	\$49,163	\$160,000	\$209,163	\$1,177,000
Bridge Repairs	7/15/08	7/15/27	\$105,000	\$0	\$9,500	\$4,125	\$15,000	\$19,125	\$80,500
Cemetery Drainage	7/15/08	7/15/28	\$145,000	\$0	\$15,000	\$5,731	\$20,000	\$25,731	\$110,000
Oldham Street Drainage 1	2/15/12	11/15/21	\$5,000	\$0	\$0	\$56	\$5,000	\$5,056	\$0
Oldham Street Drainage 2	2/15/12	11/15/21	\$5,000	\$0	\$0	\$56	\$5,000	\$5,056	\$0
Recreational Facility-Mattakesett	7/15/08	7/15/22	\$20,000	\$0	\$50	\$600	\$10,000	\$10,600	\$9,950
Road Improvements	2/15/12	11/15/21	\$35,000	\$0	\$0	\$394	\$35,000	\$35,394	\$0
Oldham Algea	4/15/13	4/15/25	\$20,000	\$0	\$0	\$475	\$5,000	\$5,475	\$15,000
Elm & Harvard Culvert @3%	4/1/15	4/1/35	\$200,000	\$0	\$0	\$6,075	\$15,000	\$21,075	\$185,000
Route 14, Drainage	2/10/17	2/1/27	\$120,000	\$0	\$0	\$3,100	\$20,000	\$23,100	\$100,000
Furnace Pond Engineering/Permitting	2/10/17	2/1/22	\$25,000	\$0	\$0	\$1,000	\$25,000	\$26,000	\$0
Rt. 14 Reconstruction Project Drainage X2	2/10/17	2/1/27	\$30,000	\$0	\$0	\$775	\$5,000	\$5,775	\$25,000
DPW Feasibility Study	2/10/17	2/1/22	\$5,000	\$0	\$0	\$200	\$5,000	\$5,200	\$0
Owls Bog	2/10/17	2/1/27	\$50,000	\$0	\$0	\$1,325	\$10,000	\$11,325	\$40,000
Storm Damage Repairs	12/13/18	9/15/28	\$140,000	\$0	\$0	\$6,500	\$20,000	\$26,500	\$120,000
Land acquisition Washington Street	12/13/18	9/15/36	\$685,000	\$0	\$0	\$28,325	\$45,000	\$73,325	\$640,000
Hobomock Sidewalks	12/13/18	9/15/36	\$685,000	\$0	\$0	\$28,325	\$45,000	\$73,325	\$640,000
Pavement Mang, CH, 90 Supp	9/23/21	7/15/32	\$0	\$100,000	\$0	\$1,524	\$0	\$1,524	\$100,000
Herring Run Culvert Replacement	9/23/21	7/15/41	\$0	\$405,000	\$0	\$4,573	\$0	\$4,573	\$405,000
Rt. 36 Easements and Engineering	9/23/21	7/15/31	\$0	\$335,000	\$0	\$5,118	\$0	\$5,118	\$335,000
			\$2,275,000	\$840,000	\$24,550	\$98,277	\$285,000	\$383,277	\$2,805,450
Landfill ClosureX2-Outside Debt limit	6/13/12	1/15/33	\$1,665,899	\$0	\$0	\$34,495	\$123,003	\$157,498	\$1,542,896
Landfill ClosureX3	1/7/15	1/15/35	\$73,177	\$0	\$0	\$1,573	\$4,528	\$6,101	\$68,649
<b>Total Outside Debt</b>			<b>\$1,739,076</b>	<b>\$0</b>	<b>\$0</b>	<b>\$36,068</b>	<b>\$127,531</b>	<b>\$163,599</b>	<b>\$1,611,545</b>
Trash Bins	2/10/17	2/1/22	\$65,000	\$0	\$0	\$2,600	\$65,000	\$67,600	\$0
Trash Bins	9/23/21	7/15/26	\$0	\$35,000	\$0	\$544	\$0	\$544	\$35,000
<b>Total Inside Debt</b>			<b>\$65,000</b>	<b>\$35,000</b>	<b>\$0</b>	<b>\$3,144</b>	<b>\$65,000</b>	<b>\$68,144</b>	<b>\$35,000</b>
<b>Total Trash Debt</b>			<b>\$1,804,076</b>	<b>\$35,000</b>	<b>\$0</b>	<b>\$39,212</b>	<b>\$192,531</b>	<b>\$231,743</b>	<b>\$1,646,545</b>
Water Mains-Outside Debt Limit	4/15/16	8/1/25	\$80,000	\$0	\$0	\$3,050	\$20,000	\$23,050	\$60,000
Edgewood Bogs-Outside Debt Limit	7/15/08	7/15/27	\$315,000	\$0	\$29,450	\$12,375	\$45,000	\$57,375	\$240,550
Pleasant Street Land-Outside Debt Limit	2/15/12	11/15/21	\$5,000	\$0	\$0	\$56	\$5,000	\$5,056	\$0
Water Mains -Outside Debt Limit	4/15/13	4/15/28	\$150,000	\$0	\$0	\$3,625	\$25,000	\$28,625	\$125,000
Pleasant Street Land 2	4/15/13	4/15/28	\$605,000	\$0	\$0	\$14,675	\$90,000	\$104,675	\$515,000
Little Brook Water Mains-Outside Debt Limit	4/1/15	4/1/35	\$200,000	\$0	\$0	\$6,075	\$15,000	\$21,075	\$185,000
DPW 4X4 Backhoe	4/1/15	4/1/28	\$65,000	\$0	\$0	\$2,075	\$10,000	\$12,075	\$55,000
Water Filtration Upgrades	12/13/18	9/15/36	\$735,000	\$0	\$0	\$30,100	\$50,000	\$80,100	\$685,000
Water Filtration Upgrades	12/13/18	9/15/36	\$750,000	\$0	\$0	\$22,775	\$55,000	\$77,775	\$695,000

Rt.36 Corridor Project	10/29/20	8/1/40	\$1,640,000	\$0	\$0	\$21,347	\$85,000	\$106,347	\$1,555,000
Additional Water Filtration	10/29/20	8/1/40	\$500,000	\$0	\$0	\$70,697	\$25,000	\$95,697	\$475,000
Elevated Water Tank Maintenance	9/23/21	7/15/31	\$0	\$1,000,000	\$0	\$15,244	\$0	\$15,244	\$1,000,000
Water Utility Truck	9/23/21	7/15/22	\$0	\$2,000	\$0	\$31	\$0	\$31	\$2,000
<b>Total Outside Debt</b>			<b>\$5,045,000</b>	<b>\$1,002,000</b>	<b>\$29,450</b>	<b>\$202,125</b>	<b>\$425,000</b>	<b>\$627,125</b>	<b>\$5,592,550</b>
Storm Water Management	7/15/17	7/15/37	\$283,167	\$0	\$0	\$6,088	\$14,989	\$21,077	\$268,178
<b>Total Inside Debt</b>			<b>\$283,167</b>	<b>\$0</b>	<b>\$0</b>	<b>\$6,088</b>	<b>\$14,989</b>	<b>\$21,077</b>	<b>\$268,178</b>
<b>Total Water Debt</b>			<b>\$5,328,167</b>	<b>\$1,002,000</b>	<b>\$29,450</b>	<b>\$208,213</b>	<b>\$439,989</b>	<b>\$648,202</b>	<b>\$5,860,728</b>
<b>Total Debt Excluding Septic</b>			<b>\$21,937,243</b>	<b>\$20,559,500</b>	<b>\$54,500</b>	<b>\$1,031,877</b>	<b>\$2,857,520</b>	<b>\$21,436,397</b>	<b>\$39,584,723</b>
Septic Loan Program-Outside Debt Limit	Varies	Varies	\$716,966	\$0	\$0	\$2,526	\$80,980	\$83,506	\$635,986
			<b>\$716,966</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,526</b>	<b>\$80,980</b>	<b>\$83,506</b>	<b>\$635,986</b>
<b>Total Debt</b>			<b>\$22,654,209</b>	<b>\$20,559,500</b>	<b>\$54,500</b>	<b>\$1,034,403</b>	<b>\$2,938,500</b>	<b>\$21,519,903</b>	<b>\$40,220,709</b>

**Town of Pembroke**  
**Trust Fund Activity**  
**Fiscal Year 2022**

<u>Trust Fund Name</u>	<u>Beginning Balance 07/01/21</u>	<u>Deposits</u>	<u>Interest</u>	<u>Transfers</u>	<u>Ending Balance 06/30/22</u>
Perpetual Care	\$548,331	\$0	-\$19,818	\$31,275	\$559,788
Perpetual Care Income	\$797	\$0	-\$28	\$0	\$769
Stabilization Fund	\$529,233	\$0	-\$18,882	\$25,000	\$535,351
Special Purpose Stabilization	\$971,726	\$0	-\$33,574	\$0	\$938,152
Other Post Employment Benefits	\$1,332,854	\$0	-\$216,301	\$125,034	\$1,241,586
<b>Sub Totals:</b>	<b>\$3,382,940</b>	<b>\$0</b>	<b>-\$288,603</b>	<b>\$181,309</b>	<b>\$3,275,646</b>
<b>General Funds:</b>					
Conservation Fund 1	\$42,862	\$0	\$138	\$0	\$42,999
Conservation Fund 2	\$4,710	\$0	\$15	\$0	\$4,725
Open Space Fund 1	\$153,796	\$0	\$494	\$0	\$154,289
Open Space Fund 2	\$92,818	\$0	\$298	\$0	\$93,116
Silver Lake Escrow	\$0	\$0	\$0	\$0	\$0
Injured on Duty (IOD)	\$144,511	\$0	\$659	\$79,372	\$224,541
Workers Compensation Stabilization Fund	\$584,980	\$0	\$1,920	-\$12,123	\$574,777
Law Enforcement Block Grant	\$4,257	\$0	\$17	\$11,436	\$15,710
Arts Lottery - Cultural Council	\$10,666	\$0	\$25	\$2,957	\$13,648
Hatch School Fund	\$24,106	\$0	\$77	\$0	\$24,183
Richard Chase Fund	\$22,412	\$0	\$72	\$0	\$22,484
Tubbs Meadow Fund	\$55,644	\$0	\$179	-\$100	\$55,722
Capital Fund	\$89,150	\$0	\$281	\$2,526	\$91,957
Water Stabilization Fund	\$178,096	\$0	\$1,078	\$194,385	\$373,559
Special Purpose Stabilization-School	\$0	\$150,000	\$387	\$0	\$150,387
<b>Sub Totals:</b>	<b>\$1,408,006</b>	<b>\$150,000</b>	<b>\$5,640</b>	<b>\$278,452</b>	<b>\$1,842,098</b>
<b>Scholarship Funds:</b>					
Dr. Randall's Scholarship Fund	\$119	\$0	\$0	\$0	\$120
Paul Kellogg Memorial Scholarship	\$9,960	\$0	\$29	-\$4,000	\$5,989
<b>Sub Totals:</b>	<b>\$10,079</b>	<b>\$0</b>	<b>\$29</b>	<b>-\$4,000</b>	<b>\$6,109</b>
<b>Cemetery Funds:</b>					
Perpetual Care-E. Marston	\$748	\$0	\$2	\$0	\$750
Perpetual Care-M. Page	\$116	\$0	\$0	\$0	\$116
Perpetual Care-E. Allen	\$585	\$0	\$2	\$0	\$587
Perpetual Care-G. Church	\$487	\$0	\$1	\$0	\$488
Perpetual Care-John Church	\$642	\$0	\$2	\$0	\$644
Perpetual Care-A. McPherson	\$3,516	\$0	\$11	\$0	\$3,527
Paul Magoun Fund	\$4,328	\$0	\$14	\$0	\$4,342
Sale of Lots	\$4,672	\$0	\$17	-\$4,456	\$233
Cemetery Perpetual Care	\$27,067	\$0	\$87	-\$120	\$27,034
<b>Sub Totals:</b>	<b>\$42,163</b>	<b>\$0</b>	<b>\$135</b>	<b>-\$4,576</b>	<b>\$37,722</b>
<b>Cemetery Flower Funds:</b>					
Lewis & Sturtevant Flower	\$24	\$0	\$0	\$0	\$24
William LaValley Flower	\$400	\$0	\$1	\$0	\$401
Louis Gray Flower Fund	\$212	\$0	\$1	\$0	\$213
C. Bruno Stone Flower Fund	\$450	\$0	\$1	\$0	\$451
John Blakeman Flower Fund	\$340	\$0	\$1	\$0	\$340
Estes Flower Fund	\$868	\$0	\$2	\$0	\$870
<b>Sub Totals:</b>	<b>\$2,294</b>	<b>\$0</b>	<b>\$5</b>	<b>\$0</b>	<b>\$2,299</b>
<b>Library Funds:</b>					
Center Library Investment	\$20,962	\$0	\$67	\$0	\$21,029
Center Library Liquid	\$5,302	\$0	\$17	\$0	\$5,318
Library Building Fund	\$320	\$0	\$1	\$0	\$320
Darling Book Fund	\$11,891	\$0	\$38	\$50	\$11,979
Della Chiesa Fund	\$10,690	\$0	\$35	\$205	\$10,930
Edna Raistrick Fund	\$222	\$0	\$9	\$2,678	\$2,909
Irene L. Smith Fund	\$9,879	\$0	\$32	\$0	\$9,911
Lydia Drake (Murphy)Fund Library Upkeep	\$16,195	\$0	\$52	\$0	\$16,247
Elsie Duffill Fund	\$3,485	\$0	\$11	\$0	\$3,496
Lois W. Hall Fund	\$1,580	\$0	\$5	\$0	\$1,585
Lydia Drake Library Fund	\$2,517	\$0	\$9	\$0	\$2,525
<b>Sub Totals:</b>	<b>\$83,042</b>	<b>\$0</b>	<b>\$275</b>	<b>\$2,933</b>	<b>\$86,250</b>
Trust Totals:	\$1,545,584	\$150,000	\$6,085	\$272,809	\$1,974,478
Grand Totals:	\$4,928,524	\$150,000	-\$282,517	\$454,118	\$5,250,124

**Pembroke Town Departments Calendar Year 2022**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
\$229,979	BURNS	JAMES M	POLICE DEPT.
\$202,480	BARKOWSKY	DAVID	FIRE DEPT.
\$197,641	KILLINGER	ROBERT	FIRE DEPT.
\$196,223	TYLER	COLBY M	POLICE DEPT.
\$191,273	JOUDREY	PAUL H	POLICE DEPT.
\$185,048	MACDONALD	RICHARD	POLICE DEPT.
\$181,047	LaPIERRE	WENDY	POLICE DEPT.
\$178,483	LAMMI	PETER K	FIRE DEPT.
\$176,669	GASSIRARO	MARK J.	FIRE DEPT.
\$174,130	SHEA III	JAMES P	FIRE DEPT.
\$173,107	FULMINE JR.	EUGENE B.	DEPT. OF PUBLIC WORKS SUP
\$172,689	WYMAN	CHRISTOPHER	POLICE DEPT.
\$172,098	BOTTO	RYAN J	POLICE DEPT.
\$163,340	BARAGWANATH	THOMAS J	POLICE DEPT.
\$162,438	CHENARD	WILLIAM D.	TOWN MANAGER
\$161,477	HILL	JORDAN	FIRE DEPT.
\$158,058	DIGRAVIO	MARK A	POLICE DEPT.
\$156,767	SIMMONS	JONATHAN R	POLICE DEPT.
\$155,389	ANDERSON	ANTHONY M	POLICE DEPT.
\$154,845	HORVATH	MICHAEL	POLICE DEPT.
\$154,365	SMITH	DANIEL N.	FIRE DEPT.
\$154,246	KIRBY	STEPHEN P	POLICE DEPT.
\$153,913	READY	SEAN	POLICE DEPT.
\$151,831	DOYLE	KEVIN R	POLICE DEPT.
\$143,792	DAVIS	MICHAEL A	FIRE DEPT.
\$141,348	SALMON	CATHERINE M	BOARD OF ASSESSORS
\$141,300	TURVEY	JUSTIN A	POLICE DEPT.
\$140,960	DOYLE	RICHARD G	FIRE DEPT.
\$139,622	BRENNAN	WILLIAM A	POLICE DEPT.
\$138,018	JONES	NATHAN B.	FIRE DEPT.
\$135,726	MOORE	CHRISTOPHER	POLICE DEPT.
\$134,236	ROBERTSON	MARK W	FIRE DEPT.
\$134,015	BARROWS	ADAM F	POLICE DEPT.
\$127,324	TWIGG	RYAN M	FIRE DEPT.
\$126,547	MCMAMARA JR.	ROBERT B.	FIRE DEPT.
\$125,436	HORKAN	CHRISTOPHER	POLICE DEPT.
\$124,798	MARSH III	WILLIAM W	POLICE DEPT.
\$124,740	CHERNICKI	MICHAEL J	WATER DEPT.
\$124,700	RILEY	DILLON P	FIRE DEPT.
\$124,314	MALONE	ROBERT D	FIRE DEPT.
\$123,837	CLAUSS JR	DAVID F	POLICE DEPT.
\$121,440	CAMMARANO	ANTHONY R.	FIRE DEPT.
\$121,149	McCARTHY	KATHLEEN E	TREASURER/COLLECTOR
\$121,073	COSTANZO	ROBERT A	FIRE DEPT.
\$119,451	DIXON	DAVID T.	FIRE DEPT.
\$119,108	DEAN	TREVOR J.	FIRE DEPT.
\$118,342	SIMMONS	MARY E.	POLICE DEPT.

\$115,759	SHANAHAN	ADAM D.	FIRE DEPT.
\$114,180	HALL	THOMAS D	FIRE DEPT.
\$113,706	RIVERS	STEPHEN L	WATER DEPT.
\$113,159	SCANLON	ANDREW C	FIRE DEPT.
\$112,570	DAVERN	JOSEPH J.	POLICE DEPT.
\$112,037	LANDRY	CLINTON	FIRE DEPT.
\$111,423	TURNBULL JR.	EARL B.	POLICE DEPT.
\$111,401	CHILCOTT	SABRINA J	ASSISTANT TOWN MANAGER
\$108,899	RICCIARELLI	SHAMUS J	FIRE DEPT.
\$108,845	GLAUBEN	SCOTT E	DEPT. OF PUBLIC WORKS
\$108,447	HALL	MICHAEL R	FIRE DEPT.
\$107,489	EVANGELISTA	BRIAN M	FIRE DEPT.
\$107,131	EDMONSTON III	JOHN J.	POLICE DEPT.
\$105,344	RAMSEY	MICHAEL G	POLICE DEPT.
\$97,512	WALSH-O'CONNOR	MARCIE B.	LIBRARY
\$94,070	LANZILLOTTA	JAMES P.	POLICE DEPT.
\$94,029	CAIN	BRIAN R	POLICE DEPT.
\$94,003	GRASSO	JENNIFER M	TREASURER/COLLECTOR
\$91,756	STRUZIK	MARGARET	TOWN CLERK
\$91,076	GUMPRIGHT	KARL R	POLICE DEPT.
\$90,390	PICARIELLO	LAUREEN M	POLICE DEPT.
\$89,944	MCCORMICK	KENNETH J	FIRE DEPT.
\$88,419	MARTINELLI	PAUL L	WATER DEPT.
\$88,105	VIVEIROS	JASON J.	FIRE DEPT.
\$87,549	CURRAN	KRISTIN A	ASSISTANT TOWN ACCOUNTANT
\$87,402	CINCOTTA	JOSEPH M.	FIRE DEPT.
\$87,370	CULLITY	LISA M	MUNICIPAL INSPECTIONS
\$85,124	COLE	BRIAN N.	FIRE DEPT.
\$84,783	SLADEN	BARRY E	WATER DEPT.
\$80,912	DAIUTE	JOSEPH P	DEPT. OF PUBLIC WORKS
\$80,562	WITHAM	MICHAEL	FIRE DEPT.
\$80,497	ENRIGHT JR.	STEVEN M.	FIRE DEPT.
\$79,435	BUCKLEY	JOHN M	TOWN ACCOUNTANT
\$79,432	FRASER	KRISTINE S	FIRE DEPT.
\$72,845	CALLAHAN	CHRISTINE C	DEPT. OF PUBLIC WORKS
\$70,463	BRISSETTE	MARK E	DEPT. OF PUBLIC WORKS
\$69,756	GIGLIOTTI	JEANNE M	BOARD OF ASSESSORS
\$69,616	DEVINE	CHRISTOPHER	DEPT. OF PUBLIC WORKS
\$68,162	ANDERSON	PHILLIP C	DEPT. OF PUBLIC WORKS
\$67,511	BENVIE	KATHLEEN A	LIBRARY
\$67,482	ALDROVANDI	MICHAEL A	DEPT. OF PUBLIC WORKS
\$67,125	MURRAY	DANA A.	DEPT. OF PUBLIC WORKS
\$67,033	COSBY	STACEY A	TREASURER/COLLECTOR
\$65,877	McCLEARY	MELISSA A	LIBRARY
\$64,364	McMAHON	JAMES M.	WATER DEPT.
\$63,903	SIMON	PATRICK	DEPT. OF PUBLIC WORKS
\$63,746	HOPPIE	RICHARD F.	DEPT. OF PUBLIC WORKS
\$63,117	LONGABARD	BRIAN P	DEPT. OF PUBLIC WORKS
\$62,860	McBAIN	STEPHANIE C	LIBRARY

\$62,440	EMMETTS	GRETCHEN E.	COUNCIL ON AGING
\$62,305	JONES	SUSAN	WATER DEPT.
\$61,014	NAUGHTON	BRENDAN J.	WATER DEPT.
\$60,887	CAIN	AMANDA E.	POLICE DEPT.
\$60,154	FULMINE	JESSICA M.	RECREATION
\$59,545	McETTRICK	ANDRAEA C	TOWN CLERK
\$58,694	COLBY	JOSEPH E.	DEPT. OF PUBLIC WORKS
\$58,658	TIERNEY	KATHRYN	POLICE DEPT.
\$57,431	WHITMAN	MARY F	TOWN MANAGER
\$55,950	DEMPSEY	GERARD W	TOWN MANAGER
\$55,759	COLEMAN	JANET M	LIBRARY
\$54,900	SWEEZEY	ROSE M	DEPT. OF PUBLIC WORKS
\$54,590	NEWMAN	MATTHEW	LIBRARY
\$54,564	KENERSON	MATTHEW R.	DEPT. OF PUBLIC WORKS
\$54,096	MARSH	JAMES F.	WATER DEPT.
\$53,233	HEINS	MATTHEW W.	MUNICIPAL INSPECTIONS
\$52,790	DONAHUE	LAURA C.	LIBRARY
\$52,737	MEEHL	LEE-ANN I.	POLICE DEPT.
\$52,598	O'NEIL	AMANDA N	BOARD OF ASSESSORS
\$52,187	SULLIVAN-LANDY	SHEILA M	MUNICIPAL INSPECTIONS
\$51,774	SIMON	ROY L	POLICE - SPECIAL
\$50,977	VITALE	MARIE S.	COUNCIL ON AGING
\$48,981	JOYCE	MELISSA D	MUNICIPAL INSPECTIONS
\$48,495	SPICUZZA	MARYANNE	MUNICIPAL INSPECTIONS
\$47,927	DRISCOLL	CASEY M	BOARD OF ASSESSORS
\$47,090	IVERS	KATHRYN M.	POLICE DEPT.
\$46,764	MAVILIA	LINDA	LIBRARY
\$45,789	HUSSEY	WILLIAM R.	DEPT. OF PUBLIC WORKS
\$44,793	VERRY	GEORGE	MUNICIPAL INSPECTIONS
\$41,967	SESTITO	ANGELA G.	TOWN MANAGER
\$41,960	GRADY	LAUREN C	BOARD OF ASSESSORS
\$41,727	HATCH	SHANNA L.	TREASURER/COLLECTOR
\$39,689	OHRENBERGER	MICHAEL T	POLICE - SPECIAL
\$39,387	STACK III	JOSEPH S	MUNICIPAL INSPECTIONS
\$37,175	RASH	MICHAEL P.	DEPT. OF PUBLIC WORKS
\$36,821	CLARKE SR	ROBERT A	SELECTBOARD - MONTHLY
\$36,349	MCCANN JR	JOSEPH G	POLICE - SPECIAL
\$35,914	MAJENSKI	THOMAS J.	POLICE DEPT.
\$32,871	BULGER	WILLIAM M.	POLICE - SPECIAL
\$30,071	ZECHELLO	NICHOLAS	MUNICIPAL INSPECTIONS
\$29,119	ROCHE	SUSAN M	RECREATION
\$29,096	YOUNG	GARY A	MUNICIPAL INSPECTIONS
\$26,016	WONG	KENNETH H.	POLICE - SPECIAL
\$24,606	BOULTER JR.	WILLARD	POLICE - SPECIAL
\$24,485	LARKIN	SUSAN	COUNCIL ON AGING
\$23,798	DRISCOLL	SUZANNE	COUNCIL ON AGING
\$22,821	HURLEY JR.	DAVID F	POLICE - SPECIAL
\$20,347	HUNTER	CHRISTOPHER	FIRE DEPT.
\$19,924	McPHEE	KAREN L	LIBRARY

\$19,887	O'NEILL	NANCY R.	COUNCIL ON AGING
\$19,586	NICHOLSON	RICHARD J.	WATER DEPT.
\$16,713	LANDY	TIMOTHY F.	TOWN MANAGER
\$15,206	SHUBERT	MARK S.	POLICE - SPECIAL
\$15,024	DRAKE	CARYN L.	LIBRARY
\$14,583	CLAUSS	DAVID F	POLICE - SPECIAL
\$14,454	BREEN	JOHN J.	COUNCIL ON AGING
\$14,332	BISHOP	MADELEINE	LIBRARY
\$14,228	WHITE	TIMOTHY A	COUNCIL ON AGING
\$13,040	BURNS	GREGORY J	POLICE - SPECIAL
\$13,000	MCPHILLIPS	DAVID A.	TOWN MANAGER
\$12,932	RAYNOR	BRIAN K.	LIBRARY
\$12,824	COYMAN	CHRISTOPHER	POLICE - SPECIAL
\$12,597	DISKIN	WAYNE M.	COUNCIL ON AGING
\$12,159	CANNIFF	GILLIAN K.	LIBRARY
\$11,654	FOLEY	BRIAN F.	COUNCIL ON AGING
\$11,561	HILL	AMY	TOWN LANDING
\$11,011	MORGAN	ROBERT H	POLICE - SPECIAL
\$9,517	MARRARO	LIANA M.	LIBRARY
\$9,341	TWIGG	KENNETH E	SELECTBOARD - MONTHLY
\$9,322	BRUCE	CATHERINE E	COUNCIL ON AGING
\$9,201	MAHNKE	CORY E	LIBRARY
\$9,081	YAKAVONIS	JOSEPH P.	POLICE - SPECIAL
\$8,875	PELKEY	PERRY-LEE R.	LIBRARY
\$8,852	MURDOCK	JACQUELINE N	LIBRARY
\$8,640	McPHERSON	JAMES	COUNCIL ON AGING
\$8,241	SHEA	PAMELA M	LIBRARY
\$7,940	CYTRYNOWSKI	ZBIGNIEW	TOWN MANAGER
\$7,749	KAY	KAREN M.	LIBRARY
\$7,038	ROSS	THEODORE J.	POLICE - SPECIAL
\$6,860	SUPPA	JOSEPH	SELECTBOARD - MONTHLY
\$6,833	FOSTER	VINCENT P	RECYCLING
\$6,826	LOWE	MARY A.	LIBRARY
\$6,805	MURPHY	CHRISTINE	LIBRARY
\$6,434	CALLANAN	STEPHANIE	TOWN CLERK
\$6,257	BRENNAN	MICHAELA A.	LIBRARY
\$5,844	LANE JR	ROBERT E	POLICE - SPECIAL
\$5,804	WRIGHT	ANNA M	RECREATION
\$5,727	CURTIN	STACEY A	TOWN CLERK
\$5,095	DROWN	BRIAN C.	DEPT. OF PUBLIC WORKS
\$4,799	SZERLONG	LEONARD C	RECYCLING
\$4,532	PICKERING	KIMBERLY A	LIBRARY
\$4,494	MUSIAL	BRYAN D.	CALL FIREFIGHTERS
\$4,457	FARRELL	BRENDAN M.	LIBRARY
\$4,385	FAHIE	MICHAEL W.	POLICE - SPECIAL
\$4,256	CLAFLIN	MOLLY M.	RECREATION
\$4,248	MARTIN	VALERIE J	RECYCLING
\$4,150	WINSLOW	ISABELLA A.	RECREATION
\$4,110	WANDELL	VIRGINIA J	ELECTIONS/REGISTRARS

\$4,048	BURRILL	EDWIN	CALL FIREFIGHTERS
\$4,014	LOPRESTI	HAROLD	RECYCLING
\$4,014	KAULBFLIESCH	KATELYN R.	RECREATION
\$3,648	MACPHERSON	DANIEL J.	CALL FIREFIGHTERS
\$3,604	GALANDZI	MICHAEL	CALL FIREFIGHTERS
\$3,400	MORLEY	BRIAN M	CALL FIREFIGHTERS
\$3,324	RYAN	JOSEPH F	COUNCIL ON AGING
\$3,113	NORMAN	PATRICK D.	TOWN LANDING
\$3,082	SHEEHAN	SOPHIE O.	RECREATION
\$3,041	HRIVNAK	ALISON	RECREATION
\$2,913	CARLSON	SCOTT W.	COUNCIL ON AGING
\$2,907	BADGER	DONNA R	TOWN MANAGER
\$2,891	FORD SELTER	MICHAELA C.	RECREATION
\$2,869	COREY	ERIN N	RECREATION
\$2,785	JASIE	KATHERINE M.	TOWN LANDING
\$2,769	BOYLE	EMILY	TOWN LANDING
\$2,738	MCDEVITT	MATTHEW M.	POLICE - SPECIAL
\$2,723	PAYNE	CAIDEN J.	RECREATION
\$2,534	QUILL	MARY E.	BOARD OF ASSESSORS
\$2,531	MARTYNOWSKI	BRIAN D.	CALL FIREFIGHTERS
\$2,518	MACDONALD	JOSEPH E.	RECYCLING
\$2,510	SPRING	COLLETTE M.	TOWN LANDING
\$2,509	KELLY JR.	WILLIAM D.	CALL FIREFIGHTERS
\$2,498	GESWELL III	EDWARD J	MUNICIPAL INSPECTIONS
\$2,414	WALENT	HANNAH E.	TOWN LANDING
\$2,355	WALSH	CARLY A	LIBRARY
\$2,346	SCOLEGE JR	WALTER	FIRE DEPT.
\$2,276	PICARIELLO	KEVIN T	RECREATION
\$2,261	HALLORAN	SHAWN F.	CALL FIREFIGHTERS
\$2,208	HAWES	DENISE M.	POLICE DEPT.
\$2,114	WALUK	ROSE K.	TOWN LANDING
\$2,085	LOUD	DILLAN T.	RECREATION
\$2,074	LYDON	SHAWN W.	POLICE - SPECIAL
\$1,918	BOIDI	ELAINE R	BOARD OF ASSESSORS
\$1,906	GILLAN	RYAN H.	POLICE - SPECIAL
\$1,900	JACKSON	AVA J.	TOWN LANDING
\$1,883	GALLAGHER	ASHLYNN G.	TOWN LANDING
\$1,830	LONG	CASSANDRA R.	TOWN LANDING
\$1,800	BATES	ELIZABETH A	BOARD OF ASSESSORS
\$1,800	BORDEN	HALEIGH M.	RECREATION
\$1,800	BROWN JR.	JOHN G.	SELECTBOARD - MONTHLY
\$1,800	COLETTA	REBECCA W.	SELECTBOARD - MONTHLY
\$1,800	MARINO	TRACY A.	SELECTBOARD - MONTHLY
\$1,800	THAYER	TRAVIS J.	RECYCLING
\$1,800	TRABUCCO	DANIEL W	SELECTBOARD - MONTHLY
\$1,770	NEE	JULIA M	LIBRARY
\$1,654	MCGRATH	TYLER J.	RECREATION
\$1,636	O'BRIEN	JASON T	POLICE DEPT.
\$1,603	KING	EUGENIE M.	LIBRARY

\$1,589	HOGAN	TREVOR J.	TOWN LANDING
\$1,560	MCPHAIL	NATHAN T.	RECREATION
\$1,553	FLAIM	NICHOLAS F.	RECREATION
\$1,537	HYNES	ROBERT J.	SELECTBOARD - MONTHLY
\$1,515	HERATY	SARAH E.	TOWN LANDING
\$1,493	DOYLE	KAYLIN M.	RECREATION
\$1,403	BUCCHERI	GIANNA F.	RECREATION
\$1,294	CLAFLIN	EMILY E.	RECREATION
\$1,268	NEWMAN	ABIGAIL E.	RECREATION
\$1,256	EMERY	RAYMOND C.	POLICE - SPECIAL
\$1,238	LASTORIA	RYLEIGH E.	RECREATION
\$1,200	CICIOTTI	STEVEN A.	SELECTBOARD - MONTHLY
\$1,126	TOBIN	SEAN D.	TOWN LANDING
\$1,086	NORMAN	BRENDAN M.	TOWN LANDING
\$975	DOHERTY	PATRICIA A.	LIBRARY
\$975	HUNT	STEPHANIE M.	LIBRARY
\$935	GORMAN	MICHAELA F.	LIBRARY
\$933	PICARIELLO	KYLE R	RECREATION
\$930	O'NEILL	TAYLOR	POLICE DEPT.
\$866	PIERCE	CHARLES J.	POLICE - SPECIAL
\$866	HARRIS	KAYLEIGH L	TOWN LANDING
\$855	DERENNE	COURTNEY A	RECREATION
\$833	MILCHUNES	RYAN D.	RECREATION
\$829	KONARSKI	NICHOLAS P.	POLICE - SPECIAL
\$795	BALL	SHAMUS M.	TOWN LANDING
\$795	CHILCOTT	TESS M.	WATER DEPT.
\$684	DEYOUNG	SARAH C	LIBRARY
\$600	RUSHING	JESSICA M.	SELECTBOARD - MONTHLY
\$594	KUBEK	ROSELYN Y.	LIBRARY
\$591	MCCORMACK	COLLEEN M.	TOWN LANDING
\$551	PICCIRILLI	GIUSEPPE	RECREATION
\$540	BALL	MACKLIN M.	TOWN LANDING
\$526	WALETKUS	VICKI L	CALL FIREFIGHTERS
\$500	BATEMAN	MARY P.	COUNCIL ON AGING
\$500	MELCHIN	JOHN L	COUNCIL ON AGING
\$500	O'REILLY	ROBERTA L	COUNCIL ON AGING
\$500	SAYCE	JAMES N	COUNCIL ON AGING
\$460	BAILEY	DOUGLAS	POLICE - SPECIAL
\$444	GALANDZI	CRISTIAN B	CALL FIREFIGHTERS
\$390	SMALL	BRAEDEN E.	TOWN LANDING
\$355	ARETINO	NICHOLAS R	CALL FIREFIGHTERS
\$240	SCHULTZ	EVIE A.	TOWN LANDING
\$216	COYNE	KEVIN C.	POLICE - SPECIAL
\$207	McCARTHY	MICHAEL H	POLICE - SPECIAL
\$168	MURIPH	MICHELLE A.	POLICE DEPT.
\$103	BECK	MICHELLE E.	POLICE DEPT.

**Pembroke School Departments Calendar Year 2022**

<b>GrossPay</b>	<b>LastName</b>	<b>FirstName</b>	<b>PrimaryAccount</b>
\$215,961	OBEY	ERIN E.	SUPERINTENDENT PRF SAL
\$164,311	BRUST	MARYBETH	ASSIST SUPERINTENDENT PRF SAL
\$151,038	DeLORENZO	JESSICA	DIRECTOR OF STUDENT SERVICES
\$144,103	MCGARRIGLE	DONNA	PCMS SCH LEADERSHIP PRF SAL
\$143,827	TALBOT	MARC J.	PHS SCH LEADERSHIP PRF SAL
\$132,805	MURPHY	MICHAEL D.	HES SCH LEADERSHIP PRF SAL
\$127,253	DUFFY	MARK	CONTENT AREA COORDINATOR
\$127,150	GALLIGAN	MARK N.	CONTENT AREA COORDINATOR
\$126,751	CHAPMAN	GWYNNE L.	DIRECTOR FINE ARTS PRF SAL
\$123,104	PHILLIPS	BRIAN E.	ATHLETIC DIRECTOR/FACILIT MGR
\$121,449	SIMMONS	JENNIFER R.	BES SCH LEADERSHIP PRF SAL
\$121,295	KELLEY	KRISTEN A.	PHS SCH LEADERSHIP PRF SAL
\$120,958	SHAPIRO	JONATHAN E.	CONTENT AREA COORDINATOR
\$120,684	SWIFT	ERICA N.	NPES SCH LEADERSHIP PRF SAL
\$117,763	RIX	DAVID	PHS SCH LEADERSHIP PRF SAL
\$117,647	HALL	BRANDON	DIRECTOR INSTRUCTIONAL TECH
\$113,607	SAFIZADEH	SAVIZ	CONTENT AREA COORDINATOR
\$112,158	ZOPATTI	GREGORY D.	PCMS TEACHERS PRF SAL
\$111,343	COLLUM	MEGHAN L.	IDEA DW CURRICULUM DIR PRF SAL
\$111,308	ROONEY	JAMES	PHS TEACHERS PRF SAL
\$110,450	CROSS	ASHLEY R.	HES SCH LEADERSHIP PRF SAL
\$109,736	WALSH	THOMAS W.	PCMS SCH LEADERSHIP PRF SAL
\$109,098	COSTA	TRACI	BES SCH LEADERSHIP PRF SAL
\$108,369	GLASS	AUSTIN	PHS TEACHERS PRF SAL
\$108,250	GOFF	KERRAN B.	PHS GUIDANCE COUNSELOR
\$107,875	CHARPENTIER	VALERIE R.	NPES SCH LEADERSHIP PRF SAL
\$107,619	DOYLE	GRETCHEN	HES TEACHERS PRF SAL
\$107,259	MATHESON	MICHELLE	BES TEACHERS PRF SAL
\$106,822	HALEY	CATHERINE	BES MED/HEALTH SER PRF SAL
\$106,509	SAN GIOVANNI	LARA	HES TEACHERS PRF SAL
\$106,213	TINKER	MICHAEL A.	DISTRICT LEARN MUSIC/DIGITAL
\$105,789	EARNER	JOANNE	PCMS MED/HEALTH SER PRF SAL
\$105,103	KENNEDY	TIMOTHY	BES TEACHERS PRF SAL
\$104,272	KILEY	ROSEMARY	SPED NPES TEACHERS PRF SAL
\$104,093	CONATHAN	ROBIN L.	PHS GUIDANCE COUNSELOR
\$104,084	KNIFFEN	HILLARY M.	PHS TEACHERS PRF SAL
\$103,851	SOLIWODA	MELINDA	NPES TEACHERS PRF SAL
\$103,831	INFASCELLI	COURTNEY A.	PHS TEACHERS PRF SAL
\$103,679	MOTTA	AMY B.	PHS TEACHERS PRF SAL
\$103,562	MULLIGAN	JENNIFER A.	PCMS TEACHERS PRF SAL
\$103,541	STACK	KAREN J.	SPED NPES TEACHERS PRF SAL
\$103,399	WALSH	ABIGAIL B.	PHS TEACHERS PRF SAL
\$103,198	WALLS	JESSICA A.	PHS TEACHERS PRF SAL
\$102,878	TALBOT	CAROLYN	PHS TEACHERS PRF SAL
\$101,908	PEARSON	ERICA S.	NPES PSYCHOLOGIST
\$101,867	GLYNN	JOELLE	HES TEACHERS PRF SAL
\$101,152	PELTON	MELISSA A.	NPES TEACHERS PRF SAL
\$101,022	FERNALD	MARIESA	BES TEACHERS PRF SAL
\$100,947	MONTANA	KELLY	NPES TEACHERS PRF SAL
\$100,772	BATCHELDER	JUDITH	NPES TEACHERS PRF SAL
\$100,772	LISI	MICHAEL	HES PSYCHOLOGIST
\$100,772	SULLIVAN	MICHELE	NPES TEACHERS PRF SAL

\$100,558	SHANNON	JAMES	PHS GUIDANCE COUNSELOR
\$100,272	MROWKA	AMANDA	PHS TEACHERS PRF SAL
\$100,022	HARRIS	MICHELLE R.	HES TEACHERS PRF SAL
\$99,959	RUKA	ANNE F.	PHS TEACHERS PRF SAL
\$99,835	HOVEY	THOMAS	PCMS TEACHERS PRF SAL
\$99,759	LASNIER-DUNCAN	KATLYN P.	NPES TEACHERS PRF SAL
\$99,672	McCORMACK	MARIJANE	PHS TEACHERS PRF SAL
\$99,609	FITZGERALD	LYN M.	PCMS TEACHERS PRF SAL
\$99,509	ANGLEY	TARA E.	NPES TEACHERS PRF SAL
\$99,509	BOCK	RENEE K.	HES TEACHERS PRF SAL
\$99,509	STODDARD	WENDY	PCMS TEACHERS PRF SAL
\$99,259	DUNN	MARIA	BES TEACHERS PRF SAL
\$99,259	JEFFERS	MEGAN D.	PCMS TEACHERS PRF SAL
\$99,209	DWYER	KAREN	IDEA HES MED/THERP PRFSAL
\$99,209	WHALEN	COURTNEY L.	PHS TEACHERS PRF SAL
\$99,009	CHRISTENSEN	MARIANNE	BES SPEECH THERAPIST
\$99,009	HAWES	DANIEL F.	DISTRICT LEARN MUSIC/DIGITAL
\$99,009	KENNY	JENNIFER	NPES TEACHERS PRF SAL
\$99,009	MACDONALD	PAUL	HES TEACHERS PRF SAL
\$99,009	O'LEARY	VIRGINIA	BES TEACHERS PRF SAL
\$99,009	WOODS	ELIZABETH N.	NPES TEACHERS PRF SAL
\$98,953	POURBAIX	NOELLE	PHS TEACHERS PRF SAL
\$98,759	COSTA	MEREDITH A.	PHS TEACHERS PRF SAL
\$98,759	FRATES	MICHAEL C.	SPED PHS TEACHERS PRF SAL
\$98,759	KENNY	NEIL	PHS TEACHERS PRF SAL
\$98,603	FOLEY	KARIN	NPES TEACHERS PRF SAL
\$97,947	BURKE	KELLI	BES TEACHERS PRF SAL
\$97,897	MCDERMOTT	ANGELA	BES TEACHERS PRF SAL
\$97,747	LEONIDO	MAUREEN	PCMS TEACHERS PRF SAL
\$97,746	McNULTY	SARA E.	BES TEACHERS PRF SAL
\$97,697	MOLISSE	JULIE	NPES TEACHERS PRF SAL
\$97,608	GEARIN	JULIANNE S.	PCMS TEACHERS PRF SAL
\$97,607	DRESSER	RACHEL A.	PCMS TEACHERS PRF SAL
\$97,539	DECOSTA	SHANNON	HES TEACHERS PRF SAL
\$97,534	KNISLEY	SAMANTHA	PHS MED/HEALTH SER PRF SAL
\$97,452	COURCHENE	AMANDA M.	PHS TEACHERS PRF SAL
\$97,447	MORRIS	JULIE A.	HES TEACHERS PRF SAL
\$97,287	CAMPBELL	JENNIFER R.	PHS TEACHERS PRF SAL
\$97,197	MICHALEK	COURTNEY G.	PCMS TEACHERS PRF SAL
\$97,147	ADAMS	KATHIE	BES TEACHERS PRF SAL
\$97,147	WELDON	KEVIN	BES TEACHERS PRF SAL
\$97,121	LEBLANC	KELLY M.	BES TEACHERS PRF SAL
\$97,106	SCIULLI	KRISTEN M.	SPED PCMS TEACHERS PRF SAL
\$97,012	KING	BRIAN	PHS TEACHERS PRF SAL
\$97,006	MURPHY	CHRISTINE M.	PHS LIBRARIAN PRF SAL
\$96,947	CONSOLATI	PAUL	PHS TEACHERS PRF SAL
\$96,947	DeIPOZZO	TRACEY	SPED BES TEACHERS PRF SAL
\$96,947	DOHERTY	CHRISTINE C.	BES TEACHERS PRF SAL
\$96,947	FRUSTACI	KATHRYN M.	BES TEACHERS PRF SAL
\$96,947	MURPHY	LUCYANNE	BES TEACHERS PRF SAL
\$96,947	MURRAY	MICHAEL	PHS TEACHERS PRF SAL
\$96,947	RAICHE	SHARYN L.	HES TEACHERS PRF SAL
\$96,947	ROSA	JULIE D.	HES TEACHERS PRF SAL
\$96,947	RUSHTON	JENNA	NPES TEACHERS PRF SAL

\$96,947	SNEE	MEGHAN	NPES TEACHERS PRF SAL
\$96,947	TOOLIN	STEPHANIE M.	SPED HES TEACHERS PRF SAL
\$96,697	RADZEVICH	PAULA M.	SPED PHS TEACHERS PRF SAL
\$96,673	CALLANAN	ANNE	NPES TEACHERS PRF SAL
\$96,644	O'MARA	KATHLEEN	PHS TEACHERS PRF SAL
\$96,422	GLYNN	MEGAN	BES TEACHERS PRF SAL
\$96,289	LEFEBVRE	LAUREN E.	HES TEACHERS PRF SAL
\$96,284	JACKSON	GEORGE	PHS TEACHERS PRF SAL
\$96,217	DOYLE	JEFFREY	PHS TEACHERS PRF SAL
\$96,117	DUFFY	AMIEE	BES TEACHERS PRF SAL
\$96,092	DEPAUL	ANDREA M.	HES MED/HEALTH SER PRF SAL
\$96,067	SCHAFFERT	GERRI A.	BES TEACHERS PRF SAL
\$95,939	LARSON	CHERYL A.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$95,758	BRADFORD	ALICE M.	PHS TEACHERS PRF SAL
\$95,707	ULYSSE	JAMES	DATA & NETWORK MGMT PRF SAL
\$95,667	TOWNSEND	KARYN	PHS TEACHERS PRF SAL
\$95,617	LEEPER	NAOMI J.	PCMS TEACHERS PRF SAL
\$95,617	RUGGIERO	CATHERINE W.	PCMS TEACHERS PRF SAL
\$95,550	GERETY	HOLLY	PHS SOCIAL WRK/ADJ COUNCELOR
\$95,367	NADWORN Y	CYNTHIA A.	BES TEACHERS PRF SAL
\$95,317	MURPHY	CARRIE	PCMS TEACHERS PRF SAL
\$95,175	BALASCO	KIMBERLY	SPED BES TEACHERS PRF SAL
\$95,117	FROST	JENNYE P.	PCMS TEACHERS PRF SAL
\$95,092	GOETZ	GREGORY F.	SPED PHS TEACHERS PRF SAL
\$95,067	WEISMAN	WENDY J.	HES TEACHERS PRF SAL
\$94,917	GREALIS	ERIN	IDEA NPES TEACHERS PRFSAL
\$94,867	CORWIN	NATHANIEL P.	PCMS TEACHERS PRF SAL
\$94,867	DROWNE	LYNNE	BES TEACHERS PRF SAL
\$94,867	FLAHERTY	ERIC	PHS TEACHERS PRF SAL
\$94,867	FULTZ	KAREN	NPES TEACHERS PRF SAL
\$94,867	MCKAY	MICHAEL	HES TEACHERS PRF SAL
\$94,867	MURPHY	KAREN J.	IDEA NPES TEACHERS PRFSAL
\$94,867	MURPHY	MARINDA	HES TEACHERS PRF SAL
\$94,867	PALICA	ERIN	NPES SPEECH THERAPIST
\$94,867	ROONEY	MICHELLE	PCMS SPEECH THERAPIST
\$94,867	SHADRICK	HEIDI M.	NPES TEACHERS PRF SAL
\$94,867	STEFANOSKI	MELISSA	SPED HES TEACHERS PRF SAL
\$94,867	WEIR	MICHELLE C.	NPES TEACHERS PRF SAL
\$94,767	ANDERSON	KIRSTEN L.	ELL TEACHERS PRF SAL DW
\$94,748	HALL	THERESA M.	PHS TEACHERS PRF SAL
\$94,617	MYLETT	CHRISTINA M.	NPES TEACHERS PRF SAL
\$94,353	MACDONALD	TAMMY L.	SPED HES TEACHERS PRF SAL
\$94,182	GATES	MARYELLEN	PHS TEACHERS PRF SAL
\$94,149	GILLIS-JANSSEN	MELANIE F.	PCMS TEACHERS PRF SAL
\$93,963	GRIGGS	ELAINE B.	PHS TEACHERS PRF SAL
\$93,856	MOSHER	BRENDAN J.	NPES TEACHERS PRF SAL
\$93,837	CALTER	JENNIFER D.	HES TEACHERS PRF SAL
\$93,837	LUSSIER	KATHLEEN E.	NPES TEACHERS PRF SAL
\$93,765	GOITIA	ERIN S.	PCMS GUIDANCE COUNSELOR
\$93,480	KING	COLLEEN	BUS & FINANCE PRF SAL
\$93,478	McDONOUGH	KIELY J.	IDEA PCMS TEACHERS PRFSAL
\$93,452	KIRTLEY	RACHEL C.	PHS TEACHERS PRF SAL
\$93,232	McNAMARA	MARY E.	SPED NPES TEACHERS PRF SAL
\$93,132	TINKER	ERIN	DATA & NETWORK MGMT PRF SAL

\$92,960	VANDERMOLEN	NATALIE	HUMAN RESOURCES WAGES
\$92,512	MCDONOUGH	LESLIE J.	PHS TEACHERS PRF SAL
\$92,195	HAYLON	ANNE MARIE B	PCMS TEACHERS PRF SAL
\$92,037	NOGUER	CHRISTINE	PCMS TEACHERS PRF SAL
\$91,850	LAZARUS	JESSICA T.	PHS TEACHERS PRF SAL
\$91,422	BELLIVEAU	CHRISTINE L.	HES TEACHERS PRF SAL
\$91,059	EVANS	MICHAEL	HES CUSTODIAL WAGES
\$91,029	CREHAN	MEGHAN K.	HES TEACHERS PRF SAL
\$90,132	FOOTE	MEAGHAN E.	NPES SPEECH THERAPIST
\$90,044	COOK	AMANDA M.	NPES TEACHERS PRF SAL
\$89,890	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
\$89,576	McFADYEN	NATALIE J.	NPES TEACHERS PRF SAL
\$89,436	FITZPATRICK	SUSAN L.	BES TEACHERS PRF SAL
\$89,194	REILLY	WHITNEY C.	BES TEACHERS PRF SAL
\$89,183	LEACH	MARGARET F.	NPES MED/HEALTH SER PRF SAL
\$88,944	McGOWAN	RACHEL H.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$88,445	CONN	JESSICA N.	NPES TEACHERS PRF SAL
\$88,440	LOPEZ	ROSA D.	PCMS TEACHERS PRF SAL
\$88,136	LEONARD	KERRY B.	PCMS TEACHERS PRF SAL
\$87,919	POWER	MEGHAN L.	BES TEACHERS PRF SAL
\$87,860	FIGUEIREDO	JENNA M.	SPED BES TEACHERS PRF SAL
\$87,688	FULMINE	ANTHONY S.	SPED PHS TEACHERS PRF SAL
\$87,471	AUGER	BENJAMIN P.	PHS TEACHERS PRF SAL
\$87,396	KLEMONSKY	NICOLE M.	HES TEACHERS PRF SAL
\$87,067	LYDON	ALLISON M.	SPED HES TEACHERS PRF SAL
\$86,946	DEPOLITO	JESSICA A.	PHS TEACHERS PRF SAL
\$86,893	GOULD	EDWARD A.	PHS TEACHERS PRF SAL
\$86,589	GOODE	ANNEMARIE M.	NPES TEACHERS PRF SAL
\$86,326	STRUK	MARCIA J.	EXT DAY KIND TEACHER PRF SAL
\$85,985	MCLEAN	DANIELLE H.	PCMS GUIDANCE COUNSELOR
\$85,983	DUMONT	ALYSON G.	HES TEACHERS PRF SAL
\$85,427	VALERI	KELLY	HES TEACHERS PRF SAL
\$85,171	ALMON	CAITLIN N.	PHS TEACHERS PRF SAL
\$84,827	DOOLEY	GAIL M.	PCMS TEACHERS PRF SAL
\$84,727	CANTINO	KERRI A.	IDEA NPES MED/THERP PRFSAL
\$84,677	NUNES	GAIL	SPED BES TEACHERS PRF SAL
\$84,084	WHYE	ASHLEY D.	ELL TEACHERS PRF SAL DW
\$83,688	RHODES	MARY M.	SPED HES TEACHERS PRF SAL
\$83,554	CAVACCO-WILLIS	MICHELLE R.	HES TEACHERS PRF SAL
\$83,423	MORSE	CHARLES W.	PHS TEACHERS PRF SAL
\$83,380	CHRISTMAS	JOCELYN N.	NPES TEACHERS PRF SAL
\$83,293	CARTEE	TARA L.	PHS TEACHERS PRF SAL
\$81,677	GRIER	MEGHAN K.	NPES TEACHERS PRF SAL
\$81,177	MARTIN	CAITLIN L.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$80,969	NOONS	BRITTNEY J.	HES TEACHERS PRF SAL
\$80,227	KERR	BRYANNA L.	PCMS SOCIAL WRK/ADJ COUNCELOR
\$79,834	HAYES-HINCHEN	MALLORY E.	PCMS TEACHERS PRF SAL
\$79,583	LUCAS-TERRA	CINDY M.	FOOD SERVICES DIRECTOR
\$78,742	THERIAULT	NICOLE M.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$78,227	ROSE	JESSICA A.	PHS TEACHERS PRF SAL
\$77,621	dePONTBRIAND-B	LAURA K.	PHS TEACHERS PRF SAL
\$77,237	ELLIOTT	DIANE S.	PHS CUSTODIAL WAGES
\$76,705	SHELTERS	DONALD J.	SPED PHS TEACHERS PRF SAL
\$76,528	ELFILALI	OUIDAD E.	PHS TEACHERS PRF SAL

\$76,380	MCCANN	NICOLE F.	NPES TEACHERS PRF SAL
\$76,380	POWELL	SAMANTHA J.	BES TEACHERS PRF SAL
\$75,936	TARBOX	GREGORY R.	PHS TEACHERS PRF SAL
\$75,596	MACISSO	ALEXANDRA E.	HES TEACHERS PRF SAL
\$75,088	SILVA DELGADO	JOVANN	PHS TEACHERS PRF SAL
\$72,764	FLYNN	ROBERT	PCMS CUSTODIAL WAGES
\$71,067	DORGAN	MICHAEL	PHS CUSTODIAL WAGES
\$70,033	MANNIX	BRENDA D.	BES PSYCHOLOGIST
\$69,709	JOYCE	JAIME-LEE	SPED PCMS TEACHERS PRF SAL
\$69,709	SMILEY	HEATHER F.	NPES TEACHERS PRF SAL
\$68,187	SILVA	STEVEN	NPES CUSTODIAL WAGES
\$67,539	PAGE	RICHARD E.	PCMS CUSTODIAL WAGES
\$67,216	MONTEFORTE	SHARON M.	COMMUNICATIONS SPECIALIST
\$66,951	PIWARUNAS	CHERYL	SPED PCMS TEACHERS PRF SAL
\$66,499	CURRIER	RYAN D.	PHS CUSTODIAL WAGES
\$65,834	DUTRA	DEBRA	BUS & FINANCE CLR SAL
\$65,600	TURLEY	JOSEPH	PHS TEACHERS PRF SAL
\$65,296	BOURGET	CHRISTOPHER	PHS CUSTODIAL WAGES
\$65,063	VIVIANO	ALISON G.	PHS MED/HEALTH SER PRF SAL
\$64,280	COSBY	ROBERT T.	PHS CUSTODIAL WAGES
\$64,273	BAKER	ANDREW R.	PHS TEACHERS PRF SAL
\$63,942	MULLEN	JESSICA N.	BES CUSTODIAL WAGES
\$63,744	NEWTON	RICHARD J.	PHS TEACHERS PRF SAL
\$63,725	NEWALL	ADAM G.	PCMS TEACHERS PRF SAL
\$63,653	EAKINS	KATHRYN	PHS SECRETARIAL SAL
\$63,415	DAVIS	JANET M.	BES TEACHERS PRF SAL
\$63,362	MENDES	MARKUS C.	BES CUSTODIAL WAGES
\$63,069	GREEN	ELIZABETH A.	PHS TEACHERS PRF SAL
\$62,955	GILLIS	JAYMES R.	BES CUSTODIAL WAGES
\$62,862	MAGUIRE	RORY P.	NPES CUSTODIAL WAGES
\$62,398	CAREY	LYNDA L.	OT, PT MED THERAPIST DW
\$61,989	WHITE	ZACHARY E.	HES CUSTODIAL WAGES
\$61,965	MURPHY	KEELAN P.	PHS TEACHERS PRF SAL
\$61,559	EOSUE	MICHAEL A.	HES CUSTODIAL WAGES
\$61,300	PEKRUL	COLLEEN K.	HES TEACHERS PRF SAL
\$61,250	PLACE	LYNNE	SUBSTITUTES SHORT TERM
\$61,149	JACOBS	LORI	TRANSPORTATION REVOLAL CLR SAL
\$61,118	CRUISE	KENNETH	MEDIA TECH
\$60,749	JOHNSON	JOSHUA R.	PCMS CUSTODIAL WAGES
\$60,261	GRINDLE	CAROL	BES SECRETARIAL SAL
\$60,261	LOGAN	ANDREA	HES SECRETARIAL SAL
\$59,861	ROSSINI	ERIKA	NPES SECRETARIAL SAL
\$54,660	SMITH	TRACEY A.	PCMS SECRETARIAL SAL
\$54,355	WEBB	JANICE A.	PHS SECRETARIAL SAL
\$53,979	OTTINA	KATHLEEN A.	PHS TEACHERS PRF SAL
\$52,457	GLYNN	MARGARET	PCMS SECRETARIAL SAL
\$52,396	ROBERTS	SARAH-RUTH B	OT, PT MED THERAPIST DW
\$51,908	LEWIS	KATHERINE C.	SPED PHS TEACHERS PRF SAL
\$50,583	LADD	LINDSAY M.	SPED PHS TEACHERS PRF SAL
\$50,583	TRAVERSO	RENATA J.	ELL TEACHERS PRF SAL DW
\$50,576	CALLANAN	CHRISTOPHER	NPES CUSTODIAL WAGES
\$50,383	KASARIAN	GENEVIEVE C.	SPED HES TEACHERS PRF SAL
\$49,299	PACE	FRED	NPES CUSTODIAL WAGES
\$48,565	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS

\$46,353	BARTHOLOMAE	ELIZABETH M.	BES TEACHERS PRF SAL
\$44,780	WILSON	CARLIE A.	SPED PCMS TEACHERS PRF SAL
\$44,573	ALFANO	MICHELLE	SPED PCMS PARAPROFESSIONAL
\$44,384	PRAETSCH	JERILYN	BUS & FINANCE CLR SAL
\$43,295	SERHAL	ROULA A.	PCMS TEACHERS PRF SAL
\$41,776	NOYES	LAURIE M.	SPED CLERICAL SUPPORT
\$41,682	VILAGIE	KATHLEEN	SPED HES PARAPROFESSIONAL
\$41,524	SAMUELSON	KIMBERLY A.	NPES CLERICAL PARA SAL
\$40,805	DERITO	MAUREEN E.	PHS PARAPROFESSIONAL
\$40,376	NUGENT	KATHERINE	NPES PARAPROFESSIONAL
\$39,204	DUCHINI	DAWN	SPED HES PARAPROFESSIONAL
\$39,189	WEST	KIMBERLY	HES PARAPROFESSIONAL
\$39,030	HANLEY	THERESA	EXT DAY PREK PARA
\$39,015	VINCENZI	MATTHEW D.	NPES TEACHERS PRF SAL
\$38,752	QUILL	JESSICA A.	SPED PHS PARAPROFESSIONAL
\$38,518	MURPHY	SUSAN E.	SPED HES PARAPROFESSIONAL
\$38,413	HUNT	KERRIE	SPED HES PARAPROFESSIONAL
\$38,363	FOX	CHERI J.	SPED PHS PARAPROFESSIONAL
\$38,013	PROSPER	ELEANOR	SPED NPES PARAPROFESSIONAL
\$37,984	ROSA	LYNNETTE A.	SPED PHS TEACHERS PRF SAL
\$37,738	PARRELLA	PAMELA	SPED PHS PARAPROFESSIONAL
\$37,675	JOHNSON	BARBRA M.	BES PARAPROFESSIONAL
\$37,503	SLEKIS	STEPHANIE E.	SPED BES PARAPROFESSIONAL
\$37,444	DeSIMONE	CAROL A.	SPED HES PARAPROFESSIONAL
\$36,884	LANZAROTTO	KATHY-ANN	PHS SECRETARIAL SAL
\$36,841	HAMILTON	LINDA	SPED PCMS PARAPROFESSIONAL
\$36,381	SMITH	DEBRA	FOOD SERVICES SUPPORT STAFF
\$36,261	NICHOLS	DANIELLE	BES CLERICAL PARA SAL
\$35,991	DECASTRO	SHARON	SPED NPES PARAPROFESSIONAL
\$35,735	MCCARTHY	BONNIE J.	SPED PHS PARAPROFESSIONAL
\$35,688	DONLON	AUDRA E.	HES CLERICAL PARA SAL
\$35,665	THOMA	JUSTINA M.	SPED HES PARAPROFESSIONAL
\$35,601	LaPLANTE	JENNIFER M.	SPED HES PARAPROFESSIONAL
\$35,400	GERLACH	ERIN O.	EXT DAY PREK PARA
\$35,287	SMITH III	JAMES E.	BES PARAPROFESSIONAL
\$35,069	DAVIS	JILL	IDEA PCMS PARA OTHSAL
\$34,893	McMAHON	SHAWN A.	SPED HES PARAPROFESSIONAL
\$34,421	MCNAMARA	PATRICK S.	ELL TEACHERS PRF SAL DW
\$34,090	COSTA	JORDAN R.	SPED NPES PARAPROFESSIONAL
\$33,915	CARAFONE	ALICIA E.	EXT DAY KIND PARA
\$33,784	BALDWIN	BONNIE M.	JOB COACH
\$33,098	CASARANO	LEISE F.	SPED PHS PARAPROFESSIONAL
\$33,046	MUSK	PAMELA A.	SPED HES PARAPROFESSIONAL
\$32,846	TRASK	LISA J.	FOOD SERVICES SUPPORT STAFF
\$32,764	BODELL	ANN M.	FOOD SERVICES SUPPORT STAFF
\$32,678	MCGRORY	KELLY A.	SPED BES PARAPROFESSIONAL
\$32,574	FREITAS	DONNA M.	PHS PARAPROFESSIONAL
\$32,538	COWGILL	BARRY O.	PHS TEACHERS PRF SAL
\$32,504	DEBELLIS	ALLISON F.	PCMS TEACHERS PRF SAL
\$32,135	MESSNER	ALLISON M.	SPED HES PARAPROFESSIONAL
\$31,850	RINKUS	BROOKE M.	SUBSTITUTES SHORT TERM
\$31,819	OVERSTREET	TESSA L.	PHS TEACHERS PRF SAL
\$31,669	MCRAE	NANCY R.	FOOD SERVICES SUPPORT STAFF
\$31,658	KELLY	CHERYL A.	HES TEACHERS PRF SAL

\$31,154	HEATH	DEBORAH	SPED NPES PARAPROFESSIONAL
\$30,969	JESSON	KATHRYN L.	SPED PCMS PARAPROFESSIONAL
\$30,260	PSAROS	CANDACE	TITLE ONE TUTOR BES
\$30,195	EIDLIN	SAMUEL L.	PHS TEACHERS PRF SAL
\$30,062	O'LEARY	JENNIFER T.	BES PARAPROFESSIONAL
\$29,928	SHARON	ERIN E.	BES TEACHERS PRF SAL
\$29,917	HOWIE	JULIE A.	FOOD SERVICES SUPPORT STAFF
\$29,629	DEGAGNE	MICHAEL P.	HES PARAPROFESSIONAL
\$29,321	KELLER	COURTNEY C.	PCMS LIBRARY PARA
\$29,280	FITZWILLIAM	EVAN M.	PCMS TEACHERS PRF SAL
\$29,030	RICHARDSON	KRISTEN C.	NPES TEACHERS PRF SAL
\$28,961	WARREN	THOMAS D.	SPED PHS TEACHERS PRF SAL
\$28,670	HALEY	ERIN K.	BES TEACHERS PRF SAL
\$28,175	MAZZOLA	AMANDA L.	SPED HES TEACHERS PRF SAL
\$27,228	JONES	ELLEN M.	PCMS SOCIAL WRK/ADJ COUNSELOR
\$27,088	MAURANO	MARGARET	HES READING SPECIALIST
\$26,900	ROSEN	MICHAEL J.	BES TEACHERS PRF SAL
\$26,852	SMALL	CORINNE M.	HES PARAPROFESSIONAL
\$26,790	KULIK	PATRICIA M.	EXT DAY PREK PARA
\$26,708	HURLEY	STEPHANIE	PHS PARAPROFESSIONAL
\$26,603	CORNWALL	MARYBETH Z.	SPED HES TEACHERS PRF SAL
\$26,495	RILEY	ILENE E.	K-8 SOCIAL WRK/ADJ COUNSELOR
\$26,440	CARMICHAEL	ROBERTA	SPED BES PARAPROFESSIONAL
\$25,700	DESMOND	BRITTANY L.	SPED PCMS TEACHERS PRF SAL
\$25,647	CORREA-HARRING	KRISTIN L.	PHS SECRETARIAL SAL
\$25,210	HRIVNAK	CHRISTY J.	SPED NPES PARAPROFESSIONAL
\$24,941	SZAFRANOWICZ	DANIEL E.	PHS CUSTODIAL WAGES
\$24,654	MCDONALD	MACKENZIE L.	PHS COACHES
\$23,883	WALSH	DENISE M.	FOOD SERVICES SUPPORT STAFF
\$23,728	HOWIE	PATRICE	FOOD SERVICES SUPPORT STAFF
\$23,551	COPPENRATH-LAT	RACHAEL A.	SPED PCMS TEACHERS PRF SAL
\$22,977	DUNPHY	MACKENZEE J.	SPED HES PARAPROFESSIONAL
\$22,390	HAMILL-O'NEIL	KERRIE L.	ARPIDEA SOCIAL WORKER 252GRANT
\$22,254	BYRNE	FAITH L.	FOOD SERVICES SUPPORT STAFF
\$22,227	DESISTO	PETER J.	PHS TEACHERS PRF SAL
\$22,022	WAGNER-SMITH	KIMBERLY	SPED NPES PARAPROFESSIONAL
\$21,687	DECINA	JULIANNA M.	SUBSTITUTES SHORT TERM
\$21,495	HOWARD	JACQUELINE E	PHS TEACHERS PRF SAL
\$21,495	MATHESON	MARK K.	DW LONG TERM SUB PRF SAL
\$21,483	WALLS	MAX J.	BES PARAPROFESSIONAL
\$19,721	MERRITT	PATRICIA A.	FOOD SERVICES SUPPORT STAFF
\$19,525	CONROY	KERRI M.	FOOD SERVICES SUPPORT STAFF
\$19,325	HOLMES	MAUREEN C.	INTERRUPTED TUTOR ESSER II
\$19,282	HOLMES	GAYLE M.	FOOD SERVICES SUPPORT STAFF
\$19,130	COSTANZO	NICOLE M.	EXT DAY PREK PARA
\$18,574	GALLINGER	JANICE M.	FOOD SERVICES SUPPORT STAFF
\$17,698	BURROWS	JANET	FOOD SERVICES SUPPORT STAFF
\$17,684	JONES	KIMBERLY A.	SPED PCMS PARAPROFESSIONAL
\$17,661	MCAULIFFE	JUDITH A.	FOOD SERVICES SUPPORT STAFF
\$17,584	HANNON	JUDITH K.	FOOD SERVICES SUPPORT STAFF
\$16,741	FRATTASIO	LISA	FOOD SERVICES SUPPORT STAFF
\$16,730	LOVSTAD-FRANK	MONIKA	FOOD SERVICES SUPPORT STAFF
\$16,656	MACCORMICK	CORINNE J.	FOOD SERVICES SUPPORT STAFF
\$16,283	MANNING	PAUL T.	SUBSTITUTE CUSTODIANS

\$15,702	TARBOX	LISA R.	FOOD SERVICES SUPPORT STAFF
\$15,342	JACOBSEN	MARIAH L.	SPED PCMS PARAPROFESSIONAL
\$15,218	DUZAN	MICHELLE M.	SPED PHS PARAPROFESSIONAL
\$14,870	SETTINO	CAROLINE L.	INTERRUPTED LEARNING TUTOR
\$14,487	LUCIER	ALEXANDER J.	ATHLETIC CUSTODIAN
\$14,093	EARL	RACHEL E.	FOOD SERVICES SUPPORT STAFF
\$14,046	HILL	LISA C.	FOOD SERVICES SUPPORT STAFF
\$13,793	BOUDREAU	ANNABELLE N.	EXT DAY PREK PARA
\$13,360	ABORN SR.	STEPHEN R.	PHS COACHES
\$13,000	SALMON	JOANNE	INTERRUPTED LEARNING TUTOR
\$12,768	CLANCY	ALICIA M.	PCMS SECRETARIAL SAL
\$12,360	JACOBS	KELLY A.	FOOD SERVICES SUPPORT STAFF
\$12,282	GILLIS	BONNIE J.	FOOD SERVICES SUPPORT STAFF
\$11,890	MIGNOSA	JULIE E.	SUBSTITUTES SHORT TERM
\$11,880	TOWERS	JOSEPH B.	SUBSTITUTES SHORT TERM
\$11,860	HARRINGTON	THOMAS W.	SUBSTITUTES SHORT TERM
\$11,825	KELLIHER	DIANNE M.	INTERRUPTED TUTOR ESSER II
\$11,730	HANNON	JESSICA B.	SPED PHS PARAPROFESSIONAL
\$11,714	SHEEHAN	MARY	PCMS SECRETARIAL SAL
\$11,480	DE SOUZA	LUIZ ARAUJO	NPES CUSTODIAL WAGES
\$11,150	HOVEY	DONNA ML	SUBSTITUTES SHORT TERM
\$10,829	WATTS	JULIE A.	SPED BES PARAPROFESSIONAL
\$10,800	COULL	KRISTINA M.	INTERRUPTED LEARNING TUTOR
\$10,782	MAHONEY	ANNETTE M.	FOOD SERVICES SUPPORT STAFF
\$10,705	ROSANO	RHONDA J.	SPED HES PARAPROFESSIONAL
\$10,429	SHEEHAN	GINA D.	ELL TEACHERS PRF SAL DW
\$10,000	SZOSTAK	MARGARET	SUBSTITUTES SHORT TERM
\$9,988	FLYNN	WILLIAM L.	PHS COACHES
\$9,985	LOPES	TIMOTHY J.	PHS COACHES
\$9,949	HUNT	THOMAS C.	SPED PHS PARAPROFESSIONAL
\$9,850	NORTH	LINDSEY N.	SPED BES PARAPROFESSIONAL
\$9,828	COLETTA	SARA D.	BES PARAPROFESSIONAL
\$9,800	PATARINO	FRANK M.	SUBSTITUTES SHORT TERM
\$9,709	RICH	KAREN T.	SPED PHS PARAPROFESSIONAL
\$8,840	ZIMMERMAN	JOHN W.	SUBSTITUTES SHORT TERM
\$8,520	HALL	JEANINE M.	SPED HES PARAPROFESSIONAL
\$7,800	BRADY	DORIAN A.	INTERRUPTED LEARNING TUTOR
\$7,722	CENOLLI	ROSALORENNA	ELL TEACHERS PRF SAL DW
\$7,700	BATES	JENNIFER K.	SUBSTITUTES SHORT TERM
\$7,682	O'NEIL	DANIEL T.	PHS COACHES
\$7,150	BLOMBERG	JULIA E.	SUBSTITUTES SHORT TERM
\$6,865	HOLLAND	SHANNON K.	SUBSTITUTES SHORT TERM
\$6,859	POWERS	DANA M.	PHS COACHES
\$6,837	LEAL	BRADLEY J.	PHS COACHES
\$6,737	FALCO	MICHAEL A.	PHS COACHES
\$6,679	SCOTT	ADAM H.	PHS COACHES
\$6,679	TURNER	JOHN R.	PHS COACHES
\$6,677	ABORN JR	STEPHEN R.	PHS COACHES
\$6,677	CAMERON	WILLIAM J.	PHS COACHES
\$6,668	WRIGHT	CHRISTEN L.	PHS COACHES
\$6,650	KNIGHT	SARAH J.	EXT DAY SUM MED/HLTH SER
\$6,549	LEWIS JR.	ROBERT P.	PHS COACHES
\$6,549	NOYES	BRIAN	PHS COACHES
\$6,546	CABRAL	JUSTIN W.	PHS COACHES

\$6,400	JONES	GRETCHEN A.	SUBSTITUTES SHORT TERM
\$6,200	ALTMAN-MASSIE	MICHELLE I.	INTERRUPTED TUTOR ESSER II
\$5,910	PROVOST	LORRAINE J.	SUBSTITUTES SHORT TERM
\$5,887	ROBBINS	MARIA R.	BES PSYCHOLOGIST
\$5,800	LACROIX	JOAN B.	INTERRUPTED LEARNING TUTOR
\$5,795	HAYES	LEANNE E.	SUBSTITUTES SHORT TERM
\$5,485	BLUSHI	SARAH C.	EXTDAY SUMM MED/THERPPRF SAL
\$5,206	COTILLO	JULIE A.	EXT DAY SUMMER TEACHER
\$5,070	COMMESO	KAITIEMAE L.	SUBSTITUTES SHORT TERM
\$4,834	MCMENOMEY	JOHN P.	PHS COACHES
\$4,600	DODD	VICTORIA R.	SUBSTITUTES SHORT TERM
\$4,600	TRAFTON	BETTY C	SUBSTITUTES SHORT TERM
\$4,400	MOREIRA	ELIZABETH A.	INTERRUPTED TUTOR ESSER II
\$4,359	GIROUARD	BRENDAN M	PHS COACHES
\$4,310	RICE	MARSHA A.	FOOD SERVICES SUBSTITUTE
\$3,956	SANCHEZ	TAMRA A.	PHS COACHES
\$3,900	MURPHY	TRACEY A.	EXT DAY SUMMER TEACHER
\$3,862	MESSNER	AUDREY G.	SENIOR EDUCATIONAL INTERSHIP
\$3,825	CONNICK	CAMILLE	INTERRUPTED LEARNING TUTOR
\$3,788	HARLAND	SARA P.	EXT DAY SUMMER TEACHER
\$3,741	CAMPBELL	KATHERINE M.	EXT DAY SUMMER TEACHER
\$3,736	KIMBALL	DANIEL P.	PHS COACHES
\$3,736	MCKEE	SCOTT A.	PHS COACHES
\$3,736	SCARPA	ISABELLA P.	PHS COACHES
\$3,656	DeGRASSE	JODIE L.	BES CUSTODIAL WAGES
\$3,594	DWYER	MARIE J.	PHS COACHES
\$3,594	GUIMARES	MICHAEL B.	PHS COACHES
\$3,570	PANOS	MOLLY T.	SENIOR EDUCATIONAL INTERSHIP
\$3,561	BRETAGNE	KATHLEEN S.	?
\$3,524	GALOTTI	LAUREN N.	PHS COACHES
\$3,524	PINA	ROBERT G.	PHS COACHES
\$3,524	PLANT	KEVIN P.	PHS COACHES
\$3,524	WILSON	MIKAELA M.	PHS COACHES
\$3,360	HOFFSES	PAIGE A.	SUBSTITUTES SHORT TERM
\$3,244	SHEIL	ELLEN	TITLE 1 EARLY LITERACY PRF SAL
\$3,200	HUMPHRIES	JULIANNE M.	SUBSTITUTES SHORT TERM
\$3,114	MICHINI	MELANIE M.	SENIOR EDUCATIONAL INTERSHIP
\$3,112	GUSTIN	ANDREW A.	PHS COACHES
\$3,089	SUNNERBERG	JENNIFER	SPED PHS PARAPROFESSIONAL
\$2,880	KEARLEY	ANNE B.	SUBSTITUTES SHORT TERM
\$2,813	DEAN	VICTORIA M.	TITLE 1 EARLY LITERACY PRF SAL
\$2,738	HANLEY	LAUREN A.	SUBSTITUTES SHORT TERM
\$2,634	GORRASI	NICHOLAS M.	PHS COACHES
\$2,634	MCIVER	SHAWN C	PHS COACHES
\$2,520	JOHNSON	DENISE M.	SUBSTITUTES SHORT TERM
\$2,382	TAM	UMA S.	EXT DAY SUMMER PARA
\$2,380	JOHNSON	HANNAH E.	SUBSTITUTES SHORT TERM
\$2,300	MURPHY	HELEN P.	SUBSTITUTES SHORT TERM
\$2,300	VISSA	KAYLA K.	SUBSTITUTES SHORT TERM
\$2,244	BOYCE	MASON W.	SENIOR EDUCATIONAL INTERSHIP
\$2,195	ALFANO	SYDNEY F.	SUBSTITUTES SHORT TERM
\$2,123	NORTON	HAILEY C.	SENIOR EDUCATIONAL INTERSHIP
\$2,070	PARLEE	MADISON K.	SUBSTITUTES SHORT TERM
\$2,035	SMITH	ZACHARY T.	SUBSTITUTES SHORT TERM

\$1,942	TURVEY	KAILEE G.	SENIOR EDUCATIONAL INTERSHIP
\$1,910	DIMITRI	CHRISTINA B.	EXT DAY SUMMER PARA
\$1,905	CUMMINGS	ASHLEIGH E.	SENIOR EDUCATIONAL INTERSHIP
\$1,870	CLAFLIN	EMILY E.	SUBSTITUTES SHORT TERM
\$1,831	KATES	EVAN M.	SENIOR EDUCATIONAL INTERSHIP
\$1,806	ZIELINSKI	KASEY A.	SUBSTITUTES SHORT TERM
\$1,805	STOYLE	BENJAMIN G.	SUBSTITUTES SHORT TERM
\$1,799	JACOBSEN	DEBORAH	HES PARAPROFESSIONAL
\$1,796	NORTON	JADEN C.	SENIOR EDUCATIONAL INTERSHIP
\$1,777	DINNEEN	KIERSTIN C.	SENIOR EDUCATIONAL INTERSHIP
\$1,777	DINNEEN	KYLEE S.	SENIOR EDUCATIONAL INTERSHIP
\$1,775	WESTON	GRACE C.	SENIOR EDUCATIONAL INTERSHIP
\$1,700	LANG	KATHLEEN	SUBSTITUTES SHORT TERM
\$1,691	ZYSK	OLIVIA M.	SENIOR EDUCATIONAL INTERSHIP
\$1,680	BEATTY	DAVID M.	SUBSTITUTES SHORT TERM
\$1,678	JACKSON	AVA J.	SENIOR EDUCATIONAL INTERSHIP
\$1,664	FINN	CAROLYN G.	PCMS COACHES
\$1,649	DONLON	NATALIE S.	SENIOR EDUCATIONAL INTERSHIP
\$1,620	FITZGERALD	HALEY A.	SUBSTITUTES SHORT TERM
\$1,615	MCPHEE	PATRICIA C.	SUBSTITUTES SHORT TERM
\$1,613	HILLNER	STEPHANIE D.	EXT DAY SUMMER TEACHER
\$1,530	TRIPP	JACQUELINE D	SUBSTITUTES SHORT TERM
\$1,441	BEKHIT	STEPHEN E.	SENIOR EDUCATIONAL INTERSHIP
\$1,414	EISAN	JULIA E.	PCMS LIBRARY PARA
\$1,350	O'KEEFE	JOHN K.	SUBSTITUTES SHORT TERM
\$1,300	CRITCH	EMILY P.	AP COORDINATOR
\$1,200	KARRA	PALLAVI	SUBSTITUTES SHORT TERM
\$1,046	RICE	TAMI J.	BUS DRIVER WAGES & OVERTIME
\$1,020	CALLOW	GRACE E.	SUBSTITUTES SHORT TERM
\$1,020	KING	HEATHER R.	SUBSTITUTES SHORT TERM
\$990	FORD	ANDREW J.	SUBSTITUTES SHORT TERM
\$960	MCEVOY	SUSAN E.	SUBSTITUTES SHORT TERM
\$945	COSTA	MORGAN N.	SUBSTITUTES SHORT TERM
\$935	ADAMS	NICHOLAS R.	SUBSTITUTES SHORT TERM
\$935	BARRY	JULIA L.	SUBSTITUTES SHORT TERM
\$935	O'BRIEN	KATELYN E.	SUBSTITUTES SHORT TERM
\$910	HENRY	SARAH J.	SUBSTITUTES SHORT TERM
\$900	MAZARES	JOAN C.	SUBSTITUTES SHORT TERM
\$765	BUONAUGURIO	ISABELLA A.	SUBSTITUTES SHORT TERM
\$762	ADAMS	MAUREEN	FOOD SERVICES SUPPORT STAFF
\$595	GALLEY	MARIE L.	SUBSTITUTES SHORT TERM
\$510	GREALIS	ABBAY F.	SUBSTITUTES SHORT TERM
\$510	RYAN	KELSEY H.	SUBSTITUTES SHORT TERM
\$357	SULLIVAN	MEGAN G.	EXT DAY SUMMER PARA
\$340	BIZZOZERO	ABIGAIL N.	SUBSTITUTES SHORT TERM
\$300	VOSE	ALISHA F.	SUBSTITUTES SHORT TERM
\$170	MERLAN	ELLA M.	SUBSTITUTES SHORT TERM
\$150	REARDON	JAMIE L.	SUBSTITUTES SHORT TERM
\$90	MAALLOULY	ELIANA D.	SUBSTITUTES SHORT TERM

## Pembroke Police Department 2022



**The Pembroke Police Department would like to thank the Town Manager Bill Chenard, his staff, and the Select Board members for their support throughout the year.**

### January

- Blizzard January 29<sup>th</sup> was a collaborative effort with Pembroke Fire, DPW and Emergency Management team.

### February

- Amanda Cain graduated from the Cape Cod Police Academy 7/15/22.
- Coordinated training with Town of Pembroke employees in conjunction with PFD (Active Shooter/CPR Training).

### April

- Hired retired Lt. Col MSP Thomas Grenham, retired Major MSP Thomas Majenski, retired Sergeant MSP Kenneth Wong, retired Boston Police Officer William Bulger to our Reserve Officer positions.

### May

- Rep. Josh Cutler earmarked \$40k to upgrade police communications for internal quality assurance.
- Pembroke Police Department offered boater safety courses.
- Provided public and traffic safety for the annual Memorial Day parade.
- Partnered with Tiny and Sons & Pembroke Chamber of Commerce to treat kids to Ice Cream from the Dairy Twist.
- The Whaler police boat was replaced with a new and more efficient boat that will navigate our ponds, lake, and the North River.
- K9 Jax retired.

### July

- Chief MacDonald & Deputy Chief LaPierre partnered with Moms Demand Action to spread the word about the importance of Gun Safety.
- Applied for several grants -- State 911, Sex Offender Verification, & Domestic Violence Grant.
- K9 Filo joined our department and began his 16 weeks of training with Officer Mark DiGravio.
- James Lanzillotta retired 7/4/22 after 25 years of service.

### August

- Hired Michael Fahie and Christopher Coyman from the Plymouth County Sheriff's Department to our Reserve Officer staff.

## **September**

- Assisted Plymouth County Outreach with Narcan Training for the community.
- Secured the National Highway Traffic Safety grant—special thanks to Sen. Susan Moran & State Rep. Josh Cutler.
- Provided Public Safety for Pembroke Celebrates with Fireworks which entertained thousands of people.
- Detective Horkan conducted Active Shooter Training for Library Staff and COA.
- Officer Mary Beth Simmons attended School Resource Officer Training.

## **October**

- Partnered with Plymouth County District Attorney's office for a toiletry drive for survivors of domestic violence and their families.
- Hired retired K9 Sergeant Matthew McDevitt MSP, to our Reserve Division.

## **November**

- Civilian Traffic Control Unit established.
- Deputy Chief LaPierre was a guest speaker at the Veteran's Day Ceremony.

## **December**

- Conducted a successful Fill-A-Cruiser event for kids.
- Provided public safety for the Tree Lighting Ceremony.

Richard G. MacDonald  
Chief of Police

## 2022 ANNUAL REPORT OF THE PEMBROKE FIRE DEPARTMENT

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

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

We are a combination type department made up of 1 Fire Chief, 2 Deputy Fire Chiefs, 4 Captains, 24 Career Firefighters, 10 On-Call Firefighters and 1 Administrative Assistant.

### Operations

#### Summary of Activity for 2022

<b>Incident Type</b>	<b>Number of Incidents</b>
Medical Emergencies / Rescue	2605
Fires	74
Motor Vehicle Accidents	178
Fire Alarms	264
Public Assist Calls	184
Hazardous Conditions	344
Mutual Aid	88
<b>Total</b>	<b>3737</b>

### Personnel

Chief Kenneth McCormick retired in January after many years of service to the town.

Captain Michael Witham resigned his position to become the Fire Chief in the town of Halifax.

Firefighter Brian Cole resigned to pursue other career opportunities.

Retired Firefighter Donald Yacovone passed away in January. Firefighter Yacovone served as an On-Call Firefighter from 2007-2018

Retired Firefighter Doug Irish passed away in April. Firefighter Irish served as a career member of the department from 1973-2005

### Grants

The Department was very fortunate to receive multiple grants this year including a Safe Grant for \$4381 and a Sr Safe grant for \$2277. These grants will help fund fire prevention education programs for school age children and our senior population. Additionally, we received a Firefighter Safety Equipment Grant in the amount of \$18,994 that will be used to purchase nonstructural firefighting gear. Finally, we received a Community Compact Best Practices grant in the amount of \$30,000 that will be used to study the feasibility of regionalizing fire vehicle maintenance.

## **Fire Prevention**

Fire prevention and public education is our primary means of preventing emergencies before they happen. In 2022 the department conducted 421 Inspections.

In October, we held our annual open house at the fire station. The open house was a huge success and was attended by several hundred residents. In addition to a great day of fun it was an excellent opportunity to meet the firefighters that are here to serve you every day and learn more about the services we provide.

## **Vehicles**

In July the department took delivery of a new 2022 Lifeline ambulance.

## **Stations**

Unfortunately, the stations have reached a point where they desperately need to be replaced. Members of the department have been working diligently with the Public Safety Building Committee on developing a plan to replace the stations and place them in locations that will greatly improve response times.

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

Respectfully Submitted,

Jason Viveiros, Fire Chief

## **PEMBROKE EMERGENCY MANAGEMENT**

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

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

We welcomed Fire Chief Jason Viveiros as Co-Director to Pembroke Emergency Management (PEMA). We were greeted in January with a Blizzard where we received 26 inches of snow. The blizzard kept the public safety staff extremely busy. Following the blizzard, we applied for reimbursement for snow assistance as part of the Disaster Declaration through FEMA. We would like to acknowledge Kris Fraser and Rose Campbell for their support with this endeavor.

PEMA worked with Massachusetts Emergency Management (MEMA) to update our Critical Emergency Management Procedures (CEMP). We also assisted MEMA with Until Help Arrives training for members of our senior population. This training included information on who to contact in an emergency, assessing emergency situations and information on how to stop bleeding.

We are looking forward to the development of the new Community Center where our command center and emergency shelter will be located.

Respectfully submitted,

Wendy LaPierre  
Lisa Cullity  
Jason Viveiros

## ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS

### HIGHWAY DIVISION

The winter season of 2022 saw a slightly above average snow fall and average temperatures. DPW work forces with the aid of private contractors were dispatched Five (5) separate occasions for plowable snowstorms. In addition, DPW crews were dispatched Twenty (20) times for de-icing operations, which included both pre and post plowable storms.

Route 36 (Center St) from Mattakesett St to Route 27 (School St) completed its first phase of construction. The Contractor for the project is A.R. Belli and their sub-contractors including Eversource. The second phase of road construction consisted of drainage, utility and tree work. The entire project is being overseen by Mass DOT as it is a federally funded project.

Road repairs funded by Chapter 90 funds were as follows: 1.) Valley Street 2.) Forest St from Valley St to Plain St. 3.) Pelham Street 4.) Station Street 5.) Total Reclamation of Chapel St, Binder only. 6.) 2” Mill and Leveling course on Center St from School St to Halifax Town Line. 7.) Leveling course on Grove St to Queensbrook Rd to Center St. Also, Infra-red settled manholes on Route 14.

Annual street sweeping and all catch basins cleaning were completed town wide. Both were contracted out per storm water regulations. Also contracted private company to clear sediment tanks and leaching pits with Vac-Truck.

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

Street signs were replaced or repaired by the Highway Division and damaged street signs.

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

The Tree Division removed many compromised trees within the town layout. Tree trimming and removal of storm related downed trees utilizing the town owned aerial lift truck and woodchipper.

The majority of the own streets had center lines painted, crosswalks and stop bars were completed by an outside contractor.

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

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

Respectfully Submitted,

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

**2022 Annual Report of the Department of Public Works  
Cemetery/Common Grounds Division**

To the Honorable Select Board and the Citizens of Pembroke:

It was a busy year for the department. There were eighty-four total burials throughout the cemeteries of Pembroke. This year saw an increase in the amount of flat marker installations in our cemeteries. In the Center Cemetery, a new section was marked out for lot sales. The department had a lateral transfer of an employee, Brendan Naughton, to the Water Department. Mr. Naughton spent two and a half years with our department and was an extremely dedicated employee. We will miss him and wish him well in his employment with the Water Department.

The Department consists of two skilled laborers and one working foreman. Responsibilities include ground maintenance for approximately 100 acres of property. There are three active and three inactive cemeteries, twenty-five town buildings, several parks, and islands, and three baseball fields to maintain as well. Other responsibilities include burials, foundation preparation for headstones, flat marker installations, mowing, trimming and trash removal of these properties.

This past year the department had:

84 Burials  
55 Full Interments  
39 Cremations  
29 Headstone Foundation Installations  
19 Flat Marker Installations  
7 Military Flat Marker Installations

The cemetery and grounds division would like to thank the employees of the Town Hall and Water Department for their help throughout the year, with a special thank you to the Highway Department for all of their assistance. We would also like to thank the members of our Police and Fire Departments for their support throughout the year.

Respectfully submitted,

Christine Callahan  
Foreman, Cemetery/Common Grounds Division  
Department of Public Works

## ANNUAL REPORT OF THE PEMBROKE DPW WATER DIVISION

To the Honorable Select Board and the Citizens of Pembroke

The Pembroke DPW Water Division provided the following services to the Town throughout 2022.

**There were:**

- 343 Mark outs
  - 21 Emergency water mark outs
  - 15 Service Leaks repaired
    - 5 Water main break repairs
    - 5 Frozen meters replaced
- 414 Meters replaced (Neptune)
  - 7 New services installed
- 231 Final water readings
  - 7 Fire hydrants replaced
  - 12 Fire hydrants repaired
- 55 Water services shut off
- 33 Water services turned on
- 32 Seasonal Turn on/off
- 20 Trench inspections
- 47 Inside water shutoffs replaced
  - 8 Cross connection inspections
- 23 Curb/gate box repairs
  - 3 Meter pits installed
  - 6 Pressure tests
- 69 Data Log Reports
- 10 Water Flow test

**Installed**

- 1100' 6" PVC main installed
- 400' 8" DI pipe installed

**Water Dept. also performed:**

Town wide backflow inspections/repairs  
Completed Town wide Lead & Copper sampling.  
Spring Hydrant flushing completed.  
Weekly Bacteria and Quarterly samples were completed.  
Worked with contactors & State on the Center Street project.  
Responded to and conducted many home inspections related to all types of water related issues.  
Well #2 improvements. New 8" main installed and all inside valves replaced.

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

The DPW Water Division would like to thank the other DPW Divisions, Town Hall Staff, as well as the Pembroke Police and Fire Departments for their support throughout the year.

Respectfully submitted,  
Pembroke Department of Public Works – Water Division

## **ANNUAL REPORT OF THE HOBOMOCK STREET LANDFILL RECYCLING AND COMPOST CENTER**

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

In 2022, ground water and gas monitoring testing were once again completed at the landfill. The routine tests are required by the Department of Environmental Protection (DEP) as part of the Town's approved Post Closure Plan for the landfill. The annual inspection performed in July showed that Pembroke's Recycling Center continues to be a well-organized and compliant Center with no areas for correction or concern observed.

The Town hosted one Household Hazardous Waste Collection Day on June 4<sup>th</sup> at the Recycling Center. Two hundred and ninety-three (293) residents participated and were able to properly dispose of household hazardous materials and liquids; a significant increase over COVID numbers. The Town enjoys access to many more Household Hazardous Waste Collection Events each year hosted by our neighboring communities through our partnership with the South Shore Recycling Cooperative.

Starting November 1, 2022, the Commonwealth of Massachusetts implemented new waste ban disposal regulations that will require all residents to keep mattresses and box springs out of the trash, as well textiles and other items of concern to residents.

The new mandates require mattresses and box springs be recycled or donated for reuse. To comply with the new requirements, the Town of Pembroke discontinued mattresses and box springs collection curbside as bulk waste effective Labor Day weekend. Other curbside bulk waste items, like upholstered chairs, furniture and sofas were deemed allowable waste collected through the Town's curbside program hosted by EZ Disposal. The Town of Pembroke offers drop off mattress recycling services at the Recycling Center located at 158B Hobomock Street. In accordance with the waste ban, the Town will not accept units that are excessively wet, heavily soiled or have visible mold and/or bed bugs.

The Town partnered with CMRK/Big Brother Big Sister to install two textile recycling bins at the Center to divert textiles from the waste stream in accordance with ban. In addition to achieving statutory compliance, the town will receive money for each ton collected, and be able to repurpose items donated to "Take it or Leave It" that are abandoned over time.

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

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

Submitted by

Eugene Fulmine, Jr., Landfill Co-Manager  
Sabrina Chilcott, Landfill Co-Manager



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

## REPORT OF SOUTH SHORE RECYCLING COOPERATIVE 2022

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

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

In FY22, the SSRC raised **\$95,095**: \$87,300 from municipal member dues, \$475 in sponsorships, \$4,000.00 in grant funding, \$150 in donations, \$114 in administrative fees, and \$26.40 in interest.

Total expense was **\$77,758.48**. This paid for the services of the Executive Director, the Hazardous Waste Specialist, and for waste reduction and recycling activities that benefit our member towns detailed below. Expenses were lower than budgeted because the Executive Director was out on family medical leave for half of the fiscal year. Members of the Board, as well as our MassDEP Municipal Assistance Coordinator Todd Koep, stepped up and helped us get through this difficult time.

In addition to services and advocacy outlined below, membership in the SSRC **saved /earned Member Towns \$161,376** in CY2022.

### MATERIALS MANAGEMENT

**Household Hazardous Waste Collections** - Capacity of vendors to conduct household hazardous waste (HHW) events continues to be tight. The State Contract for hazardous waste, combined with SSRC's contacts and expertise, enabled us to salvage the five fall HHW collections, which our service provider cancelled with short notice. Ultimately, we ended up working with a new vendor, Trident Environmental Group, which will service our events at least through FY24.

The SSRC arranges for and administers Household Hazardous Waste Collections on behalf of its Member Towns. It coordinated multi-town collections for eleven of our Member Towns in 2022, creating further savings. Member Towns saved staff time to contract, schedule, publicize and staff collections. The Executive Director, Hazardous Waste Specialist and/or HHW Assessor assisted at all but one events. The Executive Director coordinates the billing.

**1,318 residents** attended our **twelve collections** in 2022. The **reciprocity policy** also enabled **564** of those residents to attend other Member Towns' collections. This arrangement qualifies member towns for additional MassDEP **Recycling Dividend Program** points and earned them an extra **\$31,170** in the 2022 grant cycle.

The total cost savings and benefits of the HHW program in 2021 is estimated at **\$76,295**.

**General Recyclables** – The “blended value” of traditional recyclables (paper, cardboard, bottles and containers) swung wildly again this year, with a high of \$121/ton in March to a low of \$6.57 in October. Subtracting the cost of sorting, baling and delivery to end markets, this was mostly a cost center for municipalities.

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

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

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

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

- Glass- assisted six Member towns in connecting with transfer station in Middleboro, which significantly lowered cost, and enabled bottle-to-bottle recycling (rather than a gravel additive)
- Mattresses – set up 4 multitown curbside collections for our eleven towns that don’t provide that service in the fall. 112 households recycled 208 mattresses at reasonable cost.

## **PUBLIC OUTREACH:**

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

**Website** - [ssrcoop.info](https://ssrcoop.info) provides both general and town-specific recycling and household hazardous waste collection information, meeting minutes and annual reports, a monthly newsletter, and links to other sites. It logged 71,717 page views by 37,440 visitors in 2022. 76% of visitors were new.

**Facebook:** The SSRC posts waste reduction and recycling tips regularly on its [Facebook page](#), which has 568 followers.

**Press Contacts** - The SSRC is a resource to and a presence in print, web, and cable media. **Commonwealth Magazine** published an [op-ed by the Director](#) about plastic recycling. **WGBH TV** did a follow up interview with her on [Jim Braude’s Greater Boston](#). Click or hover on [ssrcoop.info/in-the-news/](https://ssrcoop.info/in-the-news/) for more outreach information.

**Resident Contacts** – The Director fielded hundreds of calls and emails from residents and businesses in 2022. Most were about HHW, but she also advised how to properly dispose of everything from railroad ties to carpet, leaded glass to flares. She also advised on such things as apartment recycling and how to retrieve a wedding ring that had been lost in the recycling.

## **ADVICE, ASSISTANCE AND NETWORKING**

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

**Grant assistance** - The SSRC helped **thirteen Member Towns** submit their DEP Data Surveys and/or DEP Grant applications. Maximizing grant funds is a frequent topic at our Board meetings as well. Our Member Towns were collectively awarded over \$200,000 in MassDEP Recycling Dividend Program grants.

Membership in SSRC qualified our Member Town's for an additional **\$58,445** in Recycling Dividend Program funds, which provided a total of **\$201,760** in grants to seventeen of our Towns.

**Newsletter** - The SSRC publishes bi-monthly **Updates**, posted at [ssrcoop.info/newsletters/](http://ssrcoop.info/newsletters/), which are emailed to 1,521 subscribers (up from 1,210 in 2021), including many residents. The open rate averages 60%.

## **ADVOCACY**

The Executive Director works actively with other organizations and our Beacon Hill delegation to promote legislation the Board deems beneficial to its solid waste programs. 2022's focus legislation concerned packaging, mattress and paint producer responsibility, and Material Recovery Facility (MRF) transparency in contracting with municipalities. She testified at the hearings on the pertinent bills, as well as an updated bottle bill that would encompass wine and liquor bottles, nips, and noncarbonated beverage containers, and raise the deposit to 10¢. Most were reported out to the House and/or Senate Committees on Ways and Means. See our Advocacy page at [ssrcoop.info/advocacy/](http://ssrcoop.info/advocacy/) for more information.

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

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

Respectfully submitted,

Claire L. Galkowski, Executive Director

South Shore Recycling Cooperative Board of Directors 2022

TOWN	FIRST	LAST	C/O	POSITION
<b>Abington</b>	Chris	Schultz	BOH	Health Agent
				open
<b>Braintree</b>	Jeffrey	Kunz	DPW	Solid Waste Manager
	Rosemary	Nolan	DPW	Solid Waste Manager
<b>Cohasset</b>	Merle	Brown	citizen	SSRC Past Chairman
	Brian	Joyce	DPW	Director
<b>Duxbury</b>	Peter	Buttkus	DPW	Director
	Norm	Smith	DPW	Assistant Director
<b>Hanover</b>	Kurt	Kelley	DPW	Assistant Superintendent
				open
<b>Hanson</b>	<b>Arlene</b>	<b>Dias</b>	BOH	Commissioner, SSRC Treasurer
	Gil	Amado	BOH	Health Agent
<b>Hingham</b>	Stephen	Messinger	Transfer Station	Foreman
	Randy	Sylvester	DPW	Superintendent
<b>Hull</b>	Chris	Gardner	DPW	Director
	Joan	Taverna	BOH	Health Director
<b>Kingston</b>	<b>Paul</b>	<b>Basler</b>	Streets, Trees, Parks	Superintendent, SSRC Vice Chair
	<b>Jean</b>	<b>Landis-Naumann</b>	Recycling Cmte	Chairman, SSRC Secretary
<b>Middleboro</b>	Christopher	Peck	DPW	Director
	Donna	Jolin	DPW	Office Manager
<b>Norwell</b>	Ben	Margro	BOH	Health Agent
	Vicky	Spillane	Recycling Cmte	Appointee
<b>Pembroke</b>	Angela	Sestito	Selectmen's Office	Principal Clerk
	Sabrina	Chilcott	Selectmen's Office	Assistant town Manager
<b>Plymouth</b>	Jonathan	Beder	DPW	Director
	Kerin	McCall	Marine/Env Affairs	Technician
<b>Rockland</b>	Delshaune	Flipp	BOH	Health Agent
	Christine	Stuart	BOH	Commissioner
<b>Scituate</b>	<b>Kevin</b>	<b>Cafferty</b>	DPW	Director; SSRC Chairman
	Sean	McCarthy	DPW	Asst. Director
<b>Weymouth</b>	Katie	McDonald	DPW	Principal Clerk
	Bob	O'Connor	DPW	Energy Manager
<b>Whitman</b>	Bruce	Martin	DPW	Director
	Dan	Kelly	BOH	Director

South Shore Recycling Cooperative 2022 Annual Report Quantifiable Benefits

	HHW residents to home town event	HHW rediprocity use by residents	multitown setup fee avoidance*	roll off savings multitown, using SSRC arranged vendor (see below)	HHW admin, PR, on site staff time @ \$55/hr (16 hrs/town, double if 2 events)	Recycling Dividend Program HHW awarded point values	HHW total value	Bay State Textile tons (facilitated by SSRC)	BST rebates, avoided disp cost	glass savings SMT	RDP textile, outreach awarded point values (radio ads, data coll, etc)	Exec. Dir. MSW consults, assistance (\$55/ hour), cost savings	Total	consultation topics
Abington	26	40	\$1,400	\$900	\$1,045	\$1,200	\$4,545	42.7	\$4,588		\$1,200	\$523	\$6,268	commodity values, HHW, grants, vape pns, plastic bag ban
Braintree	1				\$520	\$3,600	\$4,120	78.1	\$4,198		\$1,800	\$330	\$6,250	commodity values, mattress waste ban plan, curbside contract
Cohasset	15	33	\$0	\$250	\$1,045	\$1,200	\$2,495	26.9	\$2,522	\$2,748	\$1,200	\$440	\$6,883	mattress pickup, commodity values, oil disposal, li batteries, books, VCR tapes, grant
Dunbury*	34	60	\$800	\$150	\$1,045	\$2,200	\$4,195	35.2	\$4,230	\$4,444	\$2,200	\$468	\$11,307	mattress pickup, commodity values, food waste, textiles, grant
E. Bridgewater	19	19	\$900	\$900	\$1,045	\$840	\$3,685	20	\$3,705		\$840	\$440	\$4,965	commodity values, grants, recycling center costs, website, grant
Hanover	142	14	\$1,800	\$900	\$2,090	-	\$4,790	18.1	\$4,808		\$0	\$770	\$5,560	mattress pickup, commodity values, TS study committee, Hg signs, fees, data, oil disposal
Hanson	4	24	\$1,800	\$150	\$1,045	\$1,200	\$4,195	33.7	\$4,229		\$1,200	\$743	\$6,138	mattress pickup, commodity values, grants, website, mattress plan, brochure, fee list
Hingham	139	39	\$0	\$150	\$1,045	\$2,200	\$3,395	14.2	\$3,409		\$2,200	\$330	\$5,925	mattress pickup, commodity values, grant, compost (Cl Gr Hing)
Hull	63	25	\$0	\$150	\$1,045	\$490	\$1,685	12.6	\$1,698		\$245	\$385	\$2,315	mattress pickup, commodity values, mercury, grant
Kingston*	27	25	\$1,000	\$900	\$1,045	\$1,200	\$4,145	36.7	\$4,182	\$1,640	\$1,200	\$693	\$7,618	mattress pickup, commodity values, HHW data, grant
Middleboro	47	10	\$0	\$0	\$1,045	\$2,200	\$3,245	46.8	\$3,292		\$2,200	\$330	\$5,775	mattress pickup, commodity values, fuel article, grant
Norwell	19	36	\$1,150	\$400	\$1,045	\$1,200	\$3,795	18.7	\$3,814		\$1,200	\$330	\$5,325	commodity values, PAYT bags, mattresses
Pembroke	173	36	\$1,800	\$900	\$1,045	\$2,200	\$5,945	48.8	\$5,994		\$2,200	\$275	\$8,420	mattress pickup, commodity values, propane tanks
Plymouth	337	49	\$0	\$300	\$2,090	\$600	\$2,990	98.6	\$3,089	\$6,480	\$1,200	\$495	\$11,165	mattress pickup, commodity values, smoke detectors, xray machine, potassium cyanide, grant
Rockland	11	38	\$650	\$900	\$1,045	\$2,200	\$4,795	24.2	\$4,819		\$2,200	\$688	\$7,683	mattress pickup, commodity values, recycling bill reviews, apartment service, grant
Scituate	85	39	\$1,800	\$900	\$1,045	\$2,200	\$5,945	64.2	\$6,009	\$2,824	\$2,200	\$330	\$11,299	mattress pickup, commodity values, fee increase review, grant
Weymouth	159	54	\$1,800	\$0	\$1,045	\$4,900	\$7,745	125.4	\$7,870		\$2,450	\$31,613	\$41,808	commodity values, mattresses, grant
Whitman	18	22	\$1,100	\$900	\$1,045	\$1,540	\$4,585	29.9	\$4,615		\$1,540	\$550	\$6,675	commodity values, curbside & disposal contract reviews, ewaste, site visit, fluorescent tubes, grant
<b>Total</b>	<b>1318</b>	<b>564</b>	<b>\$16,000</b>	<b>\$8,750</b>	<b>\$20,375</b>	<b>\$31,170</b>	<b>\$76,295</b>	<b>729.4</b>	<b>\$77,070</b>	<b>\$18,136</b>	<b>\$27,275</b>	<b>\$39,670</b>	<b>\$161,376</b>	

HHW detail	SSRC	vendor	savings
Trash rolloff	\$500	\$900	400
Trash & OCC rolloffs	\$750	\$900	150
setup fee		\$1,800	

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

**REPORT OF THE BUILDING DEPARTMENT/BUILDING**

The total number of permits issued this year dropped compared to 2021 which could be a result of the homeowners going back into the office and not remaining home from the pandemic. This year we have seen a trend with installation of solar panels, generators, and insulation from the Mass Save Program. There is a constant demand for information from the Department of Municipalities for homeowners and real estate agents. The office handles all Building and Zoning complaints as well as issuing Occupancy Permits for new dwellings and businesses. We are seeing an increase in permits being pulled online; however, some still prefer paper which we continue to accept. Most payments are being processed online for all permit categories.

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

The following is a review of the actual construction in the Town of Pembroke for the year ending December 31, 2022.

Total: Category	Cost Value
(5) New Dwellings, valued at	\$1,123,540.00
(125) Commercial New & Renovations, valued at	\$ 28,781,208.88
(680) Miscellaneous Residential Permits valued at	\$ 15,231,069.73
<hr/>	
(810) Permits issued valued at	\$45,135,818.61
Fees collected & turned over to the Treasurer Dept.	\$320,990.25

**REPORT OF THE BUILDING DEPARTMENT/SHEET METAL**

(17) Sheet Metal valued at	\$174,943.00
Fees collected & turned over to the Treasurer Dept.	\$1,877.73

Respectfully submitted,  
George Verry,  
Building Inspector/Zoning Official

## **REPORT OF THE GAS INSPECTOR**

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

I hereby submit my report as Gas Inspector for the year ending December 31, 2022.

Permits as follows:

Total Permits issued	347
Fees collected & turned over to the Treasurer Dept.	\$19,176.00

Respectfully submitted,  
Gary Young  
Gas Inspector

## **REPORT OF THE PLUMBING INSPECTOR**

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

I hereby submit my report as Plumbing Inspector for the year ending December 31, 2022.

Permits as follows:

Total Permits issued	232
Fees collected and turned over to the Treasurer	\$25,630.00

Respectfully submitted,  
Gary Young  
Plumbing Inspector

## **REPORT OF THE WIRING INSPECTOR**

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

I hereby submit my report as Wiring Inspector for the year ending December 31, 2022.

Permits as follows:

Total Permits issued	542
Fees collected & turned over to the Treasurer Dept.	\$101,441.45

Respectfully submitted,  
Nicholas Zechello  
Inspector of Wires

## **REPORT OF THE SEALER OF WEIGHTS AND MEASURES**

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

I hereby submit my report as Sealer of Weights and Measures for the year ending December 31, 2022.

Permits as follows:

Total Permits issued.	13
Fees collected and turned over to the Treasurer	\$4,345.00

Respectfully submitted,  
Joseph Suppa  
Sealer of Weights and Measures

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

To the Honorable Select Board and the Citizens of Pembroke:

The Board of Health members are Adam Gedutis, Chair, Matthew Newman, Clerk, and Maureen Jasie, Member. In 2022, the Health Agent performed the following: 78 perk tests, 211 septic related inspections, 184 food related inspections (Agent and contractors), 43 housing complaints, 61 general complaints, 42 Animal complaints, and 3 pool inspection (Agent and contractors).

The Board of Health issued 112 Food Permit Licenses, 5 Body Art Establishment Licenses, 15 Body Art Practitioner Licenses, 1 Camp License, 62 Septic Install and Repair Licenses, 57 Livestock Licenses, 18 Pumping Licenses, 1 Skating Rink License, 5 Special Licenses, 3 Swimming Pool Licenses, 1 Tanning Salon License, 49 Title 5 Inspector Licenses and 12 Private Trash Hauler Licenses.

Our Public Health Nurses, under our eighth-year vaccination program, administered 73 flu shots. We have three regular and two alternate nurses that assist in various capacities and participate in our Emergency Planning.

Oldham Pond remains under its treatment program and was able to remain open for recreation all summer for this year (eight out of the last nine years). The remaining ponds also tested at normal levels during the entire summer. Two of our ponds exceeded the state limit of bacteria and returned to normal soon after.

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

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

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

Respectfully Submitted by

Lisa Cullity  
Health Agent

## **Annual Report of the Pembroke Council on Aging**

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

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

The Council on Aging staff consists of a full-time Director. We also have a full-time outreach coordinator Marie Vitale who is paid 50% by grant and 50% by the Town. We also have three part time Union Principal Clerks, Suzanne Driscoll, Susan Larkin, and Nancy O'Neill our transportation coordinator whose position is 100% reimbursed by GATRA. To assist Marie, we have Cathy Bruce as an outreach assistant, Cathy works 12 hours per week and is fully funded by a grant. Joining us as part time van drivers that are 100% reimbursed by GATRA we have, Jack Breen, Scott Carlson, Wayne Diskin, Brian Foley, and Tim White.

We were saddened to lose our Board of Director Chair and former van driver Joseph Ryan in July. Joe had been a great support to all the seniors of Pembroke, and to me over the past few years. He is sorely missed.

Residents were happy to have us up and running after the pandemic. We still are very vigilant where COVID and the flu etc. are concerned and did and will hold clinics for vaccinations.

The Senior Center with the staff's help under the supervision of the Transportation Coordinator Nancy O'Neill provided over 6192 GATRA rides, 1460 Volunteer Medical rides and 47 rides via our personal van to Boston appointments. The senior and ADA rides are offered through our Dial-a-Ride Program with GATRA. These rides are curb to curb, to events, grocery shopping, bank, hairdresser, medical appointments, and daily programs. These daily trips are free to Pembroke residents that are over 60 or have a disability, please call us if you would like more information.

The Senior Center has over 45 active volunteers without whom we as a center would not be able to function. In 2022 they were back and ready to help! Our dedicated volunteers donated over 2700 hours; these hours add up to close to \$40,000 were we to pay them. We appreciate all that they have done and are happy to say a lot are back and helping us navigate this new world. Volunteers are always welcome if you are interested, please see Susan Larkin.

Volunteers at the Senior Center have delivered over 9000 Meals on Wheels to clients. MOW is provided Monday-Friday this number remains very steady each year. Also, we restarted our congregate lunch program and served 605 meals, it is so nice to see folks here daily for lunch. If you or anyone you know could benefit from these meals, please contact OCES Nutrition Site Manger Julie Lowell.

The Memory Café, which was funded by a grant from Massachusetts Council on Aging had continues to draw a good number of attendees every other 3<sup>rd</sup> Wednesday of the month at 1:00 pm under the supervision of our Outreach Coordinator Marie Vitale. This group was formed for clients with memory concerns and their care givers. We have expanded this program with the help of Bridges by Epoch to a memory program each week. The first Tuesday is a movie, the second and fourth are support groups for

caregivers as we have programs for their loved ones and still the third Tuesday, we have our ever-favorite memory café.

I would like to also thank the past and present members of the Friends of the Pembroke Council on Aging for all their support of programs and financial needs for our residents. We were saddened to lose Marie Federico who passed in November. Marie started and maintained the Friends store located here at the center. Marie would be happy to know that her friends have continued with this legacy.

The center was up and running with many exciting new programs such as the three-part history series with the Pembroke Historical Society, two programs put on by the Police Department, active shooter training and self-defense training. Our evening Spanish and Affairs of state programs also were very well attended! We had over 516 people attend our different community education and cultural events here. Our monthly Lunch and Learns are a crowd favorite too! We look forward to more space and more programs with the completion of the Pembroke Community Center.

We continue to work regularly with Old Colony Elder Services more as demand for services increase on a regular basis. If you are a senior or know of a senior that could use assistance with nutrition, basic home care needs or maybe help managing finances please call so we can set up an appointment.

The Firehouse Food Pantry delivery program has continued to expand, and we continue to see the need grow. As a community we are indeed blessed to have such an amazing resource. The Senior Center is very thankful for all the volunteers especially Janet Le at the Firehouse Food Pantry and our volunteer Curtis Kuta who made over 532 deliveries to our seniors that are unable to get to the pantry themselves.

The Hope fund was established during the pandemic for all Pembroke residents in need of financial assistance based on need. These funds were donated by other Pembroke residents and is still ongoing. You can find an application on the town website to apply for this, and you do not need to be a senior just a resident in need, funds are still available to help.

Thank you to all who helped pass the Pembroke Community Center we are looking forward to growing our programs and presenting more lifelong learning opportunities for residents of all ages.

The Pembroke Council on Aging would like to thank the Town Managers office, Board of Selectman, and the citizens of Pembroke for their ongoing support, especially during this very trying year. Continued support and interest helps us meet the needs of our elder adults in the community. Please feel free to call the Center if you have any comments or suggestions on how we can continue to improve the quality of life for our seniors.

Respectfully Submitted,  
Gretchen Emmetts  
Director

Council on Aging Board of Directors:  
Curtis Kuta – Chairman, Pamela Blades – Vice Chair, James Kinkade – Treasurer, John Melchin – Secretary  
Members: Shelley Campbell, Marilyn Christmann, Joan Dorsey, Sue Ellen Hewitt, Linda Osborne and Alternate Janet O'Melia

## ANNUAL REPORT OF THE DEPARTMENT OF VETERAN SERVICES

To the Honorable Select Board and the Citizens of Pembroke:

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

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

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

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

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

Respectfully submitted,

David McPhillips, Veterans' Service Officer

Mary Whitman, Assistant Veterans' Service Officer

## ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

To the Honorable Select Board and Citizens of Pembroke:

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

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

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

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

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

Thank You.

Respectfully submitted,

William Chenard, Acting ADA Coordinator

## **PLYMOUTH COUNTY COOPERATIVE EXTENSION ANNUAL REPORT**

**July 1, 2021 - June 30, 2022**

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

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

### **Members of the Plymouth County Extension Staff:**

Molly Vollmer, Director Plymouth County Extension/ Extension Educator  
Meghan Riley, Extension Educator, Agriculture, and 4-H Youth Development Program  
Blake Dinius, Entomologist, Tick and Insect Education Program  
Cathy Acampora, Extension Educator, 4-H Youth Development Program  
Cheryl Mechan, Extension Administrative Assistant

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



THE COMMONWEALTH OF MASSACHUSETTS  
THE STATE RECLAMATION & MOSQUITO CONTROL BOARD



# PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

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

**Commissioners:**

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

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

## REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2022.

The Project is a special district created by the State Legislature in 1957 and is composed of the 27 municipalities in Plymouth County and the Town of Cohasset. The Project is a regional response to a regional problem, and provides a way of organizing specialized equipment, specially trained employees, and mosquito control professionals into a single agency with a broad geographical area of responsibility.

In the spring, larvicide efforts begin as water temperatures rise and mosquito larvae begin to feed. The Project ground and aerial larvicide 12,236 acres and this was accomplished using an environmentally selective bacterial agent. Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on May 31<sup>st</sup>, 2022, and ended on September 16<sup>th</sup>, 2022. The Project responded to 14,323 requests for spraying and larval checks from residents covering all the towns within the district.

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

West Nile Virus activity occurred predominately in Middlesex, Plymouth, and Suffolk counties. Statewide there were 8 human cases, one of them was in the district. The risk level for Abington, Brockton, Carver, Cohasset, East Bridgewater, Halifax, Hanover, Marion, Middleboro, Norwell, Pembroke, Plympton, Rochester, Rockland, Scituate, Wareham, and Whitman was moderate. For the rest of the district the risk level was low for the entire season. As part of our West Nile Virus control strategy a total of 60,074 catch basins were treated with larvicide in member towns to prevent WNV.

The Project participates in DPH’s mosquito surveillance program. As part of that program, we collected over 66,270 mosquitoes and submitted 17,801 mosquitoes for testing. The mosquitoes were combined into 410 groups. DPH also tested 9,767 mosquitoes from the district. In all there were 0 isolations of EEEV from mosquito samples. There was a total of 19 WNV isolations from Abington, Brockton, Carver, Cohasset, Halifax, Hanson, Marion, Middleboro, Plympton, Rockland, Scituate, Wareham, and Whitman.

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

The introduced mosquito *Aedes albopictus* has the potential to become a serious pest and a vector of disease. The mosquito has been present in Massachusetts since 2009. In conjunction with DPH we have been monitoring *Aedes albopictus* expansion in the state. We conducted surveillance for *Ae. albopictus* at 7 locations. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. This year we detected the mosquito for the second time in Mattapoisett. The Project responded by canvassing the area and treating any habitat or cleaning up any containers found. The Project began a tire recycling program in October 2017. During the 2022 season we recycled 579 tires bringing us to a total of 12,099 tires for the program.

The figures specific to the town of Pembroke are given below. While mosquitoes do not respect town lines the information given below does provide a tally of the activities which have had the greatest impact on the health and comfort of Pembroke residents.

**Insecticide Applications:** Our greatest effort has been targeted at mosquitoes in the larval stage, which can be found in woodland pools, swamps, marshes, and other standing water areas. Field Technicians continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present. In Pembroke 317 larval sites were checked.

During the summer 2,796 catch basins were treated in Pembroke to prevent the emergence of *Culex pipiens*, a known mosquito vector in West Nile Virus transmission.

Our staff treated 3,108 acres using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes invaded the area.

**Water Management:** During 2022 crews removed blockages, brush, and other obstructions from 2,480 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito production. This work, together with machine reclamation, is most often carried out in the fall and winter.

**Mosquito Survey:** Our surveillance showed that the dominant mosquitoes throughout the district were generally *Ae. vexans* and *Cx. salinarius*. In the Town of Pembroke, the three most common mosquitoes were, *Cq. peturbans*, *Cs. melanura*, and *Cx. pipiens/restuans*.

**Education and Outreach:** Our new Community Liaison, Erin Morrill, has been reaching out to schools and daycares to update IPM plans in preparation for the upcoming mosquito season. In-person visits to local BOH's are ongoing with the aim to meet with every community before the summer. Erin has been working with interested parties to set up educational presentations starting in the spring. If your town is interested in setting up a presentation at summer camps, schools, fairs, libraries, or councils on aging please contact our office.

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

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

Sincerely,

Ross Rossetti  
Superintendent

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

# South Shore Community Action Council (SSCAC)

71 Obery Street  
Plymouth MA 02360



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## 2022 Program & Services Impact Report - Pembroke

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Date	Services Performed By:	Services Performed For:
<b>February 21, 2023</b>	<b>South Shore Community Action Council (SSCAC)</b> 71 Obery Street Plymouth MA 02360	<b>Town of Pembroke</b> Select Board 100 Center Street Pembroke MA 02359

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### SSCAC Mission

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

## \$415,286 Expended by SSCAC in FY22 on Behalf of 550 Low-income Pembroke Residents

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### Fuel Assistance

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

SSCAC helped 377 Pembroke residents stay warm during the winter months by making \$357,814.21 in payments to fuel vendors on their behalf.

### Energy Conservation

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

SSCAC lowered utility bills with \$42,091.97 in Weatherization, Appliance Management, and Heating System Repair/Replacement services for 68 Pembroke residents.

## **Volunteer Income Tax Assistance (VITA)**

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

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

## **Transportation**

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

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

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

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

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

## **Consumer Aid**

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

Mediation of consumer complaints for 25 low-income Pembroke residents in partnership with the MA Attorney General's Office.

## **Emergency Assistance and Case Management**

### ***23 Pembroke Residents Stabilized Housing and Increased Food Security***

Emergency assistance with to prevent eviction, foreclosure, and food insecurity for 23 low-income Pembroke residents, including \$15,380.12 in direct vendor payments.

## **Transportation for the Elderly and Individuals with Disabilities**

### ***21 Pembroke Residents Safely Transported to/from Health Care Services***

Safe, reliable door-to-door transportation in handicap accessible vehicles with specially trained drivers so 21 elderly and disabled Pembroke residents could get to/from medical appointments.

## South Shore Family Network

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

SSCAC's South Shore Family Network offered parent-child playgroups for 34 families at Pembroke Library focused on Raising A Reader early literacy and S.T.E.M. (Science, Technology, Engineering and Math), providing children with much-needed socialization and empowering parents as their children's first teacher.

## Demographics of Pembroke Residents Served in FY22

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PEMBROKE CLIENT DEMOGRAPHICS	% SERVED
Residents Over Age 65	31%
Single Person Living Alone	47%
Female	62%
Living Below 100% Poverty Level	27%
Disabled	29%
Active Military or Veteran	4%
Homeowner	49%
Retired	45%
White	92%
Non-Hispanic	97%

## SSCAC Governance

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

## SSCAC by the Numbers FY22

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- 28,712 Individuals Served
- 206 Locally Employed
- 513 Volunteers Donated 7,516 Hours of Service
- 664 Community Partners
- 5% Agency Overhead

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

## **ANNUAL REPORT OF THE ZONING BOARD OF APPEALS**

To the Honorable Select Board and the Citizens of Pembroke:

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

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

Most of the board's administrative support is provided by Matthew Heins, located in Room 12 (Office of the Planning Board) at Pembroke Town Hall.

The Zoning Board of Appeals held eleven meetings in 2022. Due to the ongoing Covid-19 pandemic, two of these meetings early in the year were held through remote participation using the internet, to protect the health and safety of the public.

Over the course of 2022, twenty-seven applications were filed with the board. Twenty-five of the applications were for variances and/or special permits, and two were for appeals. Twenty-two of the applications were approved, one application was denied, two applications were withdrawn, and two applications are pending as of this writing.

Fraser Townley was appointed to the board in 2022.

The board looks forward to another productive year in 2023.

Respectfully submitted,

Frederick Casavant, IV., Chairman

## **ANNUAL REPORT OF THE PLANNING BOARD**

To the Honorable Select Board and the Citizens of Pembroke:

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

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

In the May 2022 town elections, Heather Tremblay and Andrew Wandell were reelected to the board.

The Planning Board held seventeen meetings over the course of 2022. One of the meetings was a site walk. Due to the continued Covid-19 pandemic, four of these meetings early in the year were held through remote participation using the internet, to protect the health and safety of the public.

Three site plan applications were submitted to the board in 2022. The board approved two, and one is still under review as of this writing. In addition, one site plan application submitted in 2020 was approved in 2022, and one site plan application submitted in 2021 was approved in 2022.

No definitive subdivision applications or preliminary subdivision applications were submitted to the board in 2022.

Two special permit applications were submitted to the board in 2022, in both cases in conjunction with a site plan application. The board approved one, and one is still under review as of this writing. No requests for approval of architectural style (in the Center Protection District) were submitted to the board in 2022. No scenic road applications were submitted to the board in 2022.

No Form A (also known as approval not required under subdivision control) applications were submitted to the board in 2022.

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

The acceptance of Lisa's Lane as a public way was approved at the annual town meeting in May 2022, with the support of the board. One amendment to the town's Zoning Bylaws was also supported by the board at the annual town meeting, but it was not approved.

The Planning Board did not reorganize in 2022. The most recent reorganization of the board was on December 20, 2021, and at that time Alysha Siciliano-Perry was elected Chairman, Daniel Taylor was elected Vice-Chairman, and Stephan Roundtree remained Clerk.

Respectfully submitted,

Alysha Siciliano-Perry, Chairman

## **Annual Report of Pembroke Affordable Housing Committee**

The Pembroke Affordable Housing Committee continued its focus on bringing Pembroke over the mandated 10% Commonwealth certified affordable housing as we seek to meet our goal of 15% affordable units. This will give the Town more control and continue to address the lack of affordable housing options in the Town. In order to better understand the growth of Pembroke and the region, the committee has selected Sharon McNamara as a candidate for the Town's Master Planning Committee.

The committee worked with Bristol Development in their planning for a 40B application for the Mattakeesett Village development of the former funeral home at 7 Mattakeesett Street in the Town Center. The plan is to build 66 age restricted rental units of which 17 are affordable units. This proposal received a site approval letter from the Department of Housing and Community Development December 19 2022. The applicant will submit an application to the Zoning Board of Appeals in early 2023.

The Committee has also worked with a smaller development plan at 52 Plain Street for rental units.

Several other possible proponents met or contacted the Committee.

The Committee met with the Select Board in December to start a planning process for Comprehensive Permit guidelines once the Town has reached the 40B 10% mandate.

### Members

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

## 2022 REPORT OF THE HOUSING AUTHORITY

To the Honorable Board of Selectmen and Citizens of Pembroke:

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

An important note to all residents, taxpayers, partners and stakeholders in public service: The Pembroke Housing Authority is a quasi-state and federal agency. As such and as a retained-revenue Housing Authority, it does not rely upon any financial aid or subsidy from the Town of Pembroke's General Fund, in order to sustain itself.

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

Beginning in 2022, numerous capital improvement projects were undertaken as well as regular work orders and preventive maintenance activities. Once again, there was another record high number of (unit) turn-overs across the elderly, disabled and family programs. Typically, as residents age and or their emotional or physical condition changes; a different setting may be required and this also results in a unit turn-over(s).

At *The Settlement* at Mayflower Court, the construction of additional parking and new sidewalks has been contracted out. Construction expected in the spring of 2023. At *The Residences* at MacDonald Way there was a new boiler replaced in one of the buildings.

The Board of Commissioners and the Authority continue to review and perfect our policies making changes where necessary to outdated ones and implementing new ones to meet the challenges of our ever-changing environment. Well-developed policies improve the health, safety, wellness, appearance, financial condition and sustainability of the Pembroke Authority.

Once again, our continued thanks go out to the Town Manager and Staff, the Police and Fire Departments, Department of Public Works and the Council on Aging for the vital services they provide to the housing authority, its residents and this great town of ours. The greater Pembroke residents and taxpayers can take pride and share in the successes of the Pembroke Housing Authority. Lastly, we want to thank the very dedicated housing authority staff for their hard work and commitment to the mission of providing a healthy, safe and warm place to call home.

Anyone interested in finding out more about low income housing programs may inquire at: Pembroke Housing Authority, 6 Kilcommons Drive, Pembroke, Massachusetts 02359, telephone (781) 293-3088 or visit [www.PembrokeHousingAuthority.Com](http://www.PembrokeHousingAuthority.Com) or [www.Mass.Gov](http://www.Mass.Gov) .

Respectfully Submitted,

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

## **Annual Report of the Conservation Commission**

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

The members of the Pembroke Conservation Commission respectfully submit the following report for the year ending 2022.

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

The following is a breakdown of Conservation Commission activities:

1. The Commission received 11 Requests for Determination of Applicability
2. The Commission received 10 Notices of Intent
3. The Commission issued 9 Orders of Conditions
4. The Commission amended 1 existing Orders of Conditions
5. The Commission issued 4 Extension Permits for Orders of Conditions
6. The Commission issued 32 Certificates of Compliance
7. The Commission received 1 Abbreviated Notice of Resource Area Delineation
8. The Commission issued 1 Order of Resource Area Delineation
9. The Commission approved 37 Administrative Review requests
10. The Commission conducted numerous on-site inspections and responded to inquiries and requests from the community.

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

Respectfully submitted,

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

## **ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE**

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

The Community Preservation Act was adopted by Pembroke voters in 2006 and establishes a funding source financed by surcharge revenues, and the Commonwealth of Massachusetts, for the purpose of open space, historical preservation and community housing projects and purchases. The Community Preservation Act has been a tremendous asset to the town by providing funds to complete many worthwhile projects without utilizing the town's general funds.

The members of the Community Preservation Committee respectfully submit the following report for the calendar year ending 2022.

The townspeople awarded \$299,005.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2022 Annual Town Meeting and Special Town Meeting:

- To the Pembroke Public Schools for phase 3 of the athletic fields project
- To Pembroke Youth Baseball for drainage at Mattakeesett Street Field D
- To the Cobb Library Trustees for roof replacement at the Cobb Library
- To the Town Manager for playground equipment at the Mattakeesett Street playground
- To the Town Manager to complete phase 1 of the playground restoration project at Birch Street, the Community Center, Magoun, and Brick Kiln Lane playgrounds
- To the Town Manager for ADA accessibility improvements to the Herring Run Park
- To the Department of Public Works for phase I and II of the Mount Pleasant Cemetery restoration project
- To the Town Manager for the Lydia Drake Library exterior painting project
- To the Town Manager for replacement of the floating docks at Town Landing and Little Sandy Pond
- To the Pembroke Historical Society for exterior repairs to the Quaker Meeting House

The committee looks forward to working with the 2022 fund recipients to ensure successful completion of their projects. Further, the committee will continue to work with the other town committees and residents to enhance historic, natural and community resources in Pembroke.

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

## REPORT OF THE OLD COLONY PLANNING COUNCIL

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

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2022.

The Old Colony Planning Council was established in 1967 by state statute and is authorized to prepare plans for the physical, social, and economic development of the seventeen-member district. OCPC is designated as; an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities, and the Area Agency on Aging (AAA) by the Executive Office of Elder Affairs to plan, manage and coordinate elder services in a twenty-three-community service area. OCPC is the designated staff of the Old Colony Metropolitan Planning Organization (OCMPO) to plan and program transportation and transit improvements for the region.

In addition to the above-designated responsibilities, the Council also assists its member municipalities with technical planning, grant application preparation and current local and regional socioeconomic information. Learn more about OCPC in our [2021-2022 Annual Report here](#).

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### **Our Mission**

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

### **Our Vision**

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

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

### **Our Organizational Values**

#### **PLANNING FOR ALL**

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

#### **THINKING AHEAD**

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

#### **PARTNERING WITH COMMUNITIES**

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

#### **SERVING WITH DEDICATION**

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

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### **OCPC Area Agency on Aging Department Contributions:**

The Old Colony Area Agency on Aging (AAA) during the past year, with assistance and guidance from member community advisory committee members, has continued the ongoing administration of Federal and State funding for elder services through the Older Americans Act. In federal fiscal year 2022 the total amount of that funding increased from \$1.6 to over \$2.4 million mainly due to supplemental funding through the federal American Rescue Plan Act (ARPA). OCPC's Area Agency on Aging collaborated with community partners such as Old Colony Elder Services, South Coastal Counties Legal Services, local Councils on Aging, and other private non-profit organizations to fund programs and services for: Nutrition, Legal Assistance, Transportation, and Family Caregiving to serve the more than 100,000 people aged 60 and over in the region. The Town of Pembroke's Council on Aging volunteer drivers received MassDOT grant funded mileage reimbursement stipends from OCPC in support of their volunteer transportation efforts.

As a follow-up to the OCPC AAA's 2021 Regional Elder Needs Assessment the department authored a four-year *Area Plan on Aging*, to cover federal fiscal years 2022 to 2025. The new Area Plan on Aging, which includes a link to the Regional Elder Needs Assessment survey, can be [found here](#).

During fiscal year 2022 the OCPC-AAA Ombudsman program is proud to have been selected as one of the three host agencies for the expansion of the State Assisted Living Residences (ALR) Ombudsman Program. The ALR Program Director started providing visitation to all the Assisted Living Residences in our 23 communities as well as 30 other communities which include the Cape and the Islands, as well as the Bristol, Coastline, and Hessco catchment areas. There are 64 Assisted Living Residences in this broader ALR catchment area.

The OCPC-AAA Long Term Care Ombudsman Program continued to provide services during COVID-19 despite the restrictions placed on visitations to our area nursing/rest and transitional care homes, which sidelined almost-all our Ombudsman volunteers beginning in March 2020. Although visitation resumed in person April 2021, there were numerous stops to these visits as COVID continued to enter and re-enter the homes. The program reports an increase in visitation from 2020 but the program has still not returned to meet its requirement of a visit at least every other week and in 'normal' times weekly visits. However, the calls received from family, friends, residents, and staff during the year continues to be considerably up from previous years. Due to the acute situation in all our facilities this was often the sole means of communication that the State would allow, and the Long-Term Care Ombudsman Program took advantage of these calls to continue efforts investigating issues of concern from residents or families.

### **OCPC Transportation Department Contributions:**

The Transportation Department has conducted and prepared numerous reports and studies to help identify needs within the town. One project prepared was the **FFY 2023-2027 Old Colony Transportation Improvement Program (TIP)**. The TIP serves as a prioritized listing of highway, bridge, and transit projects for implementation during the next five (5) federal fiscal years that reflect the needs of the regional transportation system.

The Transportation Department also prepared the **FFY 2023 Old Colony Unified Planning Work Program (UPWP)**. The UPWP is a one-year budget and planning document that lists the research projects, funds technical assistance, and other activities the transportation staff will undertake over the next federal

fiscal year (FFY). These projects provide insight and recommendations to our municipal and regional partners, generate new data, and help shape concepts for the region's transportation future.

Additionally, the Transportation Department conducted **48-hour automatic traffic recorder vehicle counts** (vehicle volumes, vehicle speeds, and vehicle classifications) at one location. From this data, estimates of the number, speed, and type of vehicles that traveled each segment of road and daily vehicle miles traveled for specific groups of facilities and vehicle types are calculated.

The **Freight Planning and Action Plan** was prepared with the objective to build a foundation to formally integrate freight into the overall planning process, to identify and plan for long-term freight needs, to develop specific long-range transportation projects, identify potential funding sources for those projects, and evaluate policy-based solutions to accommodate future levels of freight on our regional transportation system while protecting the mobility and safety of the traveling public. Also prepared was the **High Priority Corridor Study Screening Assessment**. The objective of this task was to conduct an assessment of State Numbered Routes (arterial segments) that will identify, rank, and inform the selection process for locations to conduct corridor studies that will then inform the Long-Range Transportation Plan Needs Assessment.

#### **OCPC GIS Department Contributions:**

GIS services were provided for Hazard Mitigation and Climate Resiliency by producing products consistent with recommended best practices endorsed by the Commonwealth of Massachusetts. Most communities do not have GIS departments so partner with the RPA to provide GIS services, including mapping for Hazard Mitigation Planning, HAZUS, parcel management, grant applications, zoning updates, as-built planning, Open Space and Recreation Plans, and National Flood Insurance Program (NFIP) calculations. Other GIS services include small-town parcel management, zoning, and other mapping services.

Specifically, the department worked with the Town of Pembroke on mapping vehicle crashes from 2017-2021 and truck crashes from 2018-2021; most hazardous regional intersections; and proposed traffic count locations. Additionally, critical infrastructure dataset was expanded and updated. The GIS department also assisted in developing Pembroke Open Space Plan maps.

#### **OCPC Comprehensive Planning and Sustainability Department Contributions**

The Comprehensive Planning department completed an Open Space and Recreation Plan for the Towns of Avon, West Bridgewater, and Pembroke for open space and recreational properties. The department prepared a draft plan for review and adoption by the Town and ultimately, approval from the Executive Office of Energy and Environmental Affairs. Additionally, resource materials and guidance for review of town-owned open space parcels for ADA compliance were provided, as well as assisting with tabulation of the results for EOEEA review and approval of the plan.

[A copy of the Pembroke plan can be downloaded here.](#)

Old Colony Planning Council supports the town's Green Communities Designation by providing the town with grant application support as well as production of annual and final reports. The Green Communities program is a state program that supports communities in implementing energy-efficiency and renewable energy projects.

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One delegate and one alternate member represent each member community of the Council. The Council members establish policy, develop the work program, and employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 6:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. Our website is [www.oldcolonyplanning.org](http://www.oldcolonyplanning.org). In 2022, the Council elected Valerie Massard of Kingston as Council President; Rebecca Coletta of Pembroke as Council Treasurer; and Sandra Wright of Bridgewater as Council Secretary. Mary Waldron serves as Executive Director of the Council.

The Council gratefully acknowledges the generous support and cooperation of its member communities and the participation and involvement of the many individuals who participate as members of committees. Special thanks to the Joint Transportation Committee (JTC) Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee (CEDS) Chairs Maryellen Brett and, John Murray, the Area Agency on Aging Advisory Committee Chair Emily Williams for their commitment, dedication, and leadership during the past year. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted the Council in its efforts.

Respectfully submitted,

Rebecca Coletta, Delegate  
Alysha Siciliano-Perry, Alternate

## **Report of the Open Space Committee**

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

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

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

### Open Space Committee Members

Michael McDonough, Chair

Denise Moraski, Clerk

Robert Clarke, Jr.

Tracy Marino

Julie Slys

Debbie Schneider

Respectfully Submitted,

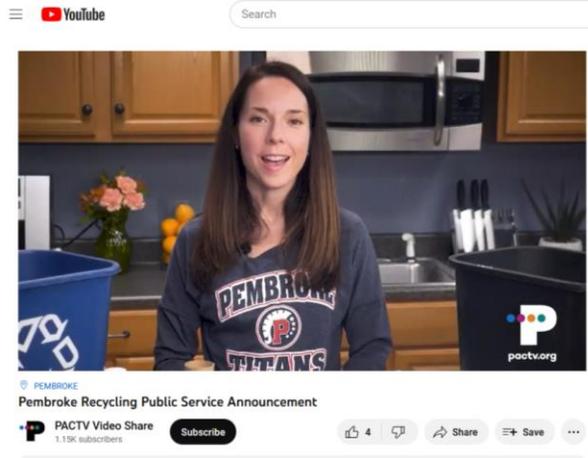
Art Egerton

Chairperson of the Conservation Commission

## REPORT OF THE RECYCLING COMMITTEE 2022

The Recycling Committee met regularly throughout the year with a focus on the following initiatives:

- The production of an educational PSA video, in collaboration with PACTV, that aired on PACTV's Pembroke channel and was distributed on social media and the town's website: <https://youtu.be/CftacziTYsk>. A second and third video are in development.



- Ongoing development of weekly educational posts for the Town of Pembroke's Facebook page. Most of the committee's posts can be found using the hashtag #nothrowthursdays or #pembrokerecycles. A sample has been provided at the end of this report.
- Increased visibility in town through hosting tables at town events and signage in public buildings.

In April, the committee presented to the Select Board its report on whether the town should move to a dual-stream recycling program versus continuing with the town's current single-stream recycling program. Based on the data collected and analyzed, the committee recommended maintaining the current program.

Overall, the committee remains focused on seeking out initiatives to improve the general knowledge and awareness of the town's recycling programs, and also to seek out ways to keep associated costs of recycling in Pembroke neutral or lower year over year.

Respectfully submitted,  
Andrea Hatziyannis, Chair; Kairyn Rainer, Clerk; Stephen Curley, Kay Kopper, Carly Levy, Molly Rosen, Meghan Watts, members.



Town of Pembroke, MA Government



Jun 16, 2022 · 🌐

Who's excited for summer and school letting out?? What about all those dried up markers, empty glue sticks, and broken pencils from the bottom of the bags? Here are some ways to recycle school supplies: <https://earth911.com/business-policy/how-to-recycle-school-supplies/> #nothrowthursdays #recycle



earth911.com

**6 Ways to Recycle School Supplies**



Town of Pembroke, MA Government



Jun 23, 2022 · 🌐

Guess what? Plastic or paper egg containers CAN go in the recycling toter. You can also reuse or repurpose them for crafts, gardening, and more. <https://www.treehugger.com/are-egg-cartons-recyclable-5082945> #nothrowthursdays #reuse #recycle



treehugger.com

**Are Egg Cartons Recyclable?**



Town of Pembroke, MA Government

Jun 30, 2022 · 🌐

We are getting excited for the 4th of July. It's the highlight of the summer! But how can we keep it more green? Here's 5 ways: <https://www.sierraclub.org/sierra/2015-4-july-august/green-life/5-ways-green-your-4th-july> #nothrowthursdays #reuse #recycle



sierraclub.org

5 Ways to Green Your 4th of July



Town of Pembroke, MA Government

Aug 11, 2022 · 🌐

Pembroke Recycling Public Service Announcement Video – in Partnership with PACTV  
How to Recycle in Pembroke, MA

Link:



youtube.com

Pembroke Recycling Public Service Announcement



Town of Pembroke, MA Government

Dec 1, 2022 · 🌐

As the holiday shopping season gets underway and shipping boxes start arriving, please remember that our town Recycling Center takes corrugated cardboard. All boxes must be completely empty and flatted. #nothrowthursdays #pembrokerecycles



Town of Pembroke, MA Government



Sep 1, 2022 · 🌐

With fall just around the corner, here are some tips to live more green this fall: <https://earth911.com/living-well-being/green-living-tips-fall/> #nothrowthursdays



earth911.com

Green Living Tips for Fall



Town of Pembroke, MA Government



Nov 10, 2022 · 🌐

Plastic bags and plastic film can really wreak havoc on recycling plant machinery. Be sure your recyclables are loose in the bin and that you bring plastic bags and plastic film back to retailers for recycling. Learn more! #nothrowthursdays #pembrokerecycles



plasticfilmrecycling.org

Find a Drop Off Location



Town of Pembroke, MA Government



Nov 24, 2022 · 🌐

Happy Thanksgiving, Pembroke! We are thankful for your efforts in keeping contaminated waste out of the recycling! #nothrowthursdays #pembrokerecycles

## **ANNUAL REPORT OF THE HOBOMOCK STREET LANDFILL RECYCLING AND COMPOST CENTER**

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

In 2022, ground water and gas monitoring testing were once again completed at the landfill. The routine tests are required by the Department of Environmental Protection (DEP) as part of the Town's approved Post Closure Plan for the landfill. The annual inspection performed in July showed that Pembroke's Recycling Center continues to be a well-organized and compliant Center with no areas for correction or concern observed.

The Town hosted one Household Hazardous Waste Collection Day on June 4<sup>th</sup> at the Recycling Center. Two hundred and ninety-three (293) residents participated and were able to properly dispose of household hazardous materials and liquids; a significant increase over COVID numbers. The Town enjoys access to many more Household Hazardous Waste Collection Events each year hosted by our neighboring communities through our partnership with the South Shore Recycling Cooperative.

Starting November 1, 2022, the Commonwealth of Massachusetts implemented new waste ban disposal regulations that will require all residents to keep mattresses and box springs out of the trash, as well textiles and other items of concern to residents.

The new mandates require mattresses and box springs be recycled or donated for reuse. To comply with the new requirements, the Town of Pembroke discontinued mattresses and box springs collection curbside as bulk waste effective Labor Day weekend. Other curbside bulk waste items, like upholstered chairs, furniture and sofas were deemed allowable waste collected through the Town's curbside program hosted by EZ Disposal. The Town of Pembroke offers drop off mattress recycling services at the Recycling Center located at 158B Hobomock Street. In accordance with the waste ban, the Town will not accept units that are excessively wet, heavily soiled or have visible mold and/or bed bugs.

The Town partnered with CMRK/Big Brother Big Sister to install two textile recycling bins at the Center to divert textiles from the waste stream in accordance with ban. In addition to achieving statutory compliance, the town will receive money for each ton collected, and be able to repurpose items donated to "Take it or Leave It" that are abandoned over time.

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

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

Submitted by

Eugene Fulmine, Jr., Landfill Co-Manager  
Sabrina Chilcott, Landfill Co-Manager

## **To the Honorable Select Board and the Citizens of the Town of Pembroke**

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

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

2022 largely saw a return to normality after the challenges of COVID. Numbers that had, understandably, dipped during the pandemic have seen a comeback to near pre-COVID levels, thanks in no small part to the library's amazing staff. Kathy Benvie has performed admirably as Interim Director while the Trustees work to appoint a permanent Director.

The Friends raised an impressive amount of funds to benefit the library by holding their Annual Silent Auction, Basket raffle, Book and Bake Sale, and holiday ornaments sale.

The Foundation worked diligently to fundraise for needed updates to the library, including an addition to the library to provide a larger space for the Children's area. They are working on a plan for definitive opportunities on which they can focus.

The library is starting to show its age in various ways but is still in good shape overall. New book drops were added in the summer. There were several repairs required this year, including to the boiler in October. Kathy Benvie worked closely with Town Hall to quickly facilitate repairs.

The Summer Reading Program was held from June 21-August 19. This continues to be the library's most successful program each year. This year saw a return to numbers not seen since prior to the pandemic.

Sadly, this past year we lost Lynne Dionne, long term Trustee of the Library. She was a faithful member who served honorably during her many years and the Board, the library and the town were better for her service. In her memory, the Trustees purchased several books for the library.

Among other professional training opportunities, staff also received training on use of the Automatic External Defibrillator (AED) and CPR.

### Statistics:

- 753 new patrons joined the library for a total of 12,559 card holders
- 272 new Overdrive registrations
- Circulation topped approximately 102,000 among adult and youth users
- Overdrive circulation was approximately 27,000
- Hoopla circulation was approximately 3,400
- Other online resource usage was approximately 8,800
- 2,054 pre-school aged children attended 124 events
- 4,486 school aged children attended 60 events
- 630 teens attended 26 events
- 1,280 adults attended 174 events
- 1,929 attended 75 Summer Reading events
- 3,647 hours read by 349 children and 29 teen Summer Readers.
- 370 books read by 78 adult Summer Readers
- 20,953 items checked out during Summer Reading

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

- Della Chiesa Trust Fund
- Pembroke Cultural Council
- South Shore Family Network
- The Friends of Pembroke Library
- Pembroke Library Foundation
- PACTV
- Silver Lake Regional High School, specifically the carpentry program for their tune-up and painting of the Children's room chairs
- The Council on Aging for their assistance with the BOO-tacular and partnership with the Words on Wheels
- The staff at Town Hall, especially the Town Manager and staff for their help with necessary repairs

Respectfully submitted,

Sean Fitzpatrick, Chair

Larissa Curley, Vice Chair

Jill Taylor, Secretary

Mary Beth Courtright

Carol Watches

Stephanie Ciciotti

## ANNUAL REPORT OF THE TOWN MEMORIAL COMMITTEE

To the Honorable Select Board and Citizens of Pembroke:

The Memorial Committee, after two years of virtual programs, was able to return to our usual programs.

For Memorial Day we were able to resume our yearly parade. We then had a ceremony that included The 1<sup>st</sup> Massachusetts Volunteer Cavalry and The 35<sup>th</sup> Virginia Cavalry. Also participating was the Pembroke High School Marching Band under the direction of Austin Glass; Sarah Wilson, Pastor of Bryantville United Methodist Church gave the Invocation and David McPhillips, Town of Pembroke Veterans' Agent, was our speaker.

Veterans' Day welcomed the Pembroke High School Chamber Singers, under the direction of Gwynne Chapman; Pastor Frank Goodrich of Pembroke Assembly of God Church gave the Invocation and Benediction and Deputy Chief Wendy LaPierre, Pembroke Police Department, gave our main address.

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

North Pembroke Elementary School – Benjamin Meehan  
Bryantville Elementary School – Caitie Graul  
Hobomock Elementary School – Logan Holloway

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

Respectfully Submitted,

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

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

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

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

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

The continued growth of our district is outlined in the attached principal reports. Each building has its own unique challenges and successes; however, they are united in our four focus areas of academic achievement, social-emotional health and wellness, technology integration, and communication. The foundation of this work is built upon collaboration, mutual respect, and high expectations. We aim to create an environment where all educators are reflective in their practice and feel supported as they adjust instruction to improve student performance.

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

**Pembroke High School  
2022 Annual Town Report  
Marc Talbot, Principal**

**PHS Guidance Department**

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

The guidance curriculum continued to provide in-depth college and career searches utilizing Naviance to enhance college and career readiness for all students. The guidance counselors worked collaboratively with all stakeholders including administration, faculty, students, parents, and the community to accomplish this goal. To effectively communicate with students and their parents, various outlets were utilized. A monthly Guidance Newsletter was published and emailed directly to parents, and students and posted on the PHS Guidance Website, and in the Guidance Google Classrooms for students in grades 9-12. The newsletters provide important monthly updates regarding the most pertinent college and career planning information by month and reminders for students and parents. In addition, guidance counselors post information on the PHS Guidance Website and the Guidance Google Classrooms to keep students on track with their post-secondary planning including options for community service, resourceful websites, and upcoming events. Step-by-step tutorials for students and parents were shared to demonstrate how to effectively research colleges, careers, scholarships, and how to select courses in PowerSchool. Remind.com was utilized to communicate with students and parents via text messages. In addition, regular contact with parents was made to discuss any academic concerns with all students. In addition, Senior in Jeopardy letters were sent home to any student in jeopardy of not meeting graduation requirements each term. Parents and students were strongly encouraged to attend a meeting with the student's guidance counselor, Mr. David Rix, Assistant Principal, and Mr. Marc Talbot, Principal to discuss the student's progress and to review the necessary graduation requirements.

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

Curriculum Accommodation Plans, and/or referral to the Academic Resource Center. In response to the high absentee rate due to Covid-19 the guidance counselors and the assistant principals held re-entry meetings for all students that were absent for 5 or more days to create an academic support plan which involved utilizing the Compass program.

Each year, the adjustment counselors, physical education teachers, and guidance counselors collaborate to teach “Break-Free from Depression,” a program developed by Boston Children’s Hospital. The 4-module curriculum focused on increasing awareness about adolescent depression. The goal of this program is to increase awareness and teach students how to recognize it in themselves and in their friends and give them strategies for finding help. The program was presented to all freshman students during Health & Wellness classes in the fall and spring, and a letter informing parents of the program and an opt-out option was mailed home before the start of the program.

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

To expand upon postsecondary and career options for all juniors and seniors, the Guidance Department hosted a Fall College Fair that took place in the gymnasium in early September with over 100 admissions representatives from Colleges and Universities throughout the country. In addition, a Financial Aid Night, with Jodi Conway, a financial planning consultant, providing in-depth information regarding the financial aid process that took place virtually in November. A College Admission Night took place virtually in March with college admission representatives from the University of Massachusetts at Amherst, the University of Tampa, Stonehill College, and Saint Anselm College. The admissions representatives provided important information regarding the college admission process, providing perspectives from state, private, and public colleges, and universities. In February, the Admission Director from Quincy College was invited to attend an in-person “Decision Day.” Approximately 15 students were admitted on the spot during a 1-1 in-person interview. All told, our counselors sent a total of 1413 transcripts to 297 different colleges/universities for the class of 2022 which consisted of 192 students.

To offer students another standardized testing opportunity PHS became an ACT test site in June of 2022. The ACT test was made available to PHS students and neighboring towns. Guidance Staff

including Mrs. Robin Conathan and Mr. James Shannon proctored the exam to 78 students on Saturday, June 4, 2022.

Pembroke High School proudly offered 18 Advanced Placement (AP) courses which required a mandatory standardized test which is administered through the College Board in May of each school year. AP Coordinator, Robin Conathan organized the administration of the exams that took place at PHS between May 2nd -13th, 2022. A total of 243 students took a total of 472 AP Exams.

To help the members of the Class of 2022 defray the costs of post-secondary education, our students received a total of 72 local scholarships from our generous community, totaling over \$189,050.00 at our annual Senior Awards Night. Our guidance secretary, Mrs. Janice Webb, played an invaluable role in making this evening possible, communicating throughout the year with various scholarship donors to organize the scholarship program. We remain incredibly grateful for the generosity of these local scholarship committees and look forward to working with them again in the future.

Finally, the Guidance Department participated in the 6th annual Junior Book Award Program, with several prestigious universities recognizing deserving juniors that have made significant contributions in and out of the classroom and within the school community. Institutions such as Harvard University, Rensselaer Polytechnic Institute, Rochester Institute of Technology, Yale University, Wellesley College, and several others bestowed a total of 15 awards to members of the Class of 2022, many of which include generous scholarships and also serve as nice overtures to these juniors as they prepare for their own post-secondary education planning.

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## **Athletics**

The 2021-2022 Pembroke High School year in athletics was an extremely exciting and record-setting endeavor. All the student-athletes should be proud of the tremendous efforts put forth in all three seasons, and in how they represented the town of Pembroke.

### **2021-2022 By the Numbers**

- 76 Patriot League All-Stars
- 2 Patriot League MVPs
- 24 Patriot Ledger All-Scholastics
- 6 Boston Globe All-Scholastic
- 6 Boston Herald All-Scholastic
- 2 Eastern Mass All-Stars
- 1 Eastern Mass Division 2 coach of the year
- 1 perfect, 20-0 regular season
- 10 programs qualified for the MIAA state tournament
- 6 Patriot League Fisher Division titles
- 1 MIAA Round of 8 finalist

### **Winter Athletics 2021-2022**

The Titans boys' basketball team started fast, going 15-0 in their first 15 regular season games. Pembroke won the annual "Titan Holiday Classic" defeating Archbishop Williams in the championship game. The regular season concluded with a 16-2 record, claiming the Fisher division championship in the Patriot League and clinched a #12 seed in the MIAA State tournament. This was the first Patriot League championship since 2015. The boys starting five of Brady Spencer, Joey Dwyer, Connor Lockhart, Devanti Perry, and Tom Considine were named Patriot League All-Stars. In addition, Spencer (1st team) and Dwyer (2nd team) were named Patriot Ledger All-Scholastics.

The Pembroke girls' hockey team yet again had a tremendous season. The girls' hockey team ran through the Patriot league going 13-2 in league play while finishing the season with a 15-5 overall record. The 13-2 league record earned the Titans their second consecutive Patriot League

championship. The girls' hockey team also clinched the #4 seed in the Division 2 state tournament. The successful season was led by five Patriot League all-stars, Jen Birolini, Megan Dorsey, Mary Quatrale, Allison Stone, and Allison Zeoli. In addition to league all-stars, Birolini, and Dorsey were named first team Patriot Ledger All-Scholastic, while Quatrale and Zeoli claimed second team.

Pembroke/Silver Lake girls' gymnastics team once again won the Patriot League title. The gymnastics team was led by three-year captains and Patriot Ledger All-Scholastic's Lauren Canniff and Brooke Bonwitt. Lauren competed all-around in every meet and shined at the Patriot League Championship meet with a season-high score of 35.00. Brooke was the team's top performer on the beam, while also stepping up on vault when needed. Her beam high score of 9.15 claimed her a spot in the 2022 State Individual Championship. Senior Captain Sam Raleigh was also a huge piece of the undefeated season. Sam place 2nd in bars, and 1st on beam in the Patriot League Championship meet.

Pembroke indoor track had a record-setting season. Sarah Claflin led the way claiming the Division 4, 55m title, and was a member of the state champion 4x200m relay team. Only a Sophomore, Claflin has run the fastest 55m in Titan history at 7.30. The state champion 4x200m relay team of Claflin, Abby Flynn, Katie Gibbons, and Catrena Ghattas ran a Patriot League and Division 4 best time of 1:47.90. Senior Captain Allison Flaherty was also a frequent scorer for the Titans. Flaherty finished 4th in Division 4 in the 55m hurdles and long jump. The boys' side was led by Andrew Gleason, who ran 6.71 in the 55m, good for 2nd place in the Titans record book. Freshman Jayden Leonard added points in the long jump with a season-best of 19'11.5" and 6.87 in the 55m. Claflin and Flaherty were named first team Patriot Ledger All-Scholastics, while Jack Driscoll, Gleason, and Leonard claimed second team.

On the mat, Liam Pritchard-Holland wrestled his way to an outstanding senior season. In fact, he was named the Patriot League MVP.

On the ice, Anthony Birolini was named a second-team Patriot Ledger All-Scholastic for his high-scoring season.

In the pool, junior Ben Lynch competed in 2 events at States; 200 free and the 200 I.M. Ben swam 1:53.89 in the 200, and 2:08.73. Ben's times landed him as a second-team Patriot Ledger All-Scholastic.

The winter season combined for 31 Patriot League All-Stars, 8 Patriot Ledger All-Scholastics, 1 Boston Herald All-Scholastic, and 1 Boston Globe All-Scholastics.

## **Spring Athletics 2022**

The Titans' success continued into the spring season. The girl's tennis program had a tremendous regular season which allowed them to advance into the MIAA state tournament. The Titans won the round of 32, before losing to powerhouse Austin Prep in the round of 16. Ruth Dannison led the way, earning first team Patriot Ledger All-Scholastic.

Pembroke Softball started off the season red hot, winning 7 of their first 8 games. The strong regular season earned the Titans a state tournament berth. The Titans fell to Milton 2-1 in their round of 32 appearances. The Titans were led by second-team Patriot Ledger All-Scholastic Jordan Shine, Honorable mention Maria Cantino, and Patriot League all-stars Kelly McGee and Olivia Skeiber.

The Pembroke girls' outdoor track team claimed a Patriot League Fisher Division Championship. Led by school record holder Sarah Clafin, the Titans earned numerous accolades. The 4x100m team of Allison Flaherty, Clafin, Katie Gibbons, and Catrena Ghattas were named All-State Champions. Clafin also won the Division 4 100m and 200m state titles. The boys' team did not disappoint either. Jack Driscoll was the Division 4 state champion in the shot put, while the 4x100m team of Andrew Gleason, Aidan Keefe, Connor Lockhart, and Jayden Leonard were crowned Division 4 State Champions.

The girl's lacrosse team earned a state tournament berth. The girls' team won their first tournament game before losing to state champion Newburyport. Megan Dorsey and Meaghan Holmes led the charge for Titans. Dorsey a second-team Patriot Ledger All-Scholastic, and Holmes a Patriot League all-star.

Other spring 2022 notables included twenty-one student-athletes who were selected as Patriot League All-stars. Fifteen Titans were chosen as Patriot Ledger All-Scholastics, four Boston Herald All-Scholastics, and four Boston Globe All-Scholastics.

## **Fall Athletics 2022**

Boys Soccer had a remarkable season, finishing the regular season perfect at 20-0, earning the Patriot League Fisher Division title. The great record earned the soccer team a #2 seed in the Division 3 MIAA state tournament. The boys won their first-round game against Dighton-Rehoboth, and their second-round game against Boston Latin Academy before losing in the round of 8 to undefeated Newburyport. The team's success was led by Boston Herald, Boston Globe, Patriot Ledger All-Scholastic Ethan Sullivan, and Patriot Ledger All-Scholastic's Declan Crowley and Andrew Gleason. Sullivan also earned Patriot League MVP and Eastern Mass All-Star. Ben Kane, Owen Kane, and Jack Taylor were selected as Patriot League All-Stars.

The Girls' Soccer team had a strong turnaround season earning themselves a postseason berth. The Titans opened tournament play at Sharon, winning 3-2 before losing to eventual state runner-up Minnechaug. Stonehill College commit, Emma Cranston, was named 2nd team Eastern Mass All-Star and led the team in scoring. Bella Gill, Nikki Balkam, and Maggie MacDonald earned Patriot League All-Star status.

Football had its most successful season in some time. The team was 3 points away from moving on deep in the playoffs, before losing to Foxboro 24-21, a final-four team. However, on Thanksgiving Day, Pembroke did not disappoint, defeating Silver Lake 28-14. Football had two Patriot League All-Stars, Tyler Ready and Jake Falco. Jack Tosone was named a Boston Herald and Patriot Ledger All-Scholastic. Proudly, eight seniors will continue their athletic careers into college.

The volleyball team had a strong season which qualified them for the MIAA tournament. Pembroke won their first-round tournament game against St. Paul, before eventually losing to Ashland in the following round 3-0. Captain Megan Wu was named a Patriot League All-Star.

Girls and Boys Cross Country continued their legacy of success. Girls Cross Country was led by Patriot League All-Stars Cassie Sparrow, Sarah Leach, and Elizabeth Souretis. On the boys' side, Joshua Phinney, Adam Wengryn, Christian Leary, Cam McLaughlin, Joe D'Angelo, and Casey Motta were selected as Patriot League All-Stars.

Other Fall 2022 Notables: Matthew Bergamesca (Golf) qualified for the South Division 2 individual tournament play and was named a Patriot League All-Star. Olivia Skeiber (Field Hockey) was also named a Patriot League All-Star.

## **Visual and Performing Arts**

During 2022, the Visual and Performing Arts Department (VPA) saw a return of numerous contests, juried art shows, concerts, and performances that were enjoyed pre-pandemic. With a lifting of spacing and mask restrictions, classes returned to a more “normal” feel and students could once again sing and play instruments in a traditional setting.

The Visual and Performing Arts faculty regularly meet and plan together in their PLC, sharing instruction practices and responsibilities as follows: Teachers are supporting one another with supplemental materials for instructional units, with ongoing development and implementation of curricula aligned with the newly adopted Department of Elementary and Secondary Education arts curriculum frameworks. These frameworks were formally adopted in August 2019. The VPA faculty continues to collaborate in our PLC groups to unpack these new state standards and to make sure our curriculum is aligned with these new arts frameworks. In addition, the department

team continues to engage in professional development using numerous online technology-rich pedagogical tools. Teachers also participated in additional online professional development offered by DESE, NAFME, MMEA, MASSCUE, and NAEA.

The Pembroke Music Department presented numerous concerts in 2022 including:

- Winter Concerts for all schools
- Spring Concerts for all schools
- All-Town Concerts
- Music for PHS Graduation
- PHS Marching Band presented their “Rock” field show in the fall of 2022 under the direction of senior drum majors Ryan Baker and Shelby Smiley. In addition, the marching band marched in the Abington St. Patrick’s Day Parade in March of 2022 and the Pembroke Memorial Day Parade, in May of 2022.
- PHS Thespian Society presented three major shows; A Simpler Time in March of 2022, The Spring Festival of Plays in May of 2022, and the 2022 fall musical Little Shop of Horrors.
- PHS Chamber Singers provided music for the 2022 Pembroke Veteran’s Day Ceremony.

Building on the skills and concepts learned in the VPA classroom, we are proud to recognize students who pursue opportunities to showcase their learning beyond the walls of PHS. Here are a few of the highlights from 2022:

- The following students have won Regional Awards in the 2022 Massachusetts Scholastic Art and Writing Awards program: Robin Decoste won a Gold for Up Stream, Ben Kane won a silver for Abstract 1, Gabriella Macwilliams won an honorable mention for Mango and Markus Lovelace won an honorable mention for Brucie Baby.
- Students who were accepted into the CVPA EYA Recognitions Exhibition include Kate Wesinger, Brody Graham, Michael Driscoll, Sarah Goodman, and Braeden Small.
- All 13 AP Studio 2D Art Students received a qualifying score
- 4 students were accepted to the All-State Chorus.
- 18 musicians were accepted to the SEMSBA Music Festival
- 6 students were accepted to the Southeastern Junior District Music Festival.
- 14 musicians were accepted to the Southeastern Senior District Music Festival

### **English Language Arts Department**

The English-Language Arts Department continued their professional-learning community work this year with a focus on revising the curriculum for senior electives and Advanced Placement Courses, integrating new technologies such as No Red Ink and Newsela to assess a wide range of literacy skills and focus instruction on students’ learning needs. Teachers also spent time analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State

Frameworks. Student achievement on the MCAS 2.0 exam also continues to be a focus area for the department. Ms. Jennifer Campbell and Ms. Amanda Courchene infused the 9th-10th grade literacy support courses with online practice tests and other technology-based tools for improving students' literacy and study skills. Additionally, many teachers engaged in summer 2022 professional development in alignment with the district's diversity, equity, inclusion, and belonging initiatives.

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

The ELA Department was honored to award academic excellence honors to 23 seniors and an additional 20 underclassmen in the Spring of 2022. Awards were presented for excellence in a wide range of coursework from 9th-grade Genre Studies to Advanced Placement English Language and Literature. We celebrate all our incredibly talented students!

Supporting students outside the classroom: Ms. Hillary Kniffen and Ms. Amanda Mrowka, along with the entire ELA Department as well as the Guidance Department, organized college essay seminars (taking place during Titan Time) in the fall of 2022. During these seminars, teachers, PHS administrators, and district administrators, provided feedback to students on college essay revisions. The seminars were very well attended, with more than 80% of the senior class taking part in multiple sessions held during the first semester.

Professional Development: Teachers continue to integrate new technologies into their instruction. Online pedagogical tools such as NewsELA, CommonLit, NO Red Ink, IXL, Quill, and resources provided through our partnership with the Massachusetts Library Association provide students with a plethora of tools and access to expert, credible information. Teachers also participated in additional online professional development offered by MassCue and Google. Department members also took advantage of virtual field trip opportunities offered by the Museum of Fine Arts, the Boston Public Library, the New York Public Library, and numerous educational opportunities available through Google Expeditions.

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

Retirement: In June 2022, we said goodbye and thank you to Mr. Scott Turley who has retired from the PHS ELA Department after over 30 years of service to the students of Pembroke and the Silver Lake Regional School District. Students and faculty alike will miss Mr. Turley, but we wish him all the best as he enters a well-deserved next chapter of life.

### **Science Department**

The Science Department is continuing its work to amplify students' content expertise while developing their abilities to reason and think critically as they become increasingly more adept at employing the Science & Engineering Practices in the 2016 Massachusetts Science and Technology/Engineering Curriculum Framework. The entire department worked to complete curricula for all courses. Mr. Richard Newton and Mr. Neil Kenny focused on AP, honors, and college prep physics. Mr. Michael Murray, Ms. Karyn Townsend, and Mr. Keelan Murphy focused on AP, honors, and college prep Biology. Dr. Tara Cartee focused on Environmental Engineering, forensics, and anatomy and physiology. Ms. Kathleen Ottina and Mr. Andrew Baker focused on AP, honors, and college prep chemistry. Extensive repairs were conducted on gas lines and fixtures in all lab rooms to improve safety.

Mr. Jonathan Shapiro continued his work with the Department of Elementary and Secondary Education's Innovative Science Assessment Committee. He was elected to be the Plymouth County Director for the Massachusetts Association of Science Teachers.

Mr. Sam Eidlin, a Pembroke High School graduate, joined the department as a physics teacher to fill the vacancy created by Mr. Richard Newton's departure. Mr. Eidlin has previously worked at PHS as a paraprofessional and comes with a strong background in physics, mathematics, and software development. Mr. Eidlin attended the AP Summer Institute in the summer in preparation for his role teaching AP Physics C.

Ms. Kathleen Ottina retired after an impactful tenure in the science department where she mentored Mr. Andrew Baker as he developed from a novice to a veteran leader. A beloved teacher whose primary goal was to help students love learning science also improved school safety through her work in the chemical storage room and, with Mr. Baker, completed the curricula for AP, honors, and college prep chemistry.

Ms. Jacqueline Blakely joined the department to fill the vacancy created by Ms. Ottina's departure. Ms. Blakely conducted her student teaching at PHS. She is currently working toward her Master of Education (Curriculum and Teaching) from Fitchburg State University.

Mr. Michael Murray was a College Board AP reader in Biology and provided AP Biology professional development for teachers at Manhattan College and LaSalle University.

Ms. Karyn Townsend created and began teaching a new course in Physical Science.

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

The faculty of the History and Social Science Department at PHS continues to revise assessments and project-based learning activities in accordance with the 2018 Massachusetts Curriculum Frameworks. As of December 2022, all course curricula are now fully aligned with the historical thinking and literacy skills outlined in the standards. Teacher teams continue to work on aligning assessments with the latest research into historical thinking and reading and writing in history and social science. Additionally, all teachers engaged in summer 2022 professional development in alignment with the district's diversity, equity, inclusion, and belonging initiatives.

Targeted professional development work to develop non-partisan civics projects for 11th graders is ongoing. A team from the department is engaged in ongoing professional development with local school districts under the guidance of the Democratic Knowledge Project (DKP) which is part of the Harvard Graduate School of Education. All 11th graders engaged in non-partisan civics projects this past Spring—tackling local and school-based issues where they felt they could be of service to the community and make a difference. Students' civic engagement resulted in changes to an examination of the school lunch menu and recycling programs, and in consultation with the school administration—changes to the student handbook. Faculty also continue to concentrate on several initiatives this year—each of which are aimed at developing students' abilities to reason and think critically as well as apply historical research methods, content knowledge, and historical thinking skills to their lives both inside and outside of school through studying and implementing the Inquiry-Design Method (IDM). A continued focus of the faculty's work is the development of analytical writing skills demonstrated through the completion of a significant research paper and project in each grade level.

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

The History and Social Science Department was also grateful to honor 47 seniors and underclassmen through the annual PHS academic awards ceremony. Students were honored with academic excellence awards for course work and seniors received special recognition in social science, civics, government, and the study of history.

Experiential learning: AP Psychology students competed at Boda-Borg, an interactive gaming facility where teams of students and teachers competed to complete physical, intellectual, and psychological challenges. Model United Nations I/II (MUN) students participated in BOSMUN XIV--a Boston-based, but a nationwide conference of high school-level MUN students that returned to in-person events this year.

Professional Development: George Jackson and Edward Gould served as AP Readers and scorers of the AP Psychology and AP US Government and Politics exams in the Spring of 2021. Additionally, George Jackson has now been appointed as an official AP Consultant for AP Psychology. These excellent professional development opportunities help to inform faculty members' instruction in their own AP courses. Ms. Caitlin Almon also participated in the St. Johnsbury summer teachers institute and is now certified as an AP United States History Teacher.

Teachers also continue to integrate technology into their instruction using Google tools and as well as online pedagogical tools such as NYTimes, Primary Source, ABC-CLIO, Newsela, and Learning for Justice. Teachers also participated in additional professional development offered by MassCue, Google, the Gilder-Lehrman Institute, the Stanford History Education Group, Facing History and Ourselves, and the Democratic Knowledge Project at Harvard University (DKP). The department also maintains strong local and state ties through membership in MCSS (Massachusetts Council for the Social Studies) and NCSS-the national organization for history and social science educators. Membership in these organizations enables the department to share curriculum and instructional innovations with our neighboring schools as well as schools around the country.

Retirement: In June 2022, the department bid a fond farewell to Ms. Lynne Place who has served the Pembroke and Silver-Lake school communities for over 20 years. There were not many dry eyes among both students and faculty members on Ms. Place's last full day of teaching. Ms. Place will long be remembered for her caring nature, high academic expectations, and for the way she was never too busy to help any in need. We wish Ms. Place all the best as she celebrates her well-deserved retirement.

### **World Languages Department**

During the 2021-22 school year Mr. Auger, Mrs. Bradford, Mrs. Elfilali, and Mr. Silva completed the Skillful Teacher Professional Development offered by the district. World Language teachers across the department utilized their expertise to update and align their curricula in accordance with the new Massachusetts World Language Framework that was released by the Massachusetts Department of Elementary and Secondary Education earlier that year. Mr. Auger, Mrs. Elfilali, and Mr. Silva completed some of this work individually during the summer months.

In addition to working on their curricula, teachers met routinely in their Professional Learning Communities in the department. Mr. Silva also attended a week-long Advanced Placement teacher training seminar in Spanish Language and Cultures at Saint Johnsbury Academy in July and took on the challenge to teach this course for the first time in September. Mrs. Elfilali attended a Professional Development seminar offered by the Massachusetts Teachers Association in December. Finally, we are excited for piloting Arabic I as a new course at Pembroke High School since September.

World Language teachers also worked on several enrichment opportunities to enhance their students' learning in French and Spanish. Mr. Silva's students visited the Harvard Art Museum in November 2022 and Mrs. Elfilali (Pembroke High School) and Mrs. Serhal (Pembroke Community Middle School) collaborated in planning a trip to Quebec City next spring.

The World language Department is extremely proud of our 18 juniors and seniors who earned the Massachusetts Seal of Biliteracy in Italian, Latin, Spanish, and Vietnamese in February 2022 (Please see the student list below). The State Seal of Biliteracy is an award provided by state-approved districts to recognize high school graduates who attain high functional and academic levels of proficiency in English and one or more world languages in recognition of having studied and attained proficiency in those languages by high school graduation. The PPS World Language Department aims to help students recognize the value of their academic success and see the tangible benefits of being multilingual. The State Seal of Biliteracy takes the form of a seal that appears on the transcript or diploma of the graduating senior and is a statement of accomplishment for future employers and college admissions.

<b><u>Juniors:</u></b>	<b><u>Seniors:</u></b>
Ryan Baker	Vanessa Ahola
Matthew Bergamesca	Lauren Canniff
Anna Christie	Allison Flaherty
Hannah Cibotti	Rachel Johnston
Madison Curran	Charlotte Littlefield
Nathaniel Holmes	Nhan Nguyen
Deanna Linscott	Kalie Walker
Aiden Peacock	
Dylan Warrell	
Meghan Wu	

Students were actively engaged in their World Language Clubs as they extended their learning about the Latin, French, and Spanish languages and cultures with presentations, holiday celebrations, and field trips.

**Business**

Under the direction of Mrs. Maryellen Gates, 90 students competed in the District DECA competition, with 12 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. In 2022, the competitions returned to in-person after being held virtually. This past year is the first time that two Pembroke students have earned first place overall in their 100-question exam category which is the highest award at the DECA event. Special shout out to top winners Christian Leary (Finance Exam) and Matthew Willshire (Entrepreneurship Exam). Mrs. Gates continues to take on a leadership role at the state level as she is one of 10 members of the Massachusetts DECA Board.

#### Mathematics

Our mathematics faculty spent considerable time working on various NEASC committees. As part of this work, we have updated our curriculum scope and sequences to reflect the interruption due to the pandemic. We continue to focus on professional development that centers on the integration of technology as a learning tool and Problem-Based Teaching as an instructional model. Courtney Whalen, Meredith Costa, and Abigail Walsh will be leading a DESMOS training for the department as part of this work.

Mrs. Noelle Pourbaix continues to successfully mentor our Mathletes in practices and competitions with local high schools throughout the school year.

Under the direction of Mrs. Elaine Griggs, Computer Science (CS) continues to blog, vlog, podcast, and develop mobile apps and websites. Our computer science students are digital creators of unique content in the classroom and in clubs.

In the CS classroom: In cybersecurity, we are in our second year of physical computing projects: circuit lamps, e-textiles, and IoT houses. We collaborate with Mr. Hall to keep our IT up to date on the software needs of these projects. In AP CSP we submitted mobile apps to the Congressional App Challenge (CAC) and WON first and third place in our Congressional District. Christian Leary won first place for the district with a Stats app and Sophomore girls Jordyn Fay and Allie Dwyer got third place for their Medical Mobile App.

#### **Class of 2022**

On June 4, 2022, Pembroke High School graduated its seventeenth class since opening in 2004. It was a wonderful celebration of student achievement, as well as parental and community support. This support has been a major factor behind the growth and success of Pembroke High School over the past 18 years.

Eighteen members of Pembroke High School's Class of 2022 were recipients of the John and Abigail Adams Scholarship. This number is smaller than in years past because the MCAS testing windows for the Class of 2022 were significantly altered due to the COVID-19 pandemic. Thus, the members of the Class were provided an alternate opportunity to take their MCAS exams during

their junior year. The opportunity was voluntary, so not the entire Class elected to take it. We are proud of these 18 students for this achievement in such difficult circumstances. Due to their academic accomplishments and outstanding MCAS scores, these students were eligible to receive four years of free tuition at Massachusetts state colleges and universities.

The graduating Class of 2022 consisted of 192 graduates. Post-secondary plans included the following:

- 4 - Year College – 84.2%
- 2 - Year College – 4.7%
- Total College Matriculation – 88.9%
- Employment – 5.3%
- Military – 0.5%
- Professional/Trade School – 4.7%
- Post Graduate – 0.5%

***John and Abigail Adams Scholarship Winners  
Class of 2022***

Vanessa Ahola	Ethan Monroe
Elizabeth Buckley	Caroline Moriarty
Nora Cleary	Kathryn Moriarty
Michael D’Angelo	Jaqueline Murphy
Alexandra Dakin	Tyler Murphy
Anna Damien	Liam Norman
Dean Freeley	Aree Tam
Rachel Johnston	Michael Tremblay
Jae Martin	Kalie Walker

***Members of the Class of 2022***

<p>Arone, Addison Grace  Baio, Sarah Elizabeth * + ~  Bartolotti, Ryan James  Bekheit, Patrick Moheb  Bekhit, Stephen Awad *  Bell, Robin J *  Biagini, Mitchell Andrew  Biolini, Anthony Olivo  Bontos, Mia Rose  Bonwitt, Brooke A.  Boyce, Mason W.  Bradley, Sarah Mae ^ *  Buckley, Elizabeth Grace ^ * + ~  Burke, Nicolas L. *  Burns, Abigail Rose  Butler, Dominic Rocco  Campbell, Madelyn J.  Canniff, Lauren M. ^ * †  Cantino, Cody  Cavaleri, Maeve K.  Clarke, Matthew  Cleary, Nora Grace ^ * †  Cogburn, Jacob  Conley, Sara A. *  Conley, Taylor L. *  Connolly, Ashton Brian  Considine, Thomas P.  Coombs, Emily R.  Cuccia, Olivia M.  Cummings, Ashleigh Elizabeth  Curtis, Jaden Joseph  D'Angelo, Michael D. ^ * †  Dakin, Alexandra Hsieh ^ * +  Damien, Anna Therese ^ *  DeSimone, Sophia Rose *  Dinneen, Kierstin Callie</p>	<p>Donlon, Natalie S. *  Doran, Erin Katherine  Dorsey, Megan B.  Driscoll, James J.  Duperre, Amanda Lynn *  Eva, Margaret K. *  Fahey, Jake Ryan  Federspiel, Spencer Edward  Flaherty, Allison K. ^ * †  Flaim, Nicholas Franco  Flynn, Abigail Elizabeth  Fox, Isabella Marie  Freeley, Dean Charles ^ * †  Galley, Nicole L.  Gannon, Madeline Deborah *  Garey, Jayson T.  Giese, Hannah Paige *  Gillis, Isabella Regina  Goncalves, Charles Antonio  Gorman, Michaela Francis *  Gough, Carleton M. *  Greene, Amanda K.  Grenier, Deimos Charles  Grimm, Evan John ^ *  Grund, Autumn J. + ~  Guerini, Isabella Rose  Guimares, Connor J. ~  Hadaway, Blaze Alexander  Haley, Jacob Matthew  Harvey, Daylin Sinda  Hatch, Daniel Joseph  Heffernan, Abigail Faith  Holloway, Nolan John  Holmes, Meaghan Patricia  Holt, Chloe Elizabeth * + ~  Horner, Easton ^ *</p>	<p>Indelicato, James  Jackson, Ava June *  James, Ryley Sara  Jenkins, Hannah Renee  Johnston, Rachael ^ * †  Jones, Aidan Mark  Kalliny, Madonna A. *  Kates, Evan Michael  Kealey, Kyli S. *  Keefe, Aidan Douglas  Kennedy, Abigail Susan  Kesaris, Katlyn Maria  Kesaris, Madison H.  Kibbe, Avery Evan *  Killham, Sydney Anne *  Kilnapp, Sean R. + ~  Kosztyla, Victor Adam  Kroon, Conor Patrick  Lagner, Mackenzie Elizabeth *  Lawrence, Dylan Jared  Leary, Patrick Edmund  Ledger, Emma M.  Lee, Alexandra Megan  Littlefield, Charlotte Daisy ^ * †  Locke, Vanessa L. *  Lockhart, Connor  MacDonld, Kaitlyn Marie  MacWilliams, Isabella M.  Madrigal, Arianna Justine  Mahar, Austin John  Maki, Daniel C. * +  Martin, Jae Michael *  McCarthy, Emma + ~  Kelley Valentine  McCarthy, Susanna Therese + ~  McCue, Mandy</p>
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<p>Dinneen, Kylee S. Donachie, Brianna M.</p> <p>Mclsaac, Alexia Louise Melville, Amanda * Merlan, Luke Christopher ^ * ~ Messner, Audrey G. * Michini, Melanie Milchunes, Emma June * ~ Monroe, Ethan K. * † Moore, Daniel J. ~ Moriarty, Caroline R. * + Moriarty, Kathryn Helen * + Morris, Kathleen Rose ^ * ~ † † Mullaney, Connor C. Murphy, Jacqueline Mae ^ * Murphy, Kaleigh Elizabeth * Murphy, Tyler John Murrin, Ava Marie ~ Nguyen, Nhan Thien † Norman, Evan Christopher Norman, Liam R. Norton, Ashley Lyn Norton, Hailey Catherine * Norton, Jaden Ciera O'Toole, Paul William Panos, John F. Panos, Molly * Parmenter, Matthew William</p>	<p>Houghton, Jack C. † Hussey, Gregory Scott</p> <p>Peppino, Michael Anthony Picariello, Kyle Ronald Pillard, Jillian M. * Pires, Kayla Porter, Mitchell J. Pritchard, Holland Liam Radke, Shane D.R. * Raleigh, Samantha M. * Roberts, Emily Kate Roberts, Olivia Belle Robertson, Eric Jerome Rosas, Sofia Kay ^ * Roy, Payton Searles + ~ Saunders, Joey D. Savage, Owen Keith Schipper, Aaron J. Scholl, Jaime Schultz, Evie Adele * Scott, Cameron Shine, Jordan R. Shortall, James P. Sladen, Lilly M. Smith, Benjimen Pearl Snyder, Olivia Marie Somers, Carys F. Spring, Collette Marie</p> <p>^ denotes Top 10% of Class of 2022 * denotes National Honor Society Members + denotes Tri-M Music Honor Society Members</p>	<p>McDonald, Quinn J. McGrath, Sean M.</p> <p>Stacy, Kyle C. Stone, Alison E. + ~ Tam, Aree ^ * Taylor, Noah Terkelsen, Olivia Thwing, Benjamin Thwing, Willem Thomas Tom, Kameron D. Tremblay, Michael James * Tripodi, Zachary Michael Turvey, Kailee Tynan, Jacob T. VanVeghten, Johnathan M. Vega, Matthew Wagner, Ryan J. Walker, Kalie P. ^ * ~ † Waluk, Luke Joseph Waterman, Erica Lynn Weston, Grace Catherine Williams, Andrew Richard Willis, Samuel James ~ Woodbury, Taylor Elizabeth Yarranton, Davis Taylor ^ * + Young, Jack P. Zacconi, Valentina † Zeoli, Allison Rae * + ~ Zysk, Olivia Michelle</p> <p>~ denotes International Thespian Society Members † denotes Computer Science Honor Society † denotes Seal of Biliiteracy</p>
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**Pembroke Community Middle School**  
**Annual Town Report**  
**School Year: 2022-2023**  
**Donna McGarrigle, Principal**

Pembroke Community Middle School has an enrollment of 407 students: one hundred and ninety-nine 7th graders and two hundred and eight 8th graders.

We held a fall fundraiser, called GO GOLD, to raise awareness and support for childhood cancer. We collected donations, and cards that students created for students with cancer, and we held a “Go Gold” spirit day in the fall of 2022.

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

The PCMS School Council is an advisory body who meets regularly with the principal. We have two parent representatives: Allison Glennon and Caryn Laframboise Drake, the staff representatives are Evan Fitzwilliam and Jenn Mulligan. Officer Steve Kirby is the community representative. This year we have four student representatives: Lorcan Finnigan, Zoe Colosimo, Seamus McFarland and Ella Skeiber.

New this fall was the formation of a student council. Twenty middle school students volunteered for this committee and met regularly with the principal to share ideas and plan for various initiatives. Council members are Ella Skeiber, Seamus McFarland, Sam Ruggiero, Mackenzie McGrath, AJ Foss, Jackie Mahar, Sadie Quatralo, Jocelyn Small, Isabella Archambault, Lorcan Finnigan, Kyle Deshler, Maeve Gleeson, Avery Godfrey, Hunter Russell, Giada Welch, Cora Pongratz, Sadie Tilden, Trevor Martinez, Sammy Perez and Zoe Colosimo.

Our PTO continues to provide excellent support to our school community at both the staff and student level. The makeup of the PTO Board is as follows: Tracy Marino (President), Matt Kenerson (Vice President), Stephanie Zdenek (Treasurer), Keri McCall (Secretary), Caryn Drake (Hospitality) and Kim Doyle (Fundraising).

A spirit week was held in December, with each day students dressing with a different theme. Our student council provided input on the themes we used for each day.

Last year was our first year having a Unified Basketball Team. Students in our PACE program all participated and played alongside regular education students as they competed against other programs in the area. This year starting in March, we will be continuing this amazing opportunity and look forward to seeing the program grow and flourish.

### **ELA Department:**

During the 2022 academic year, the ELA department continued to focus on developing students' literacy skills—in particular students' analytical and creative writing skills. These skill sets are aligned with 2017 Massachusetts State Frameworks for English-Language Arts. Students showed growing proficiency in writing and responding to text as evidenced by their performance on the Massachusetts Comprehensive Assessment System (MCAS). The department also continued their professional development work revising curriculum and assessments to target these discrete writing skills as well as evaluate curriculum as part of the district's diversity, equity, and inclusion initiatives.

In September 2022, the department welcomed Mr. Mark Matheson who joined the PCMS faculty as a long-term substitute (year-long) for Ms. Mallory Hayes. Mr. Matheson has made immediate and positive connections with students and his expertise in reading instruction has garnered immediate and positive results.

Through our literacy classes, the department continues to provide additional literacy support to over 50 students in grades seven and eight. In these classes, students receive more individualized support to build their reading stamina and confidence, knowledge of language conventions, and they tackle increasingly sophisticated writing assignments which allow them to demonstrate proficiency in language concepts.

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

### **History/Social Science Department:**

During the 2022 school year, department members worked in professional learning communities on several initiatives including evaluating curriculum as part of the district's diversity, equity, and inclusion initiatives and adopting new curriculum in accordance with state law and policy.

Targeted professional development work to develop non-partisan civics projects for 8th graders is ongoing.

A team from the department is engaged in ongoing professional development with local school districts under the guidance of the Democratic Knowledge Project (DKP) which is part of the Harvard Graduate School of Education. All 8th graders engaged in non-partisan civics projects this past Spring—tackling local and school-based issues where they felt they could be of service to the community and make a difference.

Faculty also continue to concentrate on several initiatives this year—each of which are aimed at developing students’ abilities to reason and think critically as well as apply historical research methods, content knowledge, and historical thinking skills to their lives both inside and outside of school through studying and implementing the Inquiry-Design Method (IDM). Students are expected to complete a significant research project each year and IDM-aligned instruction helps develop the skills necessary to carry out such a project.

This year, the department was grateful to welcome Ms. Evan Fitzwilliam to seventh grade. Ms. Fitzwilliam comes to PCMS with a wealth of experience at Silver Lake High School and Norwell Middle School and Norwell High School. Ms. Fitzwilliam’s arrival signaled the departure of Ms. Leslie McDonough who filled a vacancy in the high school social studies department. Ms. Fitzwilliam has become an instant favorite among students, staff, and our parent community.

Through our seventh-grade elective course, Civics and Service Learning, students continue to learn about, evaluate, and undertake projects that seek to give back to the school and local community. Students have undertaken joint projects with local homeless shelters, animal shelters, and have engaged in co-learning projects with other town departments. The eighth-grade social studies elective, Model United Nations and World Cultures, seeks to expand students’ knowledge of the world around them and engage students in modeling the work of the United Nations with a goal of fostering understanding of complex social, economic, and political issues while also developing students’ speaking, listening, and research skills.

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

### **PCMS Mathematics and STEM:**

The PCMS mathematics and STEM faculty continue to focus on professional development that centers on the integration of technology as a learning tool and Problem Based Teaching as an

instructional model. Faculty members have attended a variety of Professional Development workshops and courses, including No More Timed Tests (Fact Fluency), Best Use of DESMOS to Strengthen Math Instruction, Catching up Students Who Have Fallen Behind in Math, Supporting Student Success in STEM with Blended Learning, and PLTW App Creators. During summer PD, our faculty work in teams to analyze our MCAS achievement and adjust our curriculum and benchmark assessments respectively.

During the school year Mrs. Jennye Frost and Mrs. Courtney Michalek facilitated DESMOS workshops for our department. Mr. Mark Duffy continues to serve on the MA DESE Assessment Development Committee for MCAS.

Mrs. Allison DeBellis joined our staff this year as the STEM LAB 8 teacher. She had worked for many years in the Plymouth Public Schools as a STEM educator.

### **Science:**

The science department at Pembroke Community Middle School is continuing its focus on the scientific process and the students' central role in discovery and development of understanding. The department is in the second year of a three-year OpenSciEd adoption cycle. All four science teachers, Ms. Lyn Fitzgerald, Ms. Maureen Leonido, Ms. Jennifer Mulligan and Mr. Greg Zopatti, attended multi-day professional development workshops in both the winter and summer that were focused on the OpenSciEd curriculum and associated pedagogy. They led students through the exploration of natural phenomena and were supported by an instructional coach.

### **Visual and Performing Arts:**

During 2022, the Visual and Performing Arts Department (VPA) saw a return of numerous contests, concerts, and performances that were enjoyed pre-pandemic. With a lifting of spacing and mask restrictions, classes returned to a more "normal" feel and students could once again sing and play instruments in a traditional setting.

The Visual and Performing Arts faculty regularly meet and plan together in their PLC (Professional Learning Communities), sharing instruction practices and responsibilities as follows: Teachers are supporting one another with supplemental materials for instructional units, with ongoing development and implementation of curricula aligned with the newly adopted Department of Elementary and Secondary Education arts curriculum frameworks. These frameworks were formally adopted as of August 2019. The VPA faculty continues to collaborate in our PLC groups to unpack these new state standards and to make sure our curriculum is aligned to these new arts frameworks. In addition, the department team continues to engage in professional development with the focus this year building on our knowledge of best inclusion practices in the VPA classroom. Teachers also participated in additional online professional development offered by DESE, NafME, MMEA, MASSCUE, and NAEA.

The PCMS Music Department presented numerous concerts in 2022 including:

- Term 1,2, and 4 Concerts
- All-Band, All-Choral, and All-String concerts in March of 2022
- The PCMS Bands performed at New England Village, Providence Bruins, and Music In The Parks competition.
- The PCMS Drama Club presented two performances of *Willy Wonka Jr.* in March of 2022.
- Artwork by PCMS students was showcased in the PHS Arts Festival, May of 2022.

Building on the skills and concepts learned in the VPA classroom, we are proud to recognize students who pursue opportunities to showcase their learning beyond the walls of PCMS. Here are a few of the highlights from 2022:

- 5 musicians were accepted to the Jr. SEMSBA Music Festival
- 6 students were accepted to the Southeastern Junior District Music Festival.

### **World Languages:**

In 2022, the World Languages Department continued to strengthen rigor and achievement in all French and Spanish classes. Mrs. Lopez-Whitehill, Mrs. Noguer and Mrs. Serhal worked in their Professional Learning Communities to identify and remedy any areas of student learning that may have been interrupted in prior years. Teachers created common lessons and assessments to ensure a homogeneous learning environment for their students at the mid-year point. In August, teachers started the new school year with a training on World Language Proficiency and collaborated to identify appropriate levels of skills development by term.

In addition to incorporating new resources and materials into the existing curricula, World Language teachers actively pursued vertical and horizontal curriculum alignment across levels (7-12) and languages to maximize equity in student learning.

Mrs. Lopez-Whitehill continued to foster a love for the Spanish language and cultures by offering two popular clubs: the Spanish Club and the Cooking Club.

Middle School World Language teachers continue to use Google Classroom and other components of Google Suite for education. This facilitates student access to coursework from home, forecasting homework assignments and assessments as well as providing an online platform for collaborative projects and feedback to students. Teachers also use a variety of educational technology in their classroom such as Kahoot, Mote, Quizlet, and Gimkit. In addition, each classroom received headsets and desk dividers to facilitate speaking and listening assessments in the classroom.

**Special Education:**

The PCMS Special Education department has added three new members to their Team. Mrs. Brittany Desmond joins us and has been teaching both co-taught Math and ELA for our 7th graders as well as teaching a Learning Center. Ms. Rachael Coppentrath joins our Team as our Reading Specialist who also co-teaches an ELA class for 7th graders. Mrs. Cheryl Larson has transitioned to us from Bryantville Elementary School as our Social Worker and has been excited to continue her work with some of her former students. As a department, we continue to work collaboratively to provide quality services to our students. We continue to offer co-taught classes in Math, ELA, and Social Studies in both Grades 7 and 8. Our special education teachers and regular education teachers collaborate, plan, and carry out lessons to provide access to the curriculum in the least restrictive environment for those students who are placed in these classes.

**Physical Education:**

At the end of the 2022 school year, Mr. Corwin and Ms. Stoddard planned our annual field days where students compete against one another in activities like kickball, capture the flag, and basketball. Students are grouped by their Titan Time and show their spirit as they dress in colors and themes while they compete. This fall, for the first time ever, our physical education department collaborated with several teachers to organize a Turkey Trot. Our 7th and 8th graders all participated in two separate races by grade. Prizes were awarded to the top finishes in each grade. In December 2022 our annual Jingle Ball tournament was conducted and yet again was a very successful charitable event. This event was capped off by a student/faculty basketball game which was played in front of the entire student body. As usual, the students came out on top with another victory, and it was a great day of sportsmanship and competition for all.

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

Respectfully,

Donna McGarrigle, Ed.D.  
PCMS Principal

**Bryantville Elementary School  
2022-2023 Annual Town Report  
Jennifer Simmons, Principal**

Bryantville Elementary believes all children will achieve their greatest potential in a safe, caring, supportive, and enriching environment. Bryantville presently has an enrollment of 438 students grades Kindergarten through Grade Six. This total includes three full day kindergarten classes. The other grades (1-6) are currently staffed at three sections except for Grade One which has four sections. The Principal at Bryantville is Jennifer Simmons. She is supported by Traci Costa, who serves as both the Assistant Principal and Special Education Team Chairperson for the building.

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

In addition to academics, Bryantville has focused on Social and Emotional Learning as well as Diversity, Equity, Inclusion, and Belonging. Teachers utilize practices from the Responsive Classroom curriculum which focuses on practical strategies that bring together social and academic learning throughout the day. This includes Morning Meeting which is a daily routine which allows students and the teacher to share and respond to each other's news, to practice social skills through fun activities, and to build interest in the learning events in the day ahead. We also use the Social Thinking Curriculum as another resource for promoting social growth in children. Our school adjustment counselor and school psychologist have provided in class lessons to our kindergarten and grade one utilizing the We Thinkers program. They will expand to other grades throughout the year as well. Morning Meetings and the Social Thinking Curriculum are part of our anti-bullying program that teaches children to use strategies for effectively navigating social conflict. The school holds community meetings each month with a focus on a different Core Value: respect, honesty, fairness, caring, trustworthy, perseverance, integrity, responsibility, self-discipline, and citizenship. These meetings reinforce the importance of acceptance and understanding. Students work toward receiving Positive Office Referrals and are celebrated for their achievements at the Community Meetings. Teachers are reviewing and reflecting on our current units, resources, and novels, to ensure that we are addressing curriculum and standards that reflect Diversity, Equity, Inclusion and Belonging to ensure equity for all learners regardless of race, sex, gender, or religion. These practices help to foster strong relationships between students, staff, and the school community. We were able to increase our resources within classrooms to support the District's DEI work and to support Celebrating all within our community.

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

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

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

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

Respectfully submitted,

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

**Hobomock Elementary School**  
**2022-2023 Annual Town Report**  
**Michael Murphy, Principal**

Hobomock Elementary School has a student enrollment of 411 students in kindergarten through grade six. The Principal of Hobomock is Mr. Michael Murphy and he is supported by Mrs. Ashley Cross, who serves as both the Assistant Principal and Special Education Coordinator for the building. This year, we have focused on celebrating our community by highlighting our different family cultures, traditions, and backgrounds that make our school community a special place.

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

**Specialists and extracurricular opportunities**

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Hobomock has a thriving student council that is composed of several dedicated sixth-grade students. The club refers to itself as the student ambassadors. The club is facilitated by Ms. Crehan, one of our first-grade teachers. In addition to the student ambassadors, Hobomock also hosts a thriving chorus that is spearheaded by our music teacher, Ms. Macisso. Mrs. Shannon DeCosta leads our students with their exposure to the arts, and Ms. Brittany Noons keeps our students active and assists them in making healthy choices in physical education.

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

**Community Support**

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

instrumental in providing staff and students with positive messages and acts of kindness for our entire Hobomock community.

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

### **2022-2023 Hobomock Elementary School Council**

Keri Tillson, parent

Kara Kenney, parent

Scott Wilson, parent

Shannon Decosta, staff

Stephanie Toolin, staff

Wendy Weisman, staff

Gretchen Emmetts, community member

Ella Riley, student representative

Michael Murphy, Principal

### **Character Education**

Hobomock Elementary School rolled out a whole-school character education program two years ago where all members of the community encourage the values of Fairness; Independence; Citizenship; Kindness; Responsibility; Perseverance; Integrity; and Individuality. Each grade level comes together on a regular basis to celebrate their accomplishments and encourage each other to embody these character traits. These character traits have been and continue to be part of the student day and help make Hobomock a great place to teach and learn.

**North Pembroke Elementary School**  
**2022-2023 Annual Town Report**  
**Erica Swift, Principal**

North Pembroke Elementary School presently has an enrollment of 525 students in preschool through grade six. This total includes the four system-wide integrated preschool classes, serving seventy-five children. We also have four full-day kindergarten classes and four second-grade classrooms. The other grades (1-6) currently have three or four sections. The Principal at North Pembroke is Erica Swift. She is supported by Valerie Charpentier, who serves as both the Assistant Principal and special education team chair for the building.

The school focuses on excellence in teaching as we work to provide appropriate support and challenge for every child. The academic program continues to offer accelerated instruction in Math and English language arts in grade six. This instruction is provided by Mrs. Natalie McFadyen, Mrs. Kelly Montana, and Mrs. Jocelyn Christmas. These programs provide instruction for children ready to learn at an accelerated pace. Teachers at each grade level have at least 30 minutes of instruction during the day, called Titan Time, when teachers offer additional support and enrichment to students. Computer-based programs called Lexia and iReady are utilized for enrichment and additional intervention. Teachers meet weekly as grade-level teams to discuss students' academic progress and collaborate on instructional strategies and interventions. We currently have interrupted learning tutors, Elizabeth Moreira and Brooke Rinkus, who provide additional support in ELA and Math.

In addition to academics, North Pembroke Elementary has focused on social and emotional learning. Teachers utilize practices from the Responsive Classroom curriculum, which focuses on practical strategies that bring together social and academic learning throughout the day. The staff has continued to apply restorative practices as an approach to problem-solving with students and building relationships. This year, we have introduced the Titan Lab that is currently staffed with a paraprofessional, Christy Hrivnak and supported by our mental health staff, Erica Pearson, school psychologist and Caitlin Martin, school social worker. The Titan Lab serves as a preventative model for pushing into classrooms to support students who are experiencing dysregulation, anxiety, and other needs. The paraprofessional works with students inside their classrooms or in the Titan Lab and educates them on strategies to help them learn self-regulation skills.

This year, two of our 5th and 6th grade teachers, Meghan Snee and Jocelyn Christmas have started an Ambassadors Club to provide leadership opportunities for our 6th graders. The students must be in good academic standing and have appropriate behavior to participate. They assist students in the younger classrooms by reading stories or helping teachers with different projects. They also run various fundraisers and assist with lessons during our whole-school community meetings. The 6th graders also mentor the current 5th grade students who hope to become ambassadors next year.

**Specialists**

Our specialist teachers provide our students with instruction and vibrant experiences in the arts and physical education. Support for music and the arts here includes our chorus. Mrs. Karin Foley directs the chorus. Mrs. Julie Molisse runs our art program, Mr. Matthew Vincenzi instructs

physical education, and Mr. Dan Hawes runs our band program. Mr. Dan Hawes has conducted live concerts for our students. Mr. Tarbox continues to instruct our strings students.

The **North Pembroke PTO** continues to be an active and integral part of our school community. The members enhance our environment with educational, enrichment, and fun community-building activities. The organization has been generous in its continued support for every grade in the school. The PTO has purchased multiple devices over the past few years to support our goal of increasing instructional technology. Their major fundraising event Whooo’s Reading has replaced Boosterthon. The Whooo’s Reading fundraiser encourages students to read. As the students read more, they can earn awards and prizes and receive money for the number of pages read. This program has been well received by students and staff and has increased students’ love for reading.

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

Carrie Balasco	Parent
Jennifer Foss	Parent
John Hannon	Parent
Meredith McCafferty	Parent
Jessica Conn	Teacher
Anne Callanan	Teacher
Heidi Shadrick	Teacher
Alicia Carafone	Paraprofessional
Jessica McFarland	Community Representative
Erica Swift	Principal

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

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

Treat others with respect.  
Keep my hands to myself.  
Use kind words. (Report bullying.)  
Help take care of our school and grounds.  
Try hard to do my best every day.

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

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

## WHERE TO CALL FOR SERVICE

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

## TELEPHONE DIRECTORY BY DEPARTMENT

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ACCOUNTING	781-293-4673	PEMA	781-293-5413
ANIMAL CONTROL	781-293-5288	PLANNING BOARD	781-294-4425
ASSESSORS	781-293-2393	POLICE	781-293-6363
BUILDING	781-293-3864	POLICE EMERGENCY	911
CEMETERY	781-293-5649	RECREATION	781-293-3249
TOWN CLERK	781-293-7211	RECYCLING CENTER	781-293-6453
TAX COLLECTOR	781-293-2671	SELECT BOARD	781-293-3844
COUNCIL ON AGING	781-294-8220	SCHOOL DEPARTMENT	781-829-0832
CONSERVATION	781-293-4674	TOWN MANAGER	781-293-3844
DISABILITIES COMM.	781-293-9484	TRASH BILLING	781-709-1408
FIRE	781-293-2300	TRASH PICKUP	855-898-7274
FIRE EMERGENCY	911	TREASURER	781-293-3893
HEALTH	781-293-2718	VETERANS	781-293-4651
HIGHWAY	781-293-5620	WATER	781-293-5620
LIBRARY	781-293-6771	ZONING BOARD	781-293-3864

**REGULAR MEETINGS OF TOWN DEPARTMENTS, BOARDS, COMMITTEES OR COMMISSIONS**

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

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

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

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