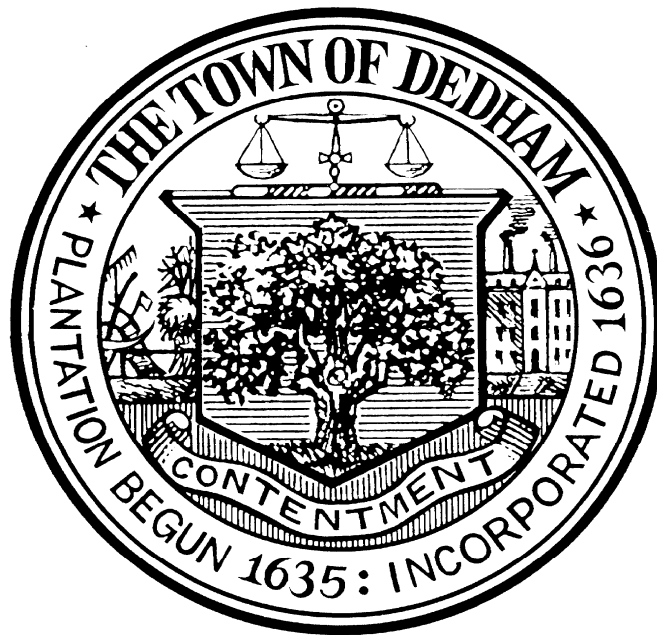


2014 DEDHAM TOWN REPORT



WHERE TO CALL:

EMERGENCY:

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

FOR INFORMATION ON:

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

IN MEMORIAM

***The Town of Dedham remembers the following town
employees, elected and appointed officials and volunteers
who passed away during the year 2014:***

2014

*Aldo Savi – Police Department
Mariellen Murphy – Director of Finance
Richard Kohut – Council on Aging
Dorothy Warren – Council on Aging
Joan McArdle – Tax Collector’s Department*

TOWN OFFICERS

ELECTED BY VOTERS		TERM EXPIRES
Board of Selectmen	James A. MacDonald	2015
	Carmen E. Dellolacono	2016
	Michael L. Butler	2016
	Sarah MacDonald	2014
	Paul Reynolds	2014
Board of Assessors	John Healy	2015
	Kevin D. Doyle	2016
	Richard C. Bremer	2014
Town Clerk	Paul M. Munchbach	2015
School Committee	Jennifer Barsamian	2015
	Thomas M. Ryan	2014
	Susan Butler Walko	2014
	Kevin R. Coughlin	2015
	Joe L. Heisler	2015
	Mayanne MacDonald Briggs	2016
	Rachel McGregor	2016
Board of Health	Leanne M. Jasset, R.PH	2014
	Mary P. Ellard, R.N.	2015
	Sarah Rosenberg-Scott, M.D.	2016
Trustees of the Public Library	R. H. Forsyth-Tuerck	2014
	Cecilia T. Emery-Butler	2016
	Tracy Driscoll	2015
	Monika E. Wilkinson	2016
	Brad Bauer	2014
Moderator	Daniel Driscoll	2014
Planning Board	Robert D. Aldous	2015
	Ralph I. Steeves	2016
	John R. Bethoney	2015
	Michael A. Podolski	2014
	James E. O'Brien	2016
Commissioners of Trust Funds	Michael G.E. Winbourne	2015
	Joseph Leonard	2015
	Ronald B. Slack	2016
	Michael Malamut	2016
	John Tuerck	2014
Park & Recreation Commission	Daniel Hart, Jr.	2014
	James Maher	2014
	John Maida	2015
	Chuck Dello Iacono	2015
	Salvatore P. Ledda	2016
Housing Authority	Margaret Matthews (Gov. Appt.)	2017
	John G. Wagner	2016

	Mary Louise Munchbach	2014
	Irene C. Carey	2015
	Catherine Luna	2016
APPOINTED BY SELECTMEN		
Town Administrator	William G. Keegan, Jr. (through April, 2014)	
Town Manager	James A. Kern	
Board of Appeals	Scott Steeves	2018
	Jared F. Nokes, J.D. (Associate)2014	
	Gregory Jacobsen	2016
	Jason Mammone	2018
	James McGrail	2017
	Patrick Maguire	2015
	Jessica Porter (Associate)	2014
Commission on Disability	Patricia Whitehouse	2015
	R. Victoria Berg	2015
	Kenneth Cimeno	Town Official
	Diane Daria	2015
	Anita Amy Ashdon	2014
	Carolann Reaves	2014
	Laurie Reisner	2015
	Michelle Labadini	2017
Conservation Commission	Jonathan J. Briggs	2015
	David Gorden	2015
	Frederick Civian	2015
	Andrew Tittler	2016
	Sean Hoxie	2015
	Laura Bugay	2015
	Brian McGrath	2015
Cultural Council	Barbara A. Gula	2020
	Virginia Brobst	2020
	Patricia Dorsey	2020
	Becca Gates	2020
	Jan Civian	2020
	Virginia Hickey-Ferentinos	2018
	Margaret Adams Whitfield	2018
Design Review Advisory Board	Mollie Moran	2015
	Paul Corey	2015
	John Haven	2016
	Steven Davey	2014
	Bryce Gibson	2015
Historic Districts Commission	Margaret F. Cabot	2016
	Lynn A. Fairbank	2016
	Andrea M. Gilmore	2015
	Kevin F. Hampe	2015
	Thomas M. Landy	2015
	Alexander K. Leith	2016
	Stanton A. Lyman	2016

Registrars of Voters	Tracey Smart	2015
	Robert D. King	2014
	Dennis Guilfoyle	2016
	Paul M. Munchbach	Town Clerk

Scholarship Committee	Barbara Gula	2015
	David Roberts	2015
	Virginia Brobst	2016
	Marie d'Eon	2016
	Mary Faherty	2016

Town Counsel	Kopelman & Paige, P.C.	Annually
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Water Commissioners	Ronald Willey	2016
	Kenneth Bragg	2014
	Steve Mammone	2015

APPOINTED BY MODERATOR

Capital Expenditures Committee	Amy Paxson	2017
	Susan Fay	2016
	Peter Springer	2017
	John Heffernan	Finance Committee
	Michael Podolski	Planning Board

Finance Committee	William A. Podolski	2016
	John Heffernan	2014
	Laura Timmins	2014
	David Martin	2015
	Maureen Hanlon	2016
	Russell Stamm	2016
	Susan Carney	2015
	Derek Moulton	2014
	Stephen Bilafer	2015

ByLaw Review Committee	Margot Pyle	
	Cecilia Emery-Butler	
	Brian Keaney	
	Julia Healy	
	Michael Humphrey	

APPOINTED BY TOWN MANAGER

Building Commissioner	Kenneth Cimeno	
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Canine Controller	Jayson Tracy	Annually
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Civic Pride Committee	Martha Podolski	
	Barbara Carney	
	Marianne Quinn	
	Anthony Freitas	
	Kristen Sheehan	
	Mark Driscoll	
	William Call	
	Susan Hicks	
Paul O'Connor		

Anne Marie Sheehan
 Louie Giunta
 Amy Black
 Sunshine Millea
 Sheila Shaw
 Robert Mendes
 Jill DiVirgilio
 Teresa Buonanduci
 Matthew S. Donovan
 Joseph G. Hughes
 Marcia Damon
 Donald Seager
 Mickey Lessard
 Elaine Brancato
 Tess Raymond

Director of Public Works	Joseph Flanagan	
Director of Finance Interim Director of Finance	Mariellen Murphy (through April 2014) Carol Coppola	
Fire Chief	William Spillane	
Police Chief	Michael d'Entremont	
Sealer of Weights & Measures	Richard Orphen (Commonwealth of Mass)	
Veterans Agent & Procurement Officer	William Aitken	
Wire Inspector	Paul M. Riordan	
Building, Planning & Construction Committee	James O'Brien John Donovan James Sullivan Keith Hampe Neil Cronin Carmen E. Dellolacono Edward Roberts	2016 2014 2014 2017 2016 2016 2015
Council on Aging	Maureen Teti Sherri Spahn Margot Pyle Russell Poole Marie-Louise Kehoe Sandra Tocman Amanda Perry Jennifer Polito Leanne Jasset Anthony Mucciaccio	2014 2014 2014 2014 2014 2014 2014 2014 (Board of Health Representative) (Parks Department Representative)
Endicott Estate Commission	Barbara Gula Marie-Louise Kehoe Jason LaPrade David D'Arcy	2016 2016 2017 2014

	Michele Heffernan	2016
Youth Commission	Maryann Cronin	2015
	Timothy Brandon	2014
	Leslie Sattler	2016
	Adrienne Albani	2016
	Linda Hurley	2016

APPOINTED BY THE BOARD OF ASSESSORS

Interim Director of Assessing	Richard Henderson
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APPOINTED BY THE DIRECTOR OF FINANCE

Town Treasurer/Collector	Jane Lepardo
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APPOINTED BY BUILDING COMMISSIONER

Assistant Building Commissioner	Frederick Johnson
Assistant Building Commissioner	James Sullivan

Plumbing & Gas Inspector	Michael Provost
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APPOINTED BY BOARD OF HEALTH

Public Health Nurse	Mary Laroche
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Animal Inspector	John F. D'Esopo, D.V.M.
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Health Director - Sanitarian	Catherine Cardinale
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Assistant Health Director	Leontia Flanagan
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APPOINTED BY RECREATION COMMISSION

Director of Recreation	Robert Stanley
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APPOINTED BY SCHOOL COMMITTEE

Superintendent of Schools	Michael Welch
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Assistant Superintendent of Business Affairs	Samuel Rippin
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Assistant Superintendent of Curriculum, Assessment and Professional Development	Cynthia Kelly
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**TOWN OF
DEDHAM
BUSINESS
CONDUCTED
DURING
2014**

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CHAPTER I - ELECTIONS AND TOWN MEETINGS

SPECIAL TOWN MEETING NOVEMBER 18, 2013

The Special Town Meeting was called to order by Moderator Dan Driscoll at 7:15pm at the Dedham High School Auditorium. Quorum: 217.

1. PERSONNEL BY-LAW CHANGES AND BARGAINING AGREEMENTS

ARTICLE ONE: *By the Board of Selectmen.* To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Administrator as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; and, in connection therewith, to see what sum of money the Town will vote to raise and appropriate or transfer from available funds to fund and implement the cost items for the first fiscal year of the following collective bargaining agreements and/or to confirm any previous appropriations made at the 2013 Annual Town Meeting (FY14) to be used for such purposes:

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

or take any other action relative thereto.

VOTED: That the Town approve the AFSCME, Local #362 (Parks) Collective Bargaining Agreement as set forth in Attachment A, and adopt Schedule A (Classification Schedule) and Schedule B (Compensation Schedule) for Fiscal Years 2013 and 2014 as amended as set forth in Attachment B, and that the sums necessary to fund such Schedule along with the AFSCME, Local #362 (Parks) Collective Bargaining Agreement for Fiscal Years 2013 and 2014 be apportioned among the appropriate line items by the Director of Finance to implement the same from the previously appropriated Reserve for Collective Bargaining Salary Increase.

By Majority Vote

2. ACQUISITION OF PROPERTY AT 180 RUSTCRAFT ROAD

ARTICLE TWO: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, for general municipal purposes, all or a portion of the land and improvements thereon, identified in Assessors' records as 180 Rustcraft Road and shown as Lot 1, Map 164, and described in the deed filed with the Norfolk Registry District of the Land Court as document no. 1,278,738, and further to raise

and appropriate, transfer, or borrow a sum of money for the acquisition, renovation, reconstruction, and equipping of said real property and improvements thereon, a portion of which sum may be used, as determined by the Board of Selectmen, to pay a deposit to secure the purchase; and to authorize the Board of Selectmen to apply for any grants or loans in connection herewith, to enter into all agreements, execute any and all documents, and take all action necessary to carry out this project, or take any other action relative thereto.

VOTED: The Board of Selectmen is authorized to acquire by gift, purchase or eminent domain, for general municipal purposes, all or a portion of the land and improvements thereon, identified in Assessors' records as 180 Rustcraft Road and shown as Lot 1, Map 164, and described in the deed filed with the Norfolk Registry District of the Land Court as document no. 1,278,738; that TWENTY-EIGHT MILLION DOLLARS (\$28,000,000) is appropriated to pay all costs of this acquisition, including, without limitation, all costs of renovating, reconstructing and equipping said property and improvements thereon, as may be determined necessary by the Board of Selectmen, and that to meet this Appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. In addition, the Board of Selectmen is authorized to apply for any grants or loans in connection therewith, to enter into all agreements, execute any and all documents, and take any and all other action necessary to carry out the purposes of this vote.

MOTION BY FINANCE COMMITTEE WAS DEFEATED STANDING VOTE YES-104 NO-129

3. TOWN CHARTER: MINISTERIAL, CLERICAL, AND MINOR SUBSTANTIVE REVISIONS

ARTICLE THREE: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to seek special legislation to amend the Town Charter by making ministerial, clerical and minor substantive revisions thereto [reflecting certain recommendations of the Charter Review Advisory Committee] by:

- (1) Making ministerial and clerical amendments in four basic categories: general revisions throughout Charter related to grammar, capitalization, internal consistency; revisions to make the Charter easier to use, including amendments to particular sections, such as inserting headings and subsections and re-ordering existing provisions; revisions related to state law, and particularly election law and the Open Meeting Law; and revisions to reflect current practice, including in the Finance Department; and
- (2) Making minor substantive revisions, including but not limited to:
 - a. Establishing of requirements for posting materials on website;
 - b. Creating of a fall Annual Town Meeting;
 - c. Clarifying process for filling vacancies in Town Representative membership;

- d. Clarifying role of Town Meeting standing committees;
- e. Providing that the Planning Board's recommendation to Town Meeting is first motion on floor with respect to Zoning By-law adoption or amendment;
- f. Authorizing Town Meeting, by by-law, to authorize electronic voting at Town Meeting;
- g. Clarifying application of referendum procedure, including that it is applicable only to positive votes of Town Meeting and including form of question in Charter;
- h. Clarifying that Board of Selectmen will be the default authority for making appointments to multiple-member bodies, unless otherwise dictated by Town Meeting or formed by the Moderator or Town Administrator to advise them on matters within their respective jurisdiction;
- i. Updating recall provision, in particular makes clear that the vote on recall is a two-step process – first whether to recall, and then who should fill the vacancy;
- j. Clarifying authority of Town Administrator as Chief Procurement Officer;
- k. Deleting administrative procedure for removal but still requires affirmative votes of three Selectmen;
- l. Deleting administrative procedure applicable to removal of employees not covered by collective bargaining agreement or contract, but retains “cause” requirement;
- m. Requiring published written notice of school and town budget action, including where full budget is available and requires posting on website;
- n. Establishing mandatory public participation period at meetings of multiple member bodies, affirms policy-making nature of elected and appointed town boards;
- o. Requiring annual report of multiple member bodies with respect to matters that might require financial resources; and
- p. Requiring periodic review of charter and by-laws in alternating five- year intervals;

all as set forth in a document entitled “Proposed Charter Amendments – Article 3”, with text to be inserted underlined and text to be deleted shown in the margins, as on file in the office of the Town Clerk and available on the Town’s website at <http://www.dedham-ma.gov>, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote YES-134 NO- 80

4. TOWN CHARTER: TERM LIMIT OF TOWN CLERK

ARTICLE FOUR: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special legislation to further amend the Town Charter, Article 3, Elected Officials, Section 3-5(a) by increasing the term of the elected Town Clerk from three to five years by deleting the word “three” and inserting in place thereof the word “five”, and further, that such longer term shall be implemented only upon the expiration of term of the incumbent holding office on the effective date of the Charter amendment provided hereunder, or on the date of such incumbent’s sooner resignation, retirement or removal, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

5. TOWN CHARTER: COMPENSATION OF ELECTED OFFICIALS

ARTICLE FIVE: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special legislation to further amend the Town Charter, Article 3, Elected Officials, Section 3-1, General Provisions, by eliminating the stipend for elected officials by revising Section 3-1(d), entitled, “Compensation”, to provide as follows:

Elected Town officials, other than the Town Clerk, shall serve without compensation, but shall, subject to appropriation, be reimbursed for their actual and necessary expenses incurred in the performance of their duties.

And further that such prohibition shall be implemented with respect to any incumbent elected Town official holding office as of the effective date of the Charter amendment provided for hereunder only upon the expiration of their continuous term of service in said position, or sooner resignation, retirement or removal there from, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

VOTED: That it be so voted

By Majority Vote

6. TOWN CHARTER: CONSECUTIVE ELECTED TERMS

ARTICLE SIX: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special legislation to further amend the Town Charter to impose limits on the number of terms an individual may serve on elected and appointed multiple member bodies, by revising Articles 3 and 6 as follows:

Section 3-1(b) - Insert at the end of such section the following new sentence: Further, no person shall hold any one elective Town office, other than Town Clerk, Moderator or Town Representative, for more than four consecutive terms if elected to a position with a term of three years or three consecutive terms if elected to a position with a term of five years; provided, however, that for purposes of this Section 3-1(b) a person shall be deemed to have held office for a “term” if they are elected to serve for a period equivalent to more than one-half of the full term provided for by this Charter.

Section 3-2(d) – Insert at the end of said section the following new sentence: Eligibility for appointments to the multiple member bodies identified hereunder shall be subject to the limitations set forth in Section 6-3(d), and such bodies shall be subject to the provisions of Article 6.

Section 6-3(d) – Insert new section as follows:

Limits on Eligibility for Appointment - No person shall serve as a member of any appointed multiple member body for more than four consecutive terms, provided, however, that if members of the multiple member body serve for terms of five years, no person shall serve as a member thereof for more than three consecutive terms. For purposes of this Section 6-3(d) a person shall be deemed to have served as a member of a multiple member body for a “term” if they are appointed to fill an unexpired term for a period equivalent to more than one-half of the original term of appointment.

And further that such term limits imposed on multiple member bodies as set out above shall apply only to appointment or election of an individual to office occurring after the effective date of the Charter amendment provided for hereunder, in that any prior elected or appointed terms shall not be considered in calculating consecutive terms of office, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

7. TOWN CHARTER: APPOINTMENT TO MULTIPLE BODIES

ARTICLE SEVEN: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to

seek special legislation to further amend the Town Charter to limit the appointment of an individual to more than two multiple member bodies, either by inserting a new sentence at the end of Section 6-3(d) as set forth above as follows:

Further, no person shall serve simultaneously on more than two appointed multiple member bodies; provided, however, that this provision shall not be interpreted as a restriction on the number of additional multiple member bodies on which a person may serve by virtue of his office, so long as service on the additional body or bodies would cease upon termination of the appointment.

Or, if the previous Article is not approved, by revising the following sections of the Charter:

Section 3-2(d) – Insert at the end of said section the following new sentence: Eligibility for appointments to the multiple member bodies identified hereunder shall be subject to the limitations set forth in Section 6-3(d), and such bodies shall be subject to the provisions of Article 6.

Section 6-3(d) – Insert new section as follows:

Limits on Eligibility for Appointment - No person shall serve simultaneously on more than two appointed multiple member bodies; provided, however, that this provision shall not be interpreted as a restriction on the number of additional multiple member bodies on which a person may serve by virtue of his office, so long as service on the additional body or bodies would cease upon termination of the appointment.

And further that such limits on service as set out above shall apply only to appointments to office occurring after the effective date of the Charter amendment provided for hereunder, in that any person holding serving on more than two appointed multiple member bodies as of the effective date of this amendment shall continue to serve in such capacity or capacities until the expiration of their appointed terms or earlier retirement, resignation or removal, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

Voted: That it be indefinitely postponed.

By Majority Vote

8. TOWN CHARTER: MANNER OF SELECTION. BOARD OF ASSESSORS

ARTICLE EIGHT: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special legislation to further amend the Town Charter to change the manner of selection of the Board of Assessors from elected to appointed by making the following revisions:

Section 3-1(a) – Delete the words, “a Board of Assessors,”

Section 3-4, Board of Assessors – Delete the text and title of Section 3-4 in its entirety

Section 3-2(d), Board of Selectmen – Insert the words “Board of Assessors” (shown underlined, below) after the words “Board of Appeals” so that this section provides, in relevant part:

The Board of Selectmen shall appoint: a Town Administrator; Constables, Registrars of Voters and other election officers but not the Town Clerk; the members of the Board of Appeals, Board of Assessors, Conservation Commission, Historic District Commission...

And further that incumbent members of the Board of Assessors as of the effective date of the Charter amendment provided for hereunder shall continue to perform the duties of said office until the expiration of the term to which they were elected or appointed, or their sooner vacating of office, thereafter, the Board of Selectmen shall fill any vacancy on such board arising after the effective date of this amendment, whether by expiration of term or otherwise, by appointment in accordance with the Charter, and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

MOTION BY FINANCE COMMITTEE WAS DEFEATED STANDING VOTE -Yes-51 No-139

9. TOWN CHARTER: APPOINTING AUTHORITY, TOWN ADMINISTRATOR

ARTICLE NINE: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special legislation to further amend the Town Charter to make the Town Administrator the appointing authority for all department head-level positions, regardless of title, and further by providing that the Town Administrator shall supervise all positions so appointed with respect to day-to-day performance in accordance with personnel by-laws and policies, and if applicable, contracts or collective bargaining agreements, by making the following revisions:

Section 4-2(b) – delete the text thereof and revise to provide as follows:

(b) (1) To appoint for periods not in excess of five years, subject to the provisions of the civil service laws and of any collective bargaining agreements as may be applicable, all department heads, directors, principal deputies or principal agents of multiple member bodies other than those under the jurisdiction of the School Committee, and officers, and positions for which no other method of appointment is provided in this Charter; provided, however, that the Town Administrator shall consult with the appropriate elected or appointed multiple member body prior to hiring a department head, director, principal deputy or principal agent for a particular department. Subject to the provisions of the civil service laws and of any collective bargaining agreements as may be

applicable, all appointments made hereunder shall be for employment “at will” provided they may be for periods not in excess of five years, and shall become effective on the fifteenth day following the day on which notice of the appointment is filed with the Board of Selectmen, unless, within that period, the Board of Selectmen by a vote of at least three of its members shall vote to reject such appointment, or, has sooner voted to affirm it. Copies of the notices of all such appointments shall be posted on the Town Bulletin Boards when submitted to the Board of Selectmen.

(2) To suspend or remove, any person appointed by the Town Administrator under Section 4-2(b)(1), provided, however, that if such person is the department head director, principal deputy or principal agent for a department for which policy is set by an elected or appointed multiple member body, the Town Administrator shall, except in circumstances in which the best interest of the Town require immediate action, first consult with such body with respect to such suspension or removal. The decision of the Town Administrator in suspending or removing any person appointed by the Town Administrator shall be final.

Section 4-2(c) – Insert the following as a new subsection (c), and renumber the remaining sections of said Section 4-2 accordingly:

(c) The Town Administrator shall supervise and direct all appointed department heads, directors, principal deputies, and principal agents of elected and appointed multiple member bodies with respect to day-to-day performance, in a manner consistent with the Town's personnel by-laws and policies, and, if applicable, contracts or collective bargaining agreements, and shall, in connection therewith, provide for an annual review of such department heads, directors, principal deputies and principal agents with respect to day-to-day performance, either with or without the respective multiple member body.

Section 3-10(c), Parks and Recreation Commission, Powers and Duties – delete section in its entirety (which section authorizes Commission to appoint and remove Director of Parks and Recreation)

Section 6-7 – Delete in the first sentence the words, “except as otherwise provided herein”.

And that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called “voter acceptance” provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

Voted on a substitute motion by the Library Trustees that the motion under Article 9 be amended by making the following revisions which will provide for the Board of Library Trustees to retain its existing authority to appoint and supervise the Library Director:

Insert, in the revised Section 4-2(b) (1), the words “and the Board of Library trustees” prior to the words, “and, officers and positions for which no other method of appointment”; and

Insert, in the new Section 4-2(c), the words, “but excluding the Library Director” prior to the words, “with respect to the day-to-day performance”; and

Delete, in the first sentence of Section 6-7, the words, “except as otherwise provided herein” and insert in place thereof the words, “Except as otherwise expressly provided in Section 4-2 (b) and 4-2 (c),” and

Delete, in the revised Section 4-2 (b) (1), the words “Library Director” in the sentence inserted by the Finance Committee.

By Majority Vote

Voted on a second substitute motion submitted by the Park and Recreation Commission that the motion under Article 9 be amended by making the following revisions, which will provide for the Parks and Recreation Commission to retain its existing authority to appoint and supervise the Director of Parks and Recreation as follows:

Strike from the main motion the paragraph providing for deletion in its entirety of the revised Section 3-10 (c) (numbered as Section 3-11 (c) in the current Charter), so that said Section remain unchanged from that found in the current Charter;

Insert, in the revised Section 4-2 (b) (1), the words “and the Parks and Recreation Commission” prior to the words, “and, officers and positions for which no other method of appointment”; and

Insert, in the new Section 4-2 (c), the words, “but excluding the Parks and Recreation Commission” prior to the words, “with respect to the day-to-day performance”; and

Delete, in the first sentence of Section 6-7, the words, “except as otherwise provided herein” and insert in place thereof the words, “Except as otherwise expressly provided in Section 4-2 (b) and 4-2 (c)”.

By Majority Vote

VOTED: That it be so voted, with the following amendment:

Insert, in the revised Section 4-2(b)(1), prior to the last sentence of said section, the following new sentence:

Notwithstanding the preceding sentence with respect to the “at will” nature of employment, the Town Administrator shall have authority to enter into employment contracts with the Fire Chief, Police Chief, Library Director, and Finance Director that provide for other terms and conditions of employment, including dismissal. Above main motion voted, by Majority Vote as amended

10. TOWN CHARTER: REPLACE WORDS “TOWN ADMINISTRATOR” WITH “TOWN MANAGER”

ARTICLE TEN: *By the Board of Selectmen.* To see if the Town will vote, to the extent that the Town takes positive action under Article 3, to authorize the Board of Selectmen to seek special

legislation to further amend the Town Charter by replacing in each instance it appears, the words, "Town Administrator" with the words, "Town Manager", and to authorize the Board of Selectmen to determine the proper form of the bill prior to submission to the General Court, but that such bill shall include a so-called "voter acceptance" provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

VOTED: That it be so voted. By Majority Voted STANDING VOTE Y-144 N-42

11. APPROPRIATION FOR PRIOR YEAR BILLS

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

VOTED: That the sum of \$546.00 be raised and appropriated to pay the following unpaid bills of a prior year: WB Mason \$482.72; CyberComm Inc. \$63.00.

By Unanimous Vote

12. LINE ITEM TRANSFERS FOR CURRENT FISCAL YEAR

ARTICLE TWELVE: *By the Finance Committee:* To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2013 Annual Town Meeting (FY'14) or any other article thereof; or to take any other action relative thereto.

VOTED: That the following sums of money, totaling \$338,730, be raised and appropriated or transferred from current appropriations as scheduled on the following chart to meet additional expenses for the current fiscal year.

From			To			
	Department	Line Item	Amount	Department	Line Item	Amount
1	Raise &	Additional	70,000	Board of Selectmen	Bus Service	70,000
2	Raise &	Additional	20,000	Legal	Town Counsel	20,000
3	Raise &	Additional	2,200	Finance	Other Charges &	2,200
4	Raise &	Additional	20,000	Finance	Purchase of	20,000
5	Raise &	Additional	5,500	Board of Assessors	Personnel	5,500
6	Raise &	Additional	10,000	Facilities	Town Building	10,000
7	Raise &	Additional	35,000	Facilities	School Building	35,000
8	Raise &	Additional	6,860	BPCC	Purchase of	6,860
9	Raise &	Additional	30,000	Fire	Overtime	30,000
1	Raise &	Additional	7,371	Building	Personnel	7,371
1	Raise &	Additional	10,000	Schools	Capital	10,000
1	Raise &	Additional	7,000	Veterans	Veterans	7,000

1	Parking Meter Receipts Reserved		21,000	Public Works	Purchase of	21,000
1	Raise &	Additional	4,000	Public Works	Purchase of	4,000
1	Raise &	Additional	9,000	Sealer of Weights &	Purchase of	9,000
1	Sealer of Weights &	Personnel	5,000	Sealer of Weights &	Purchase of	5,000
1	Facilities	Personnel	1,827	Dedham Public	School	1,827
1	Facilities	Riverdale	27,768	Facilities	Riverdale	27,768
1	Facilities	Pool Roof	14,154	Facilities	Pool Building	14,154
2	Facilities	Personnel	31,200	Facilities	Purchase of	31,200
2	Council On Aging	Other Charges	850	Council On Aging	Supplies	850
			338,730			338,730

By Majority Vote

13. SPECIAL PURPOSE STABILIZATION FUNDS

ARTICLE THIRTEEN: *By the Town Administrator at the request of the Director of Finance.* To see if the Town will vote to raise and appropriate or transfer from available funds a sum or sums to one or more special purpose stabilization funds, or take any other action relative thereto.

VOTED: *That \$415,703 from the local meals tax receipts reserved and \$195,351 from the room occupancy tax receipts reserved be deposited into the Robin Reyes Major Capital Facilities Stabilization Fund. As declared by the moderator a 2/3^d majority*

14. FEASIBILITY STUDY FOR EARLY CHILDHOOD EDUCATION CENTER AND DEXTER SITE

ARTICLE FOURTEEN: *By the School Committee.* To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Building Rehabilitation Committee for the development of a Feasibility Study and schematic design for the purpose of studying the option of relocating the Early Childhood Education Center (the "ECEC") from its current location at 322 Sprague Street, Dedham, MA, to the Dexter Elementary School site at 1100 High Street in Dedham, Massachusetts and renovating and reconstructing said Dexter site for such purposes, or to reconstruct any of the following Elementary Schools to house both the ECEC and such Elementary School, the Greenlodge School, at 191 Greenlodge Street, Dedham, MA, or the Oakdale School at 147 Cedar Street, Dedham, MA, or the Riverdale School at 143 Needham Street, Dedham, MA, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town, or take any other action relative thereto.

VOTED: *That the Town appropriate the amount of SIX HUNDRED THOUSAND DOLLARS (\$600,000) for the purpose of paying costs of the development of a feasibility study and schematic design for the purpose of studying the option of relocating the Early Childhood Education Center ("ECEC") from its current location at 322 Sprague Street, Dedham, Massachusetts, to the Dexter Elementary School site at 1100 High Street in*

Dedham, Massachusetts and renovating and reconstructing said Dexter site for such purposes, or to reconstruct any of the following Elementary Schools to house both the ECEC and such Elementary School, the Greenlodge School, at 191 Greenlodge Street, Dedham, Massachusetts, or the Oakdale School at 147 Cedar Street, Dedham, Massachusetts, or the Riverdale School at 143 Needham Street, Dedham, Massachusetts, including the payment of all costs incidental or related thereto, and for which the Town may be eligible for a grant from the Massachusetts School Building Authority, ("MSBA") said amount to be expended under the direction of the School Building Rehabilitation Committee. To meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, or pursuant to any other enabling authority. The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

As declared by the moderator a 2/3^d majority

15. ZONING BY-LAWS: ALCOHOLIC BEVERAGES

ARTICLE FIFTEEN: *By Attorney and Town Meeting Representative Peter A. Zahka, II on behalf of M.S. Walker Company.* To see if the Town will vote to amend the Dedham Zoning By-Law as follows:

1. In Section 10 (Definitions), delete the words "and alcoholic beverages" as the same appear in the definition of "Warehouse."

2. In Principal Use Category H.5 of Table 1 (Principal Use Regulation) delete the words "(excluding alcoholic beverages)."

or take any other action relative thereto.

VOTED: That it be so voted As declared by the moderator a 2/3^d majority

16. GENERAL BY-LAWS: NON-SUBSTANTIVE. MINISTERIAL AMENDMENTS

ARTICLE SIXTEEN: *By the By-Law Review Committee.* To see if the Town will vote to amend the Town of Dedham General By-laws by:

- (1) Making non-substantive, ministerial amendments to the General By-laws for the purpose of recodifying the General By-laws to create a more uniform presentation, organized topical structure, reader-friendly format to aid searches and convenient format for inserting future amendments, including renumbered outline format, insertion of headings and subheadings, providing for consistency with Charter and General Laws and internally with regard to spelling and use of various words, and updating references to existing Town offices and bodies; and
- (2) Making certain minor substantive changes to help effectuate the goals of the By-law Recodification, including but not limited to:
 - a. Authorizing the Town Clerk to insert or correct by-law numbering under specific conditions;

- b. Locating all enforcement language in a single section, and deletes repetitive enforcement language appearing throughout by-laws, establishing a general fine schedule applicable to all, but preserving particular fines where they appear;
- c. Establishing a local resolution process for matters enforced through non-criminal disposition to encourage resolution of the by-law violation, rather than simply imposing a fine;
- d. Removing the lists of fees from By-laws, where Town has adopted G.L. c.40, §22F allowing fees to be set by persons providing services, but retaining the fees currently in effect until amended in accordance with the by-law; imposing requirement for a public hearing and a two-week “waiting period” before fees may be imposed; requiring list of fees to be posted in Clerk’s office and also in office imposing fee;
- e. Removing the Personnel, Wage and Salary Administration Plan from the by-laws, but leaving them in place as a separate document; and
- f. Bringing the Dog By-law into accord with revisions to state Animal Control Laws,

all as set forth in a document entitled, “By-law Recodification – November 18, 2013 Presentation Draft”, showing text to be inserted underlined and text to be deleted in the margins, on file in the office of the Town Clerk and available on the Town’s website at <http://www.dedham-ma.gov>, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

17. EXECUTION OF CONTRACT FOR RUBBISH AND RECYCLING

ARTICLE SEVENTEEN: *By the Town Administrator.* To see if the Town will vote to authorize, pursuant to Chapter Five, Section 5 of the Revised By-Laws of the Town of Dedham, the execution of an agreement for curbside collection and transportation of solid waste, leaf and yard waste and recyclable material, for a term not to exceed five (5) years, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

18. ACQUISITION OF PROPERTY AT 600 HIGH STREET

ARTICLE EIGHTEEN: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, for general municipal purposes, the land and improvements thereon located at 600 High Street and shown as Parcel 78 on Assessors’ Map 92, including any interest not already held by the Town by way of its deed from James Foord recorded in 1866 with the Norfolk Registry of Deeds in Lib. 343, Fol. 124, and further to raise and appropriate, transfer, or borrow a sum of money for the acquisition of such interest in real property; and to authorize the Board of Selectmen to enter into all agreements, execute any and all documents, and take all action necessary to carry out this acquisition, or take any other action relative thereto.

VOTED: That the Town vote to authorize the Board of Selectmen to acquire, for general

municipal purposes, the land and improvements thereon located at 600 High Street and shown as Parcel 78 on Assessors' Map 92, including any interest not already held by the Town by way of its deed from James Foord recorded in 1866 with the Norfolk Registry of Deeds in Lib. 343, Fol. 124, and to authorize the Board of Selectmen to accept by gift or grant a deed of said property and to enter into all agreements, execute any and all documents, and take all action necessary to carry out this acquisition.

By Majority Vote

19. ALTERATION OF HIGH STREET LAYOUT

ARTICLE NINETEEN: *By the Board of Selectmen.* To see if the Town will vote to accept the alteration of the layout of High Street, a public way in the Town, as ordered by the Board of Selectmen in accordance with Massachusetts General Laws, Chapter 82, Section 17, to include within the layout the parcel of land shown as the "Layout Alteration Area About 4443 Sq. Ft." on a plan of land entitled: "Layout Alteration Plan for High Street, Prepared for Town of Dedham, Dedham, MA, Norfolk County", dated August 29, 2012, prepared by Beta Group Inc., a copy of which has been placed on file with the Town Clerk, and further, pursuant to Massachusetts General Laws, Chapter 40, Section 15A, to transfer from the Board of Selectmen for the purposes for which it is presently held, to the

Board of Selectmen for public way purposes, the care, custody, management and control of said parcel of land; or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

The Special Town Meeting was declared adjourned at 11:19pm

ATTENDANCE 11/18/2013

Attendance	First Name	Last Name	Year	Precinct
X	CLAIRE	ARONSON	2016	1
X	HAROLD M.	BAND	2016	1
X	JANET	SCARI BECKER	2016	1
X	SYLVIA	CHAPLAIN	2016	1
X	K. MARIE	CLARKE	2016	1
X	THOMAS C.	COCHRAN, JR.	2016	1
X	DIANE	DIBIASIO	2016	1
	JAY L.	FIALKOW	2016	1
X	ELIZABETH F.	MARTIN	2016	1
X	HAROLD	PARRITZ	2016	1
X	EVE R.	POPKIN	2016	1
X	JOAN	ROME	2016	1
X	FRANCES BOLTON	WILMERDING	2016	1
X	MARTHA	ABDELLA	2015	1
X	FREDERICK T	CIVIAN	2015	1
X	ROBERT W.	DESMOND	2015	1
X	MARY JANE	DEVINS	2015	1
X	SUSAN S.	HICKS	2015	1
X	MARIE-LOUISE	KEHOE	2015	1
X	ALEXANDER K	LEITH	2015	1
X	HOPE C	MCDERMOTT	2015	1
X	MARGOT C	PYLE	2015	1
X	ROBERT L	SANDMAN	2015	1
X	FRANCES E	SHAER	2015	1
X	FRED H	WOFFORD	2015	1
X	WILLIAM L	BLISS	2014	1
X	THOMAS L	DUNCAN	2014	1
X	MARGARET R	DUNCAN	2014	1
X	HANA	JANJIGIAN HEALD	2014	1
X	JENNIFER HYDE	HYDE	2014	1
X	JENNIFER B	JORDAN	2014	1
X	MARY	KEOUGH	2014	1
X	SUSAN U	MCINTOSH	2014	1
X	STEPHEN	MOORHEAD	2014	1
X	HOWARD	OSTROFF	2014	1
X	MAY H	POLLY-PIERCE	2014	1
	JESSICA	PORTER	2014	1
X	MARY LOU M	WOFFORD	2014	1
X	ELEANOR	SCHMIDT	2014	1-APPT

ATTENDANCE	First Name	Last Name	YEAR	PCT
	JACQUELYN K.	BLASI	2016	2
X	CARL E.	BONVINI	2016	2
	KENNETH C.	BRAGG	2016	2
X	PAUL J.	BRENNAN	2016	2
X	BETH G.	CORMACK	2016	2
X	JOHN	DONAHOE	2016	2
X	JOHN J.	DONOVAN, JR.	2016	2
X	FRANCIS A.	GALVIN	2016	2
X	JANET	HOLMES	2016	2
X	RYAN	MCDERMOTT	2016	2
X	ERIK J.	MEYER-CURLEY	2016	2
X	KEVIN	PRESTON	2016	2
X	MICHAEL J.	WALTER	2016	2
X	ELLEN	BURNS	2015	2
X	MAURICE C	BURNS	2015	2
X	NANCY J	CLEMENT	2015	2
X	NEIL F	CRONIN, JR.	2015	2
	PATRICIA M	CRONIN	2015	2
X	PATRICIA	GIROUARD	2015	2
X	MARY C	HATHAWAY	2015	2
X	ANTHONY P. JUJU	MUCCIACCIO, JR.	2015	2
X	JUDITH A	PIAZZA	2015	2
X	MARTHA N	PODOLSKI	2015	2
X	PAUL D	PODOLSKI	2015	2
X	DONALD R.	SAVI	2015	2
X	JANET F.	SEBAGO,	2015	2
X	THERESA	BRENNAN	2014	2
X	CONSTINTINE P.	CALLIONTZIS	2014	2
X	MARK E.	ENGDAHL	2014	2
X	CAROLYN A.	JENKINS	2014	2
	BRENDAN	KEOUGH	2014	2
X	KRISTINA J.	KRUG	2014	2
X	STEPHEN M.	MACDOUGALL	2014	2
X	SUNSHINE	MILLEA	2014	2
X	RUSSELL W	POOLE	2014	2
X	MICHAEL	PROVOST	2014	2
X	CHRISTINE M	ROSS	2014	2
X	FREDERICK J	ROSS	2014	2
X	JAMES M	SULLIVAN	2014	2

Attendance	First Name	Last Name	Year	Precinct
X	GLENN S.	BIEDERMAN	2016	3
X	WILLIAM C.	BROBST III	2016	3
X	ELLEN	BRUDER-MOORE	2016	3
X	STEVEN R.	DAVEY	2016	3
X	KENNETH	LOGAN	2016	3
X	PRISCILLA H.	KARLGREN	2016	3
	STEVEN	KARLGREN	2016	3
X	DONALD	MCKEE	2016	3
X	CHRISTINA	MCKEE	2016	3
X	LINDA	GALANTE MCKEE	2016	3
X	ANTONIO	REDA	2016	3
X	DAVID L.	ROBERTS	2016	3
X	BARBARA A	SMITH	2016	3
	MARISA J	CAMPANELLA	2015	3
	ROBERT A	CAMPANELLA, JR.	2015	3
	LLOYD L.	CUSHMAN	2015	3
X	RITA MAE C	CUSHMAN	2015	3
X	JOSEPH A	DINEEN	2015	3
	LINDA	DINEEN	2015	3
X	DEANA L	DELLOIACONO	2015	3
X	THERESA C.	O'CONNOR-HEISLER	2015	3
X	CHARLES K.	KRUEGER	2015	3
X	FREDERICK C.	MATTHIES	2015	3
X	MAUREEN L	TETI	2015	3
	THOMAS M	BONCEK	2014	3
	SUSAN M	BROBST	2014	3
X	VIRGINIA L	BROBST	2014	3
X	HEIDI A	DINEEN-SERPIS	2014	3
X	FRANCIS D	FITZGERALD	2014	3
X	ANNE M.	GEIER	2014	3
X	FREDERICK W.	JOHNSON, JR.	2014	3
X	BRIAN MB	KEANEY	2014	3
	JACQUELINE J.	KOHUT	2014	3
X	DANIEL	MEGAN	2014	3
X	MARY JEAN	NADDAFF	2014	3
X	LINWOOD	PUTNEY	2014	3
X	GERALDINE A	ROBERTS	2014	3
X	MARK	SERPIS	2014	3-APPT 3-APPT
X	PINA M.	REDA	2014	

Attendance	First Name	Last Name	Year	Precinct
X	DIANNE M	BAUER	2016	4
X	JOSEPH A.	D'AMICO	2016	4
X	ROBERT M	DRISCOLL	2016	4
X	JAMES G	FAY, JR.	2016	4
X	RONALD E	HATHAWAY	2016	4
	MARY ELIZABETH	KELLY	2016	4
X	WILLIAM J	MCELHINNEY, JR.	2016	4
X	MARY J	MCGOURTY	2016	4
X	JOHN J.	MCISAAC	2016	4
X	KATHLEEN	SCHORTMANN	2016	4
	DENNIS J	TEEHAN, JR.	2016	4
X	EMILY	WEILAND	2016	4
X	MARCIA JANE	WITHIAM WILSON	2016	4
X	ROBERT L	BLACK	2015	4
X	MARGARET M	CONNOLLY	2015	4
X	JAMES S	DRISCOLL	2015	4
X	SUSAN P	FAY	2015	4
X	JOSEPH E	FINDLEN	2015	4
X	WILLIAM J	GORMAN	2015	4
X	KEVIN F	HAMPE	2015	4
X	PAUL E	LYONS, JR.	2015	4
X	DONALD W	SEAGER,	2015	4
X	ROBERT A	SCHORTMANN	2015	4
X	TRACEY A	WHITE	2015	4
X	ROBERT P.	ZAHKA, JR	2015	4
X	CHRISTINE A.	BETHONEY	2014	4
X	JOAN C.	CUMMINS	2014	4
X	ROBERT J.	FRASCA, JR.	2014	4
X	ANTHONY J.	FREITAS	2014	4
X	RONALD S.	GARLICK	2014	4
X	JENNIFER E	GREANEY	2014	4
X	EDWARD J	HICKEY	2014	4
X	TIMOTHY	LESINSKI	2014	4
X	ANN LOUISE	MERCER	2014	4
X	ELIZABETH A	OUELLETTE	2014	4
X	ROBERT P.	OUELLETTE	2014	4
X	GEORGE A	PAGLIUCA	2014	4
X	RICHARD P.	RADOSTA	2014	4
X	F.P.	BASS	2014	4-APPT

Attendance	First Name	Last Name	Year	Precinct
X	FRANCIS E	ADAMS	2016	5
X	WILLIAM O	CARNEY	2016	5
X	JOSEPH S	CASALI	2016	5
	ROBERT E	CURRAN	2016	5
X	RICHARD P	DOWNING	2016	5
X	EUGENE F	FAVRET	2016	5
X	ROSE M	FAVRET	2016	5
	JOHN J.	GILLIS	2016	5
	KEITH P.	HAMPE	2016	5
	MICHAEL L	HUFF	2016	5
X	JOHN E	NOLAN,	2016	5
X	SHEILA M.	O'LEARY	2016	5
X	DOREEN	PACHECO LABRECQUE	2016	5
X	BARBARA M.	CARNEY	2015	5
X	KATHERINE	CASEY	2015	5
X	JOAN	CONNORS	2015	5
X	CAROLE R.	DONOVAN	2015	5
X	MICHAEL	HUMPHREY	2015	5
X	MONICA	LINARI	2015	5
X	DIANE	MCLEISH	2015	5
X	GEMMA W.	MARTIN	2015	5
X	CHARLES	PAPSADORE, JR.	2015	5
X	PAUL M.	RIORDAN	2015	5
	LAWRENCE J.	ROONEY	2015	5
X	ROSEMARY H.	ROONEY	2015	5
X	SUSAN N	WEBSTER	2015	5
X	MARIA	ANTONUCCIO	2014	5
X	RONALD R.	BROCK	2014	5
X	MICHELLE	HOLMES LABADINI	2014	5
X	J. KEVIN	HUGHES	2014	5
	MICHAEL G.	LEAHY	2014	5
X	MARIANNE T.	MARTIN	2014	5
X	PAUL J.	MCGOWAN	2014	5
X	ELIZABETH	O'DONNELL	2014	5
X	KRISTEN	WALKER OVERMAN	2014	5
X	MARIE T.	RIZZO	2014	5
X	DANIEL P.	TEAHAN	2014	5
X	DOROTHY J.	VICTORIA	2014	5
X	DANIEL T.	BARKOWITZ	2014	5-APPT

Attendance	First Name	Last Name	Year	Precinct
X	GAYLE D	ALBERICO	2016	6
X	CYNTHIA S.	BARICH	2016	6
X	LYNDSAY P.	BARICH	2016	6
X	THOMAS M	CONNORS	2016	6
X	JOAN	DONOVAN	2016	6
X	BARBARA A	GULA	2016	6
X	EILEEN	KELLY	2016	6
X	MELISSA F	KINCH	2016	6
X	SHEILA A	MALLOOF	2016	6
X	MELISSA RUDY	O'CONNOR	2016	6
X	PAUL S	NOE	2016	6
X	MARIE J	ROSE	2016	6
X	ANDREW E	SULLIVAN	2016	6
X	ROBERT F	CHAFFEE, JR.	2015	6
X	THOMAS	CLINTON	2015	6
X	DOMINIC	DIVIRGILIO, JR.	2015	6
X	AMY M.	HAELSEN	2015	6
X	THOMAS J.	HEALY	2015	6
X	ANDREW	LAWLOR	2015	6
X	ROBERTA	LAWLOR	2015	6
X	BARBARA	MCKENNA	2015	6
X	LISA M	MORAN	2015	6
X	JENNIFER	POLITO	2015	6
X	MARGUERITE E	POLITO	2015	6
X	THOMAS R	POLITO, JR.	2015	6
X	CHERYLANN W	SHEEHAN	2015	6
X	SHEILA A	BOWLER	2014	6
X	CHERYL M	FISH	2014	6
X	ROBERT J.	FISH	2014	6
X	MICHELE M	HEFFERNAN	2014	6
	VIRGINIA M	HICKEY	2014	6
X	MARJORIE L	KILROY	2014	6
X	EILEEN R.	LOMBARDI	2014	6
X	STEVEN M.	MAMMONE	2014	6
X	MARYANN	MOLLOY	2014	6
	MICHAEL S.	KELLER	2014	6
X	STEPHANIE	RADNER	2014	6
X	ALLISON M	STATON	2014	6
X	MARTHA L	ZEOLLA	2014	6

Attendance	First Name	Last Name	Year	Precinct
X	JOHN M	ALBANI	2016	7
X	DOUGLAS A	BIGGAR	2016	7
X	DAVID	CONOLE	2016	7
X	KEVIN	COSTELLO	2016	7
X	MARY E.	GILBERT	2016	7
X	RICHARD	DELLOIACONO	2016	7
X	WILLIAM V	MARRONCELLI	2016	7
X	PETER	MORSE	2016	7
	MARIA T	PANAGOPOULOS	2016	7
X	ERIN	MCFADDEN REAVEY	2016	7
X	MARK	SKEHILL	2016	7
X	KORRIN	SLAVIN	2016	7
X	APRIL L	WILMAR	2016	7
	CELIA	BLACK	2015	7
X	CHARLES F	BLACK	2015	7
X	JOSEPH M	FLANAGAN	2015	7
X	LISA	MACKINNON	2015	7
X	LAWRENCE R	MANNING	2015	7
X	KEVIN F	MAWE	2015	7
X	MARY ELLEN	MCDONOUGH	2015	7
	DIANE A	NOLAN	2015	7
X	BERNADETTE	RYAN	2015	7
X	CHERYL A	SCHOENFELD	2015	7
X	JULIE T.	SCOLASTICO	2015	7
X	CAMILLE S	ZAHKA	2015	7
X	PETER A	ZAHKA, II	2015	7
X	CHERYLEE	BIGGAR	2014	7
X	A. PETER	BENSON	2014	7
X	LISA	LAPRADE	2014	7
	MICHAEL J	MCSHEA	2014	7
X	ERIC	MERITHEW	2014	7
	JAMES J	NOLAN	2014	7
X	MAUREEN E	PACELLA	2014	7
X	RONALD W	PACELLA, JR.	2014	7
	GEORGE	PANAGOPOULOS	2014	7
X	KATHLEEN M	PODOLSKI	2014	7
X	MARK A	REILLY	2014	7
X	MICHELLE	PERSSON REILLY	2014	7
X	RICHARD J	SCHOENFELD, III	2014	7

DEDHAM TOWN ELECTION RESULTS 4/12/2014

SELECTMEN	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	183	215	170	139	226	217	245	1395
BRENDAN KEOGH	167	422	97	188	221	198	176	1469
MARY E. GILBERT	375	88	75	124	129	151	112	1054
DENNIS J. TEEHAN, JR	295	196	163	261	289	292	301	1797
CHERYL A. SCHOENFELD	186	104	130	97	157	167	264	1105
KENNETH P. GILCHRIST	8	23	47	15	19	31	15	158
DENNIS J. GUILFOYLE	88	236	298	220	409	330	318	1899
DANIEL JON O'NEIL, JR	19	32	33	16	36	39	26	201
THOMAS M. BONCEK	13	10	23	12	17	18	12	105
WRITE-INS	2	0	2	0	3	1	1	9
TOTAL	1336	1326	1038	1072	1506	1444	1470	9192
ASSESSOR	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	150	82	70	71	94	72	98	637
GEORGE PANAGOPOULOS	257	234	180	214	298	276	335	1794
CHRISTOPHER POLITO	258	346	269	250	359	374	302	2158
WRITE-INS	3	1	0	1	2	0	0	7
TOTAL	668	663	519	536	753	722	735	4596
MODERATOR	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	295	224	194	197	264	268	303	1745
DANIEL J. DRISCOLL	368	435	320	335	486	452	431	2827
WRITE-INS	5	4	5	4	3	2	1	24
TOTAL	668	663	519	536	753	722	735	4596
SCHOOL COMMITTEE	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	710	582	489	471	639	645	674	4210
THOMAS M. RYAN	305	395	283	298	456	397	449	2583
SUSAN BUTLER WALKO	318	341	265	301	399	397	347	2368
WRITE-INS	3	8	1	2	12	5	0	31
TOTAL	1336	1326	1038	1072	1506	1444	1470	9192
BOARD OF HEALTH	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	102	75	40	49	67	47	90	470
LEANNE JASSET	444	372	304	287	418	408	418	2651
JASON P. BROGAN	122	216	174	200	267	267	227	1473
WRITE-INS	0	0	1	0	1	0	0	2
TOTAL	668	663	519	536	753	722	735	4596
PLANNING BOARD	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	288	194	176	185	255	254	301	1653
MICHAEL A. PODOLSKI	378	465	339	351	492	465	431	2921
WRITE-INS	2	4	4	0	6	3	3	22
TOTAL	668	663	519	536	753	722	735	4596
TRUSTEES OF THE PUBLIC LIBRARY	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	749	648	542	535	724	710	833	4741
RACHEL H. FORSYTH-TUERCK	285	310	224	226	367	328	288	2028
MARGARET M. CONNOLLY	300	366	270	311	412	404	349	2412
WRITE-INS	2	2	2	0	3	2	0	11
TOTAL	1336	1326	1038	1072	1506	1444	1470	9192

COMMISSIONER OF TRUST FUNDS	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	359	291	214	250	312	313	372	2111
BRIAN MB KEANEY	308	370	303	284	436	406	361	2468
WRITE-INS	1	2	2	2	5	3	2	17
TOTAL	668	663	519	536	753	722	735	4596
PARK & RECREATION COMMISSION	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	712	589	463	502	606	642	709	4223
DANIEL F. HART, JR.	326	386	309	284	436	429	371	2541
JAMES MAHER	295	347	262	283	455	370	389	2401
WRITE-INS	3	4	4	3	9	3	1	27
TOTAL	1336	1326	1038	1072	1506	1444	1470	9192
HOUSING AUTHORITY	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	326	237	182	238	378	285	312	1958
MARY LOUISE MUNCHBACH	341	424	335	298	473	434	420	2725
WRITE-INS	1	2	2	0	2	3	3	13
TOTAL	668	663	519	536	853	722	735	4696
TOWN REPRESENTATIVE - PCT.1	Pct.1							TOTAL
Blanks	4520							4520
HOWARD OSTROFF	233							233
JENNIFER B. JORDAN	290							290
STEPHEN G. MOORHEAD	294							294
MARGARET R. DUNCAN	255							255
WILLIAM L. BLISS	291							291
JENNIFER HYDE	218							218
ELIZABETH B. EMERY	210							210
ANDREA M. GILMORE	292							292
MARY KEOUGH	316							316
SUSAN U. MCINTOSH	292							292
ERIC MERITHEW	133							133
THOMAS L. DUNCAN	189							189
MAY H. POLLY PIERCE	294							294
KARA A. TIERNEY	170							170
JESSICA PORTER	246							246
THOMAS E. GORMAN	178							178
HANA JANJIGIAN HEALD	250							250
WRITE-INS	13							13
TOTAL	8684							8684
TOWN REPRESENTATIVE - PCT.1	Pct.1							TOTAL
Blanks	665							665
EDWARD P. ROBERTS, JR	268							268
GREGORY A. JUNDANIAN	211							211
MICHELLE APUZZIO	190							190
WRITE-INS	2							2
TOTAL	1336							1336

TOWN REPRESENTATIVE - PCT.2		Pct.2					TOTAL
Blanks		5298					5298
MICHAEL PROVOST		272					272
FREDERICK J. ROSS		249					249
CAROLYN A. JENKINS		257					257
SUNSHINE MILLEA		256					256
STEPHEN M. MACDOUGALL		277					277
JAMES M. SULLIVAN		286					286
MARK E. ENGDAHL		261					261
CONSTANTINE P. CALLIONTZIS		234					234
BRENDAN KEOGH		376					376
KRISTINA J. KRUG		253					253
CHRISTINE M. ROSS		258					258
RUSSELL W. POOLE		270					270
WRITE-INS		72					72
TOTAL		8619					8619
TOWN REPRESENTATIVE - PCT.2		Pct.2					TOTAL
Blanks		586					586
WRITE-INS		77					77
TOTAL		663					663
TOWN REPRESENTATIVE - PCT.3		Pct.3					TOTAL
Blanks		4062					4062
DANIEL MEGAN		212					212
ANNE M. GEIER		171					171
FRANCIS D. FITZGERALD		206					206
MARK M. SERPIS		159					159
JASON P. BROGAN		214					214
HEIDI A. DINEEN-SERPIS		208					208
THOMAS M. BONCEK		178					178
GERALDINE ROBERTS		192					192
STEPHEN D. HEASLIP		151					151
LINWOOD PUTNEY		153					153
VIRGINIA L. BROBST		171					171
FREDERICK W. JOHNSON, JR		164					164
BRIAN MB KEANEY		178					178
PINA M. REDA		131					131
JAIME BROGAN		187					187
WRITE-INS		10					10
TOTAL		6747					6747
TOWN REPRESENTATIVE - PCT.3		Pct.3					TOTAL
Blanks		544					544
KENNETH P. GILCHRIST		279					279
KENNETH M. NUTTING		214					214
WRITE-INS		1					1
TOTAL		1038					1038
TOWN REPRESENTATIVE - PCT.4				Pct.4			TOTAL
Blanks				4240			4240

EILEEN J. NEWELL			185			185
ROBERT J. FRASCA, JR			193			193
JOAN C. CUMMINS			169			169
ROBERT P. OUELLETTE			171			171
RICHARD P. RADOSTA			167			167
F.P. BASS			129			129
TIMOTHY LESINSKI			122			122
PATRICIA CARIOFILES			142			142
CHRISTINE J. BETHONEY			220			220
ANTHONY J. FREITAS			165			165
JENNIFER E. GREANEY			156			156
GEORGE A. PAGLIUCA			199			199
ELIZABETH A. OUELLETTE			175			175
EDWARD J. HICKEY			163			163
ANN LOUISE MERCER			177			177
RONALD S. GARLICK			193			193
WRITE-INS			2			2
TOTAL			6968			6968
TOWN REPRESENTATIVE - PCT.4			Pct.4			TOTAL
Blanks			245			245
BRAD BAUER			290			290
WRITE-INS			1			1
TOTAL			536			536
TOWN REPRESENTATIVE - PCT.5			Pct.5			TOTAL
Blanks			5765			5765
SARAH MACDONALD			377			377
MICHELLE HOLMES-LABADINI			288			288
PETER A. SPRINGER			229			229
RONALD R. BROCK			191			191
KRISTEN WALKER OVERMAN			193			193
J. KEVIN HUGHES			209			209
MARIANNE T. MARTIN			238			238
DOROTHY J. VICTORIA			213			213
HEATHER J. SPRINGER			200			200
ELIZABETH O'DONNELL			259			259
LAURA PARK			252			252
DANIEL P. TEAHAN			236			236
MARIE T. RIZZO			196			196
MICHAEL G. LEAHY			191			191
MARIA ANTONUCCIO			293			293
PAUL J. MCGOWAN			292			292
CHERYL L. PETERSON			175			175
WRITE-INS			12			12
TOTAL			9809			9809
TOWN REPRESENTATIVE - PCT.6			Pct.6			TOTAL
Blanks			5807			5807
ALLISON M. STATON			254			254
VIRGINIA M. HICKEY			239			239

MARYANN MOLLOY						260		260
SHEILA A. BOWLER						238		238
MARJORIE L. KILROY						233		233
MARK M. LAWTON						249		249
MICHAEL S. KELLER						201		201
MARTHA L. ZEOLLA						175		175
MICHELE M. HEFFERNAN						228		228
JANINE CLIFFORD-MURPHY						230		230
STEVEN M. MAMMONE						237		237
MALCOLM P. STERLING						153		153
CHERYL M. FISH						233		233
NOREEN M. TROCCOLI						212		212
ROBERT J. FISH						205		205
STEPHANIE RADNER						219		219
WRITE-INS						13		13
TOTAL						9386		9386
TOWN REPRESENTATIVE - PCT.7							Pct.7	TOTAL
Blanks							6528	6528
RICHARD J. SCHOENFELD, III							324	324
A. PETER BENSON							230	230
MICHELLE PERSSON REILLY							268	268
LISA LAPRADE							230	230
KRISTEN MORSE							301	301
MARK A. REILLY							270	270
GEORGE PANAGOPOULOS							326	326
JAMES J. NOLAN							263	263
MAUREEN E. PACELLA							263	263
CHERYLE E. BIGGAR							231	231
KATHLEEN M. PODOLSKI							278	278
WRITE-INS							43	43
TOTAL							9555	9555
QUESTION 1	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	164	112	78	100	166	145	162	927
YES	420	339	282	297	370	378	372	2458
NO	84	212	159	139	217	199	201	1211
TOTAL	668	663	519	536	753	722	735	4596
QUESTION 2	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	139	95	73	87	146	123	134	797
YES	389	329	244	265	353	338	371	2289
NO	140	239	202	184	254	261	230	1510
TOTAL	668	663	519	536	753	722	735	4596
QUESTION 3	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	149	91	76	90	142	117	123	788
YES	302	251	204	216	346	284	273	1876
NO	217	321	239	230	265	321	339	1932
TOTAL	668	663	519	536	753	722	735	4596
QUESTION 4	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	164	105	77	89	156	123	151	865

YES	355	274	196	243	296	293	287	1944
NO	149	284	246	204	301	306	297	1787
TOTAL	668	663	519	536	753	722	735	4596
QUESTION 5	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	158	101	77	89	150	119	146	840
YES	393	287	216	249	297	317	307	2066
NO	117	275	226	198	306	286	282	1690
TOTAL	668	663	519	536	753	722	735	4596

ANNUAL TOWN MEETING MAY 19, 2014

On May 19, 2014 The Dedham Annual Town Meeting was called to order by Moderator Dan Driscoll at 7:20PM in the Dedham High School Auditorium. Quorum of 224

On Motion of Cherylann Sheehan, Deputy Moderator, the following was VOTED:

In the event an amendment or substitute motion increases the Finance Committee recommendation, the proponent of the amendment or substitute motion must identify the source of the additional monies to fund said increase. **BY MAJORITY VOTE**

1. ELECTION OF TOWN OFFICIALS – REQUIRES MAJORITY VOTE

ARTICLE ONE: Voted: To choose all necessary Town Officers. Saturday, April 12, 2014.

BY UNANIMOUS VOTE

2. PERSONNEL BY-LAW CHANGES AND BARGAINING AGREEMENTS **-REQUIRES MAJORITY VOTE**

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

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

or take any other action relative thereto.

Voted: On a New Original Motion; That the Town approve the AFSCME Local #362 (Library Staff Unit, Public Works Unit A, Public Works Unit B, Town Hall Unit, Parks Unit, and Civilian

Dispatchers Unit), Dedham Police Patrolmen's Association, Dedham Police Association (Lieutenants and Sergeants), and Dedham Firefighters Association Local 1735 IAFF Collective Bargaining Agreements as set forth in the Appendix, and adopt Schedule A (Classification Schedule) and Schedule B (Compensation Schedule) for Fiscal Years 2013, 2014, and 2015 as amended as set forth in the Appendix, and that the \$759,094 necessary to fund such schedules, along with the aforementioned Collective Bargaining Agreements for Fiscal Years 2013 and 2014, be transferred from the previously appropriated Reserve for Collective Bargaining Salary Increase accounts and that the Director of Finance be authorized to apportion the same among the appropriate line items for such purposes.

BY UNANIMOUS VOTE

3. FY2015 TOWN OPERATING BUDGET-BY MAJORITY VOTE

ARTICLE THREE: Voted: To see what sum of money the Town will raise and appropriate, or transfer from available funds to defray departmental and incidental expenses of the Town for the fiscal year commencing July 1, 2014, not otherwise provided for, or take any other action relative thereto.

That the following sums of money be raised and appropriated or transferred from available funds all as detailed in the budget for the specific purposes hereinafter designated, to be expended only for those purposes under the direction of the respective boards, committees, or officers of the Town, and that for budgetary purposes, all weekly/bi-weekly salaries are based upon a 52.2 week year.

BY UNANIMOUS VOTE

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin. Com.
ADMINISTRATION						
Town Administrator/Board of Selectmen						
1 Personnel Services	350,520.47	355,559.03	358,892.68	364,007	376,997	376,997
2 Purchase of Services	25,491.90	26,468.61	26,604.77	55,345	51,345	61,345
3 Supplies	2,646.34	2,084.08	569.76	600	600	600
4 Other Charges & Expenses	25,307.32	23,960.75	24,820.65	27,106	13,465	13,465
5 Annual Town Audit	50,500.00	60,000.00	84,000.00	75,000	75,000	75,000
6 SNARC	6,205.00	5,750.00	5,750.00	5,750	5,750	5,750
7 Bus Service	55,000.00	75,000.00	99,740.00	99,485	100,000	100,000
8 Property & Liability Insurance	610,945.69	604,671.23	669,708.28	742,761	861,643	858,223
TOTAL	1,126,616.72	1,153,493.70	1,270,086.14	1,370,054	1,484,800	1,491,380
Finance Department						
9 Personnel Services	940,969.15	996,829.27	966,061.57	967,786	961,331	961,331
10 Purchase of Services	345,089.31	332,818.26	442,911.64	509,410	573,155	573,155
11 Supplies	43,230.29	36,480.42	35,052.63	31,900	30,000	50,000

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
12 Other Charges & Expenses	3,277.06	3,522.11	13,060.18	19,830	8,704	8,704
13 Prior Year Bills	-	-	62,131.61	546	-	-
TOTAL	1,332,565.81	1,369,650.06	1,519,217.63	1,529,472	1,573,190	1,593,190
Finance Committee						
14 Personnel Services	60,401.99	40,631.07	-	-	-	-
15 Purchase of Services	4,050.00	4,324.00	5,029.66	4,500	4,820	4,820
16 Supplies	440.00	272.92	123.00	150	150	150
17 Other Charges & Expenses	618.00	641.19	598.00	673	673	673
18 Reserve Fund	-	-	-	122,522	500,000	250,000
TOTAL	65,509.99	45,869.18	5,750.66	127,845	505,643	255,643
Central Purchasing						
19 Central Overtime & Sick	47,728.53	71,417.24	56,536.50	73,970	82,103	82,103
20 Central Postage	92,084.65	96,017.40	98,351.70	107,394	105,071	87,431
21 Purchase of Services	705,704.21	439,172.93	959.77	14,500	1,000	1,000
22 Supplies	-	1,367.40	25,633.33	20,033	36,420	36,420
23 Non-Capital Equipment	65,258.47	43,883.75	51,677.50	100,000	100,000	58,000
TOTAL	910,775.86	651,858.72	233,158.80	315,897	324,594	264,954
Board of Assessors						
24 Personnel Services	258,089.55	298,338.74	304,016.86	318,853	320,267	315,767
25 Substitutes	10,682.09	6,525.10	1,440.08	4,986	-	-
26 Purchase of Services	861.91	1,066.20	-	1,400	2,300	2,300
27 Supplies	1,726.80	2,339.17	-	-	1,250	1,100
28 Other Charges & Expenses	3,510.45	4,865.93	4,310.33	10,198	3,838	5,838
TOTAL	274,870.80	313,135.14	309,767.27	335,437	327,655	325,005
Legal						
29 Purchase of Services	146,750.22	172,657.63	252,647.06	210,000	215,550	215,550
30 Litigation & Damages	12,093.91	5,151.31	5,635.74	30,000	25,000	25,000
TOTAL	158,844.13	177,808.94	258,282.80	240,000	240,550	240,550
Human Resources						
31 Personnel Services	-	-	-	142,752	195,096	162,648
32 Purchase of Services	-	-	-	12,350	26,450	26,600
33 Other Charges & Expenses	-	-	-	1,810	4,191	4,191
TOTAL	-	-	-	156,912	225,737	193,439

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Town Clerk						
34 Personnel Services	238,552.20	226,783.22	224,395.48	228,054	233,639	236,244
35 Purchase of Services	59,984.44	49,935.85	91,353.73	35,888	68,264	68,264
36 Supplies	2,336.64	2,392.83	736.87	750	750	750
37 Other Charges & Expenses	1,280.73	1,064.89	1,207.00	1,445	1,450	1,450
TOTAL	302,154.01	280,176.79	317,693.08	266,137	304,103	306,708
Conservation Commission						
38 Personnel Services	33,174.85	32,860.36	33,065.55	46,648	48,319	48,319
39 Purchase of Services	26,000.00	24,122.08	27,543.77	31,133	38,354	37,917
40 Supplies	532.93	748.93	-	-	-	-
41 Other Charges & Expenses	766.00	874.00	970.40	2,016	2,710	2,710
TOTAL	60,473.78	58,605.37	61,579.72	79,797	89,383	88,946
Environmental						
42 Personnel Services	67,933.60	71,678.43	74,637.92	80,851	80,557	80,557
43 Purchase of Services	876.21	610.33	1,160.00	11,460	11,521	11,521
44 Supplies	590.77	360.44	305.80	-	-	-
45 Other Charges & Expenses	894.18	1,811.20	1,327.64	1,777	1,186	1,186
TOTAL	70,294.76	74,460.40	77,431.36	94,088	93,264	93,264
Planning Board						
46 Personnel Services	104,291.20	117,203.04	120,818.08	127,889	132,451	132,451
47 Purchase of Services	10,619.80	13,771.40	4,646.24	11,000	11,000	11,000
48 Supplies	1,199.57	1,334.97	-	-	-	-
49 Other Charges & Expenses	110.00	675.60	75.00	1,277	1,282	1,282
TOTAL	116,220.57	132,985.01	125,539.32	140,166	144,733	144,733
Economic Development						
50 Personnel Services	70,272.69	74,148.01	76,559.84	79,171	79,021	79,021
51 Purchase of Services	-	-	-	300	10,300	300
52 Other Charges & Expenses	8,147.97	7,893.02	8,404.83	8,700	8,700	8,700
TOTAL	78,420.66	82,041.03	84,964.67	88,171	98,021	88,021
TOTAL ADMINISTRATION	4,496,747.09	4,340,084.34	4,263,471.45	4,743,976	5,411,673	5,085,833

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
FACILITIES OPERATIONS & MAINTENANCE						
Facilities - Municipal Buildings						
53 Personnel Services	-	-	207,492.76	215,489	214,660	214,660
54 Substitutes	-	-	-	31,648	32,640	32,640
55 Utilities	-	-	461,846.49	742,902	746,302	746,302
56 Telephone	-	-	124,512.94	127,200	129,173	129,173
57 Purchase of Services	-	-	163,902.32	385,690	402,246	466,484
58 Supplies	-	-	20,596.78	81,345	75,221	76,034
59 Other Charges & Expenses	-	-	-	2,100	2,077	1,264
TOTAL	-	-	978,351.29	1,586,374	1,602,319	1,666,557
Facilities - School Buildings*						
60 Personnel Services	-	-	1,457,475.34	1,531,533	1,566,004	1,566,005
61 Overtime & Substitutes	-	-	58,045.42	69,991	100,467	100,467
62 Utilities	-	-	1,034,850.63	1,269,000	1,274,000	1,274,000
63 Telephone	-	-	38,781.00	42,800	42,800	42,800
64 Purchase of Services	-	-	282,173.57	232,000	237,000	237,000
65 Supplies	-	-	172,620.11	180,700	190,750	172,200
66 Other Charges & Expenses	-	-	2,515.72	5,600	4,300	2,500
TOTAL	-	-	3,046,461.79	3,331,624	3,415,321	3,394,972
*The Facilities budget for School buildings is accounted for with the Dedham Schools budget for State and Federal reports.						
Building, Planning & Construction Committee						
67 Purchase of Services	-	2,118.00	10,000.00	26,860	20,000	20,000
TOTAL	-	2,118.00	10,000.00	26,860	20,000	20,000
Central Administration Building						
Purchase of Services	19,861.00	14,602.00	-	-	-	-
Supplies	10,690.00	11,280.00	-	-	-	-
TOTAL	30,551.00	25,882.00	-	-	-	-
TOTAL FACILITIES	30,551.00	28,000.00	4,034,813.08	4,944,858	5,037,640	5,081,529

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
PUBLIC SAFETY						
Police						
68 Personnel Services	4,342,774.20	4,417,612.90	4,239,155.54	4,598,710	4,638,608	4,710,508
69 Overtime	503,837.70	489,443.82	548,492.12	564,623	562,000	555,371
70 Purchase of Services	88,523.97	100,361.35	69,785.09	80,583	77,027	73,589
71 Supplies	206,063.27	227,215.65	199,971.14	224,008	226,158	161,554
72 Other Charges & Expenses	26,932.49	25,379.12	23,219.04	28,837	29,735	13,230
Canine Control, combined FY14	55,754.00	54,880.00	57,721.73	-	-	-
TOTAL	5,223,885.63	5,314,892.84	5,138,344.66	5,496,761	5,533,528	5,514,252
Fire						
73 Personnel Services	3,939,608.15	4,078,144.54	3,946,477.43	4,167,111	4,464,211	4,244,699
74 Overtime	505,703.14	562,462.41	782,333.46	625,186	285,474	592,002
75 Purchase of Services	34,601.60	72,709.23	28,150.61	52,720	134,350	128,350
76 Supplies	119,573.33	109,448.76	115,976.77	101,235	66,752	66,752
77 Other Charges & Expenses	6,977.20	5,941.56	5,585.80	7,060	8,610	8,610
TOTAL	4,606,463.42	4,828,706.50	4,878,524.07	4,953,312	4,959,397	5,040,413
Dispatch						
78 Personnel Services	451,384.80	461,591.44	461,648.84	463,935	470,096	470,096
79 Overtime & Substitutes	68,143.54	69,000.00	69,000.00	68,537	69,000	69,000
80 Purchase of Services	6,125.00	5,750.00	5,525.00	22,600	27,475	27,475
81 Supplies	5,011.24	4,818.90	4,682.63	4,500	-	-
82 Other Charges & Expenses	-	75.00	-	75	75	75
TOTAL	530,664.58	541,235.34	540,856.47	559,647	566,646	566,646
Building						
83 Personnel Services	349,925.89	363,212.56	368,073.73	383,524	397,485	397,485
84 Overtime & Substitutes	2,775.00	3,020.00	3,829.00	5,900	6,000	4,000
85 Supplies	1,541.04	977.15	527.61	1,600	525	525
86 Other Charges & Expenses	24,087.95	23,745.00	23,985.00	24,410	1,910	1,910
TOTAL	378,329.88	390,954.71	396,415.34	415,434	405,920	403,920

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Sealer of Weights & Measures						
87 Personnel Services	-	-	-	5,000	10,000	10,000
88 Purchase of Services	12,315.00	14,000.00	14,000.00	14,000	-	-
89 Supplies	460.00	-	-	-	-	-
90 Other Charges & Expenses	1,225.00	-	-	-	-	-
TOTAL	14,000.00	14,000.00	14,000.00	19,000	10,000	10,000
Civil Preparedness						
91 Purchase of Services	1,361.35	1,313.50	1,350.41	1,395	1,395	1,395
92 Supplies	2,228.33	2,582.21	2,135.09	2,760	2,760	2,760
93 Other Charges & Expenses	-	-	50.00	200	200	200
TOTAL	3,589.68	3,895.71	3,535.50	4,355	4,355	4,355
TOTAL PUBLIC SAFETY	10,756,933.19	11,093,685.10	10,971,676.04	11,448,509	11,479,846	11,539,586
PUBLIC WORKS						
Engineering						
94 Personnel Services	392,154.92	382,923.54	393,090.69	421,052	426,400	426,400
95 Purchase of Services	69,200.12	72,503.61	35,094.24	77,087	82,087	77,087
96 Supplies	20,231.78	11,405.37	18,912.87	25,860	23,200	23,200
97 Other Charges & Expenses	2,670.00	1,635.56	2,744.27	6,110	8,762	8,762
TOTAL	484,256.82	468,468.08	449,842.07	530,109	540,449	535,449
Public Works						
98 Personnel Services	1,384,805.50	1,387,627.93	1,408,276.10	1,503,897	1,519,108	1,519,108
99 Overtime	109,828.84	157,900.99	155,307.54	160,000	160,000	160,000
100 Purchase of Services	489,235.58	470,454.80	469,174.27	720,000	690,326	670,500
101 Supplies	251,810.48	205,159.44	248,381.83	344,351	286,040	281,040
102 Other Charges & Expenses	2,695.25	3,586.00	1,525.00	3,500	1,500	1,500
TOTAL	2,238,375.65	2,224,729.16	2,282,664.74	2,731,748	2,656,974	2,632,148
Snow & Ice						
103 Public Works Snow and Ice Removal	1,282,790.13	340,000.00	1,118,939.95	600,000	750,000	650,000
TOTAL	1,282,790.13	340,000.00	1,118,939.95	600,000	750,000	650,000

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Street Lighting						
104 Street Lighting	280,007.76	232,476.83	249,237.55	275,000	275,000	250,000
TOTAL	280,007.76	232,476.83	249,237.55	275,000	275,000	250,000
Rubbish & Recycling						
105 Rubbish & Recycling Contract	2,059,506.02	2,038,146.39	2,107,699.92	2,204,454	2,000,000	1,950,000
106 Supplies	2,765.00	4,163.00	3,416.75	15,778	28,000	28,000
TOTAL	2,062,271.02	2,042,309.39	2,111,116.67	2,220,232	2,028,000	1,978,000
TOTAL PUBLIC WORKS	6,347,701.38	5,307,983.46	6,211,800.98	6,357,089	6,250,423	6,045,597
EDUCATION						
Dedham Public Schools						
Education: Salaries						
Superintendent & Central Office	380,805.54	393,700.94	402,540.84	418,616	430,239	
Asst Supt, SPED, Pupil Service	103,000.04	108,150.12	111,394.40	114,736	121,857	
Principals	652,747.50	671,603.66	689,022.98	700,844	726,409	
Directors	735,686.96	749,504.29	789,802.93	829,758	860,834	
Admin Assistants	315,775.80	326,315.19	342,245.54	352,218	360,578	
Secretaries & Clerks	584,700.79	585,444.83	569,358.02	590,708	598,680	
Specialists & Help Desk Assts	184,404.68	186,845.36	277,373.54	294,024	297,040	
Teachers	17,086,574.39	17,869,686.76	18,490,928.65	19,344,037	20,012,464	
Degree Change	80,274.60	39,802.60	53,892.05	106,654	107,705	
Nurses	507,205.95	502,996.67	518,657.13	509,248	508,557	
Mentor Stipends	26,015.00	31,473.60	36,484.10	33,220	34,051	
Instructional Aides	1,705,122.74	1,671,831.54	1,606,888.91	1,666,551	1,723,518	
Substitutes	306,844.98	359,520.45	395,296.44	237,736	235,356	
Coaches	289,093.00	289,699.12	293,613.00	297,730	300,658	
Faculty Manager	6,059.00	6,211.00	4,161.33	6,336	6,398	
Extracurricular Activities	74,697.98	77,584.85	71,651.58	89,040	89,917	
Traffic Directors, Attendance Officer	90,427.82	92,221.59	107,092.39	102,182	95,659	
Lunch Aides	15,642.93	16,438.95	18,467.35	19,880	20,474	
SPED Summer Program	53,153.37	98,943.88	88,580.00	53,580	54,920	
Sick Leave Buyback	31,437.50	7,500.00	2,500.00	29,740	16,646	
Retirement Incentive	1,000.00	-	-	-	-	
General Reserve	-	-	-	20,000	-	
Subtotal	23,230,670.57	24,085,475.40	24,869,951.18	25,816,838	26,601,960	

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Education: Other Expenses						
Regular Instruction	847,926.85	832,626.28	755,974.02	825,982	827,682	
Special Instruction	4,281,185.30	4,507,972.30	4,735,857.50	4,608,400	4,539,165	
Instructional Support Services	276,746.80	265,023.29	325,635.26	254,530	259,530	
Operations Services	2,052,489.98	1,712,169.18	520,538.04	448,250	585,950	
Administrative Services	652,287.07	631,827.77	666,153.75	642,700	665,000	
Transportation Subsidy	25,000.00	25,000.00	25,000.00	25,000	25,000	
Subtotal	8,135,636.00	7,974,618.82	7,029,158.57	6,804,862	6,902,327	
TOTAL: DPS EDUCATION	31,366,306.57	32,060,094.22	31,899,109.75	32,621,700	33,504,287	33,304,288
107 Facilities: Salaries*						
Facilities Director & Stipend	91,056.24	105,276.95	122,199.74	122,200	125,566	
Facilities Assistant / Procurement		65,342.90	58,219.92	59,320	61,876	
Maintenance Personnel	144,791.20	123,286.08	245,072.16	247,535	247,508	
Custodians	979,232.45	999,922.12	1,031,983.52	1,102,505	1,110,705	
Summer Maintenance	6,583.50	6,389.25	11,282.26	10,244	10,244	
Overtime	16,588.83	19,706.91	34,074.43	20,301	40,500	
USP Overtime	11,941.21	10,851.57	16,314.49	14,535	16,500	
General Reserve	-	-	-	24,911	-	
Subtotal	1,250,193.43	1,330,775.78	1,519,146.52	1,601,551	1,612,899	
Facilities: Other Expenses*						
Operations Services	-	-	1,527,315.27	1,730,073	1,782,072	
Subtotal	-	-	1,527,315.27	1,730,073	1,782,072	
TOTAL: DPS FACILITIES	1,250,193.43	1,330,775.78	3,046,461.79	3,331,624	3,394,971	
TOTAL	32,616,500.00	33,390,870.00	34,945,571.54	35,953,324	36,899,258	
Less Allocated Facility Costs*	-	-	31,899,109.75	32,621,700	33,504,287	
* Beginning in FY2013, the Schools' costs for Facilities maintenance and operations were allocated to Central Facilities. See Items 60-66. These costs are accounted for with the Dedham Public Schools budget for State and Federal reports.						
Regional School Districts						
108 Blue Hills Regional School District	700,877.00	842,650.00	910,376.00	973,390	1,453,067	1,410,353
109 Norfolk Agricultural School	-	-	56,000.00	68,000	65,380	42,964
TOTAL	700,877.00	842,650.00	966,376.00	1,041,390	1,518,447	1,453,317
TOTAL EDUCATION	33,317,377.00	34,233,520.00	32,865,485.75	33,663,090	35,022,734	34,757,605

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
COMMUNITY SERVICES						
Board of Health						
110 Personnel Services	201,989.31	208,684.58	213,579.45	218,597	297,833	239,720
111 Purchase of Services	769.79	976.37	723.54	3,600	3,600	3,600
112 Supplies	1,423.84	1,521.91	939.79	1,690	3,040	840
113 Other Charges & Expenses	10,130.89	10,479.07	10,582.95	13,125	12,818	2,160
114 Hazardous Waste Collection	12,311.00	5,836.00	7,740.00	9,043	9,043	9,043
TOTAL	226,624.83	227,497.93	233,565.73	246,055	326,334	255,363
Council On Aging						
115 Personnel Services	152,875.63	200,464.62	203,840.59	214,323	213,607	213,607
116 Purchase of Services	7,514.49	933.23	1,058.53	2,715	1,865	1,865
117 Supplies	6,079.01	5,906.45	4,485.27	10,198	5,900	5,900
118 Other Charges & Expenses	715.16	275.00	455.23	367	1,324	1,324
TOTAL	167,184.29	207,579.30	209,839.62	227,603	222,696	222,696
Youth Commission						
119 Personnel Services	242,352.18	194,103.57	232,475.25	242,690	253,419	253,419
120 Purchase of Services	350.63	2,171.28	1,795.70	2,975	2,975	2,975
121 Supplies	1,556.38	1,070.21	1,620.74	1,221	1,221	1,221
122 Other Charges & Expenses	6,602.33	5,697.13	6,300.00	6,660	360	360
TOTAL	250,861.52	203,042.19	242,191.69	253,546	257,975	257,975
Veterans Services						
123 Personnel Services	104,468.82	84,995.65	94,196.44	98,062	84,092	84,092
124 Memorial Day Program	5,002.27	5,494.27	5,421.21	5,350	6,000	5,700
125 Purchase of Services	2,296.96	1,411.28	1,178.98	5,000	5,000	5,000
126 Supplies	1,210.28	1,008.70	87.92	300	300	300
127 Other Charges & Expenses	205.18	297.17	2,998.79	2,183	2,712	3,365
128 Veterans Benefits	64,279.67	65,558.45	72,839.65	87,000	92,400	92,400
TOTAL	177,463.18	158,765.52	176,722.99	197,895	190,504	190,857
Library						
129 Personnel Services	753,947.15	757,905.19	730,199.46	783,352	868,465	808,275
130 Overtime & Substitutes	6,998.72	3,183.36	10,095.32	11,000	12,000	11,000
131 Books, Periodicals & Bindings	92,500.00	133,907.68	154,222.86	156,905	172,510	160,290

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
132 Purchase of Services	57,245.00	53,559.35	65,673.80	66,569	66,569	66,569
133 Supplies	12,000.00	17,524.27	21,796.64	16,865	16,865	15,865
134 Other Charges & Expenses	9,389.00	8,390.49	9,409.16	11,100	6,900	6,900
TOTAL	932,079.87	974,470.34	991,397.24	1,045,791	1,143,309	1,068,899
Parks & Recreation						
135 Personnel Services	510,153.69	512,272.15	514,753.94	520,772	534,834	526,143
136 Overtime & Substitutes	5,360.08	8,787.43	8,989.68	9,496	9,500	9,500
137 Purchase of Services	45,433.46	45,130.33	32,639.63	35,500	45,500	70,500
138 Supplies	85,933.63	93,070.09	101,538.03	97,288	95,663	87,863
139 Other Charges & Expenses	3,055.00	4,500.00	4,555.00	4,870	371	371
TOTAL	649,935.86	663,760.00	662,476.28	667,926	685,868	694,377
Endicott Estate*						
140 Personnel Services	161,096.64	168,048.05	87,461.22	98,546	133,177	133,177
141 Purchase of Services	40,472.01	29,268.50	8,992.80	11,380	10,535	15,415
142 Supplies	13,342.95	11,438.32	3,023.70	3,465	4,144	4,144
143 Other Charges & Expenses	377.00	377.00	-	1,694	1,175	1,175
TOTAL	215,288.60	209,131.87	99,477.72	115,085	149,031	153,911
* The FY2015 Endicott Estate operating budget is appropriated in Article 3. Article 19 proposes to create an Endicott Estate Enterprise Fund.						
Should Article 19 be approved, future Endicott Estate operating budgets will be appropriated in a separate article.						
Civic & Cultural Programs						
144 Civic Pride	5,100.00	4,725.00	4,725.00	10,000	10,000	10,000
145 Cultural Council	6,300.00	6,300.00	6,300.00	6,300	6,300	6,300
TOTAL	11,400.00	11,025.00	11,025.00	16,300	16,300	16,300
TOTAL COMMUNITY SERVICES	2,630,838.15	2,655,272.15	2,626,696.27	2,770,201	2,992,017	2,860,378
DEBT SERVICE						
Debt Service						
146 Principal & Interest On Debt	7,514,744.65	8,698,762.66	8,838,816.94	9,125,570	8,257,386	8,257,386
TOTAL	7,514,744.65	8,698,762.66	8,838,816.94	9,125,570	8,257,386	8,257,386
TOTAL DEBT SERVICE	7,514,744.65	8,698,762.66	8,838,816.94	9,125,570	8,257,386	8,257,386

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
EMPLOYEE BENEFITS						
Employee Benefits						
147 Pensions, Contributory	3,334,415.00	3,351,191.00	3,459,643.00	3,951,350	4,107,233	4,107,233
148 Pensions, Non-Contributory	31,164.00	24,683.78	15,599.68	15,000	15,000	15,000
149 Unemployment Payments	47,417.00	42,332.94	23,823.01	75,000	50,000	50,000
150 Insurance & Hospitalization	9,103,109.00	9,760,044.81	9,988,863.46	9,916,380	10,628,047	10,259,935
151 Medicare Tax	554,151.61	577,099.28	603,778.85	650,000	689,175	686,566
152 Bargaining Reserve	-	-	-	-	610,416	560,416
153 Deferred Compensation	-	-	-	-	19,500	19,500
TOTAL	13,070,256.61	13,755,351.81	14,091,708.00	14,607,730	16,119,371	15,698,650
TOTAL EMPLOYEE BENEFITS	13,070,256.61	13,755,351.81	14,091,708.00	14,607,730	16,119,371	15,698,650
OPERATING NON-CAPITAL	78,165,149.07	80,112,659.52	83,904,468.51	87,661,023	90,571,090	89,326,564

OPERATING CAPITAL

At the May 2013 Annual Town Meeting, the passage of Article 26 amended Town By-Laws Chapter 3, Section 9, Capital Expenditures Committee. This amendment defined "Operating Capital Expenditure" as a physical betterment costing at least \$10,000 with a useful life of at least three years, and directed that operating capital expenditures that are recurring, such as department vehicles, should be financed from the respective department operating budget in a separate line item.

The line items below are operating capital expenditures recommended for FY2015. In previous years, these requests would have been funded in Article 4, the Capital Improvement Plan. As a result, the annual operating budget in Article 3 will increase by the amounts voted below, and the annual capital budget will decrease by not including these operating capital expenditures.

Information Technology						
154 Hardware Replacements					100,000	100,000
155 Mobile Technology					30,000	-
TOTAL					130,000	100,000
Police						
156 Cruiser Replacements					152,000	152,000
157 Motorcycle Replacements					46,200	46,200
TOTAL					198,200	198,200

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Fire						
158 Department Vehicles					40,000	40,000
159 Rescue Equipment					109,000	104,000
160 Truck Equipment					38,500	30,000
TOTAL					187,500	174,000
Dedham Public Schools						
161 Computer Replacements					272,450	272,450
162 IT Data Center Cooling System					60,000	60,000
163 DHS Tennis Court Resurfacing					50,000	50,000
TOTAL					382,450	382,450
Facilities - Municipal Buildings						
164 Town Hall Interior Renovations**					50,000	-
165 Town Hall Building Systems***					50,000	-
166 Police Station Building Systems***					30,000	-
167 Main Fire Station Building Systems***					30,000	-
168 Public Works Interior Renovations**					50,000	50,000
169 Main Library Exterior Renovations*					30,000	30,000
170 Main Library Building Systems***					15,000	15,000
171 Mucciaccio Pool Interior Renovations**					20,000	20,000
172 Endicott Estate Exterior Renovations*					80,000	-
173 Endicott Estate Interior Renovations**					30,000	125,000
174 Vehicles & Equipment					225,000	75,000
TOTAL					610,000	315,000
					75,000 transferred from FY2014 Operating Budget, Utilities	
Facilities - School Buildings						
175 DHS Building Systems***					110,000	110,000
176 DMS Exterior Renovations*					50,000	30,000
177 DMS Building Systems***					20,000	20,000
178 Elem. School Exterior Renovations*					50,000	50,000
TOTAL					230,000	210,000

* Exterior Renovations: Improvements or repairs to building façades or exterior components such as paint, siding, roofs, and access points.

** Interior Renovations: Improvements or replacements for items such as floors, ceilings, walls, offices, windows, and doors.

*** Building Systems: Improvements or replacements for electrical, plumbing, heating, ventilation, air conditioning, and energy systems.

A detailed description of project requests and recommendations is included in the Appendix.

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
Engineering						
179 Computer Workstations					15,000	15,000
			7,500 transferred from FY2015 Sewer Enterprise Fund			
			7,500 transferred from FY2014 Operating Budget, Supplies			
TOTAL					15,000	15,000
Public Works						
180 Communications System					85,000	85,000
181 Brookdale Cemetery Improvements					25,000	25,000
182 Village Cemetery Improvements					50,000	50,000
				37,500 transferred from Perpetual Care		
TOTAL					160,000	160,000
Parks & Recreation						
183 Parks Lighting & Security					71,050	25,500
184 Pool Equipment & Maintenance					15,000	12,000
185 Parks & Recreation Equipment					19,000	19,000
TOTAL					105,050	56,500
Endicott Estate						
186 Historic Renovation & Restoration					15,000	-
TOTAL					15,000	-
TOTAL OPERATING CAPITAL					2,033,200	1,611,150
OPERATING NON-CAPITAL						
	78,165,149.07	80,112,659.52	83,904,468.51	87,661,023	90,571,090	89,326,564
OPERATING CAPITAL					2,033,200	1,611,150
TOTAL OPERATING BUDGET	78,165,149.07	80,112,659.52	83,904,468.51	87,661,023	92,604,290	90,937,714

Department Line Item	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 Budget	FY2015 Request	FY2015 Fin.Com.
<p>In addition to the projects recommended for funding as operating capital, the projects below were presented to the Capital Expenditures Committee but do not meet the new definition of capital improvements. These were considered by the Finance Committee, and funding recommended within non-capital operating line item appropriations above as follows:</p>						
Town Administrator/Board of Selectmen						
Records Management Program					50,000	10,000
Interactive Online Budget Program					25,000	-
Information Technology						
Software Programs					60,000	20,000
Economic Development						
East Dedham Square Redesign					10,000	-
Police						
Online Reporting Program					13,000	-
Parks & Recreation						
Geotechnical Study for Manor Fields					25,000	25,000
Parks & Recreation Master Plan Study					50,000	-

4. FY2015 CAPITAL IMPROVEMENT PLAN –REQUIRES 2/3RD VOTE

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

Item	Department Capital Project	Request	Recommended Funding Source		
			Borrowing	Sewer	Total
1	Information Technology Software License Renewal	289,000	289,000		289,000
		289,000	289,000	-	289,000
2	Facilities - School Buildings Exterior Door Replacements	150,000	150,000	-	150,000
3	DHS Foyer Renovation	155,000	-	-	-
4	DHS & Greenlodge Ceilings	300,000	300,000	-	300,000
		605,000	450,000	-	450,000
5	Fire Engine 4	525,000	500,000	-	500,000
		525,000	500,000	-	500,000
6	Schools Network Infrastructure Upgrade	128,270	128,270	-	128,270
		128,270	128,270	-	128,270
7	Engineering Design Rustcraft Road Sidewalk	300,000	300,000	-	300,000
8	Inflow & Infiltration	1,000,000	-	1,000,000	1,000,000
		1,300,000	300,000	1,000,000	

					1,300,000
	Public Works				
9	Roads Program	1,500,000	1,500,000	-	1,500,000
10	Sidewalks & Miscellaneous Repairs	500,000	400,000	-	400,000
11	Drain & Sewer Repairs	600,000	-	600,000	600,000
12	Gateway to the Manor	550,000	-	-	-
13	Motor Vehicles & Heavy Equipment	240,000	240,000	-	240,000
		3,390,000	2,140,000	600,000	2,740,000
	Council On Aging				
14	Senior Center	8,000,000	-	-	-
		8,000,000	-	-	-
	TOTAL	14,237,270	3,807,270	1,600,000	5,407,270

Voted: That \$1,600,000 be raised through Sewer Enterprise Fund revenues to fund Items 8 and 11.

That the Town appropriate \$289,000 to pay costs of software licensing renewal, indicated as Item 1 in the chart entitled “FY2015 Capital Improvement Plan” under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(29) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

That the Town appropriate \$450,000 to pay costs of replacing various school building doors (\$150,000) and replacing ceilings at Dedham High School and the Greenlodge School (\$300,000) indicated as Items 2 and 4 in the chart entitled “FY2015 Capital Improvement Plan” under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3A) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

That the Town appropriate \$500,000 to pay costs of purchasing and equipping a Fire Engine, indicated as Item 5 in the chart entitled, “FY2015 Capital Improvement Plan” under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(9) of the General Laws, or

any other enabling authority, and to issue bonds or notes of the Town therefor.

That the Town appropriate \$128,270 to pay costs of network infrastructure upgrades for the School Department, indicated as Item 6 in the chart entitled, "FY2015 Capital Improvement Plan" under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Sections 7(28) and 7(29) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

That the Town appropriate \$300,000 to pay costs of designing the Rustcraft Road Sidewalk, indicated as Item 7 in the chart entitled "FY2015 Capital Improvement Plan" under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(22) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

That the Town appropriate \$2,140,000 to pay costs of roadway improvements (\$1,500,000), sidewalk and miscellaneous repairs (\$400,000) and purchasing various motor vehicles and heavy equipment (\$240,000) as indicated as Items 9, 10, and 13 on the chart entitled, "FY2015 Capital Improvement Plan" under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Sections 7 and 8 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

5. ELECTED OFFICIALS SALARIES - REQUIRES A MAJORITY VOTE

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

Voted: that the salaries of elected officials be fixed as follows for Fiscal Year 2015, provided however, under the revised Charter approved by the voters at the April 12, 2014 Annual Town Election, only elected incumbents holding office as of the date of the election may receive the compensation set forth below:

Board of Selectmen, Chair	\$818
Board of Selectmen, Other Members	\$518
Town Clerk*	\$90,912
Board of Assessors, Each Member	\$2,300
Board of Health, Each Member	\$350

* Includes Certification Stipend and Deferred Compensation

BY UNANIMOUS VOTE

6. TRANSFER FROM PRIOR YEARS SPECIAL ARTICLES - REQUIRES A MAJORITY VOTE

ARTICLE SIX: *By the Finance Committee:* To see if the Town will vote to transfer unexpended balances from line items of special articles of prior years to fund expenses for Fiscal Year 2015, or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

7. APPROPRIATION FOR PRIOR YEARS BILLS – REQUIRES A 4/5 VOTE

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

Voted: That the following sums of money be raised and appropriated to meet expenses of a prior year: \$44.25 for payment to WB Mason, \$341.00 for payment to Eagle Graphics, and \$580.00 for payment to the Government Finance Officers’ Association.

DECLARED VOTED BY 4/5 VOTE BY THE MODERATOR

8. LINE ITEM TRANSFERS FOR CURRENT FISCAL YEAR – REQUIRES A MAJORITY VOTE

ARTICLE EIGHT: *By the Finance Committee:* VOTED To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2013 Annual Town Meeting (FY2014) or any other article thereof; or to take any other action relative thereto.

Voted: That the following sums of money, totaling \$1,039,250, be transferred from current appropriations as scheduled on the following chart to meet additional expenses for the current fiscal year.

From:			To:			
Department	Line Item	Amount	Department	Line Item	Amount	
1	Personnel Services	8,000	Finance	Purchase of Services	9,000	
2	Other Charges & Expenses	1,000				
3	Debt Service	Interest on Short-Term Debt	40,000	Finance Comm.	Reserve Fund	40,000
4	Facilities	Supplies	7,500	Central Purchasing	Supplies	7,500
5	Finance	Personnel Services	16,500	Legal	Purchase of Services	50,000
6	Legal	Litigation & Damages	15,000			

7	Norfolk Agricultural School	Norfolk Agricultural School	8,000			
8	Human Resources	Personnel Services	4,000			
9	Council On Aging	Supplies	4,000			
10	Board of Selectmen	Other Charges & Expenses	2,500			
11	Board of Assessors	Overlay Surplus, 1998	10,000	Legal	Special Litigation / Town Counsel	30,000
12		Overlay Surplus, 2002	10,000			
13		Overlay Surplus, 2003	10,000			
14	Police	Personnel Services	14,000	Police	Supplies	14,000
15	Fire	Personnel Services	50,000	Fire	Overtime	82,500
16		Purchase of Services	15,000			
17	Central Purchasing	Overtime	5,000			
18	Board of Assessors	Substitutes	4,986			
19	Norfolk Agricultural School	Norfolk Agricultural School	4,014			
20	Dispatch	Purchase of Services	3,500			
21	Facilities	Utilities	50,000			
22	Street Lighting	Street Lighting	50,000			
23	Debt Service	Interest on Short-Term Debt	235,000	Snow & Ice	Snow & Ice Deficit	700,500
24	Free Cash	N/A	75,500			
25	Central Purchasing	Non-Capital Equipment	75,000			
26	Rubbish & Recycling	Rubbish & Recycling Contract	70,000			
27	Employee Benefits	Unemployment	65,000			
28	Facilities	Purchase of Services	50,000			
29	Facilities	Utilities	34,000			
30	Board of Selectmen	Property & Liability Insurance	30,000			

31	Employee Benefits	Medicare Tax	20,000			
32	Central Purchasing	Overtime & Sick Incentive	20,000			
33	Board of Selectmen	Purchase of Services	10,000			
34	Finance	Personnel Services	7,750			
35	Sealer of Weights & Measures	Personnel Services	5,000			
36	Norfolk Agricultural School	Norfolk Agricultural School	2,500			
37	Human Resources	Personnel Services	750			
38	Human Resources	Personnel Services	5,750	Board of Health	Personnel Services	5,750
			1,039,250			1,039,250

BY UNANIMOUS VOTE

9. GENERAL STABILIZATION FUND, APPROPRIATION – REQUIRES A 2/3 VOTE

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

Voted: That the sum of \$250,000 be raised and appropriated to the General Stabilization Fund.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

10. SPECIAL PURPOSE STABILIZATION FUNDS, CREATION – REQUIRES A MAJORITY VOTE

ARTICLE TEN: *By the Town Administrator at the request of the Director of Finance.* **VOTED** To see if the Town will vote to create one or more special purpose stabilization funds and to specify the purpose or purposes thereof, or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

11. SPECIAL PURPOSE STABILIZATION FUNDS, DEPOSIT FUNDS – REQUIRES A 2/3 VOTE

ARTICLE ELEVEN: *By the Town Administrator at the request of the Director of Finance.* **VOTED:**

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

Voted: On a New Original Motion; That \$405,614.03, an amount equal to local meals excise receipts of the 12/31/2013 and 3/31/2014 distributions from the Commonwealth to the Town, be raised and appropriated, and that \$196,170.66, an amount equal to one third of room occupancy tax receipts of the 12/31/2013 and 3/31/2014 distributions from the Commonwealth to the Town, be raised and appropriated, and that such amounts be deposited into the Robin Reyes Major Capital Facilities Stabilization Fund, created under Articles 6 and 7 of the November 16th 2009 Special Town Meeting.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

12. SPECIAL PURPOSE STABILIZATION FUNDS, APPROPRIATION - REQUIRES A MAJORITY VOTE

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

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

13. LEASE/PURCHASE AGREEMENTS – REQUIRES A MAJORITY VOTE

ARTICLE THIRTEEN: *By the Finance Committee:* VOTED: To see whether the Town will vote to authorize one or more lease/purchase agreements for certain described municipal equipment by certain Town departments as budgeted by them, and to be set forth in a recommendation of the Finance Committee for such term of time and upon such terms as the board authorized to enter into such contract shall deem appropriate, provided that such lease/purchase(s) be made in accordance with the provisions of applicable Town By-laws, and provided further, that each such lease/purchase be subject to annual appropriation, or to take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

14. REPORTS OF TOWN COMMITTEES – REQUIRES A MAJORITY VOTE

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

Voted: That the Town accept the report of the Senior Center Site Committee.

BY MAJORITY VOTE

Voted: On a motion by Brian M Keaney to give extensions to the Building, Planning Construction Committee and Town Concussion Committee allowing them to have committee reports at the next Annual or Special Town Meeting. **BY MAJORITY VOTE**

15. DEPARTMENTAL REVOLVING FUNDS –REQUIRES MAJORITY VOTE

ARTICLE FIFTEEN: To see if the Town will vote to authorize the use of the following revolving funds pursuant to G.L. c.44, Section 53E ½ for the fiscal year beginning July 1, 2014 to be credited with receipts from the following revenue sources, to be expended under the authority and direction of the following agencies or officials, for the following stated purposes, not to exceed the following spending limits, respectively:

FUND	REVENUE SOURCE	AUTHORITY TO SPEND FUNDS	SPENDING LIMIT
Pool Fund	Pool User Fees	Parks & Recreation Director	\$225,000
Firearms Fee Fund	Firearms Permits	Police Chief	\$5,000
Police Cruiser Fee Fund	Fees for police cruisers used at private details	Police Chief	\$20,000
Surplus Vehicle and Equipment Fund	Receipts from sale of surplus vehicles and equipment	Town Administrator	\$75,000
Board of Health Programs	Various Health Clinics & Tobacco Related Fines	Health Director	\$10,000
Dedham Recycling Program	Recycling User Fees	Town Administrator	\$8,000
Council on Aging Programs	Fees from Various Council on Aging Programs	Council on Aging Director	\$8,000
Recreation	Receipts from recreational programs, including dog park	Parks and Recreation Director	\$175,000
Sustainability Fund	Donations and Fees	Town Administrator	\$2,500

Veterans' Fund	Receipts from all Veterans Programs	Veterans' Agent	\$5,000
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or to take any other action relative thereto.

Voted: That the Town authorize the use of revolving funds pursuant to Massachusetts General Law Chapter 44 §53E ½ for the fiscal year beginning July 1, 2014 to be credited with receipts from the designated revenue sources, to be expended under the authority and direction of the designated agencies or officials for the stated purposes, not to exceed the spending limits respectively as presented in the chart set forth in the warrant under Article 15.

BY UNANIMOUS VOTE

16. CERTIFICATION OF ALL REAL AND PERSONAL PROPERTY VALUES – REQUIRES MAJORITY VOTE

ARTICLE SIXTEEN: *By the Board of Assessors.* To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money to provide for the triennial certification of all Real and Personal Property located within the Town of Dedham, as required by the Massachusetts General Laws, AND to allow for specialized services and support documenting the basis of the values, if required, or take any other action relative thereto.

Voted: That the sum of \$100,000 be raised and appropriated for the Board of Assessors certification of all Real and Personal Property values located within the Town of Dedham as required by Massachusetts General Laws.

BY UNANIMOUS VOTE

17. SEWER ENTERPRISE FUND, BUDGET AND APPROPRIATION –REQUIRES MAJORITY VOTE

ARTICLE SEVENTEEN: *By the Town Administrator at the request of the Finance Director.* To see whether the Town will adopt a budget relative to the Sewer Enterprise Fund, or take any other action relative thereto.

Voted: That the following sums be appropriated to operate the Sewer Enterprise Fund:

Revenues	
Sewer Revenues	7,575,000
Sewer Mitigation Funds	25,000
TOTAL REVENUES	7,600,000
Expenses	

Direct Costs Appropriated in Article 17:

MWRA Assessment	5,028,656
Sewer Mitigation	25,000
Total Direct Costs	5,053,656

	Subtotal	<u>1,600,000</u>
	Total Indirect Costs	<u>2,546,344</u>
TOTAL DIRECT & INDIRECT COSTS		7,600,000

Further, that the \$946,344 be raised and appropriated in Article 3 and the \$1,600,000 raised and appropriated in Article 4 and allocated to the Sewer Enterprise fund for funding.

BY UNANIMOUS VOTE

18. ENDICOTT ESTATE ENTERPRISE FUND CREATION, BUDGET, AND APPROPRIATION – REQUIRES MAJORITY VOTE

ARTICLE EIGHTEEN: *By the Town Administrator.* To see if the Town will vote to accept the provisions of G.L. c.44, §53F½ for the purpose of creating an Endicott Estate Enterprise Fund, to be effective for FY2015, and further, to see whether the Town will adopt a budget relative to the Endicott Estate Enterprise Fund, or take any other action relative thereto.

Voted: That the Town accept the provisions of Chapter 44, §53F½ of the Massachusetts General Laws establishing the Endicott Estate as an enterprise fund effective fiscal year 2015; and further to establish the annual operating budget for the Endicott Estate Enterprise, with revenues as set forth below, and expenditures as appropriated under Article 3 for the fiscal year 2015:

Revenues		
	Endicott Estate Rentals	250,000
	Contributions & Donations	10,000
	General Fund Subsidy	436,822
	TOTAL REVENUES	<u>696,822</u>
Expenses		
140	Endicott Estate, Personnel Services	133,177
141	Endicott Estate, Purchase of Services	15,415
142	Endicott Estate, Supplies	4,144
143	Endicott Estate, Other Charges & Expenses	1,175
	Direct Costs, Endicott Estate	<u>153,911</u>
	TOTAL INDIRECT COSTS	<u>394,854</u>
	TOTAL DIRECT & INDIRECT COSTS	696,822

BY UNANIMOUS VOTE

19. ACQUISITION OF AMES SCHOOL PROPERTY –REQUIRES 2/3 VOTE

ARTICLE NINETEEN: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, for general municipal purposes, all or a portion of the land and improvements identified in the Assessors' records as 450 Washington Street, shown as Lot 107 on Assessors' Map 108 and described in the deed recorded with the Norfolk County Registry of Deeds in Book 10442, Page 47 (the Ames School property), and further to raise and appropriate, transfer, or borrow a sum of money for the acquisition, improvement, renovation, demolition, construction/ reconstruction, and equipping of

said real property and for the improvement, renovation, demolition, construction/reconstruction and equipping of that real property now owned by the Town located at 26 Bryant Street (Town Hall), 436 Washington Street (Main Fire Station) and 434 Washington Street, a portion of which sum may be used, as determined by the Board of Selectmen, to pay a deposit to secure the purchase of 450 Washington Street, and for all costs necessary and related to said acquisition and projects as described above; and further, to transfer the care, custody, management and control of the lands identified as 26 Bryant Street and 436 Washington Street, from such board and for such purposes as such land is presently held, to the Board of Selectmen for general municipal purposes; and to authorize the Board of Selectmen to apply for, accept, and expend any grants or loans in connection herewith, to enter into all agreements, execute any and all documents, and take all action necessary to carry out this project, or take any other action relative thereto.

Voted: That the Board of Selectmen is authorized to acquire by gift, purchase or eminent domain, for general municipal purposes, all or a portion of the land and improvements identified in the Assessors' records as 450 Washington Street, shown as Lot 107 on Assessors' Map 108 and described in the deed recorded with the Norfolk County Registry of Deeds in Book 10442, Page 47 (the Ames School property), and that the sum of Twenty-Eight Million, Two Hundred and Fifty Thousand Dollars (\$28,250,000) is appropriated to pay costs of the acquisition, improvement, renovation, demolition, construction/ reconstruction, and equipping of said real property and for the improvement, renovation, demolition, construction/reconstruction and equipping of that real property now owned by the Town located at 26 Bryant Street (Town Hall), 436 Washington Street (Main Fire Station) and 434 Washington Street, a portion of which sum may be used, as determined by the Board of Selectmen, to pay a deposit to secure the purchase of 450 Washington Street, and for all costs necessary and related to said acquisition and projects as described above;

all for the purpose of creating, in phases, a Municipal Campus in the Town Center on the above-referenced properties to consist of a new Senior Center and Town Hall in the Ames School in Phase I, a new Police Station in the existing Town Hall in Phase II, and a new or renovated Main Fire Station in approximately its present location in Phase III, provided that additional funding for Phase III remains to be appropriated;

that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Sections 7(3) and 7(3A) of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor, it being further anticipated that debt service for such borrowing will be paid by appropriations transferred from the Robin Reyes Major Capital Facilities Stabilization Fund; and further, to transfer the care, custody, management and control of the lands identified as 26 Bryant Street and 436 Washington Street, from such board and for such purposes as such land is presently held, to the Board of Selectmen for general municipal purposes; and to authorize the Board of Selectmen to apply for, accept, and expend any grants or loans in connection herewith, to enter into all agreements, execute any and all documents, and take all action necessary to carry out this project.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

20. ACQUISITION OF PROPERTY AT 180 RUSTCRAFT ROAD-REQUIRES MAJORITY VOTE

ARTICLE TWENTY: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, for general municipal purposes, all or a portion of the land and improvements thereon, identified in Assessors' records as 180 Rustcraft Road and shown as Lot 1, Map 164, and described in the deed filed with the Norfolk Registry District of the Land Court as document no. 1,278,738, and further to raise and appropriate, transfer, or borrow a sum of money for the acquisition, renovation, reconstruction, and equipping of said real property and improvements thereon, a portion of which sum may be used, as determined by the Board of Selectmen, to pay a deposit to secure the purchase; and to authorize the Board of Selectmen to apply for any grants or loans in connection herewith, to enter into all agreements, execute any and all documents, and take all action necessary to carry out this project, or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

21. 347 HIGH STREET AS LOCATION OF NEW POLICE STATION – REQUIRES MAJORITY VOTE

ARTICLE TWENTY-ONE: *By the Town Administrator at the request of the Building, Planning and Construction Committee.* To see if the Town will vote to approve 347 High Street (former St. Mary's Parking Lot), Dedham, MA as the location to construct a new Police Station facility, or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY MAJORITY VOTE

22. RESCIND AUTHORIZATION FOR UNISSUED BORROWING – REQUIRES MAJORITY VOTE

ARTICLE TWENTY-TWO: *By the Town Administrator at the request of the Treasurer-Collector.* To see if the Town will vote to rescind the authorized but unissued \$4,000,000 balance of the \$12,000,000 borrowing approved under Article 4 of the May 17, 2010 Annual Town Meeting Warrant for Energy Management Improvements, remodeling, reconstructing, and extraordinary repairs to various Town and School buildings and equipment, including costs incidental, or related thereto, which balance is no longer required to complete the project for which it was authorized, or to take any other action relative thereto.

Voted: That the Town rescind the \$4,000,000 balance of the \$12,000,000 borrowing authorization approved under Article 4 of the May 17, 2010 Annual Town Meeting Warrant for Energy Management Improvements, remodeling, reconstructing, and extraordinary repairs to various Town and School buildings and equipment, including costs incidental, or related thereto, which is no longer required to complete the project for which it was authorized.

BY UNANIMOUS VOTE

23. ZONING BY-LAW: JERSEY BARRIERS – REQUIRES 2/3 VOTE

ARTICLE TWENTY-THREE: *By Selectman James A. MacDonald at the Request of the Ad-Hoc Jersey Barrier Study Committee.* To see if the Town will vote to amend Section 3.2 of the Zoning

By-laws, Special Accessory Uses in All Districts, by adding the following section:

3.2.3 Jersey Barriers

The Board of Appeals may, upon application, and after a duly authorized hearing under the General Laws, grant permits for jersey barriers hereafter placed on any land within the town which shall be used for a period six (6) months in the aggregate, for any one year. The Board of Appeals may also grant permits for a longer period of time by special exception to the terms of this section in harmony with the zoning regulations and statutes, or to do or act on anything else in relation thereto.

Jersey barriers may be placed along a public road construction site for the duration of said project with a Street Opening Permit issued by the Director of Public Works and without the review and/or approval of the Board of Appeals. All State Agencies placing jersey barriers on State Roads are exempt. The location of such jersey barriers shall conform to the requirements set forth by the Director of Public Works and be consistent with the Manual on Uniform Traffic Control Devices (MUTCD).

Jersey barriers may be placed along a private road construction site or on a private property construction site with a building project for the duration of said project, not to exceed 6 months, with a building permit issued by the Building Commissioner and without the review and/or approval of the Board of Appeals. The location of the jersey barriers on a lot shall conform to the setback requirement of the district unless authorized by the Board of Appeals.

or take any other action relative thereto.

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

24. ZONING BY-LAW: MEDICAL MARIJUANA OVERLAY DISTRICT– REQUIRES 2/3 VOTE

ARTICLE TWENTY-FOUR: *By the Planning Board.* To see if the Town will vote to amend the Dedham Zoning By-laws by adding the following new section:

SECTION 11. MEDICAL MARIJUANA OVERLAY DISTRICT

11.0 Medical Marijuana Overlay District

Section 11.1. HISTORY

By Initiative Petition 11-11 (Question #3 on the November 6, 2012), the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana **FOR MEDICAL PURPOSES.**

Section 11.2. PURPOSE

Provide for the location/placement of Registered Marijuana Dispensary(s), in accordance with the Humanitarian Medical Use of Marijuana Act, G.L. c.94C, App. §1-1, et seq., in locations determined suitable for lawful medical marijuana facilities and to minimize adverse impacts of Registered Marijuana Dispensary(s) on adjacent properties, residential neighborhoods, historic

districts, churches and religious facilities, schools, playgrounds, ball fields, recreation areas, and other areas where minors congregate by regulating the siting, design, placement, security, and removal of Registered Marijuana Dispensary(s).

Section 11.3. ESTABLISHMENT

11.3.1. Effective July 1, 2014, the Medical Marijuana Overlay District (“MMOD”) is

established as a district that overlays the underlying zoning districts, so that any parcel of land lying in the MMOD shall also continue to lie in one or more of the other zoning districts as it was previously classified, as provided for in this Zoning By-law. Land and buildings in the MMOD may be used for any purpose permitted as of right or by special permit in the underlying district, and all requirements of the underlying zoning district shall remain in full force and effect, except as may be specifically superseded herein.

11.3.2. Land within the MDOD may be used either for (1) a Registered Marijuana Dispensary (“RMD”), pursuant to a special permit as provided herein, in which case the requirements set forth in this section shall apply; or (2) a use allowed in the underlying district, in which case the requirements of the underlying district shall apply.

11.3.3. The boundaries of the MMOD are depicted on the Zoning Map on file with the Town Clerk.

11.3.4. No RMD shall be established except in strict compliance with the provisions of this Section.

11.3.5. Nothing in this By-law shall be construed to supersede or alter federal and state laws governing the sale and distribution of narcotic drugs.

Section 11.4. DEFINITIONS

11.4.1. Where not otherwise expressly defined in the Zoning By-law, terms used in the MMOD By-law shall be interpreted as defined in the Humanitarian Medical Use of Marijuana Act, G.L. c.94C, App. §1-1, et seq. and the Department of Public Health Regulations promulgated thereunder, 105 CMR 725.001, et seq., and otherwise by their plain language.

11.4.2. Registered Marijuana Dispensary (RMD): Also known as a Medical Marijuana Treatment Center (MMTC), means a not-for-profit entity certified by the Commonwealth of Massachusetts Department of Public Health pursuant to 105 CMR 725.100, to acquire, cultivate, possess and process, which term includes the development of related products such as edible marijuana-infused products (“MIPs”), tinctures, aerosols, oils, or ointments, and pursuant to which certification is authorized to transfer, transport, sell, distribute, dispense, or administer marijuana, products containing marijuana, related supplies, or educational materials “registered qualifying patients or their personal caregivers.” Unless otherwise specified, RMD refers to the site(s) of dispensing, cultivation, and preparation of marijuana included within said certification.

Section 11.5. LOCATION

11.5.1. RMDs shall only be located within the MMOD pursuant to a special permit as provided in §11.6 below, subject to the following limitation:

No RMD may be located within three hundred 300 feet of the following:

- a. Schools, including a public or private elementary, vocational, or secondary school or a public or private college, junior college, or university;
- b. Child care facility;
- c. Playground or ball fields;
- d. Youth center;
- e. Similar facility in which minors commonly congregate; and,
- f. Churches or religious facilities.

11.5.2. The distance under this section is measured in a straight line from the nearest point of the property line of the protected use(s) identified in Section 11.5 to the nearest point of the property line of the proposed RMD.

11.5.3 The distance requirement may be reduced by no more than 10 percent, but only upon the following specific findings by the SPGA:

- a. The applicant demonstrates that the RMD would otherwise be effectively prohibited within the municipality; and
- b. The applicant demonstrates that the RMD shall employ adequate and sufficient security measures to prevent distribution of medical marijuana to any persons who are not qualifying patients pursuant to 105 CMR 725.004.

Section 11.6. PROCEDURE

11.6.1. Special Permit Granting Authority

The Planning Board shall be the Special Permit Granting Authority (SPGA) for the RMD special permit.

11.6.2. Application

In addition to the materials required under 9.3 Special Permits, and all material required by §9.5.4 and §9.5.5, the applicant shall submit the following as part of the RMD special permit application:

- a. A copy of its current registration as an RMD from the Massachusetts Department of Public Health (“DPH”) and, if applicable, whether the applicant has other licensed registered RMDs; if so, where and whether the applicant has ever had its registration rejected or rescinded and why;
- b. A detailed floor plan of the premises of the proposed RMD;
- c. Identification of the square footage available and description of the functional areas of the RMD, including areas for preparation of any MIP.
- d. A complete description of all security measures to be implemented, including employee screening and security policies, as approved by DPH for the RMD in accordance with 105 CMR 725.110, which shall be reviewed and approved by the Police Chief prior to issuance of the special permit. The Police Department shall be provided a direct connection to the video surveillance for the RMD.

- e. A copy of the emergency procedures approved by DPH for the RMD, and at least a quarterly program for review of such procedures.
- f. A copy of the policies and procedures for patient or personal caregiver home- delivery approved by DPH for the RMD.
- g. Copy of the policies and procedures for the transfer, acquisition, or sale of marijuana between RMDs approved by DPH.
- h. A copy of proposed waste disposal procedures.
- i. A copy of any waivers from DPH regulations issued for the RMD.

11.6.3. The SPGA shall refer copies of the application to the Building Department, Fire Department, Police Department, Board of Health, Conservation Commission, Engineering Department, and Department of Public Works. Such boards or departments shall review the application and shall submit their written recommendations. Failure to make recommendations within 45 days of referral of the application shall be deemed lack of opposition.

11.6.4. After notice and public hearing and consideration of application materials, consultant reviews, public comments, and the recommendations of other town boards and departments, the SPGA may act upon such a permit.

SECTION 11.7. SPECIAL PERMIT CONDITIONS

11.7.1. General Conditions

The SPGA shall impose conditions as it reasonably deems appropriate and necessary to improve site design, carry out, traffic and parking flow, public safety, protection of water quality, air quality, and significant environmental resources, preserve the character of the surrounding area and neighborhood, and otherwise serve the purpose of this section.

In addition, the RMD must be constructed so as to:

- a. Comply with the requirements of the Zoning By-laws as they relate to dimensional requirements, parking, loading, and landscape requirements, and all other provisions of this By-law; and,
- b. Provide for the convenience and safety of vehicular and pedestrian movement on the site and for the location of driveway openings in relation to street traffic; and,
- c. Provide for the convenience and safety of vehicular and pedestrian movement off the site, if vehicular and pedestrian traffic off-site can reasonably be expected be substantially affected by on-site changes; and,
- d. Provide adequate arrangements and numbers of parking and loading spaces in relation to the proposed use of the premises, including designated parking for home delivery vehicle(s), as applicable; and,
- e. Provide appropriate design and appearance of proposed buildings, structures, freestanding signs, screening and landscaping; and

- f. Provide adequate water supply, surface, and subsurface drainage and light.

11.7.2. Special Conditions

The following specific conditions shall apply to every special permit granted under this By-law:

11.7.2.1. No smoking, burning or consumption of any product containing marijuana or marijuana-related products shall be permitted on the premises of a RMD, other than permitted by 105 CMR 725(N)(8).

11.7.2.2. The hours of operation, including hours for dispatch of home deliveries as determined and approved by the SPGA.

11.7.2.3. The RMD shall be designed to minimize any adverse visual impact on abutting properties.

11.7.2.4. The permit holder shall file a copy of any Incident Report required under 105 CMR 725.110(F) with the Building Commissioner and the SPGA within 24 hours of the incident. Such reports may be redacted as necessary to comply with any applicable state or federal laws and regulations.

11.7.2.5. The permit holder shall file a copy of any summary cease and desist order, cease and desist order, quarantine order, summary suspension order, order limiting sales, notice of a hearing, or final action issued by DPH or the Division of Administrative Law Appeals, as applicable, regarding the RMD with the Zoning Enforcement Officer and SPGA within forty eight (48) hours of receipt by the RMD.

11.7.2.6. The permit holder shall file with Building Commissioner and Chief of the Police Department, the name, telephone number and electronic mail address of a contact person in the event that such person needs to be contacted after regular business hours to address an urgent issue. Such contact information shall be kept updated regularly by the permit holder, and if there is a change to the contact person, it shall be updated immediately and forwarded to the Building Commissioner and Chief of Police.

11.7.2.7. This special permit shall lapse within five (5) years of its issuance. If the permit holder wishes to renew the special permit, an application to renew the special permit must be submitted at least 180 days prior to the expiration of the special permit.

11.7.2.8. The special permit shall be limited to the current applicant and permit holder, and shall lapse if the permit holder ceases operating the RMD.

11.7.2.9. The special permit shall be null lapse upon the expiration or termination of the applicant's registration by DPH.

11.7.2.10. The permit holder shall notify the Building Commissioner and SPGA in writing within 48 hours of the cessation of operation of the RMD or the expiration, or immediately upon termination of the permit holder's registration with DPH.

SECTION 11.8. Prohibition Against Nuisance:

No use shall be allowed in the MMOD which creates a nuisance to abutters or to the surrounding area, or which creates any hazard, including but not limited to, fire, explosion, fumes, gas, smoke,

odors, obnoxious dust, vapors, offensive noise or vibration, flashes, glare, objectionable effluent or electrical interference, which impairs the normal use and peaceful enjoyment of any property, structure or dwelling in the area.

or take any action relative thereto.

Voted: On a New Original Motion: That it be so voted,

AS DECLARED VOTED BY THE MODERATOR 2/3RD MAJORITY

25. ZONING BY-LAW: MEDICAL MARIJUANA OVERLAY DISTRICT MAP-REQUIRES 2/3 VOTE

ARTICLE TWENTY-FIVE: *By the Planning Board.* To see if the Town will vote to amend the Dedham Zoning By-laws Section 2.1.2, Overlay Districts, by inserting the following as a new overlay district entitled Medical Marijuana Overlay District (“MMOD”) as depicted on a plan on file with the Town Clerk, and numbering accordingly:

The Medical Marijuana Overlay District (“MMOD”) is established as a district that overlays the underlying districts, so that any parcel of land lying in the MMOD shall continue to lie in one or more of the other zoning districts in which it was previously classified, as provided for in this Zoning By-law.

or take any other action relative thereto.

Voted: That it be so voted.

AS DECLARED VOTED BY MODERATOR 2/3RD MAJORITY

26. ZONING BY-LAW: WIRELESS COMMUNICATION - REQUIRES 2/3 VOTE

ARTICLE TWENTY-SIX: *By the Planning Board.* To see if the Town of Dedham will vote to amend the Zoning By-laws Section 8.3.3 by adding the following new language in bold print:

8.3.3 Applicability.

Other provisions of this Zoning By-law notwithstanding, the regulations set forth herein shall apply to the construction, erection and/or placement of Wireless Communications Links within the Town of Dedham. **Replacement of existing Wireless Communication Link reception and transmission devices, accessory mechanical, electronic, or telephonic equipment, fixtures, wiring and protective covering customary and necessary to operate such wireless communication equipment except for monopoles and lattice towers that support such Wireless Communication Link devices shall be exempt from review by the Zoning Board of Appeals and the Design Review Advisory Board; however, they are subject to Section 8.3.5 review.** These provisions shall be effective as of April 14, 1997, provided that a Wireless Communication Link shall be exempt from the provisions of this Section and shall be governed by the rest of the By-law if application to the Building Commissioner or Zoning Board of Appeals for a building permit or zoning relief has been made prior to the first notice of hearing before the

Planning Board for adoption of this Section, and either (a) no zoning relief is required, or (b) any required zoning relief is thereafter granted by the Zoning Board of Appeals; provided construction work under such building permit is commenced within six (6) months of the date of such permit and proceeds in good faith continuously so far as is reasonable practicable.

or take any action relative thereto.

Voted: That it be so voted. **AS DECLARED BY THE MODERATOR 2/3RD MAJORITY**

27. ZONING BY-LAW: DIMENSIONAL REQUIREMENTS – REQUIRES 2/3 VOTE

ARTICLE TWENTY-SEVEN: *By the Planning Board.* To see if the Town of Dedham will vote to amend the Zoning By-laws, Footnotes to Table of Dimensional Requirements, by deleting the strikethrough language and adding the new language in bold print as follows:

*1. (Applies to GR General Residence District): Frontage: 50 ft., except 90 ft. for a two-family home, ~~and 30 ft. per dwelling unit in a row house;~~ Lot Width at front and rear building lines: 90 ft. **for a two family home**, except 50 ft. for a single family home ~~use, and 30 ft. per dwelling unit in a row house;~~ Lot Area: 11,000 sq. ft., except 7,500 sq. ft. for a single-family home., ~~and 5,000 sq. ft. per dwelling unit in a row house;~~

or take any other action relative thereto.

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

28. ZONING BY-LAW: ARTS OVERLAY DISTRICT – REQUIRES 2/3 VOTE

ARTICLE TWENTY-EIGHT: *By the Planning Board and Economic Development Director Karen O'Connell.* To see if the Town will vote to amend the Dedham Zoning By-laws by adding the following new section:

12.0 Arts Overlay District (AOD)

12.1 Purpose:

The Arts Overlay District (AOD) is established to encourage the development, preservation and enhancement of Arts-Related Uses, particularly within East Dedham. The district shall preserve and enhance the area as a center for a variety of retail, business services, housing, and office uses and promote a strong pedestrian character and scale throughout the district.

12.2 Conflict:

Development in the AOD shall be governed by the By-laws underlying zoning district except when developing arts-related uses. For projects incorporating Arts-Related Uses hereunder, certain exceptions may be allowed; in the event of conflicts, the standards with this section shall be applied:

12.3 AOD Boundaries:

The boundaries of the AOD are depicted on the Zoning Map on file with the Town Clerk.
or take any other action relative thereto.

Voted: That it be so voted. **AS DECLARED BY THE MODERATOR 2/3RD MAJORITY**

29. ZONING BY-LAW: ARTS OVERLAY DISTRICT MAP-REQUIRES 2/3 VOTE

ARTICLE TWENTY-NINE: *By the Planning Board.* To see if the Town will vote to amend the Town of Dedham Zoning Map by adding a new overlay district entitled Arts Overlay District (AOD) depicted on a plan on file with the Town Clerk; or take any action relative thereto.

Voted: That it be so voted. **AS DECLARED BY THE MODERATOR 2/3RD MAJORITY**

30. ZONING BY-LAW: HISTORIC PRESERVATION OVERLAY DISTRICT-REQUIRES 2/3 VOTE

ARTICLE THIRTY: *By Attorney and Precinct Seven Town Meeting Representative Peter A. Zahka, II, on behalf of Peter Smith, 18 Westfield Street, Dedham, MA.* To see if the Town will vote to amend the Dedham Zoning By-laws and the Dedham Zoning Map by adding a new overlay district entitled Historic Preservation Overlay District (HPOD) as depicted on a plan on file with the Town Clerk, as follows:

1. Add the following as a new Overlay District to Section 2.1.2 (Overlay Districts) in proper sequential order:

Historic Preservation Overlay District (HPOD) superimposed over the other zoning districts or part thereof so that the provisions of this By-law pertaining to such underlying districts remain in effect, except where the HPOD regulations impose different or additional, greater or more restrictive requirements.

2. Add the following new Section 8.4 Historic Preservation Overlay District after Section 8.3:

8.4 HISTORIC PRESERVATION OVERLAY DISTRICT

8.4.1 Purpose.

1. Encourage the preservation and continued use of buildings and structures of historic and architectural significance.
2. Encourage the adaptive re-use of such buildings and structures by broadening and modifying use and dimensional regulations that may otherwise impede historic and architectural preservation efforts.

8.4.2 Establishment

1. The Historic Preservation Overlay District (HPOD) is established as a district that overlays the underlying districts, so that any parcel of land lying in the HPOD shall also lie in one or more of the other zoning districts in which it was previously classified, as provided for

in this Zoning By-law. Land, building, and structures in the HPOD may be used for all purposes permitted as of right or by special permit in the underlying district, and all requirements of the underlying district shall remain in full force and effect, except as may be specifically superseded herein.

2. The HPOD shall include Dedham Board of Assessors' map and block (parcel) numbers 91-4, 91-5, 91-7-1020, 91-8, 91-9, 91-26A, 91-26B, 91-42, 91-44, 91-45, 91-47, 91-48, 107-58, 107-64, 107-65, 107-66, 107-105, 107-108, and 107-109.

8.4.3 Applicability and Eligibility

A conversion of an existing historic building or structure for multi-family residential use may be allowed by Special Permit under this Section 8.4 only if such building or structure or the lot upon which such building or structure is located satisfy the following:

1. The original building or structure was constructed prior to 1900.
2. The lot contains a minimum of 20,000 square feet of land and was established by plan or deed recorded prior to the adoption of this Section 8.4.
3. The building or structure contains a minimum of 12,000 gross square feet of floor area.

8.4.4 Special Permit Granting Authority

The Planning Board shall be the Special Permit Granting Authority (SPGA) for all applications and projects under this Section 8.4. If such application or project also requires other Special Permits, the Planning Board shall be the SPGA for all such Special Permits.

8.4.5 Historic Preservation Special Permit

The SPGA may grant a Special Permit for the conversion of an eligible building or structure for multi-family residential use upon a determination that the following conditions and criteria have been satisfied:

1. All dwelling units must be located within a single eligible building or structure; provided, however, that the floor area of said building or structure may be expanded by not more than ten (10%) percent of the gross floor area existing on the date of the adoption of this Section 8.4. New construction of elevators or stairways shall be excluded from the calculation of the percentage of such expansion.
2. Not more than six (6) dwelling units shall be allowed in any such eligible building or structure.
3. Except as otherwise provided herein, the dimensional requirements set forth in the Table of Dimensional Requirements (Table 2) and the off-street parking requirements of Section 5 shall not be applicable but shall be determined and specified by the SPGA in the Special Permit after due consideration of the historical and architectural preservation efforts, the unique characteristics of the lot and building or structure, and adequate protection of abutting properties and uses.
4. 1.5 parking spaces shall be provided for each dwelling unit which may include parking within enclosed structures.

5. With the exception of elevators or stairways any additions or expansions to such eligible building or structure shall comply with applicable yard requirements for the SRB Zoning District.
6. Maximum height requirements shall not apply to such eligible building or structure; provided, however, any additions or enlargements shall not exceed the current height of the eligible building or structure or 38 feet, whichever is greater.
7. Collection and disposal of all refuse and recycling material shall be provided privately.
8. The building or structure shall be connected to municipal water and sewer systems if the same are present in the abutting street. All costs associated with the installation of such services shall be borne by the developer or applicant.
9. One-story detached accessory buildings or structures to be used as private garages and/or to house snow removal, lawn, maintenance and recreational equipment may be allowed subject to Section 8.4.5.3 above.

8.4.6 Site Plan Review

All applications under this Section 8.4 shall be subject to Minor Site Plan Review which shall be conducted by the Planning Board as part of the Special Permit process.

or take any other action relative thereto.

Voted: That it be so voted, with the following language added to 8.4.2 Establishment, Section 2, after 107-109:

as shown on the map entitled Historic Preservation Overlay District on file with the Town Clerk.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

31. BY-LAW: FINANCIAL POLICIES-REQUIRES MAJORITY VOTE

ARTICLE THIRTY-ONE: *By the Board of Selectmen at the request of the Financial Policies Study Committee.* To see if the Town will vote to amend the Revised By-laws of the Town of Dedham, by adding a new By-law as set forth below, and further to authorize the Town Clerk to identify and assign an appropriate number for said By-law as provided by Section 1-5 of the Revised By-laws.

Section __. Financial Policies

Recognizing the importance of sound financial policies and continuity in their application, the policy makers and senior management of the Town of Dedham have adopted broad policies. Although the basic principles that were previously adopted still guide the Town's financial management, policies continue to be evaluated based upon our experience and changes in law, the economy and market conditions. The codification of these principles demonstrates our resolve to affirm to Town meeting and the taxpayers that Dedham will continue to conduct business on a fiscally responsible basis. The policies that have been established are:

1. Overall Financial Policy

2. Debt Management Policy
3. Investment Policy
4. Capital Policy and Process

These policies will be reviewed and updated every 5 years or as required and will be endorsed by the Town Administrator, Town Treasurer, Finance Director, Superintendent of Schools, Board of Selectman, Finance Committee and School Committee.

or take any other action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

32. BY-LAW: PUBLIC COMMENT PERIOD-REQUIRES MAJORITY VOTE

ARTICLE THIRTY-TWO: *By Precinct Three Town Meeting Representative Brian M.B. Keaney.* To see if the Town will vote to add a new chapter as follows to the By-laws, to be assigned a number by the Town Clerk:

Section 1: All meetings of a multiple member body shall include time set aside for residents to make comment on matters within the jurisdiction of the body. Such time shall be as near to the beginning of the agenda as possible and convenient.

Section 2: Each multiple member body may, by vote, establish appropriate rules of order and procedure governing the public comment portion of their meetings, including limits on the amount of time each person may speak.

or take any other action relative thereto.

Voted: On a substitute motion made by Brian Keaney and Town Meeting Member Mary Gilbert that is so be voted.

A STANDING COUNT VOTE WAS TAKEN
YES – 137
NO - 81

BY MAJORITY VOTE

ARTICLE NUMBER 32 DISAPPROVED BY ATTORNEY GENERALS OFFICE NOVEMBER 13, 2014

33. BY-LAW: LAYING OUT & IMPROVEMENTS TO PRIVATE WAYS-REQUIRES MAJORITY VOTE

ARTICLE THIRTY-THREE: *By Selectman Michael L. Butler and Planning Board Member Michael Podolski.* To see if the Town will vote to amend the Revised By-laws of the Town of Dedham by deleting Section 250-7, Repairs and Improvements to Private Ways, in its entirety and replacing it with the following:

Section 250-7. Temporary Repairs to Private Ways

The Director of Public Works may, at his discretion, undertake such

action as may be necessary to keep private ways which have been open to public use for a period in excess of ten (10) years passable for emergency vehicles.

This By-law shall not be construed so as to allow complete repaving or rebuilding projects for any private way, nor shall any such repairs exceed in cost the amount of one thousand five hundred dollars (\$1,500) for any given private way in any given fiscal year.

The liability limit of the Town for any claim arising from any such work on any private way shall be Five Thousand Dollars (\$5,000).

Section 250-8. Laying Out and Improvements of Private Ways

Owners of land abutting any private way that is open to public use may petition the Board of Selectmen to lay out and accept such way as public and improve such way to standards acceptable to the Board of Selectmen. The Board may determine to approve such petition and establish standards for the improvement of such way in accordance with a policy implemented by said Board after due notice and hearing. The following conditions shall be met:

- a. 100% of the owners of land abutting on the private way or who otherwise own any part of the way shall agree to the laying out and acceptance of the way as public and the construction of such improvements to the way as the Board of Selectmen shall determine.
- b. 100% of said owners shall agree to pay such portion of the cost of laying out and improving the private way as the Board of Selectmen may determine to assess as a betterment, which assessment may be up to and including 100% of such costs. Such costs shall include the costs to the Town of ascertaining ownership of the way and related properties and obtaining such property rights as are necessary to public use and maintenance of the way. Said betterment assessment shall be equally assessed on all benefited properties if all benefited properties are existing or potential single family lots and otherwise shall be assessed proportionately pursuant to G.L. c.80, and pursuant to G.L. c.80, §13, interest shall be at a rate equal to 2% above the rate of interest chargeable to the Town for the project to which the assessments relate, as determined by the Town Treasurer. All improvements and/or assessments shall be in accord with applicable Massachusetts General Laws.
- c. Prior to any expenditure by the Town on construction, said owners and all others specially benefited by such layout and improvement or owning property in which rights must be acquired by the Town for use and maintenance of such ways shall, as applicable: (i) release the Town from all liability in connection with the project; (ii) agree to indemnify and hold harmless the Town from all claims of injury or damage by third parties; (iii) grant to the Town and its agents, contractors and employees a license to enter the way to perform the project; (iv) agree to provide for the ongoing maintenance and repair of said way unless and until said way shall be accepted as a public way; (v) waive rights to appeal the amount of the betterment assessment pursuant to G.L. c.80, §§5-10A; and (vi) waive claims for damages from any taking of land or easements for public way purposes in connection therewith, such agreement to be acknowledged by a notary public and to be binding upon successors and assigns of such property owners.

- d. Upon completion of the layout of the way as a public way by the Board of Selectmen, including referral of such layout to the Planning Board for its recommendation and filing of the layout plan with the Town Clerk pursuant to G.L. c.82, §§21-24, such private way shall be submitted to the next Annual Town Meeting for acceptance by the Town as a public way.

or take any other action relative thereto.

Voted: That it be so voted

BY UNANIMOUS VOTE

34. BY-LAW: TERM OF ACCOUNTING FIRM FOR ANNUAL TOWN AUDIT-REQUIRES MAJORITY VOTE

ARTICLE THIRTY-FOUR: *By the Town Administrator at the request of the Director of Finance.* To see if the Town will vote to amend the Revised By-laws of the Town of Dedham, Section 39-13.B, by revising said section to extend the possible term of service of an accountant or firm of accountants from a maximum of six years out of every nine, to a maximum of 10 years, provided that the Board of Selectmen makes a separate finding that such service is in the best interests of the Town (with the language to be inserted shown in bold text and the language to be deleted shown in strike through text), as follows:

Immediately following the dissolution of the annual town meeting, the Town Administrator shall select the accountant or firm of accountants to conduct the annual town audit; provided, however, that the board of selectmen may contract with such accountant or firm for up to three (3) consecutive years of auditing services; ~~provided, further, that no person or firm may be selected to perform such audit for more than six (6) ten (10) years in succession, provided, however, that no person or firm may be appointed for more than six (6) years in succession, nor for more than six (6) years out of every nine (9) ten (10), unless the town administrator finds that it is in the best interests of the town for such person or firm to be so appointed, and the board of selectmen concurs with such finding.~~

or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

35. PROPERTY TAX DEFERRAL FOR SENIORS PROGRAM INTEREST RATE-REQUIRES MAJORITY VOTE

ARTICLE THIRTY-FIVE: *By Precinct Seven Town Meeting Representatives Mary Gilbert and Cheryl Schoenfeld and Precinct One Town Meeting Representative Marie-Louise Kehoe.* To see if the Town will vote to reduce the rate of interest that accrues on property taxes deferred by eligible seniors under M.G.L. c.59, §5, Clause 41A, the so called Property Tax Deferral for Seniors program, from 8.0% to 3.0%, with such reduced rate to apply to taxes assessed for fiscal years beginning on or after July 1, 2014, or take any action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

36. PROPERTY TAX EXEMPTION CLAUSE ACCEPTANCE - REQUIRES MAJORITY VOTE

ARTICLE THIRTY-SIX: *By Precinct Seven Town Meeting Representatives Mary Gilbert and Cheryl Schoenfeld and Precinct One Town Meeting Representative Marie-Louise Kehoe.* To see if the Town will vote to accept the provisions of G.L. c.59, §5, clause Forty-first D, which increases annually the limits applicable under the provisions of G.L. c. 59 §5, clause Forty-first C to gross receipts and whole estate, real and personal, by an amount equal to the increase in the Consumer Price Index published by the United States Department of Labor for such years, or take any other action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

37. CREATE SPECIAL FUND FOR AID TO THE ELDERLY AND DISABLED – REQUIRES MAJORITY VOTE

ARTICLE THIRTY-SEVEN: *By Precinct Seven Town Meeting Representatives Mary Gilbert and Cheryl Schoenfeld and Precinct One Town Meeting Representative Marie-Louise Kehoe.* To see if the Town will vote, consistent with its 1999 Annual Town Meeting vote to accept the provisions of G.L. c.60, §3D, to confirm said acceptance and establish a special fund, to be known as the “Aid to the Elderly and Disabled Taxation Fund” to which receipts shall be credited through a “check off” on municipal or motor vehicle excise tax bills, or through a form mailed with such bills, for the purpose of defraying the real estate taxes of elderly and disabled persons of low income, and in connection therewith, to create a Taxation Aid Committee, to include the Chairman of the Board of Assessors, the Treasurer-Collector and three residents of the Town to be appointed by the Board of Selectmen, for the purpose of adopting rules and regulations to carry out the provisions of G.L. c.60, §3D and to identify the recipients of such aid, or take any other action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

38. TRANSFER OF LAND FROM SCHOOL COMMITTEE TO BOARD OF SELECTMEN – REQUIRES MAJORITY VOTE

ARTICLE THIRTY-EIGHT: *By Precinct Two Town Meeting Representative Mark Engdahl.* To see if the Town will transfer the care, custody, maintenance, and control of the land or interests in the land shown as Lot 26 a plan by Henry A. Sherman and William J. Sullivan, Civil Engineers dated December 17, 1912, filed with the Land Registration Office of Norfolk County as Plan No. 2747B , owned by the Town, and currently under the care, custody, maintenance, and control of the School Committee, or such other board as may have custody of said property, to the Board of Selectmen for purposes of conveying and granting an license or easement in, under, and over said land for driveway purposes to the owner of the real estate known and number as 28 Hillside Road, Dedham, MA, and to further authorize the Board of Selectmen to convey and grant such license or easement in, under, and over said land to said owner of the real estate known and number as 28 Hillside Road, Dedham, MA, or take any other action relative thereto.

Voted: On a New Original Motion: That it be indefinitely postponed.

BY UNANIMOUS VOTE

39. TRANSFER OF LAND FROM BOARD OF SELECTMEN FOR SENIOR CENTER PURPOSES TO PARKS & RECREATION COMMISSION FOR RECREATIONAL PURPOSES - REQUIRES 2/3 VOTE

ARTICLE THIRTY-NINE: *By Precinct One Town Meeting Representative Marie-Louise Kehoe.* To see if the Town will vote, pursuant to Massachusetts General Laws, Chapter 40, Section 15A, to transfer from the Board of Selectmen for Senior Center purposes to the Dedham Parks and Recreation Commission for recreational purposes the care, custody, management and control of a portion of the so-called Striar Property, which portion is shown as "Parcel A 122,861 sq. ft. 2.82 acres" on a plan entitled "Plan of land showing proposed changes in use/care/custody of a portion of 'Manor Estates' Sprague Street, Dedham, MA," dated September 27, 2004, prepared by the County of Norfolk Engineering Department (on file with the Town Clerk), or take any other action relative thereto.

Voted: That it be so voted. **AS DECLARED BY THE MODERATOR 2/3RD MAJORITY**

40. AUTHORIZE LIBRARY TRUSTEES TO APPLY FOR STATE GRANT-REQUIRES MAJORITY VOTE

ARTICLE FORTY: *By the Board of Library Trustees.* To see if the Town will vote to authorize the Trustees of the Dedham Public Library to apply for, accept and expend a state grant of \$50,000.00 from the Massachusetts Board of Library Commissioners for a feasibility study for a library building planning and design project, or take any other action relative thereto.

Voted: That it be so voted. **BY UNANIMOUS VOTE**

41. RETIREMENT BOARD: RETIREES COST OF LIVING ADJUSTMENT-REQUIRES MAJORITY VOTE

ARTICLE FORTY-ONE: *By the Dedham Retirement Board.* To see if the Town will vote pursuant to the provisions of G.L. c.32, §103(j), to approve the acceptance by the Dedham Retirement Board of an increase of \$1,000 in the maximum base amount on which the cost-of living adjustment is calculated for pension payments, which would increase such base amount from \$12,000 to a base amount of \$13,000, and which, once accepted, may not be revoked, or take any other action relative thereto.

Voted: That it be so voted. **BY UNANIMOUS VOTE**

42. RETIREMENT BOARD: MEMBERS INDEMNIFIED FROM DAMAGES-REQUIRES MAJORITY VOTE

ARTICLE FORTY-TWO: *By the Dedham Retirement Board.* To see if the Town will vote to accept the provisions of G.L. c.32, §20A to provide for indemnification of members of the Dedham Retirement Board in the event a civil action is defended or settled by an attorney employed by said Board, for all expenses incurred in connection with the defense, and for damages "to the same extent as provided for public employees as provided in" G.L. c.258, "provided, however,

that the claim arose out of acts performed by such member or members while acting within the scope of his official duties; and provided, further, that no member of a retirement board shall be indemnified for expenses incurred in the defense of an action, or damages awarded in such action, in which there is shown to be a breach of fiduciary duty, an act of willful dishonesty or an intentional violation of law by such member”, or take any other action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

43. CHARTER: CARE, CUSTODY, AND CONTROL OF TOWN FACILITIES AND PROPERTY – REQUIRES MAJORITY VOTE

ARTICLE FORTY-THREE: *By the Board of Selectmen.* To see if the Town will vote to authorize the Board of Selectmen to seek special legislation to amend the Town Charter to clarify the authority of the Town Administrator with respect to the rental, use, maintenance and repair of Town facilities and property, including that rental and use of Library property should be under the jurisdiction of the Library Trustees, while maintenance and repair of all property and buildings, including that held or used for park and recreation or Library purposes, and excluding that held by the School Committee and Conservation Commission, shall be the responsibility of the Town Administrator, by revising Articles 3 and 4 as follows:

Revise Section 4-2(h), applicable to the powers and duties of the Town Administrator, by deleting the strikethrough text and inserting the bold text:

To have full jurisdiction over the rental and use of all Town facilities and property **except the Library which shall be under the jurisdiction of the Board of Library Trustees under Section 3-6, and facilities and property under the control-respective jurisdiction** of the School Committee and the Conservation Commission. The Town Administrator shall be responsible for the maintenance and repair of all Town buildings, ~~and facilities placed under the town administrator's control by this Charter, by By-law, by vote of the town or otherwise~~ **and property, including that held or used for Library purposes as provided in Section 3-6(b) or park and recreation purposes as provided in Section 3-9(b); and, subject to the terms of any agreement with the Town Administrator, for the maintenance and repair of the buildings, facilities and property under the control of the School Committee or Conservation Commission.**

Revise Section 3-6(b), applicable to the powers and duties of the Board of Library Trustees, by inserting the underlined text:

The Board of Library Trustees shall have general charge of the care and management of town libraries, and of all property of the town relating thereto. The Board of Library Trustees shall have all of the powers and duties which are given to library trustees under the constitution and laws of the commonwealth, **provided, however, that the Town Administrator shall have responsibility for maintenance and repair of all buildings, facilities, and property held or used Library purposes as provided in Section 4-2(h)**, and shall have such additional powers and duties as may be authorized by the Charter, by By-law or by other vote of the town meeting.

Revise Section 3-9(b), applicable to the powers and duties of the Parks and Recreation Commission, by inserting the underlined text:

The Parks and Recreation Commission shall conduct and promote recreation, play, sport, physical education and other programs to meet the leisure time needs of the community and shall have all powers, duties and trusts which are conferred or imposed on park commissions and recreation commissions under the constitution and laws of the commonwealth; **provided, however, that the Town Administrator shall have responsibility for maintenance and repair of all buildings, facilities, and property held or used for park and recreation purposes as provided in Section 4-2(h).** The commission shall consider the needs of all age groups in the development of programs. The commission have such additional powers and duties as may be authorized by the Charter, By-law or by other vote of the town meeting.

provided, however, that any motion made hereunder may make certain minor changes to numbering, grammar or the like as a result of the action of the voters on the amendments to the Charter approved at the November 18, 2013 Special Town Meeting; and, provided further that General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

Voted: On a New Original Motion; To authorize the Board of Selectmen to submit to the General Court a petition for special legislation to amend the Town Charter, Section 4-2(h), applicable to the powers and duties of the Town Manager, by deleting the text of said section and inserting in place thereof the following:

To have full jurisdiction over the leasing of all Town facilities. The Town Manager shall have full jurisdiction over the use of all Town facilities and property except property under the control of the School Committee, the Board of Library Trustees, the Parks and Recreation Commission and the Conservation Commission. The Town Manager shall be responsible for the maintenance and repair of all Town buildings and facilities, other than those under the control of the School Committee, the Board of Library Trustees, the Conservation Commission, and the parks and fields in the custody of the Parks and Recreation Commission.

and that while the Board of Selectmen shall hereby be authorized to determine the proper form of the bill prior to submission to the General Court, such bill shall include a so-called "voter acceptance" provision requiring that prior to taking effect any amendment approved hereunder and enacted by the General Court be presented to the voters of the entire Town at an election; provided further that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

BY MAJORITY VOTE

44. EAST DEDHAM REVITALIZATION COMMITTEE-REQUIRES MAJORITY VOTE

ARTICLE FORTY-FOUR: *By Town Meeting Representatives Anne Geier, Charlie Krueger, Dave Roberts, Rita Mae Cushman, Steven Davey, and Brian M.B. Keaney on behalf of the Mother Brook Community Group.*

To see if the Town will vote to establish an East Dedham Revitalization Committee to consist of one member of the Planning Board or their designee, one member of the Board of Selectmen or their designee, two Town Meeting representatives from Precinct Three appointed by the Moderator, one Town Meeting representative from Precinct Six appointed by the Moderator, and two members of the Mother Brook Community Group, with the Director of Economic Development and the Planning Director to serve as non-voting, ex officio members. The Committee shall propose to Town Meeting, the Board of Selectmen, and other boards and committees measures to improve the economic development, zoning, and natural and cultural resources of East Dedham, or take any other action relative thereto.

Voted: That it be so voted.

BY UNANIMOUS VOTE

45. POLICY TO REGULATE USE OF AUTOMATIC LICENSE PLATE READERS-REQUIRES MAJORITY VOTE

ARTICLE FORTY-FIVE: *By Precinct Three Town Meeting Member Brian M.B. Keaney.* To see if the Town will vote to instruct the Board of Selectmen to adopt a set of policies and procedures regulating the use of Automatic License Plate Readers by the Police Department. The policies shall take into account the Readers' ability to assist the police in investigating and solving crimes, but shall place a priority on protecting the civil liberties, privacy, and rights of law abiding citizens. Said policies shall include, at a minimum, the purposes for which the Readers may be used, limits on the amount of time data obtained by the Readers can be stored, and who may access the data.

Said policies shall also be placed on the Police Department's website and reported back to the Town Meeting no later than the 2015 Annual Meeting.

or take any other action relative thereto.

Voted: That it be indefinitely postponed.

BY UNANIMOUS VOTE

ATTENDANCE 5/19/2014

Present	First Name	Last Name	Term Exp	Precinct
X	MARTHA	ABDELLA	2015	1
X	CLAIRE	ARONSON	2016	1
X	HAROLD M.	BAND	2016	1
	WILLIAM L.	BLISS	2017	1
X	SYLVIA	CHAPLAIN	2016	1
X	FREDERICK T.	CIVIAN	2015	1
X	K. MARIE	CLARKE	2016	1
	THOMAS C.	COCHRAN, JR.	2016	1
X	ROBERT W.	DESMOND	2015	1
X	MARY JANE	DEVINS	2015	1
X	DIANE	DIBIASIO	2016	1
X	MARGARET R.	DUNCAN	2017	1
X	ELIZABETH B.	EMERY	2017	1
X	JAY L.	FIALKOW	2016	1
	ANDREA	GILMORE	2017	1
X	SUSAN S	HICKS	2015	1
X	JENNIFER	HYDE	2017	1
X	HANA	JANJIGIAN HEALD	2017	1
X	JENNIFER B.	JORDAN	2017	1
X	GREGORY J.	JUNDANIAN	2015	1
X	MARIE-LOUISE	KEHOE	2015	1
X	MARY	KEOUGH	2017	1
X	ALEXANDER K.	LEITH	2015	1
X	ELIZABETH F.	MARTIN	2016	1
X	HOPE C	MCDERMOTT	2015	1
X	SUSAN U.	MCINTOSH	2017	1
	STEPHEN G.	MOORHEAD	2017	1
X	HOWARD	OSTROFF	2017	1
X	HAROLD	PARRITZ	2016	1
X	MAY H	POLLY-PIERCE	2017	1
X	EVE R.	POPKIN	2016	1
X	JESSICA	PORTER	2017	1
X	EDWARD P.	ROBERTS, JR.	2015	1
X	JOAN	ROME	2016	1
X	ROBERT L.	SANDMAN	2015	1
	JANET	SCARI BECKER	2016	1
X	FRANCES E.	SHAER	2015	1
X	FRANCES BOLTON	WILMERDING	2016	1
X	FRED H	WOFFORD	2015	1

Present	First Name	Last Name	Term Exp	Precinct
X	JACQUELYN K.	BLASI	2016	2
X	CARL E.	BONVINI	2016	2
X	KENNETH C.	BRAGG	2016	2
X	PAUL J.	BRENNAN	2016	2
X	ELLEN	BURNS	2015	2
X	MAURICE C.	BURNS	2015	2
	CONSTANTINE P.	CALLIONTZIS	2017	2
X	NANCY J.	CLEMENT	2015	2
X	BETH G.	CORMACK	2016	2
	PATRICIA M.	CRONIN	2015	2
X	NEIL F.	CRONIN, JR.	2015	2
X	JOHN	DONAHOE	2016	2
	JOHN J.	DONOVAN, JR.	2016	2
X	MARK E.	ENGDAHL	2017	2
X	PATRICIA	GIROUARD	2015	2
X	MARY C.	HATHAWAY	2015	2
X	JANET	HOLMES	2016	2
X	CAROLYN A.	JENKINS	2017	2
X	BRENDAN	KEOGH	2017	2
X	KRISTINA J.	KRUG	2017	2
X	STEPHEN M.	MACDOUGALL	2017	2
X	RYAN	MCDERMOTT	2016	2
X	ERIK J.	MEYER-CURLEY	2016	2
X	SUNSHINE	MILLEA	2017	2
X	ANTHONY P. JUJU	MUCCIACCIO, JR.	2015	2
X	PAUL S.	MULLEN	2017	2
X	JUDITH A.	PIAZZA	2015	2
X	MARTHA N.	PODOLSKI	2015	2
X	PAUL D.	PODOLSKI	2015	2
X	RUSSELL W.	POOLE	2017	2
X	KEVIN	PRESTON	2016	2
X	MICHAEL	PROVOST	2017	2
X	CHRISTINE M.	ROSS	2017	2
X	FREDERICK J.	ROSS	2017	2
	DONALD R.	SAVI	2015	2
X	JANET F.	SEBAGO	2015	2
X	JAMES M.	SULLIVAN	2017	2
X	DIMITRIA	SULLIVAN	2016	2
X	MICHAEL J.	WALTER	2016	2

Present	First Name	Last Name	Term Exp.	Precinct
X	GLENN S.	BIEDERMAN	2016	3
X	THOMAS M.	BONCEK	2017	3
	VIRGINIA L.	BROBST	2017	3
X	WILLIAM C.	BROBST III	2016	3
X	JAIME	BROGAN	2017	3
X	JASON P.	BROGAN	2017	3
X	ELLEN	BRUDER-MOORE	2016	3
	MARISA J.	CAMPANELLA	2015	3
	ROBERT A.	CAMPANELLA, JR.	2015	3
X	LLOYD L.	CUSHMAN	2015	3
X	RITA MAE C.	CUSHMAN	2015	3
X	STEVEN R.	DAVEY	2016	3
X	DEANA L.	DELLOIACONO	2015	3
X	JOSEPH A.	DINEEN	2015	3
	LINDA	DINEEN	2015	3
X	HEIDI A.	DINEEN-SERPIS	2017	3
X	FRANCIS D.	FITZGERALD	2017	3
X	LINDA	GALANTE MCKEE	2016	3
X	ANNE M.	GEIER	2017	3
X	KENNETH P	GILCHRIST	2015	3
X	STEPHEN D	HEASLIP	APPT	3
X	FREDERICK W.	JOHNSON, JR.	2017	3
X	PRISCILLA H.	KARLGREN	2016	3
X	STEVEN	KARLGREN	2016	3
X	CHARLES K.	KRUEGER	2015	3
X	KENNETH	LOGAN	2016	3
X	FREDERICK C.	MATTHIES	2015	3
	DONALD	MCKEE	2016	3
X	CHRISTINA	MCKEE	2016	3
X	DANIEL	MEGAN	2017	3
X	KENNETH M.	NUTTING	2015	3
X	THERESA C.	O'CONNOR-HEISLER	2015	3
X	LINWOOD	PUTNEY	2017	3
X	ANTONIO	REDA	2016	3
X	GERALDINE	ROBERTS	2017	3
X	DAVID L.	ROBERTS	2016	3
X	MARK	SERPIS	2017	3
X	BARBARA A.	SMITH	2016	3
X	MAUREEN L.	TETI	2015	3

Present	First Name	Last Name	Term Exp	Precinct
X	F.P	BASS	APPT	4
X	DIANNE M.	BAUER	2016	4
X	BRAD	BAUER	2015	4
X	CHRISTINE J.	BETHONEY	2017	4
	ROBERT L.	BLACK	2015	4
X	PATRICIA	CARIOFILES	APPT	4
X	JOAN C.	CUMMINS	2017	4
X	JOSEPH A.	D'AMICO	2016	4
X	ROBERT M.	DRISCOLL	2016	4
X	JAMES S.	DRISCOLL	2015	4
X	SUSAN P.	FAY	2015	4
X	JAMES G.	FAY, JR.	2016	4
	JOSEPH E.	FINDLEN	2015	4
X	ROBERT J.	FRASCA, JR.	2017	4
X	ANTHONY J.	FREITAS	2017	4
X	RONALD S.	GARLICK	2017	4
X	WILLIAM J.	GORMAN	2015	4
X	JENNIFER E.	GREANEY	2017	4
X	KEVIN F.	HAMPE	2015	4
X	RONALD E.	HATHAWAY	2016	4
	EDWARD J.	HICKEY	2017	4
X	MARY ELIZABETH	KELLY	2016	4
	PAUL E.	LYONS, JR.	2015	4
X	WILLIAM J.	MCELHINNEY, JR.	2016	4
X	MARY J.	MCGOURTY	2016	4
X	JOHN J.	MCISAAC	2016	4
X	ANN LOUISE	MERCER	2017	4
X	EILEEN J.	NEWELL	2017	4
X	ELIZABETH A.	OUELLETTE	2017	4
X	ROBERT P.	OUELLETTE	2017	4
X	GEORGE A.	PAGLIUCA	2017	4
X	RICHARD P.	RADOSTA	2017	4
X	KATHLEEN	SCHORTMANN	2016	4
X	ROBERT A.	SCHORTMANN	2015	4
X	DONALD W.	SEAGER	2015	4
X	EMILY	WEILAND	2016	4
	TRACEY A.	WHITE	2015	4
X	MARCIA JANE	WITHIAM WILSON	2016	4
X	ROBERT P.	ZAHKA, JR	2015	4

Present	First Name	Last Name	Term Exp	Precinct
X	FRANCIS E.	ADAMS	2016	5
	MARIA	ANTONUCCIO	2017	5
X	WILLIAM O.	CARNEY	2016	5
X	BARBARA M.	CARNEY	2015	5
X	JOSEPH S.	CASALI	2016	5
X	KATHERINE	CASEY	2015	5
X	JOAN	CONNORS	2015	5
X	ROBERT E.	CURRAN	2016	5
	CAROLE R.	DONOVAN	2015	5
	RICHARD P.	DOWNING	2016	5
X	EUGENE F.	FAVRET	2016	5
X	ROSE M.	FAVRET	2016	5
	JOHN J.	GILLIS	2016	5
X	KEITH P.	HAMPE	2016	5
X	MICHELLE	HOLMES-LABADINI	2017	5
X	MICHAEL L.	HUFF	2016	5
X	J. KEVIN	HUGHES	2017	5
X	MICHAEL	HUMPHREY	2015	5
X	MONICA	LINARI	2015	5
X	SARAH	MACDONALD	2017	5
X	GEMMA W.	MARTIN	2015	5
X	MARIANNE T.	MARTIN	2017	5
X	PAUL J.	MCGOWAN	2017	5
X	DIANE	MCLEISH	2015	5
X	JOHN E.	NOLAN	2016	5
X	ELIZABETH	O'DONNELL	2017	5
	SHEILA M.	O'LEARY	2016	5
X	DOREEN	PACHECO LABRECQUE	2016	5
X	CHARLES	PAPSADORE, JR.	2015	5
X	LAURA	PARK	2017	5
	PAUL M.	RIORDAN	2015	5
X	MARIE T.	RIZZO	2017	5
X	LAWRENCE J.	ROONEY	2015	5
X	ROSEMARY H.	ROONEY	2015	5
	HEATHER J.	SPRINGER	2017	5
X	PETER A.	SPRINGER	2017	5
X	DANIEL P.	TEAHAN	2017	5
X	DOROTHY J.	VICTORIA	2017	5
X	SUSAN N.	WEBSTER	2015	5

Present	First Name	Last Name	Term Exp	Precinct
X	GAYLE D.	ALBERICO	2016	6
X	CYNTHIA S.	BARICH	2016	6
X	LYNDSAY P.	BARICH	2016	6
X	SHEILA A.	BOWLER	2017	6
	ROBERT F.	CHAFFEE, JR.	2015	6
X	JANINE	CLIFFORD-MURPHY	2017	6
X	THOMAS J.	CLINTON	2015	6
	THOMAS M.	CONNORS	2016	6
X	DOMINIC	DIVIRGILIO, JR.	2015	6
X	JOAN	DONOVAN	2016	6
X	CHERYL M	FISH	2017	6
X	ROBERT J.	FISH	2017	6
X	BARBARA A.	GULA	2016	6
X	AMY M.	HAELSEN	2015	6
X	THOMAS J.	HEALY	2015	6
X	MICHELE M	HEFFERNAN	2017	6
X	VIRGINIA M	HICKEY	2017	6
X	MICHAEL	KELLER	APPT	6
X	EILEEN	KELLY	2016	6
X	MARJORIE L	KILROY	2017	6
X	MELISSA F.	KINCH	2016	6
X	ANDREW	LAWLOR	2015	6
X	ROBERTA	LAWLOR	2015	6
X	MARK M.	LAWTON	2017	6
X	SHEILA A.	MALOOFF	2016	6
X	STEVEN M.	MAMMONE	2017	6
X	BARBARA	MCKENNA	2015	6
X	MARYANN	MOLLOY	2017	6
X	LISA M	MORAN	2015	6
X	PAUL S	NOE	2016	6
X	MELISSA RUDY	O'CONNOR	2016	6
	MARGUERITE E.	POLITO	2015	6
X	THOMAS R.	POLITO, JR.	2015	6
X	STEPHANIE	RADNER	2017	6
X	MARIE J	ROSE	2016	6
X	CHERYLANN W.	SHEEHAN	2015	6
X	ALLISON M.	STATON	2017	6
X	ANDREW E.	SULLIVAN	2016	6
X	NOREEN M.	TROCCOLI	2017	6

Present	First Name	Last Name	Term Exp	Precinct
	JOHN M	ALBANI	2016	7
X	A. PETER	BENSON	2017	7
X	DOUGLAS A.	BIGGAR	2016	7
X	CHERYLEE	BIGGAR	2017	7
X	CELIA	BLACK	2015	7
X	CHARLES F.	BLACK	2015	7
X	DAVID	CONOLE	2016	7
	DAVID	CORSI	2017	7
X	KEVIN	COSTELLO	2016	7
X	RICHARD	DELLOIACONO	2016	7
X	MARY E.	GILBERT	2016	7
X	ELIZABETH	KELLEY	APPT	7
X	LISA	LAPRADE	2017	7
X	LISA	MACKINNON	2015	7
X	LAWRENCE R.	MANNING	2015	7
X	WILLIAM V.	MARRONCELLI	2016	7
X	KEVIN F.	MAWE	2015	7
X	MARY ELLEN	MCDONOUGH	2015	7
X	ERIN	MCFADDEN REAVEY	2016	7
X	PETER	MORSE	2016	7
X	KRISTEN	MORSE	2017	7
X	PETER JOHN	MORSE, JR	2017	7
X	DIANE A.	NOLAN	2015	7
X	JAMES J.	NOLAN	2017	7
X	MAUREEN E.	PACELLA	2017	7
X	MARIA T.	PANAGOPOULOS	2016	7
X	GEORGE	PANAGOPOULOS	2017	7
X	MICHELLE	PERSSON REILLY	2017	7
X	KATHLEEN M.	PODOLSKI	2017	7
X	MARK A.	REILLY	2017	7
X	BERNADETTE	RYAN	2015	7
X	CHERYL A.	SCHOENFELD	2015	7
X	RICHARD J.	SCHOENFELD, III	2017	7
X	JULIE T.	SCOLASTICO	2015	7
X	MARK	SKEHILL	2016	7
X	KORRIN	SLAVIN	2016	7
X	APRIL L.	WILMAR	2016	7
X	CAMILLE S.	ZAHKA	2015	7
X	PETER A.	ZAHKA, II	2015	7

CHAPTER II - EDUCATION

DEDHAM PUBLIC SCHOOLS

Seventy new employees were hired for the 2014-15 school year, including 4 administrators, 29 teachers and 14 paraprofessionals as a result of retirements, resignations, and other leaves of absence. Because recruitment, mentoring, and retention of top quality educators and support staff is an ongoing district priority, new teachers began their participation in a state-mandated, two-year mentoring program beginning the last week of August. Under the direction of the Special Education Director, professional development was also provided for paraprofessionals to provide appropriate training in their roles.

Following the release of the 2014 Spring MCAS results by the Massachusetts Department of Elementary and Secondary Education (DESE), individual student results were mailed home to all Dedham parents on Wednesday, October 1, 2014. A district-wide MCAS performance presentation was made to the Dedham School Committee at their regularly scheduled meeting that evening. Principals and teachers have discussed trends in achievement and identified specific areas of focus based upon these results. While the MCAS exam is only one measure of a child's and School's overall performance, trends were identified allowing the district to better plan for improvement. The School Committee voted unanimously to continue using the MCAS test during the 2014-15 school year. All school districts in Massachusetts had been given the option of continuing with the MCAS exam or switching to the PARCC (Partnership for the Assessment of Readiness for College and Careers) exam.

Dedham students in grades 3 through 10 participated in the 2015 MCAS testing in March and early May. Of particular note in 2014 was the elevation to Level 1 Status for Dedham High School. Less than one-third of the state's high schools achieved this level of performance, with the narrowing of achievement gaps across the school.

Also in October, Superintendent Michael Welch issued the his first "Superintendent's Update" to all faculty, staff, and parents as a way to keep everyone informed about the Dedham Public Schools during the 2014-15 school year. He announced his plan to continue updating all members of the Dedham Public Schools community every 30 school days throughout the course of the year.

In order to provide the district with access to high quality educators seeking jobs, the district invested in an on-line recruitment and application management system linking the educator recruitment website SchoolSpring to an electronic management module called TalentEd. This provided principals and administrators a powerful resource for locating talented educators to join the Dedham Public Schools team.

The District Leadership Team (seven school principals plus district central office leadership staff) began preparing for the 2015-16 recruiting season by developing informational brochures and recruiting materials to distribute at local, state, and national recruiting fairs. These events typically occur each year beginning in mid-spring.

Since the beginning of the year, the Leadership Team focused on consistent observation and discussion of instructional practices throughout the district. Every other week this Team visited one of the schools to hold Instructional Rounds. This practice was adapted from the medical field and provided a powerful way to assess the instructional practices and trends across the district.

At each school, the host principal selected two teachers from the building to accompany the group. The Teachers' Union president also participated and had the opportunity to provide input. All of the schools were visited and the data gathered was used to identify priorities and provide information for the District Strategic Plan.

In addition to Instructional Rounds, the Superintendent completed individual classroom visits to every classroom to understand and identify district needs and better align professional development focus and curriculum articulation from pre-kindergarten to high school.

Following working sessions at the MIT Endicott House, The Dedham School Committee developed District Goals for the 2014-15 school year. These goals were solidified for the current school year as follows:

Early Childhood Education Center

By the spring of 2015, the Dedham School Building Rehabilitation Committee (SBRC) and the Dedham School Committee will have selected a site and facility to accommodate a new Early Childhood Education Center (ECEC). The selection that is put into schematic design will have significant input from the stakeholders (educators, parents, and the community-at-large.)

Free Full Day Kindergarten

By the end of 2014, Dedham School Committee will initiate discussion with stakeholders to begin to build the foundation for support, funding and understanding of a free full day kindergarten program to open no later than the fall of 2018.

Negotiations

By June of 2015, Collective Bargaining Agreement (CBA) negotiations and open grievances will be settled to the satisfaction of all parties. This will happen through positive collaboration between union members and the School Committee.

Strategic Plan

Between January and March of 2015, the School Committee will engage all stakeholders to work together to develop a comprehensive 3-year strategic plan for the Dedham Public Schools. Such plan will be voted at the June 3, 2015 School Committee meeting.

By the close of the school year, the School Building Rehabilitation Committee (SBRC) had refined possible options and locations for a new Early Childhood Education Center. The final three options were: a renovated building with a substantial addition on the site of the former Dexter Elementary School; a brand new ECEC facility at the Dexter site; or a brand new combined Gr. 1-5 elementary school and ECEC at the site of the current Greenlodge Elementary School. The original vote on a preferred option by the SBRC was changed from May 26th, but a motion was made and approved to step back from the timeline requiring a vote by June 11. The SBRC chose a late summer deadline for a preferred option submission to the Massachusetts School Building Authority (MSBA).

With respect to the three-year goal of free full day kindergarten, a \$125,000 investment was included in the 2015 – 2016 Budget, reducing the annual cost from \$3500 to \$2500 for families choosing the full day program.

Collective Bargaining Agreements were settled for the following units: Unit A (teachers and associated specialized instructional support personnel); Unit B (administrators); Title I teachers;

and secretaries/clerical workers.

The Strategic Plan objectives decided upon were: invest in human capital to design and grow individual educator capacity throughout the district; create integrated, organized structures/systems to ensure high quality instruction and consistent learning expectations/outcomes; and expand the use of technology to streamline educator and student feedback for improved performance.

Under the Superintendent's direction, the Dedham Public Schools initiated an Aspiring Leaders Academy. This Academy was created to provide a vehicle to encourage and inspire current and future educational leaders in Dedham. Participants included all principals, central office staff, directors, and department heads. In addition, each principal nominated two or more educators from their buildings. The group met every other month to hear from respected leaders in the education field. Topics of leadership, best professional practices and innovations to advance the opportunities for student learning in the Dedham Public Schools were presented.

The Riverdale Elementary School Principal Search was initiated in December. With Interim Principal Kate Conway completing her year-long appointment in June, a thorough, comprehensive and inclusive process for selecting the next leader at Riverdale began with faculty surveys and discussions. A parent survey was distributed during the first week in January, and the position was posted on TalentEd as well as advertised in the Boston Sunday Globe. An initial 13-member search committee began narrowing the list of applicants to those worthy of an interview. Ten applicants were interviewed with four finalists selected by the search committee. Each finalist spent a full day on a site visit in Dedham, meeting with parents, faculty/staff, principals, and central office members over the course of an eight-hour day. In addition, these four candidates toured elementary classrooms at the Oakdale Elementary School with the other Dedham principals to view and provide feedback on teaching and student learning and better demonstrate their talents.

In March, the district welcomed Edward Paris as the next Principal of the Riverdale Elementary School. Mr. Paris distinguished himself with his proven teaching experience, dedication to Dedham, intellectual curiosity, and commitment to student learning. He will begin his tenure at Riverdale on July 1, 2015.

Beginning in January, Curriculum, Assessment, and Professional Development Committees were created to better coordinate the Curriculum, Assessment, and Professional Development practices of the entire district. This structure and system began a 3-5 year effort to better align main organizational functions with school and district goals and future budget allocations. This committee (C.A.P.D.) met multiple times with each sub-committee composed of a representative group of 12-15 teachers, administrators, and support staff from all schools and all disciplines/departments.

The Curriculum Sub-Committee proposed a five-year curriculum review cycle to designate specific content areas for review over the course of the next five years to target revision needs and budget priorities. The Assessment sub-committee reviewed current district-specific assessments to determine overall effectiveness and impact to inform instructional practice and evaluative student learning. The Professional Development sub-committee reviewed prior feedback on district PD and developed a calendar for the 2015-16 professional development days to align school and district goals.

Dedham Public Schools technology received praise in the recently conducted Town/School

Technology Study. This comprehensive study of Dedham's Information Technology services was conducted by the consulting firm Centrix Consulting. This thorough study reviewed the infrastructure, staffing, services, and procedures of both the town (municipal) and school technology efforts. The final report was summarized and presented to the Dedham Board of Selectmen in May and to the Dedham School Committee in June.

The end result of this study was a series of accolades and commendations from the consultant regarding the high quality of technology service and support in the Dedham Public Schools. The consultant cited the Dedham Public Schools as "one of the top 5-10 school districts in the entire state" in terms of its use, support, and access to technology. This was an outstanding endorsement of DPS Director of Technology's department and their tireless work to support teachers in the use of technology to support student learning. It also validated of the Town of Dedham's on-going financial support by the Capital Expenditures and Finance Committees as well as Town Meeting.

Finally, the FY16 School Department Budget was approved at Town Meeting in May. This budget supported a number of district initiatives including: funding an additional professional development day for teachers; a \$125,000 investment toward the three-year goal of free full-day Kindergarten for all students; and support for on-going efforts to develop specialized programming to keep students in the district and address the needs of complex learners. The Capital Expenditures Committee (CEC) also approved over \$300,000 in technology spending that allow forward movement towards a 1-to-1 Chromebook Initiative at Dedham Middle School to begin in the fall. This FY16 Operating Budget also supported increased professional development for educators in the area of technology in order to use these new tools to improve student learning.

DEDHAM HIGH SCHOOL GRADUATES 2014

First Name	Last Name
Thomas	Abber
Kristen	Aldous-Traynor
Vincent Michael	Alessio
Janine	Alger
John	Almeida III
Santiago	Alvarez
Wahel	Alzyab
Joseph	Amponsah
Rasheed	Animashaun
Kenneth Lance	Ante
Rachel	Barkowitz
Meiya Bao	Berkey
Alexsis	Bernazzani
Peter	Bradley
Madeline	Brown
Richard	Bruneau
Madeline	Buck

Sara	Buondonno
Timothy	Buttlar
Johnathan	Cahoon
Amanda	Carilli
Alex	Cariofiles
Anthony	Celata
Elizabeth	Chaisson
Joshua	Challenger
Sarah	Clancy
Andrew	Collins
Sarah	Collins
Kristina	Cosgrove
Mason	Costa
Kassandra	Costello
Gail	Coughlin
Sarah	Craig
Kara	Crisafulli
Sean	Cuddy
Khoa	Dang
Kristopher	Davies
Amanda	Davis
Jasmin	Del Rosario
Michael	Dempsey
Serena	DiDonato
Vincent	Donoian
Christopher	Donovan
Colleen	Downing
Thomas	Downing
Brianna	Dozier
Kenel	Dufort
Rita	El-Khoury
Connor	Ellis
Gersaint	Excellent
Seamus	Fahy
Sean	Fahy
Daniel	Fallon
Liam	Feeney
Maeve	Feeney
Sabrina	Ferhani
John	Fitzgerald Jr
Jonathan	Fitzpatrick
Jacqueline	Flood

Benjamin	Florek
Erin	Foley
Joseph	Ford
Nicolas	Garcia Vacca
Farah	Gay
Clarke	Gettleman
Matthew	Giosi
Meghan	Goddard
Amanda	Goffredo
Donald	Gonsalves Jr
Sydney	Goode
Damani	Green
Kaileen	Greenwood
Matthew	Grier
Shaneequa	Griham
Jennifer	Guccione
Annabella	Gullotti
Marianne	Hage
Charbel	Hanna
Sean	Hayes
Sarah	Hessasta
Jared	Hunt
Parthena	Ioannidis
Merissa	Jansky
Jamie	Jendrzin
Catherine	Johnson
Geraldine	Joseph
Sarah	Joseph
Emily	Kamps
Daniel	Kavanagh
Kerri	Kelleher
Matthew	Kelly
Patrick	Kenney
Carolyn	Kenny
Jason	Kent
Andrew	Kiklis
Mary Kate	Kirby
Martha	Konstandinidis
Charles	Krueger
Reena	Kumar
Kevin	Lawler
Joseph	Linnehan

Molly	Loftus
Devante	Lopes
Olivier	Louidor
Stephanie	Lowe
Tess	MacIntyre
Sabrina	Mackler
Clark	Macon
Michaela	Maida
Salvatore	Maione
Jason	Maloof
Jake	Manning
Kristie	Manolagas
Robert	Maraget
Allison	Martin
Elizabeth	Masalsky
Karilyn	Masters
Stephanie	Matar
Shalomy	Mathew
Priscilla	Mauzy
Jay	Maxwell
Brigid	McCann
Quinn	McCarthy Beaver
John	McCorrison
Meghan	McDonagh
Jessica	McGillicuddy
Anne	McGonagle
Connor	McGuire
Owen	McGuire
Michael	McKiernan
Madailein	McLaughlin
Matthew	McMillan
Haley	McPherson
Alexa	Meaney
Christopher	Melville
Caroline	Metcalf-Vera
Atta UI Wahab	Mian
Michael	Mikhael
John	Moran
Gage	Morse
Peter	Morse
Brian	Mosca
Michael	Munchbach

Nicole	Munchbach
Hannah	Murphy
Matthew	Naddaff
Matthew	Nash
Kevin	Neill
Brianna	Nelson
Stephen	Neshe Jr.
Kathleen	Nolan
Alexia	Noncent
Ivan	Nova
Natalie	Nunez
Olivia	O'Brien
Sarah	O'Brien
Margaret	O'Connor
Stephen	O'Connor
Stephanie	O'Kane
Emma	O'Toole
Nina	Obesibea
Ashley	Olson-Scarcella
Lornell	Orr Jr.
Christopher	Otto
Meaghan	Paton
Kelly	Patterson-Gerber
Richard	Perez
Rafael	Perez-Solis
Darchelle	Petion
Graigor	Pierre-Noel
Emily	Pike
Jake	Podolski
Alexandra	Poule
Devin	Quinlan
Rachel	Reyes
Corryn	Rivera
John	Rocha
Kaylee	Rock
Devon	Rogers
Chrisler	Romero Perdomo
Danielle	Rounseville
Manuel	Ruiz Jr.
Megan	Rutherford
Adam	Ryan
Patrick	Samonte

Michael	Sampson
Monique	Santana
Michael	Santiago
Lyndsay	Scanlon
Hayley	Schmidt
Robert	Sheerin
Emmanuel	Solis Jr
Janeli	Soule
Nalin	Springer
Daron	Stephen
Lillian	Straight-Rattet
Daniel	Sullivan
David	Sullivan
Benjami	Suprice
Annemarie	Sweetsir
Daniel	Tannous
Jennifer	Tegnell
Sami	Toumani
Jazmyn	Trusty
Ryan	Turner
Ryan	Uhrmann
Zachary	Vicente
Joseph	Villarreal
Ty	Walko
Kathryn	Walsh
Matthew	Watson
Kenneth	Weir Jr.
Sabrina	Weldon
Samantha	Wessels
Stephen	Whisler
Jake	Wood
Yeni	Yanes
Christopher	Zazzara

BLUE HILLS REGIONAL SCHOOL DISTRICT

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

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

Mr. James P. Quaglia is the Superintendent-Director of Blue Hills Regional Technical School. Mr. Joseph A. Pascarella resigned as Dedham representative to the Blue Hills Regional District School Committee, effective July 1, 2014. Mr. Thomas R. Polito, Jr. was appointed to the position by the Dedham Board of Selectmen and the Dedham School Committee on Sept. 4, 2014 and was elected to the position on Nov. 4, 2014.

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

The following members comprised the 2013-2014 District School Committee:

AVON: Mr. Francis J. Fistori
BRAINTREE: Mr. Germano John Silveira (Elected Secretary June 17, 2014, effective July 1, 2014)
CANTON: Mr. Aidan G. Maguire, Jr., Chairman (Elected Chairman on June 17, 2014, effective July 1, 2014)
DEDHAM: Mr. Joseph A. Pascarella resigned as of July 1, 2014;
Mr. Thomas R. Polito, Jr. appointed to the position in September 2014 then elected in November 2014
HOLBROOK: Mr. Robert A. McNeil
MILTON: Mr. Festus Joyce
NORWOOD: Mr. Kevin L. Connolly
RANDOLPH: Mrs. Marybeth Nearen
WESTWOOD: Mr. Charles W. Flahive (Elected Vice Chairman on June 17, 2014, effective July 1, 2014)

Academic Director Jill M. Rossetti was appointed Principal. Mr. Steven M. Moore was hired as Assistant Superintendent for Business and Personnel.

Late in 2004, Gov. Mitt Romney announced the inception of the John and Abigail Adams Scholarships, which are given to high school students in recognition of their outstanding MCAS scores. The scholarships entitle the recipients to four years of free tuition at any University of Massachusetts campus or any participating state or community college in Massachusetts. Fifty-two members of the Class of 2014 received this prestigious honor, including Dedham students Molly Burke, Lucas Collins, Zachary Francis, Paul Fulmore, Jr., Katherine Krug, David McKenna, and Khalil Washum.

On November 19, 2013, Blue Hills Regional hosted its annual Open House. The well-attended event allowed the public to visit classrooms and technical areas, speak with students, teachers, and administrators, and gather information about the school.

Eighty-one Blue Hills Regional Technical School students participated in the SkillsUSA District Competition held on February 28, 2014 at Greater New Bedford Regional Vocational Technical High School. Their faculty advisor is Mr. Robert Foley. SkillsUSA is a national organization for

vocational students which holds competitions in scores of technical categories at the local, district, state, and national levels. Several students earned medals including senior Katherine Krug of Dedham, who won a gold medal in photography for the second year in a row.

Seven Blue Hills students, Electronics Instructor Jill Bearse, and Lead Construction Technology Instructor Robert Foley went to New Orleans in April 2014 to help rebuild a small house that was severely damaged by Hurricane Katrina in 2005. All agreed that it was an important and valuable learning experience.

Members of the Neponset Valley Sunrise Rotary Club had their annual Blue Hills breakfast meeting on May 7, 2014 at the school's student-run restaurant, where they honored eight outstanding young men and women from the school with scholarships, tool awards, or tuition-paid trips to a leadership conference. The Club, which holds its regular meetings in Dedham, has had a longstanding and fruitful relationship with Blue Hills for many years. The Club gives awards to selected Blue Hills students each year. Superintendent-Director James P. Quaglia and Co-Op Coordinator Kim Polisenio both belong to this Rotary Club. All are grateful for the Club's generosity in recognizing the importance of vocational education.

At the Senior Scholarship and Awards Night on May 21, 2014, dozens of seniors received scholarships, tool awards and grants. Approximately 50 memorial and alumni scholarships, over 100 recognition awards and close to 60 civic and industrial scholarships were presented to students, according to Lead Guidance Counselor Sarah Titus. Blue Hills is grateful to all the individuals and various civic and municipal organizations that generously recognized these deserving young men and women.

The annual William A. Dwyer Chapter of the National Honor Society (NHS) Induction Ceremony was held on May 27, 2014. Eleven new members were welcomed. Katherine Krug of Dedham served as NHS Vice President.

IBEW Electrical Union Local 103 presented apprenticeships to two exceptional Blue Hills seniors including Daniel Kundy of Dedham.

Technology is a key aspect of 21st-century education at Blue Hills Regional, a fact underscored by the distribution of Chromebooks to the entire freshman Class of 2017. The initiative was so successful that Chromebooks were slated to be given to all Blue Hills students during the school year 2014-15.

With the school's 50th anniversary on the horizon in 2016, capital improvements were done including making needed structural repairs to the pedestrian bridge near the east entrance of the school, transforming the football field into a multi-use synthetic athletic field for soccer, football, and lacrosse, replacing the cafeteria floor, installing a new domestic hot water system, upgrading the baseball and softball fields, completing three science labs over the course of five years, and having an NStar-rebate funded lighting upgrade that is presently being completed.

Each month on the home page of the school's website, www.bluehills.org, two Students of the Month are featured. They typify the very best of what Blue Hills is all about – superb scholarship, great school spirit, excellent attendance record, and they are respected by peers and faculty alike. Among the students chosen for this recognition in 2013-14 was Khalil Washum of Dedham.

It was another truly stellar year in sports for Blue Hills Regional. The school earned the prestigious

MIAA District D Sportsmanship Award in September 2013. The football, girls' soccer, volleyball, girls' basketball, ice hockey, baseball and lacrosse teams were all MIAA participants. The football team was Mass. Vocational Champion, and the girls' basketball team had an undefeated season (20-0). Blue Hills Regional takes great pride in all its student-athletes and coaches and congratulates them for their tremendous dedication and hard work.

Commencement was held on Tuesday, June 10, 2014. Twenty students from Dedham were among the graduates. Superintendent-Director Quaglia told the members of the Class of 2014 in his address to them, "So remember...Always be faithful. Fight the good fight every day."

As of October 1, 2013, total enrollment in the high school was 842 students. There were 77 students from Dedham.

Thirty-six men and women graduated from the Practical Nursing program (Postsecondary Programs Division) at its 25th Annual Commencement at Blue Hills on June 25, 2014 in front of a capacity audience of family, friends, and school staff.

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

Respectfully submitted,

Mr. Thomas R. Polito, Jr.
Dedham Representative
Blue Hills Regional Technical School District

CHAPTER III - FINANCE

REPORT OF BOARD OF ASSESSORS

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

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

<u>Taxable Parcels</u>	<u>Estimated Value</u>
Residential	\$ 3,214,058,863
Commercial	658,995,037
Industrial	36,653,100
Personal Property	116,322,320
Motor Vehicle Bills	161,276,350

The office was recertified by the Department of Revenue for FY 2014. We are beginning to work toward our FY 2015 recertification. Yearly new policies by the DOR require this department to produce detailed information to insure our assessments are at the level required by law. We also must list and tax all new real and personal property within the Town of Dedham for growth purposes. This resulted in an increase in tax dollars for FY 2014 in the amount of \$1,198,803.00. Our staff continues attending classes and seminars to increase their knowledge of assessment practices. We also wish to ensure that all taxpayers are treated fairly and equally.

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

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

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

REPORT OF THE COMMISSIONERS OF TRUST FUNDS

TOWN OF DEDHAM FOR PERIOD OF 06/01/2014 TO 06/30/2014												
Non-Expendable Principal	Name	Expendable Beg Balance 5/31/2014	Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2014	Total Balance 6/30/2014	Interest Earned Fiscal YTD		
Library Trust Funds												
2,000.00	Mary Denny Williston - Library	13,020.27			-4.67	36.68	102.11	13,154.39	15,154.39	313.37		
3,000.00	Charles Bullard - Library	19,983.65			-7.14	56.08	156.11	20,168.70	23,168.70	479.10		
1,000.00	James Foord - Library	3,160.56			-1.29	10.16	28.29	3,197.72	4,197.72	86.80		
1,000.00	George Hutton - Library	3,058.37			-1.26	9.91	27.59	3,094.61	4,094.61	84.68		
3,000.00	Katherine M. Lamson - Library	5,761.29			-2.73	21.39	59.56	5,839.51	8,839.51	182.78		
5,000.00	Edward Peneman - Library	17,550.73			-7.01	55.07	153.31	17,752.10	22,752.10	470.48		
155,734.00	Caroline B. Wade - Library	376,342.58			-165.44	1,299.32	3,617.20	381,093.66	536,827.66	11,400.69		
31,510.02	Danforth P. Wight - Library	29,516.15			-18.97	149.02	414.87	30,061.07	61,571.09	1,273.18		
0.00	Sophia Wight - Library	2,132.25			-0.66	5.21	14.50	2,151.30	2,151.30	44.49		
0.00	Lucille Fairfield - Library	190,232.66			-59.15	464.54	1,293.25	191,931.30	191,931.30	3,968.81		
202,244.02	Sub-Total - Library Trust Funds	660,738.50	0.00	0.00	-288.32	2,107.38	5,866.79	668,444.35	870,688.37	18,004.38		
Other Trust Funds												
508,524.98	Cemetery Perpetual Care	77,833.08			-182.31	1,431.87	3,986.22	83,068.86	591,593.84	12,194.43		
0.00	Conservation Wetlands	76,615.48			-23.82	187.09	520.85	77,299.60	77,299.60	1,598.42		
0.00	Municipal Building Fund	126,461.47			-39.32	308.82	859.72	127,590.69	127,590.69	2,638.35		
0.00	Workman's Compensation	-7,565.93			0.00	0.00	0.00	-7,565.93	-7,565.93	0.00		
0.00	Law Enforcement	5,315.65			-1.65	12.98	36.14	5,363.12	5,363.12	110.90		
0.00	Publication Abscent Records	25.18			-0.01	0.06	0.17	25.40	25.40	0.53		
508,524.98	Sub-Total - Other Trust Funds	278,684.93	0.00	0.00	-247.11	1,940.82	5,403.10	285,781.74	794,306.72	16,542.63		
Commissioner's Trust Funds												
1,000.00	Calvin W. Capen	1,986.07			-0.92	7.24	20.17	1,992.56	2,992.56	15.56		
33,431.18	Elizabeth Fuller Capen	127,989.74			-50.23	394.49	1,098.23	129,432.23	162,863.41	3,506.57		
500.00	Frederick E. Clapp - Memorial	1,613.88			-0.66	5.16	14.37	1,632.75	2,132.75	44.10		
0.00	J. Mucciacio-Senior Center	13,903.71			-4.32	33.95	94.52	14,027.86	14,027.86	290.07		
80,000.00	Lucille Fairfield-Senior Center	110,229.54			-59.15	464.54	1,293.23	111,928.16	191,928.16	3,968.76		
0.00	Emma E. Bestwick - Flower	132.59			-0.04	0.32	0.90	133.77	133.77	2.74		
0.00	Inez E. Bonemort - Flower	1,506.66		-10.00	-0.47	3.65	10.18	1,510.02	1,510.02	31.74		
0.00	Frances G. Miller - Flower	304.51		-10.00	-0.09	0.72	2.00	297.14	297.14	6.34		
1,000.00	Cora M. Orion - Flower	192.66		-10.00	-0.37	2.89	8.04	193.22	1,193.22	25.19		
0.00	Gertrude L. Morse - Flower	701.89		-10.00	-0.22	1.69	4.70	698.06	698.06	14.95		
0.00	James Foord - Charity	9,466.09			-2.94	23.12	64.35	9,550.62	9,550.62	197.50		
0.00	Andrew Galvin - Scholarship	3,570.54			-1.11	8.72	24.27	3,602.42	3,602.42	74.48		
2,045.57	Judge Andrew Geishecker - Endicott Estate	162.33			-0.69	5.39	15.01	182.04	2,227.61	46.06		
1,000.00	Hugh H. & Elizabeth McQuillen	13,495.29		-900.00	-4.23	33.20	92.43	12,716.69	13,716.69	300.20		
42,247.57	Frederick J. Munster - Scholarship	3,469.78			-14.21	111.64	310.80	3,878.01	46,125.58	938.79		
21,000.00	Riverdale Cong. Church - Scholarship	2,555.32			-7.32	57.52	160.14	2,765.66	23,765.66	491.44		
30,279.00	H. Shuttleworth - Charity	177,787.19		-9,170.00	-61.84	485.70	1,352.15	170,393.20	200,672.20	4,401.26		
1,971.83	H. Holton Wood - Scholarship	2,142.37			-1.28	10.05	27.97	2,179.11	4,150.94	85.85		
0.00	Washington Painting Trust	5,116.49			-1.59	12.50	34.78	5,162.18	5,162.18	106.76		
214,475.15	Sub Total - Commissioner's Trust Funds	476,306.66	0.00	-10,110.00	-211.68	1,662.49	4,628.24	472,275.71	686,750.86	14,563.36		
925,244.15	Sub Total	1,415,730.09	0.00	-10,110.00	-727.11	5,710.69	15,898.13	1,426,501.80	2,351,745.95	49,110.37		

TOWN OF DEDHAM											
FOR PERIOD OF 06/01/2014 TO 06/30/2014											
Non-Expendable Principal	Name	Expendable Beg Balance		Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2014	Total Balance 6/30/2014	Interest Earned Fiscal YTD
		5/31/2014	6/30/2014								
56,000.00	Bullock Family - Scholarship	22,089.84	0.00	0.00	-10.93	202.27	839.25	23,120.43	79,120.43	1,483.57	
0.00	Anne Corcoran Scholarship	337,612.93			-78.83	1163.87	1,767.52	340,465.49	340,465.49	6,816.04	
0.00	Donald Corcoran Scholarship	304,424.28			-71.08	1049.46	1,593.76	306,996.42	306,996.42	6,141.77	
0.00	Sub Total - Corcoran Scholarship	642,037.21	0.00	0.00	-149.91	2,213.33	3,361.28	647,461.91	647,461.91	12,957.81	
981,244.15	Total	2,079,857.14	0.00	-10,110.00	-887.95	8,126.29	20,098.66	2,097,084.14	3,078,328.29	63,551.75	
Non-Expendable Principal	Name	Expendable Beg Balance		Additions	Expenses	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2014	Total Balance 6/30/2014	Interest Earned Fiscal YTD
		5/31/2014	6/30/2014								
0.00	HRA Trust (Health Reimbursement Account)	397,309.51	76,000.00		(3,583.55)	N/A	3.28	N/A	469,729.24	469,729.24	30.24
0.00	Stabilization	4,790,869.20						(777.07)	4,790,092.13	4,790,092.13	
0.00	Mitigation Stabilization	510,060.19						531.80	510,591.99	510,591.99	
0.00	Robin Reyes Major Capital Stabilization	4,167,792.52						7,485.04	4,175,277.56	4,175,277.56	
FY14 Summary (7/1/13-6/30/14)		FY 2014	FY 2014	FY 2014	FY 2014	FY 2014	FY 2014	FY 2014	FY 2014	FY 2014	FY 2014
OPEB (Other Post Employment Benefits)		Beginning Contributions	Beginning Unrealized Gain/Loss	Beginning Market Value	Transfers	Change in Unrealized Gain/Loss	Ending Contributions	Ending Unrealized Gain/Loss	Market Value	Market Value	Market Value
		4,861,711.56	479,693.03	5,341,404.59	(90,924.00)	626,506.03	4,770,787.56	1,106,199.06	5,876,986.62	5,876,986.62	5,876,986.62

REPORT OF THE CONTRIBUTORY RETIREMENT SYSTEM

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

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

The Pension Reserves Investment Management Board (PRIM) manages the investments of the systems’ funds. For calendar year 2014, the annual rate of return on the systems’ assets, net of expenses, was 4.95%.

Board of Retirement consists of:

Thomas A. Rorrie, Chairman	Susan T. Shaw, Ex-Officio
John Fontaine, Jr., Appointed	John “Rosco” Maloney, Elected
Stephen M. MacDougall, Elected	Lynn Carley, Administrator

The 2014 Annual Statements are as follows:

Statement of Fiduciary Net Position	
As of December 31, 2014	
Assets	
Cash - Operating	\$ 94,193
Cash - PRIT	70,055
Cash and cash equivalents	164,248
PRIT Fund Investments at fair value	110,559,009
Accounts Receivable	79
Total assets	110,723,336
Liabilities	
Accounts Payable	1,714
Net position restricted for pensions	\$ 110,721,622

Statement of Changes in Fiduciary Net Position
For the Year Ended December 31, 2014

Additions

Contributions:

Employers	\$ 4,277,701
Employees	2,192,403
Comm. of Mass - COLAs	138,830
Reimbursements from other systems	137,518
Federal Grants	<u>3,720</u>
Total contributions	<u>6,750,172</u>

Investment income:

Interest and dividends	3,087,296
Realized Gains/(Losses), net	4,894,242
Unrealized Gains/(Losses), net	507,299
Less management and related fees	<u>(578,033)</u>
Total net investment income	<u>7,910,804</u>

Deductions

Benefit payments to plan members and beneficiaries	8,375,021
Refunds of contributions and transfers to other systems	534,158
Administrative and other expenses	213,558
Reimbursements to other systems	<u>194,057</u>
Total deductions	<u>9,316,794</u>

Net increase in net position 5,344,182

Net position restricted for pensions:

Beginning of period	<u>105,377,440</u>
End of period	<u>\$ 110,721,622</u>

MEMBERSHIP @ December 31, 2014

	<u>ACTIVE</u>	<u>RETIRED</u>	<u>INACTIVE</u>
GROUP #1	307	212	129
GROUP #2 & 4	121	113	4

REPORT OF THE FINANCE DEPARTMENT

The 2014 fiscal year budget to actual results for all of the general fund is (excerpted from Dedham's CAFR) as follows:

TOWN OF DEDHAM, MASSACHUSETTS

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL - GENERAL FUND
YEAR ENDED JUNE 30, 2012

	Budgeted Amounts		Actual Budgetary Amounts	Encumbrances	Actual Budgetary Adjusted	Variance Positive (Negative)
	Original Budget	Final Budget				
Revenues:						
Property taxes	\$ 71,658,206	\$ 72,545,506	\$ 72,855,505		\$ 72,855,505	\$ 309,999
Intergovernmental	6,438,534	6,438,534	6,681,259		6,681,259	242,725
Motor vehicle and other excises	2,400,000	2,400,000	3,295,878		3,295,878	895,878
Departmental and other revenue	896,189	896,189	1,080,907		1,080,907	184,718
Licenses and permits	579,500	579,500	970,991		970,991	391,491
Penalties and interest on taxes	125,000	125,000	345,562		345,562	220,562
Fines and forfeitures	75,000	75,000	165,295		165,295	90,295
Investment income	200,000	200,000	387,481		387,481	187,481
Total Revenues	82,372,429	83,259,729	85,782,878		85,782,878	2,523,149
Expenditures:						
<i>General Government:</i>						
Selectmen/Town Administrator:						
Personnel services	358,500	358,500	355,559	-	355,559	2,941
Purchase of services	27,100	29,800	26,469	-	26,469	3,331
Supplies	2,500	2,500	2,084	-	2,084	416
Other charges/expenditures	23,800	24,100	23,961	-	23,961	139
Bus service contract	55,000	75,000	75,000	-	75,000	-
Town audit	64,500	64,500	60,000	-	60,000	4,500
SNARC assessment	5,750	5,750	5,750	-	5,750	-
Liability and property insurance	688,200	622,200	604,671	-	604,671	17,529
Information technology	-	15,000	-	15,000	15,000	-
Special articles	116,662	126,662	58,257	68,405	126,662	-
	1,342,012	1,324,012	1,211,751	83,405	1,295,156	28,856
Finance Committee:						
Personnel services	61,750	51,200	40,631	-	40,631	10,569
Purchase of services	4,700	4,700	4,324	-	4,324	376
Supplies	450	400	273	-	273	127
Other charges/expenditures	750	750	641	-	641	109
Reserve funds	275,000	187,965	-	-	-	187,965
	342,650	245,015	45,869	-	45,869	199,146
Department of Finance:						
Personnel services	992,000	997,200	996,829	-	996,829	371
Purchase of services	355,750	355,750	340,068	9,000	349,068	6,682
Supplies	42,500	42,550	36,481	8,070	44,551	(2,001)
Other charges/expenditures	3,650	59,735	59,607	-	59,607	128
Special articles	370,112	565,716	351,883	213,833	565,716	-
	1,764,012	2,020,951	1,784,868	230,903	2,015,771	5,180
Central Purchasing:						
Personnel services	-	29,000	28,852	-	28,852	148
Telephone	122,586	124,482	96,914	-	96,914	27,568
Postage	100,000	100,000	96,017	-	96,017	3,983
Overtime and sick leave	70,000	46,000	42,566	-	42,566	3,434
Electric and heating	625,000	625,000	342,259	-	342,259	282,741
Supplies	-	5,000	1,367	-	1,367	3,633
Non-capital equipment	90,000	94,240	43,884	-	43,884	50,356
	1,007,586	1,023,722	651,859	-	651,859	371,863
Assessors:						
Personnel services	308,425	308,425	298,339	-	298,339	10,086
Substitutes	19,000	19,000	6,525	-	6,525	12,475
Purchase of services	2,575	1,900	1,066	-	1,066	834
Supplies	2,175	2,675	2,339	-	2,339	336
Other charges/expenditures	6,450	6,625	4,866	-	4,866	1,759
Special articles	23,770	173,770	147,209	26,561	173,770	-
	362,395	512,395	460,344	26,561	486,905	25,490

TOWN OF DEDHAM, MASSACHUSETTS

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
 BUDGET AND ACTUAL - GENERAL FUND
 YEAR ENDED JUNE 30, 2012

	Budgeted Amounts		Actual Budgetary Amounts	Actual Encumbrances	Actual Budgetary Adjusted	Variance Positive (Negative)
	Original Budget	Final Budget				
Legal Services:						
Purchase of services	190,000	190,000	172,658	-	172,658	17,342
Litigation/Damages	30,000	30,000	21,263	-	21,263	8,737
Special articles	14,485	14,485		14,485	14,485	-
	<u>234,485</u>	<u>234,485</u>	<u>193,921</u>	<u>14,485</u>	<u>208,406</u>	<u>26,079</u>
Town Clerk/Elections/Registrars:						
Personnel services	244,250	230,450	226,783	-	226,783	3,667
Purchase of services	50,100	55,100	49,936	-	49,936	5,164
Supplies	2,000	2,400	2,393	-	2,393	7
Other charges/expenditures	1,700	1,300	1,065	-	1,065	235
Special articles	-	10,500	7,219	3,281	10,500	-
	<u>298,050</u>	<u>299,750</u>	<u>287,396</u>	<u>3,281</u>	<u>290,677</u>	<u>9,073</u>
Economic Development:						
Personnel services	74,270	74,270	74,148	-	74,148	122
Other charges/expenditures	8,700	8,700	7,893	-	7,893	807
Special articles	52,000	120,525	47,895	72,630	120,525	-
	<u>134,970</u>	<u>203,495</u>	<u>129,936</u>	<u>72,630</u>	<u>202,566</u>	<u>929</u>
Planning Board:						
Personnel services	117,390	117,390	117,203	-	117,203	187
Purchase of services	11,000	13,775	13,771	-	13,771	4
Supplies	1,400	1,400	1,335	-	1,335	65
Other charges/expenditures	1,150	875	676	-	676	199
	<u>130,940</u>	<u>133,440</u>	<u>132,985</u>	<u>-</u>	<u>132,985</u>	<u>455</u>
Central Administration Building:						
Personnel services	111,630	109,230	96,570	-	96,570	12,660
Purchase of services	31,650	33,050	25,100	-	25,100	7,950
Supplies	11,280	13,280	12,741	-	12,741	539
Special articles	38,589	86,589	39,058	47,531	86,589	-
	<u>193,149</u>	<u>242,149</u>	<u>173,469</u>	<u>47,531</u>	<u>221,000</u>	<u>21,149</u>
Building Planning and Construction Committee:						
Purchase of services	9,250	9,250	2,118	-	2,118	7,132
	<u>9,250</u>	<u>9,250</u>	<u>2,118</u>	<u>-</u>	<u>2,118</u>	<u>7,132</u>
Conservation Commission:						
Personnel services	34,985	41,485	32,860	-	32,860	8,625
Purchase of services	26,000	26,000	24,122	-	24,122	1,878
Supplies	750	750	749	-	749	1
Other charges/expenditures	3,125	3,125	874	-	874	2,251
Special articles	20	20	-	20	20	-
	<u>64,880</u>	<u>71,380</u>	<u>58,605</u>	<u>20</u>	<u>58,625</u>	<u>12,755</u>
Environmental:						
Personnel services	71,790	71,790	71,678	-	71,678	112
Purchase of services	835	835	610	-	610	225
Supplies	555	555	361	-	361	194
Other charges/expenditures	2,315	2,315	1,811	-	1,811	504
Special articles	-	11,655	6,600	5,055	11,655	-
	<u>75,495</u>	<u>87,150</u>	<u>81,060</u>	<u>5,055</u>	<u>86,115</u>	<u>1,035</u>
Total General Government	<u>5,959,874</u>	<u>6,407,194</u>	<u>5,214,181</u>	<u>483,871</u>	<u>5,698,052</u>	<u>709,142</u>
Public Safety:						
Police Department:						
Personnel services	4,666,475	4,470,174	4,417,613	-	4,417,613	52,561
Overtime	492,300	527,300	522,791	-	522,791	4,509
Purchase of services	75,254	112,890	100,361	-	100,361	12,529
Supplies	220,000	238,400	227,216	-	227,216	11,184
Other charges/expenditures	26,400	27,317	25,379	-	25,379	1,938
Special articles	2,821	12,011	8,809	3,202	12,011	-
	<u>5,483,250</u>	<u>5,388,092</u>	<u>5,302,169</u>	<u>3,202</u>	<u>5,305,371</u>	<u>82,721</u>

(continued)

TOWN OF DEDHAM, MASSACHUSETTS

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
 BUDGET AND ACTUAL - GENERAL FUND
 YEAR ENDED JUNE 30, 2012

	Budgeted Amounts		Actual Budgetary Amounts	Encumbrances	Actual Budgetary Adjusted	Variance Positive (Negative)
	Original Budget	Final Budget				
Fire Department:						
Personnel services	4,258,100	4,091,800	4,078,145	-	4,078,145	13,655
Overtime	382,500	562,500	562,462	-	562,462	38
Purchase of services	40,800	79,800	72,709	-	72,709	7,091
Supplies	102,300	115,300	109,449	-	109,449	5,851
Other charges/expenditures	5,200	7,200	5,942	-	5,942	1,258
Special articles	8,042	62,542	44,853	17,689	62,542	-
	<u>4,796,942</u>	<u>4,919,142</u>	<u>4,873,560</u>	<u>17,689</u>	<u>4,891,249</u>	<u>27,893</u>
Central Dispatch Center:						
Personnel services	467,050	467,050	461,591	-	461,591	5,459
Overtime and substitutes	69,000	69,000	69,000	-	69,000	-
Purchase of services	6,125	6,125	5,750	-	5,750	375
Supplies	5,150	5,150	4,819	-	4,819	331
Other charges/expenditures	75	75	75	-	75	-
	<u>547,400</u>	<u>547,400</u>	<u>541,235</u>	<u>-</u>	<u>541,235</u>	<u>6,165</u>
Building Department:						
Personnel services	362,960	363,390	363,213	-	363,213	177
Overtime and substitutes	3,100	3,020	3,020	-	3,020	-
Supplies	1,100	1,100	977	-	977	123
Other charges/expenditures	24,220	24,220	23,745	-	23,745	475
	<u>391,380</u>	<u>391,730</u>	<u>390,955</u>	<u>-</u>	<u>390,955</u>	<u>775</u>
Sealer of Weights and Measures:						
Purchase of services	14,000	14,000	14,000	-	14,000	-
	<u>14,000</u>	<u>14,000</u>	<u>14,000</u>	<u>-</u>	<u>14,000</u>	<u>-</u>
Civil Preparedness Agency:						
Purchase of services	1,465	1,465	1,314	-	1,314	151
Supplies	2,900	2,900	2,582	-	2,582	318
Other charges/expenditures	225	225	-	-	-	225
	<u>4,590</u>	<u>4,590</u>	<u>3,896</u>	<u>-</u>	<u>3,896</u>	<u>694</u>
Canine Control:						
Personnel services	46,020	46,020	43,366	-	43,366	2,654
Purchase of services	6,250	6,250	6,000	-	6,000	250
Supplies	2,560	3,960	3,951	-	3,951	9
Other charges/expenditures	50	50	50	-	50	-
	<u>54,880</u>	<u>56,280</u>	<u>53,367</u>	<u>-</u>	<u>53,367</u>	<u>2,913</u>
<i>Total Public Safety</i>	<u>11,292,442</u>	<u>11,321,234</u>	<u>11,179,182</u>	<u>20,891</u>	<u>11,200,073</u>	<u>121,161</u>
Education:						
Dedham Public Schools:						
School operations	34,140,935	34,225,935	33,347,802	716,339	34,064,141	161,794
Transportation subsidy	25,000	25,000	25,000	-	25,000	-
Special articles	9,720	45,451	36,300	9,151	45,451	-
	<u>34,175,655</u>	<u>34,296,386</u>	<u>33,409,102</u>	<u>725,490</u>	<u>34,134,592</u>	<u>161,794</u>
Blue Hills Regional School:						
Assessment	842,650	842,650	842,648	-	842,648	2
Norfolk County Agricultural H.S.						
Assessment	-	48,000	48,000	-	48,000	-
<i>Total Education</i>	<u>35,018,305</u>	<u>35,187,036</u>	<u>34,299,750</u>	<u>725,490</u>	<u>35,025,240</u>	<u>161,796</u>
Public Works:						
Public Works Operations:						
Personnel services	1,425,000	1,448,400	1,387,628	-	1,387,628	60,772
Overtime and meals	169,000	169,000	157,901	-	157,901	11,099
Purchase of services	479,100	477,014	470,454	-	470,454	6,560
Supplies	207,000	207,000	205,160	-	205,160	1,840
Other charges/expenditures	1,500	3,586	3,586	-	3,586	-
	<u>2,281,600</u>	<u>2,305,000</u>	<u>2,224,729</u>	<u>-</u>	<u>2,224,729</u>	<u>80,271</u>
Snow and Ice Control:						
Snow and ice removal	500,000	340,000	340,000	-	340,000	-
	<u>500,000</u>	<u>340,000</u>	<u>340,000</u>	<u>-</u>	<u>340,000</u>	<u>-</u>

TOWN OF DEDHAM, MASSACHUSETTS

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
 BUDGET AND ACTUAL - GENERAL FUND
 YEAR ENDED JUNE 30, 2012

	Budgeted Amounts		Actual Budgetary Amounts	Actual Encumbrances	Actual Budgetary Adjusted	Variance Positive (Negative)
	Original Budget	Final Budget				
Infrastructure Engineering:						
Personnel services	424,840	406,840	382,924	-	382,924	23,916
Purchase of services	70,000	75,000	72,504	-	72,504	2,496
Supplies	25,000	20,000	11,405	-	11,405	8,595
Other charges/expenditures	3,500	3,500	1,635	-	1,635	1,865
	<u>523,340</u>	<u>505,340</u>	<u>468,468</u>	<u>-</u>	<u>468,468</u>	<u>36,872</u>
Rubbish and Recycling:						
Overtime and meals	5,000	5,000	-	-	-	5,000
Contracts	2,100,000	2,111,510	2,038,146	-	2,038,146	73,364
Supplies	5,000	5,000	4,163	-	4,163	837
	<u>2,110,000</u>	<u>2,121,510</u>	<u>2,042,309</u>	<u>-</u>	<u>2,042,309</u>	<u>79,201</u>
Street Lighting:						
Streetlights	277,500	280,206	232,477	-	232,477	47,729
	<u>277,500</u>	<u>280,206</u>	<u>232,477</u>	<u>-</u>	<u>232,477</u>	<u>47,729</u>
Total Public Works	5,692,440	5,552,056	5,307,983	-	5,307,983	244,073
Health and Human Services:						
Public Health Board:						
Personnel services	211,825	211,825	208,685	-	208,685	3,140
Purchase of services	1,400	1,400	976	-	976	424
Supplies	1,560	1,560	1,522	-	1,522	38
Other charges/expenditures	11,500	12,500	10,479	-	10,479	2,021
Hazardous waste collection	13,000	12,000	5,836	-	5,836	6,164
Special articles	7,326	7,326	-	7,326	7,326	-
	<u>246,611</u>	<u>246,611</u>	<u>227,498</u>	<u>7,326</u>	<u>234,824</u>	<u>11,787</u>
Council on Aging:						
Personnel services	204,465	204,465	200,465	-	200,465	4,000
Overtime and substitutes	1,440	80	-	-	-	80
Purchase of services	1,150	1,150	933	-	933	217
Supplies	6,435	7,795	5,906	-	5,906	1,889
Other charges/expenditures	1,305	1,305	275	-	275	1,030
	<u>214,795</u>	<u>214,795</u>	<u>207,579</u>	<u>-</u>	<u>207,579</u>	<u>7,216</u>
Youth Commission:						
Personnel services	240,735	240,735	194,104	-	194,104	46,631
Purchase of services	2,200	2,200	2,171	-	2,171	29
Supplies	1,900	1,900	1,070	-	1,070	830
Other charges/expenditures	7,500	7,500	5,697	-	5,697	1,803
	<u>252,335</u>	<u>252,335</u>	<u>203,042</u>	<u>-</u>	<u>203,042</u>	<u>49,293</u>
Veterans' Services:						
Personnel services	115,000	95,000	84,996	-	84,996	10,004
Memorial Day program	5,500	5,500	5,494	-	5,494	6
Purchase of services	4,000	4,000	1,411	-	1,411	2,589
Supplies	1,150	1,150	1,009	-	1,009	141
Other charges/expenditures	1,000	1,000	297	-	297	703
Veterans' benefits	68,000	68,000	65,559	-	65,559	2,441
	<u>194,650</u>	<u>174,650</u>	<u>158,766</u>	<u>-</u>	<u>158,766</u>	<u>15,884</u>
Total Health and Human Services	908,391	888,391	796,885	7,326	804,211	84,180
Culture and Recreation:						
Public Libraries:						
Personnel services	758,760	758,760	757,905	-	757,905	855
Overtime and substitutes	10,100	4,100	3,183	-	3,183	917
Books, periodicals and bindings	134,500	134,500	133,908	-	133,908	592
Purchase of services	55,500	55,500	53,560	-	53,560	1,940
Supplies	12,000	18,000	17,524	-	17,524	476
Other charges/expenditures	10,800	10,800	8,390	-	8,390	2,410
Special articles	-	25,000	300	24,700	25,000	-
	<u>981,660</u>	<u>1,006,660</u>	<u>974,770</u>	<u>24,700</u>	<u>999,470</u>	<u>7,190</u>
Recreation Department:						
Personnel services	228,000	251,220	247,169	-	247,169	4,051
Purchase of services	32,400	32,400	32,084	-	32,084	316
Supplies	3,000	3,000	2,908	-	2,908	92
Other charges/expenditures	4,650	4,650	4,500	-	4,500	150
	<u>268,050</u>	<u>291,270</u>	<u>286,661</u>	<u>-</u>	<u>286,661</u>	<u>4,609</u>

(continued)

TOWN OF DEDHAM, MASSACHUSETTS

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL - GENERAL FUND
YEAR ENDED JUNE 30, 2012

	Budgeted Amounts		Actual Budgetary Amounts	Actual Encumbrances	Actual Budgetary Adjusted	Variance Positive (Negative)
	Original Budget	Final Budget				
Parks and Playgrounds:						
Personnel services	279,290	266,070	265,104	-	265,104	966
Overtime and substitutes	9,500	9,500	8,787	-	8,787	713
Purchase of services	18,000	18,000	13,046	-	13,046	4,954
Supplies	91,500	91,500	90,162	-	90,162	1,338
	<u>398,290</u>	<u>385,070</u>	<u>377,099</u>	<u>-</u>	<u>377,099</u>	<u>7,971</u>
Endicott Estate Commission:						
Personnel services	119,645	179,645	168,048	-	168,048	11,597
Overtime and substitutes	5,000	5,000	5,000	-	5,000	-
Purchase of services	38,900	38,900	29,269	-	29,269	9,631
Supplies	18,450	20,450	11,438	-	11,438	9,012
Other charges/exp. ditures	500	500	377	-	377	123
	<u>182,495</u>	<u>244,495</u>	<u>214,132</u>	<u>-</u>	<u>214,132</u>	<u>30,363</u>
Civic Pride:						
Other charges/exp. ditures	4,725	4,725	4,725	-	4,725	-
	<u>4,725</u>	<u>4,725</u>	<u>4,725</u>	<u>-</u>	<u>4,725</u>	<u>-</u>
Cultural Council:						
Community grants	6,300	6,300	6,300	-	6,300	-
	<u>6,300</u>	<u>6,300</u>	<u>6,300</u>	<u>-</u>	<u>6,300</u>	<u>-</u>
Total Culture and Recreation	<u>1,841,520</u>	<u>1,938,520</u>	<u>1,862,687</u>	<u>24,700</u>	<u>1,888,387</u>	<u>50,133</u>
State and County Assessments	<u>2,320,758</u>	<u>2,320,758</u>	<u>2,335,196</u>	<u>-</u>	<u>2,335,196</u>	<u>(14,438)</u>
Debt Service:						
Principal and interest	7,863,200	8,767,500	8,698,763	-	8,698,763	68,737
Total Debt Service	<u>7,863,200</u>	<u>8,767,500</u>	<u>8,698,763</u>	<u>-</u>	<u>8,698,763</u>	<u>68,737</u>
Pension and Fringe Benefits:						
Retirement:						
Contributory pension	3,351,200	3,351,200	3,351,191	-	3,351,191	9
	<u>3,351,200</u>	<u>3,351,200</u>	<u>3,351,191</u>	<u>-</u>	<u>3,351,191</u>	<u>9</u>
Retirement:						
Non-contributory pension	31,000	31,000	24,684	-	24,684	6,316
	<u>31,000</u>	<u>31,000</u>	<u>24,684</u>	<u>-</u>	<u>24,684</u>	<u>6,316</u>
Unemployment Compensation:						
Unemployment payments	75,000	75,000	42,333	-	42,333	32,667
	<u>75,000</u>	<u>75,000</u>	<u>42,333</u>	<u>-</u>	<u>42,333</u>	<u>32,667</u>
Insurance and Hospitalization:						
Employee group health insurance	9,700,625	9,760,425	9,760,045	-	9,760,045	380
Medicare tax	600,000	600,000	577,098	-	577,098	22,902
	<u>10,300,625</u>	<u>10,360,425</u>	<u>10,337,143</u>	<u>-</u>	<u>10,337,143</u>	<u>23,282</u>
Total Pension and Fringe Benefits	<u>13,757,825</u>	<u>13,817,625</u>	<u>13,755,351</u>	<u>-</u>	<u>13,755,351</u>	<u>62,274</u>
Total Expenditures	<u>84,654,755</u>	<u>86,200,314</u>	<u>83,450,978</u>	<u>1,262,278</u>	<u>84,713,256</u>	<u>1,487,058</u>
Other Financing Sources (Uses)						
Premiums from debt issuance	-	-	323,945	-	323,945	323,945
Transfers in	1,236,425	1,605,524	1,573,094	-	1,573,094	(32,430)
Transfers out	-	(1,478,900)	(1,488,900)	-	(1,488,900)	(10,000)
Total Other Financing Sources (Uses)	<u>1,236,425</u>	<u>126,624</u>	<u>408,139</u>	<u>-</u>	<u>\$ 408,139</u>	<u>281,515</u>
Excess (Deficiency) of Revenues and Other Financing Sources Over Expenditures/Uses Of Prior Year Budgetary Fund Balance	<u>(1,045,901)</u>	<u>(2,813,961)</u>	<u>\$ 2,740,039</u>	<u>-</u>	<u>\$ 4,291,722</u>	<u>\$ 4,291,722</u>
Other Budgetary Items						
Use of unreserved fund balance	\$ -	\$ 1,425,000				
Prior year encumbrances and articles	1,339,977	1,339,977				
Overlay deficits	(294,076)	(294,076)				
Other	-	343,060				
Total Other Budgetary Items	<u>1,045,901</u>	<u>2,813,961</u>				
Net budget and actual	<u>\$ -</u>	<u>\$ -</u>				

(Concluded)

The notes to the financial statements are an integral part of this statement.

The notes to the required supplementary information are an integral part of this statement.

REPORT OF THE FINANCE COMMITTEE

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

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

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

CHAPTER IV – GENERAL GOVERNMENT

REPORT OF THE BY-LAW REVIEW COMMITTEE

The Committee studied all non-zoning by-laws proposed for the November 2013 Special and May 2014 Annual Town Meetings and made recommendations on each. The Committee's recommendations were accepted by The Finance Committee, voted by Town Meeting Members, and, with the exception of Article 32 (Public Comment Period), were approved by the Attorney General's Office.

CIVIC PRIDE COMMITTEE

Dedham Civic Pride's mission is to improve and maintain the appearance of the town with our Sponsor A Spot, Blooms, Banners and Benches programs. Working with local community groups, businesses and the town, Dedham Civic Prides transforms unsightly traffic islands, rotary, median strips and other spaces into beautifully landscaped spots. Our banners liven up Dedham Square and the East Dedham area during various seasons of the year.

Committee Members include: Henri Gough (Chairman, term exp. 2015); Lauren Grant (Treasurer, term exp. 2015); general committee members: Cory Alexander, Amy Black, Bill Call, Samantha Cattaneo, Dolly Copozzi, Elena Derber, Tony Freitas, Louis Giunta, Jimmy Hawkins, Maryanne Hawkins, Sue Hicks, Gemma Martin, Fordie Madeira, Kevin Mawe, Fred Smith, Edith Stevens, Kathy St. Cyr, and Kiki Trahon (all terms exp. 2015).

A rough winter destroyed two Welcome to Dedham Signs that needed to be replaced along with the many plants and trees that did not survive the winter.

Dedham Civic Pride was actively involved in the reconstruction of Dedham Square. DCP worked with Amy Haelsen of Dedham Square Circle and John Haven, a Dedham resident and registered landscape architect to choose the design and palette of the hard scape of the new project.

The Sponsor-A-Spot program and Blooms program continued to grow as more businesses and organizations came on board with sponsorship and adopting a pot.

In 2015, Dedham Civic Pride will work on its social media presence, increase the dissemination of gardening and landscaping information to town residents and develop new sites to plant.

COMMISSION ON DISABILITY

The Dedham Commission on Disability (the COD) consists of nine members who are appointed by the Town Manager subject to approval of the Board of Selectman. Massachusetts General Law c. 40, § 8J (the "Authorizing Statute") requires the majority of COD members to be persons with disabilities. Currently, the COD is primarily comprised of disability law and accessibility advocates and family members of those with disabilities. During 2014 John Tocci and Mac Sterling served as Co-Chairs of the COD

The COD's mission is to promote full integration and participation of people with disabilities in all activities, services and employment within Dedham. The COD safeguards the rights of disabled residents and works with municipal officials to ensure compliance with state and federal disability-

related laws. The COD works to educate the public regarding the rights of the disabled and about both legal and illegal barriers faced by disabled persons. Dedham has a very active Commission on Disability and a proud history of increasing accessibility throughout the town to those with disabilities.

During the course of 2014 the COD engaged in the following specific activities.

- The COD purchased 15 temporary, portable HP signs with stakes and bases to be used at town polling locations, special events and any other venues where additional HP spaces may be needed; the signs are stored at Town Hall and the Town Clerk will lend the signs to various community organizations at his discretion.
- The COD became involved in considerations of the development of the “Manor Fields/Strier Property” Parks and Recreation proposed plan.
- The COD responded to request from MASS DOT listing accessible meeting places in Dedham.
- The COD issued a letter to Town Administrator about the need for the training of town personnel on the law of accessibility and disability.
- A COD investigation revealed accessibility issues with the Site Survey of the Dolan Center and Churchill Place Park.
- The COD invited the Director of Department of Public Works to a COD meeting to improve communication and knowledge regarding accessibility issues.
- The COD Invited the Dedham Chief of Police to a COD meeting to improve communication and knowledge regarding accessibility issues.
- The COD awarded two scholarships to a high school senior residing in Dedham who has overcome disabilities, who has family members with disabilities or who is interested in a studying or working in a field touching on persons with disabilities.
- As of June 30, 2014 the COD maintained \$40,928.74 in its segregated bank account.

REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission is responsible for the protection and management of Dedham’s conservation land and the administration of the Massachusetts Wetlands Protection Act, the Town of Dedham Wetlands Protection By-law (Chapter 28) and the Dedham Stormwater Management By-law (Chapter 36).

Conservation Commission Members and Staff

The Conservation Commission is comprised of 7 residents who serve 3-year terms and are appointed by the Board of Selectmen. The current members of the Commission are Frederick Civian, Chairman (Three year term expiring 2015) Jonathan Briggs Vice Chair, (2015), David Gorden (2015), Laura Bugay (2015), Brian McGrath (2015), Andrew Tittler (2016), Sean Hoxie (2015), and Kristine Langdon (2016). Cynthia O’Connell functions as the Town’s Conservation Agent. Her role includes reviewing applications for work near wetlands, drafting permits (Orders

of Conditions), and monitoring construction activities to ensure compliance with the Wetlands Protection Act and the Town Bylaw. In addition, the Conservation Agent provides education and outreach material on the wetland permitting process for residents and developers. She is also responsible for reviewing applications requiring Stormwater Management Permits, drafting permits, and monitoring construction activities to ensure compliance with the Town Bylaw.

Wetlands Protection Act and Stormwater Management Bylaw Administration

Persons contemplating any work in or within 100 feet of a wetland, or within 200 feet of a stream which flows continuously throughout the year, should seek information about the Wetlands Protection Act at the Commission's office in the Town Hall. The administration of the Wetlands Protection Act continues to take over one quarter of the time of the Conservation Commission. During Fiscal 2014, the Conservation Commission held 19 meetings and reviewed 14 Notices of Intent, and 13 Notice of Intent Amendments. The Commission also issued 21 Stormwater Management Permits and 8 Amended Stormwater Management Permits.

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

Major Stormwater and Wetlands Permitting Projects in 2014-

450 Sprague Street- Manor Fields Recreation Facility - *Notice of Intent from the Town of Dedham Engineering Department for the development of a multi-use recreational facility on the 25 acres of land formerly known as the Striar property. (DEP# 141-0466).* The Commission issued an Order of Conditions for the development of the property for active and passive recreation including two multi-use turf fields, basketball courts, tennis courts, and a dog park. These plans include a vehicular bridge spanning Bordering Vegetation Wetlands, pedestrian boardwalks through the wetlands, and filling of 4,665 square feet of Isolated Land Subject to Flooding.

750 Providence Highway – TGI Friday's - *Notice of Intent from David Spiegel for the redevelopment of a 7.5 acre parcel containing a freestanding retail building while filling and replicating an area of Bordering Vegetated Wetlands (DEP# 141-0465)* The Commission and third party reviewer expended considerable effort in reviewing the plans for the redevelopment of the TGI Friday's site, which included extensive changes to the existing wetlands resources and stormwater improvements including invasive species management, installation of rain gardens, electric charging stations, and green roof on the proposed new building. An Order of Conditions was issued allowing the existing degraded stormwater basin to be improved by establishing a hydraulic connection to the existing Bordering Vegetated Wetlands, thereby creating an additional flood storage of over 25,000 cubic feet.

MassDOT I95/University Avenue - *Notice of Intent from the Massachusetts Department of Transportation- Highway Division for improvements to the I-95 southbound ramp at University Avenue. (DEP# 141-0464)* The Commission issued an Order of Conditions in February 2014 for improvements to the I-95 southbound ramp at University Avenue. This project involved over 3,400 square feet of temporary wetland impacts; 5,716 square feet of permanent wetland filling; and the creation of 13,040 square feet of replicated wetlands.

Goals

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

REPORT OF THE COUNCIL ON AGING

The Dedham Council on Aging is a department in the municipal government of the town of Dedham. The Council on Aging provides recreational and social activities and events as well as information and referral services for adults over age 60 in the Dedham and surrounding communities. The goal of the Council on Aging and the Senior Center is to provide support to seniors to encourage and promote independence, dignity, and physical well-being to those older adults living in the community.

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

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

The COA Board consists of: Leanne Jasset (Chairwoman), Marie-Louise Kehoe (Vice Chair), and members Maureen Teti, Sandra Tocman, Sherri Hannigan, Diane Barry Preston, Geraldine Pacheco, and Russell Poole. In addition, there are members who are representatives from the Board of Health, Park and Recreation Department, HESSCO Elder Services, the Dedham School Department and the Dedham Police Department.

The Board meets on the 3rd Thursday of each month at 3:30 PM at the Senior Center, located at 735 Washington Street (inside Traditions of Dedham).

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

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

For Fiscal Year 2014, there were 900 (unduplicated) seniors served.

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

Some of the special activities that happen annually are the Over-90 Party, the V.F.W. Barbecue,

the American Legion Post #18, the V.F.W. Post #18, the Endicott Estate, and the Park and Recreation's Dolan Center.

Volunteer Opportunities: Out-of-Town Drivers, Friendly Visitors, Meals-on-Wheels Drivers, Newsletter Distribution, Program Instructors, Office Assistance, School Volunteer (Lunch Timer Learner Program), Telephone Reassurance, Video/ Library Book Delivery to Homebound Seniors and Escorts for shopping & medical appointments.

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

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

REPORT OF THE CULTURAL COUNCIL

The Dedham Cultural Council, a local agency, which is supported in part by the Massachusetts Cultural Council, a state agency, awarded \$12,214.00 in grant monies for the 2014 grant cycle at its annual meeting on November 26, 2013. A total of 16 grants were approved.

REPORT OF THE ENDICOTT ESTATE COMMISSION

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

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

We are pleased to report that the Estate organized more than 130 revenue generating events in 2014 while providing space to well over 65 Dedham civic organizations that host their weekly, bi-weekly and monthly meetings, special events and presentations at the Endicott Estate.

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

REPORT OF THE ENVIRONMENTAL DEPARTMENT

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

Energy

The Town of Dedham acquired its streetlights from NSTAR in 2009. The Town plans to use Green Communities funds to purchase and install LED Streetlights and Photo Controls. In 2012, the Town changed approximately 184 lights to LED lights. In July 2014 the Department of Energy Resources (DOER) Green Communities Division Competitive Grant award of \$250,000 to fund the continuation of the Town's LED streetlight replacement project. Anticipate saving 591,099.6 kWh per year or \$76,842.96 per year to the Town with a simple payback of 7.5 years.

Mill Pond Park

July of 2014 we celebrated the opening of Mill Pond Park in East Dedham. The creation of this park from an overgrown, forgotten lot filled with invasive Japanese knotweed to a passive park for the community was a joint effort between the Environmental Department, Park and Recreation Commission and Mother Brook Community Group with financial support from the Dedham Institution for Savings Foundation. The Park features a handicapped accessible walkway leading to a viewing/fishing platform. The focal point of the park is an outdoor art sculpture of a Largemouth Bass created by Dedham artist Gints Grinbergs. This is the first permanent public art sculpture in a Town park.

Dedham Trails

The Town of Dedham, with funding support from the Department of Conservation and Recreation (DCR) Recreational Trails Grant Program created the Dedham Water Trail, which opened in August 2013. The Water Trail is located entirely in Dedham and is made a loop by Long Ditch, located in Cutler Park. Through funding from the Massachusetts Department of Fish and Game, Division of Fisheries and Wildlife, Office of Fishing and Boating Access, the Town was able to create a handicapped canoe launch at the Dolan Center. The Town has partnered with L.L. Bean to offer kayaking, canoeing and Standup Paddleboard lessons out of the Dolan Center. 2014 the Water Trail received the distinct honor of becoming a National Recreation Trail as designated by the Secretary of the Interior.

Adjacent to this canoe launch is the Dolan Center trail, which now connects with Whitcomb Woods and the miles of trails that follow through NewBridge on the Charles property and Wilson Mountain. Construction of the new piece of this trail, funded by Conservation Commission mitigation money, was performed by the Student Conservation Association. For more information on these projects visit www.dedhamtrails.org or 'Like' us on Facebook at Dedham Trails.

Dedham Greenway

2014 began with a series of public meetings on the Rail Trail after funding was approved by Town Meeting to hire the Rails to Trails Conservancy to conduct a conceptual plan of the trail. The Rails to Trails Conservancy was optimistic about the creation of a community path given the few impediments and relative good shape of the trail base. The idea for this path was also called out in the Bicycle & Pedestrian Plan by MAPC.

Recycling and Composting in the Schools

The Town of Dedham was awarded in 2014 a Sustainable Materials Recovery Program Municipal Grant from the Massachusetts Department of Environmental Protection (MassDEP) to improve recycling in all facets of the schools. Through this grant award we will be improving the health of our students and environment by eliminating foam trays used to serve school lunches and bringing back reusable trays and silverware, while phasing composting in district wide over the next 3 years of this grant award. MassDEP has awarded the Town of Dedham a contract for up to \$27,630 for the Program (\$20,630 for equipment and \$7,000 for implementation).

Public Space Recycling

In March of 2014 the Environmental Dept. was awarded a grant from the Massachusetts Recycling Challenge (MRC) to help implement public space recycling in Dedham Square. Through this award the Town is now able to expand its single stream recycling program to public spaces. The Town has worked hard to implement a successful residential single stream recycling program and has over the past several years expanded it to include recycling in all of its parks, playgrounds and ball fields. The implementation of recycling in public spaces will help to further solidify the Town's commitment to recycling and to creating a cleaner, more sustainable community. As part of the MRC grant award, DSM Environmental Services, Inc. will provide technical assistance to the Town on the selection of public space recycling containers.

Stormwater

The Environmental Coordinator continues to coordinate town Departments on the submittal of the MS4 report.

REPORT OF THE FACILITIES DEPARTMENT

During FY14 from July 1, 2013 through June 30, 2014, under the direction of Taissir Alani from July 2013 through March 2014, and Denise Moroney from April through June 2014, the Facilities Department completed several improvements:

SCHOOL BUILDING IMPROVEMENTS

Elementary school intrusion alarm systems were either repaired, replaced or installed new. Entrance surveillance and remote entry access card systems were installed so that visitors could be viewed and allowed entry by the school front office staff. The Oakdale gym ceiling was replaced with a 2'x 8' tectum ceiling. The Oakdale basement boy's bathroom urinals were replaced after being removed two years prior. Some Oakdale classrooms and hallway ceilings were repaired. Riverdale interior hallway walls were painted and windows repaired. Riverdale playground swings were replaced and ECEC and Riverdale playgrounds received new wood fiber surfacing. The Avery PA system and swipe card access systems were repaired.

The High School fire alarm system was replaced with a new addressable system. A total of 300 running feet of the 1" x 5" baseboard were replaced and painted on the walls of the front gym and the floors in both gyms were refinished. Signage was added to direct residents and visitors to the restrooms from the bleachers of the high school field. A potential redesign for the DHS Main Lobby and Entrance was presented that focused on improving the aesthetics of the front lobby along with a major build out of a new storefront. We started the replacement of all DHS exterior doors with Special Lite fiberglass reinforced polymer (FRP) doors which greatly improved security and will reduce heat loss.

TOWN BUILDING IMPROVEMENTS

The Pool fire alarm system was replaced with a new addressable system. A building intrusion alarm system was installed along with a swipe card access system at the Pool building.

A camera surveillance system was installed at the Endicott Estate.

At the Dolan Center, one of the exterior balconies was replaced which served the kitchen/office on the second floor.

The old abandoned air handler unit was removed from the basement of the Police Station making much needed storage space available and a secure evidence room was built.

A Terex PT30 was purchased to aid the school and town building custodians in sidewalk snow removal efforts. A 2014 Ford Escape was purchased for the Facilities Director position.

MAINTENANCE & REPAIRS

In addition to the major projects listed above, there are daily repairs that are completed through the work order system, which include items such as lighting, electrical outlets, phones, cameras, elevators, fire alarms, windows, shades/blinds, door hardware/locks/keys, fences, pest control, landscaping, painting, roofs, hvac, plumbing, etc. The "SchoolDude" Maintenance Direct work order system helps us to track our maintenance needs throughout the Town and School buildings. During FY14 the Facilities trades staff was comprised of an Electrician, Plumber and HVAC Technician completing 777 of the 1011 work order requests submitted for maintenance issues, resulting in a 76.85% completion rate.

Due to the Carpenter being out injured on workers compensation for close to two years, we started to explore our options to fill this vacancy as it was costing the town more for contracted services with vendors. Our HVAC Technician position was also vacant starting in April 2014. Despite the lack of maintenance staff, we continued to resolve maintenance issues in a timely manner and began to track our labor hours for each work order.

REPORT OF THE BOARD OF HEALTH

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

Office staff:

Health Director: Catherine Cardinale, Registered Sanitarian
Public Health Nurse: Caitlin VanDeGiesen, Registered Nurse
Assistant Health Director: Leontia Flanagan, Certified Food Inspector
Administrative Assistant: Joan Conway
Animal Inspector: Alyssa Kane

A total of 572 food inspections were conducted for approximately 212 establishments of all types including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, fairs, nursing homes and concession stands. There were also two DPH food investigations and 41 complaints

against establishments. Other inspections include camps (12), Pools, Whirlpools, Saunas, and Steam Rooms (47), Housing (39), Rubbish/Debris (109), Tanning Facilities (4), Nuisance Complaints (73), Tobacco Compliance (0), Animal waste complaints (3), and general inspections (36).

Plan reviews have been at a minimum this year in comparison to the past with restaurant/ retail reviews (12), septic plan reviews (7), Observation pits (12), perc tests (6) and well installations (4).

Licenses/permits that are issued through the Board of Health are burial (254), installers (8), funeral directors(2), food service/ retail/ caterers/ bakery/ canteen and dumpsters (311), camps (12), pools/ saunas/ whirlpools/ steam rooms (24), construction septic (10), tobacco (34), tanning (4) Haulers (33), domestic animal (10) and tanning beds (14).

Hazardous Waste Collection Day is held in October for all Dedham residents at the DPW facilities located at 55 River Street. The attendance was steady and successful as we serviced over 214 vehicles generating over \$8000.00 of properly disposed waste during the event. The Board of Health must also supply proper means of disposing used syringes and have had a program up and running for over 3 years and is very successful.

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

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

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

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

Blood pressure testing (115), health counseling (124), communicable disease investigations (142), first aid to Town employees (29), house calls (6), blood pressure at the town clinics (332), and influenza/ pneumococcal vaccinations (700).

Animal Inspector has investigated 84 animal bites issuing quarantines as needed and follow- up visits.

Meetings and Workshop office staff attends throughout the year:

MHOA, MPHNA, Vaccine Management, Infectious Disease Surveillance, Reporting and Control, Emergency Preparedness, State Lab Federal Guidelines, Medicare Roster Training and

Reimbursement, Childhood Lead Poisoning Prevention Program, Region 4B Emergency Operation Sites, NC-7, CHNA, TURI, NEHA, Ma Public Inspector Training Food Certification Program, and MEHA.

REPORT OF THE BOARD OF LIBRARY TRUSTEES

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

Library: Dedham Public Library
Town and State: Dedham, Massachusetts
Library Director: Dr. Mary Ann Tricarico
Date of Founding: Dedham Library Association: November 28, 1854
Dedham Public Library: February 29, 1872
Facilities: Main Library: 17,546 sq. ft, built in 1885
Children's wing added in 1952
Endicott Branch: 4276 sq. ft, opened February 12, 1973
Total Holdings: 126,763
Network Membership
Fee: \$37,251
Municipal Income: \$1,045,791
Total Circulation Activity: 162,186
Number of Programs offered: 259
Total Program Attendance: 3023
Evening Hours as %age of hours open: 13.39%
Weekend Hours as %age of hours open: 8.30%
Non-Custodial FTE: 15.06
Total Annual Hour Open: 4,218

REPORT OF OPEN SPACE AND RECREATION COMMITTEE

2014 COMMITTEE MEMBERS

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

ACCOMPLISHMENTS

In 2014, the Open Space and Recreation Committee (OSRC) continued to review the 2010 Town of Dedham Open Space & Recreation Plan in preparation for the 7-year update, scheduled for

2017. The OSRC reviewed the action items in the 7-year action plan to determine what goals had been met, what obstacles were preventing progress, and what new goals have been added. The Open Space and Recreation Committee works closely with the Environmental Department on many projects, as indicated below.

Specific accomplishments of the OSRC during 2014 are listed below:

- Collected data for certification of one vernal pool at Wilson Mountain and one at 235 Stoney Lea Road
- Monitor biocontrol management of invasive species with partner organizations

Species	Biocontrol	Partner Organization	Area affected
purple loosestrife (<i>Lythrum salicaria</i>)	beetle (<i>Galerucella californiensis</i> and <i>G. pusilla</i>)	Neponset River Watershed Association	All wetlands
Mile-a-minute vine (<i>Persicaria perfoliata</i>)	weevil (<i>Rhinoncomimus latipes</i>)	Massachusetts Department of Agricultural Resources	Fowl Meadow

- Participate in Neponset River Watershed Association and Charles River Watershed Association citizen's water monitoring programs
- Contributed to the opening of Mill Pond Park in East Dedham (with Environmental Department, Parks and Recreation Commission, and Mother Brook Community Group)
- Organize and contribute to town-wide cleanup events at many locations
- Organize and participate in Dedham Trails Day at the Dolan Center on June 21, 2014
- Promote the opening of connector trail between Dolan Center and Whitcomb Woods (with Environmental Department)
- Begin development of GPS map of trails in the Dedham Town Forest
- Conduct site walk near Wigwam Pond to evaluate conditions for walking trails
- Participate in several meetings with the Metropolitan Area Planning Council to provide input on Priority Mapping project
- Increased interaction with Dedham Land Trust to align goals and efforts
- Continue discussion of a Scenic Road by-law to support designation of scenic roads as allowed by State legislation
- Engage in community discussion regarding the Dedham Rail Trail
- Appointed a representative to the Steering Committee for the Town's first Parks and Recreation Master Plan approved at Special Town Meeting in November 2014

REPORT OF PARK & RECREATION COMMISSION

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

The Parks and Recreation Department enjoyed another productive year highlighted by many new programs, improved parks and new access to the Charles River at the Dolan Recreation Center. Working with the Environmental and Conservation departments Mill Pond Park was completed and the walking trails behind the Dolan Center extended including construction of new bridges. The new special needs Pathfinder program entered its second year with the introduction of many

new special needs programs. Retired Park and Recreation Director Anthony P Mucciaccio Jr has remained involved with the department assisting with the Flag Day Parade, Dedham Day and The Clipper Swim team

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

Recreation Department

Programs

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

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

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

1. Gymnastics, Tumbling Tots to grade eight (Summer & Winter programs)
2. Dance Program, Petite feet, Happy feet, Kinderdance, Ballet & Tap, Dance Trilogy, Hip Hop (Ages 4-15)
3. Youth & Adult swim lessons year round
4. Youth tennis lessons
5. Weight training programs for Boys & Girls
6. Men's slo-pitch softball
7. Boys Wrestling
8. Men's open league basketball
9. Summer Swim Team
10. Winter Swim Team
11. Youth & Adult golf lessons
12. Open Gym Program
13. Karate
14. Pathfinder Programs
15. Flag Football
16. Lacrosse Camp
17. Robotics
18. Field Hockey Camp
19. 6 summer specialty camps
20. Under age 6 soccer camps
21. Kayaking and Canoe
22. Community Gardening

Many new programs were added in 2014 including Adult swim lessons, Hydro riders, senior fitness, yoga, lifeguard training and a number of new Pathfinder programs.

Please see our web site for a complete list of programs. www.dedham-ma.gov/recreation
The 47th annual Flag Day Parade was held on June 14th. Honorary Parade Marshall was Bob

Aldous. Some 20,000 people enjoyed the Parade.

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

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

Parks Department

The following Parks are under the care of the Parks Department: John Barnes Memorial Park, including Upper Memorial, Hartnett Square, Whiting St. triangle, East Dedham Passive Park, Condon, Paul, Churchill, and Fairbanks Parks. The following school area are maintained on a limited basis by the Parks Department: Oakdale, Riverdale, Capen, and Greenlodge. The Manor fields committee had a very productive year selecting a vendor for the engineering study and beginning design work on the area. Potential proposals include 2 multipurpose fields, 5 tennis courts, two basketball courts, Dog Park, playground, concession stand and walking trails. With the cooperation of the Conservation department and the Department of Conservation and Recreation construction was completed on a parking lot and river access at the Dolan Recreation center. This opened up the area to kayaking and canoe programs.

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

REPORT OF THE REGISTRARS OF VOTERS

The Board of Registrars is a four member board which oversees all Town, State and Federal elections, town meeting participation, and nomination verification and voter registration. The Board consists of Democrat Town Clerk Paul M. Munchbach and Republican Tracey White whose term expires 2015. The Board would like to recognize Chairman Robert King who after 30 years of service in Elections has retired and Dennis Guilfoyle who was elected to the Board of Selectman in April of 2014. The Board continues yearly updating of the Town census, street listing, and software technology and in working with the Town Clerk's office holds voter registration drives throughout the year. The Board of Registrars has used our 2010 Federal census as our base line town's population count of 24,749 and 17,472 registered voters. The Board of Registrars would like to recognize the Town Clerk's office, the precinct wardens, poll workers, DPW, School Department and Police Department for their hard work and dedication in conducting our State and local elections.

REPORT OF THE SCHOLARSHIP COMMITTEE

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

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

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

REPORT OF THE SELECTMEN AND TOWN AMINISTRATOR

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

Fiscal Year 2014 was year of transition for the Board and the Office. In March of 2014 William Keegan announced that he would be leaving the position of Town Administrator in April for a similar position in the Town of Foxboro, MA. Mr. Keegan served as the Town of Dedham's second Town Administrator since being appointed in February 2002. We would like to express again our appreciation for his skillful management and visionary leadership in Dedham over the past twelve years and wish him the best in his future endeavors.

Assistant Town Manager Nancy Baker was appointed Interim Town Manager for the period between Mr. Keegan's departure and the anticipated appointment of the Town's First Town Manager in the fall of 2014.

Charter Changes - The Charter Review Committee completed its work evaluating the existing Town Charter and making recommendations to the Board of Selectmen and Town Meeting. The charge of the committee was to identify areas of the present town governmental structure that could be updated or modified to better provide the services and perform the functions of local government. The Town Carter had not been revised since the mid-1990s. The primary changes voted at Annual Town Meeting were:

- Changing the Chief Administrative Officer from Town Administrator to Town Manager. This change includes a greater level of responsibility in the day-to-day operation of the town and is in keeping with the trend in local government in the region towards more autonomy and oversight
- Changed the reporting authority for the Town Planner from the Planning Board to the town Manager
- Changed the reporting authority for the Health Agent from the Board of Health to the Town Manager
- Changed the reporting authority for the Assessor from the Board of Assessors to the Town Manager

A brief summary of some of the notable accomplishments from the year follows.

Financial Performance- Dedham continued to experience solid financial performance as the regional and national economies recover from the recession of 2008-2009. Local receipts performance continues to improve as businesses invest in new construction and residents replace older cars with newer ones. As the tax rate setting process progresses in the fall of 2014, there

may be an opportunity for some reduction in taxes due to the strong state and local receipt performance.

Ames School Purchase/Municipal Campus – Town Meeting approved the purchase for the former Ames School Building adjacent to the present Town Hall building in May of 2014. The vote included amounts to purchase the building, transition the present tenants out of the building and estimated amounts for the renovation of the building and the renovation of the existing town hall building into a police station. Including contingency and time escalation the total authorization was \$28.25 million. The former school building will be the new location for the town administrative offices and the first senior center in the Town of Dedham. The process has begun to prepare the solicitation for an Owner's Project manager, which will be followed by the hiring of a design team for the project. The project also includes an intention to provide a renovation to the existing Fire Department headquarters between the new Town Hall/Senior Center and the renovated Police Station.

Robin Reyes Fund – The funding for the Ames School renovation will be supported in large part through the use of the Robin Reyes Fund. The special purpose stabilization fund is made up of local meals tax and local hotel rooms tax receipts. The revenues from these two dedicated sources is restricted by vote of town meeting to brick and mortar projects. The expectation is that the accumulated balance and annual revenue in the fund will provide a significant foundation for the debt service costs associated with the aforementioned building projects and their successors such that the need for authorizations to exceed the levy limit, known as debt exclusions, would not be necessary. All projects would have to be authorized by Town Meeting with the normal authorization process, including a two-thirds vote for the authorization of borrowing, and would be subject to all state and local regulations regarding procurement, zoning and land use.

Human Resources Department Established- In May of 2013 Town Meeting Members gave their final approval to the establishment of new Human Resources Department for the Town. The Town's first Human Resources Director, Miriam Johnson, was appointed in September 2013. The position is expected to improve the administration and performance of the human resources function across the board, including recruiting, employee relations, and administration of benefits, employee training, and employee performance. The staffing in the office will be re-evaluated from time to time with the objective of maximizing the delivery of services by the staff throughout the organization.

Dedham Square Improvement Project- the Dedham Square Improvement Project was completed on November 15, 2013. The project was the culmination of an effort that began with the town being awarded a Public Works Economic Development Grant in May of 2011 for \$1.3 million. Local funding was approved for \$4.8 million and an additional grant was secured for the Commonwealth for \$400,000. The construction period lasted 592 days out of 615 allotted and came in \$465,000 under budget at the time of completion. In addition to the aesthetic and engineering improvements, the project increased the net parking spaces in the downtown area, improved pedestrian access and safety and is expected to be a catalyst for new public and private investment in the Town. Special thanks to the Engineering Department, Public Works Department, and our Economic Development and Planning Departments for their work throughout the project.

New Bus Route for Town Bus - Following the Town Meeting in May of 2013, the Town Administrator's Office established a new working group designed to evaluate the current Town Bus Route and the operation by the current vendor to determine if changes are needed. The

conclusions of the group were that the route and the method of traveling the route are in need of improvement. Town Planner Richard McCarthy has taken the lead in the re-evaluation of the bus product, including identifying changes that might increase ridership, potential changes in the fee charged to riders, and the potential for changing transportation vendors. This process is expected to take the greater part for FY15, at which time the potential changes will be implemented.

Respectfully submitted,

Nancy Baker
Interim Town Manager

REPORT OF THE SUSTAINABILITY ADVISORY COMMITTEE

The Dedham Sustainability Advisory Committee was established to advise the Town's Board of Selectmen on strategies for advancing the Town's commitment to renewable energy, at the municipal, business, and residential levels. The purpose of the Committee is to educate Dedham and encourage energy conservation and sustainability by addressing the long term impacts of fossil fuels such as pollution, global warming and climate change. By engaging the community in making smart energy choices we are forging the path for a sustainable Dedham that will have a long-lasting, positive impact on future generations.

The Committee has representation on the Master Plan Implementation Committee and Open Space Committee.

Committee Members

Jonathan Briggs, Chair	Carmen Dello Iacono
Deb Harrison, Vice Chair	Rich McGuinness
Mark MacLean	Leigh Hafrey
Chuck Kabat	Carol Hills
Virginia LeClair, Environmental Coord.	

REPORT OF THE TOWN CLERK

My name is Paul M. Munchbach and I would like to welcome you to the Town Clerks report. The Town Clerk acts as the information source to the town departments and the general public regarding all federal, state and local regulations and town by-laws, rules and regulations. The Town Clerk also serves as the chief election official, custodian of all town records, registrar of vital statistics, and is directly responsible to the voters of the Town. More specifically, the Town Clerk's duties include: overseeing polling places and the general conduct of all elections, directs preparation of ballots, voting equipment, voting lists, certifies nomination papers and initiative petitions. The clerk's office conducts the annual town census, prepares the street list of residents, supervises voter registrations, absentee balloting, and maintains all public records. The clerk's office records and certifies all official actions of the Town and holds the Town Seal. Our office records and preserves all vital statistics for births, deaths, and marriages. The Town Clerk or Assistant Town Clerk administers the oath of office to all elected and appointed members of local committees and boards. The office is responsible for issuing licenses for dogs, raffles and bazaars, business certificates, and fuel storage permits. The office also maintains and updates the requirements for the State Ethics training. The Town Clerk's office submits by-laws and zoning ordinances to the Attorney General for approval and works with the Secretary of State's office, Department of Revenue, State Ethic Commission and office of Campaign and Political Finance on related issues.

As the Town Clerks Office continues to learn new programs. This year we were able to expand our Vital Records program to include not only electronic certified copies of Births, but we are now able to record and print Certified Copies of Death Certificates starting with the year 2014. We are looking forward to working with the State to add to the expansion of this program. The Fall Town Meeting was held on November 14, 2014, Spring Town Meeting on May 18, 2015 and the Annual Town Election on April 11, 2015. Our office completed the 2015 census and had the 2015 List of Residents printed and ready for purchase at the Town Clerks Office.

In addition to these duties our office has registered over 1100 new voters, issued about 1,700 dog licenses, and recorded 291 births, 398 deaths, and 133 Marriages. The Clerk's Office presently holds close to a 1000 registered Business Certificates.

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

REPORT OF TOWN COUNSEL

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

We are pleased to report that we were able to assist the Town in resolution of one litigation matter this fiscal year, including negotiation of a settlement agreement between the Town and T-Mobile Northeast LLC which outlined the process by which T-Mobile was to secure necessary variances and permits for proceeding with its telecommunications facility at the old Avery School. The execution of this settlement agreement resolved the pending lawsuit in the U.S. District Court. There are two ongoing litigation matters between the Town and the owner of a liquor store whose license was revoked by the Alcoholic Beverages Control Commission after the owner failed to adhere to an executed settlement agreement. In one matter pending in Norfolk Superior Court, we successfully dismissed a majority of claims alleged against the Town and will continue with the necessary filings on the remaining count of specific performance of the settlement agreement. In the other matter, the Alcoholic Beverages Control Commission granted our motion to dismiss, which was then appealed by the owner and is pending in Suffolk Superior Court. We have filed necessary motions and await a judgement by the court.

We advised on the legality of a multitude of issues, including, but not limited to, resident only parking restrictions and procedures to implement such restrictions, a Governor's Bill to authorize the Town to place a non-binding public opinion advisory question on the ballot at a special election, public records requests, the extension of a Town sewer line and needed easements, Conflict of Interest Law issues, liquor license violations and transfers, an early childhood

education center, entertainment license requirements, dimensional variance implications, Historic District By-law amendments, property line disputes and vegetated privacy screening, tax liens, an ANR expiration for application received by the Planning Board, and various employment matters.

We drafted various legal documents including a request for proposals for curbside solid waste and recyclable materials collection, and then a contract for such purposes with Russell Disposal, a research agreement with Northeastern University, release from liability for kayak rentals, a contract for mobile payment services for parking payment, a release and settlement agreement between the Town and the Police Dept and Superior Officers Union, a request for services for school construction owner's project manager, a contract with Weston & Sampson for private building inspections as well as a notice of sewer inspection and door-to-door inspection policy for inflow and infiltration issues, and a contract with Beta Group Inc. for roadway improvement services.

We assisted with drafting, reviewing and revising warrant articles and motions for the Annual and Special Town Meetings including articles for the acquisition of the Ames School, elderly and disabled taxation fund, Endicott Estate Enterprise Fund, senior tax exemption, and accounting services.

We advised the Charter Review Advisory Committee on the process for amending the Charter and provided support to such committee in formulating its recommendations to the Board of Selectmen. In connection therewith, we drafted Charter amendments and related warrant articles, special legislation to amend the Town Charter, and ballot question summaries for the special legislation. We also assisted with the recodification of the Town By-laws, including drafting summaries and power-points for meetings with the Board of Selectmen and By-law Review Committee. We drafted bylaws and amendments to bylaws regarding medical marijuana facilities, improvements to private ways, and the laying out of private ways.

We assisted with various real estate matters, including the due diligence and drafting of required documents for the acquisition and lease of property at 100 and 150 Rustcraft Road, potential liability under M.G.L. c. 21E, and the structuring of master deed and condo unit deeds. We also assisted with the acquisition of the Ames School, including drafting of a uniqueness determination, Purchase and Sale Agreement, and advised on site assessments under M.G.L. c. 21E.

We provided timely eUpdates on amendments to G.L. c. 30B, the Uniform Procurement Act, a regulation of medical marijuana including a draft model bylaw for a medical marijuana overlay district, and upcoming deadlines for requirements under the Affordable Care Act. We also provided a webinar on understanding the law of highways and byways.

We attended Annual and Special Town Meetings, meetings of the Board of Selectmen, Charter Advisory Committee, By-law Review Committee, and of other Town boards. Town Counsel's objective for Fiscal Year 2015 continues to be to provide high quality legal services to the Town in a responsive and timely manner at a reasonable cost.

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

REPORT OF THE VETERAN'S AGENT

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

REPORT OF THE DEDHAM-WESTWOOD WATER DISTRICT

Mission

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

Water Supply

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

Water System Infrastructure Improvements

This past year \$3.1MM was spent on capital improvements, which is a typical yearly investment. In total 19,373 feet of water main was installed or replaced in Clapboardtree Street, High Street and University Ave in Westwood and in Taylor Ave, Zoar Ave and High St in Dedham. There are approximately 210 miles of water pipe in the system. The DWWD generally replaces one to three miles of pipe each year. Still, there remains a significant amount of old unlined cast iron pipe to be replaced. A 2012 study of the system by Weston and Sampson Engineers recommended an annual investment into replacement water mains of at least \$1.4MM annually for the next twenty years.

Forty-six new water services were installed this year and we replaced sixty-seven old service pipes, generally coordinated with Town paving schedules.

Other capital improvements included sixteen hydrant replacements and thirty-four new hydrants were set. We replaced 1150 meters with the new radio style. Approximately 95% of our customers now have the radio style meters, which has greatly reduced the time needed to read the meters. The emergency generator and heating system at the White Lodge Treatment Plant were replaced this year at a cost of \$1.1MM. The capital budget approved for 2015 is \$3.7 MM.

Bridge Street Treatment Plant and Pump Station

The Bridge Street Water Treatment Plant, built in 1881 as a steam driven pump station, provides public water supply and fire protection to the Towns of Dedham and Westwood. The pumping station was electrified in the 1950s, and was significantly expanded in the 1991 to include pressure filtration for iron and manganese removal. The DWWD currently finds the treatment plant in need of extensive renovation to the structure, building systems and some process and pumping equipment in order to continue its purpose of supplying potable drinking water to the communities. The DWWD Board has begun the process of evaluating the facility for a significant renovation with the goal of preserving the local water supply, retaining the existing building exterior and minimizing environmental impacts

Water Conservation

Water conservation continues to be an integral part of the DWWD mission and day to day operations. Last fall we conducted another system wide accoustical survey of the water distribution system intended to find water leaks on mains, services and hydrants which are not surfacing. Finding what's called "unaccounted for water" has been a long standing challenge for the DWWD as it is for systems such as ours that started well over a century ago. Water meters are also methodically replaced to assure accuracy and take advantage of new technologies. To date, 95% of customer meters have been replaced with radio style meters. Rebates continue to be offered to promote the upgrade of toilets and washing machines to low flow versions. Lastly, we continue to offer water resource protection and water conservation education in both Dedham and Westwood Elementary Schools, community Green Fairs, Earth Day programs and Farmer's Markets. Aside from being the right thing to do, water conservation is necessary to continue to comply with MADEP issued water permits, without which we could not withdraw the water quantities needed from the Charles and Neponset river basins.

Financial

DWWD continues to be a financially sound organization as evidenced by the recently completed financial audit conducted by the CPA firm of Melanson and Heath. The Moody's Bond Rating is Aa2. Water rates are comparable to many Massachusetts communities. Each year, the DWWD replaces water mains and services, meters, pumps and motors and other equipment, needed to keep the water works reliably running. The DWWD Board voted to issue refunding bonds as well as to make a new issue of \$3,000,000 General Obligation Bonds for various water system improvements, including, replacing mains, hydrants, customer service line pipes, water meters, installation of replacement groundwater wells, and the replacement of heating system and emergency generator at the White Lodge water treatment facility.

Cross Connection Control Program

The DWWD Cross Connection Control Program is a key element of the Water System operation. DWWD is committed to protecting your public water system from contamination due to backflow of connections containing non-potable water. Backpressure and cross contamination

can occur when the pressure in equipment or a system is greater than the pressure in the drinking water system. Contamination can also occur when the pressure in the drinking water line drops due to occurrences such as main breaks and heavy water demand causing contaminants to be siphoned out from equipment and into the drinking water. Dedham-Westwood Water district's water system is protected by the control of actual or potential cross connections through two programs:

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

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

REPORT OF THE YOUTH COMMISSION

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

A. Direct Counseling Services

Offered both formal and informal counseling to youth and their families dealing on a daily basis with adolescent issues of suicide, neglect and abuse, addictions, homelessness, unemployment, education, depression, peer relations, anxiety, and eating disorders.

Created and participated in psycho- educational trainings on such topics as dating violence, diversity and cyberbullying, drug and alcohol use and abuse, eating disorders, and self-esteem group

Offered both individual and group counseling

Offered a referral service for youth related situations

Increased the professional training and development of staff including collaboration with Needham and Westwood

B. Programs/Services/Events

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

RISE PROGRAM

RISE is a three week summer program designed to prepare rising 9th graders academically and socially for high school, college and careers. Daily sessions include a Reading & Writing Course, Math Course, College & Career Awareness Activities, Healthy Habits Workshops and Recreational Activities. In the summer of 2014, 45 students participated in our RISE program. This is ¼ of the graduating 8th grade class.

COLLEGE BOUND

College Bound is a three-week summer program primarily for low-income and/or first generation Dedham Middle School students who are currently in Grade 7 and entering Grade 8 in the Fall of 2014. The goal of College Bound is to excite students about college, expose them to various careers and encourage them to lead healthy lives and become leaders in their communities. During the first week of the program, students will live at Regis College and experience the life of a college student. Students will learn how to live with a roommate, participate in Science and Critical Thinking courses, write essays, share ideas during class debates, play basketball, go swimming, attend career panel discussions, and enjoy nightly dance and karaoke parties. Students will also eat three delicious and nutritious meals a day in the cafeteria. During the second week of the program, students will participate in college tours across New England and in job shadow days around Dedham. During the 3rd week of the program, the students will partner *with Ripples of Hope* and conduct community service projects in Dedham. 26 students participated in the College Bound program in 2014.

JOG FOR JOBS

Jog for Jobs is an event where community organizations, businesses and residents jog laps around the Dedham High School track in awareness and sponsorship of summer paid internships for Dedham Youth. The event also includes live music, DJ, fashion show, etc. Through this event, we are able to provide more summer opportunities to teens.

VETERANS ROAD SUMMER CLUBHOUSE

This is one example of the many internship opportunities created through the Jobs for Jobs event. During the summer months, we hire and train a team of teens to facilitate daily activities for children who live at the Veterans Road Housing Complex. In 2014, 7 high school students were hired to facilitate daily activities for over 25 children residing at the Vets Rd Housing complex.

BEAT PROGRAM (BE A Tutor)

BEAT is a peer tutoring/mentoring program designed for Dedham high school students and elementary students. It is a weekly opportunity for high school students to tutor and mentor elementary students. In 2014, we had 30 high school students who tutored 70 Oakdale and Avery elementary students on a weekly basis.

PHOTOGRAPHY CLUB

Students learn the basics of Photography and explore their creative side as well. These students produce an annual Dedham Youth Commission calendar, and often photograph DYC events and activities. In 2014, 8 students participated in the club.

DJ CLUB

The Dedham Disc Jockeys is an after-school club designed to teach students the fundamentals of being a Disc Jockey. The students volunteer their time to deejay several middle school and high school dances, as well as many fundraisers in town. In 2014, 10 students participated in the DJ Club.

DEDHAM SQUARE COLLEGE FAIR BLOCK PARTY

The Dedham Square College Fair Block Party is held throughout the town square and features over 50 Colleges from New England and beyond, plus fun events, such as live music, guest speakers, face painting, games, and specials from local merchants. This event encourages teens, kids and parents to have dialogue and conversations about college. In 2014, over 500 people attended the event this year.

FAMILY GRATITUDE 5K TURKEY TROT

This event is becoming a new family tradition in Dedham. In 2014, over 1500 people participated in the 5K, raising over \$35000 for local charities and programs. \$25,000 was awarded to the Dedham Food Pantry and \$10,000 was awarded to the DYC College Bound Program.

HOLIDAY GIFT GIVING PROGRAM

One of the hallmarks of the DYC is helping families in need, particularly during the Holidays. We work with School Adjustment Counselors from every school in Dedham, along with the Director of the Housing Authority to identify families in need. Then we facilitate several toy drives ("Rocking the Stocking) and charity events, along with securing individual and organizational sponsorships. In 2014, we provided over 363 youth with gift bags filled with toys, clothing and gift cards totaling \$100 in value (that's \$36,300 total).

THANKSGIVING DINNER PROGRAM

Partnered with Dedham Country Day School, Nobles, Dedham Rotary Club and the local elementary schools to provide 74 Thanksgiving baskets to underprivileged families in Dedham.

NORTH STAR RAMBLE

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

TALK CLUB

Facilitated the TALK club at Dedham High School. The main focus of the TALK club is to provide a comfortable social environment where students from a variety of cultures in Dedham High School are able to discuss and deal with everyday life issues. Some topics we focused on were diversity, peer pressure, racism, unity, and acceptance of different backgrounds in our communities. In the spring of 2014, the TALK club hosted a town-wide open MIC night focusing on diversity and culture. The event was held at Endicott Estate.

50 DAYS OF FITNESS

In 2014, we developed and implemented the "50 Days of Fitness" program for the Dedham Community. In total, 26 organizations, businesses and health facilities offered over 50 health related activities or workshops to members of the town. In total, over 500 Dedham residents, ranging from kids to senior citizens, participated in several of these activities and workshops.

COMMUNITY SERVICE

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

- Solid Body Fitness/Cops for Cancer Benefit (benefits Cancer patients)
- Dedham Dancing with the Stars (benefits school programs)
- Ripples of Hope/Harvesting Seeds of Hope (benefits homeless shelters)
- 4Cs for Kids Day (benefits Children's hospital)
- Party in Pink Zumba (benefits breast cancer patients and research)
- Placing flags at Veteran's grave sites (in honor of Memorial Day)
- Stocking the shelves at the Dedham Food Pantry
- Making a monthly run to the Greater Boston Food Bank to pick up food for Food Pantry
- Ride for Food (bike ride to sponsor area food pantries)
- Meals on Wheels (to provide meals to elderly or sick)
- Snow shoveling for elderly residents
- Fall Fair/Pumpkin Fest at Dedham Community House
- Trunk or Treat (fun day for kids in the spirit of Halloween)
- National Night Out/Kids Obstacle Course

Awards

All America City Award Finalist

CHAPTER V – HOUSING, PLANNING AND DEVELOPMENT

REPORT OF THE ZONING BOARD OF APPEALS

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

The Board's powers entail:

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

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

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

The Zoning Board of Appeals typically meets on the third Wednesday of every month. All activities of the Board are conducted in open meetings in accordance with Chapter 39 of the Massachusetts General Laws. In 2014, the Board heard 57 cases for variances, Special Permits, or waivers from the Town of Dedham Sign Code.

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

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

REPORT OF THE BUILDING DEPARTMENT

The Building Commissioner the Assistant Building Inspector and the Assistant Building

Inspector/Code enforcement officer are responsible for general building and site inspections; enforcement of the State Building Code, including the Energy Code, and the Rules & Regulations of the Architectural Access Board, enforcement of the Zoning By-Laws, imposing fines for uncorrected zoning violations, court appearances; annual inspection and certification of approximately 170 places of public assembly. The building department has seen a consistent number of permits during the 2014 calendar year.

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

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

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

2014 has been a productive year for the Building Department in the development of several properties. A Self Storage Facility was constructed at 24 Providence Hwy. A new new mixed use residential/commercial building was constructed at 333 East Street and a new Gasoline Station was constructed at 170 Legacy Blvd at Costco. There were also several significant tenant renovations at Legacy Place and a renovation to the Dedham Medical building.

The building department encourages anyone who has questions or concerns about Zoning, Building, and Electrical, Plumbing or Gas Codes or building safety to contact the office at 781-751-9180.

	<u>PERMITS</u> <u>ISSUED</u>	<u>FEES</u> <u>COLLECTED</u>	<u>ESTIMATED</u> <u>CONSTR. COST</u>
Building	1155	\$ 783,245	\$53,866,905.00
Wiring	836	\$ 70,459	
Plumbing	568	\$ 34,836	
Gas Fitting	532	\$ 19,863	

REPORT OF BUILDING, PLANNING & CONSTRUCTION COMMITTEE

As provided in the Dedham Home Rule Charter, Section 7-5, the Building, Planning and Construction Committee consists of seven members appointed by the Town Administrator. The committee consists of one member of the Planning Board, a registered professional engineer or architect, an attorney, a person employed by the construction industry and three other persons. The role of the BPCC is to survey the growth and building needs of the Town, examine the physical condition of all existing town buildings and determine the need for additions or renovations of existing buildings or for the construction of new buildings.

In the past year, the BPCC committee's work primarily focused on a general review of municipal

facilities, with specific attention to identifying a site for a new police station.

REPORT OF THE HOUSING AUTHORITY

Board of Directors: John Wagner, Catherine Luna, Irene Carey, Mary Lou Munchbach, and Margaret Matthews.

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

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

INSPECTIONS:

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

WORK FORCE:

The workforce consists of the following office personnel: Carrie McKenna, Julie McDonough, Skye Kessler, Carol Maloney, Roberta Kalil, Joanne Dong, Yvonne Fuller and Charles Winston. Anna MacLean is a college student who works part time as a clerk.

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

CONFERENCE AND TRAINING PROGRAMS:

We have attended many conferences and training sessions: Massachusetts NAHRO (National Association of Housing and Redevelopment Officials), Section 8 Administrators Association, SEMEDA (Southeastern MA Executive Directors Association), NERC (New England Regional Council) NAHRO and National NAHRO. These conferences contribute greatly to our knowledge and skills in the housing field as well as the success of our Agency. Vice Chairman Catherine Luna and I serve on National NAHRO committees. Three (3) times per year we meet in different cities around the country to promote and improve public housing. Mrs. Luna serves on the Commissioners Committee and I serve on the Professional Development Committee.

MODERNIZATION @ 40-1

Over the past year we performed an Energy Audit, trimmed trees and landscaped. One 3-bedroom unit was renovated at turn-over (This development experienced only 1 vacancy in 2014).

STATE MODERNIZATION:

DHA has made many repairs and improvements to the state-aided developments in 2014. The following Capital Items were completed in 2014:

O'Neil Drive: Installed curbing and ADA access at entrance to community building, paved many areas of development, cut out and repaired trip hazards, converted 1 unit into a fully handicapped accessible unit.

Doggett Circle: Stair replacement, paved uneven and broken pavement, created and paved a "drop off area", installed new windows in 80 units.

Parkway Court: Installed new hot water heaters and furnaces, paved broken and uneven walkways, repaired exterior lighting.

Veterans Road: Replaced windows in 78 units. Repaired damaged deck boards on exterior stairs.

Parker Staples Rd: Replaced unsafe, broken or inoperable windows throughout the development, paved uneven and broken pavement.

Hitchens Drive: Replaced fire alarm panel.

The maintenance department turned over 25 units throughout the developments and completed 1093 Work Orders.

TENANT SELECTION:

As of December 31, 2014 they were 501 for both State-aided public housing programs. 262 on the elderly wait list and 239 on the family wait list. In 2014 14 applicants were housed in elderly developments, 6 applicants were housed in the family developments and 2 residents were transferred from one unit to another.

Transfers mainly occur for medical reasons or over/under housed families.

The Centralized Section 8 waiting lists consist of approximately 164,000 applicants; 795 of those applicants live or work in Dedham. In 2014 the Dedham Housing Authority issued 53 Housing Choice Vouchers. 3 Vouchers expired after 120 days and 50 families were housed.

The DHA participates in a collaborative which operates a Section 8 Family Self-Sufficiency Program as well as a Homeownership Program. These programs are administered by David McInnis. Dedham currently has 21 FSS Participants, 7 FSS Graduates and 3 Homeowners.

TENANT SERVICES:

Employees of Dedham Youth Commission utilize the Resource Center on Veterans Road. They offer a weekly after-school program to the children living in Dedham's public housing developments. They have home-work help, games, arts and crafts etc. Officer Neil Cronin from the Dedham Police Department operates a program with the children at the Resource Center as well during school vacations. They have movie nights, kick ball games, hikes to the Blue Hills etc. The kids enjoy the interaction with Officer Cronin.

We continue to work with HESSCO, the non-profit agency that provides services for our elders, to provide managed and cluster care for folks that are in need allowing them to live in their

apartments longer and more comfortably. Meals on Wheels are prepared in the community room at O'Neil Drive.

Tenant Services remains a challenge. Helping families to move on, up and out is something we strive to achieve. We also need to continue to provide services to the handicapped and elderly folks and look for the resources to do so.

HOUSING SERVICES:

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

The non-profit agency, Southwest Affordable Housing Partnership, now meets annually. SWAHP has been successfully administering the MHFA Home Improvement Program, Get the Lead Out program and First Time Homebuyers Closing Cost Program. SWAHP administers 15 units of affordable condos in the Westbrook Crossing Development located on East Street in Dedham.

FINANCIAL:

The Single Audit performed by the Independent Auditor, Hurley, O'Neill and Associates, showed No Findings in FYE 2014. The accounting firm of Fenton and Ewald continues to serve and guide us on a monthly basis.

COMPUTERS:

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

OVER ALL:

Our financial picture improved by the end of 2014. We started off the year running a deficient in Net Income from Normal Operations. Sequestration was the reason our Section 8 programs were at a loss, HUD slashed Section 8 funding by 6%. Luckily the impact of this was temporary and HUD increased admin fees during the course of the year.

THE FUTURE:

Of greatest concern is the future of our industry and our ability to provide safe, clean, affordable housing to our most vulnerable citizens.

We will continue to access all resources that will improve the quality of life for our residents and work with all agencies that can provide those services. We will also continue to look for ways to increase the availability of affordable housing for people in our community.

REPORT OF THE DESIGN REVIEW ADVISORY BOARD

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

The Design Review Advisory Board was authorized by Town Meeting to develop design

guidelines for areas of town having different visual and functional character, and to review specific categories of development and signage. It is a community resource providing information, recommendations, and professional design review for individual projects. It seeks to maintain and improve the overall character and appearance of the Town, encourage the reduction of visual clutter, uncoordinated or inappropriate development through knowledge of the community's historic traditions, existing structures, and environment, and proven design principles. It seeks to work with other Town agencies, boards, and interest groups to improve the quality of life in Dedham.

The Board held 47 individual meetings with applicants, and issued letters of recommendation for signs, façades, and landscaping proposals.

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

REPORT OF THE ECONOMIC DEVELOPMENT DEPARTMENT

Now in its seventh year, the Economic Development Department builds on Dedham's accomplishments and seeks to leverage greater investment within the town by actively engaging private and public sector partners for the benefit of the Town.

Strategic Steps & Accomplishments:

- Recently, the Department has been working to create a community based economic development action plan for East Dedham utilizing the creative economy. The "arts industry" has roots in Dedham stretching all the way back to the famous Dedham Pottery. In January 2013, the Town leased the former Avery School to the Mother Brook Arts and Community Center.
- This year, the Planning Board—acting on feedback from the East Dedham Village Charette, staff, MotherBrook Community Group, the Master Plan Implementation Committee—and, through Town Meeting, helped establish an Arts Overlay Zoning District to encourage more arts-related activity.
- Maintained leadership role on local, state and regional organizations involving economic development including serving on the Board of the Massachusetts Economic Development Council representing Greater Boston and as the Vice Chair of the Three Rivers Interlocal Council, the regional planning area subset of Metropolitan Area Planning Council.

As Director of Economic Development Department, I would like to express my gratitude and appreciation to the many active participants in the life of the community who make a daily contribution to improving Dedham and fostering future vitality. To my fellow Department Heads and colleagues, working together is both rewarding and integral to our shared success. Thank you.

REPORT OF THE MASTER PLAN IMPLEMENTATION COMMITTEE

Over the course of the year, the MPIC gathered information on implementation status of each initiative and action step set forth in the 2009 Master Plan. Under the guidance of Town Planner Richard McCarthy, the committee worked with a team of students from Framingham State University on this project. The MPIC also held ongoing meetings to assess new planning initiatives and data such as the East Dedham Revitalization project, Arts Overlay District, Transit Oriented

Development Study and Professor Barry Bluestone's demographic report.

Members:

Shaw McDermott, Chair	Ryan McDermott, Vice-Chair
Laura Timmins	Fred Civian
Stanton Lyman	Jay O'Brien, Clerk
Sarah MacDonald	Carol Hills
Jessica Porter	Stanton Lyman
Paul Corey	

REPORT OF THE PLANNING BOARD

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

Prepare and Update a Town Master Plan

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

Review and Approve Construction of New Subdivisions

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

Review Requests for Approval Not Required Submissions

The Board granted Form A approvals to 6 Wampatuck Road, 14 Franklin Square/47 School Street, 50-54 Haven Street, 42 Burgess Lane/241 Schoolmaster Lane, 159 Meadowbrook Road, and 865-875 Providence Highway.

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

The Board filed several changes to the Zoning Bylaw including the Arts Overlay District the Historic Preservation Overlay District, Medical Marijuana regulations, and changes to the Wireless Communications bylaw.

Review and Approve Wireless Communications Installations

The Board reviewed and approved six Wireless Communications installation site plans at 200 West Street (2), 8 Industrial Drive (2), 123 High Street (1) and 55 Ariadne Road (1).

Review and Approve Parking/Site Plans

The Board reviewed and approved 26 parking/site plans for 40 Allied Drive, 19 Court Street, 20 Allen Lane, 25 Boathouse Lane, 33 McDonald Street, 45-85 Lowder Street (Ursuline Academy), 55 McNeil Way, 60 Emmett Avenue, 100-280 Rustcraft Road, 123 High Street, 280 Bridge Street, 284 Washington Street, 356 Bridge Street, 360 Washington Street, 383 Westfield Street, 10-24 Providence Highway, 450 Providence Highway, 480 Sprague Street, 1039 East Street Rear, 70 Milton Street (2), Keystone Parking Lot, 200 Legacy Boulevard, Legacy Place, Manor Fields, and High Street sidewalk layout.

The Board heard a housing study presentation from Barry Bluestone, PhD, Northeastern University. Dr. Bluestone gave an Arts Overlay presentation, along with Gavin Shatkin, Associate Professor, Public Policy and Architecture, Noah Hodgetts, Master of Science 2014, Urban and Regional Policy, Winthrop C. Roosevelt, Policy Fellow, Jason Desrosier, and Anthony Harrison, all of Northeastern University.

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

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

CHAPTER VI – PUBLIC SAFETY

REPORT OF THE CIVIL PREPAREDNESS AGENCY

The Dedham Civil Preparedness Agency is charged with the responsibility to develop and implement a Comprehensive Emergency Management Plan. The primary mandate is to coordinate the actions of many different agencies (Police, Fire, EMS, and DPW) in response to major emergency situations.

The Auxiliary Police Division serves as a pool of trained personnel to implement the Agency's functions. As part of their training, the Auxiliary Unit serves to assist the Regular Police Force, at the direction of the Police Chief, with traffic and crowd control at Town functions and charity events.

All members of the Civil Preparedness Agency, including the Director and the Auxiliary Unit, are unpaid volunteers.

During the year, we have attended several meetings with the other members of the Emergency Response Team, including Police, Fire, EMS, DPW, Health Department, Town Administration, and various other Town Departments.

In cooperation with the Massachusetts Emergency Management Agency, we have completed an update of our Comprehensive Emergency Management Plan. We have also had our primary shelter facility, the Dedham Middle School, inspected and registered as a shelter during a visit by representatives of the American Red Cross.

While our Agency was on standby for several storms this season. However, we were not required to open the shelter for this event.

During the coming year, we expect to continue meeting with the other Emergency Response Team members, and to expand our training and emergency preparations, to better enable us to respond to any situation.

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

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

The Dedham Public Works is located at 55 River Street. We have 21 field personnel and 2 administrative assistants and myself. During the summer we hire anywhere from 12 - 20 summer kids depending on the available budget to cut and trim the cemeteries, public areas, clean public areas and parking lots etc.

Roads and Sidewalks Program: We are in our eighth year of the Pavement Management Roads program that is a tremendous success. The Department of Public Works and the Engineering Department have worked together to make this a successful program. Through seven years of this program, the town completed 14.2 million dollars' worth of repairs on 59 miles of road and 17 miles of sidewalks. When we began the Pavement Management system the Town had a pavement condition index of 70, it is now at an 82. The Town of Dedham has budgeted 1.5 million dollars from our Capital Budget each of the last eight years to invest and upgrade our local roads. This is above our Chapter 90 allotment which is \$695,000 for FY15. We meet with the contractor and review the job and look to see if we have any potential conflicts and work to resolve these issues. One of our most common issues is sidewalk and driveway transitions grades that need to be adjusted. All sidewalks and curb ramps on streets that we are working on are brought up to current ADA requirements and standards.

The Department of Public Works provides labor and equipment for the road and sidewalk program to reduce the cost. The DPW trucks haul all the material so we do not get charged for this in the price. We also perform much of the preparation work for sidewalk work. This preparation work involves jackhammering, saw cutting, grading with our own processed gravel, and removing old sidewalks and driveways and setting new Handicap Ramps. The Public Works Department performs all excavation and preparation work with DPW Staff. The DPW utilizes the area under Park and Recreation Control called the Striar Property. The Striar Property was purchased by the Town 15 years ago. The Parks Department has a plan to build fields and a dog park on this property known as the Manor Fields Project. The DPW uses this area to store and process gravel and loam. The excavated material from our road, sewer, and storm water jobs is brought to this area and stored until we bring in a processing plant and make processed gravel to be used as backfill material. The same is done with loam. We have just screened approximately 1000 yards of loam to be used at the Brookdale Cemetery and other Public Works Projects. This storage and processing area allows the DPW to save the Town an estimated \$250,000 - \$350,000 per year in disposal and operating costs by storing and screening our own loam and processed gravel.

Public Shade Trees and Beautification Projects: The Town of Dedham is a tree city. This was a goal of the DPW when I first took over as Director. We have planted over 500 public shade trees the last 7 years. The trees are planted by DPW crews under the direction of a certified arborist or by a professional arborist. The Public Shade Trees that we plant and maintain are on the loam strips on streets, Parks, Public Areas, and Town owned facilities including Schools. We also offer to plant trees on private property for residents on the front or side lawns that abut the street. The DPW offers trees to residents on every street that we pave. When a Public Shade Tree is removed from an area under our jurisdiction we plant two or three trees depending on the circumference of the removed tree in the general area where the tree was removed from. We have also planted new trees and fertilized existing trees at both the Brookdale Cemetery and the Historic Village Cemetery. We also work with Dedham Civic Pride which is a civic group that works on plantings, banners; adopt a spot locations, and other projects to beautify the town. The DPW has a 500 gallon mobile water tank on a skid that we water pots and planting locations daily. This past spring the DPW cleared out a large area along Common Street and planted numerous plants along Common Street which is a heavily traveled road in an effort to beautify this stretch of overgrown land as you enter the Town. We are working on a project next year along Rte. 109 as you enter from Westwood. This area has been under construction for the last 5 years from the MADOT add a lane project as the Bridge was removed and a new one has been built.

Storm Water: The DPW completed many repairs of our storm water system by replacing catch basins with deep sump catch basins and upgrading deteriorating pipes. The DPW has completed

many of these jobs utilizing our employees instead of hiring out these jobs. The Dedham Public Works employees have replaced and installed all size drainage and sewer pipes from a 6 inch low spot to a leeching basin to a 36" ADS drain pipe this year that also included three manholes.

The DPW takes the three year approved pavement management list and replaces all catch basins to deep sump catch basins and also installs new basins or leeching basins in the area needs them. This deep sump catch basin allows the sediment to gather in the bottom of the catch basin instead of flowing down the drain line into the wetland areas. This past year we completed one job on Vine Rock Street where we installed 10 Drain Manholes, 13 Catch Basins and 1200 linear feet of 15" ADS drain pipe. We replaced and connected all catch basins to the new drain manholes. We worked on this project for three weeks. This job would of cost upwards of \$100,000 for a private company to perform. This is the type of work that our department can perform and continue to save the Town money by using its own workforce. We replaced 36 catch basins and 19 Drain Manholes this year in conjunction with our road paving projects. Ninety Nine percent of this work is performed by the Department of Public Works. We also do other separate drainage projects throughout the community such as installing leeching basins and repairing catch basins and manholes as we find them damaged.

The best way to maintain a storm water system is by street sweeping and routinely cleaning catch basins and flushing drain lines. We sweep every day between April and November. This helps us reduce the sediment in our catch basins. If we sweep it before it enters our system then we only have to handle it once. We also have a catch basin cleaning truck in our fleet and we rent a vacuum truck to clean the catch basins and flush the drain lines.

Sewer Maintenance: The DPW flushes the sewer lines routinely and maintain along with the Engineering Department 3 sewer pump stations. The Pump Stations are maintained by a private company (Weston Sampson) who perform weekly maintenance and we perform quarterly grease and debris maintenance at all stations with the contractor. We are on-call 24 hours for any emergencies to assist Weston and Sampson call for any issues at the pump stations ranging from an electric issue to pump failure.

Street Lights: The Department of Public Works is responsible for street lights. The Town of Dedham purchased these lights about 5 years ago from NStar and we hire a contractor to change out the streetlights. We are also in the middle of an LED change out program that the Town received a grant for and should have half the town on LED by the end of calendar 2014.

Cartegraph Work Order System: The DPW is upgrading our work order system and also making it easier for the public to contact us with any issues by using this Cartegraph Work Order System. Leon Scott, GIS Coordinator, is working with us to upgrade this system so we can use GIS with our work orders. This will help us in catch basin cleaning, street sweeping, sewer flushing, Regulatory Signs, Street lights, Trash and Recycling Carts and our general work orders.

Street Opening Permits: The DPW reviews and approves all street opening permits on public ways. This is important to keep track of all excavations in the private way. We do not allow just anyone to excavate in our public ways. The Town has invested millions of dollars to improve our streets and sidewalks so all proposed excavations are reviewed before approval is granted.

Cemeteries: The Town owns and operates 3 cemeteries. Brookdale Cemetery is an active cemetery with approximately 120 internments per year. The Historic Village Cemetery is one of the oldest in the Commonwealth and the Town has invested Thousands into this cemetery

recently for head stone and Landscape improvements. The Baby Cemetery is located in a neighborhood and the neighbors actually care for it. The Baby Cemetery is on the site of a former orphanage that was privately maintained for years until the 70's.

This year at the Brookdale Cemetery we upgraded the entrance with new concrete sidewalks, monument upgrades and handicap access improvements, landscaping improvements, and activated a fountain that has not been active in over 40 years. There is a section that has a water issue so we installed a catch basin and 160 feet of perforated 10" ADS pipe covered in stone and connected it to our existing drainage system to alleviate the water issues in this area of the cemetery.

Transfer Station: The Dedham Transfer Station is under a O&M contract to Recycling Solutions. Recycling Solutions runs the day to day operation. Residents are allowed to dump up to 5 barrels of household trash there 9-12 on Saturdays free of charge. Woodard and Curran has done completed a study over the past year on the Transfer Station to build a new facility that will increase the tonnage and limit odor issues. We met with DEP last spring and will meet this winter with them to discuss what the next steps are and what size facility can be built at this location.

Snow and Ice: The DPW is responsible for all snow and ice removal on all public ways, schools, and town owned facilities, squares, and sidewalks. This is one of the most discussed budget items under the jurisdiction of the DPW because of the level of service that the Town has. We have a very high level of service.

Regulatory Signage: The DPW is responsible for the maintenance of all regulatory signage in the Town. We work with the Engineering Department on all of the latest MUTCD and AASHTO updates and requirements. The retro-reflectivity on our regulatory signs including street signs are in good shape because we started this process 5 years ago.

Solid Waste Disposal: The Town is in the first year of a 5 year contract with Waste Management for curbside collection of trash and recycling. We have an automated collection system that we instituted 5 years ago that limits the trash carts to one per household and you can have 2 or 3 recycling carts. We are working with Waste Management to increase our recycling rate and also to educate our residents to recycle more and recycle smart.

The Department of Public Works also is responsible for many other duties including Traffic Signal Maintenance, Motor Equipment repair for the Parks Department, Public trash receptacles, working with other departments and resident groups for clean ups and activities, storm debris, and scheduled clean ups or block parties to name a few. We maintain a good relationship with the other municipal agencies and utility companies so we all work together and make each other aware of any potential conflicts.

REPORT OF THE DEPARTMENT OF INFRASTRUCTURE ENGINEERING

INTRODUCTION

The Department of Infrastructure Engineering is responsible for the engineering, construction, development and oversight of the improvement, reconstruction and repair of the capital infrastructure of the Town, including without limitation; roads, bridges, drains, and sewers. The Engineering Department was created in December 2005 after the reorganization of the Department of Public Works. As part of that reorganization, the Engineering Division of the DPW was eliminated and replaced with a separate Department of Infrastructure Engineering which

reports directly to the Town Administrator. The previous positions of Assistant Town Engineer and GIS Administrator were eliminated and replaced with a Director of Engineering (who serves the statutory role of Town Engineer), Infrastructure Engineer, and Project Engineer.

STAFF

The Engineering Department is comprised of the following staff members:

Jason Mammone, P.E., Director of Engineering
Deborah Finnigan, P.E., Infrastructure Engineer
Ronald Lawrence, Project Engineer
Leon Scott, GIS Manager

The Engineering Department is also supported by the administrative staff of the Department of Public Works.

RESPONSIBILITIES

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

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

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

PROJECTS

Some of the notable projects and activities of the Engineering Department for fiscal year 2014 are list below:

- **Dedham Square Improvement Project** – *ongoing* – Construction of the square project was completed in November of 2013. The next few months will be spent balancing out the final payments and budgets for a project closeout presentation to the BOS in the beginning of 2014. The Engineering Department has been serving as the Project Manager for the Town and coordinating all aspects of the project and public outreach for the project through various social media (Facebook, Twitter, Flickr, YouTube and the Dedham Square Improvement Project website). Previously worked with our design consultant to finalize

drawings and contract specifications for the project. Coordinated several public hearings to solicit comments regarding the design of the project.

- **Inflow and Infiltration Project** – *ongoing* – The Engineering Department has been working to reduce inflow and infiltration using an in-house approach to inspect, assess, design, and oversee improvements to the sanitary sewer system since 2007. In FY2014 we inspected 118,208 linear feet (22 miles) of sewer main, performed 485 manhole inspections, installed 20,284 linear feet (3.8 miles) of cured-in-place liners, installed 724 feet of short liners, cementitious lined 240 vertical feet of manholes and chemically root treated 15,115 linear feet (2.9 miles) of sewer main. In FY2014, the project has cost approximately \$1.3 million. In addition, our MWRA sewer assessments have remained stable as a result of our flow share to the MWRA has been decreasing over the past seven years. Assuming a no change in flow share scenario, we estimate that Dedham has cumulatively saved \$5.0 million over the past seven years as a result of these efforts.
- **2012 Inflow Investigations** – *ongoing* - In the Fall of 2013, the Engineering Department, in conjunction with Weston & Sampson, performed a second round of smoke testing on approximately 40% of the Town's sewer system to identify direct (i.e. catch basins) and indirect (i.e. cracks in adjacent storm and sewer pipes) sources of inflow. The identified direct inflow sources, that were municipally related (located within the Town's Right-of-Way), were removed by the Department of Public Works and the indirect sources were handled through our sewer lining contract. We have eliminated approximately 507,000 gallons per day (GPD) of peak design storm inflow from the sewer system as identified from the first and second round of smoke testing.
- **Sewer Fats, Oils, and Grease (FOG) Issues** – *ongoing* – As part of our overall inspection program the Engineering Department also has an aggressive FOG program to help eliminate back-ups and maintenance issues related to excessive grease in the sanitary sewer system. The Engineering Department has implemented a biological dosing program at key locations to help digest grease at known trouble spots. In addition, the Town has installed two Smartcover level alarms to alert personnel to potential blockages before sewer overflows can occur.
 - **Legacy Place** – *ongoing* – The Engineering Department, in conjunction with the DPW and Health Department, has been monitoring the grease traps at Legacy Place. These grease traps have been improperly maintained to date and have been causing multiple problems at our Rustcraft Road Pump Station. We have been sampling the grease traps monthly over the past few months to establish a trend in grease accumulation. Our preliminary information has indicated that a majority of the grease traps cannot be properly maintained following the current protocol by the Board of Health and were in need of more frequent cleaning. This preliminary information was presented to the Board of Health and they have mandated these establishments to take on a more stringent grease trap cleaning schedule in an effort to reduce the Town's maintenance of the pump station and increase its efficiency. Our department will continue to monitor the grease traps over the next several months to determine if the establishments are complying with the Board of Health's cleaning schedule or if there are any changes in the trends.
- **Pavement Management** – *ongoing* – The Engineering Department, in conjunction with the Department of Public Works, has continued the pavement management program

which began in 2007. Through seven years of the program, the Town completed \$14.2 million worth of repairs and maintenance to 59 miles of roads and 17 miles of sidewalks. During this time the pavement condition index has risen from 70 to 82.

- **Washington Street Discontinuance** – *completed* - The Washington Street Discontinuance project is now complete. The project was designed by a Town consultant and constructed by MassDOT. The roadway was officially accepted in 2013.
- **Pump Station Operation** – *ongoing* – The Engineering Department, in conjunction with the DPW oversees the operation of the three sanitary sewer pumping stations, including the weekly maintenance, routine and emergency repairs, and upgrades of various components. The Engineering Department is currently working on the upgrade of the logic controller software at all stations and the adding a third pump to the Rustcraft Road station to increase redundancy. The Engineering Department monitors alarms at all stations 24 hours a day and responds as needed.
- **Gonzalez Field Accessible Parking Design** – *ongoing* – As requested by the Parks & Recreation Department, the Engineering Department is designing a parking area on the south side of Gonzalez Field for 2 accessible parking spaces. All aspects of the design are to be performed in-house. The Engineering Department will also be responsible for the permitting which will include a Minor Site Plan review with the Planning Board and a Request for Determination of Applicability with the Conservation Commission and MassDEP. Design and permitting was completed in the Fall of 2013 with construction to be performed in the Summer of 2014 by the DPW and overseen by the Engineering Department.
- **Rustcraft Road Sidewalk Design** – *ongoing* – As requested, the Engineering Department has been working on the preliminary design of a new sidewalk along the north side Rustcraft Road in an area where no sidewalk currently exists from Fairbanks Park to the entrance of Legacy Place on Elm Street. The Engineering Department has established a preliminary cost estimate for construction. The Engineering Department, in conjunction with the Town's Economic Development Director is in the beginning stages of discussions with the MBTA to acquire an easement for the purposes of a Kiss N' Ride for the commuter rail station located on Rustcraft Road to be incorporated into the sidewalk design.
- **Violet Avenue at Pine Street Intersection Realignment** – *ongoing* – The Engineering Department in conjunction with the DPW, identified this intersection as a safety concern for pedestrians and motorists based upon public input from local residents and a crash study performed by the Engineering Department for the intersection. This intersection is currently used by the Schools as a drop-off/pick-up location. There are no sidewalks existing on Violet Avenue, making it dangerous for students who wait for the bus. A redesign of the intersection is proposed consisting of creating a well-defined "T" intersection that forces motorists to approach the intersection in more of a perpendicular fashion. By making the intersection geometry perpendicular, the intent is to make the motorist have to come to a stop in order to make the right or left hand turning movement onto Pine Street. Also, by making a proper "T" intersection, we should be able to generate useable space off the roadway for the construction of asphalt sidewalks with granite curbing and accessible ramps within the area of the immediate intersection creating a

safer location for students getting on and off the bus. The design will be performed over the winter with the hopes for construction by the DPW in the spring of 2014.

- **Striar Property – ongoing** – The Engineering Department assisted the Manor Fields Scoping Committee with the development of the RFP for the design of recreational facilities at the Striar Property. We also sit as an ex-officio member to the committee to review and answer questions concerning engineering aspects of the design. We have provided limited surveying services to the consultant as a means to reduce costs associated with the design.
- **Needham Street Bridge – ongoing** – The Engineering Department in conjunction with DPW has been lobbying MassDOT to reactivate the bridge replacement project. MassDOT is currently in the 25% design phase of the new structure. Prior to this the Engineering Department and the DPW had to take emergency steps to repair a hole in the bridge deck and develop a temporary shoring plan to allow the bridge to remain open. This project currently resides in the MPO TIP for FFYs 2014-17.
- **Geographic Information System (GIS)** – The GIS Division works with the Town’s various departments and their needs as they relate to geospatial technologies and related data development. The ongoing responsibilities of the GIS Division include database administration, server maintenance, and application development, creating maps, and maintaining geospatial data. Below is a listing of some of the projects that the GIS division has been involved with throughout the year:
 - **Department Outreach – ongoing**
 - In September, the GIS Division released its second “What’s New in GIS” newsletter to inform Town staff of new data that is available and direct them to new GIS services.
 - **Public Web GIS– ongoing**
 - The GIS Division retired the Dedham Maps Online page and has integrated the content into the Town of Dedham website. Information is available as downloadable PDF files, web maps, and applications.
 - We have also introduced a new site for direct download of GIS data that makes our data more readily available and streamlines the process of data requests.
 - **Work Order/Asset Management for Public Works – ongoing**
 - The GIS Division manages the implementation of an integrated work order and asset management solution for the Public Works department. The software solution, Cartegraph, allows Public Works staff to track service requests and work orders to their completion. In December, we are scheduled to go live with an updated version of the software that will permit access to the system in the field and extend the number of users of the system within the Public Works department.
 - We have also completed the inventory of existing street lights and created a mobile application for maintaining that information.
 - **Citizen Access Service Requests – ongoing**
 - The GIS Division implemented YourGov for the Public Works department. The YourGov solution has both a web and mobile application that integrate directly into the Public Works work order management system. There have

been a couple of outstanding issues that are to be resolved when we go live with the updated work order system in December.

- **Infrastructure Engineering Operations – ongoing**
 - The Engineering Department has been using an iPad to conduct stormwater outfall inspections in the field. We have expanded the mobile capabilities to include signs and traffic signal.
 - The GIS Division maintains customized tools used by the Engineering Department related to infrastructure repair, maintenance and inspection.
 - Development is underway to organize historical and incoming records related to individual sewer connections.
- **Web GIS for Town staff – ongoing**
 - The GIS division has been implementing cloud and web based GIS technology called ArcGIS Online. This technology provides GIS capabilities to departments and staff that do not otherwise have GIS. These tools allow sharing and collaboration of information between departments.
 - The GIS Division has recently released a Public Notification app that simplifies the process of generating mailings for Town departments
- **Police – complete –**
 - Automated mapping of incident information from police database. The process provides the police with a secured web map of incident data updated every six hours. The data is also made available to other GIS users for mapping of accident or other relevant police incident information.
- **State/Regional Collaboration – ongoing**
 - **State Office of Geographic Information (MassGIS)** - Dedham continues its efforts to provide annual updates of both structures and state standardized parcels to the MassGIS. Standardized parcel and structure information are critical data layers for creating statewide address information to support E911 services.
 - **MassOrtho** - The Massachusetts Orthoimagery Consortium (MassOrtho) is a consortium of Massachusetts municipalities organized to share the costs of orthoimagery acquisition. MassOrtho is working with the U.S. Geological Survey (USGS) to streamline the procurement process and provide quality control over the project. Due to unfavorable conditions, the data collection for much of the project area was not completed in 2014. Imagery collection is scheduled for March/April 2015. Dedham will realize a significant cost savings by participating in MassOrtho.
 - **USGS** – Dedham has entered into a joint funding agreement with the USGS to collect LiDAR data as part of a larger collection. The LiDAR collection will provide Dedham with updated bare-earth ground elevations and surface model. Data collection is underway with delivery scheduled for December 2014.
- **Storm Drainage Improvements/Inspections – ongoing** – The Engineering Department routinely responds to complaints and flooding issues throughout Town. As part of our evaluations of drain lines we have cleaned and inspected 17.8 miles of pipe. In addition we design improvements as needed. Over the past year the Town has installed 9 new deep sump catch basins.

- **Sewer Billing Project** – *ongoing* – The Engineering Department has been working with the Collectors Office to identify properties which were likely on sewer but not receiving bills using billing data and GIS information. To date 156 properties have been added to the sewer billing system and we have identified 24 properties in Westwood and 3 in Boston which should be receiving bills from Dedham. We are currently utilizing our sewer TV inspection data and GIS to plot locations where active sewer connections are made to the Town's system to identify additional properties that are likely connected but not receiving bills.
- **Stormwater Illicit Discharge Detection** – *ongoing* – As part of the Town's NPDES Stormwater Phase II Permit, the Engineering Department conducts outfall inspections to screen for illicit discharges to the storm drainage systems. To date, 191 inspections have been completed.
- **Sewer Connection, Extension, and Repair Inspections** – *ongoing* - The Engineering Department reviews, issues, and inspects permits for the installation and satisfactory testing of sewer lines and manholes on a daily basis. We spend a great deal of time responding to questions from residents and builders and we provide them with locations of existing facilities from record plans or television inspections. Over the past year, the Department issued and inspected 45 permits.
- **Subdivision and Site Plan Review** – *ongoing* - The Engineering Department reviews numerous site plans and subdivisions for consistency with Town regulations and acceptable design standards. We provide written comments to the respective boards on the adequacy of those plans and calculations.
- Other notable completed projects:
 - Lowder Street at Highland Street Intersection Realignment (2012)
 - Town-Wide Flow Monitoring Project (2011)
 - High/Lowder/Westfield Street Traffic Calming (2011)
 - Stormwater BMP Retrofit Grant (2012)
 - Lowder Street Culvert Replacement (2011)
 - Cedar Street Culvert Replacement (2011)
 - Colburn Street Reconstruction (2011)
 - Pacella Drive illicit discharge removal (2010)
 - Traffic Regulations Update (2010)
 - East Street Reconstruction – Phase II (2009)
 - East Street Reconstruction – Lowe's Money (2009)
 - Condon Park Parking Lot Design (2009)
 - Bussey Street Culvert Abandonment (2009)
 - Maverick Street Wall Replacement (2009)
 - Zoar Avenue Sewer Replacement (2009)
 - Rustcraft Road Sewer Replacement (2009)
 - Gaffney Road Sewer Improvements (2009)
 - Brookdale Cemetery Expansion (2008)
 - Flanagan Place/Orphan Line Drainage (2008)
 - Bridge Inspections (2008)
 - Intersection Redesign, Greenlodge Street at Sprague Street (2008)
 - East Street and Washington Street Sewer Replacement (2007)

- Street Opening Regulations Update (2006)
- Sewer Regulations Update (2006)
- Salt Shed (2006)

CONCLUSION

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

REPORT OF THE DEDHAM FIRE DEPARTMENT

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

The Department has two strategically located fire stations; Headquarters is located at 436 Washington St. in Dedham Square and the East Dedham Station is located at 230 Bussey St. in East Dedham Square. All Department members have been trained in basic firefighting and emergency medical skills and are led by an experienced and effective group of Command Officers. This year the command staff was supplemented by four new Company Officer positions, allowing each Engine Company to have a direct supervisor onboard. These positions were created through a Civil Service testing process and with no increase to the current staffing levels. Currently, thirty-four fire department members are certified to the level of EMT-Basic / Epi Pen and the remaining twenty-eight are certified to the level of First Responder / Epi Pen. Over the past two decades the added responsibilities of handling hazardous materials, natural disaster preparedness and threats of domestic terrorism have increased dramatically. Today the Fire Department is truly a multi-functional agency which must be fully trained, equipped and prepared to deal with a multitude of present day concerns.

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

The Fire Department continues to provide education and training to the community. During the month of October, on-duty personnel visited first grade, kindergarten and pre-school students in both public and private schools throughout the Town. These visits allowed the Firefighters into the classrooms to teach young children about the basics of fire prevention and to show them how to respond to specific situations. Also, the week of October 13th was declared as Fire Prevention Week and an Open House was held at Fire Headquarters, giving all members of the community the opportunity to visit the firehouse to learn about fire safety and have the occasion to view the equipment and fire apparatus.

In the area of Fire Prevention, the Department continues to provide inspections of all public and

private school buildings on a quarterly basis. The Department continues to participate within the School Safety Committee, in conjunction with the Police and School Departments, in an effort to insure the overall safety of both public and private school students within the Town. In an effort to develop pre-fire plan strategies and risk analyses, the on-duty Fire Companies regularly conduct tours of building and construction sites throughout the Town, thus becoming aware of many unanticipated hazards. The Fire Prevention Officer maintains a demanding schedule to enforce and educate the public on all laws and ordinances relative to fire safety; this is accomplished by conducting inspections, issuing permits and following up on citizen's complaints. The Fire Prevention Officer also reviews plans for new construction and additions, as well as, sprinkler and fire alarm system upgrades. The Fire Prevention Office works closely with other Town agencies, most notably Inspectional Services, the Board of Health and the Planning Board, all in an effort to insure public safety.

FIRE DEPARTMENT STATISTICS FOR FISCAL YEAR 2014

Emergency Responses

Fire / Explosions	219	
Rescue / Medical	2,766	
Motor Vehicle Accidents	302	
Good Intent Calls	218	
Hazardous Materials / Condition	291	
Service Calls	180	
False / Accidental Fire Alarm	606	
Miscellaneous	7	
Total Emergency Calls		<u>4,589</u>

Fire Prevention and Training Classes

In Service Fire Company Inspections	60	
In Service Fire Company Site Pre-Plan Inspections	48	
Fire Cause and Origin Investigations	15	
Fire Education Visits	25	
Hotel Inspections	20	
Nursing Home / Assisted Living Inspections	42	
Liquor License Inspections	48	
Fire Drills	44	
Building Plan Review and Site Assessments	282	
Smoke / Carbon Monoxide Detector Inspections	499	
Oil Truck Inspections	60	
Oil Burner and Tank Inspections	86	
Training Classes	76	
Total Non-Emergency		<u>1,305</u>

Total Fire Department Responses and Activities **5,728**

In the area of Training, the Department continues to provide in-house comprehensive training to all fire personnel, including recertification in CPR, Automated External Defibrillator (AED) and EPI Pen use. Within the Training Matrix, certain programs and classes are conducted on a recurring basis in the areas of fire extinguishment, hazardous material response, emergency medical service, motor vehicle extrication and technologies, emergency vehicle operator and special operations. All specialized training programs are conducted by the Department's Training Officer

and other certified instructors from the Massachusetts Fire Academy (MFA), the Fallon Ambulance Company and other independent training agencies. Technical programs provided on an annual basis include; Rapid Intervention Team (RIT), Save OurSelves (SOS), Hazardous Materials Operational, Advanced Motor Vehicle Extrication and Thermal Imaging Operations. Each of the four working groups within the Department, conduct regular Fire Pump, Aerial and Ground Ladder, Fire Extinguishment and Ice Rescue refresher training throughout the year. All personnel have been trained in accordance with the Homeland Security Presidential Directive (HSPD-5) in the area of Incident Command and are certified to the level of ICS-200. The Departments policies and Standard Operating Procedures (SOP's) continue to be updated in an effort to conform to the standards of the National Fire Protection Association (NFPA) promoting safety and efficiency within the Department.

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

The Fire Department is committed to maintaining all of the Fire Apparatus and equipment with a comprehensive maintenance program, which includes the use of the *Manager Plus* software system. All maintenance is now scheduled and performed to the recommendation of the National Fire Protection Association (NFPA) and / or the specific manufacturer. It is now possible to outline specific scheduling and budget projections for every piece of apparatus and equipment within the Department.

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

Training for all Department personnel is a continuing priority to insure the effective handling of all emergencies while maintaining Firefighter safety. The challenges of providing the most up to date professional training within a limited budget will require the combined creative efforts of the Department and other agencies, such as the Massachusetts Fire Academy (MFA) and the Fallon Ambulance Company. Building relationships with other private and outside agencies, such as NStar Gas and Electric Co. and the Massachusetts Bay Transportation Authority (MBTA), have led to training opportunities that were previously unavailable. To supplement the traditional methods of training, the Department will be exploring the opportunity of on-line education, where Firefighters will be able to complete required training elements while on duty.

A Firefighter Health and Wellness program has been introduced within the Department to educate all personnel on the health risks that Firefighters face, including coronary heart disease, diabetes, high cholesterol, high blood pressure and injuries due to lifting. An industrial washer and dryer

have been installed at Fire Headquarters for the purpose of cleaning firefighter's protective gear, all in an effort to remove hazardous contaminants that firefighters may have been exposed to.

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

William F. Spillane
Chief of Department
Dedham Fire Department

REPORT OF THE DEDHAM POLICE DEPARTMENT

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

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

The Department's 2014 Officer of the Year award was presented to Officer Brian Cullinane. It is important for the Department to recognize those officers that consistently do more than is expected of them. Self-motivated, professional and dedicated police officers provide immeasurable value to the Department and the citizens of Dedham.

Part 1 crimes as reported to the Federal Bureau of Investigation for 2014 are as follows:

Murder/Manslaughter	0
Rape	5
Robbery	5
Aggravated Assault	7
Burglary	21
Larceny/Theft	484
Motor Vehicle Theft	20

The following personnel changes took place during 2014:

- Officer Sean Roberts resigned from the Department effective May 31, 2014 after 1 year with the Department.
- Sergeant Charles Tapsell retired from the Department effective July 12, 2014 after over 36 years with the Department.
- Officer Michael Schoener resigned from the Department effective September 12, 2014.
- Officer James Nikolaidis joined the Department on December 8, 2014.

Department statistics for 2014 include:

6,383 motor vehicle citations were issued;
290 arrests were made;
324 complaint applications were submitted to court system;
21,091 incident records were recorded;
1,133 motor vehicle crashes were documented

CHAPTER VII – SALARIES

DEPARTMENT OF PUBLIC WORKS

Last Name	First Name	Regular	Overtime	YTD Gross Pay
FLANAGAN	JOSEPH M	119,587.96	0.00	119,587.96
AZULAY	SHANE W	5,004.12	0.00	5,004.12
BAKER	JOSEPH E	61,677.76	8,012.87	69,690.63
BAKER	RICHARD J	67,325.29	13,462.59	80,787.88
BLACK	STEPHEN J	61,758.70	25,323.25	87,081.95
BLACKMON	RAY A	51,567.98	12,056.26	63,624.24
BOUDREAU	NICHOLAS	6,552.48	0.00	6,552.48
BROWN	ANDREA J	59,430.05	2,650.29	62,080.34
CAPONE	JAMES P	67,343.91	26,216.58	93,560.49
CLARK	DAVID	61,584.88	20,049.83	81,634.71
COMPERCHIO	DONNA	59,610.05	7,755.01	67,365.06
CORRADO	MICHAEL J	5,608.77	0.00	5,608.77
CURRAN	DANIEL T	60,601.60	18,096.05	78,697.65
DONAHUE	PERRY	60,601.60	22,222.68	82,824.28
DRAHEIM	PETER	67,666.20	5,767.70	73,433.90
FAY	DANIEL D	62,049.88	3,547.06	65,596.94
FINNIGAN	DEBORAH A	60,835.21	0.00	60,835.21
FITZHENRY JR,	JOHN F	68,239.28	29,095.58	97,334.86
GILLETTE	ROBERT	61,940.28	19,008.16	80,948.44
GRANT	GREGORY	7,416.88	0.00	7,416.88
HAUGH	GEORGE A	50,919.29	16,357.49	67,276.78
HEISLER	TIMOTHY L	5,295.84	0.00	5,295.84
LAWRENCE	RONALD	72,104.76	0.00	72,104.76
MAMMONE	JASON	104,541.84	0.00	104,541.84
MORSE	PETER J	54,757.81	17,926.64	72,684.45
MURPHY	JOHN	55,855.70	15,073.79	70,929.49
O'BRIEN	JACK	5,049.00	0.00	5,049.00
O'CONNOR	ROSE	6,607.50	0.00	6,607.50
PONCIA	VINCENT L	5,699.76	0.00	5,699.76
RAHILLY	MICHAEL J	7,558.34	0.00	7,558.34
ROCHE	DANIEL T	6,722.45	0.00	6,722.45
RYAN	MICHAEL P	5,514.63	0.00	5,514.63
SCOTT	LEON C	80,539.12	0.00	80,539.12
SOUSA	HELIO F	66,346.57	19,420.33	85,766.90
STEWART	MARTIN J	62,424.88	17,453.26	79,878.14
SULLIVAN	MICHAEL P	5,682.93	0.00	5,682.93

TOBIN	DANIEL E	78,235.08	17,783.22	96,018.30
WAGNER	JOHN G	78,794.55	25,927.06	104,721.61
WAGNER-JR	JOHN G	61,959.88	18,889.99	80,849.87
WALSH	WILLIAM B	56,412.56	29,433.79	85,846.35
WHEELWRIGHT	ALLYSON	5,760.00	0.00	5,760.00
WILLIAMS	TREY D	6,490.77	0.00	6,490.77

POLICE DEPARTMENT

Last Name	First Name	Regular	OT	Details	YTD Gross Pay
D'ENTREMONT	MICHAEL J	164,227.72	0.00	0.00	164,227.72
BARRETT	JOHN M	80,042.62	7,697.35	24,149.00	111,888.97
BIELAWSKI	FRANCIS M	0.00	16,112.18	0.00	16,112.18
BLACK	MARK C	130,622.86	22,812.33	48,028.00	201,463.19
BLAKE	MATTHEW E	64,497.57	9,554.08	20,808.00	94,859.65
BOYLE	KEITH J	134,815.05	24,167.71	40,728.00	199,710.76
BUCKLEY	MICHAEL D	102,460.63	9,446.99	2,195.00	114,102.62
CADY JR	PAUL M	83,029.13	13,574.41	9,656.00	106,259.54
CAMERANO	KAREN M	56,466.00	1,047.65	0.00	57,513.65
CAWLEY	RICHARD P	79,003.00	9,395.95	23,572.00	111,970.95
CHAFFEE	TIMOTHY J	66,281.95	23.29	0.00	66,305.24
CHAMBERS	DAVID G	65,239.95	12,969.66	15,834.00	94,043.61
CHERMESINO	ROBERT A	58,981.57	2,228.73	11,793.00	73,003.30
CLEMENTS	JOHN K	102,695.29	12,595.70	35,498.00	150,788.99
COLARUSSO	SAMANTHA	63,300.27	2,244.69	10,665.50	76,210.46
CONCANNON	KEVIN O	107,058.79	17,530.01	28,077.00	152,665.80
CONNOLLY	DAVID M	51,718.09	(1,962.45)	21,180.00	70,935.64
CONNOLLY III	JOHN J	95,960.61	13,467.72	17,642.00	127,070.33
CRONIN	NEIL	80,301.65	6,142.57	12,662.00	99,106.22
CRUMP	BRIAN THOMAS	69,773.47	10,253.97	24,626.00	104,653.44
CRUMP	PAUL J	0.00	0.00	18,060.00	18,060.00
CULLINANE	BRIAN R	63,248.80	4,310.21	27,608.00	95,167.01
DOHERTY	CATHY A	77,078.84	11,117.95	11,843.00	100,039.79
DOYLE	MICHAEL T	75,895.27	20,823.77	1,342.00	98,061.04
DRISCOLL	JAMES P	84,094.81	9,824.60	28,372.00	122,291.41
DUCHINI	DANIEL J	74,185.79	949.82	0.00	75,135.61
ELLIS	ARTHUR H	0.00	0.00	14,070.00	14,070.00
ELLIS	JOSEPH K.	66,848.48	5,079.45	20,622.00	92,549.93
ELLIS	KENNETH J.	67,279.79	5,477.97	4,296.00	77,053.76
EVANS	ARTHUR T	0.00	0.00	14,322.00	14,322.00
FEELEY	MICHAEL R	106,778.07	26,874.15	58,776.00	192,428.22
FEELEY, JR	MICHAEL R	65,707.10	7,590.52	51,585.50	124,883.12
FLINT	RICHARD A	65,005.31	6,145.76	49,586.00	120,737.07
GONSKI	DEBORAH L	61,027.88	10,355.60	4,192.00	75,575.48
GOODE	JAMES E	94.84	0.00	25,032.00	25,126.84
HODGDON	ELIZABETH J	49,270.50	0.00	0.00	49,270.50
HOLLAND	MARISSA	63,287.31	7,268.81	10,710.00	81,266.12
KEANE	RICHARD T	106,267.78	24,218.23	55,496.00	185,982.01
LEMANSKI	JAMES T	76,339.04	5,451.00	13,760.25	95,550.29

MAHONEY	KEVIN D	66,441.51	16,389.27	10,092.00	92,922.78
MATTHIES	FREDERICK	80,996.36	9,723.54	43,539.50	134,259.40
MCCARTHY	RYAN N	72,585.46	1,728.47	0.00	74,313.93
MCMILLAN	FRANCIS X	106,102.58	9,902.12	40,809.50	156,814.20
MIRANDA-JR.	TIMOTHY J	86,404.08	11,448.09	6,226.00	104,078.17
MOURIS	CHARLES	0.00	0.00	6,510.00	6,510.00
MUNCHBACH	STEVEN L	62,872.43	3,537.86	67,151.00	133,561.29
NEDDER JR	ROBERT S	129,141.48	22,398.28	10,601.50	162,141.26
NEILSON JR	GEORGE N	103,109.60	13,069.82	25,325.00	141,504.42
NOLAN	JOHN E	63,818.55	2,298.65	19,496.00	85,613.20
O'SULLIVAN	COLLIN	76,957.20	10,609.01	6,954.00	94,520.21
PANCIOCCO	DANIEL C	84,338.55	1,048.34	4,263.00	89,649.89
PASCHAL	CLIFFORD F	128,513.18	32,601.32	32,466.00	193,580.50
PAYNE	ROBERT	0.00	0.00	21,564.00	21,564.00
PETERSON	SCOTT W	79,956.44	14,343.03	55,640.00	149,939.47
PORRO	SCOTT D	79,170.30	12,862.40	34,293.00	126,325.70
PORRO JR	RICHARD A	82,430.08	13,063.92	15,414.50	110,908.50
POWER	MICHAEL W	55,679.86	729.09	22,828.50	79,237.45
PUCCI	MICHAEL	78,314.85	7,657.71	51,449.00	137,421.56
PUCCI	RONALD C	72,092.77	17,038.95	39,828.00	128,959.72
RINN	JOHN EDWARD	56,399.39	2,084.10	2,208.00	60,691.49
ROBERTS	SEAN	21,377.70	791.76	12,327.63	34,497.09
SANTANA	ESMAILY	13,866.08	0.00	0.00	13,866.08
SCHOENER	MICHAEL	40,695.36	1,677.62	20,760.00	63,132.98
SULLIVAN	JASON P	60,807.39	3,016.20	12,839.50	76,663.09
TAPSELL	CHARLES J	82,873.04	17,660.91	27,062.00	127,595.95
TAYLOR	ELIZABETH A	20,766.76	92.67	0.00	20,859.43
TRACY	JAYSON E	28,881.53	151.74	0.00	29,033.27
WALSH	ROBERT G	83,675.35	11,988.23	2,184.00	97,847.58
WILDS JR.	WILLIAM E	81,099.55	1,104.15	0.00	82,203.70

FIRE DEPARTMENT

Last Name	First Name	Regular	OT	YTD Gross Pay
SPILLANE	WILLIAM F	128,417.49	79.86	128,497.35
CULLINANE	WILLIAM J	128,000.00	0.00	128,000.00
BELTIS	DONALD C	109,717.74	22,587.30	132,305.04
BELTIS	RICHARD D	22,778.82	200.34	22,979.16
BENDER	ALEXANDER M	38,072.17	2,403.35	40,475.52
BERRY	EDWARD	87,168.24	12,897.65	100,065.89
BLANEY	JARED W	65,535.99	11,908.02	77,444.01
BLANEY	JOSHUA M	56,932.77	11,564.76	68,497.53
BONCEK	CHARLES P	65,831.41	1,691.66	67,523.07
BOWLER	STEPHEN M	77,826.20	20,094.67	97,920.87
BRADBURY	JERROLD M	63,219.13	7,443.29	70,662.42
BRADBURY	KEVIN F	69,021.54	5,781.60	74,803.14
BURKE	STEVEN E	65,356.20	5,052.96	70,409.16
CALLAGHAN	JUSTIN M	39,617.59	3,479.00	43,096.59
CHIN	JOHN S	64,512.97	15,302.32	79,815.29
CLARK	CHRISTOPHER J	63,536.20	10,738.96	74,275.16

CUMMINGS	KATHLEEN	52,958.66	0.00	52,958.66
DEFELICE JR	WAYNE M	62,956.20	6,205.81	69,162.01
DEVER	THOMAS J	41,986.67	2,760.40	44,747.07
DEVINCENT	ROBERT A	66,462.44	4,189.61	70,652.05
DOHERTY	STEPHEN	66,478.37	6,121.12	72,599.49
DUGAN	ROBERT F	64,716.20	8,959.99	73,676.19
FINNERAN	JAMES R	69,668.37	7,516.79	77,185.16
FONTAINE JR	JOHN W	98,519.94	24,764.32	123,284.26
FOSS	NICHOLAS A	65,372.47	5,606.14	70,978.61
GADON	TIMOTHY K	40,699.17	2,504.90	43,204.07
GEORGILAS	DEMETRIOS A	62,962.20	1,367.72	64,329.92
GLEASON	JOSEPH H	70,981.06	9,763.62	80,744.68
GREALY	MICHAEL J	65,374.37	11,690.65	77,065.02
HAIRE	MATTHEW D	66,063.37	1,945.80	68,009.17
HIBBARD	KEITH W	18,064.98	0.00	18,064.98
HOWARD	JOHN E	69,455.59	17,704.91	87,160.50
HUFF	MICHAEL L	81,186.80	14,157.08	95,343.88
HUTCHINSON	BRIAN P	18,064.98	0.00	18,064.98
JONES	EDWARD L	56,628.45	9,377.19	66,005.64
KANELOS	MATTHEW C	56,011.90	9,432.52	65,444.42
KRUG	KENAN J	80,713.80	15,945.50	96,659.30
LESSARD	MICHAEL C	80,027.40	17,228.99	97,256.39
LEVESQUE	ERIC L	59,375.91	7,349.36	66,725.27
LOCONTE	ROBERT G	82,472.20	24,243.72	106,715.92
LOEWEN III	FREDERICK P	68,865.90	21,096.66	89,962.56
LYNCH	STEPHEN J	80,515.17	7,788.91	88,304.08
MACDOUGALL	STEPHEN M	65,763.37	5,040.56	70,803.93
MCELHINNEY JR	WILLIAM J	73,819.60	13,749.86	87,569.46
MCGRAW	BRUCE A	83,395.24	13,270.03	96,665.27
MCLEISH	PAUL E	66,285.37	11,349.43	77,634.80
MCMAHON	GEORGE H	44,747.18	0.00	44,747.18
MORRISON	JAMES M	62,686.20	6,967.41	69,653.61
MUNCHBACH	MATTHEW	18,064.98	0.00	18,064.98
MURRAY	BRIAN F	65,631.20	3,890.67	69,521.87
NEILAN	JAMES M	96,385.72	22,365.90	118,751.62
O'BRIEN	KEVIN M	37,806.17	2,098.70	39,904.87
PAIGE	MICHAEL R	68,402.37	13,498.01	81,900.38
PIKE JR	KENNETH P	62,756.20	766.60	63,522.80
RADOSTA	RICHARD P	102,505.81	20,804.24	123,310.05
RAFTERY	STEVEN J	62,656.20	1,147.76	63,803.96
SAVI	DONALD R	82,983.06	15,118.65	98,101.71
SAYERS	WAYNE J	66,189.98	10,720.96	76,910.94
SCACCIA	RYAN A	57,406.19	8,753.03	66,159.22
SHEEHAN	DAVID A	60,134.85	12,207.90	72,342.75
SMITH	BRYAN J	37,074.48	289.39	37,363.87
SPILLANE	ROBERT S	63,156.20	155.56	63,311.76
STAUNTON	RICHARD P	73,307.58	681.71	73,989.29
SULLIVAN	PAUL W	37,122.17	812.40	37,934.57
SWYERS	THOMAS P	68,910.68	6,789.82	75,700.50
WALSH	WILLIAM M	84,526.48	19,705.43	104,231.91
WHORISKEY	DANIEL	73,106.55	11,717.90	84,824.45

ALL OTHER TOWN DEPARTMENTS

Last Name	First Name	Regular	Overtime	YTD Gross
AITKEN	WILLIAM J	53,712.38	0.00	53,712.38
ALBANI	ADRIENNE T	51,058.36	301.04	51,359.40
ALDERMAN	GAIL A	28,942.95	0.00	28,942.95
ALLEN	TAMI L	63,917.70	0.00	63,917.70
ANDERSON	DEBRA J	58,006.47	0.00	58,006.47
BAKER	NANCY	121,780.86	0.00	121,780.86
BARNES	VERONICA	85,389.12	0.00	85,389.12
BAZINET	LISA C	50,368.51	4,247.10	54,615.61
BEGIN	DARYL P	8,130.58	0.00	8,130.58
BETTUCHI	WALTER F	54,953.24	4,439.29	59,392.53
BLANEY	ROBERT C	79,782.62	0.00	79,782.62
BOWLER	LAURA ANN	29,869.70	440.40	30,310.10
BOWMAN	BARBARA ANN	16,462.34	14.96	16,477.30
BOWSE	DONNA R	62,762.70	119.85	62,882.55
BYRD	JASMIN	7,489.98	0.00	7,489.98
CABRAL	GREGORY M	62,058.15	0.00	62,058.15
CAPONE	GAYLE E	50,759.96	17.25	50,777.21
CARDINALE	CATHERINE	91,807.51	0.00	91,807.51
CAREW	ROBIN A	26,474.52	4,071.86	30,546.38
CARLEY	LYNN M	82,510.04	0.00	82,510.04
CIMENO	KENNETH R	93,760.82	0.00	93,760.82
COLANTUONI	MARNIE L	9,600.00	0.00	9,600.00
COLLERAN	EDWARD F	12,096.98	0.00	12,096.98
CONCANNON	AMY C	48,332.89	13,488.42	61,821.31
CONNELL	LAURA M	41,420.28	1,100.93	42,521.21
CONWAY	JOAN F	52,618.66	594.92	53,213.58
COUGHLIN	MARIAH L	13,702.15	0.00	13,702.15
CRAVEN	BARBARA T	55,360.60	788.78	56,149.38
CRONIN	PATRICIA M	8,732.60	0.00	8,732.60
CROWLEY	JANICE	45,318.73	1,091.44	46,410.17
DAVID	EILEEN M	12,976.19	0.00	12,976.19
DAVIS	JOANN B	5,448.24	0.00	5,448.24
DEEGAN	DEBORAH A	59,693.15	901.27	60,594.42
DELSIGNORE	MARYJO	18,680.00	0.00	18,680.00
DENTON	BRIAN C	7,920.00	0.00	7,920.00
DILLON	CATHERINE E	5,188.23	0.00	5,188.23
DOCKHAM	ELLEN L	13,965.00	0.00	13,965.00
D'OLIMPIO	PAUL F	57,132.98	0.00	57,132.98
DUFFY	JOHN M	51,599.55	0.00	51,599.55
DUGAN	SUSAN L	14,328.49	6.04	14,334.53
DUKAS	MARIE E	55,730.60	160.69	55,891.29
DURKIN	KIMBERLY A	52,668.44	15,516.60	68,185.04
ELLIS-JR	KENNETH	65,144.50	29,874.68	95,019.18
FADDEN	PAMELA A	45,698.73	1,072.95	46,771.68
FIGLIOLI	MARGARET R	41,010.41	0.00	41,010.41
FITZGERALD	FRANCIS D	66,116.28	12,566.86	78,683.14
FITZHENRY	EDWARD D	52,886.00	343.60	53,229.60
FLANAGAN	LEONTIA A	68,313.60	295.34	68,608.94

FLORENTINO	LEA C	7,824.00	0.00	7,824.00
GAGLIARD	PETER F	55,178.24	5,540.95	60,719.19
GARLICK	RONALD S	45,207.76	2,816.47	48,024.23
HAGGERTY	JENNIFER A	6,660.00	0.00	6,660.00
HENDERSON	RICHARD L	74,505.73	0.00	74,505.73
HOGAN	CHRISTINA	11,088.99	116.88	11,205.87
HOWELL	CHRISTOPHER W	50,002.56	0.00	50,002.56
INGEMI	LISA J	62,285.65	1,093.61	63,379.26
ISBERG	BARBARA	31,153.93	0.00	31,153.93
JOHNSON	FREDERICK W	68,617.70	966.34	69,584.04
JOHNSON	MIRIAM C	98,818.66	0.00	98,818.66
KEEGAN	WILLIAM G	64,479.64	0.00	64,479.64
KERN	JAMES A.	21,395.67	0.00	21,395.67
KIESELING III	WALTER H	53,502.13	2,549.48	56,051.61
KOONS	JACQUELINE S	59,593.15	0.00	59,593.15
LABRECQUE	DOREEN M	39,257.91	270.91	39,528.82
LEARY	JULIANNE	45,598.73	1,359.55	46,958.28
LECLAIR	VIRGINIA	80,389.05	0.00	80,389.05
LEPARDO	JANE T	102,564.77	0.00	102,564.77
LEVENTHAL	LAURA B	80,120.97	0.00	80,120.97
LEVIN	KENNETH L	10,819.16	0.00	10,819.16
MACDONALD	ERIN M	54,467.28	1,203.50	55,670.78
MACDONALD	MICHELLE	51,906.31	668.39	52,574.70
MAHER	MICHAEL B.	57,744.76	9,660.13	67,404.89
MAHONEY	JOSEPH P.	7,307.74	0.00	7,307.74
MALONEY	STEPHEN G	7,600.32	0.00	7,600.32
MARCHESE	WAYNE J	58,203.36	9,407.34	67,610.70
MATAR	SANDRA	48,676.90	656.85	49,333.75
MCCARTHY	CAROL ANN	56,277.42	20,047.18	76,324.60
MCCARTHY	RICHARD J	83,592.04	0.00	83,592.04
MCDONOUGH	JAMES P	52,906.25	4,541.46	57,447.71
MCFARLAND	MICHAEL	5,243.92	0.00	5,243.92
MCMILLAN	KRISTIN	43,240.58	1,385.66	44,626.24
MCWHIRK JR	ROBERT E	24,162.32	0.00	24,162.32
MORSE	KRISTEN	55,667.15	2,105.33	57,772.48
MUCCIACCIO	A P	13,810.55	0.00	13,810.55
MULKERN	JOYCE K	6,624.00	0.00	6,624.00
MUNCHBACH	PAUL M	94,023.68	0.00	94,023.68
MUNCHBACH	SUSAN M	54,601.78	530.56	55,132.34
MURPHY	MARIELLEN P	38,557.76	0.00	38,557.76
NILAND	ANITA L	49,074.23	1,042.64	50,116.87
O'BRIEN	DAVID	13,304.50	0.00	13,304.50
O'CONNELL	CYNTHIA B	9,147.60	0.00	9,147.60
O'CONNELL	KAREN	80,389.14	0.00	80,389.14
O'CONNELL	KAREN M	15,706.13	0.00	15,706.13
O'NEIL	JENNIFER A	55,578.44	7,845.80	63,424.24
OSEI-MENSAH	ANGELA A	58,192.08	0.00	58,192.08
PERRON	ERIN K	78,817.70	0.00	78,817.70
PODOLSKI	DAVID J	39,270.35	1,546.31	40,816.66
POHL-SCOT	CHRISTOPHER	22,485.97	0.00	22,485.97
POWER	MARION E	8,334.22	0.00	8,334.22
PROVOST	MICHAEL L.	66,321.13	189.36	66,510.49

RALPH, JR	WILLIAM J	88,261.14	0.00	88,261.14
REILLY	PATRICIA	63,685.53	1.80	63,687.33
RENEHAN	MAUREEN	37,711.35	0.00	37,711.35
RIELLY	MARK M	52,893.44	3,042.16	55,935.60
RIORDAN	PAUL M	59,657.20	846.41	60,503.61
RIZZO	MARIE T	60,948.75	5,478.04	66,426.79
ROGER	DANTE	10,539.76	0.00	10,539.76
SELLON	SUSAN G	19,748.50	0.00	19,748.50
SHAW	SHEILA M	8,451.00	0.00	8,451.00
SHAW	SUSAN T	69,742.42	0.00	69,742.42
SHREWSBURY	ROSEMARIE	48,246.71	1.32	48,248.03
SOCCI	AMBER M.C.	56,656.46	675.89	57,332.35
STALLINGS III	JAMES	27,852.44	0.00	27,852.44
STANLEY	ROBERT	82,207.62	0.00	82,207.62
SUCIU	ISABELLA	63,305.53	0.00	63,305.53
SULINSKI	DENNIS R	72,257.44	24,577.75	96,835.19
SULLIVAN	JAMES M	70,878.73	291.60	71,170.33
TREACY	JOAN M	49,013.60	0.00	49,013.60
TRICARICO	MARY ANN	85,746.18	0.00	85,746.18
VALTON	CHRISTOPHER	37,982.94	850.30	38,833.24
VANDEGIESEN	CAITLIN RUTH	17,886.49	1.81	17,888.30
WASHEK	MICHAEL A	52,516.00	1,000.77	53,516.77
WEBSTER	SUSAN N.	51,076.48	6,804.80	57,881.28
WHITE	DOROTHEA	21,299.18	0.00	21,299.18
WIDMAIER	MARIA	6,615.00	0.00	6,615.00
WILLEY	DANIEL F	5,270.00	0.00	5,270.00

ALL SCHOOL DEPARTMENTS

Last Name	First Name	Regular	Overtime	YTD Gross
ABDALLAH	JAMES A	25,714.72	4,015.52	29,730.24
ABOU-HAMAD	CLAUDIA	13,876.08	0.00	13,876.08
ADAMS	STEPHANIE	64,106.98	0.00	64,106.98
ALANI	TAISSIR	36,446.67	0.00	36,446.67
ALTANBOUR	NEDAL	65,037.68	3,986.79	69,024.47
ALSTONE	SARAH E	59,408.97	800.00	60,208.97
ALVES	JENNIFER M	74,443.40	400.00	74,843.40
AMATO	ELIZABETH D	63,903.89	750.00	64,653.89
AMENDOLA	CHIARA A	15,705.20	0.00	15,705.20
ANDREW	ANDREA J	28,062.72	0.00	28,062.72
ANDREWS	LARA M	58,519.97	691.04	59,211.01
ANTONUCCIO	MARIA	75,337.63	0.00	75,337.63
ARMSTRONG	HOLLI H	109,976.88	3,100.00	113,076.88
ARMSTRONG	MEGHAN M	67,614.25	0.00	67,614.25
ARMSTRONG	NORA E	18,822.68	2,792.26	21,614.94
	CHRISTOPHER			
ATKINSON	P	16,718.36	243.75	16,962.11
ATKINSON	STACEY J	90,301.33	140.00	90,441.33
AVERY	JOANNE	25,828.50	0.00	25,828.50
BALFOUR	JENNIFER	79,004.25	611.25	79,615.50
BALL	MEGGIN E	66,654.00	0.00	66,654.00
BALZARINI	LISA A	50,138.27	0.00	50,138.27

BANIOS JR	PHILIP C	104,287.56	0.00	104,287.56
BANKS	LAUREN M	12,633.67	0.00	12,633.67
BARBER	COLLEEN	33,540.32	0.00	33,540.32
BARBUTO	FRANCIS	10,464.00	0.00	10,464.00
BARDEEN	MARY E	9,047.69	514.07	9,561.76
BASQUE	KATHLEEN M	62,559.99	800.00	63,359.99
BASTABLE	LINDSAY B	54,949.29	925.00	55,874.29
BAUN III	PHILIP J	56,444.39	2,400.00	58,844.39
BEAKES	MARY A	58,027.32	80.00	58,107.32
BEAN	JENNIFER	11,149.02	100.00	11,249.02
BEAN	JENNIFER A	13,140.92	3,314.25	16,455.17
BEARFIELD	PATRICIA A	85,384.37	700.00	86,084.37
BEAUCHESNE	BETHANY D	31,734.89	0.00	31,734.89
BEAUDOIN	ASHLEIGH R	16,003.71	3,402.59	19,406.30
BECKER	MEREDITH A	80,650.01	0.00	80,650.01
BEGIN	JOAN M	51,950.60	7,470.55	59,421.15
BEGIN	KEITH R	51,950.60	8,729.29	60,679.89
BELGE	MARY E	79,601.75	1,812.50	81,414.25
BENNETT	SHEILA	73,984.85	0.00	73,984.85
BERNSTEIN	SHARON	85,484.47	0.00	85,484.47
BESSETTE	SHEILA M	88,712.36	0.00	88,712.36
BIGELOW	BRYAN	70,222.04	1,625.00	71,847.04
BIGGAR	CHERYLE E	90,009.28	0.00	90,009.28
BLANCHARD	MICHELLE B	7,392.70	0.00	7,392.70
BLANCHETTE	BREANA A	6,409.76	0.00	6,409.76
BLEHM	KAITLIN M	21,580.92	0.00	21,580.92
BLOCH	JENNIFER L	54,452.26	137.50	54,589.76
BOENSEL	SUSAN A	42,865.18	140.00	43,005.18
BOHAN	MARGERY A	71,997.46	0.00	71,997.46
BOLDUC	JEFFREY A	114,795.76	0.00	114,795.76
BOUDROW	JEANNE M	42,876.55	5,600.00	48,476.55
BOWEN	TIMOTHY M	28,172.52	0.00	28,172.52
BRADBURY	MARLENE R	5,650.00	0.00	5,650.00
BRADLEY	CAROLYN M	64,106.98	2,660.00	66,766.98
BRADLEY	MICHAEL	56,831.59	850.00	57,681.59
BRADLEY	SAMANTHA B	71,910.07	0.00	71,910.07
BRAGAN	AMANDA J	56,516.41	2,005.00	58,521.41
BRAILLARD	LESLIE	22,993.32	0.00	22,993.32
BRANAGAN	KATHERINE	59,008.97	0.00	59,008.97
BRATHWAITE	DONNA M	8,851.23	153.44	9,004.67
BRISCOE	MAUREEN T	84,084.37	80.00	84,164.37
BROWN	JENNIFER M	16,596.88	0.00	16,596.88
BRUNSTROM	BETH-ANN	68,943.69	0.00	68,943.69
BRYANT	KERRI J	91,101.33	340.00	91,441.33
BUDD	TERESA	69,819.45	210.00	70,029.45
BURKE	ALISON C	54,949.29	0.00	54,949.29
BURKE	KATHLEEN M	47,678.33	300.00	47,978.33
BUTTERS	LAUREN M	81,263.13	0.00	81,263.13
BYRNE	JUDITH A	71,346.42	230.00	71,576.42
BYRNE	MARY C	66,675.25	0.00	66,675.25
CALDERONE	TERESA A	16,632.68	0.00	16,632.68
CALDWELL	JENNA	54,902.26	700.00	55,602.26

CALLAHAN	JENNIFER M	32,053.62	0.00	32,053.62
CAMPAGNA	JOAN M	17,122.00	0.00	17,122.00
CANNON	KRISTEN	89,504.21	800.00	90,304.21
CANTY	MICHELLE F	89,021.33	301.25	89,322.58
CAREY	DAVID	78,618.68	2,225.00	80,843.68
CARLSON	HILARY S	78,464.25	40.00	78,504.25
CARNEY	MARK O	81,606.80	0.00	81,606.80
CARROLL	TESS M	18,907.92	0.00	18,907.92
CARTEN	KATHLEEN R CHRISTOPHER M	86,234.37	0.00	86,234.37
CARUCCI	M	79,360.25	200.00	79,560.25
CARUSO	ELISABETH	68,950.32	181.25	69,131.57
CARUSO	HEATHER	16,625.52	1,088.32	17,713.84
CASALI	CHRISTINE E	55,965.41	1,965.00	57,930.41
CASTILLO	LESLIE S	25,130.79	0.00	25,130.79
CASTONGUAY	BRIDGET M	62,067.68	400.00	62,467.68
CATINELLA	MARYBETH	47,484.87	200.00	47,684.87
CAWLEY	STACEY A	80,812.35	900.00	81,712.35
CHABOUDY	LISA B	19,262.32	1,400.00	20,662.32
CHASE	ZACHARY R	12,091.54	2,300.00	14,391.54
CHIN	WEYLIN	5,363.00	0.00	5,363.00
CHRISTOPHER	JULIA C	18,200.43	0.00	18,200.43
CITRON	DIANE	55,965.41	0.00	55,965.41
CLAFFEY	ROBYN L	8,593.12	1,580.99	10,174.11
CLARK	JEAN C	20,883.11	2,463.40	23,346.51
CLEMENT	NANCY J	41,239.46	425.00	41,664.46
CLINTON	ELLEN M	17,079.04	0.00	17,079.04
COATES	RHONDA J	76,391.12	1,863.00	78,254.12
COBB	CLAIRE	17,029.16	0.00	17,029.16
COCCHI	CHRISTY M	15,518.44	0.00	15,518.44
COCHRANE	AUBREY	69,366.04	845.00	70,211.04
COFFEY-MCCORMICK	JOANNE	95,651.51	0.00	95,651.51
COLTIN	ALEXANDRA C	65,514.48	0.00	65,514.48
COMEAU	KEITH	75,084.19	1,740.00	76,824.19
CONDON	ELIZABET	19,196.24	1,000.00	20,196.24
CONNERTON	KELLY A	13,661.28	1,145.60	14,806.88
CONNOLLY	STACEY O	79,764.25	0.00	79,764.25
CONNORS	CAROL M	49,942.69	80.00	50,022.69
CONTE	IVA C	41,260.83	0.00	41,260.83
CONWAY	KATHLEEN P	3,740.00	37,800.00	41,540.00
COPPOLA	MICHAEL	72,842.12	0.00	72,842.12
COPPOLA	RICHARD	23,783.26	1,076.04	24,859.30
CORCORAN	JULIE A	6,716.08	0.00	6,716.08
CORLISS	PATRICK J	7,491.82	0.00	7,491.82
CORNETTA	ERIKA	16,445.07	60.00	16,505.07
CORNETTA	ERIKA T	16,247.52	1,696.60	17,944.12
COSTELLO	BERNADETTE F	77,759.20	60.00	77,819.20
COUGHLIN	ELISE J	54,452.26	787.50	55,239.76
CRISP	ROBERT	7,244.02	0.00	7,244.02
CROMACK	STEVEN	9,395.00	0.00	9,395.00
CRONIN	GREGORY	79,964.19	830.00	80,794.19
CRONIN	PATRICIA D	79,964.19	0.00	79,964.19
CROWLEY	JESSICA N	16,445.07	20.00	16,465.07

CROWLEY	JESSICA N	19,053.79	1,200.00	20,253.79
CUDDY	CHERYL A	23,918.70	202.10	24,120.80
CULLEN	VIRGINIA A	25,000.04	824.40	25,824.44
CUMMINGS	CHRISTINE M	90,605.71	100.00	90,705.71
CUMMINGS	MAI-LINH G	78,464.25	0.00	78,464.25
CURRISTIN	DEIRDRE	16,065.51	4,235.17	20,300.68
CURRIVAN	JENNIFER C	59,008.97	0.00	59,008.97
CURTIN	DENISE K	5,157.35	0.00	5,157.35
CUSHING	DOLORES M	18,830.76	215.21	19,045.97
DALEY	LAUREN J	10,416.35	2,086.85	12,503.20
DANIELS	JEFFERY	57,399.26	1,342.50	58,741.76
DARCHE	KATHARINE E	10,440.96	681.25	11,122.21
DARCHE	KATHERINE E	16,445.07	137.50	16,582.57
DEARBORN	KATHLEEN A	71,281.02	352.50	71,633.52
DELANEY	DIANE Z	16,639.84	0.00	16,639.84
DELENDECK	LINDA	83,785.79	1,640.00	85,425.79
DELLELO	THERESA A	91,126.48	201.25	91,327.73
DELONG	MEGHAN K	59,008.97	100.00	59,108.97
DEMERS	CAROLYN L	17,022.00	0.00	17,022.00
DENNEHY	PATRICIA	5,181.64	15.83	5,197.47
DENNEHY	PATRICIA	91,326.42	80.00	91,406.42
DEPORTER	KATIE M	22,298.22	0.00	22,298.22
DERMARDEROSIAN	ERICKA	22,245.99	0.00	22,245.99
DEROMA	MICHELLE M	6,751.88	0.00	6,751.88
DESMOND	ROBERT W	4,981.64	77.59	5,059.23
DEVEER	DEBORAH	6,184.00	0.00	6,184.00
DEWAR	MICHAEL A	93,103.14	0.00	93,103.14
DEWAR	NANCY S	4,400.00	787.50	5,187.50
DEWAR	STEPHEN R	82,414.82	750.00	83,164.82
DIETZEL	AMANDA J	20,310.21	141.25	20,451.46
DILLEY	KYLE E	17,389.84	7,482.00	24,871.84
DIMARTINO	DONNA M	15,837.02	1,096.84	16,933.86
DINEEN-SERPIS	HEIDI A	91,326.38	2,200.00	93,526.38
DISANDRO	MARY B	43,088.07	0.00	43,088.07
DIXON	CAROL H	61,553.41	0.00	61,553.41
DOE	JUNE M	140,815.78	0.00	140,815.78
DOHERTY	ANN MARIE	19,399.32	1,900.00	21,299.32
DOLABANY	ROSE	8,107.15	86.74	8,193.89
DOLAN	AMY M	16,973.28	0.00	16,973.28
DONAHUE	BRIAN	45,104.17	14,922.90	60,027.07
DONOVAN	CAROL	15,875.72	0.00	15,875.72
DONOVAN	CAROL A	5,901.93	77.59	5,979.52
DONOVAN	JOAN M	14,208.12	1,648.60	15,856.72
DOWNEY	SCOTT J	52,566.30	31,800.17	84,366.47
DOYLE	JENNIFER	17,061.38	1,088.32	18,149.70
DOYLE	KAREN A	62,049.42	135.00	62,184.42
DRAKE	MARY	5,791.94	0.00	5,791.94
DUDLEY	RACHEL E	90,330.49	0.00	90,330.49
DUNDULIS	SARAH V	56,444.39	0.00	56,444.39
DWYER	TIMOTHY	86,306.76	0.00	86,306.76
EDGETTE	HANNAH L	7,789.18	0.00	7,789.18
EDWARDS	HOLLAND W	24,428.56	450.00	24,878.56

ESTY	JANICE Z	27,880.77	0.00	27,880.77
EVANS	THOMAS J	52,154.61	5,560.39	57,715.00
FAHEY	KERRI	66,499.49	0.00	66,499.49
FAHY	JULIE C	16,179.46	1,204.80	17,384.26
FALLON	KAREN M	11,407.06	8.26	11,415.32
FARES	SANDY W	9,066.37	130.70	9,197.07
FARRELL	CHRISTINE	79,694.25	20.00	79,714.25
FARRY	ANNE M	66,725.25	60.00	66,785.25
FAY	LAUREN E	17,043.51	3,870.18	20,913.69
FEELY JR	JOSEPH J	57,490.20	15,450.54	72,940.74
FELDMAN	ROSELLE L	16,568.24	0.00	16,568.24
FINDLEY	SHANNON C	54,001.84	0.00	54,001.84
FINNERTY	HEATHER L	78,387.94	531.25	78,919.19
FISH	CHERYL	14,658.12	1,313.32	15,971.44
FITZGERALD	COLLEEN	53,524.59	1,787.50	55,312.09
FITZGERALD	CONOR R	11,415.32	0.00	11,415.32
FITZGERALD	JULIE	18,590.18	0.00	18,590.18
FLAHERTY	PATRICIA	7,846.05	148.18	7,994.23
FLANAGAN	SUSAN E	74,843.40	940.00	75,783.40
FLYNN	DAVID M	8,666.00	0.00	8,666.00
FOLEY	JUDITH L	73,179.48	12,167.50	85,346.98
FOLEY	MARIE	19,154.94	0.00	19,154.94
FOLEY	ROBERT J	50,230.05	9,501.05	59,731.10
FOLLEN	SARA L	62,983.68	2,301.25	65,284.93
FONTAINE	PATRICK	17,341.28	1,230.80	18,572.08
FONTECCHIO	SUSAN T	29,423.07	0.00	29,423.07
FORREST	JAMES	102,270.15	0.00	102,270.15
FOX	KARRYNE D	11,453.29	0.00	11,453.29
FRACZEK	MARGO S	102,057.07	0.00	102,057.07
	CHRISTOPHER			
FRAIOLI	J	21,449.40	210.00	21,659.40
FRENCH	LESLIE C	76,896.54	60.00	76,956.54
GAMEL	CHRISTINA M	69,326.04	0.00	69,326.04
GARLAND	WENDY A	74,668.40	2,200.00	76,868.40
GARLICK	RONALD S	9,175.60	493.66	9,669.26
GATELY	DEBRA R	116,998.31	0.00	116,998.31
GATELY	JAMES B	52,071.93	5,292.44	57,364.37
GAUDREAU	KATHY E	120,621.56	0.00	120,621.56
GEARY	TIMOTHY M	86,310.31	0.00	86,310.31
GIANNANGELO	KAREN	15,875.72	0.00	15,875.72
GIANOPOULOS	ROSE C	42,929.38	3,350.00	46,279.38
GIBSON	MARYKATE	9,966.36	0.00	9,966.36
GILARDE	DENISE	16,115.91	1,997.39	18,113.30
GILBERT	AMY	84,084.37	0.00	84,084.37
GILLIS	EILEEN M	85,384.37	0.00	85,384.37
GLEASON	KATELYN M	64,096.68	75.00	64,171.68
GLENNON	DEBORAH	19,487.51	20.00	19,507.51
GOLDBERG-SHEEHY	ELAINE	90,986.38	0.00	90,986.38
GOLDSTEIN-FRADIN	MAJORIE J	112,791.01	0.00	112,791.01
GORMAN	KATHERINE	7,694.19	118.75	7,812.94
GOYETTE	ANN M	51,454.33	0.00	51,454.33
GRACEFFA	HEIDI A	91,006.38	161.25	91,167.63
GRADY	MARY	6,075.00	0.00	6,075.00

GRANT	ANN T	84,980.37	0.00	84,980.37
GRASSIS	JESSICA R	35,375.06	0.00	35,375.06
GREELEY	NANCY J	7,700.00	2,130.00	9,830.00
GUIDOBONI	JENNIFER	39,949.63	100.00	40,049.63
GUIFARRO	ALISON R	92,038.37	0.00	92,038.37
GURKIS	CHRISTINE E	5,232.00	0.00	5,232.00
GUTIERREZ	JULIETTE B	69,326.04	20.00	69,346.04
GVIRTSMAN	ANNA	9,050.00	0.00	9,050.00
HAGOPIAN	REBECCA M	46,915.41	0.00	46,915.41
HALUSKA	DAVID W	78,464.25	750.00	79,214.25
HAMMOND	JESSICA L	13,450.50	0.00	13,450.50
HANLEY	MAUREEN	43,088.07	0.00	43,088.07
HARRINGTON	CAITLIN M	48,802.46	0.00	48,802.46
HARRINGTON	SHARON A	16,324.96	2,167.72	18,492.68
HARRISON	SHIRLEY J	20,529.40	710.36	21,239.76
HAWKINS	JENNIFER P	67,280.44	682.50	67,962.94
HEALY	SUSAN	73,638.71	400.00	74,038.71
HEANEY	RICHARD M	3,486.56	2,346.75	5,833.31
HEGARTY	ELIZABETH	91,238.38	0.00	91,238.38
HELLMAN	ELIZABETH R	59,008.97	0.00	59,008.97
HERBST	CHRISTIE L	19,832.07	0.00	19,832.07
HICKEY	JOHN S	85,832.37	0.00	85,832.37
HICKS	AMY	41,817.13	0.00	41,817.13
HOFFMAN	SUSAN M	24,900.10	131.79	25,031.89
HOLLORAN	KRISTINE	90,724.06	0.00	90,724.06
HOPKINS	JENNY M	51,100.52	0.00	51,100.52
HOSMER	DANIEL J	23,015.43	0.00	23,015.43
HOYT	STEPHANIE L	84,703.96	250.00	84,953.96
HUFF	JOSEPH J	5,732.00	0.00	5,732.00
HUFF	REBECCA C	76,418.39	4,517.50	80,935.89
HUME	ANDREA M	90,986.38	0.00	90,986.38
HUNT	JENNIFER C	22,298.22	0.00	22,298.22
HUTCHINSON	MARGARET M	16,883.58	5,416.25	22,299.83
HUTTON	EMILY B	70,820.52	80.00	70,900.52
JACOBS	PAULA J	69,072.45	0.00	69,072.45
JARMUSIK	ALISSA B	56,444.39	3,162.50	59,606.89
JARVIS	BARBARA A	11,160.00	0.00	11,160.00
JENKINS	KRISTY	70,840.52	80.00	70,920.52
JENKINS	PAUL F	52,050.60	11,934.02	63,984.62
JOHNSON	ALICE N	78,464.25	0.00	78,464.25
JOHNSON	JEANNE E	67,707.51	0.00	67,707.51
JONES	WILLIAM W	8,092.24	0.00	8,092.24
JORDAN	COLLEEN	84,534.37	0.00	84,534.37
JORDAN	STEPHEN M	5,232.00	0.00	5,232.00
JOVIN	DONNA	17,531.25	2,200.00	19,731.25
JOYCE	MARY F	93,801.69	0.00	93,801.69
KALTSUNAS	PETER	51,950.60	10,895.83	62,846.43
KANOPKIN	SUSAN E	79,764.25	0.00	79,764.25
KANT	LYNETTE A	69,696.93	160.00	69,856.93
KARAM	SALIMA H	16,524.05	3,608.79	20,132.84
KATZ	ARIELLE M	38,205.97	0.00	38,205.97
KAVANAGH	EDWARD	52,259.68	18,151.96	70,411.64

KAZLO	ASHTON E	5,450.00	0.00	5,450.00
KELLEY	ERIN E	16,445.07	220.00	16,665.07
KELLEY	GAIL M	83,530.04	0.00	83,530.04
KELLY	BARBARA A	91,386.26	241.25	91,627.51
KELLY	CYNTHIA	137,130.44	0.00	137,130.44
KELLY	GERALDINE M	72,681.07	1,490.00	74,171.07
KELLY	PAMELA A	17,020.14	1,811.28	18,831.42
KELLY	ROBERT J	14,015.70	0.00	14,015.70
KELLY-CHAMOUN	MAUREEN P	26,975.00	2,500.00	29,475.00
KENNEY	CONOR R	33,540.32	0.00	33,540.32
KENNEY	KATHLEEN N	37,773.88	78.40	37,852.28
KERRIGAN	CARMEL T	51,091.57	0.00	51,091.57
KIEFFNER	ALLISON E	80,792.35	220.00	81,012.35
KIEWLICZ	KATHERINE E	5,292.50	0.00	5,292.50
KIEWLICZ	KATHERINE E	16,445.07	0.00	16,445.07
KILEY	KEVIN P	7,789.18	0.00	7,789.18
KILLGOAR	JULIE E	78,464.25	280.00	78,744.25
KING	BARBARA	8,419.14	77.59	8,496.73
KING	DANIEL	73,871.52	4,717.50	78,589.02
KIRBY	HEATHER	78,464.25	0.00	78,464.25
KIRBY	KERRI A	6,100.00	81.25	6,181.25
KIRBY	KERRI A	18,200.43	60.00	18,260.43
KOBIERSKI	LINDA	102,883.36	1,062.50	103,945.86
KOFFMAN	JESSIE K	16,041.98	5,232.00	21,273.98
KOWALCZYK	DONNA M	5,075.58	15.83	5,091.41
LABOISSONNIERE	AMY	79,764.25	120.00	79,884.25
LACKNER	KAREN J	79,360.25	212.50	79,572.75
LAFLAMME	JOHN	67,771.52	815.00	68,586.52
LAFRANCESCA	MICHAEL	90,070.68	0.00	90,070.68
LALLY	JULIANNE	74,185.77	240.00	74,425.77
LALOS	DONNA M	23,222.73	197.60	23,420.33
LAMBRECHT	CYNTHIA L	15,614.82	0.00	15,614.82
LANE	JAMES	5,363.00	0.00	5,363.00
LANGENHORST	DON G	123,401.10	0.00	123,401.10
LANNQUIST	ERIC	16,389.24	1,102.00	17,491.24
LARSON	ANDREA K	19,204.50	1,321.60	20,526.10
LATORELLA	JOETTE L	16,647.00	859.20	17,506.20
LAURINO	CAROL L	53,518.89	1,080.00	54,598.89
LAWLOR	ELIZABETH	46,524.81	2,427.62	48,952.43
LAWLOR	KELLY M	25,106.68	1,600.00	26,706.68
LAYNE	SOPHIA D	19,146.68	0.00	19,146.68
LAZDOWSKY	DONALD W	56,090.07	4,108.96	60,199.03
LAZDOWSKY	ROBERT J	46,191.93	6,212.42	52,404.35
LAZDOWSKY	ROGER	62,939.05	0.00	62,939.05
LEARY	REBECCA E	12,702.32	40.00	12,742.32
LECHAN	ARIANNA F	21,580.92	0.00	21,580.92
LECLAIR	LISA A	74,697.52	0.00	74,697.52
LECLAIR	LORRAINE F	11,296.54	120.80	11,417.34
LEIGHTON	JAMES C	31,548.42	0.00	31,548.42
LEONARD	KEVIN M	19,204.50	3,051.00	22,255.50
LEONE	ELISABET	75,262.45	0.00	75,262.45
LETOURNEAU	ASHLEY M	69,726.04	2,210.00	71,936.04

LUCAS	KRISTA L	51,183.08	0.00	51,183.08
LUONGO	MICHELLE	59,536.47	3,756.25	63,292.72
LYDON	KEVIN R	76,051.39	0.00	76,051.39
LYDON	LAUREN M	58,049.60	0.00	58,049.60
LYNCH	MARIE B	80,680.25	200.00	80,880.25
LYONS	SUSAN M	88,040.02	5,630.50	93,670.52
MACDONALD	BETTY	18,246.08	3.14	18,249.22
MACDONALD	STEPHEN M	21,327.43	0.00	21,327.43
MACDONALD	STEVEN	65,737.68	5,117.63	70,855.31
MACDOUGALL	ALLISON J	78,842.65	181.25	79,023.90
MACHINIST	ALICE	31,998.42	275.00	32,273.42
MACK	PIA K	43,413.07	2,275.00	45,688.07
MACKENZIE-SLEEMAN	KAREN R	67,327.68	2,000.00	69,327.68
MACKIN	MARYANN	6,665.96	28.64	6,694.60
MACLEAN	MARY N	79,824.25	220.00	80,044.25
MADDEN	MARIE	62,393.54	0.00	62,393.54
MAGGIO	MELISSA L	16,445.07	81.25	16,526.32
MAGNACCA	LISA A	69,326.04	785.00	70,111.04
MAGNAN	MAUREEN L	66,675.25	0.00	66,675.25
MAHONEY	KRISTEN M	75,282.45	651.25	75,933.70
MAHONEY	MARY	16,936.08	107.40	17,043.48
MALOOF	AMY	46,808.79	0.00	46,808.79
MANCINELLI	JANINE C	75,262.45	2,400.00	77,662.45
MANCINELLI	LOUIS N	70,712.04	875.00	71,587.04
MAREGNI	KAREN	91,026.38	341.25	91,367.63
MARGOLIS	CAROL J	78,924.75	75.00	78,999.75
MARICH	SHARON A	25,299.32	1,709.24	27,008.56
MARTIN	AVA M	36,686.33	0.00	36,686.33
MARTIN	MARGARET	33,540.32	140.00	33,680.32
MARTIN	SARAH E	13,736.37	1,294.38	15,030.75
MARTINO	ERIN M	24,262.29	100.00	24,362.29
MARVEL	EMILY C	18,200.43	0.00	18,200.43
MASTROIANNI LYDON	AMY M	76,051.39	0.00	76,051.39
MATTHEWS	DANIELLE	10,794.67	92.70	10,887.37
MAXWELL	JACQUELINE E	37,428.05	0.00	37,428.05
MAYYASI	INGRID	61,525.18	141.04	61,666.22
MCCABE	BRIAN J	62,740.91	1,890.06	64,630.97
MCCANN	RICHARD D	50,128.38	108.78	50,237.16
MCCARTHY	RONALD H	126,274.59	0.00	126,274.59
MCCLAIN	KATHLEEN	20,284.18	2,249.45	22,533.63
MCDONOUGH	LISA B	13,675.60	0.00	13,675.60
MCGIBBON	VIRGINIA S	16,234.20	982.94	17,217.14
MCGONAGLE	KATHLEEN	9,484.22	652.63	10,136.85
MCGRANN	CYNTHIA D	81,448.31	0.00	81,448.31
MCGUIRE	JAY	71,442.02	0.00	71,442.02
MCGUIRE	LILLIAN	16,170.09	1,508.83	17,678.92
MCLEISH	THOMAS M	73,170.36	0.00	73,170.36
MCLEOD	POLLY A	78,464.25	0.00	78,464.25
MCMURTRY	BRENDA J	11,390.87	771.83	12,162.70
MCNAMEE	RACHAEL J	70,840.52	60.00	70,900.52
MCNICHOLS	MARIANNE	12,020.00	0.00	12,020.00
MEGAN	DANIEL F	79,764.25	20.00	79,784.25

MEGAN	KATHLEEN M	96,349.38	0.00	96,349.38
MELOSKI	DEIRDRE	73,141.90	0.00	73,141.90
MELTZER	JANE	19,957.86	3,014.50	22,972.36
MERCURI	LISA D	9,064.18	0.00	9,064.18
MERINO	DEBORAH M	19,296.97	158.59	19,455.56
MERRITT	SARAH	86,400.47	220.00	86,620.47
MEYLER	STEPHANIE A	33,540.32	0.00	33,540.32
MITCHELL	KRISTEN L	28,222.24	0.00	28,222.24
MOISE	JESSICA M	22,298.22	141.25	22,439.47
MOISE	JULIE A	52,723.24	1,700.00	54,423.24
MONAGHAN	MICHAEL P	78,464.25	0.00	78,464.25
MONTOYA	SUSAN S	40,665.46	925.00	41,590.46
MORONEY	DENISE	91,050.94	0.00	91,050.94
MORRILL	NANCY C	79,764.25	120.00	79,884.25
MORRISON	JULIE H	90,281.33	307.50	90,588.83
MORTALI	CYNTHIA C	16,928.92	0.00	16,928.92
MORTON	ANDREW	87,771.69	0.00	87,771.69
MOWLES	LUCILLE V	14,222.44	0.00	14,222.44
MOY	JANE	78,274.01	0.00	78,274.01
MUCCI	STACY A	72,977.39	505.00	73,482.39
MUCCIACCIO	THOMAS P	52,050.60	4,924.84	56,975.44
MULCAHY	STEPHEN F	7,797.44	70.21	7,867.65
MULDOON	AMY A	112,791.01	0.00	112,791.01
MULVEY	BETH ANN	5,054.78	15.83	5,070.61
MURPHY	ANNE C	69,346.04	221.25	69,567.29
MURPHY	DEBRA	21,355.80	8,465.00	29,820.80
MURPHY	KEVIN J	18,907.14	0.00	18,907.14
MURRAY	PAMELA A	78,464.25	0.00	78,464.25
MURRAY-JR.	JOHN J	68,150.24	4,500.00	72,650.24
	CHRISTOPHER			
NADEAU	M	72,822.52	0.00	72,822.52
NEILL	PAMELA A	70,369.33	500.00	70,869.33
NELS	MEGAN C	44,059.41	800.00	44,859.41
NERBOSO	PHILIP A	39,769.46	4,517.50	44,286.96
NEWTON	AILEEN B	25,431.66	60.00	25,491.66
NGUYEN	ALVIN A	20,449.26	0.00	20,449.26
NICHOLSON	WILLIAM	30,050.92	1,115.00	31,165.92
NICKLEY	JUDITH B	59,028.97	161.25	59,190.22
NIGOHOSIAN	MARTA M	73,342.12	4,967.50	78,309.62
NIHILL	HEIDI	85,424.37	80.00	85,504.37
NILSEN	JEFFREY A	77,137.45	0.00	77,137.45
NOEL	CAROLYNNE M	64,106.98	4,517.50	68,624.48
NOLAN	MARJORIE A	10,935.48	731.60	11,667.08
NOONAN	MARY K	79,864.35	4,080.00	83,944.35
NORRMAN	MARK R	66,336.02	2,100.00	68,436.02
NORTON	JAMES	52,574.66	15,799.25	68,373.91
NOVAK	SARAH	19,196.24	0.00	19,196.24
O'BRIEN	KERRIN A	85,384.37	221.25	85,605.62
O'CONNELL	JOHN P	11,179.30	0.00	11,179.30
O'CONNOR	BRENDAN J	7,780.92	0.00	7,780.92
O'CONNOR	DAWN M	5,676.44	15.83	5,692.27
O'CONNOR	JANICE S	70,820.52	207.50	71,028.02
O'CONNOR	PAUL	5,232.00	0.00	5,232.00

O'KEEFE	ELLEN L	14,413.08	0.00	14,413.08
O'LEARY	LAURA G	39,616.54	0.00	39,616.54
O'LEARY-BARLOW	CHRISTINE	31,465.54	0.00	31,465.54
O'NEILL	BONNIE A	84,846.35	600.00	85,446.35
O'NEILL	CATHERINE M	33,600.32	80.00	33,680.32
O'NEILL	KAREN A	12,190.60	0.00	12,190.60
O'NEILL	KELLY A	18,200.43	760.00	18,960.43
O'REGAN	KATELYN	30,049.88	0.00	30,049.88
O'SULLIVAN	MAUREEN	78,914.25	0.00	78,914.25
OVERKO	DAVID W	16,706.61	0.00	16,706.61
OVERKO	KEVIN	1,638.00	3,969.00	5,607.00
PAGNOTTA	SHELLY L	80,014.27	575.00	80,589.27
PARIS	EDWARD F	66,808.83	495.00	67,303.83
PARIS	KAITLYN E	13,847.44	0.00	13,847.44
PARISI	ARON S	11,407.06	0.00	11,407.06
PARR	DONALD	5,232.00	0.00	5,232.00
PATTERSON	ANDREW C	73,359.19	4,517.50	77,876.69
PATTS	LAUREN E	69,326.04	0.00	69,326.04
PEDERSEN	ELIZABETH A	71,414.10	0.00	71,414.10
PELCHAT	ANN L	13,063.84	0.00	13,063.84
PEPIN	SUSAN E	90,754.38	2,135.00	92,889.38
PETERSEN	BROOKE S	18,200.43	200.00	18,400.43
PETTEY	CAROLYN L	83,883.60	1,420.00	85,303.60
PETTIPAW	GAIL L	48,016.56	0.00	48,016.56
PHINNEY	AMY E	7,789.18	150.00	7,939.18
PHINNEY	LAURIE J	17,157.08	1,200.00	18,357.08
PIAZZA	JUDITH A	91,326.42	201.25	91,527.67
PIERCE	CHRISTIAN S	72,558.29	0.00	72,558.29
PIMENTEL	SUSAN E	47,122.43	12,857.05	59,979.48
POCH	SANDRA	10,591.53	337.97	10,929.50
PODOLSKI	ANDREW	74,493.40	20.00	74,513.40
PODOLSKI	ANNE	79,764.25	0.00	79,764.25
PODOLSKI	KEVIN M	23,271.48	1,332.56	24,604.04
POLITO	MARGUERITE E	53,942.80	0.00	53,942.80
POWERS	DANA C	19,381.06	150.00	19,531.06
PRATA	KRISTIN M	68,567.43	0.00	68,567.43
PREISSEL	LINDA	18,208.19	0.00	18,208.19
PRICE	MARIA E	52,448.24	700.00	53,148.24
PRIETO	NANCY	20,486.79	0.00	20,486.79
QUARANTO	KEVIN M	82,878.26	958.16	83,836.42
QUINLAN	WILLIAM J	52,250.60	10,568.56	62,819.16
RACHMANI	GLORIA M	16,096.39	158.73	16,255.12
RADZIKOWSKI	PAUL E	54,130.60	18,846.89	72,977.49
RAGHUNATHAN	MRIDULA	44,884.87	0.00	44,884.87
RAHILL	ERIKA E	83,725.04	0.00	83,725.04
RANDALL	KIMBERLY	77,739.20	0.00	77,739.20
RASMUSSEN	JOANNE	23,581.73	0.00	23,581.73
REAGAN	MARGARET E	19,204.50	200.00	19,404.50
REAGAN	NANCY	61,684.14	40.00	61,724.14
REARDON	MICHELLE A	17,952.97	158.59	18,111.56
REDDY	COLLEEN A	24,616.53	137.01	24,753.54
REGONLINSKI	JOSEPH J	45,876.07	0.00	45,876.07

RICE	STEPHANIE A	9,259.46	0.00	9,259.46
RIDGWAY	JULIA	62,711.02	811.25	63,522.27
RIPPIN	SAMUEL A	48,349.50	0.00	48,349.50
ROBINS	JENNIFER C	40,853.24	187.50	41,040.74
ROCHA	PATRICIA T	56,444.39	62.50	56,506.89
ROCHE	CAROL A	23,477.48	1,287.17	24,764.65
ROCHE	KATHRYN A	86,306.76	0.00	86,306.76
ROGERS	SHARON M	8,555.36	56.48	8,611.84
ROGERS	THOMAS R	51,714.52	20,052.93	71,767.45
ROUGEAU	MARIA L	18,200.43	0.00	18,200.43
ROUSE	DANIEL P	93,801.69	0.00	93,801.69
ROY	SABRINA M	15,714.17	0.00	15,714.17
ROY	SABRINA M	9,891.54	0.00	9,891.54
RUGNETTA	NICHOLAS J	5,363.00	0.00	5,363.00
RYAN	EILEEN F	75,762.45	2,250.00	78,012.45
RYAN	KATHRYN C	56,464.39	301.25	56,765.64
SACOCO	MAUREEN F	85,384.37	140.00	85,524.37
SALSMAN	SARAH E	7,946.12	0.00	7,946.12
SALTZBERG	LEE	63,378.36	0.00	63,378.36
SAMP	LYNDA M	79,764.25	0.00	79,764.25
SANCES	PAUL	16,654.16	1,202.88	17,857.04
SANDBORG	VALERIE J	56,275.38	0.00	56,275.38
SANTOS	ELIZABETH N	24,015.15	0.00	24,015.15
SAVERY	LAUREN	59,008.97	0.00	59,008.97
SAVI	NICOLE M	49,287.97	880.00	50,167.97
SAWYER	ELIZABETH A	82,552.05	2,000.00	84,552.05
SCARSCIOTTI	CHERYL A	78,914.25	0.00	78,914.25
SCHAUB	CATHERINE T	48,128.04	0.00	48,128.04
SCHAUB	SUZANNE M	13,125.46	42.96	13,168.42
SCHIAVO	JILLIAN R	26,076.78	0.00	26,076.78
SCHLUSSEL	JENNIFER S	60,965.39	516.04	61,481.43
SCHOFIELD	KELLY A	64,106.98	2,345.00	66,451.98
SCHULTZ	KELLY O	27,600.93	0.00	27,600.93
SCULLY ROSE	SUSAN N	80,358.66	0.00	80,358.66
SEIDMAN	ARLEEN B	36,992.68	0.00	36,992.68
SEVIG	LEE	15,375.99	0.00	15,375.99
SHAH	ALLISON M	66,715.25	80.00	66,795.25
SHEA	LAUREN A	71,332.03	550.00	71,882.03
SHEVORY	MAURA E	80,792.35	0.00	80,792.35
SHRUHAN	PAUL G	20,562.05	6,098.54	26,660.59
SILVERBERG	ADAM J	37,698.05	800.00	38,498.05
SIMMONS	ROSEMARY A	71,892.02	0.00	71,892.02
SIMON	DOUGLAS D	51,713.32	0.00	51,713.32
SIMONS	STACEY H	6,701.76	0.00	6,701.76
SINGER	MICHELLE A	63,821.54	0.00	63,821.54
SMITH	BARBARA C	16,560.54	0.00	16,560.54
SMITLEY	RICHARD W	6,037.04	0.00	6,037.04
SOUZA	KRISTIN	68,943.69	3,157.96	72,101.65
SPADONI	NICOLE	54,452.26	3,225.00	57,677.26
SPEARS	JOHN M	60,168.94	0.00	60,168.94
SPIRO	MICHELE A	84,534.37	0.00	84,534.37
SPRINGER	FREDERIC H	78,689.25	600.00	79,289.25

ST CLAIR	CYNTHIA A	71,716.52	700.00	72,416.52
ST. BERNARD	MICHAEL	12,419.43	107.60	12,527.03
ST. JEAN	SHAWNA A	36,194.18	140.00	36,334.18
STANTON	LISA	60,493.08	3,275.00	63,768.08
STEC	CHRISTINE M	81,303.13	80.00	81,383.13
STIPO	JACQUELINE M	11,876.22	6,482.15	18,358.37
STIPO	JACQUELINE M	18,200.43	1,099.97	19,300.40
SULLIVAN	CHRISTINE	18,186.00	2,980.09	21,166.09
SULLIVAN	CLARE A	110,538.83	3,000.00	113,538.83
SULLIVAN	JILLIAN R	16,445.07	0.00	16,445.07
SULLIVAN	PATRICIA A	42,692.09	4,094.56	46,786.65
SULLIVAN	PAUL M	117,213.30	80.00	117,293.30
SUN	YONGQIN	125,037.92	1,500.00	126,537.92
SURPLESS	ASHLEY J	15,545.32	1,400.00	16,945.32
SUTTON	ARIELLE F	63,569.68	20.00	63,589.68
SWEENEY	LINDER E	5,052.88	77.59	5,130.47
TAMBASCIO	BARBARA J	7,304.36	158.73	7,463.09
TANNETTA	MAUREEN	83,357.96	0.00	83,357.96
TAPPLY	SARAH C	74,495.19	0.00	74,495.19
TAVALONE	ELIZABETH R	73,888.19	241.25	74,129.44
TAYLOR	JEFFREY E	84,977.85	1,821.25	86,799.10
TEEHAN	JULIE	22,253.04	1,500.00	23,753.04
THEOBALD	MERRILL E	16,582.56	0.00	16,582.56
TIGLIANIDIS	AMY A	15,804.33	1,060.48	16,864.81
TIMMONS	KATHLEEN	48,300.64	200.00	48,500.64
TOCHKA	ALEXIS	62,067.68	0.00	62,067.68
TOOMEY	KENNETH R	85,459.02	781.25	86,240.27
TORCHIO	MARY A	25,203.56	400.00	25,603.56
TRACEY	ARLENE J	81,962.19	500.00	82,462.19
TRAISTER	STEPHEN	96,996.99	0.00	96,996.99
TREANNIE	ANGELA M	33,540.32	0.00	33,540.32
TUCCI	LAURA B	50,450.09	0.00	50,450.09
TUCKER JR.	ROBERT A	46,958.73	0.00	46,958.73
TURNER	SUSAN G	16,306.52	2,376.18	18,682.70
TWOMEY	SARAH S	66,817.63	2,965.00	69,782.63
UNGER	MEGAN A	80,792.35	0.00	80,792.35
VAIL	ELIZABETH T	68,084.18	500.00	68,584.18
VARANO	ADRIANA	11,594.38	0.00	11,594.38
VERROCCHI	EILEEN P	19,609.77	3,515.67	23,125.44
VICENTE	PAMELA P	17,262.92	2,083.10	19,346.02
WAGTOWICZ	JENNIFER	56,484.39	340.00	56,824.39
WAHLBERG	ARLENE F	12,499.99	0.00	12,499.99
WALKER	JAMES	17,679.00	0.00	17,679.00
WALMSLEY	LOUISE	52,350.60	13,640.23	65,990.83
WALSH	ELIZABETH A	13,761.52	840.00	14,601.52
WALSH	MEGHAN M	15,457.55	0.00	15,457.55
WARD	DOREEN	77,759.20	100.00	77,859.20
WARREN	JULIANNE M	13,839.91	750.00	14,589.91
WARREN	MICHAEL D	85,384.37	0.00	85,384.37
WARSHOFSKY	CHERYL H	8,548.14	0.00	8,548.14
WATSON	MARY L	21,858.34	0.00	21,858.34
WAUGH	MICHELLE G	59,174.13	177.36	59,351.49

WEAGRAFF	ASHLEY	62,457.58	0.00	62,457.58
WEIDENAAR	SHARON	57,998.53	40.00	58,038.53
WEIR SR.	KENNETH F	39,987.37	9,425.83	49,413.20
WELCH	KELLY M	83,357.96	0.00	83,357.96
WELCH	MICHAEL J	84,272.52	0.00	84,272.52
WESCHROB	WILLIAM S	94,291.25	0.00	94,291.25
WHITCOMB	KATHLEEN	68,270.25	0.00	68,270.25
WHITE	ELIZABETH R	84,084.37	0.00	84,084.37
WHITE	TRACEY	41,615.98	410.00	42,025.98
WILDS	MARGARET M	79,784.25	287.50	80,071.75
WILLEY	DANIEL F	8,805.92	75.00	8,880.92
WILLIAMS	ALLISON M	7,136.64	0.00	7,136.64
WOLFSON	ROSS A	53,413.32	0.00	53,413.32
YUEN	DANIELLE H	55,504.26	0.00	55,504.26
ZAHKA	ALEXANDRA M	52,468.24	760.00	53,228.24
ZAMBITO	MELISSA M	19,434.42	0.00	19,434.42
ZARTHAR	JOSEPH B	6,358.03	1,525.68	7,883.71
ZARTHAR	RENEE M	28,189.35	6,228.04	34,417.39
ZEOGAS	THERESA M	8,551.72	0.00	8,551.72

PAST BOARD OF SELECTMEN CHAIRMEN

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

