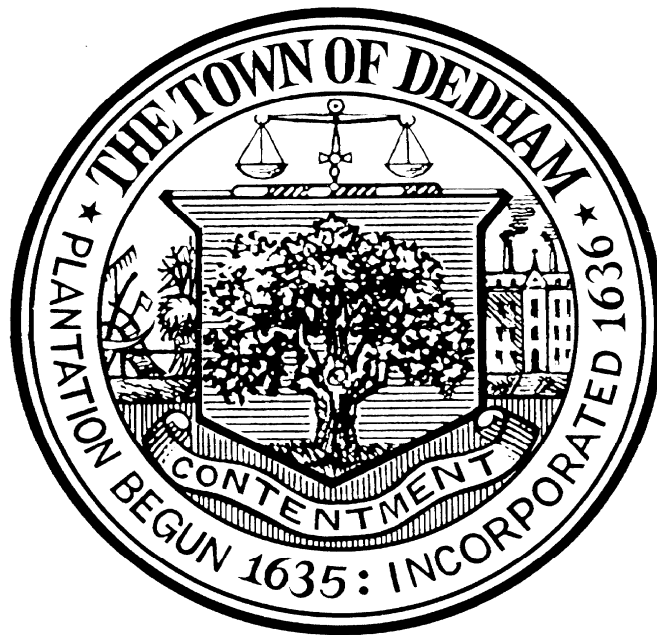


2015 DEDHAM TOWN REPORT



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 2015:

2015

Frank J. Geishecker – Board of Selectmen & Town Treasurer

Karen O’Connell – Economic Development Director

Stephen Luna – Public Works

Robert F. Chaffee, Jr. – Town Meeting Representative & Board of Selectmen

Dominic DiVirgilio – Public Works Commissioner & Town Meeting Representative

Robert C. Dietenhofer – Police Department

Elizabeth Podolski – Treasurer’s Office

Rocco Radosta – Town Hall Custodian

Salvatore Mirlocca – Park & Recreation

TOWN OFFICERS

TBA

**TOWN OF
DEDHAM
BUSINESS
CONDUCTED
DURING
2015**

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CHAPTER I - ELECTIONS AND TOWN MEETINGS

STATE PRIMARY (9/9/2014)

STATE PRIMARY SEPTEMBER 09, 2014								
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SENATOR IN CONGRESS								
BLANKS	147	123	80	108	140	139	147	884
EDWARD J. MARKEY	372	245	184	190	242	222	217	1672
Write-in votes	3	4	4	4	7	14	6	42
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
GOVERNOR								
BLANKS	7	3	6	2	13	3	6	40
DONALD M. BERWICK	104	55	34	53	42	58	64	410
MARTHA COAKLEY	122	149	118	97	156	135	122	899
STEVEN GROSSMAN	289	165	110	150	177	179	177	1247
Write-in votes	0	0	0	0	1	0	1	2
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
LIEUTENANT GOVERNOR								
BLANKS	183	73	53	66	76	80	94	625
LELAND CHEUNG	141	77	49	60	57	88	49	521
STEPHEN J. KERRIGAN	109	167	115	139	183	148	160	1021
MICHAEL E. LAKE	89	55	51	37	70	57	66	425
Write-in votes	0	0	0	0	3	2	1	6
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
ATTORNEY GENERAL								
BLANKS	46	16	12	10	21	11	16	132
MAURA HEALEY	280	189	134	156	192	208	200	1359
WARREN E. TOLMAN	196	167	122	135	175	155	153	1103
Write-in votes	0	0	0	1	1	1	1	4
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SECRETARY OF STATE								
BLANKS	185	101	62	109	95	105	111	768
WILLIAM FRANCIS GALVIN	334	269	204	193	291	267	259	1817
Write-in votes	3	2	2	0	3	3	0	13
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TREASURER								
BLANKS	81	37	28	33	33	37	54	303
THOMAS P. CONROY	123	87	50	77	89	104	107	637
BARRY R. FINEGOLD	88	92	64	63	114	92	82	595
DEBORAH B. GOLDBERG	230	156	126	128	153	140	127	1060
Write-in votes	0	0	0	1	0	2	0	3
Total	522	372	268	302	389	375	370	2598

	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
AUDITOR								
BLANKS	241	128	97	148	131	164	169	1078
SUZANNE M. BUMP	280	242	170	153	254	207	199	1505
Write-in votes	1	2	1	1	4	4	2	15
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REP IN CONGRESS								
BLANKS	217	82	61	96	67	100	97	720
STEPHEN F. LYNCH	302	289	206	202	321	272	272	1864
Write-in votes	3	1	1	4	1	3	1	14
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNCILLOR								
BLANKS	211	86	73	77	78	83	95	703
ROBERT L. JUBINVILLE	169	137	116	132	173	145	155	1027
BART ANDREW TIMILTY	142	149	78	92	138	146	120	865
Write-in votes	0	0	1	1	0	1	0	3
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SENATOR IN GENERAL COURT								
BLANKS	256	111	88	111	98	125	133	922
MICHAEL F. RUSH	266	260	178	189	289	248	237	1667
Write-in votes	0	1	2	2	2	2	0	9
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REP IN GENERAL COURT								
BLANKS	201	98	70	94	99	101	123	786
PAUL McMURTRY	320	274	197	208	287	270	247	1803
Write-in votes	1	0	1	0	3	4	0	9
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
DISTRICT ATTORNEY								
BLANKS	257	115	92	130	106	145	140	985
MICHAEL W. MORRISSEY	264	256	175	171	280	226	230	1602
Write-in votes	1	1	1	1	3	4	0	11
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REGISTER OF PROBATE								
BLANKS	285	128	101	140	120	164	155	1093
PATRICK W. McDERMOTT	237	243	167	161	268	211	215	1502
Write-in votes	0	1	0	1	1	0	0	3
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNTY TREASURER								
BLANKS	276	131	101	136	118	157	148	1067
JOSEPH A. CONNOLLY	245	240	165	166	270	217	220	1523
Write-in votes	1	1	2	0	1	1	2	8

Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNTY COMMISSIONER								
BLANKS	287	137	105	141	135	165	158	1128
PETER H. COLLINS	235	233	162	160	252	208	212	1462
Write-in votes	0	2	1	1	2	2	0	8
Total	522	372	268	302	389	375	370	2598
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SENATOR IN CONGRESS								
BLANKS	28	29	21	29	24	28	33	192
BRIAN J. HERR	89	75	41	44	78	49	66	442
Write-in votes	1	0	0	0	1	0	1	3
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
GOVERNOR								
BLANKS	1	0	0	3	1	0	1	6
CHARLES D. BAKER	105	79	40	54	66	61	84	489
MARK R. FISHER	12	25	22	16	36	16	15	142
Write-in votes	0	0	0	0	0	0	0	0
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
LIEUTENANT GOVERNOR								
BLANKS	11	16	14	16	19	23	21	120
KARYN E. POLITO	107	87	48	56	83	53	79	513
Write-in votes	0	1	0	1	1	1	0	4
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
ATTORNEY GENERAL								
BLANKS	28	22	19	27	23	28	33	180
JOHN B. MILLER	90	82	43	46	80	49	67	457
Write-in votes	0	0	0	0	0	0	0	0
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SECRETARY OF STATE								
BLANKS	32	24	20	26	20	30	39	191
DAVID D'ARCANGELO	86	80	42	47	82	47	60	444
Write-in votes	0	0	0	0	1	0	1	2
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
TREASURER								
BLANKS	28	27	21	24	19	27	36	182
MICHAEL JAMES HEFFERNAN	89	76	40	49	84	50	63	451
Write-in votes	1	1	1	0	0	0	1	4
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
AUDITOR								
BLANKS	34	27	23	28	28	33	41	214
PATRICIA S. SAINT AUBIN	84	77	39	45	74	44	59	422

Write-in votes	0	0	0	0	1	0	0	1
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REP IN CONGRESS								
BLANKS	97	88	52	62	89	66	89	543
Write-in votes	21	16	10	11	14	11	11	94
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNCILLOR								
BLANKS	102	91	53	63	94	70	95	568
Write-in votes	16	13	9	10	9	7	5	69
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
SENATOR IN GENERAL COURT								
BLANKS	103	87	53	64	96	70	94	567
Write-in votes	15	17	9	9	7	7	6	70
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REP IN GENERAL COURT								
BLANKS	102	88	54	65	96	71	95	571
Write-in votes	16	16	8	8	7	6	5	66
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
DISTRICT ATTORNEY								
BLANKS	104	90	54	64	96	73	94	575
Write-in votes	14	14	8	9	7	4	6	62
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
REGISTER OF PROBATE								
BLANKS	107	89	54	65	95	71	94	575
Write-in votes	11	15	8	8	8	6	6	62
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNTY TREASURER								
BLANKS	107	88	54	65	95	71	95	575
Write-in votes	11	16	8	8	8	6	5	62
Total	118	104	62	73	103	77	100	637
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total
COUNTY COMMISSIONER								
BLANKS	42	32	24	30	37	40	48	253
MICHAEL J. SOTER	76	70	37	43	64	37	52	379
Write-in votes	0	2	1	0	2	0	0	5
Total	118	104	62	73	103	77	100	637

STATE ELECTION (11/11/2014)

STATE ELECTION NOVEMBER 11, 2014									
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Percent
SENATOR IN CONGRESS									
BLANKS	63	80	67	81	89	77	98	555	5.6%
EDWARD J. MARKEY	911	854	683	755	832	849	822	5706	57.7%
BRIAN J. HERR	560	511	392	447	547	527	640	3624	36.6%
Write-in votes	1	0	2	1	3	2	1	10	0.1%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
GOVERNOR & LIEUTENANT GOVERNOR									
BLANKS	13	14	17	8	17	9	12	90	0.91%
BAKER and POLITO	811	713	551	658	767	726	881	5107	51.61%
COAKLEY and KERRIGAN	674	652	519	556	621	663	614	4299	43.45%
FALCHUK and JENNINGS	30	35	39	43	42	40	41	270	2.73%
LIVELY and SAUNDERS	5	12	9	8	13	10	9	66	0.67%
McCORMICK and POST	1	14	6	11	11	7	3	53	0.54%
Write-in votes	1	5	3	0	0	0	1	10	0.10%
Total	1535	1445	1144	1284	1471	1455	1561	9895	100.00%
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
ATTORNEY GENERAL									
BLANKS	80	82	63	78	88	77	99	567	5.73%
MAURA HEALEY	897	866	704	758	863	888	845	5821	58.83%
JOHN B. MILLER	557	497	377	447	520	488	617	3503	35.40%
Write-in votes	1	0	0	1	0	2	0	4	0.04%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
SECRETARY OF STATE									
BLANKS	98	76	47	72	80	78	85	536	5.42%
WILLIAM FRANCIS GALVIN	977	986	784	862	1008	1007	1038	6662	67.33%
DAVID D'ARCANGELO	427	343	271	322	344	328	413	2448	24.74%
DANIEL L. FACTOR	33	40	40	27	38	41	25	244	2.47%
Write-in votes	0	0	2	1	1	1	0	5	0.05%
Total	1535	1445	1144	1284	1471	1455	1561	9895	100.00%
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
TREASURER									
BLANKS	118	87	84	88	112	101	140	730	7.38%
DEBORAH B. GOLDBERG	766	731	604	622	736	719	693	4871	49.23%
MICHAEL JAMES HEFFERNAN	626	573	416	544	580	579	692	4010	40.53%
IAN T. JACKSON	25	53	39	28	43	56	36	280	2.83%
Write-in votes	0	1	1	2	0	0	0	4	0.04%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
AUDITOR									
BLANKS	172	156	110	142	172	160	182	1094	11.06%
SUZANNE M. BUMP	750	749	622	664	744	761	733	5023	50.76%

PATRICIA S. SAINT AUBIN	586	488	362	452	509	485	608	3490	35.27%
MK MERELICE	27	51	49	25	46	48	38	284	2.87%
Write-in votes	0	1	1	1	0	1	0	4	0.04%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REPRESENTATIVE IN CONGRESS									
BLANKS	505	322	259	309	303	329	380	2407	24.33%
STEPHEN F. LYNCH	1015	1101	868	960	1153	1111	1163	7371	74.49%
Write-in votes	15	22	17	15	15	15	18	117	1.18%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
COUNCILLOR									
BLANKS	744	518	406	529	536	542	636	3911	39.53%
ROBERT L. JUBINVILLE	782	915	728	746	918	902	910	5901	59.64%
Write-in votes	9	12	10	9	17	11	15	83	0.84%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
SENATOR IN GENERAL COURT									
BLANKS	685	451	368	468	456	483	564	3475	35.12%
MICHAEL F. RUSH	841	985	768	806	1000	962	984	6346	64.13%
Write-in votes	9	9	8	10	15	10	13	74	0.75%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REPRESENTATIVE IN GENERAL COURT									
BLANKS	552	408	297	415	422	381	513	2988	30.20%
PAUL McMURTRY	978	1025	840	858	1033	1058	1034	6826	68.98%
Write-in votes	5	12	7	11	16	16	14	81	0.82%
Total	1535	1445	1144	1284	1471	1455	1561	9895	18255
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
DISTRICT ATTORNEY									
BLANKS	694	471	377	484	480	506	591	3603	36.41%
MICHAEL W. MORRISSEY	836	965	761	791	978	938	959	6228	62.94%
Write-in votes	5	9	6	9	13	11	11	64	0.65%
Total	1535	1445	1144	1284	1471	1455	1561	9895	18255
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REGISTER OF PROBATE									
BLANKS	737	493	404	523	518	542	625	3842	38.83%
PATRICK W. McDERMOTT	795	940	735	753	942	902	927	5994	60.58%
Write-in votes	3	12	5	8	11	11	9	59	0.60%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
COUNTY TREASURER									
BLANKS	745	487	399	526	512	533	642	3844	38.85%
JOSEPH A. CONNOLLY	784	947	740	750	951	912	911	5995	60.59%
Write-in votes	6	11	5	8	8	10	8	56	0.57%
Total	1535	1445	1144	1284	1471	1455	1561	9895	18255
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
COUNTY COMMISSIONER									
BLANKS	336	211	169	200	235	205	277	1633	16.50%

PETER H. COLLINS	721	804	662	698	819	831	489	5024	50.77%
MICHAEL J. SOTER	478	429	312	385	417	417	795	3233	32.67%
Write-in votes	0	1	1	1	0	2	0	5	0.05%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REG.VOC.SCHL. AVON									
BLANKS	848	586	482	615	602	620	729	4482	45.30%
FRANCIS J. FISTORI	682	841	648	663	853	826	822	5335	53.92%
Write-in votes	5	18	14	6	16	9	10	78	0.79%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REG.VOC.SCHL. CANTON									
BLANKS	845	584	483	618	603	636	729	4498	45.46%
AIDAN G. MAGUIRE, JR.	687	842	650	661	854	811	827	5332	53.89%
Write-in votes	3	19	11	5	14	8	5	65	0.66%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REG.VOC.SCHL. BRAINTREE									
BLANKS	1394	1234	985	1124	1278	1264	1353	8632	87.24%
Write-in votes	141	211	159	160	193	191	208	1263	12.76%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
REG.VOC.SCHL. DEDHAM									
BLANKS	1383	1222	957	1134	1288	1254	1354	8592	86.83%
Write-in votes	152	223	187	150	183	201	207	1303	13.17%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
QUESTION 1									
BLANKS	102	53	54	38	53	50	79	429	4.34%
YES	692	758	571	675	817	759	904	5176	52.31%
NO	741	634	519	571	601	646	578	4290	43.36%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
QUESTION 2									
BLANKS	59	18	26	26	18	23	39	209	2.11%
YES	521	280	230	274	265	307	255	2132	21.55%
NO	955	1147	888	984	1188	1125	1267	7554	76.34%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
QUESTION 3									
BLANKS	69	23	28	32	32	45	55	284	2.87%
YES	776	508	324	473	458	500	556	3595	36.33%
NO	690	914	792	779	981	910	950	6016	60.80%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1
	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	Total	Total
QUESTION 4									
BLANKS	66	30	38	36	39	41	51	301	3.04%
YES	828	830	695	721	835	846	825	5580	56.39%
NO	641	585	411	527	597	568	685	4014	40.57%
Total	1535	1445	1144	1284	1471	1455	1561	9895	1

FALL TOWN MEETING ATTENDANCE

Present	First Name	Last Name	Year	Precinct
X	MARTHA	ABDELLA	2015	1
X	CLAIRE	ARONSON	2016	1
X	HAROLD M.	BAND	2016	1
X	WILLIAM L.	BLISS	2017	1
X	SYLVIA	CHAPLAIN	2016	1
X	FREDERICK T.	CIVIAN	2015	1
X	K. MARIE	CLARKE	2016	1
X	THOMAS C.	COCHRAN, JR.	2016	1
X	ROBERT W.	DESMOND	2015	1
	MARY JANE	DEVINS	2015	1
X	DIANE	DIBIASIO	2016	1
X	MARGARET R.	DUNCAN	2017	1
X	ELIZABETH B.	EMERY	2017	1
	JAY L.	FIALKOW	2016	1
X	ANDREA	GILMORE	2017	1
	SUSAN S	HICKS	2015	1
X	JENNIFER	HYDE	2017	1
X	HANA	JANJIGIAN HEALD	2017	1
X	JENNIFER B.	JORDAN	2017	1
	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
X	STEPHEN G.	MOORHEAD	2017	1
X	HOWARD	OSTROFF	2017	1
X	HAROLD	PARRITZ	2016	1
X	MAY H	POLLY-PIERCE	2017	1
	EVE R.	POPKIN	2016	1
	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	Year	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
	NEIL F.	CRONIN, JR.	2015	2
X	JOHN	DONAHOE	2016	2
	JOHN J.	DONOVAN, JR.	2016	2
	MARK E.	ENGDAHL	2017	2
X	PATRICIA	GIROUARD	2015	2
X	MARY C.	HATHAWAY	2015	2
	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
	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
X	DONALD R.	SAVI	2015	2
X	JANET F.	SEBAGO,	2015	2
X	DIMITRIA	SULLIVAN	2016	2
X	JAMES M.	SULLIVAN	2017	2
X	MICHAEL J.	WALTER	2016	2

Precinct	First Name	Last Name	Year	Precinct
X	GLENN S.	BIEDERMAN	2016	3
	THOMAS M.	BONCEK	2017	3
X	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
	LLOYD L.	CUSHMAN	2015	3
	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
	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
	STEVEN	KARLGREN	2016	3
X	CHARLES K.	KRUEGER	2015	3
X	KENNETH	LOGAN	2016	3
X	FREDERICK C.	MATTHIES	2015	3
X	DONALD	MCKEE	2016	3
X	CHRISTINA	MCKEE	2016	3
X	DANIEL	MEGAN	2017	3
	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	MARK	SERPIS	2017	3
X	BARBARA A.	SMITH	2016	3
X	MAUREEN L.	TETI	2015	3
X	PINA	REDA	APPT	3
Present	First Name	Last Name	Year	Precinct
X	F.P	BASS	APPT	4
X	DIANNE M.	BAUER	2016	4

X	BRAD	BAUER	2015	4
X	CHRISTINE J.	BETHONEY	2017	4
X	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
	WILLIAM J.	GORMAN	2015	4
	JENNIFER E.	GREANEY	2017	4
X	KEVIN F.	HAMPE	2015	4
X	RONALD E.	HATHAWAY	2016	4
X	EDWARD J.	HICKEY	2017	4
X	MARY ELIZABETH	KELLY	2016	4
	PAUL E.	LYONS, JR.	2015	4
X	WILLIAM J.	MCELHINNEY, JR.	2016	4
	MARY J.	MCGOURTY	2016	4
	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
	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	Date	Precinct
X	FRANCIS	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

X	CAROLE R.	DONOVAN	2015	5
X	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
	MICHAEL L.	HUFF	2016	5
	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
	ELIZABETH	O'DONNELL	2017	5
	SHEILA M.	O'LEARY	2016	5
	DOREEN	PACHECO LABRECQUE	2016	5
X	KRISTEN	WALKER OVERMAN	APPT	5
X	LAURA	PARK	2017	5
X	PAUL M.	RIORDAN	2015	5
X	MARIE T.	RIZZO	2017	5
	LAWRENCE J.	ROONEY	2015	5
X	ROSEMARY H.	ROONEY	2015	5
X	HEATHER J.	SPRINGER	2017	5
X	PETER A.	SPRINGER	2017	5
	DANIEL P.	TEAHAN	2017	5
X	DOROTHY J.	VICTORIA	2017	5
	SUSAN N.	WEBSTER	2015	5

Present	First Name	Last Name	Date	Precinct
X	GAYLE D.	ALBERICO	2016	6
	CYNTHIA S.	BARICH	2016	6
X	LYNDSAY P.	BARICH	2016	6
	SHEILA A.	BOWLER	2017	6
X	ROBERT F.	CHAFFEE, JR.	2015	6
X	JANINE	CLIFFORD-MURPHY	2017	6
X	THOMAS J.	CLINTON	2015	6
X	THOMAS M.	CONNORS	2016	6
	DOMINIC	DIVIRGILIO, JR.	2015	6
X	JOAN	DONOVAN	2016	6

X	CHERYL M	FISH	2017	6
	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	MIKE	KELLER	APPT	6
X	EILEEN	KELLY	2016	6
X	MARJORIE L	KILROY	2017	6
	MELISSA F.	KINCH	2016	6
X	ANDREW	LAWLOR	2015	6
X	ROBERTA	LAWLOR	2015	6
	MARK M.	LAWTON	2017	6
	SHEILA A.	MALOOF	2016	6
X	STEVEN M.	MAMMONE	2017	6
	BARBARA	MCKENNA	2015	6
X	MARYANN	MOLLOY	2017	6
	LISA M	MORAN	2015	6
X	PAUL S	NOE	2016	6
X	MELISSA RUDY	O'CONNOR	2016	6
X	MARGUERITE E.	POLITO	2015	6
	THOMAS R.	POLITO, JR.	2015	6
X	STEPHANIE	RADNER	2017	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
X	MARTHA	ZEOLLA	APPT	6

Present	First Name	Last Name	Date	Precinct
X	JOHN M	ALBANI	2016	7
X	DOUGLAS A.	BIGGAR	2016	7
X	DAVID	CONOLE	2016	7
	KEVIN	COSTELLO	2016	7
X	RICHARD	DELLOIACONO	2016	7
X	MARY E.	GILBERT	2016	7
X	WILLIAM V.	MARRONCELLI	2016	7
X	PETER	MORSE	2016	7
	MARIA T.	PANAGOPOULOS	2016	7
	ERIN	MCFADDEN REAVEY	2016	7
	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	LISA	MACKINNON	2015	7
X	LAWRENCE R.	MANNING	2015	7
X	KEVIN F.	MAWE	2015	7
X	MARY ELLEN	MCDONOUGH	2015	7
X	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	2017	7
X	A. PETER	BENSON	2017	7
X	DAVID	CORSI	2017	7
X	LISA	LAPRADE	2017	7
X	KRISTEN	MORSE	2017	7
	PETER JOHN	MORSE, JR	2017	7
X	JAMES J.	NOLAN	2017	7
X	MAUREEN E.	PACELLA	2017	7
			TBD	7
X	KATHLEEN M.	PODOLSKI	2017	7
X	MARK A.	REILLY	2017	7
X	MICHELLE	PERSSON REILLY	2017	7
X	RICHARD J.	SCHOENFELD, III	2017	7
X	ELIZABETH	KELLEY	APPT	7

FALL TOWN MEETING (11/17/2014)

On November 17, 2014 The Dedham Fall Town Meeting was called to order by Moderator Dan Driscoll at 7:15PM in the Dedham High School Auditorium. Quorum of 200

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. LINE ITEM TRANSFERS FOR CURRENT FISCAL YEAR

ARTICLE ONE: *By the Finance Committee:* To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2014 Annual Town Meeting (FY'15) or any other article thereof; or to take any other action relative thereto.

Voted on a New Original Motion by the Finance Committee: that the following sums of money, totaling \$1,047,487, be transferred from free cash or current appropriations as scheduled on the

following chart to meet additional expenses for the current fiscal year and for the Stabilization Fund.

BY UNANIMOUS VOTE

LINE ITEM TRANSFERS						
From			To			
Department	Line Item	Amount	Department	Line Item	Amount	
1	Police	Personnel Services	53,599	Police	Medical	23,000
				Police	Publications & Subscriptions	10,032
				Police	Travel Expenses	2,067
				Police	General Overtime	18,500
2	Fire	Personnel Services	30,000	Fire	Vehicle Repair Services	30,000
3	Fire	Vehicle Parts/Supplies	10,000	Fire	Vehicle Repair Services	10,000
4	Free Cash	N/A	2,000	Sealer of Weights & Measures	Supplies	2,000
5	Free Cash	N/A	250,000	Finance Committee	Reserve Fund	250,000
6	Free Cash	N/A	0	General Stabilization	Transfer General Stabilization	0
7	Free Cash	N/A	15,000	Board of Selectmen	Purchase of Services	15,000
8	Board of Assessors	Personnel Services	20,000	Veterans Services	Veterans Benefits	20,000
9	Finance	IT Personnel Services	65,000	Finance	IT Purchase of Services	65,000
10	Finance	Personnel Services	45,000	Finance	Finance Purchase of Services	45,000
11	Finance	Personnel Services	50,000	Board of Selectmen	Bus Service	50,000
12	Board of Selectmen	Personnel Services	4,300	Economic Development	Regional Groups	4,300
13	Board of Health	Meetings & Conferences	200	Board of Health	Hazardous Waste Collection	200
14	Raise & Appropriate	State Aid Resources	82,871	School	School Operations	82,871
15	Free Cash	N/A	57,129	School	School Operations	57,129
16	Building	Personnel Services	8,800	Finance Committee	Reserve Fund	8,800
17	Board of Selectmen	Liability & Property Insurance	7,566	Finance	Transfer to Worker's Comp Trust	7,566
18	School	Personnel Services	60,000	Facilities	Personnel Services	60,000
19	School	Capital-Vehicles	6,022	School	Capital-Vehicles	6,022
20	School	IT Server Operating Capital	30,000	Facilities	Operating Capital	30,000
		797,487		797,487		

2. PAYMENT OF DEBT SERVICE RELATED TO MUNICIPAL CAMPUS

ARTICLE TWO: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote to transfer from the Robin Reyes Major Capital Facilities Stabilization Fund a sum or sums of money for payment of debt service related to the Municipal Campus project approved under Article 19 of the 2014 Annual Town Meeting, or take any other action relative thereto.

VOTED: That the sum of \$59,097.17 be transferred from the Robin Reyes Major Capital Facilities Stabilization Fund for payment of debt service related to the Municipal Campus project.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

3. ESTABLISHMENT OF AMES BUILDING REVOLVING FUND

ARTICLE THREE: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote, pursuant to the provisions of G.L. c. 44, §53E1/2, to establish a revolving fund, to be known as the Ames Building Revolving Fund, for the purpose of depositing receipts received by the Town in connection with the lease and use of said building, and to authorize expenditure of such funds for the operation and maintenance of such building, and for all expenses related thereto, including but not limited to relocation and related expenses, to be expended by the Town Manager, and to establish a limit on expenditures from said fund for FY 2015, or take any other action relative thereto..

VOTED: To authorize, pursuant to G.L. c.44 §53E 1/2, the establishment of a revolving fund,

known as the Ames Building Revolving Fund, as set forth in the warrant under Article 3, and further to authorize expenditures of up to \$540,000 for Fiscal Year 2015

BY MAJORITY VOTE

4. ESTABLISHMENT OF FORMER AVERY SCHOOL REVOLVING FUND

ARTICLE FOUR: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote, pursuant to the provisions of G.L. c. 44, §53E1/2, to establish a revolving fund, to be known as the Former Avery School Revolving Fund, for the purpose of depositing receipts received by the Town in connection with the lease and use of said building, and to authorize expenditure of such funds for the expenses associated with said building, to be expended by the Town Manager, and to establish a limit on expenditures from said fund for FY 2015, or take any action in relation thereto.

VOTED: To authorize, pursuant to G.L. c.44 §53E ½, the establishment of a revolving fund, known as the Former Avery School Revolving Fund, as set forth in the warrant under Article 4, and further to authorize expenditures of up to \$2,000 for Fiscal Year 2015. **BY MAJORITY VOTE**

5. RENAMING OF OPEB TRUST FUND

ARTICLE FIVE: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote to change the name of the Other Post-Employment Benefits (OPEB) Trust Fund created under Article 19 of the 2009 Annual Town Meeting to the Mariellen Murphy OPEB Trust Fund, or take any other action relative thereto.

VOTED: That it be so voted.

BY MAJORITY VOTE

6. TRANSFER OF FUNDS TO OPEB TRUST FUND

ARTICLE SIX: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote to transfer a sum or sums of money from the Health Insurance line in the FY 2015 Annual Operating budget approved under Article 3 of the 2014 Annual Town Meeting, and the Health Insurance line in the FY 2014 Annual Operating budget approved under Article 3 of the 2013 Annual Town Meeting to the Other Post-Employment Benefits Trust Fund, or take any other action relative thereto.

VOTED: That the sums of \$1,700,000.00 (FY'14) and \$1,674,000.00 (FY'15) be transferred from each Health Insurance Line to the Other Post-Employment Benefits Trust Fund.

BY MAJORITY VOTE

7. APPROPRIATION OF PRIOR YEARS BILLS

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

VOTED: That the following sum of money be raised and appropriated to meet expenses of a prior year; \$497.40 for payment to Meter Engineering Co., LLC. **BY UNANIMOUS VOTE**

8. GENERAL STABILIZATION FUND, APPROPRIATION

ARTICLE EIGHT: *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 appropriated from Free Cash to the General Stabilization Fund.
AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

9. SPECIAL PURPOSE STABILIZATION FUNDS, DEPOSIT FUNDS

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

VOTED: That \$204,201.03, an amount equal to the amount collected from the local meals excise for the final quarter of FY'14, and \$82,121.21, an amount equal to the 2% collected from the room tax for the final quarter of FY'14, be transferred from Free Cash; and that \$224,183.56, an amount equal to the amount collected from the local meals excise for the first quarter of FY'15 and that \$201,404.70, an amount equal to the 3% collected from the room tax for the first quarter of FY'15, be raised and appropriated; and, further, that such amounts be deposited into the Robin Reyes Major Capital Facilities Stabilization Fund, created under Articles 6 and 7 of the November 16, 2009 Special Town Meeting.
BY UNANIMOUS VOTE

10. APPROVAL OF A TAX INCREMENT FINANCING PLAN (TIF)

ARTICLE TEN: *By the Board of Selectmen.* To see if the Town will vote, pursuant to G.L. c.40, §59, and G.L. c.23A, §§3E and 3F, to:

- (a) Approve a Tax Increment Financing ("TIF") Plan and Agreement between the Town and M.S. Walker Company, or its successors or assigns ("Company") in the form substantially as on file with the Town Clerk, for property located at 112 Meadow Road, and shown as Assessors Map 171, Parcel 97, which TIF Plan and Agreement provide for real estate tax exemptions over a fifteen (15) year period at the exemption rate schedule set forth therein;
- (b) Confirm the Board of Selectmen's selection of the location of the project as an Economic Opportunity Area, if applicable, and approve the Company's Local Incentive-Only application;
- (c) Authorize the Board of Selectmen to execute the TIF Agreement and any documents related thereto or the TIF Plan more generally, and approve submission to the Massachusetts Economic Assistance Coordinating Council ("EACC") of the TIF Agreement and Plan and any necessary documents relating thereto, and to take such other actions as are necessary or appropriate to obtain approval of the TIF Plan and Agreement, Economic Opportunity Area, Certified Project Application, [Local Incentive-Only Application] and all related submissions and to take such other actions as necessary or appropriate to implement the project and plan as set forth in those documents;

or take any other action relative thereto.

VOTED: That it be so voted.

BY MAJORITY VOTE

11. APPROPRIATION FOR RECORDS RETENTION PROGRAM

ARTICLE ELEVEN: *By the Board of Selectmen at the request of the Interim Town Manager.* To see if the Town will vote to raise and appropriate, transfer or borrow a sum of money for the purposes of funding a records retention program for the Town of Dedham, and to add said sum to the amount appropriated for such purposes under Article 4 of the 2014 Annual Town Meeting, or take any other action relative thereto.

VOTED: That the sum of \$90,000 be appropriated from Free Cash for the purposes of funding a records retention program. **BY MAJORITY VOTE**

12. MWRA I/I LOCAL FINANCIAL ASSISTANCE PROGRAM-PHASE 9

ARTICLE TWELVE: *By the Board of Selectmen at the request of the Director of Engineering.* (MWRA I/I Local Financial Assistance Program – Phase 9). To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of NINE HUNDRED THIRTEEN THOUSAND (\$913,000.00) DOLLARS, for the purpose of participating in the Massachusetts Water Resources Authority (MWRA) Inflow/Infiltration Local Financial Assistance Program – Phase 9, and to meet such appropriation to authorize the Treasurer, with approval of the Board of Selectmen, to borrow said sum in accordance with Section 7(1) and 7(1A) of Chapter 44 of the General Laws, or any other enabling authority and issue bonds and notes therefor, and to authorize the Town to apply for any grants or loans available for the project, or take any other action relative thereto.

VOTED: That the Town appropriate \$913,000, for the purpose of participating in the Massachusetts Water Resources Authority (MWRA) Phase 9 Inflow/Infiltration Local Assistance Program; and to meet such appropriation, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum, in accordance with Section 7(1) and 7(1A) of Chapter 44 of the General Laws, or any other enabling authority, and issue bonds and notes therefor; and further, to authorize appropriate Town officials and employees to apply for, accept and expend any grants or loans available for the project.

AS DECLARED BY THE MODERATOR 2/3RD MAJORITY

13. CREATION OF AND APPROPRIATION FOR A PARK AND RECREATION MASTER PLAN

ARTICLE THIRTEEN: *By the Park and Recreation Commission.* To see what sum of money the Town will vote to raise, appropriate, or transfer from available funds for the development of a comprehensive Park and Recreation Master Plan. This plan is intended to help meet the needs of current and future residents of all ages from youth to seniors by positioning Dedham to build on the community's unique parks and recreation assets and identify new opportunities. The Master Plan will establish a clear direction to guide the Park and Recreation Commissioners, staff, advisory committees, and interested residents and organizations in their efforts to enhance the community's parks and recreation programs, services and facilities. The plan will evaluate existing facilities, future needs assessment and a blueprint for planning and staffing requirements. And further, to create a Park and Recreation Master Plan Steering Committee to be comprised of: Two (2) members of the Park and Recreation Commission designated by the Commission, one (1) member of the Finance Committee or its designee, one (1) member of the Open Space and Recreation Committee or its designee, and three (3) residents at-large to be appointed by the Moderator. The Park and Recreation Director shall serve as an ex-officio member, or take any other action relative thereto.

VOTED: That the sum of \$50,000 be appropriated from Free Cash for the purpose of developing a comprehensive Park and Recreation Master Plan, and to create a Park and Recreation Master Plan Steering Committee, comprised of two (2) members of the Park and Recreation Commission designated by the Commission, one (1) member of the Finance Committee or its designee, one (1) member of the Open Space and Recreation Committee or its designee, and three (3) residents at-large to be appointed by the Moderator with all designees authorized hereunder to be residents or employees of the Town of Dedham. The Park and Recreation Director shall serve as an ex-officio member.

BY MAJORITY VOTE

14. ZONING: CHANGE RDO TO HB

ARTICLE FOURTEEN: *By District Four Town Meeting Member Kevin F. Hampe.* To see if the Town will vote to amend the Zoning Map of the Town of Dedham, by changing from Research, Development, and Office (RDO) to Highway Business (HB), the following parcels of land according to the Town of Dedham Assessors plans.

1. Map 136 – Parcel 19A
2. Map 136 - Parcel 20
3. Map 149 – Parcel 1
4. Map 149 - Parcel 2
5. Map 149 – Parcel 3 - (1 & 2)
6. Map 149 - Parcel 3A
7. Map 149 - Parcel 3B
8. Map 149 - Parcel 3C
9. Map 149 - Parcel 11
10. Map 149 - Parcel 12
11. Map 149 - Parcel 13
12. Map 149 - Parcel 14
13. Map 149 - Parcel 15
14. Map 149 - Parcel 16
15. Map 149 - Parcel 17
16. Map 149 - Parcel 18
17. Map 149 - Parcel 19
18. Map 149 - Parcel 20
19. Map 149 - Parcel 41
20. Map 149 - Parcel 42
21. Map 150 – Parcel 7A
22. Map 150 – Parcel 7B

Said parcels are also shown on the attached Town of Dedham Geographic Information Systems (Dedham GIS) online mapping plans attached hereto, or take any other action relative thereto.

VOTED: That it be so voted

BY UNANIMOUS VOTE

15. BY-LAW: SUBMISSION OF ARTICLES TO TOWN MEETING

ARTICLE FIFTEEN: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will

vote to add a new section to the Revised By-Laws, 85-3A, or some other number as assigned by the Town Clerk, as follows:

In addition to the individuals and bodies listed in Section 2-9 (a) of the Charter, articles for Town Meeting may be submitted by the Town Manager or a department head,

or take any other action relative thereto.

On a substitute motion by the Board of Selectman that it be so voted: *with the following language change: In addition to the individuals and bodies listed in Section 2-9 (a) of the Charter, articles for Town Meeting may be submitted by the Town Manager.*

VOTED: That it be so voted.

BY MAJORITY VOTE

16. BY-LAW: REVISION TO BUILDING, PLANNING, & CONSTRUCTION COMMITTEE COMPOSITION

ARTICLE SIXTEEN: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to amend the Revised By-Laws by striking section 12-12 and inserting the following:

"There shall be a Building, Planning and Construction Committee consisting of seven members, including one member of the Planning Board, appointed by said board, and six members appointed by the Town Manager. The members appointed by the Town Manager shall include a registered professional engineer or architect, an attorney admitted to practice in Massachusetts, a person employed in the construction industry or a related trade or occupation, a person with a discipline in Environmental Sciences or a member of the Conservation Commission, and two other persons,"

or take any other action relative thereto

VOTED: That it be so voted.

BY MAJORITY VOTE

17. BY-LAW: DISCLOSURE OF FINANCIAL INTEREST

ARTICLE SEVENTEEN: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to amend the Revised By-Laws by striking the text of section 85-16 and inserting in place thereof the following:

Any Town Representative or other speaker who speaks on any motion in which the speaker or an immediate family member has a direct financial interest shall first disclose such interest to the Meeting. For the purposes of this section, "direct financial interest" shall include, but not be limited to, employment as an attorney or consultant with respect to the matter,

or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

18. BY-LAW: CHANGES TO REFERENCES IN BY-LAWS TO CONFORM TO NEW CHARTER PROVISIONS

ARTICLE EIGHTEEN: *By the By-Law Review Committee.* To see if the Town will vote to amend

the Revised By-Laws as follows:

- 1) Strike out the words "Town Administrator" in each instance in which they appear and insert in place thereof the words "Town Manager";
- 2) In Section 85-31 (B), strike out "2-10 (c)" and insert in place thereof "2-9 (c)";
- 3) In Section 85-31 (C), strike out "6-9" and insert in place thereof "7-2";
- 4) In Section 5-6, strike out "2-10 (a)" and insert in place thereof "2-9 (a)";
- 5) Strike out the words "Finance Committee" in each instance in which they appear and insert in place thereof the words "Warrant and Finance Committee";

or take any other action relative thereto.

VOTED: ON A SUBSTITUTE MOTION BY CECILIA EMERY BUTLER TO AMEND: Section 5 to change the name of the committee from "Finance Committee" to the "Finance and Warrant Committee" in all instances in which they appear. **BY MAJORITY VOTE**

19. BY-LAW: MULTIPLE MEMBER BODY APPOINTEES OR DESIGNEES TO BE REGISTERED VOTERS

ARTICLE NINETEEN: By the By-Law Review Committee. To see if the Town will vote to amend the Revised By-Laws by adding a new section to be numbered by the Town Clerk, as follows: All appointees or designees to any multiple member body of the Town of Dedham, however created, shall be registered voters of the Town of Dedham. or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

20. BY-LAW: PROPOSED TREE REPLACEMENT BY-LAW

ARTICLE TWENTY: By District One Town Meeting Member Frederick Civian. To see if the Town will vote to add a new section to the Revised By-laws, a number to be assigned by the Town Clerk, as follows:

TREE REPLACEMENT BY-LAW

The purpose of this bylaw is to require the replacement of trees that are cut as part of any private or public new development or redevelopment for commercial uses, for industrial uses, for transportation uses, or for residential uses of 2 or more units.

Prior to the approval by any Town board, commission or office of any such new development the developer shall propose a Tree Management Plan which preserves to the maximum extent practicable the tree canopy and tree species diversity of the site that exists prior to development.

Prior to the approval by any Town board, commission or office of any such redevelopment the developer shall propose a Tree Management Plan which significantly increases the tree canopy and tree species diversity of the site that existed prior to the redevelopment.

This Bylaw shall only apply to projects that include the cutting of large trees. If no large trees are to be cut, no Tree Management Plan is required.

Large trees are those that measure at least 12" diameter at breast height.

A public office may propose a general Tree Management Plan.

The Tree Management Plan's calculation of tree canopy shall be based upon trees' canopy at maturity. Whenever practicable, invasive tree species shall be removed.

The Planning Board and Conservation Commission shall jointly develop and adopt regulations to

implement this Bylaw,

or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

21. BY-LAW: AMENDMENT TO BY-LAW RELATED TO TRESPASSING UPON PARK AND RECREATION PROPERTIES

ARTICLE TWENTY-ONE: *By the Park and Recreation Commission. To see if the Town will vote to amend Chapter 199, Section 199-13 (b) of the Revised By-Laws by deleting the section in its entirety and replacing it with the following language:*

No person shall trespass upon properties of the Parks and Recreation Commission known as Memorial Park, Condon Park, Fairbanks Park, Paul Park, Churchill Park, Gonzalez Field, Manor Field (formerly Striar), Hartnett Square, Oakdale Common and East Dedham Passive Park between sunset and sunrise; if, on any given evening, an activity, sanctioned by the Commission is in progress under the lights at Memorial or Condon Park, the presence of any individual on the property will constitute trespass beginning 15 minutes after the lights have been turned off. Any violation of this section shall be subject to a fine of \$100; or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

22. ADDING TERMS TO MEMBERS OF SBRC APPOINTED BY MODERATOR

ARTICLE TWENTY-TWO: *By the Town Moderator. To see if the Town will vote to amend the vote taken under Article 5 of the December 4, 2000 STM establishing the School Building Rehabilitation Committee and composition thereof, as amended under Article 43 of the 2008 ATM, to provide that the four (4) at large members appointed by the Town Moderator shall be appointed for terms of three (3) years, or take any other action relative thereto.*

VOTED: That it be indefinitely postponed.

BY MAJORITY VOTE

23. ACCEPTANCE OF STATUTE (DEFERRAL OF SEWER CHARGES)

ARTICLE TWENTY-THREE: *By the Board of Selectmen at the request of the Treasurer/Collector. To see if the Town will vote to accept the provisions of M.G.L. c. 83 (Sewers, Drains & Sidewalks) §16G (Deferral of Charges), or take any other action relative thereto.*

VOTED: That it be so voted.

BY MAJORITY VOTE

24. ACCEPTANCE OF STATUTE (MOTOR VEHICLE EXCISE EXEMPTION FOR MASSACHUSETTS RESIDENTS ON ACTIVE MILITARY DUTY)

ARTICLE TWENTY-FOUR: *By District Seven Town Meeting Member John M. Albani. To see if the Town will vote to accept the provisions of paragraph 8 of M.G.L. c. 60A §1, or such other paragraph in said §1, providing for a Motor Vehicle Excise Exemption for Massachusetts Residents on Active Military Duty as outlined therein, or take any other action relative thereto.*

VOTED: That it be so voted.

BY MAJORITY VOTE

25. LAYOUT OF PUBLIC SIDEWALK AT 600 HIGH STREET

ARTICLE TWENTY-FIVE: *By the Board of Selectmen at the request of the Director of Engineering.* To see if the Town will vote to accept the layout of a public sidewalk at 600 High Street, as ordered by the Board of Selectmen in accordance with Massachusetts General Laws, Chapter 82, Section 33, and further, pursuant to Massachusetts General Laws, Chapter 40, Section 15A, to transfer from such board holding care, custody and control of the property for the purposes for which it is presently held, to the Board of Selectmen for general municipal purposes, including the purpose of maintaining a public sidewalk, the care, custody, management and control of the land within said layout; and to authorize the Board of Selectmen to acquire, on behalf of the Town, by purchase, gift, eminent domain or otherwise, such property rights within the layout as may be required to provide for the use of said sidewalk for all purposes for which public sidewalks are used in the Town of Dedham, or take any other action relative thereto.

VOTED: That it be so voted.

BY UNANIMOUS VOTE

26. TRANSFER OF LAND

ARTICLE TWENTY-SIX: *By Board of Selectmen.* To see if the Town will vote, pursuant to Massachusetts General Laws, Chapter 40, Section 15A, to transfer from the Dedham Park and Recreation Commission for recreational purposes to the Board of Selectmen for the purpose of conveyance, and authorize the Board of Selectmen to convey, for such consideration and upon such terms and conditions as the Board of Selectmen and the Park and Recreation Commission deem appropriate, a perpetual easement to construct and maintain an underground gas pipeline within that land at 351 East Street known as Gonzalez Field and acquired by the Town pursuant to a deed recorded with the Norfolk County Registry of Deeds in Book 13545, Page 523; and to authorize the Board of Selectmen and the Park and Recreation Commission to seek such approvals as may be needed to carry out such transfer and conveyance, which may include legislative approval pursuant to Article 97 of the Amendments to the Massachusetts Constitution, or take any other action relative thereto.

VOTED: That it be so voted.

BY UNANIMOUS VOTE

27. SPECIAL LEGISLATION REGARDING ADDITIONAL LICENSE FOR THE SALE OF ALL ALCOHOLIC BEVERAGES-PACKAGE STORE (TEDESCHI)

ARTICLE TWENTY-SEVEN: *By Attorney and District 7 Town Meeting Representative Peter A. Zahka, II, at the Request of R&Z Greige, Inc. (doing business as Tedeschi Food Shop, 77 Cedar Street/7 Sanderson Avenue, Dedham, MA)*

To see if the Town will vote to petition the General Court to adopt the following legislation. The Legislature may reasonably vary the form and substance of the requested legislation subject to the approval of the Board of Selectmen who are hereby authorized to approve amendments within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING THE TOWN OF DEDHAM TO GRANT AN ADDITIONAL LICENSE FOR THE SALE OF ALL ALCOHOLIC BEVERAGES

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

SECTION 1.

(a) Notwithstanding Sections 15 and 17 of Chapter 138 of the General laws of Massachusetts or any other general or special law to the contrary, the Dedham Board of Selectmen may grant one (1) additional license for the sale of all alcoholic beverages not to be drunk on the premises, subject to the conditions set forth in this act.

(b) The additional license authorized by this act shall be reserved for and initially granted to R&Z Greige, Inc., subject to all other requirements for an all alcoholic beverages license.

(c) The license granted hereunder shall not be transferrable by R&Z Greige, Inc., for a period of five (5) years from the date said license is granted to said R&Z Greige, Inc., by the Dedham Board of Selectmen.

SECTION 2. This act shall take effect upon passage.

or take any other action relative thereto.

VOTED: ON A SUBSTITUTE MOTION BY ATTORNEY AND DISTRICT 7 TOWN MEETING MEMBER PETER A. ZAHKA, II AT THE REQUEST OF R&Z GREIGE, INC.: THAT IT BE INDEFINITELY POSTPONED. BY MAJORITY VOTE

28. SPECIAL LEGISLATION REGARDING ADDITIONAL LICENSE FOR THE SALE OF ALL ALCOHOLIC BEVERAGES-TO BE DRUNK ON THE PREMISES (MOTHER BROOK ARTS AND COMMUNITY CENTER)

ARTICLE TWENTY-EIGHT: *By District Five Town Meeting Member Sarah MacDonald, District One Town Meeting Member Hope McDermott and District Six Town Meeting Member Eileen Kelly.* To see if the Town will vote to petition the General Court to adopt the following legislation. The Legislature may reasonably vary the form and substance of the requested legislation subject to the approval of the Board of Selectmen who are hereby authorized to approve amendments within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING THE TOWN OF DEDHAM TO GRANT AN ADDITIONAL LICENSES FOR THE SALE OF ALL ALCOHOLIC BEVERAGES TO BE DRUNK ON THE PREMISES.

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

Section 1. Notwithstanding Section 17 of Chapter 138 of the General Laws, or any other general or special law to the contrary, the licensing authority of the Town of Dedham may grant one (1) additional licenses for the sale of all alcoholic beverages to be drunk on the premises under Section 12 of said Chapter 138. The licenses shall be subject to all of said Chapter 138, except said Section 17.

Section 2. The licensing authority shall restrict the licenses granted under Sections 1 above to entities located in the building known as the Mother Brooks Arts and Community Center located at 123 High Street in the Town of Dedham. Licenses issued pursuant to this Act shall be nontransferable to any other locations, persons, corporations, or organizations.

Section 3. Notwithstanding Sections 12 and 77 of Chapter 138 of the General Laws, the licensing authority for the Town of Dedham may restrict the licenses issued pursuant to this Act to holders of common victualler licenses.

Section 4. The additional license authorized by this Act shall be subject to an original application

fee of \$5,000.00 more than the annual fee for existing alcoholic beverages licenses in the Town of Dedham. The additional \$5,000.00 fee shall be deposited into an economic development account in the Town of Dedham and expended consistently with the purposes of such account.

Section 5. The licenses granted under this Act if revoked or no longer in use, may be granted by the licensing authority to new applicants who meet the criteria of this Act.

Section 6. This Act shall take effect upon its passage.

or take any other action relative thereto

VOTED: That it be so voted.

BY MAJORITY VOTE

The Dedham Fall Town Meeting was declared Adjourned at 9:16 pm

ANNUAL TOWN ELECTION (4/11/2015)

SELECTMEN 3yr	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	149	136	90	109	134	140	167	925
JAMES A. MACDONALD	220	267	157	198	275	272	254	1643
Write-ins	3	1	0	1	3	5	2	15
TOTAL	372	404	247	308	412	417	423	2583
SELECTMEN 1yr	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	14	7	15	8	17	17	10	88
STEPHEN M. BILAFER	210	89	66	104	114	171	157	911
BRENDAN KEOGH	146	308	166	193	278	227	255	1573
Write-ins	2	0	0	3	3	2	1	11
TOTAL	372	404	247	308	412	417	423	2583
ASSESSOR	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	167	144	92	135	131	141	159	969
JOHN M. HEALY	205	258	154	171	280	275	262	1605
Write-ins	0	2	1	2	1	1	2	9

TOTAL	372	404	247	308	412	417	423	2583
TOWN CLERK	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	123	112	56	96	97	100	99	683
PAUL M. MUNCHBACH	249	290	188	211	314	315	324	1891
Write-ins	0	2	3	1	1	2	0	9
TOTAL	372	404	247	308	412	417	423	2583
SCHOOL COMMITTEE	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	582	573	371	452	601	581	613	3773
JENNIFER A. BARSAMIAN	199	204	119	147	189	207	192	1257
LISA LAPRADE	164	191	103	148	176	189	190	1161
KEVIN R. COUGHLIN	170	241	147	174	265	271	271	1539
Write-ins	1	3	1	3	5	3	3	19
TOTAL	1116	1212	741	924	1236	1251	1269	7749
BOARD OF HEALTH	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	188	182	88	142	165	166	193	1124
JASON P. BROGAN	184	219	158	166	246	250	229	1452
Write-ins	0	3	1	0	1	1	1	7
TOTAL	372	404	247	308	412	417	423	2583
PLANNING BOARD	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	178	144	86	127	155	147	176	1013
JOHN R. BETHONEY	193	259	161	181	254	269	246	1563
Write-ins	1	1	0	0	3	1	1	7
TOTAL	372	404	247	308	412	417	423	2583
TRUSTEES/PUBLIC LIBRARY 3yr	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	170	156	107	115	152	155	193	1048
TRACY L. DRISCOLL	202	246	139	190	259	262	230	1528
Write-ins	0	2	1	3	1	0	0	7
TOTAL	372	404	247	308	412	417	423	2583
TRUSTEES/PUBLIC LIBRARY 2yr	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	133	121	74	88	107	104	144	771
SARAH SANTOS	115	190	96	114	175	164	157	1011
MARY ANN SLIWA	124	92	77	103	129	148	122	795
Write-ins	0	1	0	3	1	1	0	6
TOTAL	372	404	247	308	412	417	423	2583
COMMISSIONER/TRUST FUNDS	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	431	404	262	344	423	418	470	2752
GEORGE PANAGOPOULOS	166	218	131	155	223	222	218	1333
COLIN H. YOUNG	147	186	101	117	176	194	158	1079
Write-ins	0	0	0	0	2	0	0	2
TOTAL	744	808	494	616	824	834	846	5166
PARK & REC. COMMISSION	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL

Blanks	407	369	217	291	350	373	418	2425
JOHN J. MAIDA	162	206	125	150	215	213	200	1271
CHUCK DELLOIACONO	174	233	150	175	254	247	225	1458
Write-ins	1	0	2	0	5	1	3	12
TOTAL	744	808	494	616	824	834	846	5166
HOUSING AUTHORITY	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks	107	81	23	49	48	45	71	424
DANIEL JON O'NEIL, JR.	39	85	64	67	101	116	105	577
DONNA M. BROWN	145	170	109	132	180	177	176	1089
ROBERT W. DESMOND	78	68	51	60	82	79	71	489
Write-ins	3	0	0	0	1	0	0	4
TOTAL	372	404	247	308	412	417	423	2583
HOUSING AUTHORITY	Pct.1	Pct.2	Pct.3	Pct.4	Pct.5	Pct.6	Pct.7	TOTAL
Blanks								0
MARY LOUISE MUNCHBACH								0
Miscellaneous Write-ins								0
TOTAL	0	0	0	0	0	0	0	0
TOWN MEETING MEMBERS-PCT.1	Pct.1							TOTAL
Blanks	2596							2596
ZIAD GREIGE	88							88
ROBERT W. DESMOND	129							129
FRED H. WOFFORD	181							181
MARTHA A. ABDELLA	153							153
ALEXANDER K. LEITH	166							166
FREDERICK T. CIVIAN	160							160
KEVIN F. MAWE	146							146
MICHELLE APUZZIO	148							148
FRANCES E. SHAER	109							109
MARIE-LOUISE KEHOE	200							200
THOMAS E. GORMAN	103							103
HOPE C. MCDERMOTT	194							194
MARY JANE DEVINS	172							172
SUSAN S. HICKS	172							172
ROBERT L. SANDMAN	116							116
Write-ins	3							3
TOTAL	4836							4836
TOWN MEETING MEMBERS-PCT.2 3yr	Pct.2						TOTAL	
Blanks		2796						2796
ANTHONY P. JUJU MUCCIACCIO, JR.	224						224	
PAUL D. PODOLSKI		233						233
MAURICE C. BURNS		178						178

JANET F. SEBAGO		196					196
NEIL F. CRONIN, JR.		210					210
ELLEN L. BURNS		183					183
NANCY J. CLEMENT		232					232
MARY C. HATHAWAY		216					216
MARTHA N. PODOLSKI		211					211
DONALD R. SAVI		203					203
JUDITH A. PIAZZA		199					199
Write-ins		171					171
TOTAL		5252					5252
TOWN MEETING MEMBER- PCT.2 2yr	Pct.2					TOTAL	
Blanks		366					366
Write-ins		38					38
TOTAL		404					404
TOWN MEETING MEMBERS-PCT.3 3yr		Pct.3				TOTAL	
Blanks			1873				1873
RITA MAE C. CUSHMAN			153				153
MAUREEN L. TETI			122				122
LLOYD L. CUSHMAN			124				124
JOE L. HEISLER			112				112
DEANA L. DELLOIACONO			99				99
THERESA C. O'CONNOR- HEISLER			100				100
FREDERICK C. MATTHIES			121				121
KENNETH P. GILCHRIST			93				93
JOSEPH A. DINEEN			107				107
STEPHEN D. HEASLIP			84				84
CHARLES K. KRUEGER			114				114
PINA M. REDA			90				90
Write-ins			19				19
TOTAL			3211				3211
TOWN MEETING MEMBER- PCT.3 2yr		Pct.3				TOTAL	
Blanks			107				107
NICOLE KEANE			140				140
Write-ins			0				0
TOTAL			247				247
TOWN MEETING MEMBERS-PCT.3 1yr		Pct.3				TOTAL	
Blanks			349				349
KEVIN SCOLLAN			143				143
Write-ins			2				2
TOTAL			494				494
TOWN MEETING			Pct.4			TOTAL	

MEMBERS-PCT.4 3yr							
Blanks				2241			2241
TRACEY A. WHITE				143			143
PAUL E. LYONS, JR.				137			137
ROBERT A. SCHORTMANN				136			136
WILLIAM J. GORMAN				130			130
ROBERT L. BLACK				123			123
SUSAN P. FAY				143			143
JAMES S. DRISCOLL				135			135
DONALD W. SEAGER				135			135
KEVIN F. HAMPE				164			164
JOSEPH E. FINDLEN				127			127
PATRICIA CARIOFILES				123			123
BRAD BAUER				124			124
ROBERT P. ZAHKA, JR.				139			139
Write-ins				4			4
TOTAL				4004			4004
TOWN MEETING MEMBER- PCT.4 2yr			Pct.4				TOTAL
Blanks				287			287
Write-ins				21			21
TOTAL				308			308
TOWN MEETING MEMBER- PCT.4 1yr			Pct.4				TOTAL
Blanks				297			297
Write-ins				11			11
TOTAL				308			308
TOWN MEETING MEMBERS-PCT.5 3yr				Pct.5			TOTAL
Blanks					3012		3012
MICHAEL HUMPHREY					199		199
ROSEMARY H. ROONEY					206		206
BARBARA M. CARNEY					192		192
MARIE J. ROSE					163		163
LAWRENCE J. ROONEY					202		202
GEMMA W. MARTIN					185		185
JOAN CONNORS					170		170
KATHERINE CASEY					186		186
DIANE MCLEISH					192		192
CAROLE R. DONOVAN					183		183
SUSAN N. WEBSTER					167		167
MONICA LINARI					210		210
Write-ins					89		89
TOTAL					5356		5356

TOWN MEETING MEMBER- PCT.5 2yr				Pct.5			TOTAL	
Blanks					383			383
Write-ins					29			29
TOTAL					412			412
TOWN MEETING MEMBERS-PCT.6 3yr					Pct.6		TOTAL	
Blanks						3041		3041
ANDREW LAWLOR						190		190
THOMAS J. CLINTON						207		207
ROBERTA LAWLOR						178		178
AMY M. HAELSEN						162		162
THOMAS R. POLITO, JR.						186		186
MARTHA L. ZEOLLA						186		186
BARBARA MCKENNA						173		173
DOMINIC R. DIVIRGILIO, JR.						183		183
MARGUERITE E. POLITO						179		179
MICHAEL J. DEWINTER						161		161
LISA M. MORAN						184		184
THOMAS J. HEALY						171		171
CHERYLANN W. SHEEHAN						210		210
Write-ins						10		10
TOTAL						5421		5421
TOWN MEETING MEMBER- PCT.6 1yr					Pct.6		TOTAL	
Blanks						184		184
SANDRA MATAR						231		231
Write-ins						2		2
TOTAL						417		417
TOWN MEETING MEMBERS-PCT.7 3yr						Pct.7	TOTAL	
Blanks							3156	3156
CELIA BLACK							191	191
JULIE T. SCOLASTICO							174	174
LISA MACKINNON							162	162
LAWRENCE R. MANNING							167	167
CAMILLE S. ZAHKA							186	186
PETER A. ZAHKA, II							174	174
KRISTIN N. MCMILLAN							207	207
BERNADETTE RYAN							171	171
CHERYL A. SCHOENFELD							186	186
DIANE A. NOLAN							161	161
MARY ELLEN MCDONOUGH							189	189
MARIE G. PACE							148	148
CHARLES F. BLACK							195	195

Write-ins							32	32
TOTAL							5499	5499
TOWN MEETING MEMBER- PCT.7 2yr						Pct.7	TOTAL	
Blanks							160	160
NICOLE P. MUNCHBACH							261	261
Write-ins							2	2
TOTAL							423	423

SPRING ANNUAL TOWN MEETING ATTENDANCE

Present	Last Name	First Name	Year	Precinct
x	ABDELLA	MARTHA	2018	1
x	APUZZIO	MICHELLE	2018	1
x	ARONSON	CLAIRE	2016	1
x	BAND	HAROLD M.	2016	1
x	BLISS	WILLIAM L.	2017	1
x	CHAPLAIN	SYLVIA	2016	1
x	CIVIAN	FREDERICK T.	2018	1
x	CLARKE	K. MARIE	2016	1
x	COCHRAN, JR.	THOMAS C.	2016	1
x	DESMOND	ROBERT W.	2018	1
	DEVINS	MARY JANE	2018	1
x	DIBIASIO	DIANE	2016	1
x	DUNCAN	MARGARET R.	2017	1
x	EMERY	ELIZABETH B.	2017	1
x	FIALKOW	JAY L.	2016	1
	GILMORE	ANDREA	2017	1
x	HICKS	SUSAN S	2018	1
x	HYDE	JENNIFER	2017	1
x	JANJIGIAN HEALD	HANA	2017	1
x	JORDAN	JENNIFER B.	2017	1
x	KEHOE	MARIE-LOUISE	2018	1
x	KEOUGH	MARY	2017	1
x	LEITH	ALEXANDER K.	2018	1
x	MARTIN	ELIZABETH F.	2016	1
x	MAWE	KEVIN	2018	1
x	MCDERMOTT	HOPE C	2018	1
x	MCINTOSH	SUSAN U.	2017	1
	MOORHEAD	STEPHEN G.	2017	1
x	OSTROFF	HOWARD	2017	1
x	PARRITZ	HAROLD	2016	1
x	POLLY-PIERCE	MAY H	2017	1
x	POPKIN	EVE R.	2016	1
x	PORTER	JESSICA	2017	1
x	ROME	JOAN	2016	1
x	SANDMAN	ROBERT L.	2018	1
	SCARI BECKER	JANET	2016	1
x	SHAER	FRANCES E.	2018	1
x	WILMERDING	FRANCES BOLTON	2016	1
X	WOFFORD	FRED H	2018	1
Present	Last Name	First Name		Precinct
x	BLASI	JACQUELYN K.		2
	BONVINI	CARL E.		2
x	BRAGG	KENNETH C.		2

x	BRENNAN	PAUL J.	2
	BURNS	ELLEN	2
	BURNS	MAURICE C.	2
x	CALLIONTZIS	CONSTANTINE P.	2
x	CLEMENT	NANCY J.	2
x	CORMACK	BETH G.	2
x	CRONIN, JR.	NEIL F.	2
	DONAHOE	JOHN	2
x	DONOHUE	JEREMIAH	2
x	DONOVAN, JR.	JOHN J.	2
x	ENGDAHL	MARK E.	2
	HATHAWAY	MARY C.	2
	HOLMES	JANET	2
x	JENKINS	CAROLYN A.	2
x	KRUG	KRISTINA J.	2
x	LOMBARDI	JOHN	2
x	MCDERMOTT	RYAN	2
	MEYER-CURLEY	ERIK J.	2
x	MILLEA	SUNSHINE	2
x	MUCCIACCIO, JR.	ANTHONY P. JUJU	2
	MULLEN	PAUL S.	2
x	MURPHY	DANIEL W.	2
x	PIAZZA	JUDITH A.	2
	PODOLSKI	MARTHA N.	2
x	PODOLSKI	PAUL D.	2
x	POOLE	RUSSELL W.	2
x	PRESTON	KEVIN	2
x	PROVOST	MICHAEL	2
x	ROSS	CHRISTINE M.	2
x	ROSS	FREDERICK J.	2
x	SALTALAMACCHIA	MONA	2
	SAVI	DONALD R.	2
x	SEBAGO,	JANET F.	2
x	SULLIVAN	JAMES M.	2
	SULLIVAN	DIMITRIA	2
x	WALTER	MICHAEL J.	2

Present	Last Name	First Name	Year	Precinct
X	BIEDERMAN	GLENN S.	2016	3
	BONCEK	THOMAS M.	2017	3
X	BROBST	VIRGINIA L.	2017	3
X	BROBST III	WILLIAM C.	2016	3
	BROGAN	JAIME	2017	3
	CUSHMAN	LLOYD L.	2018	3
X	CUSHMAN	RITA MAE C.	2018	3
X	DAVEY	MARIA CHASE	2016	3
X	DAVEY	STEVEN R.	2016	3
	DELLOIACONO	DEANA L.	2018	3
X	DINEEN	JOSEPH A.	2018	3
X	DINEEN-SERPIS	HEIDI A.	2017	3

X	FITZGERALD	FRANCIS D.	2017	3
X	MCKEE	LINDA	2016	3
	GEIER	ANNE M.	2017	3
X	GILCHRIST	KENNETH P.	2018	3
X	HARRIS	RAYMOND P.	2018	3
X	HEASLIP	STEPHEN D.	2018	3
X	HEISLER	JOSEPH L.	2018	3
X	JOHNSON, JR.	FREDERICK W.	2017	3
X	KARLGREN	PRISCILLA H.	2016	3
X	KARLGREN	STEVEN	2016	3
X	KEANE	NICOLE	2017	3
X	KRUEGER	CHARLES K.	2018	3
X	LOGAN	KENNETH	2016	3
	MATTHIES	FREDERICK C.	2018	3
X	MCKEE	DONALD	2016	3
	MCKEE	CHRISTINA	2016	3
X	MEGAN	DANIEL	2017	3
	O'CONNOR-HEISLER	THERESA C.	2018	3
X	PUTNEY	LINWOOD	2017	3
X	REDA	ANTONIO	2016	3
X	REDA	PINA M.	2018	3
X	ROBERTS	GERALDINE	2017	3
X	SCOLLAN	KEVIN	2016	3
X	SERPIS	MARK	2017	3
	SMITH	BARBARA A.	2016	3
X	TETI	MAUREEN L.	2018	3
X	KLOPFER	KAREN	2017	3

Present	Last Name	First Name	Year	Precinct
X	BAUER	DIANNE M.	2016	4
X	BAUER	BRAD	2018	4
X	BETHONEY	CHRISTINE J.	2017	4
	BLACK	ROBERT L.	2018	4
X	BOUDROW	WILLIAM K.	2016	4
X	CARIOFILES	PATRICIA	2018	4
X	CUMMINS	JOAN C.	2017	4
X	D'AMICO	JOSEPH A.	2016	4
	DELLOIACONO, JR	CARMEN E.	2017	4
X	DRISCOLL	ROBERT M.	2016	4
X	DRISCOLL	JAMES S.	2018	4
X	FAY	SUSAN P.	2018	4

X	FAY, JR.	JAMES G.	2016	4
	FINDLEN	JOSEPH E.	2018	4
X	FRASCA, JR.	ROBERT J.	2017	4
X	FREITAS	ANTHONY J.	2017	4
X	GARLICK	RONALD S.	2017	4
X	GORMAN	WILLIAM J.	2018	4
X	GREANEY	JENNIFER E.	2017	4
X	HAMPE	KEVIN F.	2018	4
X	HATHAWAY	RONALD E.	2016	4
	HICKEY	EDWARD J.	2017	4
X	KELLY	MARY ELIZABETH	2016	4
	LYONS, JR.	PAUL E.	2018	4
X	MCELHINNEY, JR.	WILLIAM J.	2016	4
	MCGOURTY	MARY J.	2016	4
	MCISAAC	JOHN J.	2016	4
X	MERCER	ANN LOUISE	2017	4
	NEWELL	EILEEN J.	2017	4
X	OUELLETTE	ELIZABETH A.	2017	4
	OUELLETTE	ROBERT P.	2017	4
X	RADOSTA	RICHARD P.	2017	4
X	SCHORTMANN	KATHLEEN	2016	4
X	SCHORTMANN	ROBERT A.	2018	4
X	SEAGER	DONALD W.	2018	4
X	WEILAND	EMILY	2016	4
X	WHITE	TRACEY A.	2018	4
X	WITHIAM WILSON	MARCIA JANE	2016	4
X	ZAHKA, JR	ROBERT P.	2018	4

Present	Last Name	First Name	Year	Precinct
x	ADAMS	FRANCIS E.	2016	5
	ANTONUCCIO	MARIA	2017	5
x	BLUME	ERIN	2017	5
x	CARNEY	WILLIAM O.	2016	5
x	CARNEY	BARBARA M.	2018	5
	CASALI	JOSEPH S.	2016	5
x	CASEY	KATHERINE	2018	5
x	CONNORS	JOAN	2018	5
	CURRAN	ROBERT E.	2016	5
x	DONOVAN	CAROLE R.	2018	5
x	DOWNING	RICHARD P.	2016	5
x	FAVRET	EUGENE F.	2016	5

x	FAVRET	ROSE M.	2016	5
	GILLIS	JOHN J.	2016	5
	HAMPE	KEITH P.	2016	5
x	HEGARTY	CARLENE CAMPBELL	2018	5
x	HOLMES-LABADINI	MICHELLE	2017	5
x	HUFF	MICHAEL L.	2016	5
	HUMPHREY	MICHAEL	2018	5
x	LINARI	MONICA	2018	5
x	MACDONALD	SARAH	2017	5
x	MARTIN	GEMMA W.	2018	5
x	MARTIN	MARIANNE T.	2017	5
x	MCGOWAN	PAUL J.	2017	5
x	MCLEISH	DIANE	2018	5
	NOLAN	JOHN E.	2016	5
x	O'LEARY	SHEILA M.	2016	5
x	OVERMAN-WALKER	KRISTEN	APPT	5
	PACHECO LABRECQUE	DOREEN	2016	5
x	PARK	LAURA	2017	5
x	RIZZO	MARIE T.	2017	5
x	ROONEY	LAWRENCE J.	2018	5
x	ROONEY	ROSEMARY H.	2018	5
x	ROSE	MARIE J.	2018	5
x	SPRINGER	HEATHER J.	2017	5
x	SPRINGER	PETER A.	2017	5
x	TEAHAN	DANIEL P.	2017	5
x	VICTORIA	DOROTHY J.	2017	5
	WEBSTER	SUSAN N.	2018	5

Present	Last Name	First Name	Year	Precinct
x	ALBERICO	GAYLE D.	2016	6
x	BARICH	CYNTHIA S.	2016	6
x	BARICH	LYNDSAY P.	2016	6
x	BOWLER	SHEILA A.	2017	6
x	CLIFFORD-MURPHY	JANINE	2017	6
x	CLINTON	THOMAS J.	2018	6
x	CONNORS	THOMAS M.	2016	6
x	DEWINTER	MICHAEL J.	2018	6
	DIVIRGILIO, JR.	DOMINIC	2018	6
x	DONOVAN	JOAN	2016	6
	FISH	CHERYL M	2017	6
	FISH	ROBERT J.	2017	6
x	GULA	BARBARA A.	2016	6

x	HAELSEN	AMY M.	2018	6
x	HEALY	THOMAS J.	2018	6
x	HEFFERNAN	MICHELE M	2017	6
x	HICKEY	VIRGINIA M	2017	6
x	KELLY	EILEEN	2016	6
x	KILROY	MARJORIE L	2017	6
x	KINCH	MELISSA F.	2016	6
	LAWLOR	ANDREW	2018	6
x	LAWLOR	ROBERTA	2018	6
	LAWTON	MARK M.	2017	6
	MALOOF	SHEILA A.	2016	6
x	MAMMONE	STEVEN M.	2017	6
x	MATAR	SANDRA	2016	6
x	MCKENNA	BARBARA	2018	6
x	MOLLOY	MARYANN	2017	6
x	MORAN	LISA M	2018	6
x	NOE	PAUL S	2016	6
x	O'CONNOR	MELISSA RUDY	2016	6
x	POLITO	MARGUERITE E.	2018	6
x	POLITO, JR.	THOMAS R.	2018	6
x	RADNER	STEPHANIE	2017	6
x	SHEEHAN	CHERYLANN W.	2018	6
x	STATON	ALLISON M.	2017	6
	SULLIVAN	ANDREW E.	2016	6
x	TROCCOLI	NOREEN M.	2017	6
x	ZEOLLA	MARTHA L	2018	6

Present	Last Name	First Name	Year	Precinct
	ALBANI	JOHN M	2016	7
x	BENSON	A. PETER	2017	7
x	BIGGAR	DOUGLAS A.	2016	7
x	BIGGAR	CHERYLEE	2017	7
x	BLACK	CELIA	2018	7
x	BLACK	CHARLES F.	2018	7
x	CONOLE	DAVID	2016	7
	CORSI	DAVID	2017	7
	COSTELLO	KEVIN	2016	7
x	DELLOIACONO	RICHARD	2016	7
x	GILBERT	MARY E.	2016	7
x	MACKINNON	LISA	2018	7
x	MANNING	LAWRENCE R.	2018	7
x	MARRONCELLI	WILLIAM V.	2016	7

x	MCDONOUGH	MARY ELLEN	2018	7
	MCFADDEN REAVEY	ERIN	2016	7
x	MCMILLAN	KRISTIN N.	2018	7
	MORSE	PETER	2016	7
x	MORSE	KRISTEN	2017	7
	MORSE, JR	PETER JOHN	2017	7
x	MUNCHBACH	NICOLE P.	2017	7
x	NOLAN	DIANE A.	2018	7
x	NOLAN	JAMES J.	2017	7
x	OCONNOR	DONNA	APPT	7
x	PACE	MARIE	2018	7
	PACELLA	MAUREEN E.	2017	7
	PANAGOPOULOS	MARIA T.	2016	7
x	PERSSON REILLY	MICHELLE	2017	7
x	PODOLSKI	KATHLEEN M.	2017	7
	REILLY	MARK A.	2017	7
x	RYAN	BERNADETTE	2018	7
x	SCHOENFELD	CHERYL A.	2018	7
x	SCHOENFELD, III	RICHARD J.	2017	7
x	SCOLASTICO	JULIE T.	2018	7
x	SKEHILL	MARK	2016	7
	SLAVIN	KORRIN	2016	7
x	WILMAR	APRIL L.	2016	7
x	ZAHKA	CAMILLE S.	2018	7
x	ZAHKA, II	PETER A.	2018	7

SPRING ANNUAL TOWN MEETING (5/18/2015)

***On MAY 18, 2015, The Dedham Spring Town Meeting was called to order by Moderator Dan Driscoll at 7:16pm in the Dedham High School Auditorium.
QUOROM-192***

On a Motion of Cheryl Ann Sheehan, Deputy Moderator, the following was **VOTED:**
In the event an amendment or substitute motion increases a Finance Committee Recommendation, the proponent of the amendment or substitute motion must identify the source of the additional monies to fund said increase.

1. ELECTION OF TOWN OFFICIALS-REQUIRES A MAJORITY VOTE

ARTICLE ONE: Voted: To choose all necessary Town Officers. Saturday, April 11, 2015.
By Majority Vote

2. PERSONNEL BY-LAW CHANGES AND BARGAINING AGREEMENTS

This article will be discussed after article 3 which contains the Town's request to raise and appropriate funds for Bargaining Reserve.

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 or take any other action relative thereto.

VOTED: That the Town approve the agreements for Fiscal Years 2016 and 2017 with AFSCME Local #362 (Library Staff Unit, Public Works Unit A, Public Works Unit B, Town Hall Unit, Parks Unit, and Civilian Dispatchers Unit), and the Dedham Firefighters Association Local 1735 IAFF and Dedham Police Lieutenants and Sergeants, and adopt a Classification and Compensation Schedule for Fiscal Years 2016, all set forth in this document, and that the \$388,000 necessary to fund such agreements for Fiscal Year 2016, be transferred from the previously appropriated Bargaining Reserve account and that the Director of Finance be authorized to apportion the same among the appropriate line items for such purposes.

By Majority Vote

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DEDHAM PUBLIC LIBRARY STAFF**

~~April~~/May , 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Dedham Public Library Staff (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring on June 30, 2015 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

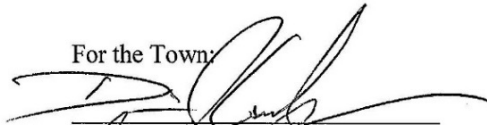
1. Article XI, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXV, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement or as

necessary to achieve an up-to-date, integrated agreement, the Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.


For the Town:



Michael Britt

Burt Kegl

For the Union:



CLASSIFICATION & COMPENSATION SCHEDULE

LIBRARY UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Professional	Hourly	26.62	27.54	28.50	29.49	30.53	31.60	32.70
Librarian	Bi-Weekly	1,996.50	2,065.50	2,137.50	2,211.75	2,289.75	2,370.00	2,452.50
	Annual	51,909.00	53,703.00	55,575.00	57,505.50	59,533.50	61,620.00	63,765.00
Circulation	Hourly	25.55	26.42	27.36	28.31	29.30	30.33	31.40
Supervisor	Bi-Weekly	1,916.25	1,981.50	2,052.00	2,123.25	2,197.50	2,274.75	2,355.00
	Annual	49,822.50	51,519.00	53,352.00	55,204.50	57,135.00	59,143.50	61,230.00
Library	Hourly	18.99	19.67	20.35	21.06	21.81	22.56	23.37
Assistant	Bi-Weekly	1,424.25	1,475.25	1,526.25	1,579.50	1,635.75	1,692.00	1,752.75
	Annual	37,030.50	38,356.50	39,682.50	41,067.00	42,529.50	43,992.00	45,571.50

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Professional	Hourly	27.29	28.23	29.21	30.23	31.29	32.39	33.52
Librarian	Bi-Weekly	2,046.75	2,117.25	2,190.75	2,267.25	2,346.75	2,429.25	2,514.00
	Annual	53,215.50	55,048.50	56,959.50	58,948.50	61,015.50	63,160.50	65,364.00
Circulation	Hourly	26.19	27.08	28.04	29.02	30.03	31.09	32.19
Supervisor	Bi-Weekly	1,964.25	2,031.00	2,103.00	2,176.50	2,252.25	2,331.75	2,414.25
	Annual	51,070.50	52,806.00	54,678.00	56,589.00	58,558.50	60,625.50	62,770.50
Library	Hourly	19.46	20.16	20.86	21.59	22.36	23.12	23.95
Assistant	Bi-Weekly	1,459.50	1,512.00	1,564.50	1,619.25	1,677.00	1,734.00	1,796.25
	Annual	37,947.00	39,312.00	40,677.00	42,100.50	43,602.00	45,084.00	46,702.50

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DPW UNIT A**

April/May ____, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, DPW Unit A (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring on June 30, 2015 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

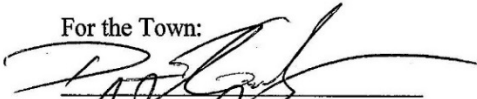
1. Article XXV, Classification Plan and Pay Rates: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXIX, Effective Date of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

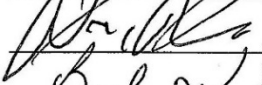
Successor Agreement shall be identical in all respects to the Previous Agreement.

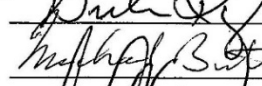
4. The cost items of this Agreement are subject to approval by Town Meeting.

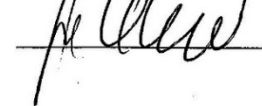
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

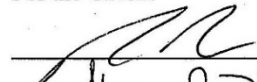


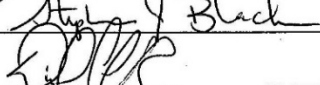






For the Union:





PUBLIC WORKS - UNIT A

Effective July 1, 2015 (FY2016)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCC	Working Foreman Motor Equipment	Hourly	29.54	30.41	31.32	32.26
LCC	Working Foreman Forestry Worker	Hourly	29.54	30.41	31.32	32.26
LCC	Public Works Foreman	Hourly	29.54	30.41	31.32	32.26
LCR	Special Motor Equipment Operator II - Craftsman	Hourly	28.28	29.14	30.04	30.92
LCR	Special Motor Equipment Operator I	Hourly	27.07	27.89	28.71	29.58
LCR	Motor Equipment Repairman	Hourly	27.07	27.89	28.71	29.58
LCR	Heavy Motor Equipment Operator	Hourly	23.70	24.42	25.13	25.90
	Laborer	Hourly	21.05	21.70	22.34	23.00
	DPW Administrative Assistant I	Hourly	24.82	25.55	26.33	27.10

Effective July 1, 2016 (FY2017)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCC	Working Foreman Motor Equipment	Hourly	30.28	31.17	32.10	33.07
LCC	Working Foreman Forestry Worker	Hourly	30.28	31.17	32.10	33.07
LCC	Public Works Foreman	Hourly	30.28	31.17	32.10	33.07
LCR	Special Motor Equipment Operator II - Craftsman	Hourly	28.99	29.87	30.79	31.69
LCR	Special Motor Equipment Operator I	Hourly	27.75	28.59	29.43	30.32
LCR	Motor Equipment Repairman	Hourly	27.75	28.59	29.43	30.32
LCR	Heavy Motor Equipment Operator	Hourly	24.29	25.03	25.76	26.55
	Laborer	Hourly	21.58	22.24	22.90	23.58
	DPW Administrative Assistant I	Hourly	25.44	26.19	26.99	27.78

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DPW UNIT B**

April/~~May~~ 29, 2015

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, DPW Unit B ("the Union") and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring on June 30, 2015 ("the Previous Agreement");

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

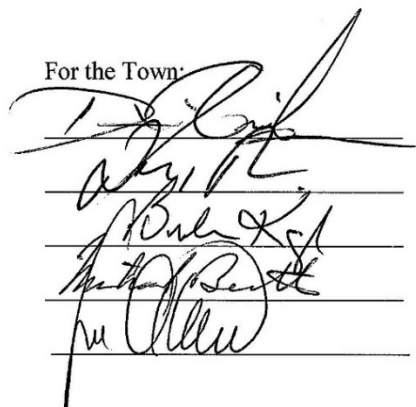
NOW, THEREFORE, it is agreed as follows:

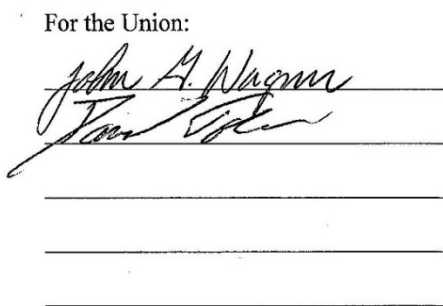
1. Article XXV, Classification Plan and Pay Rates: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXIX, Effective Date of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:


For the Union:


PUBLIC WORKS SUPERINTENDENTS - UNIT B

Effective July 1, 2015 (FY2016)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCG	Cemetery Superintendent	Hourly	32.00	32.97	33.96	34.98
LCG	Highway Superintendent	Hourly	32.00	32.97	33.96	34.98

Effective July 1, 2016 (FY2017)

			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
LCG	Cemetery Superintendent	Hourly	32.80	33.79	34.81	35.85
LCG	Highway Superintendent	Hourly	32.80	33.79	34.81	35.85

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
TOWN HALL UNIT**

April/May 20, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Town Hall Unit (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring on June 30, 2015 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

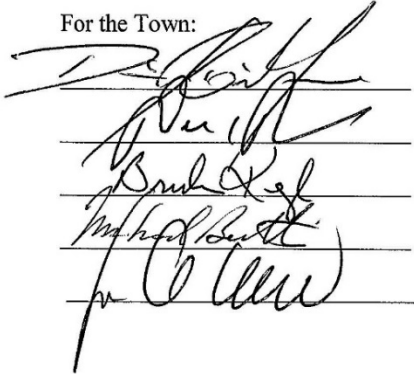
1. Article XI, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXX, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

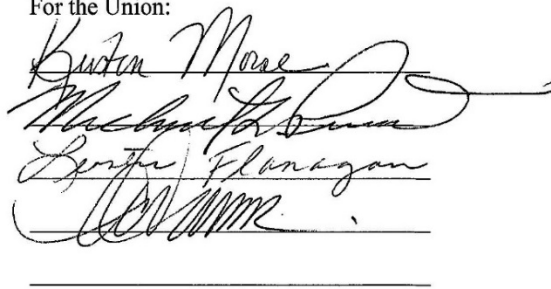
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:



Handwritten signatures for the Town, including names such as Robert, Paul, and others, written over horizontal lines.

For the Union:



Handwritten signatures for the Union, including names such as Kevin Mose, Michael, and George Flanagan, written over horizontal lines.

TOWN HALL UNIT

Effective July 1, 2015 (FY2016)

Facilities & Support Staff Positions

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
FS-1	Hourly	19.16	19.83	20.51	21.23	21.99	22.75	23.56
SS-1	Bi-Weekly	1,437.00	1,487.25	1,538.25	1,592.25	1,649.25	1,706.25	1,767.00
	Annual	37,362.00	38,668.50	39,994.50	41,398.50	42,880.50	44,362.50	45,942.00
FS-2	Hourly	20.59	21.33	22.04	22.82	23.64	24.49	25.30
SS-2	Bi-Weekly	1,544.25	1,599.75	1,653.00	1,711.50	1,773.00	1,836.75	1,897.50
	Annual	40,150.50	41,593.50	42,978.00	44,499.00	46,098.00	47,755.50	49,335.00
FS-3	Hourly	22.12	22.91	23.70	24.55	25.41	26.31	27.20
SS-3	Bi-Weekly	1,659.00	1,718.25	1,777.50	1,841.25	1,905.75	1,973.25	2,040.00
	Annual	43,134.00	44,674.50	46,215.00	47,872.50	49,549.50	51,304.50	53,040.00

Technical Staff Positions

TS-1	Hourly	23.25	24.07	24.90	25.80	26.68	27.65	28.58
	Bi-Weekly	1,743.75	1,805.25	1,867.50	1,935.00	2,001.00	2,073.75	2,143.50
	Annual	45,337.50	46,936.50	48,555.00	50,310.00	52,026.00	53,917.50	55,731.00
TS-2	Hourly	24.99	25.88	26.78	27.73	28.69	29.68	30.74
	Bi-Weekly	1,874.25	1,941.00	2,008.50	2,079.75	2,151.75	2,226.00	2,305.50
	Annual	48,730.50	50,466.00	52,221.00	54,073.50	55,945.50	57,876.00	59,943.00
TS-3	Hourly	26.88	27.81	28.78	29.80	30.83	31.91	33.05
	Bi-Weekly	2,016.00	2,085.75	2,158.50	2,235.00	2,312.25	2,393.25	2,478.75
	Annual	52,416.00	54,229.50	56,121.00	58,110.00	60,118.50	62,224.50	64,447.50
TS-4	Hourly	30.57	31.73	32.91	34.08	35.24	36.41	37.59
	Bi-Weekly	2,292.75	2,379.75	2,468.25	2,556.00	2,643.00	2,730.75	2,819.25
	Annual	59,611.50	61,873.50	64,174.50	66,456.00	68,718.00	70,999.50	73,300.50

TOWN HALL UNIT CONT'D

Effective July 1, 2016 (FY2017)

Facilities & Support Staff Positions

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
FS-1	Hourly	19.64	20.33	21.02	21.76	22.54	23.32	24.15
SS-1	Bi-Weekly	1,473.00	1,524.75	1,576.50	1,632.00	1,690.50	1,749.00	1,811.25
	Annual	38,298.00	39,643.50	40,989.00	42,432.00	43,953.00	45,474.00	47,092.50
FS-2	Hourly	21.10	21.86	22.59	23.39	24.23	25.10	25.93
SS-2	Bi-Weekly	1,582.50	1,639.50	1,694.25	1,754.25	1,817.25	1,882.50	1,944.75
	Annual	41,145.00	42,627.00	44,050.50	45,610.50	47,248.50	48,945.00	50,563.50
FS-3	Hourly	22.67	23.48	24.29	25.16	26.05	26.97	27.88
SS-3	Bi-Weekly	1,700.25	1,761.00	1,821.75	1,887.00	1,953.75	2,022.75	2,091.00
	Annual	44,206.50	45,786.00	47,365.50	49,062.00	50,797.50	52,591.50	54,366.00

Technical Staff Positions

TS-1	Hourly	23.83	24.67	25.52	26.45	27.35	28.34	29.29
	Bi-Weekly	1,787.25	1,850.25	1,914.00	1,983.75	2,051.25	2,125.50	2,196.75
	Annual	46,468.50	48,106.50	49,764.00	51,577.50	53,332.50	55,263.00	57,115.50
TS-2	Hourly	25.61	26.53	27.45	28.42	29.41	30.42	31.51
	Bi-Weekly	1,920.75	1,989.75	2,058.75	2,131.50	2,205.75	2,281.50	2,363.25
	Annual	49,939.50	51,733.50	53,527.50	55,419.00	57,349.50	59,319.00	61,444.50
TS-3	Hourly	27.55	28.51	29.50	30.55	31.60	32.71	33.88
	Bi-Weekly	2,066.25	2,138.25	2,212.50	2,291.25	2,370.00	2,453.25	2,541.00
	Annual	53,722.50	55,594.50	57,525.00	59,572.50	61,620.00	63,784.50	66,066.00
TS-4	Hourly	31.33	32.52	33.73	34.93	36.12	37.32	38.53
	Bi-Weekly	2,349.75	2,439.00	2,529.75	2,619.75	2,709.00	2,799.00	2,889.75
	Annual	61,093.50	63,414.00	65,773.50	68,113.50	70,434.00	72,774.00	75,133.50

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND
AFSCME COUNCIL 93, LOCAL 362
ON BEHALF OF THE
DEDHAM PARKS AND RECREATION BARGAINING UNIT**

April/~~May~~ 30, 2015

NOW comes the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and AFSCME Council 93, Local 362 (Parks Unit) (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union were parties to a collective bargaining agreement expiring on June 30, 2015 (hereinafter “the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified hereby;

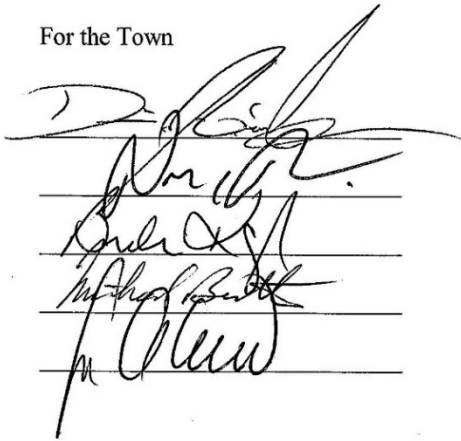
NOW, THEREFORE, it is agreed as follows:

1. ARTICLE XXIV of the Previous Agreement shall be modified to reflect the following cost of living adjustments in the base wages:
 - a. 2% effective as of July 1, 2015; and
 - b. 2.5% effective as of July 1, 2016.
2. ARTICLE XXIX, EFFECTIVE DATE AND TERMINATION DATE: The effective date and the termination date shall be amended to July 1, 2015 and June 30, 2017, respectively.
3. In all other respects, the new Agreement shall be on the same terms and conditions as the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting

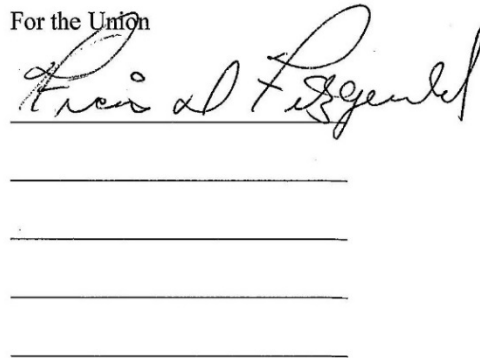
5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town



Four handwritten signatures are written on four horizontal lines. The signatures are in cursive and appear to be: 1. A large, sweeping signature. 2. A signature starting with 'D'. 3. A signature starting with 'S'. 4. A signature starting with 'M'.

For the Union



A single handwritten signature is written on the first horizontal line. The signature is in cursive and appears to be 'Francis J. Fitzgerald'. Below the signature are three empty horizontal lines.

PARKS UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade I	Hourly	17.81	18.44	19.10	19.75	20.44	21.17
Laborer	Bi-Weekly	1,424.80	1,475.20	1,528.00	1,580.00	1,635.20	1,693.60
	Annual	37,044.80	38,355.20	39,728.00	41,080.00	42,515.20	44,033.60
Grade II	Hourly	23.34	24.13	24.99	25.86	26.75	27.70
SMEO & Craftperson	Bi-Weekly	1,867.20	1,930.40	1,999.20	2,068.80	2,140.00	2,216.00
	Annual	48,547.20	50,190.40	51,979.20	53,788.80	55,640.00	57,616.00
Grade III	Hourly	26.21	27.09	28.05	29.03	30.06	31.12
Working Foreman	Bi-Weekly	2,096.80	2,167.20	2,244.00	2,322.40	2,404.80	2,489.60
	Annual	54,516.80	56,347.20	58,344.00	60,382.40	62,524.80	64,729.60

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Grade I	Hourly	18.26	18.90	19.58	20.24	20.95	21.70
Laborer	Bi-Weekly	1,460.80	1,512.00	1,566.40	1,619.20	1,676.00	1,736.00
	Annual	37,980.80	39,312.00	40,726.40	42,099.20	43,576.00	45,136.00
Grade II	Hourly	23.92	24.73	25.61	26.51	27.42	28.39
SMEO & Craftperson	Bi-Weekly	1,913.60	1,978.40	2,048.80	2,120.80	2,193.60	2,271.20
	Annual	49,753.60	51,438.40	53,268.80	55,140.80	57,033.60	59,051.20
Grade III	Hourly	26.87	27.77	28.75	29.76	30.81	31.90
Working Foreman	Bi-Weekly	2,149.60	2,221.60	2,300.00	2,380.80	2,464.80	2,552.00
	Annual	55,889.60	57,761.60	59,800.00	61,900.80	64,084.80	66,352.00

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,
DEDHAM CIVILIAN DISPATCH EMPLOYEES**

April/May 3, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Dedham Civilian Dispatch Employees (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring on June 30, 2015 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

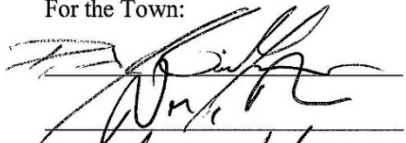
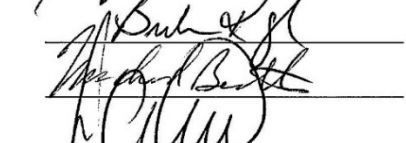
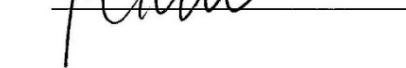
1. Article 11, Salary Schedule: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article 31, Effect of Agreement: The Successor Agreement shall reflect an effective date of July 1, 2015 and a termination date of June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

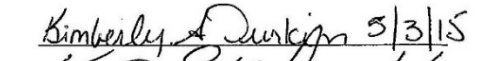

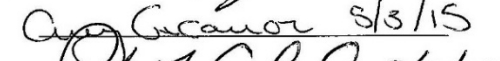
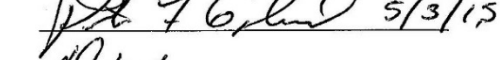

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

For the Union:

 5/3/15
 5/3/15
 5/3/15
 5/3/15


CIVILIAN DISPATCHERS UNIT

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Civilian	Hourly	19.65	20.33	21.04	21.78	22.54	23.35	24.14
Dispatcher	Bi-Weekly	1,572.00	1,626.40	1,683.20	1,742.40	1,803.20	1,868.00	1,931.20
	Annual	40,872.00	42,286.40	43,763.20	45,302.40	46,883.20	48,568.00	50,211.20
Dispatch	Hourly	23.54	24.37	25.21	26.08	27.00	27.96	28.94
Supervisor	Bi-Weekly	1,883.20	1,949.60	2,016.80	2,086.40	2,160.00	2,236.80	2,315.20
	Annual	48,963.20	50,689.60	52,436.80	54,246.40	56,160.00	58,156.80	60,195.20

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Civilian	Hourly	20.14	20.84	21.57	22.32	23.10	23.93	24.74
Dispatcher	Bi-Weekly	1,611.20	1,667.20	1,725.60	1,785.60	1,848.00	1,914.40	1,979.20
	Annual	41,891.20	43,347.20	44,865.60	46,425.60	48,048.00	49,774.40	51,459.20
Dispatch	Hourly	24.13	24.98	25.84	26.73	27.68	28.66	29.66
Supervisor	Bi-Weekly	1,930.40	1,998.40	2,067.20	2,138.40	2,214.40	2,292.80	2,372.80
	Annual	50,190.40	51,958.40	53,747.20	55,598.40	57,574.40	59,612.80	61,692.80

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM FIREFIGHTERS' ASSOCIATION,
LOCAL 1735, I.A.F.F.**

May __, 2015

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the Dedham Firefighters' Association, Local 1735, I.A.F.F. ("the Union") and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring June 30, 2015 ("the Previous Agreement");

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

1. Article XX, Wages: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXVII, Duration of Agreement: This Agreement shall be modified to reflect a July 1, 2015 start date and a June 30, 2017 end date, with the deadlines/start dates for giving notice of the desire to negotiate a new agreement changed to March 30, 2017 and October 1, 2016, respectively.
3. Except as modified in accordance with this Memorandum of Agreement, the

Successor Agreement shall be identical in all respects to the Previous Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

For the Town:

Michael Smith

[Signature]

[Signature]

[Signature]

Bayla Kopf

For the Union:

[Signature]

Will Jones

FIRE UNIT

Effective July 1, 2015 (FY2016)

		<u>Min.</u>	<u>Max.</u>
Deputy Chief	Hourly	35.74	40.75
	Bi-Weekly	3,002.16	3,423.00
	Annual	78,056.16	88,998.00

Lieutenant	Hourly	28.83	32.84
	Bi-Weekly	2,421.72	2,758.56
	Annual	62,964.72	71,722.56

Firefighter/ Mechanic	Hourly	28.83	32.84
	Bi-Weekly	2,421.72	2,758.56
	Annual	62,964.72	71,722.56

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter	Hourly	22.32	23.08	23.90	24.74	25.60	26.49
	Bi-Weekly	1,874.88	1,938.72	2,007.60	2,078.16	2,150.40	2,225.16
	Annual	48,746.88	50,406.72	52,197.60	54,032.16	55,910.40	57,854.16

Effective July 1, 2016 (FY2017)

		<u>Min.</u>	<u>Max.</u>
Deputy Chief	Hourly	36.63	41.77
	Bi-Weekly	3,076.92	3,508.68
	Annual	79,999.92	91,225.68

Lieutenant	Hourly	29.55	33.66
	Bi-Weekly	2,482.20	2,827.44
	Annual	64,537.20	73,513.44

Firefighter/ Mechanic	Hourly	29.55	33.66
	Bi-Weekly	2,482.20	2,827.44
	Annual	64,537.20	73,513.44

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter	Hourly	22.88	23.66	24.50	25.36	26.24	27.15
	Bi-Weekly	1,921.92	1,987.44	2,058.00	2,130.24	2,204.16	2,280.60
	Annual	49,969.92	51,673.44	53,508.00	55,386.24	57,308.16	59,295.60

**MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF DEDHAM
AND THE
DEDHAM POLICE ASSOCIATION
Lieutenants and Sergeants**

May __, 2015

NOW COMES the Town of Dedham (“the Town”) acting by and through its Board of Selectmen (“the Board”) and the Dedham Police Association, Lieutenants and Sergeants Bargaining Unit (“the Union”) and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring June 30, 2015 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

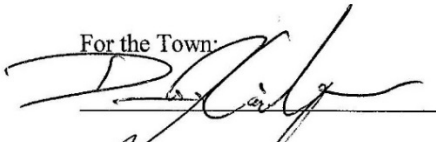
1. Article XII, Rates of Pay: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2015 and 2.5% on July 1, 2016.
2. Article XXVIII, Effect of Agreement: This Agreement shall be modified to reflect a July 1, 2015 start date and a June 30, 2017 end date in paragraph (E) and the date in paragraph (F) shall be changed to June 30, 2017.
3. Except as modified in accordance with this Memorandum of Agreement, the

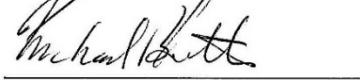
Successor Agreement shall be identical in all respects to the Previous Agreement.


4. The cost items of this Agreement are subject to approval by Town Meeting.


5. In the event the Town agrees in the course of collective bargaining to an increase in wages higher than that reflected in paragraph 2, above, with any collective bargaining unit (exclusive of school bargaining units), the parties agree to reopen contract negotiations as to wages only, provided the Union requests the same in writing to the Town Manager no later than 30 days from the date the Union knows, or should know, of the agreement as to a higher wage increase with another bargaining unit.

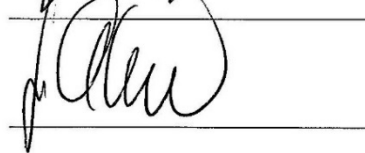
For the Town:



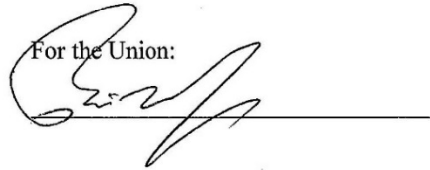


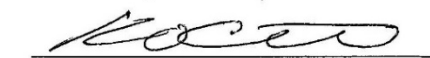






For the Union:





Police Lieutenants and Sergeants

Effective July 1, 2015 (FY2016)

		<u>Step 1</u>	<u>Step 2</u>
Lieutenants	Hourly	39.25	43.51
	Weekly	1,570.00	1,740.40
	Annual	81,640.00	90,500.80
Sergeants	Hourly	31.37	34.72
	Weekly	1,254.80	1,388.80
	Annual	65,249.60	72,217.60

Effective July 1, 2016 (FY2017)

		<u>Step 1</u>	<u>Step 2</u>
Lieutenants	Hourly	40.04	44.38
	Weekly	1,601.60	1,775.20
	Annual	83,283.20	92,310.40
Sergeants	Hourly	32.00	35.41
	Weekly	1,280.00	1,416.40
	Annual	66,560.00	73,652.80

3. TOWN OPERATING BUDGET-REQUIRES A 2/3 VOTE

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

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

As declared by the Moderator 2/3rd Majority

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
<u>ADMINISTRATION</u>				
Town Administrator/Board of Selectmen				
1 Personnel Services	362,530	380,221	402,712	402,712
2 Purchase of Services	32,408	76,345	30,545	30,545
3 Supplies	566	600	600	600
4 Other Charges & Expenses	24,271	13,465	13,659	13,659
5 Annual Town Audit	51,934	75,000	70,000	70,000
6 SNARC	5,750	5,750	5,750	5,750
7 Bus Service	22,083	150,000	116,657	116,657
8 Property & Liability Insurance	710,979	850,657	850,000	850,000
TOTAL	1,210,521	1,552,038	1,489,923	1,489,923
Finance Department				
9 Personnel Services	918,172	836,974	790,216	790,216
10 Purchase of Services	479,676	683,155	733,872	733,872
11 Supplies	28,090	50,000	35,000	35,000
12 Other Charges & Expenses	16,695	8,704	9,211	9,211
Prior Year Bills	1,511	497	-	-
TOTAL	1,444,143	1,579,330	1,568,299	1,568,299

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Finance Committee				
13 Purchase of Services	6,935	4,820	4,820	4,820
14 Supplies	130	150	150	150
15 Other Charges & Expenses	363	673	673	673
16 Reserve Fund	-	486,924	500,000	500,000
TOTAL	7,428	492,567	505,643	505,643
Central Purchasing				
17 Central Overtime & Sick	47,585	85,663	55,000	55,000
18 Central Postage	13,237	1,000	1,000	1,000
19 Purchase of Services	56,600	87,431	84,931	84,931
20 Supplies	31,458	36,420	39,920	39,920
21 Non-Capital Equipment	24,854	58,000	26,000	26,000
TOTAL	173,735	268,514	206,851	206,851
Board of Assessors				
22 Personnel Services	328,879	309,002	314,320	314,320
23 Purchase of Services	-	2,300	2,300	2,300
24 Supplies	-	1,100	1,250	1,250
25 Other Charges & Expenses	7,713	5,838	5,932	5,932
TOTAL	336,592	318,240	323,802	323,802
Legal				
26 Purchase of Services	278,421	215,550	250,000	250,000
27 Litigation & Damages	1,000	25,000	25,000	25,000
TOTAL	279,421	240,550	275,000	275,000
Human Resources				
28 Personnel Services	134,695	169,039	169,737	169,737
29 Purchase of Services	5,860	26,600	52,900	52,900
30 Other Charges & Expenses	827	4,191	4,341	4,341
TOTAL	141,382	199,830	226,978	226,978
Town Clerk				
31 Personnel Services	233,997	244,798	249,275	249,275
32 Purchase of Services	36,349	68,264	56,238	56,238
33 Supplies	747	750	750	750
34 Other Charges & Expenses	1,253	1,450	1,450	1,450
TOTAL	272,346	315,262	307,713	307,713

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Conservation Commission				
35 Personnel Services	48,430	51,268	92,481	92,481
36 Purchase of Services	19,607	37,917	2,500	2,500
37 Other Charges & Expenses	2,270	2,710	2,730	2,730
TOTAL	70,306	91,895	97,711	97,711
Environmental				
38 Personnel Services	81,711	82,927	83,239	83,239
39 Purchase of Services	6,500	11,521	12,597	12,597
40 Other Charges & Expenses	949	1,186	1,486	1,486
TOTAL	89,159	95,634	97,322	97,322
Planning Board				
41 Personnel Services	130,966	137,925	145,311	145,311
42 Purchase of Services	9,747	11,000	6,500	6,500
43 Other Charges & Expenses	270	1,282	1,230	1,230
TOTAL	140,982	150,207	153,041	153,041
Economic Development				
44 Personnel Services	79,873	81,392	81,703	81,703
45 Purchase of Services	-	300	10,300	10,300
46 Other Charges & Expenses	7,834	13,000	8,700	8,700
TOTAL	87,707	94,692	100,703	100,703
TOTAL ADMINISTRATION	4,253,723	5,398,759	5,352,986	5,352,986
FACILITIES OPERATIONS & MAINTENANCE				
Facilities - Municipal Buildings				
47 Personnel Services	195,852	227,549	226,508	226,508
48 Substitutes	14,974	32,640	32,784	32,784
49 Utilities	350,561	746,302	678,045	678,045
50 Telephone	130,255	129,173	154,683	154,683
51 Purchase of Services	301,258	466,484	451,157	451,157
52 Supplies	49,299	76,034	61,409	61,409
53 Other Charges & Expenses	1,137	1,264	1,811	1,811
TOTAL	1,043,336	1,679,446	1,606,397	1,606,397

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Facilities - School Buildings*				
54 Personnel Services	1,421,987	1,626,005	1,610,308	1,610,308
55 Overtime & Substitutes	41,081	100,467	100,467	100,467
56 Utilities	1,010,717	1,274,000	1,340,156	1,340,156
57 Telephone	33,149	42,800	42,800	42,800
58 Purchase of Services	277,479	245,370	306,517	306,517
59 Supplies	166,923	172,200	159,000	159,000
60 Other Charges & Expenses	-	2,500	2,500	2,500
TOTAL	2,951,336	3,463,342	3,561,748	3,561,748

* The Facilities budget for School buildings is accounted for with the Dedham Schools budget for State and Federal reports.

Building, Planning & Construction Committee				
61 Purchase of Services	17,399	20,361	20,000	20,000
TOTAL	17,399	20,361	20,000	20,000

TOTAL FACILITIES	4,012,071	5,163,149	5,188,145	5,188,145
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PUBLIC SAFETY

Police

62 Personnel Services	4,533,663	4,864,613	4,942,778	4,942,778
63 Overtime	543,611	607,807	586,510	586,510
64 Purchase of Services	70,152	96,589	90,836	90,836
65 Supplies	224,537	171,586	143,842	143,842
66 Other Charges & Expenses	24,471	15,297	14,905	14,905
TOTAL	5,396,434	5,755,892	5,778,871	5,778,871

Fire

67 Personnel Services	4,185,654	4,446,012	4,555,842	4,555,842
68 Overtime	695,650	628,177	547,360	547,360
69 Purchase of Services	56,109	168,350	147,350	147,350
70 Supplies	91,322	56,752	64,343	64,343
71 Other Charges & Expenses	6,706	8,610	9,535	9,535
TOTAL	5,035,441	5,307,901	5,324,430	5,324,430

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Dispatch				
72 Personnel Services	485,631	497,091	498,937	498,937
73 Overtime & Substitutes	68,537	69,000	69,000	69,000
74 Purchase of Services	18,906	27,475	27,475	27,475
Supplies	4,173	-	-	-
75 Other Charges & Expenses	-	75	75	75
TOTAL	577,247	593,641	595,487	595,487
Building				
76 Personnel Services	400,017	408,782	419,580	419,580
77 Overtime & Substitutes	7,022	12,800	6,000	6,000
78 Supplies	1,152	525	525	525
79 Other Charges & Expenses	24,357	1,910	1,910	1,910
TOTAL	432,548	424,017	428,015	428,015
Sealer of Weights & Measures				
80 Personnel Services	-	10,000	10,000	10,000
Purchase of Services	14,000	-	-	-
81 Supplies	-	2,000	2,000	2,000
82 Other Charges & Expenses	-	-	325	325
TOTAL	14,000	12,000	12,325	12,325
Civil Preparedness				
83 Purchase of Services	1,215	1,395	1,395	1,395
84 Supplies	2,144	2,760	2,760	2,760
85 Other Charges & Expenses	-	200	200	200
TOTAL	3,359	4,355	4,355	4,355
TOTAL PUBLIC SAFETY	11,459,029	12,097,806	12,143,483	12,143,483
<u>PUBLIC WORKS</u>				
Engineering				
86 Personnel Services	418,382	439,422	436,383	436,383
87 Purchase of Services	71,052	77,087	79,605	79,605
88 Supplies	8,023	23,200	22,325	22,325
89 Other Charges & Expenses	3,136	8,762	10,927	10,927
TOTAL	500,592	548,471	549,240	549,240

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Public Works				
90 Personnel Services	1,532,783	1,601,217	1,601,977	1,601,977
91 Overtime	145,010	169,777	160,000	160,000
92 Purchase of Services	700,738	670,500	664,720	664,720
93 Supplies	281,227	281,040	266,960	266,960
94 Other Charges & Expenses	3,133	1,500	5,300	5,300
TOTAL	2,662,891	2,724,034	2,698,957	2,698,957
Snow & Ice				
95 Public Works Snow & Ice	1,284,874	650,000	700,000	700,000
TOTAL	1,284,874	650,000	700,000	700,000
Street Lighting				
96 Street Lighting	203,810	250,000	336,656	336,656
TOTAL	203,810	250,000	336,656	336,656
Rubbish & Recycling				
97 Rubbish & Recycling Contract	2,075,988	1,950,000	1,950,000	1,950,000
98 Supplies	14,773	28,000	28,000	28,000
TOTAL	2,090,760	1,978,000	1,978,000	1,978,000
TOTAL PUBLIC WORKS	6,742,927	6,150,505	6,262,853	6,262,853

EDUCATION

Dedham Public Schools

Education: Salaries

Superintendent & Central Office	474,881	415,129	432,129
Asst Supt, SPED, Pupil Service	114,736	121,857	121,857
Principals	718,027	736,116	726,616
Directors	824,911	849,615	972,296
Admin Assistants	356,832	358,639	358,638
Secretaries & Clerks	651,836	637,182	636,299
Specialists & Help Desk Assts	219,150	258,706	299,775
Teachers	18,981,752	19,889,895	21,102,406
Degree Change	-	107,705	107,705
Nurses	507,682	517,656	516,315
Mentor Stipends	16,480	38,051	34,051
Instructional Aides	1,627,417	1,843,476	1,790,796
Substitutes	311,457	235,356	302,516
Coaches	305,729	300,658	300,658

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Education: Salaries Continued				
Faculty Manager	6,242	6,398	-	
Extracurricular Activities	79,780	102,165	96,315	
Traffic Directors	101,693	106,102	106,380	
Director of Food Services	65,206	-	-	
Lunch Aides	11,540	20,474	20,172	
SPED Summer Program	100,096	108,500	56,085	
Sick Leave Buyback	35,188	16,646	16,646	
Unemployment & Fringe Benefits	55,228	57,736	-	
Retirement Incentive	97,445	166,804	-	
General Reserve	-	5,039	502,611	
Subtotal	25,663,308	26,899,905	28,500,266	
Education: Other Expenses				
Regular Instruction	696,123	697,384	827,682	
Special Instruction	4,240,021	4,368,818	3,717,919	
Instructional Support Services	316,420	300,398	419,605	
Operations Services	442,987	480,195	585,950	
Administrative Services	607,839	612,588	665,000	
Transportation Subsidy	25,000	25,000	25,000	
Subtotal	6,328,390	6,484,383	6,241,156	
99 TOTAL: DPS EDUCATION	31,991,698	33,384,288	34,741,422	34,741,422
Facilities: Salaries*				
Facilities Director & Stipend	130,768	116,725	116,725	
Facilities Assistant/Procurement	61,876	64,003	64,003	
Maintenance Personnel	194,935	282,178	255,398	
Custodians	1,021,452	1,152,855	1,100,971	
Summer Maintenance	12,957	10,244	10,244	
Overtime	22,623	83,967	113,967	
USP Overtime	18,458	16,500	16,500	
General Reserve	-	-	32,967	
Subtotal	1,463,069	1,726,472	1,710,775	
Facilities: Other Expenses*				
Operations Services	1,488,241	1,747,050	1,850,973	
Subtotal	1,488,241	1,747,050	1,850,973	
TOTAL: DPS FACILITIES	2,951,310	3,473,522	3,561,748	
TOTAL	34,943,008	36,857,810	38,303,170	
Less Allocated Facility Costs	31,991,698	33,384,288	34,741,422	34,741,422

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Regional School Districts				
100 Blue Hills Regional School District	973,390	1,410,353	1,470,353	1,470,353
101 Norfolk Agricultural School	53,444	56,040	56,040	56,040
TOTAL	1,026,834	1,466,393	1,526,393	1,526,393
TOTAL EDUCATION	33,018,532	34,850,681	36,267,815	36,267,815
COMMUNITY SERVICES				
Board of Health				
102 Personnel Services	232,991	248,982	278,964	278,964
103 Purchase of Services	2,273	3,600	3,600	3,600
104 Supplies	409	840	840	840
105 Other Charges & Expenses	11,027	1,860	2,168	2,168
106 Hazardous Waste Collection	8,829	9,243	9,043	9,043
TOTAL	255,529	264,525	294,615	294,615
Council On Aging				
107 Personnel Services	214,384	224,221	217,569	217,569
108 Purchase of Services	1,854	1,865	1,865	1,865
109 Supplies	6,950	5,900	5,540	5,540
110 Other Charges & Expenses	40	1,324	1,325	1,325
TOTAL	223,228	233,310	226,299	226,299
Youth Commission				
111 Personnel Services	248,409	265,239	267,417	267,417
112 Purchase of Services	2,517	2,975	2,975	2,975
113 Supplies	756	1,221	1,221	1,221
114 Other Charges & Expenses	6,660	360	1,860	1,860
TOTAL	258,342	269,795	273,473	273,473
Veterans Services				
115 Personnel Services	94,064	87,558	91,464	91,464
116 Memorial Day Program	1,555	5,000	5,000	5,000
117 Purchase of Services	229	300	300	300
118 Supplies	4,809	5,700	6,000	6,000
119 Other Charges & Expenses	2,744	3,365	3,414	3,414
120 Veterans Benefits	87,241	112,400	112,400	112,400
TOTAL	190,643	214,323	218,578	218,578

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Library				
121 Personnel Services	776,568	850,527	851,875	851,875
122 Overtime & Substitutes	10,093	11,672	11,000	11,000
123 Books, Periodicals & Bindings	156,898	160,290	171,061	171,061
124 Purchase of Services	66,438	66,569	66,569	66,569
125 Supplies	16,865	15,865	15,865	15,865
126 Other Charges & Expenses	11,004	6,900	6,900	6,900
TOTAL	1,037,866	1,111,823	1,123,270	1,123,270
Parks & Recreation				
127 Personnel Services	526,396	533,862	574,324	574,324
128 Overtime & Substitutes	7,728	9,546	9,500	9,500
129 Purchase of Services	35,101	70,500	45,500	45,500
130 Supplies	97,192	87,863	95,125	95,125
131 Other Charges & Expenses	4,500	371	375	375
TOTAL	670,917	702,142	724,824	724,824
Endicott Estate*				
Personnel Services	99,645	133,177	-	-
Purchase of Services	10,007	15,415	-	-
Supplies	2,873	4,144	-	-
Other Charges & Expenses	730	1,175	-	-
TOTAL	113,255	153,911	-	-
*The FY2016 Endicott Estate operating budget is appropriated in Article 18 and Article 3 includes expenses as subsidy to the Enterprise.				
Civic & Cultural Programs				
132 Civic Pride	10,000	10,000	10,000	10,000
133 Cultural Council	6,300	6,300	6,300	6,300
TOTAL	16,300	16,300	16,300	16,300
TOTAL COMMUNITY SERVICES	2,766,080	2,966,129	2,877,359	2,877,359
DEBT SERVICE				
134 Principal & Interest On Debt	8,475,397	8,316,483	8,461,782	8,461,782
TOTAL	8,475,397	8,316,483	8,461,782	8,461,782
TOTAL DEBT SERVICE	8,475,397	8,316,483	8,461,782	8,461,782

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
<u>EMPLOYEE BENEFITS</u>				
135 Pensions, Contributory	3,928,166	4,107,233	4,531,244	4,531,244
136 Insurance & Hospitalization	8,000,270	8,585,037	9,931,983	9,931,983
137 OPEB	1,700,000	1,674,110	1,473,816	1,473,816
138 Medicare Tax	624,832	698,566	726,063	726,063
139 Unemployment Payments	8,911	50,000	50,000	50,000
140 Pensions, Non-Contributory	12,246	15,000	15,000	15,000
141 Bargaining Reserve	-	-	470,000	470,000
142 Deferred Compensation	-	19,500	19,500	19,500
TOTAL	14,274,424	15,149,446	17,217,606	17,217,606
TOTAL EMPLOYEE BENEFITS	14,274,424	15,149,446	17,217,606	17,217,606
TOTAL NON-CAPITAL	85,002,182	90,092,958	93,772,029	93,772,029

The line items below are operating capital expenditures recommended for FY2016. The annual operating budget in article 3 includes the amounts voted below.

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
<u>OPERATING CAPITAL</u>				
Information Technology				
143 Video Mgmt System for Police/Schools			35,000	35,000
144 Emergency Ops Center Support Technology			10,000	10,000
145 Police Data Security, Dada Security Compliance, Police Laptop			10,833	10,833
146 Secondary Core Switch for Redundancy			11,000	11,000
TOTAL			66,833	66,833
Town Clerk				
147 Election Voting Machine/Box			50,500	50,500
148 Election Voting Booths			23,814	23,814
TOTAL			74,314	74,314

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Facilities - Municipal Buildings				
149			50,000	50,000
150			30,000	30,000
151			20,000	20,000
152			40,000	40,000
153			11,250	11,250
154			40,000	40,000
155			30,000	30,000
156			40,000	40,000
157			30,000	30,000
158			35,000	35,000
			326,250	326,250
Facilities - School Buildings				
159			30,000	30,000
160			50,000	50,000
161			70,000	70,000
162			50,000	50,000
163			75,000	75,000
164			50,000	50,000
165			50,000	50,000
166			50,000	50,000
			425,000	425,000
Police				
167			19,417	19,417
			19,417	19,417
Fire				
168			34,000	34,000
			34,000	34,000
Dedham Public Schools				
169			326,060	326,060
			326,060	326,060

	FY2014 Actual	FY2015 Budget	FY2016 TM Proposed	FY2016 FinCom
Engineering				
170 Computer Stations			7,500	7,500
171 Engineering Dept Vehicle			39,000	39,000
172 Colburn St. Dam-Phase II Study			80,000	80,000
173 Engineering Field Equipment			40,000	40,000
TOTAL			166,500	166,500
Public Works				
174 Brookdale Cemetery			10,000	10,000
175 Old Village Cemetery			15,000	15,000
TOTAL			25,000	25,000
Parks & Recreation				
176 Park Remote Lighting			23,000	23,000
177 New Dump Truck			77,460	77,460
178 Parks & Rec Equipment			24,000	24,000
179 Field Improvements			18,000	18,000
TOTAL			142,460	142,460
TOTAL OPERATING CAPITAL			1,605,834	1,605,834
TOTAL OPERATING BUDGET			85,002,182	90,092,958
			95,377,863	95,377,863

4. CAPITAL IMPROVEMENTS BUDGET

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.

	Department		Recommended Funding Sources		
Item	Capital Project	Request	Free Cash	Borrowing	Sewer
	Engineering				
1	Design Rustcraft Rd/Elm St & Bussey Street	505,000		505,000	
2	Inflow & Infiltration	1,000,000			1,000,000
		1,505,000	-	505,000	1,000,000
	Facilities - School Buildings				
3	DHS resurfacing parking lot/ADA to lower entrance	200,000		200,000	
4	DHS NSTAR PCB transformer removal	150,000	150,000		
5	Asbestos abatement program for floor tiles	150,000	150,000		
		500,000	300,000	200,000	-
	Fire				
6	Rescue Equipment	173,130	173,130		
		173,130	173,130	-	-
	Police				
7	Police Vehicles	165,692		165,692	
		165,692	-	165,692	-
	Public Works				
8	Roads	1,500,000		1,500,000	
9	Sidewalks & misc. repairs	500,000		500,000	
10	Sewer Improvements	600,000			600,000
11	Motor Equipment	403,000		403,000	
12	Gateway to Manor Project	550,000		550,000	
		3,553,000	-	2,953,000	600,000
	Total Capital Article Projects	5,896,822	473,130	3,823,692	1,600,000

VOTED: that the Town appropriate \$505,000 to pay the costs of design services as indicated in Item 1 in the chart entitled “FY2016 Capital Improvement Plan” under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(22) 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

VOTED: That \$1,600,000 be raised through Sewer Enterprise Fund revenues to fund Items 2 and 10.

by Majority Vote

VOTED: That the Town appropriate \$200,000 to pay the costs of resurfacing the DHS parking lot and ADA compliance to lower entrances as indicated in Item 3 in the chart entitled “FY2016 Capital Improvement Plan” under Article 4, and that to meet this appropriation, the Treasurer, with

the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, 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**

VOTED: That the Town appropriate \$473,130 from Free Cash to pay the costs of Item 4 (DHS NSTAR PCB Transformer removal/padmount; \$150,000), Item 5 (Asbestos Abatement Program for Floor Tiles in Schools; \$150,000) and Item 6 (Rescue Equipment; \$173,130) in the chart entitled "FY2016 Capital Improvement Plan" under Article 4. **by Majority Vote**

VOTED: That the Town appropriate \$2,568,692 to pay the costs of roadway improvements (\$1,500,000), sidewalk and miscellaneous repairs (\$500,000), purchasing various motor vehicles and heavy equipment (\$568,692) as indicated in Items 7, 8, 9, and 11 in the chart entitled "FY2016 Capital Improvement Plan" under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7 and 8 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor. **As Declared by the Moderator 2/3rd Majority**

VOTED: That the Town appropriate \$550,000 to pay the costs of constructing the Gateway to the Manor Project as indicated in Item 12 in the chart entitled "FY2016 Capital Improvement Plan" under Article 4, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7 and 8 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor. **As Declared by the Moderator it is not a 2/3rd Vote Motion was Defeated**

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 2016, 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 Health, One Member	\$350
Board of Assessors, One Member	\$2,300
Town Clerk*	\$93,299

*includes Certification Stipend and Deferred

By Majority 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 2016, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

7. APPROPRIATION FOR PRIOR YEARS BILLS-REQUIRES A MAJORITY VOTE

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

VOTED: That it be indefinitely postponed.

By Majority Vote

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

ARTICLE EIGHT: *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 2014 Annual Town Meeting (FY'15) or any other article thereof; or to take any other action relative thereto.

VOTED: That the following sums of money, totaling \$2,049,100, 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	Police Personnel Services	18,000	Police	Purchase of Services-Medical	15,300
				Purchase of Services-Vehicle Maint	2,700
2	Board of Selectmen Purchase of Services	10,000	Health	Personnel Services	10,000
3	Economic Development Personnel Services	20,000	Legal	Purchase of Services	20,000
4	Free Cash	2,000,000	Snow & Ice	Snow & Ice Deficit	2,000,000
5	Veterans Purchase of Services	1,100	Veterans	Other Charges & Expenses	1,100
2,049,100			2,049,100		

By Majority Vote

9. APPROPRIATION TO STABILIZATION FUND-REQUIRES 2/3RD 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 appropriated from free cash 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 Manager at the request of the Director of Finance.* 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 Majority Vote

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

ARTICLE ELEVEN: *By the Town Manager 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 \$215,190, an amount equal to the amount collected from the local meals excise (2nd quarter FY'15), be raised and appropriated, that \$214,241, an amount equal to the amount collected from the room occupancy tax receipts (2nd quarter FY'15), be raised and appropriated, that \$214,396, an amount equal to the amount collected from the local meals excise (3rd quarter FY'15), be raised and appropriated, and that \$122,703, an amount equal to the amount collected from the room occupancy tax receipts (3rd quarter FY'15), 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 16, 2009 Special Town Meeting.

As Declared by the Moderator 2/3rd Majority

12. SPECIAL PURPOSE STABILIZATION FUNDS, APPROPRIATION-REQUIRES A 2/3 VOTE

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

VOTED: That the sum of \$345,020 be appropriated from the Robin Reyes Major Capital Facilities Stabilization fund for the purpose of paying debt service associated with the purchase of the Ames Property.

As Declared by the Moderator 2/3rd Majority

13. LEASE/PURCHASE AGREEMENTS-REQUIRES A MAJORITY VOTE

ARTICLE THIRTEEN: *By the Finance Committee:* 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 Majority 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 on a Substitute Motion by the Board of Selectmen that Town Meeting vote to accept the report of the Concussion Study Committee

By Majority Vote

Report of the Concussion Study Committee

The Concussion Study Committee was established with the approval of Article Twenty-Eight at the Annual Town Meeting, held on May 20, 2013. The article read as follows:

ARTICLE TWENTY-EIGHT: *By the Board of Selectmen at the request of Selectman James A. MacDonald.* To see if the Town will vote to establish a study committee on sports-related concussions to evaluate and make recommendations as to a bylaw or other means to protect and improve the public health and welfare through measures to address concussions and other sports-related head injuries to young athletes, including consideration of requiring training of those involved in youth sports on Town fields and facilities as to the nature and risk of concussions and other sports-related head injuries, the prevention and management of such injuries, and the criteria for removal from and return to physical participation by an athlete who suffers a concussion or is suspected of having suffered a concussion.

Said committee shall consist of a member of the Board of Selectmen designated by said Board, a member of the Parks and Recreation Committee designated by said Committee, a member of the School Committee designated by said Committee, a member of Dedham Pop Warner appointed by the Town Moderator, a resident active in youth soccer appointed by the Moderator, a resident active in little league baseball appointed by the Moderator, and either a physician or medical professional appointed by the Moderator.

Said committee shall report its findings and recommendations to the next annual Town Meeting and shall terminate upon doing so, or take any other action relative thereto.

Once established, it was difficult to get full participation from the groups listed in the article. In the end, James MacDonald, Lisa Moran, Rachel McGregor and Dr. Robert Mendoza made up the committee and attended the meetings.

The goal of the committee was to get as much information as possible from those that use town fields and buildings for youth sports. We invited them to attend our meetings and explain the training their coaches and board members take to help them identify athletes that have suffered a head injury. Over the course of many meetings, we listened and asked questions to better understand what was currently in place. We recognized that the coaches and board members are all volunteers, who put in a lot of time coaching and organizing the many programs we are lucky to have in Dedham. The participation of the

High School Athletic Department provided great insight to how training and tracking can be a success.

After the first few meetings, a request was made for CPR/AED training. We contacted Fallon Ambulance Service who provided two classes, free of charge, to any coach that wanted to attend.

We also called in an expert that deals with concussions, Dr. Jennifer Walkowiak, to help us and the league representatives understand how dangerous a concussion is to a young athlete. Because Dr. Walkowiak's first presentation was sparsely attended, we asked the Parks and Recreation Commission to help us get wider attendance. The Commission then required anyone that was granted a permit to attend the meeting of the Concussion Committee where Dr. Walkowiak would be presenting. It was a successful meeting in which information was shared that was new to many in attendance. This reinforced the committee's position that training was key to success.

At the final meeting we agreed to present these additional comments and suggestions to Town Meeting, the Board of Health and the Parks and Recreation Commission:

1. Head injury is one of the most common forms of injury reported in activities involving children and adolescents
2. Head injury is a treatable condition if identified and treated at the earliest stages
3. Head injury, if not treated, can lead to significant complications and long-term brain damage
4. Over the past two decades there has been significant research and development into identification and treatment of head injury
5. Child and adolescent brain development is ongoing and vulnerable to injury
6. Medical professional societies, professional, inter and intercollegiate athletic programs have established stringent norms for identification of head injury and return to play protocols
7. All states have established a mandatory head injury return to play policy and some states are involved in a reporting database including the Commonwealth of Massachusetts who has been one of the leading states in this area
8. Beyond the medical and social implications of head injury, governmental municipalities have taken steps to protect financial resources as well as providing the highest quality of care of its youngest constituents

There appears to be substantial social, economic, and medical basis to require that all organizations, public or private, who use Town of Dedham resources, be required to adhere to a minimum standard as set forth in a policy by the Town of Dedham.

Specifically, the Town of Dedham Concussion Study Committee recommends to town government that the aforementioned public or private entities using Town of Dedham resources provide:

a. A written policy detailing identification, response, and follow-up management of head injuries that might be incurred by any of the participants involved with their organization.

This policy should include how an individual is identified to have a head injury, how the organization will respond to identified head injuries, who will make that determination (of further involvement the day of head injury or thereafter), and what resources are available during the event to assist in the aforementioned processes.

It is recommended that these policies be reviewed by the Town of Dedham Board of Health to assure that a minimum standard of safety and preparedness has been set forth in the policy.

b. On a once per season basis, at the conclusion of an organization's season, all organizations will provide to the Town of Dedham Board of Health a summary of identified head injuries and the follow-up from those individual events in some aggregate form. The Committee will work with the Board of Health to establish a basic template.

c. As part of any application or permit to use a field or facility, the Parks and Recreation Commission will require a certification that the coaches and or league has training in place and the coaches are current with their training.

It is further recommended that the Town of Dedham be encouraged to participate in any state or national registries tracking head injuries for the purposes of better identifying and treating this very serious healthcare issue.

It is recommended that without such policy in place and accepted by the Town of Dedham that organizations not be allowed to access town resources until such time that they have submitted an appropriate policy.

Finally, it is recommended that in approximately one year from the adoption of any requirement from the Town of Dedham to related organizations, that the Town of Dedham Concussion Study Committee be reconstituted to review the policies and the data obtained over the year to make recommendations regarding changes based on the experience of any policies and/or procedures put into place including incorporating feedback from organizations, town government, and from the scientific community.

15. DEPARTMENTAL REVOLVING FUNDS-REQUIRES A 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, 2015 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	USE OF FUND	SPENDING LIMIT
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Pool Fund	Pool User Fees	Parks & Recreation Director	Operation and Maintenance of the Dedham Pool	\$225,000
Firearms Fee Fund	Firearms Permits	Police Chief	Pay share of State fees/Balance to be expended for needs of Police Department	\$5,000
Police Cruiser Fee Fund	Fees for police cruisers used at private details	Police Chief	Police cruiser maintenance, repairs and fuel	\$20,000
Surplus Vehicle and Equipment Fund	Receipts from sale of surplus vehicles and equipment	Town Manager	Paying costs and expenses of surplus sales and replacement vehicles and equipment	\$75,000
Board of Health Programs	Various Health Clinics & Tobacco Related Fines	Health Director	Paying costs and expenses associated with health clinics, educational programs, and Tobacco enforcement	\$10,000
Dedham Recycling Program	Recycling User Fees	Town Manager	Paying costs and expenses associated with Recycling Program not otherwise provided for	\$8,000
Council on Aging Programs	Fees from Various Council on Aging Programs	Council on Aging Director	Paying costs and expenses related to said Programs	\$8,000
Recreation	Receipts from recreational programs, including dog park	Parks and Recreation Director	Paying costs and expenses related to said Programs	\$175,000

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

or to take any other action relative thereto.

VOTED: That the Town authorize the use of revolving funds pursuant to Massachusetts General Law Chapter 44 Section 53E ½ for the fiscal year beginning July 1, 2015 to be credited with receipts from the designated revenue sources, to be expended under the authority and direction of the designated agencies or officials for the stated purposes, not to exceed the spending limits respectively as presented in the chart above. **By Majority Vote**

16. CERTIFICATION OF ALL REAL AND PERSONAL PROPERTY VALUES-REQUIRES A 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 \$125,000 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 Majority Vote**

17. APPROPRIATION FOR SEWER ENTERPRISE FUND-REQUIRES A MAJORITY VOTE

ARTICLE SEVENTEEN: *By the Town Manager 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 listed under the heading “Revenues” be raised or transferred from available funds to operate the Sewer Enterprise Fund for FY2016, and, further, to approve the FY2016 budget for the Sewer Enterprise, including amounts appropriated under Article 4 and included herein for reference only, all as set forth in the chart below: **By Majority Vote**

FY2016 SEWER ENTERPRISE FUND BUDGET

REVENUES:

Sewer Revenues	7,575,000
Sewer Mitigation	25,000
Enterprise Retained Earnings	107,910
	7,707,910

EXPENSES:

DIRECT COSTS

Appropriate for Non-capital Operating Expenditures

SE1 MWRA Assessment	5,115,876
SE2 Sewer Mitigation	25,000
Subtotal	5,140,876

Capital Expenditures Appropriated in Article 4 (for reference only)

2 Inflow & Infiltration	1,000,000
10 Sewer Improvements	600,000
Subtotal	1,600,000

Subtotal Direct Expenses **6,740,876**

INDIRECT COSTS

Transfer for Line Items Appropriated in Article 3

5 Board of Selectmen, Annual Town Audit	4,900
9 Finance Department, Personnel Services	22,697

10 Finance Department, Purchase of Services	5,300
18 Central Purchasing, Postage	17,640
90 Public Works, Personnel Services	105,230
91 Public Works, Overtime	11,200
92 Public Works, Purchase of Services	235,000
93 Public Works, Supplies	5,000
86 Engineering, Personnel Services	113,167
87 Engineering, Purchase of Services	19,901
88 Engineering, Supplies	5,581
140 Employee Benefits, Contributory Pensions	36,250
136 Employee Benefits, Employee Health Insurance	37,673
136 Employee Benefits, Retiree Health Insurance	164,604
141 Employee Benefits, Salary Reserve	6,888
138 Employee Benefits, Medicare Tax	3,329
134 MWPAT Debt Service	161,924
170 Computer Workstations & Field Equipment	10,750
	Subtotal Indirect Expenses 967,034
	Total Expenses 7,707,910

18. ENDICOTT ESTATE ENTERPRISE FUND-REQUIRES A MAJORITY VOTE

ARTICLE EIGHTEEN: *By the Town Manager.* To see what sum of money the Town will raise and appropriate or transfer from available funds to operate the Endicott Estate Enterprise Fund for the fiscal year commencing July 1, 2015, or take any other action relative thereto.

VOTED: That the following sums listed under the heading “Revenues” be raised from Endicott Estate Receipts and related revenues to operate the Endicott Estate Enterprise Fund for FY2016, and further, to approve the FY2016 budget for the Endicott Estate Enterprise, including the amount provided as a budgeted subsidy from the tax levy as appropriated under Article 3 and included herein for reference only, all as set forth in the chart below:

By Majority Vote

FY2016 ENDICOTT ESTATE ENTERPRISE FUND BUDGET

REVENUES:

Endicott Estate Rentals	250,000
Endicott Contributions & Donations	10,000
	<u>260,000</u>

EXPENSES:

DIRECT COSTS

Appropriate for Non-capital Operating Expenditures

EE1	Endicott Estate, Personnel Services	139,505
EE2	Endicott Estate, Purchase of Services	15,505
EE3	Endicott Estate, Supplies	4,091
EE4	Endicott Estate, Other Charges & Expenses	1,175
EE5	Facilities, Electricity	17,600
EE6	Facilities, Heat	30,400
EE7	Facilities, Water	2,813
EE8	Facilities, Utility Rate Increase	1,524
EE9	Facilities, Equipment Repair/Maintenance	120
EE10	Facilities, Building Repair/Maintenance	20,506
EE11	Facilities, Grounds Repair/Maintenance	4,540
EE12	Facilities, Service Contracts	3,300
EE13	Facilities, Maintenance Supplies	6,307
EE14	Facilities, Custodial Supplies	12,614
	Subtotal Direct Expenses	<u>260,000</u>

INDIRECT COSTS

Appropriated in Article 3 from Tax Levy as Budgeted Subsidy (for reference only)

47	Facilities, Personnel Services	63,082
50	Facilities, Telephone	2,134
51	Facilities, HVAC Repair/Maintenance	4,368
51	Facilities, Plumbing Repair/Maintenance	1,364
51	Facilities, Professional/Technical	9,932
53	Facilities, Trainings & Certifications	822
53	Facilities, Tools & Small Equipment	182
9	Finance Department, Personnel Services	2,292
5	Board of Selectmen, Annual Town Audit	158
18/20	Central Purchasing, Postage & Office Supplies	281

134	Debt Service	82,219
136	Employee Benefits, Employee Health Insurance	57,396
138	Employee Benefits, Medicare Tax	2,938
141	Employee Benefits, Salary Reserve	6,146
140	Employee Benefits, Contributory Pensions	9,062
136	Employee Benefits, Retiree Health Insurance	11,971
154	Endicott Estate Porch Repairs	40,000
155	Endicott Estate Roof Replacement	30,000
	Subtotal Indirect Costs	<u>324,346</u>
	Total Expenses	<u>584,346</u>

19. APPROPRIATION FOR TAX TAKINGS-REQUIRES A MAJORITY VOTE

ARTICLE NINETEEN: *By the Town Manager at the request of the Treasurer/Collector.* To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow a sum of money for the purposes of the costs associated with tax takings, or take any other action relative thereto.

VOTED: That the sum of \$25,000 be raised and appropriated for the purposes of paying the costs associated with tax takings. **By Majority Vote**

20. COST OF LIVING ADJUSTMENT FOR RETIREES-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY: *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 \$2,000 in the maximum base amount on which the cost of living adjustment is calculated for pension payments, which would increase such base amount from \$13,000 to a base amount of \$15,000 as of July 1, 2015, and which, once accepted, may not be revoked, or take any other action relative thereto.

VOTED: that it be so voted. **By Majority Vote**

21. RESCIND AUTHORIZED DEBT UNISSUED FOR DEDHAM SQUARE PROJECT-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY-ONE: *By the Town Manager at the request of the Director of Engineering.* To see if the Town will vote to rescind the authorized but unissued \$356,395.00 balance of the \$6,100,000.00 borrowing approved under Article 4 of the May 16, 2011 Annual Town Meeting Warrant for the Dedham Square Improvement Project, 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 it be so voted. **By Majority Vote**

22. AUTHORIZATION TO PARTICIPATE IN AGGREGATION PLAN-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY-TWO: *By the Town Manager.* To see if the Town will vote to authorize the Board of Selectmen to research and develop a plan to participate in a contract or contracts, to aggregate the electricity load of the residents and businesses in the Town of Dedham and for other related services, independently or in joint action with other municipalities, in accordance with the provisions of Chapter 164 of the Acts of 1997, which provision established a competitive marketplace through deregulation and restructuring of the electric utility industry; and further authorize the Town Manager to establish, and/or appoint representatives for a committee to oversee such independent or joint action, or take any other action relative thereto

VOTED: That it be so voted.

By Majority Vote

23. APPROVAL OF A COMPREHENSIVE CONCEPT PLAN-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY-THREE: *By the Planning Board.* To see if the Town will vote to approve the "Comprehensive Concept Plan", reviewed and recommended by the Dedham Planning Board, and on file in the office of the Town Clerk, for a Planned Residential Development ("PRD") at 255 West Street (Dedham Assessor's Map 117, Lot 3) submitted by Concinnitas Corporation and shown on the plan entitled "Comprehensive Concept Plan, 255 West Street, Site Layout Plan C3", dated December 29, 2014, revised through January 16, 2015, prepared by McKenzie Engineering Group, Inc. with the following conditions: (a) the PRD shall have a maximum of seven (7) dwelling units; (b) the maximum total gross floor area of dwelling units with the PRD shall be 29,792 square feet inclusive of all finished basement areas; (c) the minimum dedicated open space within the PRD shall be 48 percent of the total area; and (d) subject to a comprehensive review of the site development plan by the Planning Board, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

24. ZONING BY-LAW: ARTS OVERLAY DISTRICT-REQUIRES A 2/3RD VOTE

ARTICLE TWENTY-FOUR: *By the Planning Board at the request of the East Dedham Revitalization Committee.* To see if the Town will vote to amend the Zoning Bylaws, Section 12.0, Arts Overlay District (AOD) as follows:

Delete Section 12.2 in its entirety, renumbering accordingly, and insert a new Section 12.3, as follows (with text to be deleted shown in strikethrough and text to be inserted shown in bold):

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 bylaws 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:~~

12.2 ~~3~~ AOD Boundaries

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

12.3 Applicability

The provisions of the Arts Overlay District (AOD) shall apply to all land within the AOD. Any matter not addressed herein shall be governed by the Single Residence B, General Residence, General Business and Limited Manufacturing A provisions of the Zoning By-Law. To the extent of any inconsistency between the provisions of the AOD and any other provisions of the Dedham Zoning By-Law, the provision of the AOD shall govern. Uses allowed by right in the Single Residence B, General Residence, General Business and Limited Manufacturing A shall also be allowed by right in the AOD

And further, insert new sections 12.4 through 12.10, as follows:

12.4 Use Regulation

1. Where a use in the AOD triggers site plan review, the Planning Board shall review the project in accordance with Section 9.5 Site Plan Review of the Dedham Zoning By-Law.
2. Where a use in the AOD requires a special permit, the Planning Board shall be the Special Permit Granting Authority and follow the procedures of M.G.L Chapter 40A.
3. A special permit shall be granted by the Planning Board, unless otherwise specified herein, only upon its written determination that the adverse effects of the proposed use will not outweigh its beneficial impacts to the town or the neighborhood, in view of the particular characteristics of the site, and of the proposal in relation to that site. In addition to any specific factors that may be set forth in this By-Law, the determination shall include consideration of each of the following:
 - a. Social, economic, or community needs which are served by the proposal;
 - b. Traffic flow and safety, including parking and loading;
 - c. Adequacy of utilities and other public services;
 - d. Neighborhood character and social structures;
 - e. Impacts on the natural environment; and
 - f. Potential fiscal impact, including impact on town services, tax base, and employment.

12.5 Arts-Related Definitions

Art – The production of art or creative work either written, composed, created or executed by a craftsperson, visual artist, musician, photographer, sculptor, woodworker, digital media, literature, illustrator, printmaker, fabric artist, and culinary artist. Such use may include the fine and applied arts including painting or other like picture, traditional and fine crafts, sculpture, food, writing, print, motion picture production, creating animation, the composition of music, choreography studio and the performing art studio.

Art Center – A facility where creative arts are produced, exhibited, performed, taught and sold

such as drawing, painting, music, sculpture, metal and woodworker, culinary arts, printmaking, ceramics, digital media and broadcasting, textiles, fabric art, performance and dance, literature, illustration, industrial art which includes art gallery, art school, artist studio, concert hall, dinner theatre, live theatre, movie theatre with seating capacity of not more than 100, museum, retail sales of goods and services, provided The facility is operated in a unified way under one management.

Art and Community Center – A facility containing an Art Center and one or more additional uses such as full service restaurant, community space open to the general public for community activities, events and other similar community activities not associated with the arts.

Creative Art Home Occupation – The use of any portion of a dwelling or building accessory thereto as an office, studio, or workroom for architect, landscape architect, industrial designer, craftsperson, visual artist, musician, photographer, sculptor, woodworker, digital media, literature, illustrator by a person who owns the premises, provided that:

- a) Such use is clearly incidental and secondary to the use of the premises as a dwelling;
- b) Not more than two person other than residents of the premises regularly provided paid services in connection with such use;
- c) Commodity or service can be sold or provided to another person who is not on the premises provided the space is less than 100 square feet;
- d) No offensive noise, traffic, vibration, smoke, dust, odor, heat, or glare is produced as a result of the home occupation;
- e) There is no exterior display or exterior sign except as permitted under the Sign Code;
- f) There is no exterior storage of materials or equipment, and no other exterior indication of such use or variation from the residential character of the premises;
- g) All parking for such home occupation, other than for residents of the premises, shall be provided off street. Adequate off-street parking shall be provided in accordance with the provisions of the Zoning By-Laws; and
- h) Such use has been approved in writing by the Building Commissioner.

Specialty artistic manufacturing/production – An establishment for the preparation, manufacturing, production, display, and sale of individually crafted artwork, jewelry, furniture, sculpture, pottery, leathercraft, hand-woven articles, and related items of unique artistic works.

Specialty artistic manufacturing/production small-scale – An establishment for the preparation, manufacturing, production, display, and sale of individually crafted artwork, jewelry, furniture, sculpture, pottery, leathercraft, hand-woven articles, and related items of unique artistic works. Such manufacturing shall not be of mass-production or assembly line nature and will be consistent with an artisan or craftsman custom producing individual items. The maximum amount of space for this use shall be 2,000 square feet or less.

12.6 Dimensional Requirements

The following dimensional requirements shall govern within the AOD for the uses listed in the Table of Dimensional Requirements for the AOD. Within the AOD, these requirements shall supersede any contrary or inconsistent requirements in the Zoning By-Law including, but not limited to, the requirements set forth in Section 4.0. Except as set forth below, the dimensional requirements (Table 2) shall continue to apply to other uses allowed in the Single Residence B, General Residence, General Business and Limited Manufacturing A.

Use	Area (sq. ft.)	Frontage (ft.)	Front Setback (ft.)	Side Setback	Rear Setback	Floor area ratio
Art Center	N/A	N/A	0	N/A	N/A	.5
Art and Community Center	120,000	200	25	15	15	.5
Artist in combination with dwelling units	16,000	50	0	N/A	N/A	.5
Artist	N/A	N/A	0	10	10	.5
Specialty artistic manufacturing/production small	N/A	N/A	0	10	10	.5
Specialty artistic manufacturing/production	N/A	N/A	0	15	15	.5

Notes to Table:

1. More than one principal building is allowed on the same lot, whether characterized as residential or non-residential
2. Buildings may be connected across internal lot lines with the AOD.

12.7 Table of Allowable Uses

PRINCIPAL USE	Arts Overlay District			
	SRB	GR	GB	LMA
Residential Uses				
Creative Art Home Occupation.	YES	YES	YES	YES
Building containing 3 dwelling units in combination with artist	NO	NO	YES	SP
Exempt and Institutional Uses				
Art Center	NO	NO	SP	SP
Art and Community Center	NO	NO	SP	NO
Commercial Uses				
Artist	NO	NO	YES	YES
Manufacturing and Processing Uses				

Specialty artistic manufacturing/production small	NO	NO	SP	SP
Specialty artistic manufacturing/production	NO	NO	NO	SP

12.8 Landscaping and Screening Requirements

1. All outdoor refuse collection and loading areas shall be screened from adjoining streets and abutting residential properties by a visually impermeable six foot high landscape screen or fence or through use of appropriate landscaping, unless enclosed by building walls.
2. All parking areas shall be screened from abutting properties and from adjoining streets.
3. Buffer: Unless already densely planted in its natural state, a 5 foot buffer shall be provided along the property boundary that abuts a residential property. The buffer shall be landscaped as follows:
 - a) Materials - Plant materials characterized by dense growth which will form an effective year-round screen shall be planted to form the screen. Screening shall consist of natural materials. To the extent practical, existing trees and vegetation shall be retained and used to satisfy the provisions of this section.
 - b) Height - Natural screening shall be at least five (5) feet in height when planted. Height shall be measured from finished grade.
4. Except for access driveways, sidewalks, and paths only landscaping shall be allowed in the landscape buffer.
5. Parking lot interior landscaping: Trees and shrubs shall also be preserved or planted in the interior of the parking lot (defined as the space enclosing the parking spaces, maneuvering areas, and aisles) so that such landscaped space shall comprise not less than ten (10) percent of the paved parking area. One tree per 10 parking spaces shall be required that are a minimum caliper size of 3 inches at the time of planting, as measured by the America Nursery and Landscape Association ANSI Z60.1 Standard (Nursery Stock). This interior landscaped area shall not include the landscaping provided in the frontage strip. Trees and shrubs shall be planted in the landscaped rounding between the end of a row of parking and the curved wedge-shaped spaces. Where the landscaping area is not large enough for a tree, shrubs and/or perennials shall be planted instead. Shrubs to be planted shall be of at least 2 to 2.5 feet in height. The distance from a shrub or other vegetation to a paved area shall be at least two (2) feet. Landscaping that is less than two (2) feet from the paved area shall not block the line of sight. Other unpaved areas on the lot shall be suitably landscaped with trees, grass, hedges, occasional trees, and flower beds or benches and ornamental structures.
6. Where soil conditions, lot shape, and topography, architectural or structural conditions make literal compliance with the terms of this Section 12.8 impracticable or infeasible, the Planning Board may approve a site plan showing alternative means of complying with the objectives of this Section 12.8 and may allow the use of ground cover and ornamental screening or buffers, as long as such action is in the public interest and not inconsistent with the intent and purpose of this Section 12.8.

12.9 Required Parking

1. The following required parking shall govern within the AOD for the uses listed in the Table of Required Parking for the AOD. Within the AOD, these requirements shall supersede any contrary or inconsistent requirements in the Zoning By-Law including, but not limited to, the requirements set forth in Section 5.1.4 Required Parking Spaces Table 3. Except as set forth below, the parking requirements (Table 3) shall continue to apply to other uses allowed in the Single Residence B, General Residence, General Business and Limited Manufacturing A.

2. Required Parking Table

Principal Use	Number of Required Parking
Residential Uses	
Building containing 3 dwelling units in combination with artist	1.5 parking spaces per dwelling unit plus 1 parking space per every 250 square feet of gross floor area of non-residential space
Exempt and Institutional Uses	
Art Center	1 parking space per 3 occupants according to occupancy rate under the Massachusetts State Building Code, plus 1 parking space per 300 square feet of gross floor area for other space not used for assembly.
Art and Community Center	1 parking space per 3 occupants according to occupancy rate under the Massachusetts State Building Code, plus 1 parking space per 300 square feet of gross floor area for other space not used for assembly.
Commercial Uses	
Artist	1 parking space per every 250 square feet of gross floor area
Manufacturing and Processing Uses	
Specialty artistic manufacturing/production small	1 parking space per 1,000 sq. ft. gross floor area or 1 parking space for each 3 employees on largest shift, whichever is greater.
Specialty artistic manufacturing/production	1 parking space per 1,000 sq. ft. gross floor area or 1 parking space for each 3 employees on largest shift, whichever is greater.

3. Alternative Parking – The Planning Board may grant a modification of any provision of this Section 12.9 provided that such waiver shall not cause substantial detriment to public safety. In granting a waiver, the Planning Board may require as a condition of approval the use of mitigating measures such as carpools, shuttles from an off-site lot, assigned employee parking spaces with reduced stall dimensions, or the designation of compact car parking spaces with reduced dimensions.

12.10 Modification of Landscaping & Parking Standards

Where soil conditions, lot shape, topography, architectural or structural conditions make literal compliance with the terms of Section 12.8 or Section 12.9 impracticable or infeasible, the Planning Board may approve a site plan showing alternative means of complying with the objectives of this Bylaw and may allow the use of alternative landscaping, buffers or parking, provided it determines that such alternatives to be in the public interest and not inconsistent with the intent and purpose of this Bylaw. For any modification, the Planning Board shall make detailed written findings of:

- 1) Specific conditions that render literal compliance with the terms of this Bylaw impracticable or infeasible,
- 2) the specific alternative means of complying with the terms of this Bylaw, and
- 3) an analysis of the manner in which the modification is in the public interest and not inconsistent with the intent and purposes of this Bylaw.

or, take any other action relative thereto.

VOTED: That it be so voted. **As Declared by the Moderator 2/3rd Majority**

25. ZONING BY-LAW: MAP OF ARTS OVERLAY DISTRICT –REQUIRES A 2/3RD VOTE

ARTICLE TWENTY-FIVE: *By the Planning Board.* To see if the Town will vote to amend the Zoning Map of the Town of Dedham, by changing a portion of Map 96-Parcel 109 from Limited Manufacturing A to Single Residence B, changing a portion of Map 96- Parcel 15 and Map 96-Parcel 17A from General Business to General Residence, changing Map 95-Parcel 74 and Map 95-Parcel 75 from Limited Manufacturing A to General Business, changing Map 95-Parcel 76 and Map 95-Parcel 77 from Limited Manufacturing A and General Residence, to General Business, changing Map 95-Parcel 78, Map 96-Parcel 1, Map 96-Parcel 2, Map 96-Parcel 3, Map 96-Parcel 3A, Map 96-Parcel 4, Map 96-Parcel 18, Map 96-Parcel 27, Map 96-Parcel 31, Map 96-Parcel 32, Map 96-Parcel 33, Map 96-Parcel 38, Map 96-Parcel 110, Map 96-Parcel 112 from General Residence to General Business, changing a portion Map 96-Parcel 13, Map 96-Parcel 14, Map 96-Parcel 15, Map 96-Parcel 28, Map 96-Parcel 29 and Map 112-Parcel 146 from General Residence to General Business. The zoning map changes for said parcels are shown on a map prepared by the Town of Dedham Geographic Information System (GIS) and available for review in the Office of the Town Clerk, or take any action relative thereto.

VOTED: That it be voted consistent with the recommendation of the Planning Board.

As Declared by the Moderator 2/3rd Majority

26. ZONING BY-LAW: AMENDMENTS TO DESIGN REVIEW ADVISORY BOARD

ARTICLE TWENTY-SIX: *By the Planning Board.* To see if the Town will vote to amend the Zoning Bylaws, Section 9.6 Design Review Advisory Board, as follows, with text to be deleted shown in strikethrough and text to be inserted shown in bold:

9.6.1 Establishment.

- 1. There shall be a Design Review Advisory Board comprised of five unpaid voting members,

including two members qualified by education or training and experience in design professions (architecture, landscape architecture, **graphic design**, or urban planning), appointed one each by the Board of Selectmen and the Planning Board; one member qualified by education or training and experience in historic preservation, design, or a related field appointed by the Historic District Commission or Civic Pride Committee; one member, who shall be a building contractor or an engineer experienced in commercial or industrial building construction, appointed by the Planning Board; and one member owning retail or other commercial business in town, appointed by the Board of Selectmen. The Planning Director shall be ex-officio non-voting member of the Design Review Advisory Board. The members shall be appointed **for three (3) year alternating terms.**

~~and may be reappointed to the following terms:~~

Design professional member appointed by Board of Selectmen	_____ 3 years
Design professional member appointed by the Planning Board	_____ 3 years
Design specialist appointed by Historic District Commission or Civic Pride	_____ 2
years	
Building Contractor or Engineer	_____ 2 years
Business owner	_____ 1 year

2. The Board may from time to time designate as non-voting associate members for a period not exceeding one year persons nominated by civic organizations that hold an interest in or have special knowledge of specific projects, issues, or areas of Dedham and are willing and able to actively participate in the work of the Design Review Advisory Board.

9.6.2 Duties.

The Board shall develop, with assistance and input from local civic organizations and interested citizens, design guidelines for areas of town having different visual and functional character. It shall meet at the call of the chair to review and make recommendations for building projects defined in Subsection 9.6.3 hereof. Administrative and logistic support for the Design Review Advisory Board shall be provided by the Planning Board, but the Board may also seek support and advice from the Historical Society and other entities and individuals concerned about Dedham's visual character.

9.6.3 Jurisdiction.

The following projects shall be submitted to the Design Review Advisory Board for their review and advisory report:

1. All new construction, additions to and exterior alterations of existing buildings, ~~and all new signage or alterations of existing signs~~ in the Central Business (CB), General Business (GB), Highway Business (HB), Local Business (LB), Limited Manufacturing (LMA), Limited Manufacturing Type B (LMB), and Research, Development, and Office (RDO) districts.
2. Any project ~~that All projects~~ subject to parking plan approval, site plan review, or Major Nonresidential Project, ~~or requiring a Special Permit or variance from the Board of Appeals.~~ , if located in RDO, PC, PR, or LM districts.

9.6.4 Applicability.

A copy of preliminary or conceptual architectural plans shall be transmitted to the Board for review and advisory report. The Design Review Advisory Board shall consider the size or scale, bulk, architectural style, material, texture, color, location, orientation, signs, lighting, landscaping, and site layout in relation to the surrounding area and the visual character of the neighborhood and the town, and shall make written recommendations to the applicant or owner, to the approving town agency, and to the Building Commissioner, referring to the applicable design guidelines. Such recommendations shall be advisory and shall be given due weight by the owner and the Planning Board or other approving agency or official. In the event that the Planning Board, or special permit granting authority, does not adopt the substance of such recommendation, it shall state in writing in its decision the reasons therefor. ~~, including the lack of authority, where applicable.~~

~~9.6.5 Procedures.~~

~~Whenever possible, the owner or applicant shall make an appointment and consult with the Design Review Advisory Board prior to the formal submission of preliminary plans to the Planning Board or other town agency, and the recommendations may be voluntarily adopted or negotiated by the applicant. Otherwise, within five (5) working days after formal submission to the Planning Board, Board of Appeals, or the Building Commissioner, the applicant shall transmit a completed Design Review Advisory Board application form together with all supporting materials and one seven (7) complete sets of plans to the Design Review Advisory Board, and request its review and recommendations within twenty one (21) days of transmittal or such longer period as the applicable legal requirements may allow. The Design Review Advisory Board may request additional information, may seek to meet with the applicant, or may determine that the project does not warrant design review. An official decision, action, or approval required by law to be taken within a certain time period or by a certain date shall not be postponed beyond the required date while awaiting Design Review Advisory Board comments.~~

- ~~1. Town agencies and officials may consult the Design Review Advisory Board relative to construction projects not subject to its mandatory review, and the Board shall select projects for its review and recommendations based on time availability and their importance to the image and visual character of Dedham.~~

9.6.5 Exemptions.

Any project subject to Section 9.6.3.2 that does not include any new building construction, addition to existing building, exterior alterations to a building and/or any new or changes to landscaping.

9.6.6 Procedures.

1. Whenever possible, the owner or applicant shall make an appointment and consult with the Design Review Advisory Board prior to the formal submission of plans to the Planning Board the recommendations may be voluntarily adopted or negotiated by the applicant. Projects subject to Section 9.6.3 shall be transmitted to Design Review Advisory Board by the Planning/ Zoning Office for its review and recommendations within thirty five (35) days of transmittal or such longer period of time that may be needed to review and make a recommendation. A longer period of time to review a project shall be agreed to be extended by the applicant. An official decision, action, or approval required

by law by the Planning Board shall be taken within a certain time period or by a certain date shall not be postponed beyond the required date while awaiting Design Review Advisory Board comments.

2. Town agencies and officials may consult the Design Review Advisory Board relative to construction projects not subject to its mandatory review and the Board shall select projects for its review and recommendations based on time availability and their importance to the image and visual character of Dedham.
or take any other action relative thereto.

VOTED: VOTED: That it be voted consistent with the recommendation of the Planning Board.

As Declared by the Moderator 2/3rd Majority

27. ZONING BY-LAW: AMENDMENTS TO SITE PLAN REVIEW PROCESS- REQUIRES A 2/3RD VOTE

ARTICLE TWENTY-SEVEN: *By the Planning Board.* To see if the Town will vote to amend the Zoning Bylaws, Section 9.5, Site Plan Review, as follows, with text to be deleted shown in strikethrough and text to be inserted shown in bold:

9.5 SITE PLAN REVIEW

9.5.1 Purpose.

The purpose of this section is to protect the health, safety, convenience, and general welfare of the inhabitants of the Town by providing for a review of plans for uses and structures which may have significant impacts on traffic, municipal, and public services and utilities, environmental quality, community economics, and community values in the Town. The site plan review process provides for a comprehensive review of proposed projects within an expedited time frame.

9.5.2 Applicability.

Site plan review and approval by the Planning Board shall be required before a building or occupancy permit can be issued. Site plan review has two (2) levels: MINOR site plan review and MAJOR site plan review:

Threshold for MINOR site plan review:

1. For any construction or additions to any structure which increases its usable floor space or parking requirements;
2. For any change to a use which increases parking requirements;
3. For increases or changes in outdoor uses subject to parking requirements, such as outdoor sales or spectator sports;

4. For the construction, alteration, or expansion of a parking lot or parking structure, including changes to parking spaces, circulation aisles, driveway access, location of landscaped areas, or any other feature comprising a part of the parking plan;
5. For any modification not shown on a parking or site plan previously approved by the Planning Board.

Threshold for MAJOR site plan review:

1. Any new construction, addition, or alteration of a building so as to create or result in more than 5,000 square feet gross floor area, even where a part of the building is being demolished.
2. Any change of use to more than 5,000 square feet gross floor area which requires the addition of more parking spaces irrespective of existing parking spaces or the relocation of existing parking spaces.
3. Any new parking area for a multifamily dwelling with three or more dwelling units; or take any action relative thereto.

9.5.3 Exemptions.

The following are exempt from Section 9.5:

1. One or two family dwellings;
2. Farms on parcels of more than five (5) acres or two (2) qualified acres as set forth in G.L. c. 40A, s.3;
3. Buildings devoted to a religious use or educational use and owned by or leased to an agency or political subdivision of the Commonwealth of Massachusetts, a religious denomination, or a nonprofit educational corporation, or a child care center; provided, however, that such entities shall be subject to minor site plan review limited to the imposition of reasonable conditions as set forth in G.L. c. 40A, s.3;
4. Premises subject to Section 9.4.

9.5.4 Application.

The applicant, who shall be the owner of the building, **or** a prospective purchaser under a binding purchase-and-sale agreement, or a lessee having the authority to make the modifications and to comply with the conditions which may be imposed by the Planning Board, shall submit a completed application, processing and review fees, a plan or plans, all as set forth in the rules and regulations of the Planning Board. The plan shall show the following information:

- 1 Legal boundaries of the parcel with dimensions, bearings, and radii, including any easements on the property and its area, and showing boundaries of zoning districts,

- including flood plain;
- 2 Abutting owners and streets;
- 3 Material or planting species where applicable;
- 4 Existing or proposed: buildings and structures;
- 5 Parking spaces and aisles or driveways;
- 6 Pavement and curbs;
- 7 Landscaping and vegetation;
- 8 Topography existing and proposed with two (2) foot contours (grading);
- 9 Water and sewer lines;
- 10 Drainage in detail;
- 11 Wetlands;
- 12 Traffic signs, easements, and rights of way;
- 13 Access and curb-cuts;
- 14 Safety provisions;
- 15 Loading berths;
- 16 Dumpster and snow storage areas;
- 17 Utilities and electrical service;
- 18 Pedestrian ways;
- 19 Polar diagram showing the direction and intensity of outdoor lighting;
- 20 Zoning district boundaries;
- 21 Elevations and floor plans of existing and proposed buildings; location and design of all signs and exterior lighting, **and material list of all exterior finishes**;
- 22 A tabulation of floor areas (and outdoor areas, where this is applicable) devoted to various principal uses, the applicable parking requirements, the estimated cost of construction and of landscaping meeting the requirement for parking plans;
- 23 Title block, showing address, scale, north arrow, seal and signature of the registered architect, engineer, land surveyor, or landscape architect responsible for a particular component of the site plan, and a locus plan at 1" = 200' scale showing abutting lots;
- 24 The location, showing distances from property lines, dimensions, and use of existing and proposed buildings, structures, additions, and demolitions, also fences, streams, and other conduits;
- 25 The location and size of underground utilities, including water, sewer, and drain piping, the inverts of manholes and drain catch basins, underground or overhead electric and other conduits;
- 26 The location and size of existing and proposed vegetation;
- 27 The location and size of any proposed signage on the site;
- 28 Information required to determine compliance with parking requirements shall be shown on the plan in a tabular form, including lot area, floor area ratio (FAR), and the existing and the proposed total floor area and floor areas dedicated to various uses, the parking spaces required for each principal use, the numbers of existing and proposed parking spaces, and the maximum legal occupancy, where required; and
- 29 Other information needed or helpful for verifying compliance with the applicable parking requirements, and any waivers requested shall be noted on the parking plan.

9.5.5 Major Site Plan: Additional Information.

1. A separate traffic and access report may be required by the Planning Board shall be submitted, citing and substantiating the number of cars and trucks expected to enter and leave the premises in a 24-hour period and during the morning and afternoon peak hours; traffic volumes, pavement

width, and Level of Service on each road abutting or serving the site; signalization and turning movements for any intersection abutting or within 500 feet of the site; any special conditions affecting it; and mitigating measures proposed.

2. The applicant may also submit other explanatory or relevant exhibits and materials to assist the Planning Board in evaluating the site plan and its effect on the neighborhood.

9.5.6 Procedures.

Upon receipt of all required items, the Planning Board shall distribute copies thereof to the Conservation Commission, Chief of Police, Chief of Fire Department, Public Works Commissioner, Building Commissioner, Board of Selectmen, and other boards or officials believed by the Planning Board to be affected, with the request for a review or comment within 35 days, and failure to do so comment shall be deemed to indicate no objection. Site plan review for lots requiring nine (9) or fewer parking spaces shall be submitted to the Planning Director for review and report to the Planning Board. Site plan review for lots requiring ten (10) or more parking spaces shall be submitted to the Planning Board's Peer Review Consultant for review and report to the Planning Board. **The Planning Board shall determine whether or not site plan modifications in accordance with Section 9.5.9 Modification Site Plan Review for lots requiring ten (10) or more parking will require peer review.**

The Planning Board shall **not** hold ~~an~~ advertised public hearing on site plan review, but shall, within 30 days of receipt of the complete plans, application, and fees, **contact the applicant to schedule a review meeting and provide written notice to owners of property abutting the site.** ~~invite the applicant and his representatives to a meeting, the posted agenda of which shall list the review of the site plan as an item. Within said 30 days, the Planning Board shall also send written notice to property owners abutting the site.~~ The Planning Board shall in writing within 90 days of said meeting approve, with or without conditions and modifications, or disapprove the site plan. In the event of disapproval, the Planning Board shall state in writing where the site plan fails to conform, to the letter or intent of this bylaw or of any other laws or regulations, or to the applicable professional standards.

9.5.7 Approval.

Site plan approval shall be granted upon determination by the Board that the plan meets the following objectives. The Board may impose reasonable conditions at the expense of the applicant, including performance guarantees, to promote these objectives. Any new building construction or other site alteration shall provide adequate access to each structure for fire and service equipment and adequate provision for utilities and storm water drainage consistent with the functional requirements of the Planning Board's Subdivision Rules and Regulations. New building construction or other site alteration shall be designed to address the qualities of the specific location, the proposed land use, the design of the building form, grading, egress points, and other aspects of the development, in order to:

1. Minimize the volume of cut and fill, the number of removed trees 6" caliper or larger, the length of removed stone walls, the area of wetland vegetation displaced, the extent of storm water flow increase from the site, soil erosion, and threat of air and water pollution;
2. Maximize pedestrian and vehicular safety, both on the site and accessing and exiting the site;

3. Minimize obstruction of scenic views from publicly accessible locations;
4. Minimize visual intrusion by controlling the visibility of parking, storage, or other outdoor service areas viewed from public ways or premises residentially used or zoned.
5. Minimize glare from headlights, minimize light glare into the night sky, and minimize overspill into adjacent properties; and installation of lighting to minimize glare into the night sky and spill into adjacent properties;
6. Minimize unreasonable departure from the character, materials, and scale of buildings in the vicinity, as viewed from public ways and places.
7. Minimize contamination of groundwater from on-site waste-water disposal systems or operations on the premises involving the use, storage, handling, or containment of hazardous substances;
8. Ensure compliance with the provisions of this Zoning By-Law, including parking and landscaping.

9.5.8 Regulations.

The Planning Board shall adopt and may from time to time revise by vote at a duly posted meeting its regulations for site plan reviews and the processing and consultant review fees for site plan reviews. The cost of consultant review and inspections shall be borne by the applicant, who shall be billed for costs in excess of the initial review fee, and shall be refunded any part of the fee not used, together with any interest accrued thereon. The schedule of Planning Board fees shall be available at the offices of the Town Clerk and the Planning Board.

9.5.9 Modification Site Plan Review

A modification to an approved site plan or an approved parking plan shall be submitted to the Planning Board with a written description of the proposed modification along with the necessary plans that show the modification with accompanying detail. Modified site plans or approved parking plans will, in most instances, be subject to the same review and procedures of Section 9.5.6.

However, for insignificant modifications, the Planning Board may determine that a particular modification does not warrant a notice to abutters or require peer review. After said determination the modification shall be placed on the next available agenda for a vote.

For modifications that do not require notice and/or peer review, the Planning Board shall act on the modification within thirty (30) days of receipt after said determination. A copy of the determination and revised plan shall be filed with the Town Clerk, Building Commissioner and Engineering Department.

9.5.9 9.5.10 Lapse.

Any approval of a site plan which has been granted pursuant to this By-law shall lapse, if a substantial use thereof has not sooner commenced, except for good cause, within two (2) years from the grant thereof or, in the case of a permit for construction, if construction has not begun, except for good cause, within such two (2) year period.

9.5.10 11 Appeal.

The decision of the Planning Board shall be filed with the Town Clerk. Any appeal shall be filed in accordance with G.L. c. 40A, s.17 to a court of competent jurisdiction. If 20 days elapse without the Town Clerk being notified that an appeal has been filed, the Planning Board shall endorse its approval and any required conditions or modifications on the plans and distribute copies thereof to the applicant and to the Building Commissioner.
or take any other action relative thereto.

VOTED: That it be voted consistent with the recommendation of the Planning Board.

As Declared by the Moderator 2/3rd Majority

28. BY-LAW: AMENDMENT TO SECTION 39-2-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY-EIGHT: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to amend section 39-2 of the By-Laws by inserting the word "spring" before the word "annual" in each instance, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

29. BY-LAW: AMENDMENT TO SECTION 85-12-REQUIRES A MAJORITY VOTE

ARTICLE TWENTY-NINE: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to amend Section 85-12 (a) of the By-Laws by adding the following at the end of the first sentence: ", unless the article would adopt or amend a zoning by-law, in which case the Planning Board's recommendation shall be the original motion," or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

30. PROPOSAL TO CREATE SOCIALLY RESPONSIBLE INVESTMENT STUDY-COMMITTEE-REQUIRES A 2/3RD VOTE

ARTICLE THIRTY: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to create a Socially Responsible Investment Study Committee consisting of one member of the Finance and Warrant Committee, one member of the Commission on Trust Funds, one member of the Financial Policies Committee, appointed by said committees, and two members appointed by the Board of Selectmen, at least one of whom shall have financial or investment expertise and both whom shall be residents, with the Director of Finance or her designee serving as a non-voting member. The Committee shall be charged with studying the advisability of taking into account environmental, social, and corporate governance issues when investing Town funds, and to issue a set of guidelines if they find it to be appropriate, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

31. BY-LAW: PROPOSED BY-LAW TO PROVIDE MORE EFFECTIVE NOTICE TO THE PUBLIC-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-ONE: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town

will vote to codify a policy unanimously adopted by the Board of Selectmen on September 11, 2008 and to “provide more effective notice to the public” (940 CMR 29.03 (2)(b)) by adding a new chapter to the By-Laws, to be assigned a number by the Town Clerk, as follows:

The chairman of each multiple member body shall be responsible for:

- (i) Ensuring that their committee’s webpage includes a list of members and other key personnel, and their contact information, including phone numbers and email addresses.
 - (ii) Posting meeting dates on the Town’s website as soon as meetings are scheduled.
 - (iii) Posting meeting agendas on the Town’s website at least 48 hours prior to the meeting.
 - (iv) Submitting to the Town Clerk and posting on the Town’s website a draft version of meeting minutes within ten days of the meeting date.
 - (v) Submitting to the Town Clerk and posting on the Town’s website an official version of meeting minutes within five days of the minutes being approved.
- or take any other action relative thereto.

VOTED: ON A SUBSTITUTE MOTION BY ALISON STANTON, Pct 6 and amended by Brian MB Keaney

The chairman of each multiple member body, or an appropriate Town Employee assigned by the chairman, shall be responsible for:

- (i) Ensuring that their committee’s webpage includes a list of members and other key personnel and their contact information and email addresses.
 - (ii) Posting meeting dates on the Town’s website as soon as meetings are scheduled.
 - (iii) Posting meeting agendas on the Town’s website at least 48 hours prior to the meeting.
 - (iv) Submitting to the Town Clerk and posting on the Town’s website an official version of meeting minutes within five days of the minutes being approved.
- or take any other action relative thereto.

that it be so Voted by Majority Vote

32. BY-LAW: PROPOSED BY-LAW REGARDING SNOW REMOVAL-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-TWO: *By Trust Fund Commissioner Brian M.B. Keaney.* To see if the Town will vote to add three new sections to the By-Laws, as set forth below, and further to authorize the Town Clerk to identify and assign appropriate numbers for said sections.

Section__

Snow Removal - Residences

The owner or occupant of any residentially zoned land abutting a paved sidewalk in the Town shall cause all snow and ice to be removed from said sidewalk by plowing, shoveling, scraping or otherwise so as not to damage such sidewalk, and within eight hours between sunrise and sunset after such snow and ice have come upon the sidewalk. Only so much of said sidewalk that shall afford a space wide enough to accommodate the passage of two pedestrians shall be required. Violations of this section shall be punishable by a fine of \$25 per day that the snow and ice are not so removed.

The Board of Selectmen is authorized to promulgate rules and regulations consistent with this section relative to the ticketing procedures to be utilized. The Board is also authorized to exempt citizens upon petition showing demonstrable extreme hardship due to a combination of health

and financial distress.

Section__

Snow Removal - Apartments / Condominiums

The owner of any residential property utilized for apartment house or multi-unit condominium use that abuts a paved sidewalk in the Town shall cause all snow and ice to be removed from the entire width of such sidewalk by plowing, shoveling, scraping or otherwise so as not to damage such sidewalk, and within the first three hours between sunrise and sunset after such snow and ice have come upon such sidewalk.

Violations of this section shall be punishable by a fine of \$50 for each day the snow and ice are not so removed.

The Board of Selectmen is authorized to promulgate rules and regulations consistent with this section relative to the ticketing procedures to be utilized.

Section__

Snow Removal - Businesses

The owner or occupant of any land abutting upon a sidewalk of a public way in the Town, which said property is used for business purposes other than farm business, shall cause all snow and ice to be removed from such sidewalk. Such snow and ice shall be so removed by plowing, shoveling, scraping or otherwise so as not to damage such sidewalk, and within the first three hours between sunrise and sunset after such snow and ice has come upon such sidewalk.

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

The Board of Selectmen is authorized to promulgate rules and regulations consistent with this section relative to the ticketing procedures to be utilized, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

33. BY-LAW: PROPOSED AMENDMENTS TO SIGN CODE-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-THREE: *By the Town Manager at the request of the Design Review Advisory Board.* To see if the Town of Dedham will vote to amend the General Bylaws, Chapter 237 Signs, as follows, with text to be deleted shown in strikethrough and text to be inserted shown in bold:

Article I: General Provisions

SECTION 237-1. Purpose.

The purpose of this chapter is to establish reasonable regulations for the design, construction, installation, and maintenance of all exterior signs in the Town of Dedham in order to:

- A. Encourage the use of signs as an effective means of communication, to promote public access and awareness of goods and services and to improve the town’s ability to attract sources of economic development and growth;
- B. Maintain and enhance the aesthetic environment by promoting visual order and clarity on

town streets and appropriate relationship between signs and the buildings and environment to which they relate;

C. Promote pedestrian and traffic safety by controlling the location, design, and placement of signs on Town streets;

D. Protect property values by ensuring the appropriate location, size, number and use of signs in neighborhoods and business districts.

SECTION 237-2. Authority.

This chapter is adopted pursuant to Chapters 93 and 43B of the General Laws of Massachusetts.

SECTION 237-3. Applicability and Effect.

A. sign may be erected, placed, established, painted, created or maintained in the town only in conformance with the standards, procedures, exemptions, and other requirements of this chapter.

B. The effect of this chapter as more specifically set forth herein is:

(1). To establish a permit system to allow a variety of types of signs subject to the standards and the permit procedures of this chapter;

(2). To **allow signs that are not expressly prohibited** ~~all signs not expressly permitted~~ by this chapter; and

(3). To provide for the enforcement of the provisions of this chapter.

Article II Definitions

SECTION 237-4. Definitions and interpretation.

Words and phrases used in this chapter shall have the meanings set forth in this section. Words and phrases not defined in this section but defined in Massachusetts Building Code shall be given the meanings set forth therein.

Animated or ~~f~~Flashing ~~s~~Sign:

Any sign that uses movement or change of lighting to depict action or create a special effect or scene.

Applied ~~l~~Lettering:

A sign or informative text which is created by applying each letter individually, adhering them directly to a wall or the surface of a window, without any contrasting background material.

Awning:

An awning or canopy is any device, fixed or retractable, made of canvas or duck cloth, which extends over or otherwise cover a sidewalk, courtyard, walkway, eating area, driveway, or other area or space, whether that area or space is intended for pedestrians, vehicles or other purposes. (See Table 1 Footnote #1, for controls)

Awning ~~s~~Sign:

Any and every sign displayed on an awning or canopy. An awning or canopy on which the

only commercial message is a maximum of ~~three (3)~~ **six (6)** inches in height shall not be considered a sign for purposes of this chapter.

Back-Lighted Sign:

Any wall mounted sign which is illuminated by a diffused light source providing so-called "halo effect" to allow light to extend beyond the actual limits of the sign panel or individual letters. Any such illumination shall be by steady, white, non-neon lighting.

Banner:

Any sign of lightweight fabric or similar material that is mounted to a pole or a building ~~by a frame~~ at one or more edges. National flags, state, or the official flag of any institution or business shall not be considered ~~B~~anners.

Beacon:

Any light with one or more beams directed into the atmosphere or directed at one or more points not on the same lot as the light source or any light with one or more beams that rotate or move.

Billboard:

A freestanding off-premises sign larger than one hundred square feet (100) of sign panel area, or a sign affixed to a building covering more than twenty percent (20) of the wall area to which it is affixed.

Board:

~~The Design Review Advisory Board.~~ **Zoning Board of Appeals**

Building ~~m~~Marker:

Any sign indicating the name of a building, date of construction or other incidental information about its construction or history.

Building ~~s~~Sign:

Any wall sign, projecting sign, suspended sign, or any sign attached to any exterior part of a building.

Business ~~i~~dentification ~~s~~Sign:

A sign identifying or directing attention to the name of the building, development, business, product, activity or service sold, provided, or offered upon the lot.

Center ~~i~~dentification ~~s~~Sign:

A sign identifying only the name and location of an entire planned commercial, office or industrial complex developed or managed under one ownership or single control.

Changeable ~~s~~Sign ~~e~~Copy:

A sign or portion thereof with characters, letters, or illustrations that can be changed without altering the face or the surface of the sign. A sign on which the message changes more than eight times per day shall be considered an animated sign and not a changeable copy sign for the purposes of this chapter. A sign on which the only copy that changes is an electronic or mechanical indication of time or temperature shall be considered a time and temperature portion of a sign and not a changeable copy sign for purposes of this chapter.

Commercial ~~m~~essage:

Any sign wording, logo, or other representation that directly or indirectly names, advertises or calls attention to a business, product, service, or other commercial activity.

Commissioner:

The Building Commissioner of the town or a designee of the Commissioner.

Department:

~~The building department of the Town of Dedham.~~

Design Review Advisory Board:

DRAB.

Digital Display Sign:

A sign utilizing a digital display. This sign type utilizes a light source derived from LCD, LED, or other display technologies, featuring changeable graphics and streaming video. A digital display is effective at close viewing range. Free-standing digital display signs shall be allowed only in Planned Commercial (PC) developments provided the message on same is not legible from a public way. This sign type is not considered an animated or flashing sign for purposes of this Chapter.

Directory sSign:

A sign located at or near the entrance of a multi-tenant building, lot, park or campus, the sole purpose of which is to provide a listing of the names of the individual tenants or users located therein.

Externally illuminated sSign:

A sign which is lighted from a source which is outside of the sign panel, with the light source mounted on the building face, the sign structure, or on the ground.

Flag:

Any fabric, ~~banner, or bunting~~ containing distinctive colors, patterns, or symbols used as a symbol of a government, political subdivision, business corporation or other entity **on a pole or suspended from a building.**

Free-sStanding sSign:

Any sign supported by structures or supports that are placed on or anchored in the ground and that are independent from any building or other structure.

Incidental sSign:

A sign, generally informational, that has a purpose secondary to the use of the lot on which it is located such as 'no parking', 'entrance', 'loading only' or similar directives. No sign with a commercial message legible from a position off the lot on which the sign is located shall be considered incidental.

Internally illuminated sSign:

A sign that is lighted by a source concealed behind a translucent sign panel.

LED Illuminated Sign:

A sign that is illuminated from a light emitting diode.

Lot:

~~Any piece or parcel of land or a portion of a subdivision, the boundaries of which have been established by some legal instrument of record that is recognized and intended as a unit for the purpose of transfer of ownership.~~

An area of land in single ownership with definite boundaries, established by a recorded plan or deed, including a lot created by combining several previously recorded lots, and used or available for use as the site of one or more buildings or for any other purpose.

Marquee:

Any permanent roof-like structure projecting beyond a building or extending along and projecting beyond the wall of the building, generally designed and constructed to provide protection from the weather.

Monument sSign:

Any detached sign whose sign surface is attached to a proportionate base or structural frame, the width of which shall be a minimum of one-half the width of the widest part of the sign face. Said base shall not exceed a height of three (3) feet above the average finished grade. An enclosed or solid sign base shall not be required if the sign face is within one (1) foot of the average finished grade.

Multi-~~t~~Tenant ~~l~~Lot:

Any lot with more than one business or more than one use with exterior signs.

Neon sSign:

~~A neon sign is any sign comprised of any electric discharge tubing manufactured into shapes that form letters, parts of letters, skeleton tubing, outline lighting, other decorative elements, or art forms, and filled with various inert gases whether contained within a sign frame, letter frame or as exposed lettering.~~

Nonconforming sSign, **Pre-existing:**

Any sign that does not comply with the requirements of this Chapter, and **which was either erected on a date prior to April 8, 1996 the effective date of this Chapter or which conformed to the provisions of this Chapter in effect on the date of the erection of the sign.**

Normal gGrade:

Normal grade shall be construed to be the lower of (i) existing grade prior to construction or (ii) the newly established grade after construction, exclusive of any filling, berming, mounding, or excavating solely for the purpose of locating the sign. In cases in which the normal grade cannot reasonably be determined, sign height shall be computed on the assumption that the elevation of the normal grade at the base of the sign is equal to the elevation of the nearest point of the crown of a public street or the grade of the land at the principal entrance to the principal structure on the lot, whichever is lower.

Off-premises Sign:

A sign pertaining to products, accommodations, services, or activities not located on the premises.

On-~~p~~Premises sSign:

A sign pertaining exclusively to the premises on which it is located or to the products, accommodations, services, or activities on the premises.

Pennant:

Any lightweight plastic, fabric, or other material, whether or not containing a message of any kind, suspended from a rope, wire, or string.

Pole or Pylon Sign:

Any sign that is supported by uprights, braces, columns, poles, or other vertical members which are not attached to a building and where the bottom edge of the sign face is located three (3) feet or more above the normal grade at the base of the sign.

Portable Sign:

Any sign not permanently attached to the ground or some type of permanent structure; a sign designed to be transported by means of wheels; a sign converted to or located on A- or T-frames other than a Sandwich Board sign with a sign permit; an inflatable sign or tethered balloon; and a sign attached to or painted on a vehicle parked and visible from the public right-of-way, unless such vehicle is used in the normal day-to-day operations of the business.

Principal Building:

The building in which is conducted the principal use of the lot on which it is located. Lots with multiple principal uses may have multiple principal buildings, but storage buildings, garages, and other clearly accessory uses shall not be considered principal buildings.

Principal Façade:

Any facade that constitutes the primary visual and functional orientation of the building or tenant space, characterized by a combination of such features as principal entry, storefront, and visibility from streets or parking areas.

Projecting Sign:

Any sign affixed to a building or wall in such a manner that its leading edge extends more than twelve (12) inches beyond the surface of the building or wall. A projecting sign may be either perpendicular or parallel to a wall and may have a message on more than one (1) face.

Real Estate Open House Sign:

Any Real Estate sign advertising an open house showing may be displayed in the front yard of the subject property provided that such sign location does not block passage on the sidewalk and complies with the size specified in the Sign Code and further that such sign is installed and removed on the day of the open house.

Residential Sign:

Any sign for residential uses that contains no commercial message except advertising for goods and services offered on the premises where the sign is located, provided that offering such goods or services conforms to all requirements of applicable zoning and town regulations.

Roof Sign:

A sign which is located above, or projected above, the lowest point of the eaves or the top of the parapet wall of any building, or which is painted on or fastened to the roof.

Sandwich Board Sign:

A non-illuminated, free-standing sign located on an A- or T-frame support, which advertises goods or services sold or available at adjacent premises, ~~if located on a public sidewalk, within 30 feet of the main entrance of said premises, subject to sign permit (see Table 1, Footnote #9 7 for controls), which may not restrict free pedestrian passage. A sign permit issued by the Dedham Building Department is required for any sandwich board sign erected on private or public property, including the public sidewalk. Sandwich Board~~

~~signs are prohibited on any public way or sidewalk not under the control of the Dedham Department of Public Works.~~

Setback:

The distance from the property line to the nearest part of the applicable building, structure, or sign, measured perpendicularly to the property line.

Sign:

Any device, fixture, placard, or structure that uses any color, form, graphic, illumination, symbol, or writing to advertise, announce the purpose of, or identify ~~the purpose of~~ a person or entity, or to communicate information of any kind to the public.

Street ~~f~~Frontage:

~~The distance for which a lot line of a lot adjoins a street or streets.~~ **A linear measurement of the distance between side lot lines along the street where the signage will be viewed.**

Sign ~~h~~Height:

The height of a sign shall be computed as the distance from the base of the sign at the normal grade to the top of the highest attached component of the sign.

Sign Package:

An optional master sign plan for an entire lot and/or multi-tenant building that includes drawings, material, color specifications, number of signs, types of signs and locations, as recommended by DRAB.

Sign ~~area~~ Panel:

The area of a sign face (which is also called the sign area of a wall sign or other sign with only one face) shall be computed by means of the smallest square, circle, rectangle, triangle, or combination thereof that will encompass the extreme limits of the writing, representations, emblem, or other display for applied lettering, together with any material or color forming an integral part of the background of the display or used to differentiate the sign from the backdrop or structure against which it is placed for all other signs, but not including any supporting framework, bracing, or decorative fence or wall when such fence or wall otherwise meets all applicable regulations and is clearly incidental to the display itself.

Suspended ~~s~~Sign:

A sign that is suspended from the underside of a horizontal plane surface and is supported by that surface.

Temporary ~~s~~Sign:

Any sign that is not permanently mounted, except for a window sign, that is in place for a period of not more than thirty (30) days.

Waiver Application Packet: A completed Waiver Application for Hearings, Application for Abutters List, Dedham Times Legal Ad Form, Letter of Authorization from the property owner and additional materials in support of the waiver request.

Wall ~~a~~Area:

The area of a wall within a single plane.

Wall ~~s~~Sign:

Any sign parallel and attached to a wall, painted on the wall surface of, or erected and confined within the limits of an outside wall of any building or structure, which is supported

by such wall or building, and displays only one (1) sign surface.

Window sSign:

Any sign, pictures, symbol, or combination thereof, designed to communicate information about an activity, business, commodity, event, sale, or service that is placed ~~inside~~ **within** a window or upon the interior face of a window panes or glass, **including lettering applied to the window surface and a sign panel hung within or mounted close to the transparent portion of a window** so as to be ~~that is~~ visible from the exterior of the window.

Article III Administration

SECTION 237-5. Permits; review by Design Review Advisory Board required.

No sign ~~requiring a permit~~ shall be erected, enlarged, redesigned, structurally altered, or used without the review of the ~~Design Review Advisory Board~~ **DRAB** and a sign permit issued by the Building Commissioner, except as provided for elsewhere in this chapter. Permits shall be issued only for signs in conformance with this chapter.

SECTION 237-6. Applications; issuance of permits, notification of denial.

~~A. All applications for sign permits shall be submitted to the Commissioner on application forms approved by the Commissioner.~~

A. Application and hearing fees shall be established and revised from time to time **by DRAB Town Meeting** at a level not exceeding that sufficient to defray the estimated cost of administering this article. ~~There shall be an application and hearing fee.~~

~~C. The Commissioner shall review all sign permit applications for completeness and compliance with this chapter prior to submission to the Design Review Advisory Board.~~

~~D. The Commissioner shall transmit all completed sign applications to the Board for review except as provided in Section 237-8, below. The Board may hold hearings and request additional information as necessary for their review. The Board shall provide a written recommendation to the Commissioner, the applicant, the Board of Selectmen, and any other parties in interest within 30 days of the receipt of the sign application. This response period may be extended with the concurrence of the applicant. However, the Commissioner's decision on a sign permit application shall not be delayed beyond the time period required by law unless the Board notifies the Commissioner of such extension of time. Otherwise, the failure of the Board to provide a recommendation within the 30 day review period shall be deemed a favorable recommendation.~~

~~E. If, after a review of the application by the Board, the Commissioner finds that the proposed sign conforms in all respects with this chapter, the Commissioner shall issue a sign permit within thirty (30) days of the filing of the application. If the Commissioner finds that said proposed sign is not in conformance with this chapter, the Commissioner shall within the thirty (30) day period after the filing of the application notify the applicant in writing of the reasons why such permit was denied and shall forward a copy of such notice of disapproval to the Board. The Commissioner shall also provide a copy of sign permit approvals to the Board.~~

B. All applications for sign permits shall be submitted to the Planning and Zoning

Board Office. The DRAB at their December meeting shall vote on the upcoming year submittal deadline and meeting schedule. The 30 day review process starts on submittal deadline and meeting schedule that is posted.

C. The Planning Director and Building Commissioner shall review all sign permit applications for completeness and compliance with the Sign Code. Once an application is deemed complete it will be placed on the next available agenda of DRAB. In cases where an application does not comply with the Sign Code; the applicant will be notified by the Planning and Zoning Board Office that a waiver needed for whatever element of a sign does not comply with the Sign Code.

D. DRAB shall hold a meeting within 30 days of submittal of a sign permit application to review the application and provide a recommendation letter. The recommendation letter may recommend in favor or against the applications, or may recommend in favor on condition of specified modifications. Upon the written assent of the applicant the review period may be extended to provide additional time for review of the application. DRAB shall provide a written recommendation to the Building Commissioner and the applicant within 10 business days after the recommendation is so voted. The failure of DRAB to provide a recommendation within 10 business days shall be deemed a favorable recommendation.

E. Once the recommendation letter is issued the applicant may apply for a sign permit with the Building Department. Cases where a sign waiver is needed, an applicant may not apply for sign permit until the waiver is granted by the Board.

SECTION 237-7 Inspection; certificate of compliance; notice of deficiencies.

During the sixth month after the issuance of a permit or at such earlier date as the applicant may request, the Commissioner shall cause an inspection of the lot for which each such permit for a new sign or for modification of an existing sign has been issued. If the construction is complete and in full compliance with this chapter and with the building and electrical codes, the Commissioner shall issue a certificate of compliance. If construction is not substantially complete or not in full compliance with this chapter and applicable codes, the Commissioner shall give the owner or applicant notice of the deficiencies and shall allow an additional thirty (30) days from the date of inspection for the deficiencies to be corrected. If the deficiencies are not corrected by such date, the permit shall lapse. If construction is completed within said 30 days and the deficiencies corrected, the Commissioner shall issue a certificate of compliance.

SECTION 237-8 Replacing signs **shown on Sign Package.**

Where the owner of a property has a **recommended Sign Package** on file with the Board ~~DRAB,~~ and the Building ~~Department~~ Commissioner drawings and material and color specifications for a signage plan for an entire lot or multi-tenant building and where the application is to replace one of the signs described on the drawings that is and in conformance with the specifications, the Commissioner shall notify the Board of his intent to issue a **sign permit for a sign that conforms to a Sign Package** without Board review seven days prior to taking such action.

Article IV General Regulations

SECTION 237-9 Permits required.

Signs identified as “P” on Table 1 shall be erected, installed, or created only in conformance with a duly issued and valid sign permit. Such permits shall be issued only in accordance with the following requirements and procedures.

Section 237-10 Public right of way signs.

No sign shall be allowed in the public right-of-way, except as follows and in conformance with the following conditions:

- A. Permanent bus stop signs erected by a public transit company;
- B. Permanent informational signs of a public utility regarding its poles, lines, pipes, or facilities;
- C. Awning, projecting, and suspended signs projecting over a public right-of-way in conformance with all other regulations of this chapter.
- D. Temporary emergency warning signs erected by a governmental agency, a public utility company, or a contractor doing authorized or permitted work within the public right-of-way.
- E. Sandwich Board signs in conformance with all other regulations of this chapter.
- F. Banner signs including signs with commercial message approved by the Board of Selectmen.**

SECTION 237-11 Town-Owned property – temporary signs.

Temporary signs promoting events, programs or functions sponsored by charitable, cultural, educational or religious organizations based in Dedham are permitted on town-owned property upon fifteen (15) days’ notice to the town agency with jurisdiction for the property, subject to space availability at places designated by the agency; provided, however, that an organization may at each location place a single sign not to exceed nine (9) square feet; provided, further, that such signs may be installed only during the period from thirty (30) days prior to the event to three (3) days subsequent to the event. For the purposes of this section multi-day events occurring at least once per week may be treated as a single event.

SECTION 237-12 Town-owned property – sponsorship signs.

Notwithstanding the prohibition of roof signs and commercial signs attached to fences cited in Section 237-15, sponsorship signs supporting municipal recreational facilities and activities are permitted on Town-owned property subject to the approval of the Town agency with the jurisdiction for such property, provided in the case of roof signs that such signs be limited to forty (40) square feet in size and shall be limited to the following locations, with no more than one (1) sign allowed at each such location; Memorial Field, Condon Park, Rustcraft Road and Stone Park.

SECTION 237-13 Exempt signs.

The following do not require a permit under this chapter:

- A. Any sign erected or required by public agencies pursuant to federal, state, or local law.
- B. Public signs erected by or on behalf of a governmental body to post legal notices, to identify public property, to convey public information, and to direct or regulate pedestrian or vehicular traffic.
- C. Any sign inside a building, not attached to a window or door that is not visible from a distance of more than three (3) feet beyond the lot line of the lot or parcel on which such sign is located.
- D. On-premises traffic control devices on private property, the face of which meet Department of Transportation standards and which contain no commercial message of any sort.

SECTION 237-14 Private property – exempt signs.

The following signs are allowed on private property without sign permits:

- A. On all residential properties, one sign, either attached or freestanding, indicating only the name of the owner or occupant, street number, and permitted uses or occupations engaged in thereon, not to exceed two (2) square feet in area.
- B. On all residential properties, one temporary, unlighted, on-premises sign announcing or identifying **occasional** ~~casual~~ sale, such as a yard or garage sale or an institutional or school fair, provided that such sign shall not exceed nine (9) square feet.
- C. In any location, one temporary unlighted real estate sign advertising the sale, rental, or lease of the premises or subdivision on which it is erected, such sign not to be larger than nine (9) square feet.
- D. In any location, one temporary unlighted sign not larger than nine (9) square feet indicating the name and address of the parties involved in construction on the premises. Said sign shall not be installed until the construction work commences on the property and shall be removed immediately upon completion of the project.
- E. In any location, unlighted non-commercial signs, provided that each such sign shall not exceed nine (9) square feet.
- F. In any location within the SC District, lighted or unlighted signs **visible** ~~illegible~~ from a position outside of the SC District, provided that each such sign shall not exceed fifteen (15) square feet. Such signs shall not be included in a determination of Maximum Total Sign Area for a lot within the SC District.
- G. In any location, one temporary unlighted real estate open house sign may be displayed in the front yard of the subject property, provided that such sign location does not block passage on the sidewalk and complies with the size limitations specified in this chapter and further that such sign is both installed and removed on the day of the open house.

SECTION 237-15 Prohibited sign types.

The following are prohibited:

Animated or flashing signs

Beacons

Billboards

Commercial signs attached to fences or rocks

Digital Display Sign except for Planned Commercial Development

Neon signs

Pennants

Portable commercial signs other than Sandwich Board signs in Districts LB, GB, and CB with sign permit

Roof signs

Signs having red or green lights erected within sight of a traffic signal unless approved as non-hazardous by the Chief of Police

Signs which obscure or tend to block a clear view of traffic, warning and control signs or signals, pedestrian crosswalks, or handicapped access ramps, or any sign that the Commissioner determines may endanger public safety.

Wind-driven, whirling, turning, or spinning signs.

Article V Special Regulations

SECTION 237-16. Central Business District.

These regulations shall be in addition to existing relevant general regulations contained in the Sign Code.

A Signs.

(1) Location. Any wall sign installed on a building with an architectural sign band shall be located within that sign band which is the horizontal plane of the facade of the building defined by architectural details such as cornices, lintels, pediments, pilasters and windows.

(2) Design. Sign design shall conform to the materials specified in the Design Guidelines incorporated in Appendix A.

B. Awnings.

(1) Location. The awning location on the building shall not obscure or cover the architectural sign band of the building.

(2) Design. The shape of the awnings **may shall** be triangular as viewed from the side and **may** contain a valance with sufficient area for lettering.

(3) Colors. The color of the awning shall be consistent with the overall design scheme for the building and the Central Business District. The color of the awning material shall be selected from the range of colors provided for in Appendix A.

SECTION 237-17. Design Guidelines.

~~The following Design Guidelines shall apply to the review of all sign applications by the Board.~~

- ~~1. Sign scale shall be appropriate in relation to development scale, viewer distance and travel speed, and sign sizes on nearby structures.~~
- ~~2. Sign size, shape, and placement shall serve to define or enhance such architectural elements of the buildings as columns, sill lines, cornices, and roof edges, and not to interrupt, obscure, or hide them.~~
- ~~3. Sign design shall be compatible with other signage on the same or adjacent structures, providing continuity in mounting location and height, proportions, materials, or other important qualities.~~
- ~~4. Sign materials, colors, lettering style, and form shall be compatible with building design, neighborhood context, and use.~~
- ~~5. Sign legibility shall not be impaired by excessive complexity, multiple lettering styles or colors, or other distracting elements.~~

In reviewing sign applications DRAB shall apply design guidelines in “Building Better: A Design Manual for Building Improvements and Design Bulletins” by RBA Group adopted on April 11, 2013. ~~should be used for all sign applications that are reviewed by the BOARD for all Zoning Districts. For sign applications that do not follow these Design Guidelines, a design waiver must be sought from the BOARD as part of the review process.~~

SECTION 237-18 Illumination.

- A. No sign shall be lighted except by a steady, stationary, non-neon light, shielded and directed ~~solely~~ at or internal to the sign.
- B. External illumination shall be by steady, stationary, non-neon light, shielded and directed ~~solely (or by silhouette)~~ at the sign. The foregoing is **also** applicable to signs exterior to a building, and to permanent interior signs which are designed to be visible through a door or window.
- C. Internal illumination shall be by white, steady, stationary, non-neon light, directed on translucent materials to illuminate the sign. No more than ~~three (3)~~ **four (4)** colors shall be used. Black and white shall not be considered colors.
- D. Times of illumination. No sign shall be illuminated in any district beyond the business hours of the establishment to which it pertains, nor between 12 a.m. midnight and 6 a.m. unless allowable business hours extend into such period.
- E. No internally illuminated signs shall be permitted in ~~any~~ residential districts, the Limited Manufacturing Districts, Central Business, General Business, or Local Business districts.

- F. No illumination shall be permitted which casts light or glare beyond the perimeter of the property on which the sign is located.
- G. No illumination shall be permitted which casts light or glare onto any residential premises or onto any portion of a way as to create a traffic hazard.
- H. No pylon, pole, or sign-supporting structure shall be illuminated, except as required by other applicable state or federal law.
- I. ~~The illumination of any sign shall not exceed one hundred fifty (150) foot lambert.~~

SECTION 237-19 Computation of sign area and height.

The following principles shall control the computation of sign area and height:

- A. The sign area of a sign with more than one face shall be computed by adding together the area of all sign faces visible from any one point. When two (2) identical sign faces are placed back to back so that both faces cannot be viewed from any point at the same time, and when such faces are part of the same sign structure, the sign area shall be computed by the measurement of one of the faces.
- B. The permitted sum of all individual signs on a lot shall be computed by applying the formula contained in Table 2 for Maximum Total Sign ~~Area~~ **Panel Area** to the lot frontage for the district in which the lot is located. Lots fronting on two (2) or more streets are allowed the permitted sign area for each street frontage. However, the total ~~sign~~ **Sign Panel** area that is oriented toward a particular street may not exceed the portion of the lot's sign area allocation that is derived from the lot, building, or wall area frontage on that street. The computation of frontage shall only include the actual, physical frontage of a lot on a street.
- C. If not located in a larger landscaped area, all free-standing signs shall be located with a curbed, landscaped area extending a minimum of three (3) feet on all sides of the sign base.
- D. A sign projecting more than twelve (12) inches from the face of a building shall be at least ~~ten (10)~~ **eight (8)** feet above ground level and its upper edge no more than fourteen (14) feet above ground level. Such sign shall be located only as allowed elsewhere in this chapter.
- E. No wall sign, except window signs which identify a business occupying space in a level above the ground floor level, shall extend higher than the lowest of (i) twenty-five (25) feet above grade; or (ii) **below the second floor window frame** ~~the top of the sills of the first level of windows above the first story;~~ or (iii) the lowest point of the roof.

SECTION 237-20 Construction and maintenance standards.

All signs shall be constructed and maintained in accordance with the following standards:

- A. All signs shall comply with applicable provisions of the state building code, General By-Laws, and the electrical code of the town at all times.
- B. Except for banners, flags, temporary signs, and window signs conforming in all respects with the requirements of this chapter, all signs shall be constructed of permanent materials and shall be permanently attached to the ground, a building, or another structure by direct attachment to a rigid wall, frame, or structure.

Article VI: Nonconforming Signs and Signs without Permits

SECTION 237-21 Removal of nonconforming existing sign: permit for conforming sign.

The owner or person in control of any lot or other premises on which exists a sign that does not conform to the requirements of this chapter and for which there is no current and valid sign permit shall remove such sign. The owner or person in control of any lot or other premises on which exists a sign without a permit but which would otherwise comply with this chapter shall apply for a permit.

SECTION 237-22 Continuation of certain existing signs.

A sign that would be permitted under this chapter only with a sign permit, but which was lawfully in existence on the seventeenth of June nineteen hundred and ninety-six and which was constructed in accordance with the by-laws and other applicable laws in effect on the date of its construction, but which by reason of its size, height, location, design, or construction does not conform to the requirements of this chapter may remain in place ~~without a sign permit and~~ be repaired and maintained, but not expand in size or in degree of nonconformity. A change in the information on the face of a ~~p~~**Pre-existing n**~~s~~**Sign** is allowed by replacing a ~~the~~ ~~s~~**Sign p**~~Panel~~ in an existing frame or repainting the information on an existing **Sign p**~~Panel~~ **with review by DRAB and a sign permit.** Maintenance shall be limited to cleaning and refinishing existing sign frames and supports, but shall not include any modifications to the frames and, in the case of a free-standing or monument sign, shall not include any modification to the support structure.

SECTION 237-23 Requirements for sign modification.

A sign permit shall lapse and become void whenever there are modifications to a preexisting nonconforming sign other than as described in section 237-22. Upon notification by the Building Commissioner of such modification, the owner shall, within forty-five (45) days, make the sign conform to the prior permit, remove the sign, or re-apply for a new sign **with review by DRAB and a sign permit.**

SECTION 237-24 Removal of sign when business is discontinued.

A sign permit shall lapse and become void when there has been a discontinuance of the activities, business, goods or services described on the sign. ~~Upon notification by the Building Commissioner, T~~ ~~the~~ **owner shall remove** a sign ~~shall be removed~~ **within 45 30 days of discontinuance of the activities, business, goods or services described on the sign. A**

Freestanding Pre-existing Non-conforming Sign structure shall be removed after three-hundred and sixty five days have elapsed where all signage on said structure has been or is required to be removed for discontinuance of the activities, business, goods or services.

SECTION 237-25 previously nonconforming sign still in violation.

Nothing in this chapter shall be construed to make permissible a pre-existing sign which was constructed or displayed in violation of this chapter or any predecessor to this chapter and which continues not to be in conformance with the requirements of this chapter.

SECTION 237-26 Sign Area; setback.

Notwithstanding any provision to the contrary, a **pre-existing** nonconforming sign with a sign area greater than allowable under this chapter and/or with a setback from a public way less than allowable under this chapter may be replaced with a sign erected on the same lot with a sign area greater than allowable under this chapter and/or a setback less than allowable under this chapter upon the issuance of a waiver by the Board of Appeals; provided, however, that the maximum sign area of any sign **waived erected** under this paragraph shall be no greater than seventy percent (70%) of the sign area of the nonconforming sign being replaced and the minimum setback of any sign erected under this paragraph shall be no less than the current setback of the nonconforming sign being replaced.

Article VII. Enforcement

SECTION 237-27. Violations.

A. Each sign installed, created, erected, or maintained in violation of this chapter shall be considered a separate violation when applying the penalty portions of this chapter.

B. Each such day of a continued violation shall be considered a separate violation when applying the penalty portions of this chapter.

SECTION 237-28. Enforcement and remedies.

A. The Commissioner may enforce the provisions of this chapter in accordance with section 1-6 of these bylaws; provided however, that except where he determines that public safety requires immediate abatement of any violation, the Commissioner shall, prior to initiating such enforcement, for purposes of a warning, give written notice to abate the violation of this chapter by delivery of same to the premises where said violation is or has occurred, or by certified mail, return receipt requested, addressed to the owner, resident or person in charge of the premises.

B. All such remedies provided herein shall be cumulative and shall not impair the authority of the Commissioner to take any action authorized or required by the State Building Code or other local, state or federal law.

SECTION 237-29. Appeals **Waiver from requirements.**

- ~~A. Any person aggrieved by the Commissioner's action or failure to act, including abutters and abutters to abutters, may file an appeal within thirty (30) days with the Town Clerk and the Board of Appeals. The members of the Board of Appeals constituted pursuant to G.L.c.40A shall decide on appeal within seventy-five (75) days of the date of filing said appeal with the Town Clerk or the Board of Appeals, whichever is later. If the Board of Appeals denies relief to the applicant, it shall forthwith notify the applicant in writing of its decision with reasons. If, on appeal from the denial of a permit, said permit is approved, the Commissioner shall issue the permit.~~
- ~~B. The Board of Appeals may by an affirmative vote of four of its members, after determining that a proposed sign complies with Section 237-17 of this chapter and that it is consistent with the Purpose of this chapter as stated in Section 237-1, grant relief or waivers as described in Subsection C of this section except that no relief or waivers may be granted from the requirements of Article V, Special Regulations 237-16, Central Business District, and 237-18, illumination.~~
- ~~C. The Board of Appeals may by an affirmative vote of four (4) of its members grant relief or waivers from the provisions of this chapter upon making a written finding that such are warranted owing to any circumstances including a) that literal compliance with the provisions of this chapter is not practical or is unfeasible or b) that such relief or waivers are recommended by the Design Review Advisory Board; provided that in all cases the desired relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of the by-law; provided further, however, that no such relief or waivers may be granted for signs subject to Sections 237-14, 237-15 or Article VI of this chapter no such relief or waivers may be granted from the requirements of Article V, Special Regulations Section 237-16, Central Business District and 237-18, Illumination. Not less than fourteen (14) days prior to the filing of an application with the Board of Appeals under this section, the applicant shall submit a scaled drawing of the proposed sign(s) and a description of the proposed relief or waivers to the Design Review Advisory Board for review. Upon filing of an application with the Board of Appeals, the applicant shall provide a copy thereof to the Design Review Advisory Board. At least seven (7) days prior to the Board of Appeals public hearing, the Design Review Advisory Board shall provide a written recommendation to the Board of Appeals and to the applicant. Failure to provide such recommendations within such time shall be deemed a favorable recommendation.~~

- A. No waiver may be granted by the Board from Section 237-15 Prohibited Sign Type.**
- B. A waiver request shall be submitted on a Board application, together with a Waiver Application Packet. The application must identify each section or sections of the Sign**

Code where a waiver is being sought and include a statement explaining the reasoning why a waiver is being sought. Applicants shall apply to DRAB first for sign review in order for DRAB to make a recommendation on the waiver request. The Board cannot act on any waiver unless DRAB has made a recommendation that has been forwarded to the Board prior to the hearing.

C. Seven (7) copies of the Waiver Application Packet shall be filed with the Town Clerk with DRAB's recommendation. In cases where an applicant simultaneously applies to DRAB for sign review which requires a sign waiver the Planning and Zoning Office will forward DRAB's recommendation letter to the Board prior to the hearing.

D. A hearing for any waiver request shall be held within 65 (sixty-five) days from the date of filing with the Town Clerk. A decision shall be made within (100) one hundred days from the date of filing. The Board shall cause notice of such hearing to be published in a newspaper of general circulation and said notice shall be sent to the applicant, abutters and abutters to abutters within (300) three-hundred feet of the property line of the application as they appear on the most recent applicable tax list, notwithstanding that the land of any such owner is located in another city or town.

E. The Board may by an affirmative vote of four (4) of its members grant waivers from the provisions of this chapter.

SECTION 237-30. Severability Waiver criteria.

~~If any provision of this chapter, or the application thereof to any person or circumstance, shall be held invalid by any court of competent jurisdiction, such invalidity shall not affect the other provisions, or application thereof, of this chapter which can be given effect without the invalid provision or application, and to this end the provisions of this chapter are hereby declared to be severable.~~

The Board may grant a waiver upon making a written finding that:

- A. literal compliance with the provisions of this chapter is not practical or is unfeasible or
- B. such waivers are recommended by the DRAB, and

provided that in all cases the desired relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of the by-law.

SECTION 237-31. Appeal.

Any person aggrieved by the Commissioner's action or failure to act may file an appeal within thirty (30) days with the Town Clerk. An appeal from the provisions of the Sign Code is heard by the Board. A hearing for any appeal shall be held within 65 (sixty-five) days from the date of filing with the Town Clerk. A decision shall be made within (100) one hundred days from the date of filing. The Board shall cause notice of such hearing to be published in a newspaper of general circulation and said notice sent to applicant, abutters

and abutters to abutters within (300) three-hundred feet of the property line of the application parties of interest within (300) three-hundred feet of the property line of the application as they appear on the most recent applicable tax list, notwithstanding that the land of any such owner is located in another city or town.

SECTION 237-32. Severability.

If any provision of this chapter, or the application thereof to any person or circumstance, shall be held invalid by any court of competent jurisdiction, such invalidity shall not affect the other provisions, or application thereof, of this chapter which can be given effect without the invalid provision or application, and to this end the provisions of this chapter are hereby declared to be severable.

APPENDIX A

Dedham Central Business District
Awning & Sign Background Colors

Color	Pantone No.	Sunbrella Equivalent
BLUE		
8 shades	DS 213-1 C DS 202-1 C DS 201-1 C DS 201-2 C DS 201-3 C DS 206-1 C DS 206-2 C	Navy
GREEN		
3 shades	no match no match	Spruce Forest Green Hemlock Tweed
RED		
7 shades	DS 85-1 C DS 85-2 C DS 79-1 C DS 79-2 C DS 78-1 C DS 80-1 C DS 79-4 C	Burgundy Jockey Red Terracotta
NEUTRALS		
6 shades (or combined w/ whitestripe)	DS 329-5 C DS 329-3 C DS 329-4 C 329-6 C 329-7 C DS 330-7 C	Taupe Charcoal Grey Gadet Grey

Awning Colors

Color	Shades
Sunbrella® or Equivalent color and material	
BLUE	Admiral Navy Regatta Regatta Tweed
GREEN	Forest Green Forest Green Tweed
RED	Crimson Red Burgundy Terracotta
BLACK	
NEUTRALS Or Combined w/white stripe	Sand Toasty Beige Grey

TABLE 1 - PERMITTED SIGNS BY TYPE AND DISTRICT

SIGN TYPE		DISTRICT								
		All Resi d	LB	GB	CB	HB	LM A LM B	AP RD O (2)	PG	S C
Freestanding	Residential (8)	A	A	A	A	A	A	A	N	A
	Pole or Pylon Monument	N	N	P	N	P	P	P	P	P
	Incidental (5)	N	N	P	N	P	P	P	P	P
	Identification (3)	N	A	A	A	A	A	A	A	A
	Sandwich Board (9)	A	A	A	A	A	A	A	A	A
Wall Mount	Awning Sign (1)	N	P	P	P	P	P	P	P	N
	Building Marker	A	A	A	A	A	A	A	A	A
	(6) Identification	A	A	A	A	A	A	A	A	A
	(3) Incidental (5)	N	A	A	A	A	A	A	A	A
	Marquee	N	N	N	P	P	N	N	N	N
	Projecting	N	P	P	P	N	N	N	N	N
	Residential (8)	A	A	A	A	N	N	N	N	A
Wall Sign	N	P	P	P	P	P	P	P	P	

Window	Applied Lettering (7) Sign Panel	N N	P P	P P	P P	P P	P P	P P	P P	P P
Misc.	Banner Flag	P (4) A	P (4) A	P (4) A	P (4) A	P (4) A	P (4) A	P (4) A	P (4) A	N A

Insert new table below:

Sign Type	Zoning Districts									
		All Resid.	Local Bus.	General Bus.	Central Bus.	Highway Bus.	Limited Manufact. A & B	Research Development Office (2)	Planned Com.	Senior Campus
Free standing										
	Residential (8)	A	A	A	A	A	A	A	N	A
	Pole Pylon	N	N	P	P	P	P	P	P	P
	Monument	N	N	P	P	P	P	P	P	P
	Incidental (5)	N	A	A	A	A	A	A	A	A
	Identification (3)	A	A	A	A	A	A	A	A	A
	Sandwich Board (9)	N	P	P	P	N	N	N	N	N
Wall Mount	Awning Sign (1)	N	P	P	P	P	P	P	P	N
	Building Marker (5)	A	A	A	A	A	A	A	A	A
	Identification (3)	A	A	A	A	A	A	A	A	A
	Incidental	N	A	A	A	A	A	A	A	A

	Marquee	N	N	N	P	P	P	N	N	N
	Projecting	N	P	P	P	P	N	N	N	N
	Residential (6)	A	A	A	A	A	N	N	N	A
Window	Applied Lettering (7)	N	P	P	P	P	P	P	P	P
	Sign Panel	N	P	P	P	P	P	P	P	P
Misc.	Banner (4)	P	P	P	P	P	P	P	P	N
	Flag	P	P	P	P	P	P	P	P	P

A = Allowed without sign permit
P = Allowed only with sign permit
N = Not allowed

1. The following provisions shall apply to all awning signs: a.) Awning signs may only be located at the first floor level and must be painted on or attached flat against the surface of the awning ~~or canopy~~ **or attached at an angle projecting through the awning** and shall not extend beyond the valance or any other part of the awning ~~or canopy~~ nor be attached to or displayed on the sides or underside; b.) The area of an awning sign shall not exceed 25% of the surface area of the awning ~~or canopy~~ eligible for placement of signs; c.) Awning signs shall not be back lit or internally illuminated; d.) Awnings must be made of canvas or duck cloth and be completely opaque.
2. Lots in the RDO district with street frontage providing actual physical access onto a major highway such as Route 1A, Providence Highway or any other street designated as a numbered highway by the Commonwealth and having at least two travel lanes in each direction, are subject to the signage regulations for the HB district and may use only the frontage on a major highway in computing the amount allowed under HB regulations.
3. One sign containing only name and address of occupant, not to exceed 4 sq. ft.
4. ~~Each sign permit shall be for a specified period not to exceed one (1) year.~~ Community/Cultural banners may be permitted by the Board of Selectmen on private property or on the public ways for periods of not more than thirty (30) days. Banners may be approved **for up to thirty (30) days** ~~a limited time period~~ by the Building Commissioner without DRAB ~~Design Review Advisory Board~~ review.

5. No commercial message of any kind allowed on sign if such message is legible from any off-premises location.
6. May include only building name, date of construction, or historical data on historic site; must be cut or etched into masonry, bronze, wood, or similar material.
7. Area of signage may not exceed 25% of the window area. ~~and installation shall conform to definition as listed in "Definitions."~~
8. In multi-tenant residential complexes, each tenant shall be allowed a residential sign, either freestanding or wall-mounted. In addition, there may be one additional sign, either freestanding or wall-mounted, listing the name and address of the complex, total area not to exceed 25 sq. ft.
9. Each business is allowed one sandwich board sign, **within 30 feet of the main entrance of said premises** whether on a public sidewalk or private property. The sign may be displayed only during business hours and must be removed after business hours. A sandwich board sign shall not be included in the calculation of total signage allowed on the site.

The sign frame shall be no greater in size than 2 feet wide and 3 feet 6 inches high. The message panels attached to the frame shall be no greater than 2 feet wide by 3 feet high.

The sign must be located in front of the establishment it advertises. Under no circumstances shall a sign obstruct vehicular/bus stops, benches, fire hydrants, or other features legally in the right of way, nor shall it obstruct parking access, handicapped parking access, or vehicular paths of travel. A minimum clear sidewalk width of 48 inches shall be maintained.

The sign frames must be constructed of materials that present a finished appearance and use durable weather-resistant materials including, but not limited to, painted or decay-resistant wood, metal, or wrought iron. Natural chalkboard or corkboard shall be used for message area.

Sign lettering shall either be painted in a professional-looking manner, computer-generated, or handwritten on a chalkboard. Lettering and number characters shall not exceed 8 inches in height.

Logos are encouraged.

The following are prohibited: Sign frames constructed of rough cut plywood, cardboard, paper, fabric, or non-rigid materials or use of whiteboards, magnetic letters, illumination, or changeable letters on tracks.

TABLE 2 - SIGN DIMENSIONS AND LOCATION

Delete the entire table below

DISTRICT	MAXIMUM TOTAL SIGN AREA PER LOT (NOTE 1)	SIGN TYPE	MAXIMUM NUMBER	MAXIMUM AREA OF SIGNAGE	MAXIMUM HEIGHT	MINIMUM FRONT	SETBACK SIDE
Residence	4 Total Square Feet (Note 3)	Wall	per residence 1	4 sf (Note 8)			
		Fstanding	per lot 1	4 sf (Note 8)	5 ft (Note 8)	3 ft	5 ft
CB	1.0 sf per 1f of street frontage	Wall	per building N/A	5% wall area	(Note 6)		
LB/GB	1.0 sf per 1f of street frontage	Wall	per building N/A	5% wall area	(Note 6)		
		Fstanding	per lot 1	20 sf	8 ft (Note 2)	5 ft	5 ft (Note 6)
HB	2.0 sf per 1f of street frontage	Wall	per building N/A	20% wall area	(Note 6)		
		Fstanding	per lot 1	100 sf (Note 5)	20 ft	25 ft (Note 7)	10 ft
LMA/LMB	1.0 sf per 1f of street frontage	Wall	per building N/A	10% wall area	(Note 6)		
		Fstanding	per lot 1	40 sf	12 ft	25 ft (Note 7)	10 ft
AP/RD ⊖ (Note 9)	2.0 sf per 1f of street frontage	Wall	per building N/A	5% wall area	(Note 6)		
		Fstanding	per lot	40 sf	12 ft	25 ft	10 ft

		ding	4			(Note 7)	
PC	(Note 4)						
SC (Note 10)	2.0 sf per 1f of street frontage	Wall	per building N/A	10% wall area	(Note 6)		
		Freestanding	per lot 4	40 sf	12 ft	5 ft	10 ft

Insert new table below:

DISTRICT	MAXIMUM TOTAL SIGN AREA PER LOT (NOTE 1) sq. ft.	SIGN TYPE	MAXIMUM NUMBER	MAXIMUM AREA OF SIGNAGE	MAXIMUM HEIGHT	MINIMUM SETBACK FRONT	MINIMUM SETBACK SIDE
Residential	4 sq. ft.	Wall	1 per residence	4 sq. ft.			
		Freestanding	1 per residence	4 sq. ft.	5 ft. (Note 9)	3 ft.	5 ft.
		Identification	(Note 5)	4 sq. ft.			
Central Business (Note 12)	1 sq. ft. per 1 linear foot of street frontage	Wall	N/A	10 % of wall area	(Note 7)		
		Freestanding	1 per lot	20 sf.	8 ft (Note 2)	5 ft	5 ft
		Identification	1 per lot (Note 5)	4 sq. ft.			
		Awning		25 % of awning			
		Window		25 % of window area			
Local Business/General Business (Note 12)	1 sq. ft. per 1 linear foot of street frontage	Wall	N/A	10 % of wall area	(Note 7)		
		Freestanding	1 per lot	20 sf.	8 ft (Note 2)	5 ft	5 ft
		Identification	1 per lot (Note 5)	4 sq. ft.			

		Awning		25 % of awning				
		Window		25 % of window area				
Highway Business (Note 12)	2.0 sq. ft. per 1 linear foot of street frontage	Wall	N/A	20 % of wall area	(Note 7)			
		Freestanding	1 per lot	100 sq. ft. (Note 5)	20 ft.	10 ft. (Note 8)	10 ft.	
		Identification	1 per lot (Note 5)	4 sq. ft.				
		Awning		25 % of awning				
		Window		25 % of window area				
Limited Manufacturing A & B (Note 12)	1 sq. ft. per 1 linear foot of street frontage	Wall	N/A	10 % of wall area	(Note 7)			
		Freestanding	1 per lot	40 sf.	12 ft.	10 ft. (Note 8)	10 ft.	
		Identification	1 per lot (Note 5)	4 sq. ft.	(Note 5)			
		Awning		25 % of awning				
		Window						
Research Development & Office (Note 12)	2.0 sq. ft. per 1 linear foot of street frontage	Wall	N/A	5 % of wall area	(Note 7)			
		Freestanding	1 per lot	40 sf.	12 ft.	10 ft. (Note 8)	10 ft.	
		Identification	1 per lot (Note 5)	4 sq. ft.				
		Awning		25 % of awning				
		Window		25 % of window area				
Planned Commercial (Note 4)		Identification	1 per lot (Note 5)	4 sq. ft.				

		Awning					
		Window					
Senior Campus (Note 11)	1.0 sq. ft. per 1 linear foot of street frontage	Wall	N/A	10 % of wall area	(Note 7)		
		Freestanding	1 per lot	40 sf.	12 ft.	5 ft	10 ft.
		Identification	1 (Note 5)	4 sq. ft.			
		Window		25 % of window area			

Note 1 The maximum total area of all signs on a lot, except incidental, building marker, and identification signs and flags shall not exceed the lesser of the listed calculations

Note 2 In no case shall the actual sign height exceed the actual sign setback from any adjacent lot that is zoned and used for residential purposes.

Note 3 For multi-tenant residential projects, each lot may have a free-standing or wall-mounted sign not to exceed 15 feet.

Note 4 Dimensions and locations shall be determined during approval process and shall be based on underlying district.

Note 5 ~~Shall be based on one side only for sign panels mounted back-to-back which are not currently viable signs.~~ **One sign containing only name and address of occupant, not to exceed 4 sq. ft.**

Note 6 ~~See Section 7(d) for description of height and locations for wall signage.~~ **Shall be based on one side only for sign panels mounted back-to-back that are viewable from one side only.**

- Note 7 ~~The front setback requirement for free-standing signs may be reduced provided that, for each foot of setback reduced, the height of the sign shall be reduced by a corresponding amount (one foot of setback reduction for one foot of sign height reduction). However, in no case shall the front setback be reduced below sixteen (16) feet. See Section 237-19 for description of height and locations for wall signage.~~
- Note 8 ~~For institutional uses (items B. 1-8 of the Use Regulation Table in Section II-2 of Chapter 18) in a residential district, sign area for any commercial message on a sign may not exceed 20 square feet, with a maximum vertical dimension of six (6) feet. The front setback requirement for free-standing signs may be reduced provided that, for each foot of setback reduced, the height of the sign shall be reduced by a corresponding amount (one foot of setback reduction for one foot of sign height reduction). However, in no case shall the front setback be reduced below sixteen (16) feet.~~
- Note 9 ~~Lots in the RDO District with street frontage providing actual physical access onto Route 1A, Providence Highway, or any other street designated as a numbered highway by the Commonwealth, and having at least two (2) travel lands in each direction, are subject to the signage regulations for the HB District. For institutional uses (items B. 1-8 of the Use Regulation Table in Section II-2 of Chapter 18 of Dedham Zoning Bylaws) in a residential district, sign area for any commercial message on a sign may not exceed 20 square feet, with a maximum vertical dimension of six (6) feet.~~
- Note 10 ~~Lighted or unlighted signs illegible from a position outside of the SC District, provided that each such sign shall not exceed fifteen (15) square feet, are exempt from the provisions set forth in this Table (see Section 6(e)). Lots in the RDO District with street frontage providing actual physical access onto Route 1A, Providence Highway, or any other street designated as a numbered highway by the Commonwealth, and having at least two (2) travel lanes in each direction may use only the frontage on a major highway in computing the amount of signage allowed under HB regulations.~~
- Note 11 ~~Lighted or unlighted signs visible from a position outside of the SC District, provided that each such sign shall not exceed fifteen (15) square feet, are exempt from the provisions set forth in this Table Section 237-14.~~
- Note 12 ~~The amount of wall signage and compliance with the Sign Code for a multi-tenanted building is calculated based upon~~

leased lines of each individual storefront. In cases where a multi-tenanted building has tenant space without any storefront fronting on said street; the landlord may reserve a portion of the wall area for tenant(s) signage without any storefront.

or take any other action relative thereto.

VOTED: That it be so voted with the following changes:

Section 237-22; delete the letter “a” after the word “replacing” in the second sentence of this section.

Table 2 – Sign Dimensions and Location; Replace the words “10 ft.” with the words “25 ft.” in the sections of the table identified as Highway Business, Limited Manufacturing A&B, and Research, Development & Office **By Majority Vote**

34. PROPOSED CONTRACT EXT WITH WHEELABRATOR MILLBURY–BY MAJORITY VOTE

ARTICLE THIRTY-FOUR: *By the Town Manager.* To see if the Town will vote to authorize, in accordance with the provisions of Section 73-5 of the Revised By-Laws of the Town of Dedham and G.L. c.30B, §12(b), the execution of a contract extension with Wheelabrator Millbury, Inc., for the disposal of residential acceptable waste, for an additional ten (10) years to December 31, 2027, or take any other action relative thereto.

VOTED: That it be so voted.

By Majority Vote

35. DESIGNATION OF OPEB SECURITY TRUST-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-FIVE: *By the Board of Selectmen.* To see if the Town will vote in accordance with the provisions of G.L. c.32B, §20(b)(iii), to designate the Health Care Security Trust (HCST) Board of Trustees as the custodian of its Other Post-Employment Benefits Fund, created under Article 19 of the 2009 Annual Town Meeting, and further, to authorize appropriate Town officials to negotiate an Investment Agreement with the HCST Board of Trustees and execute the same on such terms and conditions as the Town deems acceptable, and to take such other action as may be necessary to carry out the vote taken hereunder including the withdrawal and transfer of monies in the OPEB account as may be directed by the HCST Board of Trustees and the execution of any and all instruments as may be necessary to effectuate the purposes of the vote taken hereunder, or take any other action relative thereto.

VOTED: That the Town vote in accordance with the provisions of G.L. c.32B, §20(b), to authorize the Town to invest all or a portion of its Other Post-Employment Benefits Fund (OPEB Fund), which fund was created under Article 19 of the 2009 Annual Town Meeting by the Town’s acceptance of said section 20, with the State Retiree Benefits Trust Fund, the state Pension Reserves Investment Trust, or such other state trust or fund in which municipal OPEB funds may be pooled with other public funds similar in nature and invested, or that monies in the Town’s OPEB Fund be invested in whole or in part in any other manner permitted by said section G.L. c.32B, §20(b), and further, to authorize the Town Treasurer, with the approval of

the Board of Selectmen and Town Manager, to negotiate an investment agreement or agreements for such purposes and execute the same on such terms and conditions as the identified Town officials deem acceptable, and to take such other action including but not limited to the withdrawal and transfer of monies in the OPEB Fund and the execution of any and all instruments as may be necessary to effectuate the purposes of the vote taken hereunder.

by Majority Vote

**36. PROPOSED LEGISLATION: AN ACT RELATIVE TO THE ROBIN REYES
SPECIAL PURPOSE STABILIZATION FUND-REQUIRES A MAJORITY VOTE**

ARTICLE THIRTY-SIX: *By the Town Manager.* To see if the Town will vote to authorize the Board of Selectmen to submit to the General Court a Home Rule Petition for Special Legislation relative to placement in the Robin Reyes Fund of local options meals and room tax receipts in a form substantially similar to the following:

An Act Relative to the Robin Reyes Capital Stabilization Fund in the Town of Dedham

SECTION 1. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws or any other general or special law to the contrary, the town of Dedham shall deposit directly and without further appropriation receipts received annually by said town in connection with collection of the local meals excise under section 2 of chapter 64L of the General Laws and the local room occupancy tax under section 3A of chapter 64G of the General Laws to the Robin Reyes Major Capital Facilities Stabilization Fund (the "Robin Reyes Fund"), a special purpose stabilization fund created by vote of the town under Article 3 of the November 16, 2009 Special Town Meeting in accordance with the provisions of section 5B of chapter 40 of the General Laws for the purposes of receiving and segregating funds for major facility improvements, facility replacements, new facilities or for debt service on bonds and notes issued for these purposes.

SECTION 2. No later than March 15 and September 15 in each fiscal year, and more frequently as may be requested by the town manager, the finance director shall certify to the board of selectmen, finance and warrant committee, and town manager the amount available for expenditure in the Robin Reyes Fund.

SECTION 3. The finance director of the town of Dedham, in consultation with the town manager, and following a meeting with the board of selectmen for which at least one week's notice is provided on the official website of the town, shall hereby be authorized to promulgate appropriate policies to address any accounting or reporting requirements necessary to properly implement this act.

SECTION 4. Notwithstanding the provisions of section 1 of this act providing for all receipts described in said section to be credited directly and without further appropriation to the Robin Reyes Fund, in fiscal year 2016 only 2/3 of such receipts shall be so credited, and in fiscal year 2017 only 5/6 of such receipts shall be so credited, with the remainder in each such fiscal year to be considered General Fund revenues as would otherwise be required by law.

SECTION 5. Notwithstanding the provisions of section 5B of chapter 40 of the General Laws, no change may be made by the town to limit or expand the purpose for which the Robin Reyes Fund may be expended except upon a 2/3 vote of town meeting following a positive recommendation from the board of selectmen and finance and warrant committee; provided, further, that the limitation imposed by this section shall not prohibit said town of Dedham, following the positive

recommendation of the board of selectmen and finance committee, from voting by a 2/3 vote to dissolve the Robin Reyes Fund, and after the effective date of such vote, all receipts described in section 1 of this act shall be considered General Fund revenues as required by law.

SECTION 6. This act shall take effect upon passage. provided, however, that the General Court may make clerical or editorial changes of form only to such bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or take any other action relative thereto.

VOTED: That it be so voted, with the provision that such act should be effective in the Town beginning July 1, 2016, or such later time as it is approved by the General Court.

By Majority Vote

37. PROPOSED AMENDMENT TO COMPOSITION OF SCHOOL BUILDING REHABILITATION COMMITTEE-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-SEVEN: *By the Town Moderator.* To see if the Town will vote to amend the composition of the School Building Rehabilitation Committee, originally formed under Article 5 of the December 4, 2000 Special Town Meeting, as follows: One (1) member of the Board of Selectmen or designee; Two (2) members of the School Committee or designees; One (1) member of the Finance & Warrant Committee or designee; One (1) member of the Capital Expenditure Committee or designee; Superintendent of Schools or designee; Principal of affected school or designee; Town Manager or designee; and Three (3) members at large, appointed by the Moderator, for terms of one, two and three years, or take any other action relative thereto.

VOTED: That the matter be referred to the By-Law Review Committee for study and recommendation.

By Majority Vote

38. PETITION PROPOSING TO AMEND SECTION 3 OF ARTICLE 34 OF THE 2013 ANNUAL TOWN MEETING REGARDING THE GEOGRAPHICAL DEFINITION OF THE AREA KNOWN AS DEDHAM SQUARE-REQUIRES A MAJORITY VOTE

ARTICLE THIRTY-EIGHT: *By Petition of Carla M. Foley, et al.* To see if the Town will vote to amend Article 34, Section 3 of the Dedham Annual Town Meeting of 2013 to read as follows: For the purposes of this Act, Dedham Square shall be the geographical area in the Town of Dedham consisting of Bryant Street, Eastern Avenue, those portions of Washington Street from Bryant Street to Star Lane, Harris Street, and those portions of High Street from Maple Place to Harvard Street, or take any other action relative thereto.

VOTED: That it be indefinitely postponed.

By Majority Vote

Town Meeting Adjourned at 9:46pm

CHAPTER II - EDUCATION

DEDHAM PUBLIC SCHOOLS

New Appointments

As the year began, two new and veteran administrators joined the Dedham Public Schools. Elizabeth Huber-O'Connell was appointed to the position of Director of Special Education replacing Kathy Gaudreau. A committee of ten, including parents, special educators, principals, administrators and the Dedham School committee members, screened applicants and selected eight candidates to interview. This collaborative process yielded two finalists who participated in site visits to Dedham, meeting with principals and central office staff. Mrs. Huber-O'Connell came to Dedham after spending more than 30 years as a special educator in the Acton and Acton-Boxborough Public Schools. For the last ten years she has been the Director of Pupil Services overseeing special education services, English language learning and Counseling/Medical services for the 5600 student school district. Mrs. Huber-O'Connell has extensive experience in program development for students with special needs, and has an outstanding track record of working with faculty, students, and families to meet the needs of all learners.

Kristy Yankee has been appointed as Assistant Principal at Dedham High School. She was forwarded as a finalist after a high school screening committee culled through 60 applicants. After interviewing multiple candidates, the screening committee forwarded two finalists to the Principal McCarthy. Mr. McCarthy and DHS Math Department Chair Kristine Holloran then conducted site visits for these candidates. Most recently, Mrs. Yankee served as the Assessment Coordinator and Senior Program Director at Franklin High School (FHS). She has seven years of administrative experience working with these programs as well as the Freshman Transition Program at FHS. Prior to these duties, Mrs. Yankee was the K-12 Director of Foreign Languages in the Franklin Public Schools having spent the first six years of her career as a high school French teacher. She completed her leadership licensure programs at the Commonwealth Leadership Academy and the Leadership Licensure Program from the Massachusetts Secondary School Administrators Association (MSSAA).

Additional hiring took place for this school year. The Dedham Public School District aggressively recruited and filled more than 40 professional positions for teachers, speech and language educators and others. The use of the newly acquired TalentEd electronic on-line recruiting platform yielded over 1900 applicants to review. Many educators across the district devoted considerable time participating on hiring committees, sifting through numerous qualified applicants. In addition, the Superintendent personally interviewed each new hire. These newly hired educators participated in two full days of orientation at the Endicott Estate. The educators were paired with experienced mentors to guide their training and acclimation to the Dedham Public Schools.

C.A.P.D. and Professional Development

The work of the Curriculum, Assessment, and Professional Development Committee (C.A.P.D.) begun during the previous school year continued throughout the year. The mission of this committee is to better coordinate the Curriculum, Assessment, and Professional Development practices throughout the entire district. This structure and system is part of a 3-5 year effort to better align the main organizational functions with school and district goals and inform future budget decisions. This committee (C.A.P.D.) met regularly during the year in three distinct sub-

committees: Curriculum led by Mrs. Beth Sawyer, DPS Secondary English Department Chair; Assessment under the direction of Mrs. Kristine Holloran, DPS Secondary Math Department Chair; and Professional Development guided by Dr. Linda Kobierski, Secondary Science Department Chair.

Over the year, each sub-committee grew in membership, representing all schools and subject areas. These job-alike groups will carry over into next year and seek to enlist the support of additional educators across the district to plan for the 2016-17 Professional Development calendar and develop curriculum during multiple upcoming summer workshops. Among those workshops was a 2-day Chrome Camp at Dedham Middle School attended by over 60 DMS educators. The CAPD committee met six times with individual sub-committee meetings held in between.

A 2-day Chrome Camp professional development course took place at Dedham Middle School on Friday, June 26 and Saturday, June 27, 2015. This was conducted in conjunction with colleagues from the Curtis Middle School in Sudbury. Building upon this offering, the DMS 1:1 Chromebook and Blended Learning Initiative provided a Chromebook personal computer to every student entering Dedham Middle School in September. This initiative was funded through the support of the Dedham Finance Committee and Town Meeting. DMS teachers spent much of last spring piloting the use of these high-functioning devices, as they experimented with ways to integrate "blended learning" into the curriculum in all areas of the school. Additional training during the early part of the school year apprised educators of the enormous potential learning gains available from blended learning (integrating technology into daily lesson planning to help differentiate instruction for individual students).

This more personalized approach required re-thinking of the role of the classroom teacher. Research has shown that simply putting more computer devices into the hands of students in the classroom while continuing traditional teaching methods does not result in significant learning gains. The key to dramatic gains in learning and skill acquisition is intensive professional development and support for the evolution of classroom teaching so that personalized learning takes place during the school day and continues outside into all aspects of students' lives. The educators at Dedham Middle School are adopting these techniques and modifying the way the classroom functions to maximize the opportunities available through ubiquitous access to technology. It takes some time to build the confidence needed to shift in this direction, but the district commends the middle school staff for leading the way.

The Professional Development Sub-Committee continued to organize educator training to align with district initiatives. On November 3rd, more than 400 DPS educators experienced a professional development experience called an "EdCamp". These EdCamps, also known as "unconferences", demonstrate a new approach to the professional enrichment needs of educators. At the outset, all participants identified areas of professional curiosity and these domains were then organized so that like-minded discussions and sharing experiences were organically created on the day of the event. Individual members at the various sessions were empowered to provide input and share views for the benefit of all. Participants were both presenters and audience members simultaneously. This cutting-edge concept empowered educators to seek out and learn from colleagues in a genuine manner. This full day of professional development provided another example of how the Dedham Public Schools are investing in best practices in the education field.

All educators in the Dedham are encouraged to learn about best practices through attendance at local, regional, and national conferences. This year DPS sent more than 35 educators to the MassCUE (Computer Using Educators) conference. This annual gathering brings together the best minds in the education field to share their experiences with technology integration, and Dedham educators were prominently featured as presenters to the more than 1000 attendees. In addition, Technology Director Dr. Don Langenhorst and the Superintendent attended a three-day national blended learning conference held at North Carolina State University's Friday Institute for Educational Innovation. This national conference brought together educator teams from six different states to be trained on leading blended learning practices. They were part of a seven-person team from The Education Cooperative (TEC) that now offers this training to superintendents, principals, and school leaders within the collaborative.

ECEC Update

The planning for the Early Childhood Education Center Facility continued through the year. Of the three options under consideration, a new ECEC facility on the Dexter School site was agreed upon. On September 30, 2015, the Massachusetts School Building Authority (MSBA) voted to approve Dedham's project into the schematic design phase. Final MSBA approval is anticipated for March 2016 and, if approved, a vote at the spring 2016 Town Meeting in May was required to support the funding for the town's cost share. The current ECEC facility at the Capen School is an antiquated structure that significantly limits the educational experience for Dedham's youngest students. Recently, the town has seen an increase in the number of preschoolers with complicated special needs turning 3 years old. A new facility is needed that adequately meets the needs of this population as well as typically developing students.

The Dedham Public Schools persevered in their commitment to providing a free, full-day Kindergarten program for all students with the Dedham School Committee approving the second year of a three-year plan to reduce the fee for full-day K from last year's rate of \$3500 per year to \$1500 in 2016-17 and to zero at the end three years. Consequently, the capacity for the projected increase in classrooms required to provide the youngest learners with space for a full day of school is required. The projected new ECEC building at the Dexter School site meets all these needs, and allows the Dedham Public Schools to be a leader in early childhood education and a model for many years to come.

The town's share of funding for this project is slated to come from Dedham's Robin Reyes Fund, using local hotel and meals taxes to finance the building projects. This funding method for the ECEC does not require increasing taxes through an override or debt exclusion process. Expenditures from the Robin Reyes fund require a two-thirds favorable vote at Town Meeting and two-thirds of Town Meeting members voted to authorize this funding. The projected opening for the new ECEC is late winter 2019.

The construction of this new ECEC school building is a pivotal project for the Town. Since the current ECEC is located in the three-story Capen Building on Sprague Street, this structure is entirely inadequate for serving early childhood students. Discussion about a replacement has been on-going for more than five years, and progress to the final stage of the MSBA grant process has been a very long journey. The Dedham Public Schools are now at the front of the line and about to receive more than \$11 Million in state reimbursement for this project. More importantly, this new building will be a state-of-the-art facility that will appropriately serve the needs of the youngest learners in Dedham for at least the next fifty years. The effort to focus on and support early education has been growing dramatically around the country, and the Dedham

School Committee has been committed to providing full-day kindergarten programming for all students for free by the start of the 2018-19 school year. This project places Dedham at the leading edge of facilities that support early childhood education. This is the first time the MSBA has supported a project focused on this need. Many other school districts have expressed interest in learning how this facility will serve the town.

MA State Testing

State MCAS & PARCC testing scores were released in October by the Massachusetts Department of Elementary and Secondary Education (DESE). MCAS results for Dedham Public Schools students were mailed home to all families on Wednesday, October 7, 2015. Accountability ratings for all schools were released in November.

DPS educators and administrators reviewed trends in student performance and during the month of December a presentation was made to the Dedham School Committee including School Improvement Plan development. The Massachusetts Board of Education made a decision at its November 17, 2015 board meeting to use MCAS 2.0 as the testing vehicle in the years ahead. During the 2014-15 school year, about half of the school districts in Massachusetts had students take the PARCC (Partnership for the Assessment of Readiness for College and Careers) exam. Dedham students, however, took the MCAS exam last year. This has allowed for comparisons to past year performances and to better evaluate student growth.

New Supervision/Evaluation Model for Dedham Educators

On June 23, 2015, the Dedham Education Association voted to approve a new supervision/evaluation model for all Dedham educators. This new model provides far more observation contact time for educators and significantly increases the requirements for DPS administrators in terms of feedback and discussion about teaching and learning. Beginning this year, all educators and evaluators used an electronic evaluation management system called TeachPoint to provide better access to documented feedback. This system allowed teachers to provide evidence in the form of artifacts to demonstrate their growth. While the adoption of this new supervision process was an enormous increase in the workload for both educators and evaluators, this process generated a marked increase in reflection, dialogue, and feedback. More time was spent reflecting on the craft of teaching and discussing best practices. Ultimately, this culture of continuous improvement leads to gains in student learning.

Dedham Public Schools Aspiring Leaders Academy

On Tuesday, October 27, 2015, over 50 educators in the Dedham Public Schools converged on the MIT Endicott House to learn about distributed leadership and the importance of collective participation in high-functioning school districts. These educators formed the second yearly class participating in the Aspiring Leaders Academy. Last year, district principals and directors nominated potential leaders for this experience, and this year those educators were asked to nominate colleagues whom they believed would benefit from leadership training. The group gets together five times per year to hear from distinguished educational leaders at the regional, state, and national level. The first speaker this year was Heather Peske, Associate Commissioner for Educator Quality at the MA Department of Elementary and Secondary Education. The Aspiring Leaders Academy is a growth experience as the district works collectively and shares responsibility for the future direction of the Dedham Public Schools.

“Ask the Superintendent” On DVAC

The Superintendent has joined with Dedham Visionary Access Corporation (DVAC) to produce a

TV program, "Ask the Superintendent". This provides an opportunity for him to have a conversation and discuss on-going initiatives in the Dedham Public Schools. As a regular addition to the district's communication with the public, this program was made possible through collaboration with DVAC Executive Director Donna Greer and Producer/Director Brian Kerby. The second episode of "Ask the Superintendent" aired on local Dedham cable television. This most recent segment discussed the evolution of standardized testing (MCAS and PARCC), the FY17 Budget, on-going school department initiatives and recent requirements in Special Education and Early Childhood Education.

FY17 School Department Budget

The first draft of the FY17 School Department Budget was presented via public presentation to the Dedham School Committee on Wednesday, January 20, 2016. This draft budget represented the collective input from the district leadership team as programming and future needs were evaluated. Over the course of multiple meetings during December and January, the district prioritized its needs for meeting the requirements of all students. The blueprint of the district, the District 2020 -Five-Year Strategic Improvement Plan, was used to guide decisions. The Budget Sub-Committee of the School Committee had voted to favorably forward this prioritized budget to the entire Committee.

2016-17 School Calendar

At this same School Committee meeting, the 2016-17 school year calendar was formally approved. Issued earlier than in previous years, the calendar resulted from a series of discussions with teachers, principals, and the District Leadership Team and provided early information for families to plan their schedules well in advance.

The 2016-17 calendar included a third full professional day as approved in the FY16 Budget in order to provide additional training to faculty and staff. Five half-days for faculty/staff professional development remain. The timing and placement of these half-days were selected to maximize both the training benefits and the flow of classroom instruction while minimizing disruption to parents. Upon School Committee approval, the 2016-17 Calendar was posted on the main page of the district website.

DHS College Night for Dedham Juniors and Parents

The Guidance Department at Dedham High School hosted a College Information Session for Juniors and their parents in the cafeteria on Tuesday, February 2, 2016. The topic was the college application process. Guidance counselors presented information and answered the individual questions as posed by attendees. Topics included:

- Common Application/Supplements
- Other college applications
- Naviance tool
- SAT/ACT information and preparation

Parents in attendance received a free copy of Demystifying College Admissions: A Parent-to-Parent Guide to the Reality of the College Process by Terry Greene Clark. Search Process Updates The process has been initiated to select the next permanent principal at the Greenlodge Elementary School. An initial search committee of twelve members interviewed prospective candidates and narrowed the field to 3-5 finalists. The finalists each made a full day visit to Greenlodge and reference checks were completed. Mrs. Ashley Bodkins was selected as the new principal of the Greenlodge Elementary School to begin on July 1, 2016.

A second major search process took place at the district level to select the next Assistant Superintendent for Curriculum, Instruction, and Assessment. Dr. Cynthia Kelly, the current Assistant Superintendent retires on June 30, 2016, after 42 years in the Dedham Public Schools. There was substantial interest in this position. The search committee selected eleven candidates to interview. Five finalists were selected and each was invited to spend a full day in Dedham. Visits were conducted to the five finalists' districts to view each candidate's work and learn more about their skills and educational vision. The committee recognized the importance of this leadership position for the district. Dr. Ian Kelly was chosen to begin his appointment on July 1, 2016.

The ability to keep up with the many changes that regularly occur in recruiting and staffing the school department while maintaining the many mandated requirements around personnel training, licensure, and screening has been a significant district challenge. Mrs. Kathy O'Leary joined the school department on March 21, 2016, to provide vital Human Resource services. Mrs. O'Leary has worked in the human resources field for many years and now works collaboratively with Mrs. Amy Hicks, the Executive Assistant to the Superintendent, to provide quality support to all employees and serve as a liaison with Town Hall.

On-Line Student Registration Pilot

For several months, the school department explored ways to make the registration of new students more efficient and welcoming. Until now the enrollment and registration process was dispersed throughout the individual schools and was redundant, paper-driven, repetitive and frustrating, and in need of an upgrade.

While the majority of families (about 200 per year) have been required to enroll on site by physically travelling to the Early Childhood Center (ECEC), that facility has neither physical space nor designated staff to assist new families with this confusing process. After researching and reviewing different options, the district decided to partner with a company called Registration Gateway to automate the entire student registration process. This moves all of the data collection, forms, and information about school programming into an on-line format that will allow families to input repetitive information only once and automatically feed all the appropriate information into the other databases used in the schools. This greatly reduces/eliminates paper forms and prevents repeated trips to the ECEC for new families, while simultaneously distributing accurate data downstream. Although the launching of this gateway took a tremendous amount of up-front work to arrange, the benefits will be great. Full implementation is expected by the fall of 2016.

District ELA Audit

This year the entire district has focused on improvements to student achievement in English-Language Arts (ELA). Due to many changes in the district's curriculum revision efforts, leadership turnover in schools, and different approaches to classroom teaching techniques, the district has experienced a less than optimal collective approach to the very important foundation of student skills.

The assistance of an educational consulting firm called Teachers-21 was enlisted to conduct a pre-K through Grade 12 district audit of current ELA practices to better inform next steps. Teachers-21 agreed to conduct a comprehensive review of the district's current efforts over two months and provided a report of their findings with suggested recommendations at the end of the school year in June. As an educational organization that provides professional development, training, coaching and consulting for district and school leaders in the areas district planning,

content, leadership, culture, teaching and learning (pedagogy), Teachers-21 was an outstanding partner in this effort. They briefed the Curriculum Leadership Team on Wednesday, March 23, 2016, and their work in the schools followed directly.

Dedham Leading the Way In Blended and Digital Learning

On Tuesday, March 1, 2016, the Dedham Public Schools hosted the first of five day-long Digital and Blended Learning seminars at Dedham Middle School. There were over 50 superintendents and principals from surrounding districts in attendance to learn more about how to best leverage technology investments for integration into classroom experiences and improve student learning. This effort was supported by The Education Cooperative (TEC) and spearheaded by Dedham's Technology Director Dr. Don Langenhorst. The second seminar took place on May 2, 2016, with additional days scheduled for the summer and fall of 2016.

2015 HIGH SCHOOL GRADUATES

Abramchuk, Joanna
Amendola, James
Amos, Viktoria
Badessa, Joseph
Baez, Christopher
Banks, Ryan
Barzey, Jarred
Bautista, Oscar
Berardinelli, Russell
Berger, Lena
Beshay, Iten
Bradbury, Andrea
Brandon, Delaney
Camacho, Vanessa
Camillo, Victoria
Carlson, Landon
Carter, Laura
Castro, Brittany
Chaffee, Allison
Ciampa, Vanessa
Cochrane, Jessica
Condry, Gabrielle
Cooke, James
Corrado, Megan
Costa, Troy
Coughlin Jr., James
Coughlin, Mary
Curran, Madeline
D'Italia, Amanda
Dawkins, Ashley
DeAngelis, Eric
Dello Iacono, Sarah
Denekamp, Jeremy
Devine, JoAnn
DeVirgilio, Joseph
Di, Alvin
Doherty, Elizabeth
Donlan, Casey
Driscoll, Geneva

Dufort, Chrisline
Dwyer, Caitlin
Ellis, Frederick
Farah, George
Fitzgerald, Jake
Flis, Brendan
Flood, Allison
Flynn, Brendan
Fuentes, Miguel
Garay, Jonathan
Gemayel, Christopher
Girard, Samantha
Grandy IV, Malcolm
Greenwood, Brittany
Grinbergs, Kristiana
Groves, Jason
Guerrier, Anthony
Hache, Tyler
Hadayia, Christopher
Heilmann, Ryan
Hill, Abigail
Hill, Nikya
Jabouri, Safaa
Jameson, Derek
Jameson, Matthew
Jean-Louis, Unity
Kabat, Delaney
Kadlick, Michael
Kaduboski, Kate
Kana, Rachel
Kanclerowicz, Keri
Karagiannis, Alexander
Karagiannis, Christopher
Karam, Robin
Kim, Soowan
Kineavy, Brendan
Kineavy, Sean
King, Tracy
Kirby, Kasey
Klimis, Nikitas
Krauss, Branden

LaRosee, John
Lavrishin, Aleksey
Lawless, Jillian
Leahy, Patrick
Leahy, Paul
Leoncello, Jessica
Letsche, Danielle
Leva Jr, Joseph
Lindsay, Christian
Lipschitz, Liat
Loring, Taylor
Louissaint, Andy
Louissaint, Woodley
MacDonald, Nicole
MacNeil, Kyle
Maher, Andrew
Mahoney, Abigail
Makhlouta, Eli
Marchena, Brian
Maternowski, Mason
Matthews, Patrick
McColgan, Jillian
McFarland, Meghan
McMillan, Michaela
McShea, Anthony
Meaney, James
Mejia, Aleah
Melly, Patrick
Michel, Daisean
Millan, Joshua
Miralda, Keysha
Molano, Andres
Moore Jr, Eric
Morganelli, Michael
Mortali, Anna
Mudge, Bailey
Murphy, Shannon
Nolan, Ryan
Nwachukwu, Uchenna
O'Brien, Martin
Parr, Michael

Patel, Mandar
Pena, Rayvel
Perez, Alexandra
Perno, Henry
Phillips, Natalie
Pierre-Jean, Harrington
Powell, Raheem
Price II, Glenn
Pucci, Ronald
Putman, Nathan
Queiroz, Christopher
Rachmani, Kameel
Reissfelder, Josh
Repetto, Haley
Reyes-Moreno, Edling
Rivera, Jael
Rivera-Antonio, Karen
Romanish, Lauren
Ross, Matthew
Roy, Melodie
Rush, Emma
Safieddine, Hassan
Salazar, Nicolas
Sargent, Colin
Saud, Shah
Seibert, Chloe
Shakes, Yanna
Shaw, Abigail
Silver, Olivia
Simone, Meghan
Siokas, Ioannis
Slavin, Liam
Smith, Alexander
Spinello, Marissa
Springer, Benjamin
St. Cyr, Jacqueline
Stachowicz, Nyssa
Stapleton, Francis
Stearns, Robert
Stewart, Joseph
Straight-Rattet, Gabriel

Sullivan, Alison
Sullivan, Courtney
Tedeschi, Joseph
Vasquez, Joselena
Villard, Emmanuel
Vogt Jr., Robert
Wadman, Jennifer
Walker, Bradlee
Wong, Nicole
Wright, Michael
Wynn, Amanda

BLUE HILLS REGIONAL SCHOOL DISTRICT

DEDHAM TOWN REPORT ARTICLE ON BLUE HILLS REGIONAL

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

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

Mr. James P. Quaglia is the Superintendent-Director. Mr. Thomas R. Polito, Jr., 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 2014-2015 District School Committee:

AVON: Mr. Francis J. Fistori

BRAINTREE: Mr. Eric C. Erskine

CANTON: Mr. Aidan G. Maguire, Jr., Chairman (Elected Chairman effective July 1, 2014)

DEDHAM: Mr. Thomas R. Polito, Jr. (He was elected Secretary on June 16, 2015).

HOLBROOK: Mr. Robert A. McNeil

MILTON: Mr. Festus Joyce

NORWOOD: Mr. Kevin L. Connolly

RANDOLPH: Mrs. Marybeth Nearen (Elected Vice Chair on June 16, 2015)

WESTWOOD: Mr. Charles W. Flahive (Elected Chairman on June 16, 2015)

The District School Committee commemorated fifty years since its inception.

The John and Abigail Adams Scholarships, which are given to high school students in recognition of their outstanding MCAS scores, entitle the recipients to four years of free tuition at any University of Massachusetts campus or any participating state or community college in Massachusetts. Forty-seven members of the Class of 2015 received this prestigious honor, including Dedham students Kirstan-Lee Berardinelli, Gina De Bartolo, Brendan Finnegan, John Lionetto, and Matthew Suprilus.

On November 19, 2014, 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.

Senior Laney Motta of Dedham was honored by the Jewish War Veterans of the USA and the Ladies Auxiliary at Lombardo's in Randolph on Feb. 8, 2015 for putting into practice the highest standards and ideals of brotherhood.

Members of the Neponset Valley Sunrise Rotary Club had their annual Blue Hills breakfast

meeting on May 6, 2015 at the school's student-run restaurant, where they honored nine outstanding Blue Hills students with scholarships, career assistance 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. District School Committee member Thomas Polito of Dedham belongs to this Rotary Club, as does Blue Hills Co-Op Coordinator Kim Poliseno. All are grateful for the Club's generosity in recognizing the importance and value of vocational education.

At the Senior Scholarship and Awards Night on May 20, 2015, dozens of seniors received scholarships, trade awards and grants. Blue Hills presented \$80,000 worth of scholarships and trade awards to 92 students in front of 400 guests, according to Lead Guidance Counselor Sarah Titus. The school appreciates the support of all the alumni, individuals, families, and civic and municipal organizations who generously recognized these deserving young men and women.

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. One of the students who earned this recognition during the school year was Laney Motta of Dedham.

It was another truly stellar year in sports for Blue Hills Regional. The school takes great pride in all its student-athletes and coaches and congratulates them for their tremendous dedication and hard work. Blue Hills had nearly three dozen exceptional athletes named as All-Stars in the fall, winter and spring sports. Nick Doyle of Dedham was named an All-Star in golf. Coaches Brian Gearty and Nicole Flynn were named Mayflower League Coaches of the Year in golf and girls' track respectively. The school was honored to host two major sports events - the Mass. Vocational Track Meet and the Mayflower League Meet - in the spring of 2015. Blue Hills successfully participated in the Coaches vs Cancer fundraising effort with the American Cancer Society and the National Association of Basketball Coaches.

Commencement was held for the Class of 2015 on Wednesday, June 10, 2015. Principal Jill M. Rossetti was master of ceremonies. Principal Jill M. Rossetti was master of ceremonies. In her speech to the Class of 2015, she said, "You can do anything. All your options are open. We gave you the foundation, it's up to you to build something on it." In his own address, Supt. Quaglia said, "You came here and participated in the great tradition that is Blue Hills. You made a difference, you made each other happy." Twelve students from Dedham were among the 184 graduates: Kirstan-Lee Berardinelli, Michael Costigan, Gina DeBartolo, Nicholas Doyle, Brendan Finnegan, Jason Grant, Paige Hemmer, John Lionetto, Samantha Mellen, Laney Motta, Angela Pettiglio, and Matthew Suprilus.

As of October 1, 2014, total enrollment in the high school was 870 students. There were 79 students from Dedham.

The Practical Nursing Program (Postsecondary Programs Division) is a full-time program of study provided to adults on a tuition and fee basis. The Practical Nursing students are prepared upon graduation to take the NCLEX-PN (National Council Licensure Examination for Practical Nursing) through the State Board of Registration in Nursing. Thirty-three men and women graduated from the Practical Nursing program (Postsecondary Programs Division) at its 26th Annual Commencement held at Blue Hills on June 24, 2015.

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 and District School Committee Secretary
June 30, 2015

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	\$ 3,330,483,081
Commercial	661,372,619
Industrial	33,981,500
Personal Property	112,195,780
Motor Vehicle Bills	230,871,061

The office was recertified by the Department of Revenue for FY 2015. We are beginning to work toward our 3 year FY 2016 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 2015 in the amount of \$1,129,613.00. 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 06/01/2015 TO 06/30/2015

Non-Expendable Principal	Name	Expendable Beg Balance 5/31/2015	Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2015	Total Balance 6/30/2015	Interest Earned Fiscal YTD
Library Trust Funds										
2,000.00	Mary Denny Williston - Library	13,307.59			-4.55	34.19	-180.82	13,156.40	15,156.40	307.28
3,000.00	Charles Bullard - Library	20,402.94			-6.97	52.28	-276.45	20,171.80	23,171.80	469.80
1,000.00	James Foord - Library	3,240.15			-1.25	9.47	-50.09	3,198.27	4,198.27	85.12
1,000.00	George Hetton - Library	3,136.03			-1.23	9.24	-48.86	3,095.18	4,095.18	83.04
3,000.00	Katherine M. Lamson - Library	5,928.87			-2.65	19.95	-105.47	5,840.69	8,840.69	179.24
5,000.00	Edward Peneman - Library	17,982.10			-6.84	51.34	-271.47	17,755.13	22,755.13	461.35
155,734.00	Caroline B. Wade - Library	386,520.82			-161.45	1,211.29	-6,405.34	381,165.32	536,899.32	10,885.44
31,510.02	Danforth P. Wight - Library	30,683.55			-18.52	138.93	-734.66	30,069.30	61,579.32	1,248.52
	0.00 Sophia Wight - Library	2,173.04			-0.65	4.85	-25.67	2,151.57	2,151.57	43.62
	0.00 Lucille Fairfield - Library	193,871.67			-57.72	433.07	-2,290.09	191,956.93	191,956.93	3,891.87
202,244.02	Sub-Total - Library Trust Funds	677,246.76	0.00	0.00	-261.86	1,964.61	-10,388.92	668,560.59	870,804.61	17,655.28
Other Trust Funds										
508,524.98	Cemetery Perpetual Care	85,066.27			-176.73	1,325.96	-7,011.75	79,203.75	587,728.73	12,281.50
	0.00 Conservation Wetlands	78,081.11			-23.25	174.42	-922.33	77,309.95	77,309.95	1,567.43
	0.00 Municipal Building Fund	128,880.60			-38.37	287.89	-1,522.39	127,607.73	127,607.73	2,587.20
	0.00 Workman's Compensation	0.00			0.00	0.00	0.00	0.00	0.00	0.00
	0.00 Law Enforcement	43,555.69			-12.97	97.29	-514.50	43,125.51	43,125.51	751.55
	0.00 Publication Ancient Records	25.63			-0.01	0.06	-0.30	25.38	25.38	0.53
508,524.98	Sub-Total - Other Trust Funds	335,609.30	0.00	0.00	-251.33	1,885.62	-9,971.27	327,272.32	835,797.30	17,188.21
Commissioner's Trust Funds										
1,000.00	Calvin W. Capen	2,022.80			-0.90	6.75	-35.71	1,992.94	2,992.94	60.68
33,431.18	Elizabeth Fuller Capen	123,463.92			-46.71	350.47	-1,853.31	121,914.37	155,345.55	3,188.44
500.00	Frederick E. Clepp - Memorial	1,654.31			-0.64	4.81	-25.45	1,633.03	2,133.03	43.25
	0.00 J. Mucciaccio-Senior Center	14,169.70			-4.22	31.65	-167.38	14,029.75	14,029.75	284.46
80,000.00	Lucille Fairfield-Senior Center	113,868.48			-57.72	433.06	-2,290.06	111,953.76	191,953.76	3,891.78
	0.00 Emma E. Bestwick - Flower	135.10		-10.00	-0.04	0.30	-1.60	123.76	123.76	2.70
	0.00 Inez E. Bonemort - Flower	1,535.58		-10.00	-0.45	3.43	-18.14	1,510.41	1,510.41	30.91
	0.00 Frances G. F. Miller - Flower	300.13		-10.00	-0.09	0.67	-3.54	287.17	287.17	6.02
1,000.00	Corra M. Onion - Flower	215.55		-10.00	-0.35	2.71	-14.36	193.54	1,193.54	24.45
	0.00 Gertrude L. Morse - Flower	715.39		-10.00	-0.21	1.60	-8.45	698.33	698.33	14.41
	0.00 James Foord - Charity	9,647.18			-2.87	21.55	-113.96	9,551.90	9,551.90	193.66
	0.00 Andrew Galvin - Scholarship	3,638.84			-1.08	8.13	-42.98	3,602.91	3,602.91	73.05
2,045.57	Judge Andrew Geishecker - Endkott Estate	204.55			-0.67	5.03	-26.58	182.33	2,227.90	45.17
1,000.00	Hugh H. & Elizabeth McQuillen	12,093.87			-3.90	29.25	-154.67	11,964.55	12,964.55	266.74

TOWN OF DEDHAM
FOR PERIOD OF 06/01/2015 TO 06/30/2015

Non-Expendable Principal	Name	Expendable Beg Balance 5/31/2015	Additions	Withdrawals	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2015	Total Balance 6/30/2015	Interest Earned Fiscal YTD
42,247.57	Frederick J. Munster - Scholarship	2,316.85			-13.27	99.55	-526.41	1,876.72	44,124.29	916.86
22,959.99	Riverdale Cong. Church - Scholarship	32.19			-6.85	51.36	-271.59	-194.89	22,765.10	472.67
30,279.00	H. Shuttleworth - Charity	156,210.82			-55.53	416.58	-2,202.90	154,368.97	184,647.97	3,816.43
1,971.83	H. Holton Wood - Scholarship	2,221.06			-1.25	9.37	-49.53	2,179.55	4,151.48	84.15
0.00	Washington Painting Trust	5,214.38			-1.55	11.65	-61.59	5,162.89	5,162.89	104.68
	Harold & Leila Rosen Scholarship	0.00	7,806.77		0.00	0.00	0.00	7,806.77	7,806.77	6,064.42
	Robyn M Nelson Scholarship	0.00	47,482.63		0.00	0.00	0.00	47,482.63	47,482.63	5,467.24
	James G Police Scholarship	0.00	17,881.12		0.00	0.00	0.00	17,881.12	17,881.12	23,564.25
	John & Kathleen Lennan Scholarship	0.00	200,631.62		0.00	0.00	0.00	200,631.62	200,631.62	0.00
	Lois Watson Horrigan Scholarship	0.00	3,452.12		0.00	0.00	0.00	3,452.12	3,452.12	54,557.51
	Nicholas Stivaletta Jr Scholarship	0.00	18,132.35		0.00	0.00	0.00	18,132.35	18,132.35	0.00
	John H Gaishecker Scholarship	0.00	7,580.52		0.00	0.00	0.00	7,580.52	7,580.52	1,380.94
	Anthony Araby Memorial Scholarship	0.00	17,286.39		0.00	0.00	0.00	17,286.39	17,286.39	0.00
	Thomas E Child Memorial Scholarship	0.00	13.11		0.00	0.00	0.00	13.11	13.11	55,938.45
0.00	Anne Corcoran Scholarship	342,293.82			-101.91	764.62	-4,043.32	338,913.21	338,913.21	6,829.04
0.00	Donald Corcoran Scholarship	308,495.56			-91.85	689.12	-3,644.08	305,448.75	305,448.75	6,156.36
216,435.14	Sub Total - Commissioner's Trust Funds	1,100,450.08	320,266.63	-50.00	-392.08	2,941.66	-15,555.61	1,407,660.68	1,624,095.82	173,478.72
927,204.14	Sub Total	2,113,306.14	320,266.63	-50.00	-905.27	6,791.89	-35,915.80	2,403,493.59	3,330,697.73	208,322.21
56,000.00	Bullock Family - Scholarship	21,943.20	0.00	0.00	-10.66	204.65	-1,315.04	20,822.15	76,822.15	1,585.59
983,204.14	Total	2,135,249.34	320,266.63	-50.00	-915.93	6,996.54	-37,230.84	2,424,315.74	3,407,519.88	209,907.80
Non-Expendable Principal	June FY15 (6/1/15-6/30/15)	Expendable Beg Balance 5/31/2015	Additions	Expenses	Fees	Interest Received	Market Value Change	Expendable Balance 6/30/2015	Total Balance 6/30/2015	Interest Earned Fiscal YTD
0.00	HRA Trust (Health Reimbursement Account)	438,617.51		(650.00)	N/A	3.60	N/A	437,971.11	437,971.11	45.08
0.00	Stabilization	5,465,490.37					(50,795.37)	5,414,695.00	5,414,695.00	
0.00	Mitigation Stabilization	138,970.08					(35.03)	138,935.05	138,935.05	
0.00	Robin Reyes Major Capital Stabilization	5,456,522.29					(12,179.59)	5,444,342.70	5,444,342.70	
FY15 Summary (7/1/14-6/30/15)		FY 2015 Beginning Contributions	FY 2015 Begin Unrealiz Gain/Loss	FY 2015 Beginning Market Value	FY 2015 Transfers	FY 2015 Change in Market Value	FY 2015 Ending Contributions	FY 2015 Ending Unrealiz Gain/Loss	FY 2015 Ending Market Value	FY 2015
OPEB (Other Post Employment Benefits)		4,770,787.56	1,106,199.06	5,876,986.62	3,374,000.00	155,344.40	8,144,787.56	1,261,543.46	9,406,331.02	

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 2015, the annual rate of return on the systems’ assets, net of expenses, was -1.19%.

Board of Retirement consists of:

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

The 2015 Annual Statements are as follows:

Statement of Fiduciary Net Position	
As of December 31, 2015	
Assets	
Cash - Operating	\$ 41,509
Cash - PRIT	115,130
Cash and cash equivalents	156,639
PRIT Fund Investments at fair value	109,190,247
Accounts Receivable	71,125
Total assets	109,418,011
Liabilities	
Accounts Payable	5,553
Net position restricted for pensions	\$ 109,412,458

Statement of Changes in Fiduciary Net Position
For the Year Ended December 31, 2015

Additions

Contributions:

Employers	\$ 4,725,074
Employees	2,480,961
Reimbursements from other systems	163,889
Comm. of Mass - COLAs	137,555
Federal Grants	<u>3,755</u>
Total contributions	<u>7,511,234</u>

Investment income:

Interest and dividends	2,901,503
Realized Gains/(Losses), net	3,997,816
Unrealized Gains/(Losses), net	(5,624,347)
Less management and related fees	<u>(569,903)</u>
Total net investment income	<u>705,069</u>

Deductions

Benefit payments to plan members and beneficiaries	8,802,217
Refunds of contributions and transfers to other systems	289,364
Administrative and other expenses	221,292
Reimbursements to other systems	<u>212,594</u>
Total deductions	<u>9,525,467</u>

Net decrease in net position (1,309,164)

Net position restricted for pensions:

Beginning of period	<u>110,721,622</u>
End of period	\$ <u>109,412,458</u>

MEMBERSHIP @ December 31, 2015

	<u>ACTIVE</u>	<u>RETIRED</u>	<u>INACTIVE</u>
GROUP #1	325	209	119
GROUP #2 & 4	121	117	3

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:

GENERAL FUND								
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE - BUDGET AND ACTUAL								
YEAR ENDED JUNE 30, 2014								
	Budgeted Amounts					Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget				
REVENUES:								
Real estate and personal property taxes, net of tax refunds.....	\$ -	\$ 77,360,772	\$ 77,360,772	\$ 77,598,249	\$ 79,128,302	\$ -	\$ 1,530,053	
Tax liens.....	-	-	-	-	200,981	-	200,981	
Motor vehicle and other excises.....	-	2,000,000	2,000,000	2,000,000	3,429,094	-	1,429,094	
Meals tax.....	-	-	-	-	828,669	-	828,669	
Hotel/motel taxes.....	-	600,000	600,000	600,000	1,187,574	-	587,574	
Licenses and permits.....	-	750,000	750,000	750,000	859,374	-	109,374	
Penalties and interest on taxes.....	-	300,000	300,000	300,000	585,132	-	285,132	
Payment in lieu of taxes.....	-	20,000	20,000	20,000	27,780	-	7,780	
Fines and forfeitures.....	-	130,000	130,000	130,000	180,097	-	50,097	
Intergovernmental.....	-	7,218,442	7,218,442	7,218,442	7,078,588	-	(139,854)	
Departmental and other revenue.....	-	550,000	550,000	550,000	1,175,651	-	625,651	
Investment income.....	-	150,000	150,000	150,000	209,277	-	59,277	
TOTAL REVENUES.....	-	89,079,214	89,079,214	89,316,691	94,890,519	-	5,573,828	
EXPENDITURES:								
Current:								
General Government								
Selectmen/Town Manager:								
Personnel services.....	-	359,378	359,378	366,690	362,530	-	4,160	
Purchase of services.....	-	55,345	55,345	45,345	32,408	1,617	11,320	
Supplies.....	-	600	600	600	666	-	34	
Other charges/ expenditures.....	-	27,106	27,106	24,606	24,271	-	335	
Bus service contract.....	-	29,485	29,485	99,485	22,083	-	77,402	
Town audit.....	-	75,000	75,000	75,000	51,934	-	23,066	
SNARC assessment.....	-	5,750	5,750	5,750	5,750	-	-	
Liability and property insurance.....	-	742,761	742,761	712,761	710,979	-	1,782	
Information technology.....	28,000	-	28,000	125,000	-	125,000	-	
Articles.....	92,232	155,000	247,232	269,232	108,659	160,573	-	
Total.....	118,232	1,450,425	1,568,657	1,724,469	1,319,180	287,190	118,099	
Finance Committee:								
Purchase of services.....	-	4,500	4,500	6,935	6,935	-	-	
Supplies.....	-	150	150	150	130	-	20	
Other charges and expenses.....	-	673	673	673	363	-	310	
Reserve funds.....	-	436,953	436,953	139,213	-	-	139,213	
Total.....	-	442,276	442,276	146,971	7,428	-	139,543	
Department of Finance:								
Personnel services.....	-	957,223	957,223	947,254	918,172	-	29,082	
Purchase of services.....	-	489,410	489,410	518,410	479,676	9,000	29,734	
Supplies.....	-	31,900	31,900	31,900	28,090	-	3,810	
Other charges and expenses.....	-	17,630	17,630	19,376	18,206	-	1,170	
Articles.....	326,778	135,554	462,332	481,527	109,206	372,321	-	
Total.....	326,778	1,031,717	1,958,495	1,998,407	1,553,300	381,321	63,790	
Central Purchasing:								
Purchase of services.....	-	14,500	14,500	14,500	13,237	-	1,263	
Postage.....	-	107,394	107,394	107,394	56,600	-	50,794	
Overtime and sick leave.....	-	73,970	73,970	48,970	47,585	-	1,385	
Supplies.....	-	20,033	20,033	32,533	31,458	-	1,075	
Non-capital equipment.....	-	100,000	100,000	25,000	24,854	-	146	
Total.....	-	315,897	315,897	228,397	173,734	-	54,663	
Assessors:								
Personnel services.....	-	310,893	310,893	328,879	328,879	-	-	
Substitutes.....	-	4,986	4,986	-	-	-	-	
Purchase of services.....	-	1,400	1,400	1,400	-	-	1,400	
Other charges and expenses.....	-	10,198	10,198	10,198	7,713	-	2,485	
Articles.....	54,936	125,000	179,936	179,936	80,638	99,298	-	
Total.....	54,936	452,477	507,413	520,413	417,230	99,298	3,895	

(continued)

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

YEAR ENDED JUNE 30, 2014

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Human Resources:							
Personnel services.....	-	142,752	142,752	134,884	134,695	-	189
Purchase of services.....	-	12,350	12,350	12,350	5,860	4,000	2,490
Other charges and expenses.....	-	1,810	1,810	1,810	827	-	983
Total.....	-	156,912	156,912	149,044	141,382	4,000	3,662
Legal Services:							
Purchase of services.....	-	190,000	190,000	290,000	278,421	-	11,579
Litigation/ damages.....	-	30,000	30,000	15,000	1,000	8,448	5,552
Articles.....	14,485	-	14,485	14,485	-	14,485	-
Total.....	14,485	220,000	234,485	319,485	279,421	22,933	17,131
Town Clerk/ Elections/ Registrars:							
Personnel services.....	-	228,054	228,054	236,431	233,997	-	2,434
Purchase of services.....	-	35,888	35,888	38,988	36,349	-	2,639
Supplies.....	-	750	750	750	747	-	3
Other charges and expenses.....	-	1,445	1,445	1,445	1,253	-	192
Articles.....	3,281	-	3,281	-	-	-	-
Total.....	3,281	266,137	269,418	277,614	272,346	-	5,268
Economic Development:							
Personnel services.....	-	76,854	76,854	79,874	79,873	-	1
Purchase of services.....	-	300	300	300	-	-	300
Other charges and expenses.....	-	8,700	8,700	8,700	7,834	-	866
Articles.....	90,988	-	90,988	90,988	20,225	70,763	-
Total.....	90,988	85,854	176,842	179,862	107,932	70,763	1,167
Planning Board:							
Personnel services.....	-	125,511	125,511	130,967	130,966	-	1
Purchase of services.....	-	11,000	11,000	11,000	9,747	-	1,253
Other charges and expenses.....	-	1,277	1,277	1,277	270	-	1,007
Articles.....	-	10,000	10,000	10,000	10,000	-	-
Total.....	-	147,788	147,788	153,244	150,983	-	2,261
Central Administration Building:							
Articles.....	47,531	-	47,531	-	-	-	-
Building Planning and Construction Committee:							
Purchase of services.....	-	20,000	20,000	26,860	17,399	361	9,100
Facilities Maintenance and Operations:							
Personnel services.....	-	215,489	215,489	222,176	195,852	-	26,324
Substitutes.....	-	31,648	31,648	31,648	14,974	-	16,674
Centralized electric & heating.....	-	742,902	742,902	658,902	350,561	8,370	299,971
Central telephone.....	-	127,200	127,200	133,700	130,255	-	3,445
Purchase of services.....	-	354,490	354,490	335,090	301,258	-	34,432
Supplies.....	-	81,345	81,345	73,845	49,299	-	24,546
Other charges and expenses.....	-	2,100	2,100	2,100	1,137	-	963
Articles.....	-	-	-	26,030	-	26,030	-
Total.....	-	1,555,174	1,555,174	1,484,091	1,043,336	34,400	406,355
Conservation Commission:							
Personnel services.....	-	46,648	46,648	48,430	48,430	-	-
Purchase of services.....	-	31,133	31,133	30,878	19,607	-	11,271
Other charges and expenses.....	-	2,016	2,016	2,271	2,270	-	1
Total.....	-	79,797	79,797	81,579	70,307	-	11,272
Environmental:							
Personnel services.....	-	78,534	78,534	81,711	81,711	-	-
Purchase of services.....	-	11,460	11,460	11,460	6,500	-	4,960
Other charges and expenses.....	-	1,777	1,777	1,777	949	-	828
Articles.....	20,277	10,000	30,277	21,477	5,925	15,552	-
Total.....	20,277	101,771	122,048	116,425	95,085	15,552	5,788
Total General Government.....	676,508	6,926,225	7,602,733	7,406,921	5,649,113	915,818	841,990

(continued)

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

YEAR ENDED JUNE 30, 2014

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Public Safety:							
Police Department							
Personnel services.....	-	4,586,710	4,586,710	4,729,518	4,533,663	-	195,855
Overtime and substitutes.....	-	564,623	564,623	579,665	543,611	-	36,054
Purchase of services.....	-	80,583	80,583	80,583	70,151	-	10,432
Supplies.....	-	224,238	224,238	238,238	224,537	5,074	8,627
Other charges and expenses.....	-	28,837	28,837	28,837	24,471	-	4,366
Articles.....	5,440	-	5,440	5,440	-	5,440	-
Total.....	5,440	5,496,991	5,502,431	5,662,261	5,396,433	10,514	255,334
Fire Department							
Personnel services.....	-	4,167,111	4,167,111	4,252,804	4,165,058	-	87,746
Overtime and substitutes.....	-	355,186	355,186	607,686	695,650	-	2,036
Purchase of services.....	-	52,720	52,720	56,194	56,109	-	85
Supplies.....	-	101,235	101,235	101,235	91,322	-	9,913
Other charges and expenses.....	-	7,060	7,060	7,060	6,706	-	354
Articles.....	31	-	31	31	-	31	-
Total.....	31	4,683,312	4,683,343	5,115,010	5,014,845	31	100,134
Central Dispatch Center:							
Personnel services.....	-	463,935	463,935	485,631	485,631	-	-
Overtime and substitutes.....	-	68,537	68,537	68,537	68,537	-	-
Purchase of services.....	-	22,600	22,600	19,100	18,906	-	194
Supplies.....	-	4,500	4,500	4,500	4,173	-	327
Other charges and expenses.....	-	75	75	75	-	-	75
Total.....	-	559,647	559,647	577,843	577,247	-	596
Building Department:							
Personnel services.....	-	373,608	373,608	400,017	400,017	-	-
Overtime and substitutes.....	-	3,100	3,100	8,400	7,022	-	1,378
Supplies.....	-	1,600	1,600	1,600	1,152	-	448
Other charges and expenses.....	-	24,410	24,410	24,410	24,357	-	53
Total.....	-	402,718	402,718	434,427	432,548	-	1,879
Sealer of Weights and Measures:							
Personnel services.....	-	10,000	10,000	14,000	14,000	-	-
Civil Preparedness Agency:							
Personnel services.....	-	1,395	1,395	1,395	1,215	-	180
Supplies.....	-	2,760	2,760	2,760	2,144	-	616
Other charges and expenses.....	-	200	200	200	-	-	200
Total.....	-	4,355	4,355	4,355	3,359	-	996
Total Public Safety.....	5,471	11,157,023	11,162,494	11,807,916	11,438,432	10,545	358,939
Education:							
Dedham Public Schools:							
School operations.....	661,596	35,926,525	36,588,121	36,556,920	35,508,059	280,948	767,913
Articles.....	60,980	-	60,980	60,980	54,880	-	6,100
Total.....	722,576	35,926,525	36,649,101	36,617,900	35,562,939	280,948	774,013
Blue Hills Regional School:							
Assessment.....	-	973,390	973,390	973,390	973,390	-	-
Norfolk County Agricultural High School:							
Assessment.....	-	68,000	68,000	53,486	53,444	-	42
Total Education.....	722,576	36,967,915	37,690,491	37,644,776	36,589,773	280,948	774,055
Public Works:							
Public Works Operations:							
Personnel Services.....	-	1,500,880	1,500,880	1,564,195	1,532,783	-	31,412
Overtime.....	-	160,000	160,000	160,000	145,010	-	14,990
Purchase of services.....	-	695,000	695,000	720,000	700,738	-	19,262
Supplies.....	-	344,351	344,351	344,351	281,227	-	63,124
Other charges and expenses.....	-	3,500	3,500	3,500	3,133	-	367
Total.....	-	2,703,731	2,703,731	2,792,046	2,662,891	-	129,155

(continued)

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

YEAR ENDED JUNE 30, 2014

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Snow and Ice Control:							
Snow and ice removal.....	-	600,000	600,000	1,300,500	1,284,874	-	15,626
Infrastructure Engineering:							
Personnel services.....	-	411,186	411,186	420,753	418,382	-	2,371
Purchase of services.....	-	77,087	77,087	77,087	71,052	1,744	4,291
Supplies.....	-	25,860	25,860	25,860	8,023	-	17,837
Other charges/ expenditures.....	-	6,110	6,110	6,110	3,136	-	2,974
Articles.....	-	75,000	75,000	75,000	7,848	67,152	-
Total.....	-	595,243	595,243	604,810	508,441	68,896	27,473
Rubbish and Recycling:							
Contracts.....	-	2,209,454	2,209,454	2,134,454	2,075,988	-	58,466
Supplies.....	-	15,778	15,778	15,778	14,773	-	1,005
Total.....	-	2,225,232	2,225,232	2,150,232	2,090,761	-	59,471
Street Lighting:							
Streetlights.....	-	275,000	275,000	225,000	203,810	-	21,190
Street Lighting capital.....	-	-	-	100,000	-	97,965	2,035
Total.....	-	275,000	275,000	325,000	203,810	97,965	23,225
Total Public Works.....	-	6,399,206	6,399,206	7,172,588	6,750,777	166,861	254,950
Community Services:							
Board of Health:							
Personnel services.....	-	218,597	218,597	232,991	232,991	-	-
Purchase of services.....	-	3,600	3,600	3,100	2,273	-	827
Supplies.....	-	1,690	1,690	1,690	409	-	1,281
Other charges and expenses.....	-	13,125	13,125	11,875	11,027	-	848
Hazardous waste collection.....	-	9,043	9,043	9,043	8,829	-	214
Articles.....	7,326	-	7,326	7,326	-	7,326	-
Total.....	7,326	246,055	253,381	266,025	255,529	7,326	3,170
Council of Aging:							
Personnel services.....	-	207,655	207,655	214,384	214,384	-	-
Purchases of services.....	-	1,865	1,865	1,865	1,854	-	11
Supplies.....	-	10,198	10,198	7,048	6,950	-	98
Other charges and expenses.....	-	1,217	1,217	367	40	-	327
Articles.....	50,000	-	50,000	-	-	-	-
Total.....	50,000	220,935	270,935	223,664	223,228	-	436
Youth Commission:							
Personnel services.....	-	240,488	240,488	248,409	248,409	-	-
Purchase of services.....	-	2,975	2,975	2,975	2,517	-	458
Supplies.....	-	1,221	1,221	1,221	756	-	465
Other charges and expenses.....	-	6,660	6,660	6,660	6,660	-	-
Total.....	-	251,344	251,344	259,265	258,342	-	923
Veteran's Services:							
Personnel services.....	-	96,530	96,530	98,891	94,064	-	4,827
Memorial Day program.....	-	5,350	5,350	4,810	4,809	-	1
Purchase of services.....	-	5,000	5,000	5,000	1,555	-	3,445
Supplies.....	-	300	300	229	229	-	-
Other charges and expenses.....	-	2,183	2,183	2,794	2,744	-	50
Veteran's benefits.....	-	80,000	80,000	87,300	87,241	-	59
Total.....	-	189,372	189,372	199,024	190,642	-	8,382
Public Libraries:							
Personnel services.....	-	783,352	783,352	806,540	776,568	-	29,972
Overtime and substitutes.....	-	11,000	11,000	11,000	10,093	-	907
Books, periodicals, and bindings.....	-	156,905	156,905	156,905	156,898	-	7
Purchase of services.....	-	66,569	66,569	66,569	66,438	-	131
Supplies.....	-	16,865	16,865	16,865	16,865	-	-
Other charges and expenses.....	-	11,100	11,100	11,100	11,004	-	96
Articles.....	18,700	-	18,700	18,700	-	18,700	-
Total.....	18,700	1,045,791	1,064,491	1,087,679	1,037,866	18,700	31,113

(continued)

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

YEAR ENDED JUNE 30, 2014

	Budgeted Amounts				Actual	Amounts Carried Forward To Next Year	Variance to Final Budget
	Amounts Carried Forward From Prior Year	Current Year Initial Budget	Original Budget	Final Budget			
Recreation Department:							
Personnel services.....	-	510,254	510,254	526,396	526,396	-	-
Overtime and substitutes.....	-	9,496	9,496	9,496	7,728	-	1,768
Purchase of services.....	-	35,500	35,500	35,500	35,101	-	399
Supplies.....	-	97,288	97,288	97,288	97,192	-	96
Other charges and expenses.....	-	4,870	4,870	4,870	4,500	-	370
Articles.....	-	49,000	49,000	49,000	49,000	-	-
Total.....	-	706,408	706,408	722,550	719,917	-	2,633
Endicott Estate Commission:							
Personnel services.....	-	96,307	96,307	99,646	99,645	-	1
Purchase of services.....	-	11,380	11,380	11,380	10,007	-	1,373
Supplies.....	-	3,465	3,465	3,465	2,873	-	592
Other charges and expenses.....	-	1,694	1,694	1,694	730	-	964
Total.....	-	112,846	112,846	116,185	113,255	-	2,930
Civic Pride:							
Other charges and expenses.....	-	10,000	10,000	10,000	10,000	-	-
Cultural Council:							
Community grants.....	-	6,300	6,300	6,300	6,300	-	-
Total Community Services.....	76,026	2,789,051	2,865,077	2,890,692	2,815,079	26,026	49,587
State and County Assessments.....	-	2,419,189	2,419,189	2,419,189	2,396,658	-	22,531
Debt Service:							
Principal.....	-	6,159,728	6,159,728	6,482,759	6,159,729	-	323,030
Interest.....	-	2,407,995	2,407,995	1,809,964	1,757,820	-	52,144
Total.....	-	8,567,723	8,567,723	8,292,723	7,917,549	-	375,174
Employee Benefits:							
Contributory pension.....	-	3,951,350	3,951,350	3,951,350	3,928,166	-	23,184
Non-contributory pension.....	-	15,000	15,000	16,015	12,246	-	3,769
Unemployment payments.....	-	75,000	75,000	10,000	8,911	-	1,089
Insurance and Hospitalization.....	-	9,916,380	9,916,380	9,915,365	9,700,270	-	215,095
Medicare tax.....	-	650,000	650,000	630,000	624,832	-	5,168
Reserve for Salary Increases.....	-	497,801	497,801	-	-	-	-
Total.....	-	15,105,531	15,105,531	14,522,730	14,274,425	-	248,305
TOTAL EXPENDITURES.....	1,480,581	90,331,863	91,812,444	92,157,535	87,831,806	1,400,198	2,925,531
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENDITURES.....	(1,480,581)	(1,252,849)	(2,733,230)	(2,840,844)	7,058,713	(1,400,198)	2,648,297
OTHER FINANCING SOURCES (USES):							
Transfers in.....	-	1,397,324	1,397,324	1,418,324	1,418,324	-	-
Transfers out.....	-	(1,498,440)	(1,498,440)	(2,164,494)	(2,211,448)	-	(46,954)
TOTAL OTHER FINANCING SOURCES (USES).....	-	(101,116)	(101,116)	(746,170)	(793,124)	-	(46,954)
NET CHANGE IN FUND BALANCE.....	(1,480,581)	(1,353,765)	(2,834,346)	(3,587,014)	6,265,589	(1,400,198)	2,601,343
BUDGETARY FUND BALANCE, Beginning of year.....	-	13,173,957	13,173,957	13,173,957	13,173,957	-	-
BUDGETARY FUND BALANCE, End of year.....	\$(1,480,581)	\$ 11,820,192	\$ 10,339,611	\$ 9,586,943	\$ 19,439,546	\$(1,400,198)	\$ 2,601,343

(concluded)

See notes to required supplementary information.

REPORT OF THE FINANCE COMMITTEE

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

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

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

CHAPTER IV – GENERAL GOVERNMENT

REPORT OF THE BY-LAW REVIEW COMMITTEE

The Committee studied all non-zoning by-laws proposed for the November 2014 Special and May 2015 Annual Town Meetings and made recommendations on each. The Committee's recommendations were accepted by The Finance Committee, voted by Town Meeting Members, and approved by the Attorney General's Office.

CIVIC PRIDE COMMITTEE

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

The Dedham Civic Pride Committee consisted of: Henry Gough (Chairperson, term exp. 2016); Martha Wilson (recording secretary; term exp. 2016); Lauren Grant (treasurer, term exp. 2016), general committee members: Amy Black, William Call, Samantha Cattaneo, Tony Freitas, Louis Giunta, Jimmy Hawkins, Maryanne Hawkins, Anne Heller, Sue Hicks, Fordie Madeira, Kathy St. Cyr, Edith Stevens,

Along with Dedham Civic Pride's standard programs – Sponsor-A-Spot, Blooms, Banners and Benches, Civic Pride, working with the Town's Facility Department, installed two beautiful planters at the Middle School entrance that will be maintained and planted with seasonal flowers for all to enjoy.

Town Wide Clean Up Day found committee members and community volunteers picking up trash along Rustcraft Road.

In the fall, members of the Dedham Boys' Soccer Team joined Dedham Civic Pride to plant over 300 daffodil bulbs at the Dedham Crossing Parking Lot area. When the Housing Authority installed new signs at their family and senior complexes, Dedham Civic Pride place seasonal mums for their unveiling and will design and plant the gardens around the signs in the spring. The newly planted gardens will be maintained by the residents.

Our goals in 2016 is to increase community awareness of the Dedham Civic Pride programs and to increase business and organization participation in the Sponsor-A-Spot and Blooms programs.

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 2015 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 2015 the COD engaged in the following specific activities.

- Invite Director of Parks and Recreation Department to COD meeting to improve communication and knowledge regarding accessibility issues.
- Invite Representative McMurtry to COD meeting to improve communication and knowledge at state-wide, legislative level regarding accessibility issues.
- Site survey at the Italian American Club found no handicapped parking, no handicapped ramp, no elevator and no lift; a variance is requested because the existing parking plan utilizes the street to comply with the backing distance for each spot.
- The COD is asked to intervene to prompt agreement between Italian-American Club and Dedham Planning Board on design issues relating to new entrance. John Tocci and Paul McMurtry engage in meeting with Planning Board and Club representatives – Agreement reached, construction of new handicap accessible entrance completed in 2016.
- Met with the architect, examined blueprints and conducted a site survey to study requests for variances at the proposed Dedham Municipal Campus Project; COD approved a variance related to the vestibule at the main entrance on the condition that stand-alone push-button activated power doors are installed and that transparent panels replace opaque panels in the inner doorways to allow people leaving the building to see people in the vestibule and avoid opening the doors into them; COD approved the variance related to the main staircase if the wall-mounted handrails extend the full length of the staircases.
- At COD prompting, safe access to the front of the High School has been achieved by eliminating the front step.
- 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. The COD voted to increase the number of scholarship awards in 2016 to three – two scholarships for seniors at Dedham High School and one scholarship for a Dedham resident who is a senior at another high school.

As of June 30, 2014 the COD maintained \$37,310.61 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 (2018), Laura Bugay (2015), Brian McGrath (2015), Andrew Tittler (2016), Kristine Langdon (2016), Joseph Smith (2018), and Joseph M. Hickey (2018).

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 2015, the Conservation Commission held 24 meetings and reviewed 18 Notices of Intent, and 12 Notice of Intent Amendments. The Commission also issued 20 Stormwater Management Permits.

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

Major Stormwater and Wetlands Permitting Projects in 2015

1056 East Street – *Notice of Intent from Supreme Development for a 3 lot residential subdivision, including a roadway, utilities, grading, stormwater management and the construction of three new dwellings within 100' of a Bordering Vegetated Wetland. (DEP # 141- 0469).* The Commission approved the subdivision including filling of an on-site pond, which was determined initially to be non-jurisdictional under the Wetlands Protection Act. Onsite work later revealed that the pond was present as a result of a leak in an underlying town storm drain, which the applicant proposed to repair. A revised Notice of Intent was submitted for an additional 2 building lots that could be constructed once the pipe was repaired.

100 (now known as 180) Rustcraft Road - *Notice of Intent from The Davis Companies for a partial building renovation with parking lot and drainage improvements (DEP # 141-0470).* The Commission issued an Order of Conditions for this commercial building project that incorporated several Limited Impact Development components, such as directing stormwater runoff from the parking area to first enter landscape beds prior to discharging to the adjacent wetlands.

36 Saw Mill Lane- *Notice of Intent from Legacy Donuts, Inc. for the redevelopment of 36 Saw Mill Lane including the renovation of an existing building and the reconfiguration of the parking lot for a drive-up window lane. (DEP# 141-0471).* The Commission issued an Order of Conditions allowing the conversion of Rick's Pub to a Dunkin Donuts with stormwater improvements including new off-line catch basins and a rain garden.

25 Boathouse Lane- *Notice of Intent for the construction of a single family dwelling including onsite septic system with work proposed within the 200' riverfront area and the 100 year flood plain of the Charles River (DEP# 141- 0477).* The Commission issued an Order of Conditions for the development of this parcel situated on the Charles River, with extensive invasive species removal, post-construction landscaping, and restoration of a historic boat house.

150 Eastern Avenue/Gonzales Field - *Notice of Intent from Algonquin Gas Transmission, LLC for the construction of a new natural gas pipeline in Dedham with work proposed within 200 feet of a riverfront area. (DEP# 141-0479)* After extensive discussion, the Commission issued an Order of Conditions to Algonquin Gas Transmission for the installation of a pipeline adjacent to Providence Highway after concerns were addressed regarding potential contamination and future maintenance. This application was subject to considerable public comment, with particular concerns about potential damage to the culverted perennial stream located under the field.

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.

In the Fiscal Year of 2015, it was reported that 2308 (unduplicated) seniors were served at the Council on Aging.

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

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

The Council 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.

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

Some of the special activities that happen annually are the Over-90 Party, the V.F.W. 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 Party, 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 \$12,320.00 in grant monies for the 2015 grant cycle at its annual meeting on November 25, 2014. A total of 12 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.

A complete electrical system upgrade has been contracted and completed, as required by law, to conform to all requirements of the latest edition of the Massachusetts Electrical Code, National Electric Code, NFPA, National Electrical Safety Code and the requirements set forth by the Town of Dedham.

Also, in an effort to preserve the Estate, the building has been equipped with an Addressable Fire Alarm System. Each room now has a sensor connected to the main control panel for immediate and exact detection.

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

REPORT OF THE ENVIRONMENTAL DEPARTMENT

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

LED Streetlights

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

Community Choice Aggregation

May 2015 Town Meeting approved Article 22 to authorize the Selectmen to research and develop a plan to participate in a contract to aggregate the electricity load of residents and businesses. The Town of Dedham was recognized in October of 2015 at Mass Energy Consumers Alliance's annual meeting for its commitment to add 5% renewable energy above the standard Renewable

Portfolio Standard (RPS) of 10% to the community choice electricity aggregation program. The City of Melrose was also recognized this evening for this commitment and together the communities are working with Mass Energy to provide clean, renewable, local energy to their residents. The Town of Dedham and City of Melrose are forging the way for a greener future, being the first two communities in the state to set the default for local renewable energy at 5%. Through this commitment we will be increasing the amount of renewable energy on the New England grid.

Electric Vehicle Charging Station

The Town of Dedham recently installed an electric vehicle charging station at the Keystone Lot located in Dedham Square. This Level II Dual Charging Station operates off of a 208/240v power source. Drivers can find locations to charge through a free mobile app on their phone that pinpoints the closest location, finds out if the station is full, and alerts the driver when their car is fully charged. Given the close proximity of this station to 128, drivers will be attracted to Dedham Square to charge and patronize local businesses while their car is charging. Through these actions the Town of Dedham has shown their commitment to making Dedham a healthier, more sustainable place to live, work, and play.

Dedham Green Business Program

The Dedham Green Business Program, which is a partnership between the Environmental Department, the Sustainability Committee and the Sustainable Business Leaders Program, a program of the Sustainable Business Network (SBN) of Massachusetts assists small businesses in making environmentally smart business decisions that will impact their bottom line and reduce their carbon footprint, while earning them recognition within the community. The program walks business owners through a checklist of 6 steps to sustainability including: Energy Efficiency, Water Conservation, Waste Management, Pollution Prevention, Transportation, and Green Purchasing. Businesses must complete 80% of the measures in order to be certified by SBN as a Sustainable Business Leader.

The Dedham Exchange, non-profit gift shop, located at 445 Washington St was the first business to be recognized as a Green Business in Dedham. After several meetings with the SBN, which included a site evaluation and a written report of recommended changes, volunteers from the Dedham Exchange developed a Sustainability Action Plan that guided them in the adjustments they planned to make to their building and practices. These improvements helped to save money and reduce their carbon footprint. Elsie Aubrey led this initiative with the Exchange's Green Team: Leslie Griesmer, Weezie Lawrence, Annie Wood, Denise Miranda, and Pat Vaughn. "The Exchange is proud of its green efforts, creating more sustainability awareness, and hopes to serve as a model for many other businesses in Dedham," remarked Elsie Aubrey. The Dedham Exchange received a certification document, window decals, a logo for use on their website, as well as printed promotional information.

Sustainability Advisory Committee

In November of 2015 the Sustainability Advisory Committee hosted a lecture entitled Climate Change: its impact on our local communities. This event featured a panel discussion with local climate change experts discussing the changing global climate. In addition to the experts, students from Dedham High School and Noble and Greenough School's environmental clubs discussed what they're doing to inform students about these issues, and drive change for now and the future.

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 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.

In December of 2015 the Town of Dedham was recognized by the MassRecycle Southeast Municipal Recycling Council for Leadership in School Recycling as a result of our efforts to date under the DEP grant to remove Styrofoam at 3 of our schools, add composting and increase recycling.

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. As part of the MRC grant award, DSM Environmental Services, Inc. provided technical assistance to the Town on the selection of public space recycling containers. DSM's assistance included identifying best locations, selecting containers, and ensuring that a sustainable collection program is in place. As a result of this grant funding the Town has purchased and installed 12 public space recycling containers distributed throughout the Town. The bins were placed in 2015.

Dedham Trails Day

Now in its 2nd year the Environmental Department in partnership with the Sustainability Advisory Committee and Park and Recreation Department host Dedham Trails Day at the Dolan Center. The purpose of this event is to increase awareness around Dedham's growing trail network and paddle program, which is done in partnership with L.L. Bean. L.L. Bean offers kayaking, canoeing and Standup Paddleboard lessons out of the Dolan Center. With the addition of the trail network that connects the Dolan Center trail with Whitcomb Woods and the miles of trails that follow through NewBridge on the Charles property and Wilson Mountain Dedham Trails Day has expanded its scope to a 5K trail run/walk. For more information on these projects visit www.dedhamtrails.org or 'Like' us on Facebook at Dedham Trails.

Dedham Heritage Rail Trail

In 2015 public meetings continued on the Dedham Heritage Rail Trail, as well as site walks of the corridor and cleanups.

Stormwater

The Environmental Coordinator continues to coordinate with the DPW, Engineering Department and Conservation Commission on the yearly submittal of the MS4 report. Throughout the year, in preparation for the report the Environmental Coordinator conducts outreach around stormwater issues through the scouts and events.

REPORT OF THE FACILITIES DEPARTMENT

During FY15 from July 1, 2014 through June 30, 2015, under the direction of Denise Moroney, the Facilities Department completed several improvements:

SCHOOL IMPROVEMENTS

We continued the replacement of the exterior doors at the High School with the fiberglass doors, along with problem doors at Greenlodge and Oakdale. Greenlodge Ceilings in the front wing were replaced along with new LED Lighting and classroom painting was completed. LED lighting was also installed on the exterior of the Avery school to improve lighting levels for security on the playground and basketball courts. The second floor hallway at the ECEC was painted. The Oakdale and Greenlodge playgrounds received new layer of wood fiber surfacing.

Ductless split cooling systems were installed in the data centers at the high school. A new commercial washing machine was installed for the Athletic Department at the high school. We installed new floor drains on both sides of the DHS kitchen cooking appliances. The DMS driveway received crack n seal to address some cracking of the pavement in some areas. A DMS Re-commissioning study was funded to review the Building Exterior as well as the Mechanical, Electrical and Plumbing (MEP) systems.

The boilers at the Old Avery School were replaced as part of the Town's long term lease with Motherbrook Arts & Community Center.

TOWN IMPROVEMENTS

The Tennis Courts adjacent to the Pool were resurfaced. New shower heads were installed in the Pool men's and women's locker rooms and privacy curtains were added in the showers and changing facilities. A new bottle fill water cooler was installed on the pool deck for staff and visitors. The double entrance door and frame for the Pool entrance was replaced with a new fiberglass door with windows and signage was replaced above this door. At the Endicott Estate, a new fire alarm system was installed and knob and tube wiring was replaced which delayed the painting of the estate as the funds originally allocated to painting were reassigned. The base of the portico columns on the Sanderson Ave side were repaired.

Rubber safety flooring was installed in the DPW locker and break room as well as the stairwell to the second floor offices. We also installed phenolic lockers to replace the old rusted lockers in the DPW locker room. Facilities continued to assist other departments with their efforts, including the DPW with the LED streetlights replacement program as part of the new \$250,000 Green Communities Grant to replace the remaining 1866 High Pressure Sodium fixtures throughout Dedham with LEDs. Our electrician assisted with the install of an electrical vehicle charging station in the Keystone Municipal parking lot in Dedham Square. A new 2015 F550 Cab with a 42 foot articulating telescopic bucket was purchased to be shared by Fire, DPW and Facilities departments for jobs requiring the use of a bucket truck.

MAINTENANCE WORK ORDER SYSTEM

During FY15 the Facilities trades included an Electrician, Plumber and Carpenter, who completing 989 of the 1361 work order requests submitted for maintenance issues, resulting in a 72.67% completion rate. We successfully hired a Carpenter in August 2014 to temporarily replace the person who was out injured on workers compensation for over two years. Our HVAC Technician position remained vacant since April 2014 due to a lack of interest in the position with a handful of candidates interviewed making substantially higher salaries. Despite the continued lack of maintenance staff, we continued to resolve maintenance issues in a timely manner. We hired a temporary part time Facilities Clerk in February 2015 to process payments for all supplies and services invoices as well as submit town facilities payroll.

As Facilities Director, Denise Moroney attended the Inspector General's Massachusetts Certified Public Purchasing Official trainings in October and December 2014 and successfully obtained her MCPPO designation, which is required in order to understand state and local bidding requirements for procuring maintenance supplies, vendor repairs and capital improvement projects.

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: Christina Hogan, Registered Nurse
Assistant Health Director: Leontia Flanagan, Certified Food Inspector
Administrative Assistant: Joan Conway
Animal Inspector: Catherine Cardinale

A total of 605 food inspections were conducted for approximately 215 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 38 complaints against establishments. Other inspections include camps (12), Pools, Whirlpools, Saunas, and Steam Rooms (47), Housing (28), Rubbish/Debris (96), Tanning Facilities (4), Nuisance Complaints (43), Tobacco Compliance (0), Animal waste complaints (2), and general inspections (36).

Plan reviews have been at a minimum this year in comparison to the past with restaurant/ retail reviews (10), septic plan reviews (9), Observation pits (14), perc tests (7) and well installations (2).

Licenses/permits that are issued through the Board of Health are burial (262), installers (11),funeral directors(2), food service/ retail/ caterers/ bakery/ canteen and dumpsters (316), camps (12), pools/ saunas/ whirlpools/ steam rooms (24), construction septic (9), tobacco (31), tanning (4) Haulers (38), domestic animal (11) and tanning beds (10).

Hazardous Waste Collection Day is held in October for all Dedham residents at the DPW facilities located at 55 River Street. The attendance was steady and successful as we serviced over 202 vehicles generating over \$6800.00 of properly disposed waste during the event. The Board of Health must also supply proper means of disposing used syringes and have had a program up and running for over 3 years and is very successful.

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

supplies, equipment, cell phone services and training for the staff/residents.

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

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

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

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

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

Meetings and Workshop office staff attends throughout the year:

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

REPORT OF THE BOARD OF LIBRARY TRUSTEES

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

Library: Dedham Public Library
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: 137,994
Network Membership Fee: \$36,305

Municipal Income: \$1,111,823

Total Circulation Activity: 170,246
Number of Programs offered: 209
Total Program Attendance: 2,445

Evening Hours as %age of hours open: 13.83%
Weekend Hours as %age of hours open: 7.9%

Non-Custodial FTE: 16.21
Total Annual Hour Open: 4165

REPORT OF OPEN SPACE AND RECREATION COMMITTEE

2015 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 2015, a major focus of the Open Space and Recreation Committee (OSRC) was to create an updated goals and actions list based on the 7-year action plan from the 2010 Open Space and Recreation Plan. At most OSRC meetings, Committee members went through the proposed action items and documented the status of actions and goals. Together with the Environmental Department, the OSRC began to create a list of new goals, specifically those which could be supported by mitigation funds.

Specific accomplishments of the OSRC during 2015 are listed below:

- Continue inventory and survey of vernal pools and collected data for certification of a second vernal pool at 235 Stoney Lea Road
- Maintain database of flora and fauna observations in Dedham
- Continue work with Neponset River Watershed Association and Massachusetts Department of Agricultural Resources to monitor biocontrol of two invasive species – purple loosestrife and mile-a-minute vine
- Organize and participate in town-wide cleanup events at many locations
- Promote usage of trails in the Dedham Town Forest and assist with restoration of the fitness trail project by an Eagle Scout candidate (with Environmental Department)
- Organize and participate in Dedham Trails Day in June 2015
- Engage in discussion about the Community Preservation Act and provide community members with information about the CPA program and possible projects
- Support Transit Oriented Development project around Allied Drive

REPORT OF PARK & RECREATION COMMISSION

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

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

Parks and Recreation starts planning for the future. In 2015 the department acquired funding to begin its first ever Park and Recreation Master Plan. A Master Plan steering committee was assembled and the process of selecting a vendor began. Parks and Recreation was also asked to weigh in on the Spectra Pipeline that was coming through Dedham and Gonzalez field. The Park and Recreation Commission voted against supporting the project but did enter into negotiations for compensation if the proposed project does go through the field. This funding will be used for future improvements including possibly an artificial turf field.

In 2015 thanks to a grant from the Nicole Ahl Foundation the Recreation Department completed construction of the Nicole Ahl Dance studio at the Dolan Recreation Center. This will be the home for generations of future dancers from Dedham. Nicole was a long time member of the Dedham Recreation Dance program before her untimely passing at a very young age.

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

Programs

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

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

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

1. Gymnastics, Tumbling Tots to grade eight (Summer & Winter programs)
2. Dance Program, Petite feet, Happy feet, Kinderdance, Ballet & Tap, Dance Trilogy, Hip Hop (Ages 4-15) .
3. Youth & Adult swim lessons year round.
4. Youth tennis lessons
5. Weight training programs for Boys & Girls
6. Men's slo-pitch softball
7. Boys Wrestling
8. Men's open league basketball
9. Summer Swim Team
10. Winter Swim Team
11. Youth & Adult golf lessons
12. Open Gym Program

13. Karate
14. Pathfinder Programs
15. Flag Football
16. Lacrosse Camp
17. Robotics
18. Field Hockey Camp
19. 6 summer specialty camps
20. Under age 6 soccer camps
21. Kayaking and Canoe
22. Community Gardening
23. Yoga
24. Lifeguard training

Many new programs were added in 2015 including Zumba, Spin, and Music for tots, water basketball, water polo, mini kicker's soccer and a number of new Pathfinder programs.

Please see our web site for a complete list of programs. www.dedham-ma.gov/recreation
The 48th 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, 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 Democrats Town Clerk Paul M. Munchbach; the board would like to welcome the Democratic appointee Sarah MacDonald whose term expires 2016 and Republicans Chairman Elaine DeGrandis term expires 2017 and Tracey White term expires 2015. 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 17,635 registered voters. The Board of Registrars would like to recognize the Town Clerk's office, the precinct wardens, poll workers, DPW, School Department and Police Department for their hard work and dedication in conducting our State and local elections.

REPORT OF THE SCHOLARSHIP COMMITTEE

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

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

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

REPORT OF THE SELECTMEN AND TOWN MANAGER

Note: This report covers the period from July 1st 2014 to December 30th 2015 to accommodate the transition back to calendar year reports.

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

This year completed the transition that began the year before in both the position and the person in the role of Town Manager in Dedham. In November 2014 James Kern was appointed by the Board of Selectmen as the Town of Dedham's first Town Manager. The appointment followed a period of over six months during which Nancy Baker served as the Interim Town Manager. We would like to express again our appreciation for her dedication and skill in the position, and her assistance with the process of hiring a new Town Manager.

The year saw another transition in the position of Management Assistant. Marie Rizzo retired from the position after 25 years of service to the Town of Dedham and the office. William Eddy was appointed from his position in the Office of the Veteran's Service Officer. We want to extend our gratitude to Ms. Rizzo for her dedicated service to the community and wish her the best in her retirement.

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

Financial Performance- Dedham experienced a number of promising trends in FY15 beginning with the certification of 8.1 million dollars in Free Cash at the close of FY14. This represents an

increase of just over 5 million dollars from the previous year, a number which is slightly misleading because of a deficit position in a borrowing account in FY14. Regardless of the accounting details, the very healthy free cash balance is the result of local receipts continuing to be strong, strong fiscal management of departments and relatively low inflation of expenses.

This year also marked the first year Dedham finished the year with a significant unused levy capacity. Unused levy capacity results when funds required to be raised through the local levy or tax, falls below the levy limit" as defined by the municipal finance legislation known as Proposition 2½. Through the use of some accumulated cash reserves and prudent financial decisions over many years, the unused levy capacity for FY15 was \$2,804,578, up from \$479,008 for FY 2014. This unused levy capacity is both a measurement of good fiscal management and a result that will allow some flexibility in fiscal affairs in the years to come.

The final increase in the levy for FY15 was 0.55%.

The Certified Free Cash total as of June 30, 2015 increased to just over 16 million dollars. This increase is the result of the continuation of the strong recovery from the recession of the 2007-2008 time period, and some reclassification of some balances that properly belong to the general fund. The total represents a larger balance in absolute terms and percentage of budget terms that any time in at least the previous three decades in Dedham. The Board of Selectmen will be working with the Town Manager, the Finance Committee, the Finance Director and others to explore options for how best to utilize the free cash balance for in the best way effect in the next few years.

Ames School Purchase/Municipal Campus – Subsequent to the purchase of the former Ames Elementary School approved in the previous years, in October the town solicited for and hired an Owners Project Manager for the first part of the project, the renovation of the School into town offices and a senior center. With the assistance of the Owners Project Manager, the town went through the designer selection process and selected T2 Architecture to lead the design team for the building and the surrounding part of the campus. Working with the Building Planning and Construction Committee (BPCC) the design team proceeded through the process of schematic design.

Private Roads – The Board of Selectmen received their first Public Way Layout Petitions for the conversion of a private way to an accepted public way. This process followed a number of years of work by the Town Engineering Department and private ways subcommittee that developed the updated policy/standard by which the residents of a private way would have to adhere to in order to become a public way. The new by-law also includes the construction standards/specifications by which a private way must be reconstructed.

Electricity Aggregation – The Board of Selectmen authorized Dedham's participation in an electricity aggregation program in a consortium of twenty seven other municipalities. The program is possible as a result of the deregulation legislation passed in the late 1990s. Our analysis indicated that the combination of the aggregated purchasing power and careful procurement practices would likely yield savings for the residential and business customers in Dedham that are not already negotiating for electrical supply. In addition, the option is available to any individual customer to include renewable electricity in amounts up to 100%, and Dedham was the only community that chose to make 5% renewable energy the default choice. The program has a participation rate of over 90%.

AAA Rating reinforced – Previous to the Town’s large borrowing in support of the municipal campus renovation project Standard and Poors reiterated its strong assessment of the financial conditions of the town and the town’s AAA rating. As mentioned in previous reports, this rating allows the town to borrow money at the lowest rates available for municipalities.

Finance Director Appointed – The town’s second Finance Director was appointed and approved in the spring of this year. Andrea Terkelsen comes to Dedham from a similar position for the Town of Sudbury, MA. We look forward to Ms. Terkelsen’s contributions in the coming years as we continue to improve the financial performance of the town and its departments

New Bus Route for Town Bus- Subsequent the vote to retain the Town Bus, Town Planner Richard McCarthy undertook the project to improve the bus performance. A new bus company was hired and new routes were developed. The new routes included a new roster of stops and an improved method for managing routes and stops. After considerable effort on the part of Mr. McCarthy and Town Engineer Jason Mammone, the Board of Selectmen voted the new bus stops in the summer of 2015. The effort to improve bus ridership will be evaluated over the next year and further action will be taken as required.

Respectfully submitted,

James Kern
Town Manager

REPORT OF THE TOWN CLERK

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

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 Manager, Assistant Town Manager, and other Town officers and employees. Town Counsel has represented the Town and its officers in judicial proceedings before the District Court, Superior Court, Land Court, and Appeals Court of Massachusetts, the Federal District and Appeals Courts, and in administrative hearings before the Appellate Tax Board, Alcoholic Beverages Control Commission and Attorney General's Office.

We assisted the Town on several pending litigation matters during fiscal year 2015. We filed a complaint and motion for preliminary injunction against FERC and Algonquin Gas Transmission LLC seeking judicial review of the Town's rights under the Natural Gas Act and an injunction against FERC to stay certain pipeline construction in the Town. We succeeded in having judgment entered in favor of the Town in Norfolk Superior Court against the owner of a liquor store who had violated a settlement agreement with the Town. That judgment was appealed to the Massachusetts Appeals Court and the parties have briefed the matter and await a decision. Other pending matters include an appeal of the Town's decision to suspend an individual's Class A License to Carry a firearm, and an appeal against the Town's Planning Board for alleged violation of the Subdivision Control Law.

We advised on a multitude of issues including regulation of one-day licenses for the sale of alcohol, application of the Conflict of Interest Law and exemptions, liquor license violations and related hearings, environmental impacts from the proposed Algonquin transmission line, accessory commercial lodging in residential districts, existing residence and setback violations, public records requests, open meeting law complaints, insurance claims, civil fingerprinting, Wetlands Protection Bylaw, the classification of certain gift funds, and the proper classification of certain employees for purposes of federal tax law.

We drafted various documents including a license agreement for street furniture for the Dedham Square Improvement Project, rules and orders for the regulation of carriages and vehicles for hire, an invitation for bids for a weekday shuttle bus, a contract for information technology services, an agreement for solid waste disposal services, a contract for architect services for the old Ames

School, a contract for on-call sewer services, social media policy, and an ADA grievance procedure, and certain agreements with Algonquin Gas Transmission LLC.

We also assisted with real estate matters, particularly the acquisition of the Ames School including drafting of an acceptance of deed, a grant of drain easement to the Town, tenant estoppel certificates and seller's certificates, disclosures under the U.S. Patriot Act, a tenant notification form, recording and tax lien documents, settlement statement and disbursement authorization, and closing documents. We also drafted an easement agreement between the Town and the MBTA.

We have reviewed and advised on various legal documents, including amended liquor license regulations, the Town's road acceptance policy, the Town's sign code, and a Memorandum of Understanding between the Town and schools for field maintenance.

We assisted the Town in drafting, reviewing and revising articles and motions for the Annual and Special Town Meetings. Of particular note, we assisted the Town with preparation of a special act to direct particular revenues to the special purpose capital stabilization fund known as the Robin Reyes Fund.

We provided timely eUpdates on topics including, but not limited to, the following: a Supreme Judicial Court decision that confirmed that the "appropriate public authority", and not the legislative body of a municipality, is authorized to adjust HMO premium contributions; recent amendments to G.L. c.30B; responding to broad public records requests; changes in Sunday morning hours for package store licensees; Massachusetts paid sick leave law; Massachusetts minimum wage law; the expanded Massachusetts Gaming Act; emergency powers of municipalities in inclement weather; and more.

As always, we strive to provide timely and concise responses to requests for opinions, and attended Town Meetings and various Board meetings. Town Counsel's objective for Fiscal Year 2016 continues to be to provide high quality legal services to the Town in a responsive and timely manner at a reasonable cost.

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

Respectfully submitted,

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

REPORT OF THE VETERAN'S AGENT

The Veteran Service Department has the responsibility of aiding, assisting and advising Veterans' and their dependents of their benefits as stated in Chapter 115 of the Massachusetts General Laws, C.M.R 108. The need for a Veteran to receive such benefits is thoroughly investigated by the Dedham Veteran Service office. These funds are provided to Veterans and their families due to unemployment, hardship, medical issues, deaths etc. The funds are provided to Veterans and

their families by the Town of Dedham and are reimbursed by the Commonwealth of Massachusetts Department of Veterans Services at a rate of Seventy-five percent. This office assists Veterans and families applying for service connected disability benefits through the Veterans Administration Federal Claim process. Benefits include, Aide and Attendance, service connected disabilities, educational benefits, grave makers, burial benefits insurance claims and numerous social needs such as transportation to doctor's at the VA hospitals. Other services are assisting homeless Veterans acquire permanent housing. This year the Veterans office has been successful in the effort to reach out to the community in order to educate Veterans, widows, and dependents of Veterans benefits they are entitled to. In the upcoming year we look forward to continuing the support of our local veterans and families.

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 \$2.7MM was spent on capital improvements. In total 7,130 feet of water main was installed or replaced in Juniper Ridge Road, Whitewood Road, Canton Street, Dover Road, Circuit Road and Russell Lane in Westwood. 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.

Sixty four water services were installed this year which are generally coordinated with Town paving schedules.

Other capital improvements included three replacement wells installed at the Bridge Street wellfield, improvements to security systems, thirty two fire hydrant installations and 450 water meters. Approximately 98% of our customers now have the radio style meters, which has greatly reduced the time needed to read the meters. Plans are underway to convert to monthly billing. The capital budget approved for 2016 is \$4.6MM.

Bridge Street Treatment Plant and Pump Station

Last fall, the engineering firm of Wright-Pierce began the design plan for improvements to the

Bridge Street Treatment Plant. In January 2016, the MADEP announced the work eligible for low interest financing through the Massachusetts Clean Water Trust. The Bridge Street Water Treatment Plant, built in 1881 to provide public water supply and fire protection was expanded in 1989 to include pressure filtration for iron and manganese removal. The treatment plant needs renovation to the structure, heating and ventilation systems, some process and pumping equipment and will include a new building to house filtration equipment. The design will be completed this fall and the construction work is expected to start in the spring of 2017. The estimated cost of the project is \$8 million dollars.

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, 98% 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.

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 or 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 160 commercial and municipal locations this year. 1223 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 DEDHAM YOUTH COMMISSION

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

Direct Counseling Services

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

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

Offered both individual and group counseling;

Offered a referral service for youth related situations;

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

Programs/Services/Events

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

RISE PROGRAM

RISE is a three week summer program designed to prepare rising 9th graders academically and socially for high school, college and careers. Daily sessions include a Reading & Writing Course, Math Course, College & Career Awareness Activities, Healthy Habits Workshops and Recreational Activities. In the summer of 2015, 27 students participated in our RISE program.

COLLEGE BOUND

College Bound is a three-week summer program primarily for low-income and/or first generation Dedham Middle School students who are currently in Grade 7 and entering Grade 8 in the fall of 2015. 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. 28 students participated in the College Bound program in 2015.

SPARE A JOB FOR A TEEN BOWLING NIGHT

“SPARE A JOB” is an event where community organizations, businesses and residents compete in a bowling tournament to raise funds to sponsor additional summer internships for teens. Over 15 teams participated in 2015.

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 2015, we had 25 high school students who tutored 60 Oakdale and Avery elementary students on a weekly basis.

HEALTHY ME WORKSHOPS

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

DJ CLUB

The Dedham Disc Jockeys is an after-school club designed to teach students the fundamentals of being a Disc Jockey. The students volunteer their time to deejay several middle school and high school dances, as well as many fundraisers in town. In 2015, 10 students participated in the DJ Club.

ELL CLUB

Dedham has an increase in English Language Learners. The ELL Club is a new after-school program for ELL students to help them with transition issues and to get them involved in the Dedham Community. In 2015, 17 students participated in the ELL Club.

DEDHAM SQUARE COLLEGE FAIR BLOCK PARTY

The Dedham Square College Fair Block Party is held throughout the town square and features over 50 Colleges from New England and beyond, plus fun events, such as live music, guest speakers, face painting, games, and specials from local merchants. This event encourages teens, kids and parents to have dialogue and conversations about college. In 2015, over 400 people attended the event this year.

FAMILY GRATITUDE 5K TURKEY TROT

This event is becoming a new family tradition in Dedham. In 2015, over 1800 people participated in the 5K, raising over \$40,000 for local charities and programs. \$25,000 was awarded to the Dedham Food Pantry and \$15,000 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 2015, we provided over 395 youth with gift bags filled with toys, clothing and gift cards totaling \$100 in value (that's \$39,500 total).

THANKSGIVING DINNER PROGRAM

Partnered with Dedham Country Day School, Nobles, Dedham Rotary Club and the local elementary schools to provide 79 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. .

30 DAYS OF FITNESS

In 2015, we developed and implemented the "30 Days of Fitness" program for the Dedham Community. In total, 17 organizations, businesses and health facilities offered over 30 health related activities or workshops to members of the town. In total, over 300 Dedham residents, ranging from kids to senior citizens, participated in several of these activities and workshops.

TLT (TEENS LAUNCHING TWEENS) INTERNSHIP

In 2015, we had 9 students participate in our TLT internship program. These students created and facilitated an outstanding play and discussion about the transition from elementary school to middle school to the 5th grade class at Avery School.

DHS CAREER DAY

In 2015, the staff of the Dedham Youth Commission facilitated a Career/College Prep presentation during Career Day for the entire sophomore and junior classes.

COMMUNITY SERVICE

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

- Dedham Dancing with the Stars (benefits school programs)
- Ripples of Hope/Harvesting Seeds of Hope (benefits homeless shelters)
- 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
- Ride for Food (bike ride to sponsor area food pantries)
- Meals on Wheels (to provide meals to elderly or sick)
- 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
- Family Gratitude 5K

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 sit 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 2015, the Board heard 40 cases for variances, Special Permits, or waivers from the Town of Dedham Sign Code.

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

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

REPORT OF THE BUILDING DEPARTMENT

The Building Commissioner the Assistant Building Inspector and the Assistant Building Inspector/Code enforcement officer are responsible for general building and site inspections; enforcement of the State Building Code, including the Energy Code, and the Rules & Regulations of the Architectural Access Board, enforcement of the Zoning By-Laws, imposing fines for uncorrected zoning violations, court appearances; annual inspection and certification of approximately 170 places of public assembly. The building department has seen an increase in the number of permits during the calendar 2015 period.

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

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

The Building department issues all permit with the Energov computer software system. This system allows easy access to all permit records, including fees, costs of construction, inspections and certificates of occupancy. 2015 has been an exceptional year for the Building Department, in the redevelopment of several properties. The construction of the MS Walker Alcohol processing plant was by far the largest project the Town has seen in 10 years.

	<u>PERMITS</u> <u>ISSUED</u>	<u>FEES</u> <u>COLLECTED</u>	<u>ESTIMATED</u> <u>CONSTR. COST</u>
Building	1,396	\$ 1,404,185	\$101,800,195
Wiring	937	\$ 117,768	
Plumbing	572	\$ 35,810	
Gas Fitting	492	\$ 17,414	

REPORT OF BUILDING, PLANNING & CONSTRUCTION COMMITTEE

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

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

In the past year, the BPCC committee's work focused on the process involved regarding the renovation of the Ames School for a New Town Hall and Senior Center. Discussion also began on the proposed Combined Public Safety building which would be built at the site of the existing Town Hall.

REPORT OF THE DEDHAM HOUSING AUTHORITY

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

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

EXECUTIVE DIRECTOR

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

INSPECTIONS:

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

WORK FORCE:

The workforce consists of the following office personnel: Carrie McKenna, Julie McDonough, Skye Kessler, Carol Maloney, Roberta Kalil, Joanne Dong, Yvonne Fuller, Charles Winston and Carol O'Neil.

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), MAHAMS (MA Association of Housing Authority Maintenance Supervisors) NERC (New England Regional Council) NAHRO and National NAHRO. These conferences contribute greatly to our knowledge and skills in the housing field as well as the success of our Agency. Board members Catherine Luna and Donna Brown-Rego along with myself serve on National NAHRO committees. Three (3) times per year we meet in different cities around the country to promote and improve public housing. Catherine Luna serves on the Commissioners Committee, Donna Brown-Rego is the Vice President of Member Services and I serve on the Professional Development Committee. Adam Brothers serves as an officer on the MAHAMS board and he is also a member of the Canton Housing Authority Board of Commissioners.

FEDERAL MODERNIZATION (40-1)

Over the past year we renovated 3 units, added additional parking spaces and performed some tree-trimming and landscaping. New roofs are on our upcoming capital plan for that development

STATE MODERNIZATION:

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

O'Neil Drive: Installed a beautiful O'Neil Gardens Sign at entrance to development.

Doggett Circle: Installed a beautiful Doggett Circle Sign at entrance to development. Replaced the Federal Pacific Load Center and installed new heat/cold air units in each apartment as well as the community room.

Parkway Court: Installed a beautiful Parkway Court sign on the front lawn of the development. Removed asbestos in crawl spaces in basements and around the range fan hoods, also replaced the existing range fan hoods in each unit and added additional parking spaces.

Veterans Road: Renovated 4 bathrooms in occupied units. Created 1 fully handicapped accessible unit, installed a Memorial Flag pole added an awesome Veterans Road sign that was made by the wood shop students at Dedham High School at the entrance to the development and installed a Little Free Library in front of the Resource Center.

Parker Staples Rd: Replaced all the windows in 6 apartments.

Hitchens Drive: Replaced flooring and installed a new air conditioner condenser.

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

TENANT SELECTION:

As of December 31, 2015 there were 532 applicants on our State-aided public housing waiting lists: 207 on the elderly wait list and 325 on the family wait list. In 2015, 21 applicants were housed in our elderly and family state developments. 3 applicants were housed in 40-1, our federal development.

At the end of 2015, there were 332,167 applicants on the Section 8 Centralized Wait List; 790 of those applicants live or work in Dedham.

The DHA participates in a collaborative which operates a Section 8 Family Self-Sufficiency Program as well as a Homeownership Program. These programs are administered by the collaborative employee, David McInnis. Dedham currently has 22 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. They are now partnered with Ripples of Hope and are fundraising to build a playground on Veterans Road. DHA hired Carol O'Neill as a part time Director of Special Projects and she is performing outstanding work for the agency. She is bringing many fun and cultural events to our seniors, families and children.

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

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

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

HOUSING SERVICES:

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

The non-profit agency, Southwest Affordable Housing Partnership, now meets annually. SWAHP 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 2015. 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.

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

REPORT OF THE DESIGN REVIEW ADVISORY BOARD

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

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

The Board held 51 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

INTRODUCTION

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

STAFF

The Economic Development Department was formed in 2007 during the tenure of Town Administrator Bill Keegan. From its inception, the department was led by Director Karen O'Connell, who worked on a wide range of economic development initiatives during her tenure, including the formation of the East Dedham Revitalization Committee, Mother Brook Arts & Community Center, the Dedham Square Improvement Project, mitigation related to the development of NewBridge on the Charles and Legacy Place, the designation of Dedham as a BioReady Community (Silver level) in 2009, recognition of the Town as an All-America City in 2011 and 2014, and property tax negotiations regarding the production plant development by manufacturer M.S. Walker in 2014. Karen passed away in February 2015. The Town hired John Sisson as director in July 2015 to succeed Karen. The department has no administrative staff.

RESPONSIBILITIES

Day-to-day: The Economic Development Director works in collaboration with other Town

department heads to offer concierge service to businesses, providing them with guidance on regulatory rules and processes. These services are available to new and existing businesses regardless of size.

Long term: The Economic Development Director seeks:

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

PROJECTS IN 2015:

M.S. Walker. The Town entered into a 15-year Tax Increment Financing (TIF) agreement with M.S. Walker, Inc. The Massachusetts-based manufacturer and distributor of spirits and wines constructed a state-of-the-art, 142,000-square-foot manufacturing and research facility, investing an estimated \$50 million. The facility is expected to generate more than \$6 million annually in property taxes by the end of the TIF agreement.

National Development purchased the former Stop & Shop center in Readville in 2013, renovating the industrial spaces and bringing new tenants and activity into the 163,000 square feet of space, which has an assessed valuation of \$5.7 million.

General Dynamics. A business unit of aerospace & defense contractor General Dynamics leased 131,000 square feet on Rustcraft Road in 2015, bringing 400 employees to offices adjacent to another of Dedham's largest employers, the American Red Cross. The corporate office center, assessed at more than \$32 million, is the town's fifth largest taxpayer.

East Dedham Square zoning change to Central Business. To encourage reinvestment in real estate by private owners, the East Dedham Revitalization Committee, the Mother Brook Community Group, and the Planning Department collaborated on a rezoning effort. Town Meeting approved a zoning article put forth by the Planning Board to rezone East Dedham Square to Central Business zoning, which enables affected property owners to build more square footage per parcel, at a density suitable to a village center.

Business assistance. The department provided assistance to Ron's Gourmet Ice Cream's store renovation as well as the build outs of Big Bear Café & Espresso Bar, Pancho's Taqueria, Hair with Flair salon, and Victory Grill. In collaboration with Dedham Square Circle, the department worked with the Board of Health to assist Dedham Square restaurants and businesses during two planned electrical outages for service improvements made by Eversource.

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

Grants. The Department sought grant funding through the Baker Administration's newly formed Community Compact program to help offset the IT costs of investments in new accounting software used by all Town department and a new content management system for the Town website. The Town was recognized as a Community Compact signatory for adopting best practices related to community engagement and communication but did not receive grant funding through the program.

REPORT OF THE MASTER PLAN IMPLEMENTATION COMMITTEE

Members at close of year: Shaw McDermott (Chair), Ryan McDermott (Vice-Chair), Fred Civian, Jay O'Brien, Carol Hills, Jessica Porter, Paul Corey, Dennis Teehan, and Marty Lindemann.

In 2015 the MPIC asked the Planning Board to change the structure of the committee due to ongoing difficulties achieving quorum. The original makeup of the MPIC was:

Master Plan Implementation Committee—Nine Members

- One Member of the Board of Selectmen
- One Member of the Planning Board
- One Member of the Finance Committee
- One Member of the Historic Districts Commission
- One Member of the Conservation Commission
- Two Members of the Master Plan Steering Committee (One Member appointed by the Board of Selectmen and One Member appointed by the Planning Board)
- Two Members At-Large (One Member appointed by the Board of Selectmen and One Member appointed by the Planning Board) (with experience in the private sector; operations, finance, management, etc.)

In December, 2015, the Planning Board voted to restructure the committee as such:

Master Plan Implementation Committee—Nine Members

- One Member of the Board of Selectmen
- One Member of the Planning Board
- One Member or designee of the Finance Committee
- One Member or designee of the Sustainability Committee
- One Member or designee of the Conservation Commission
- Four members at large, 2 appointed by the Planning Board, 2 appointed by the Board of Selectmen

Other areas of focus for 2015 included ongoing Planning studies such as the Transit Oriented Development Study and Zoning Changes to make East Dedham a Central Business District as part of ongoing revitalization efforts in East Dedham. The MPIC continued to track implementation of action items from the 2009 Master Plan and debate best structure for preparing an Implementation Status Update to Town Meeting.

REPORT OF THE PLANNING BOARD

The Planning Board, which consists of members John R. Bethoney, Michael A. Podolski, Esq., Robert D. Aldous, Ralph I. Steeves, and James E. O'Brien IV, is an elected board that implements

and approves changes to various types of projects using the Town of Dedham Zoning Bylaw as its guide. The Board is charged with the following major tasks:

Prepare and Update a Town Master Plan

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

Review and Approve Construction of New Subdivisions

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

Review Requests for Approval Not Required Submissions

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

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

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

Review and Approve Wireless Communications Installations

The Board reviewed and approved seven Wireless Communications installation site plans at 5 Incinerator Road, 8 Industrial Drive (2), 30 Eastbrook Road, 55 Ariadne Road, 137 Legacy Boulevard, and 200 West Street.

Review and Approve Parking/Site Plans

The Board reviewed and approved 38 site plans for 222 Ames Street, 187 Bridge Street, 270-280 Bridge Street, 120-124 Country Club Road, Depot Road, 191 Greenlodge Street, 549-551 High Street, 577 High Street, 81 Legacy Boulevard, 85 Lowder Street, 79 Lower East Street, 58 McDonald Street, 55 McNeil Way, 112 Meadow Road, Lot 4, Meadow Road, 220 Pine Street, Powers Street, 750 Providence Highway, 840 Providence Highway, 865-875 Providence Highway, 865-875 Providence Highway, 797 Providence Highway, 450 Providence Highway, 180 Rustcraft Road, 148 Schoolmaster Lane, 480 Sprague Street, 5 Stergis Way, 1 University Avenue, 77-83 Washington Street, 320 Washington Street, 346-350 Washington Street (2), 450 Washington Street, 255 West Street (Planned Commercial Development)

The Board heard a presentation on Transit Oriented Development from Eric Halvorsen, Assistant Director of Transportation, and Cynthia Wall, Principal Planning, both of the Metropolitan Area Planning Council.

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

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

CHAPTER VI – PUBLIC SAFETY

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

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

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

Roads and Sidewalks Program: We completed our ninth year of the Pavement Management Roads program that is a tremendous success. The Department of Public Works and the Engineering Department have worked together to make this a successful program. When we began the Pavement Management system, the Town had a pavement condition index of 70, it is now at an 85. The Town of Dedham has budgeted 1.5 million dollars from our Capital Budget each of the last eight years to invest and upgrade our local roads. This is above our Chapter 90 allotment which is \$695,000 for FY16. 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. The Department of Public Works installed new handicap ramps in Oakdale Square, Ames Street, High Street, Church Street, Highland Street, Oakdale School, Dedham High School, Washington St, Worthington St, and all of our newly paved roads

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 570 public shade trees the last 8 years. The trees are planted by DPW crews under the direction of a certified arborist or by a professional arborist. The Public Shade Trees that we plant and maintain are on the loam strips on streets, Cemeteries, Parks, Public Areas, Schools, and Town owned facilities. We also offer to plant trees on private property for residents on the front or side lawns that abut the street. The DPW offers trees to residents on every street that we pave. When a Public Shade Tree is removed from an area under our jurisdiction we plant two or three trees depending on the circumference of the removed tree in the general area where the tree was removed from. We

have also planted new trees, fertilized, and maintain existing trees at both the Brookdale Cemetery and the Historic Village Cemetery.

The Department of Public Works applied for an Urban Forestry Challenge Grant in 2014 and we were awarded the grant in December of 2015. This grant will enable us to inventory our public shade trees that we maintain. This grant will enable us to categorize the trees and enter the exact GPS location of the tree and the trees characteristics into our work order system. This will help us in the future know our tree inventory and the condition of the trees. If a utility company is doing pruning we will be able to work with them and have an accurate assessment of the trees to be pruned.

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

Dedham Square Landscape Maintenance: We are bidding a new design plan on the areas next to the police station, front of Dedham House of Pizza, front of the keystone lot along the walkway, and the rear of the keystone parking lot. The existing landscaping needs to be upgraded and this project will be bid out before March 1st. This new plan will add color to our present landscaping islands and we will relocate some of the existing junipers.

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

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

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

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 when necessary we rent a vacuum truck to clean the catch basins and flush the drain lines.

Sewer Maintenance: The DPW flushes the sanitary sewer lines routinely and work with the Engineering Department maintaining three sewer pump stations. The Pump Stations are maintained by a private company (Weston Sampson) who perform weekly maintenance and the public works performs quarterly grease and debris maintenance at all stations with the contractor. We are on-call 24 hours for any emergencies to assist Weston and Sampson call for any issues

at the pump stations ranging from an electric issue to pump failure. We also work with the Engineering department and repair all sewer lines that have sags in them that are causing backups or low flow situations.

Street lights: The Department of Public Works is responsible for street lights. The Town of Dedham purchased these lights about 7 years ago from Eversource, Formerly 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 ninety percent of the town on LED streetlights by the end of calendar 2016.

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. This work order system helps 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. The Department of Public Works issued and inspected 241 street opening permits. The Town has invested millions of dollars to improve our streets and sidewalks so all proposed excavations are reviewed before approval is granted.

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

The Historic Village Cemetery is one of the oldest in the Commonwealth and the Town has dedicated funding in the Historic Village Cemetery for head stone and Landscape improvements. We have repaired and cleaned headstones and also the monument for the 54th Regiment.

Transfer Station: The Dedham Transfer Station is under an O&M contract to Recycling Solutions. Recycling Solutions runs the day to day operation. Residents are allowed to dump up to 5 barrels of household trash there 9-12 on Saturdays free of charge. The town has hired Woodard and Curran to prepare a feasibility study to increase the tonnage at this facility and to permit a new facility. We are at the MEPA (Massachusetts Policy Act) review stage now and this is expected to be completed in the summer of 2016. MEPA requires that state agencies study the environmental consequences of their actions, including permitting and financial assistance. It also requires the applicant to take all feasible measures to avoid, minimize, and mitigate damage to the environment. We have had two good meetings with representatives from MEPA and are finalizing our submission now.

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. 2015 was a record year for snowfall. We have a very high level of service that we maintained with a record 100 inches in 27 days. We opened 6 snow farms as areas to put all the snow from our removal efforts. The DPW oversaw the construction of a new practice field this past summer as a result of the damage caused by our largest snow farm.

Regulatory Signage: The DPW is responsible for the maintenance of all regulatory signage in the Town. We work with the Engineering Department on all of the latest MUTCD and AASHTO

updates and requirements. The retro-reflectivity on our regulatory signs including street signs are in good shape because we started this process years ago.

Solid Waste Disposal: The Town is in the third year of a five year contract with Waste Management for curbside collection of trash and recycling. We have an automated collection system that we instituted 7 years ago that limits the trash carts to one per household and you can have up to 3 recycling carts free of charge. We are constantly working with Waste Management to increase our recycling rate and also to educate our residents to recycle more and recycle smart.

Spectra Energy: The Department of Public Works has been the contact for the Algonquin Gas Line West Roxbury Lateral Project. We worked daily throughout this project for updates so we can keep residents notified of the construction schedule and hours of operation. This has been a challenge and learning experience because of the number of residents, general public, and civic groups, private, state, municipal, and federal agencies involved. The project is 90% complete.

The Department of Public Works is also 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, Christmas trees, storm debris, and scheduled clean ups or block parties to name a few. We maintain a good relationship with other municipal agencies and utility companies so that we all work together and make each other aware of any potential conflicts. This has proven to be very efficient and effective with the Gas and Electric Utilities.

I want to thank all the employees of the Department of Public Works for making this a successful year. The Department of Public Works strives to provide a high quality, efficient service. The department has completed a number of major repairs and projects using the knowledge and skills of our employees instead of outsourcing these services. This enables the department to do more for the residents and businesses within our budget constraints. I would like to extend the department's appreciation to the residents and businesses of the Town of Dedham as well as all the other departments that we work with. We look forward to continuing to work with individual homeowners, businesses, local civic groups, various town departments and utilities in the upcoming year. We also look forward to continuing our work with the Engineering Department on major capital projects for the Town of Dedham in the most cost effective manner possible.

REPORT OF THE DEPARTMENT OF INFRASTRUCTURE ENGINEERING

INTRODUCTION

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

The Engineering Department is comprised of the following staff members:

Jason Mammone, P.E., Director of Engineering
Infrastructure Engineer (Open Position being recruited)
Ronald Lawrence, Project Engineer
Leon Scott, GIS Manager

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

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

RESPONSIBILITIES

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

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

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

PROJECTS

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

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

Construction of the square project was completed in November of 2013. The contractor is still

under contract till October of 2015 performing the 24 month extended establishment item of the contract for the landscaping that was installed as part of the improvements. Since the end of construction, the BOS has approved the installation of an electronic vehicle (EV) charging station for the Keystone Parking Lot, Landscape Planters for throughout the Square and street furniture for throughout the Square. The Engineering Department had been busy over the winter and spring months working with various community groups to select the appropriate planters and furniture for the Square and overseeing the design and installation of the EV Station. The next few months will be spent balancing out the final payments and budgets so the remaining funds can be rescinded at the May Annual Town Meeting. It is anticipated that the overall budget will be under by approximately \$400,000 to \$500,000.

- **Inflow and Infiltration Project** – *ongoing* – The Engineering Department has been working to reduce inflow and infiltration using an in-house approach to inspect, assess, design, and oversee improvements to the sanitary sewer system. Over the last eight years the Town has inspected 1,293,503 linear feet (245 miles) of sewer main, performed 4,333 manhole inspections, installed 109,542 linear feet (21 miles) of cured-in-place liners, installed 2,818 feet of short liners, cementitious lined 4,074 vertical feet of manholes, chemically root treated 189,081 linear feet (36 miles) of sewer main, and performed 47,569 linear feet (9 miles) of testing and sealing of joints. To date the project has cost approximately \$10.4 million and we estimate that we have conservatively removed 4.5 million gallons per day (MGD) of inflow & infiltration from the system. In addition, the Town's MWRA sewer assessments have remained stable and our sewer rates have remained unchanged since 2008 as a result of our decreasing flow share. Assuming a no change in flow share scenario, we estimate that Dedham has cumulatively saved \$6.2 million over the past eight years as a result of these efforts.
- **2014 I/I Inspection Project** – *completed* – This project involved the inspection of 117,615 linear feet (22 miles) of sewer mains and 489 sewer manholes. The project was completed in May.
- **2014 Sewer On-Call Services**– *ongoing* – The Engineering Department is currently preparing the next 3-year contract for sewer on-call services to be put out to bid in December. We are currently reviewing and updating our back-end specifications of the contract and reviewing our 2014 I/I Inspections to develop bid quantities for use in the contract. This contract includes services utilized by both the Engineering Department and Department of Public Works consisting of; 24 hour emergency cleaning, hourly rate for cleaning and inspection, wet weather sewer and manhole inspection, on-call sewer repair, and chemical root treatment.
- **2014 Private Building Inspections** – *ongoing* – The Engineering Department, in conjunction with Weston & Sampson is currently performing a Town-wide voluntary house-to-house inspection program to identify prohibited connections to the Town's sewer system. Prohibited connections to the sewer system consist of sump pumps, floor drains, driveway drains, roof leaders and other prohibited sources of inflow that may be connected to the sewer system. These prohibited connections are sending clean water to the MWRA's Deer Island treatment facility at the expense of the taxpayers. The program will take place over 2 years. We are inspecting buildings in precincts 4, 5 and 6 this year and the remaining precincts next year. Once the inspections have been completed the data will be compiled and a plan developed to best remove and reroute these prohibited connections to the proper sources.

To date, we have approached 2,917 buildings, been allowed inspections on 1,139 buildings, not permitted to perform inspections on 185 buildings and had no answers on 1,593 buildings. There have been 33 prohibited connections positively identified with an estimated 237,600 gallons per day of peak design inflow.

- **2014 Inflow Investigations – ongoing** - In the Summer 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. A third round of smoke testing is currently being performed on the remainder of the Town's sewer system. The data collected from the final round of smoke testing will be compiled and analyzed over the winter. To date the Town has removed over 500,000 gallons per day of I/I from the system through our smoke testing efforts.
- **Private Ways – ongoing** – The Town By-laws for acceptance of private ways as public ways was recently updated at the 2014 Annual Town Meeting. The Engineering Department has been working with the private ways subcommittee to develop a policy/standard by which the residents of a private way would have to adhere to in order to become a public way and also includes the construction standards/specifications by which a private way must be reconstructed.
- **Colburn Street Dam – ongoing** – After decades of ownership disputes concerning the Colburn Street dam between the State and the Town, it was finally determined that the Colburn Street Dam is owned by the Town. There have been a few Phase 1 Dam inspections/evaluations performed on the 100+ year old dam that indicate that although the dam is in fair condition, it is in need of maintenance. The Engineering Department is requesting our consultants to provide a proposal for a Phase 2 Dam inspection/analysis.
- **Transportation Improvement Project (TIP)** – In the winter of 2013/2014 the Engineering Department presented to the BOS four potential projects that could be considered a viable project for funding through the MPO TIP. The BOS selected moving forward with the sidewalk/corridor improvements for Bussey Street and Rustcraft Road/Elm Street. The Engineering Department hired BETA Group as the design consultants for the project. To date, we have collected survey and traffic data and are the process of compiling the information. As part of the improvements, a Kiss and Ride was proposed for the Rustcraft Road/Elm Street improvements to be located on the State's property at the Dedham Corporate Center Commuter Rail Station. The Engineering Department along with the Interim Town Manager, DPW, BOS and our State Representative met with the State's Secretary of Transportation, MassDOT & the MBTA to discuss the proposed project to get their support and an easement to construct the Kiss and Ride. The State was so impressed with what the Kiss and Ride could do for MBTA ridership and improved safety for commuters that they are currently constructing the Kiss and Ride using their available funding. We will continue to work with our consultants to have 25% design plans ready for submission to MassDOT in the Spring of 2015.
- **2014 Violet Avenue Drainage Study – ongoing** – At the request of the Town Administrator, based upon the continued and ongoing concerns of the residents of Violet Avenue, the Engineering Department, along with Weston & Sampson began the evaluation of the existing

drainage system that runs through some of the properties of Violet Avenue and Kiely Road. The drainage system currently overflows from a drainage structure located in the backyard of a resident on Violet Avenue during high intensity rain events which creates flooding problems to several properties within the immediate area.

- **Sewer Fats, Oils, and Grease (FOG) Issues** – *ongoing* – As part of our overall inspection program the Engineering Department also has an aggressive FOG program to help eliminate back-ups and maintenance issues related to excessive grease in the sanitary sewer system. The Engineering Department has implemented a biological dosing program at key locations to help digest grease at known trouble spots. In addition, the Town has installed two Smartcover level alarms to alert personnel to potential blockages before sewer overflows can occur.
- **Legacy Place** – *ongoing* – The Engineering Department, in conjunction with the DPW and Health Department, has been monitoring the grease traps at Legacy Place. These grease traps have been improperly maintained to date and have been causing multiple problems at our Rustcraft Road Pump Station. We have been sampling the grease traps monthly over the past few months to establish a trend in grease accumulation. Our preliminary information has indicated that a majority of the grease traps cannot be properly maintained following the current protocol by the Board of Health and were in need of more frequent cleaning. This preliminary information was presented to the Board of Health and they have mandated these establishments to take on a more stringent grease trap cleaning schedule in an effort to reduce the Town's maintenance of the pump station and increase its efficiency. Our department will continue to monitor the grease traps over the next several months to determine if the establishments are complying with the Board of Health's cleaning schedule.
- **Pavement Management** – *ongoing* – The Engineering Department, in conjunction with the Department of Public Works, has continued the pavement management program which began in 2007. Through eight years of the program, the Town completed \$16.5 million worth of repairs and maintenance to 69 miles of roads and 20 miles of sidewalks. During this time the pavement condition index has risen from 70 to 83. Work is approaching and end on the FY2015 road and sidewalk improvements. The data will be compiled and an updated 3-year road program will be developed over the winter for presentation to the BOS.
- **Pump Station Operation** – *ongoing* – The Engineering Department, in conjunction with the DPW, oversees the operation of the three sanitary sewer pumping stations, including the weekly maintenance, routine and emergency repairs, and upgrades of various components. The Engineering Department and DPW monitors alarms at all stations 24 hours a day and responds as needed.
- **Traffic Calming** – *ongoing* – In 2012, The Board of Selectmen approved the traffic calming policy created by the Engineering Department. The Engineering Department will continue to work with the Board of Selectmen and the Town Manager to refine and revise the policy, as needed, in order to give clear guidance to residents wishing to implement traffic calming strategies in their neighborhoods through the submission of Traffic Calming Request Forms to the Transportation Advisory Committee (TAC). The Engineering Department sits as an ex-officio member of the TAC responsible for general oversight of the committee and performing preliminary investigations consisting of traffic counts, intersection turning movement counts, and speed surveys using in-house equipment and labor.

To date, the TAC has received and decided on four (4) traffic calming requests. None of the requests were determined to require traditional traffic calming measures based upon the initial traffic evaluations performed by our department (i.e. speed tables, speed humps, road narrowing). However, for those requests that do not warrant traditional traffic calming measures, the TAC does provide low cost traffic calming alternatives that the concerned neighborhood could implement on the own (i.e. staggered parking, step 2 kid alert).

- **Gonzalez Field Accessible Parking Design** – *completed* – As requested by the Parks & Recreation Department, the Engineering Department designed a parking area on the south side of Gonzalez Field for 2 accessible parking spaces. All aspects of the design work were performed in-house. The Engineering Department was also responsible for the permitting which included a Minor Site Plan review with the Planning Board and Request for Determination of Applicability with the Conservation Commission and MassDEP. Construction of the parking area was completed in the summer of 2014 by the DPW with oversight by the Engineering Department.
- **Highland Street Sidewalk Design** – *complete* – As requested in 2011, the Engineering Department completed the preliminary design and cost estimate (not including land takings) for a new sidewalk on Highland Street in areas where no sidewalk currently exists. The Engineering Department worked with SMC Mapping Consultants to identify the roadway property lines. Several permanent land takings have been identified as necessary for proper installation of new sidewalks. This project is waiting for future capital funding.
- **Violet Avenue at Pine Street Intersection Realignment** – *completed* – 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. The redesign of the intersection consisted 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 were 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. Construction was completed this month by the DPW's asphalt paving & resurfacing contractor.
- **Striar Property** – *ongoing* – The Engineering Department assisted the Manor Fields Scoping Committee with the development of the RFP for the design of recreational facilities at the Striar Property. We also sit as an ex-officio member to the committee to review and answer questions concerning engineering aspects of the design. We have provided limited surveying services to the consultant as a means to reduce costs associated with the design. The Town's consultants are currently fine tuning the 100% design plans and specifications for submission.
- **Needham Street Bridge** – *ongoing* – The Engineering Department in conjunction with DPW has been lobbying MassDOT to reactivate the bridge replacement project. MassDOT is currently in the 75% design phase of the new structure with an anticipated start date in 2015.

The Engineering Department was responsible for acquire all the right-of-way easements for the project. Prior to this the Engineering Department and the DPW had to take emergency steps to repair a hole in the bridge deck and develop a temporary shoring plan to allow the bridge to remain open.

- **Geographic Information System (GIS) Administration** – *ongoing* - The Engineering Department, led by its GIS Manager, manages the administration of the GIS for the Town. The role of the GIS Division within the Engineering Department is to respond directly to the various needs of the Town's various departments, as they relate to GIS. The responsibilities of the GIS Division include database administration, software application development, generating reports, creating maps and updating the Town's geospatial data. Below is a listing of some of the projects that the GIS division has been involved with:
 - **Department Outreach** – *ongoing* – The GIS Division conducted informational sessions over the course of several months. Sessions were held with individual and small groups of departments to better focus the discussion.
 - **Public Web/Mobile GIS** – *ongoing* – The GIS Division continues to publish mapping content through the Town of Dedham Maps Online application. Information is available as downloadable PDF files, web maps, and applications.
 - **Work Order/Asset Management for Public Works** – *ongoing* – Worked with Public Works department to implement an integrated work order and asset management solution. The software solution, Cartegraph, allows Public Works staff to track service requests and work orders to their completion. The asset management will allow the Public Works department to track maintenance history on specific items (e.g. signs, stormwater infrastructure). The asset management capability will assist the Public Works department in tracking federally mandated maintenance on public infrastructure.
 - **Citizen Access Service Requests** – *complete* - The GIS Division implemented YourGov by Cartegraph for the Public Works department. The YourGov solution has both a web and mobile application. Both applications integrate directly into the Public Works existing work order management system, allowing staff to access all service requests in a single location.
 - **Cemetery** – *complete* - The web application for the Brookdale Cemetery was redesigned for better support on various tablet and mobile devices. This allows the Cemetery Division to access burial record information from the field. The same application was repackaged for the Village Cemetery.
 - **Infrastructure Engineering Operations** – *ongoing* – The Engineering Department uses an iPad to conduct stormwater outfall inspections in the field. Development is underway to expand this process to maintaining traffic signs.
 - **Web GIS for Town staff** – *ongoing* – The GIS division has been implementing cloud and web based GIS technology called ArcGIS Online. This technology provides GIS capabilities to departments and staff that do not otherwise have GIS. These tools allow sharing and collaboration of information between departments. The GIS Division has held multiple training opportunities throughout the year. In the fall, the GIS Division released

its first "What's New in GIS" newsletter to direct Town staff straight to newly available GIS services. The GIS Division continues to develop new content on ArcGIS Online to enhance the Town's GIS.

- **Police** – *ongoing* - Automated mapping of incident information from police database. The process provides the police with a secured web map of incident data updated every six hours. The data is also made available to other GIS users for mapping of accident or other relevant police incident information.
- **State/Regional Collaboration** – *ongoing* –
 - **MassGIS** – *complete* - Worked with MassGIS staff to provide updated standardized structure data for Dedham to the state. Dedham is the only municipality to provide such an update. Also, worked with Applied Geographics to provide the state with standardized parcel data. Standardized parcel and structure information are critical data layers for creating statewide address information to support E911 services.
 - **MassOrtho** – *ongoing* - The Massachusetts Orthoimagery Consortium (MassOrtho) is a consortium of Massachusetts municipalities organized to share the costs of orthoimagery acquisition. MassOrtho is working with the U.S. Geological Survey (USGS) to streamline the procurement process and provide quality control over the project. The funding agreement is to be finalized in December 2013 for a March/April 2014 imagery collection. Dedham should realize a significant cost savings by participating in MassOrtho.
 - **USGS** - *ongoing* – 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 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 approximately 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.
- **Neponset Valley Stormwater Collaborative** – *ongoing* - The Engineering Department sits as one of the representatives from Dedham as part of the regional stormwater collaborative with 14 other Neponset Valley Communities. This collaborative was formed through the Community Innovation Challenge Grant awarded to the MAPC and Neponset River Watershed Association. The collaborative is working together to prepare the communities for the challenges that are anticipated to arise from the new MS4 permit to be issued to the Commonwealth from the EPA.
- **Sewer Billing Project** – *ongoing* – The Engineering Department has been working with the Collectors Office to identify properties which were likely on sewer but not receiving bills using billing data and GIS information. To date 156 properties have been added to the sewer billing system. Of the 156 properties, 24 are properties located in Westwood and 3 are properties located in Boston. We are currently utilizing our sewer TV inspection data and GIS to plot locations where active sewer connections are made to the Town's system to identify additional properties that are likely connected but not receiving bills.

- **Stormwater Illicit Discharge Detection** – *ongoing* – As part of the Town’s NPDES Stormwater Phase II Permit, the Engineering Department conducts outfall inspections to screen for illicit discharges to the storm drainage systems. To date, 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 reviewed, issued and/or inspected 43 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:**
 - Washington Street Discontinuance (2013)
 - Municipal Building Inspections (2012)
 - Town Wide Inflow & Investigation & Rehabilitation Program (2012)
 - Lowder Street at Highland Street Intersection Realignment (2012)
 - Town-Wide Flow Monitoring Project (2011)
 - High/Lowder/Westfield Street Traffic Calming (2011)
 - Stormwater BMP Retrofit Grant (2012)
 - Lowder Street Culvert Replacement (2011)
 - Cedar Street Culvert Replacement (2011)
 - Colburn Street Reconstruction (2011)
 - Pacella Drive Illicit Discharge Removal (2010)
 - Traffic Regulations Update (2010)
 - East Street Reconstruction – Phase II (2009)
 - East Street Reconstruction – Lowe’s Money (2009)
 - Condon Park Parking Lot Design (2009)
 - Bussey Street Culvert Abandonment (2009)
 - Maverick Street Wall Replacement (2009)
 - Zoar Avenue Sewer Replacement (2009)
 - Rustcraft Road Sewer Replacement (2009)
 - Gaffney Road Sewer Improvements (2009)
 - Brookdale Cemetery Expansion (2008)
 - Flanagan Place/Orphan Line Drainage (2008)
 - Bridge Inspections (2008)
 - Intersection Redesign, Greenlodge Street at Sprague Street (2008)
 - East Street and Washington Street Sewer Replacement (2007)
 - Street Opening Regulations Update (2006)
 - Sewer Regulations Update (2006)
 - Salt Shed (2006)

CONCLUSION

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

REPORT OF THE DEDHAM FIRE DEPARTMENT

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

The Department has two strategically located fire stations; Headquarters is located at 436 Washington St. in Dedham Square and the East Dedham Station is located at 230 Bussey St. in East Dedham Square. All Department members have been trained in basic firefighting and emergency medical skills and are led by an experienced and effective group of Command Officers.

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

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

The Fire Department continues to provide education and training to the community. During the month of October, on-duty personnel visited first grade, kindergarten and pre-school students in both public and private schools throughout the Town. These visits allowed the Firefighters into the classrooms to teach young children about the basics of fire prevention and to show them how to respond to specific situations. Also, the week of October 12th was declared as Fire Prevention Week and an Open House was held at Fire Headquarters, giving all members of the community the opportunity to visit the firehouse to learn about fire safety and have the occasion to view the equipment and fire apparatus.

In the area of Fire Prevention, the Department continues to provide inspections of all public and private school buildings on a quarterly basis. The Department continues to participate within the School Safety Committee, in conjunction with the Police and School Departments, in an effort to insure the overall safety of both public and private school students within the Town. In an effort to develop pre-fire plan strategies and risk analyses, the on-duty Fire Companies regularly conduct tours of building and construction sites throughout the Town, thus becoming aware of many

unanticipated hazards. The Fire Prevention Officer maintains a demanding schedule to enforce and educate the public on all laws and ordinances relative to fire safety; this is accomplished by conducting inspections, issuing permits and following up on citizen's complaints. The Fire Prevention Officer also reviews plans for new construction and additions, as well as, sprinkler and fire alarm system upgrades. The Fire Prevention Office works closely with other Town agencies, most notably Inspectional Services, the Board of Health and the Planning Board, all in an effort to insure public safety.

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

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

The Fire Department is committed to maintaining all of the Fire Apparatus and equipment with a comprehensive maintenance program, which includes the use of the *Manager Plus* software system. All maintenance is now scheduled and performed to the recommendation of the National Fire Protection Association (NFPA) and / or the specific manufacturer. It is now possible to outline specific scheduling and budget projections for every piece of apparatus and equipment within the Department. This year the Department accepted delivery of a new Pumper Truck (Engine 4).

This new truck is an *E-One Typhoon* that carries 700 gallons of water and has a built in foam system that can distribute two types of firefighting foam.

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

residents to obtain seasonal fire prevention and educational materials, as well as, forms and permitting information.

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

FIRE DEPARTMENT STATISTICS FOR FISCAL YEAR 2015

Emergency Responses

Fire / Explosions	239
Rescue / Medical	2,866
Motor Vehicle Accidents	294
Good Intent Calls	211
Hazardous Materials / Condition	342
Service Calls	225
False / Accidental Fire Alarm	604
Miscellaneous	17
Total Emergency Calls	4,798

Fire Prevention and Training Classes

In Service Fire Company Inspections	62
In Service Fire Company Site Pre-Plan Inspections	60
Fire Cause and Origin Investigations	13
Fire Education Visits	30
Hotel Inspections	20
Nursing Home / Assisted Living Inspections	42
Liquor License Inspections	48
Fire Drills	44
Building Plan Review and Site Assessments	295
Smoke / Carbon Monoxide Detector Inspections	520
Oil Truck Inspections	65
Oil Burner and Tank Inspections	85
Training Classes	80
Total Non-Emergency	1320

Total Fire Department Responses and Activities 6,118

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.

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 2015 Officer of the Year award was presented to Officer Brian Crump. It is important for the Department to recognize those officers that consistently do more than is expected of them. Self-motivated, professional and dedicated police officers provide immeasurable value to the Department and the citizens of Dedham.

The following personnel changes took place during 2015:

- Detective Timothy Miranda transferred to the Framingham Police Department effective January 5, 2015 after over 7 years with the Department.
- Detective Daniel Panciocco retired effective June 30, 2015 after 31 years with the Department.
- Officer Esmaily Santana resigned from the Department effective October 16, 2015 in order to join the Massachusetts State Police.
- Officer Matthew Kozak joined the Department on March 9, 2015.
- Officer James Quigley joined the Department on August 31, 2015.
- Officers Steven Feeley and Daniel Sullivan joined the Department on December 14, 2015.

Part 1 crimes as reported to the Federal Bureau of Investigation for 2015 are as follows:

Murder/Manslaughter	0
Rape	2
Robbery	11
Aggravated Assault	5
Burglary	27
Larceny/Theft	460
Motor Vehicle Theft	19
Arson	1

Department statistics for 2015 include:

- 5,736 motor vehicle citations were issued;
- 235 arrests were made;
- 352 complaint applications were submitted to court system;
- 21,858 incident records were recorded;
- 1,218 motor vehicle crashes were documented

CHAPTER VII – SALARIES

DEPARTMENT OF PUBLIC WORKS

Name	Regular	OT	YTD Gross Pay
FLANAGAN, JOSEPH M	121,450.93	0.00	121,450.93
BAKER, JOSEPH E	62,844.28	10,246.14	73,090.42
BAKER, RICHARD J	68,740.68	19,869.03	88,609.71
BLACK, STEPHEN J	62,844.28	31,110.21	93,954.49
BLACKMON, RAY A	53,916.96	16,987.41	70,904.37
BROWN, ANDREA J	60,404.36	1,543.16	61,947.52
BUTTERMORE, NATHAN S	82,694.25	0.00	82,694.25
CAPONE, JAMES P	68,724.55	26,887.78	95,612.33
CLARK, DAVID	62,844.28	19,327.95	82,172.23
COMPERCHIO, DONNA	60,584.36	13,248.62	73,832.98
CURRAN, DANIEL T	62,469.28	22,487.65	84,956.93
DONAHUE, PERRY	62,469.28	24,870.56	87,339.84
DRAHEIM, PETER	69,702.38	3,697.28	73,399.66
FAY, DANIEL D	62,934.28	4,455.56	67,389.84
FITZHENRY JR, JOHN F	69,294.01	33,185.33	102,479.34
GILLETTE, ROBERT	62,934.28	13,356.40	76,290.68
GRANT, GREGORY	4,851.08	290.00	5,141.08
HAUGH, GEORGE A	68,650.68	26,152.47	94,803.15
LAWRENCE, RONALD	73,732.76	0.00	73,732.76
MAMMONE, JASON	107,130.81	0.00	107,130.81
MORSE, PETER J	68,285.33	22,291.76	90,577.09
MURPHY, JOHN	64,093.05	27,160.42	91,253.47
O'CONNOR, ROSE	11,936.25	0.00	11,936.25
RAHILLY, MICHAEL JOSEPH	5,370.24	300.00	5,670.24
SCOTT, LEON C.	79,991.67	0.00	79,991.67
SOUSA, HELIO F	68,507.53	25,592.39	94,099.92
STEWART, MARTIN J	62,934.28	20,872.47	83,806.75
SULLIVAN, MICHAEL PATRICK	5,157.28	460.00	5,617.28
TOBIN, DANIEL E	77,559.64	17,728.07	95,287.71
TORTOLA, ROSEANN	7,080.00	0.00	7,080.00
WAGNER, JOHN G	79,269.64	29,433.41	108,703.05
WAGNER-JR., JOHN GARRETT	62,844.28	21,934.46	84,778.74
WALSH, WILLIAM B	61,530.88	31,625.87	93,156.75

POLICE DEPARTMENT

Last Name	Regular	OT	Details	YTD Gross Pay
D'ENTREMONT, MICHAEL J	163,465.36	0.00	0.00	163,465.36
BARRETT, JOHN M	79,801.47	4,866.94	29,805.00	114,473.41
BLACK, MARK C	129,528.21	13,666.46	55,537.00	198,731.67
BLAKE, MATTHEW E.	64,114.09	4,717.31	24,344.00	93,175.40
BOYLE, KEITH J	131,591.74	31,526.99	43,214.00	206,332.73
BUCKLEY, MICHAEL D	102,458.83	9,507.54	1,111.00	113,077.37
CADY JR., PAUL M	85,490.76	9,557.03	20,711.00	115,758.79
CAMERANO, KAREN M	58,251.60	154.29	0.00	58,405.89
CAWLEY, RICHARD P	79,577.17	5,575.82	24,610.00	109,762.99
CHAFFEE, TIMOTHY J	68,490.31	44.72	0.00	68,535.03
CHAMBERS, DAVID G	64,599.11	8,409.46	27,899.00	100,907.57
CHERMESINO, ROBERT A	61,237.97	3,570.48	12,638.00	77,446.45
CLEMENTS, JOHN K	103,323.55	12,991.57	38,271.00	154,586.12
COLARUSSO, SAMANTHA	64,310.46	4,354.33	11,552.00	80,216.79
CONCANNON, KEVIN O	106,985.14	19,868.92	35,703.00	162,557.06
CONNOLLY III, JOHN J	102,023.50	15,220.71	20,473.00	137,717.21
CONNOLLY, DAVID M	56,550.90	5,239.57	64,600.00	126,390.47
CRONIN, NEIL	79,901.20	12,726.68	15,013.00	107,640.88
CRUMP, BRIAN THOMAS	70,152.90	11,058.34	32,298.00	113,509.24
CRUMP, PAUL J	0.00	0.00	30,410.00	30,410.00
CULLINANE, BRIAN R	64,578.65	4,902.40	22,768.00	92,249.05
DOHERTY, CATHY A	77,349.92	11,543.35	9,174.00	98,067.27
DOYLE, MICHAEL T	76,022.68	13,519.06	3,078.00	92,619.74
DRISCOLL, JAMES P	84,508.06	10,613.58	34,764.00	129,885.64
DUCHINI, DANIEL J	75,183.12	0.00	0.00	75,183.12
ELLIS, ARTHUR H	0.00	0.00	22,808.00	22,808.00
ELLIS, JOSEPH K.	68,891.93	3,172.20	19,758.00	91,822.13
ELLIS, KENNETH J.	65,837.43	6,153.24	2,166.00	74,156.67
EVANS, ARTHUR T	0.00	0.00	26,090.00	26,090.00
FEELEY, JR, MICHAEL R	68,984.23	5,045.86	56,578.00	130,608.09
FEELEY, MICHAEL R	105,460.41	19,204.67	53,008.00	177,673.08
FLINT, RICHARD A	64,612.41	3,118.24	42,970.00	110,700.65
GONSKI, DEBORAH L	64,705.69	7,411.00	4,808.00	76,924.69
GOODE, JAMES E	0.00	0.00	26,020.00	26,020.00
HODGDON, ELIZABETH J	51,874.10	541.59	0.00	52,415.69
HOLLAND, MARISSA	65,336.20	6,369.89	17,857.00	89,563.09
KEANE, RICHARD T	104,147.79	24,658.82	51,183.00	179,989.61
KOZAK, MATTHEW S	45,749.14	235.59	13,076.00	59,060.73
LEMANSKI, JAMES T	80,736.63	2,619.66	19,625.00	102,981.29
MAHONEY, KEVIN D	65,088.24	16,948.68	12,946.00	94,982.92
MATTHIES, FREDERICK	81,151.25	12,073.08	53,687.00	146,911.33
MCCARTHY, RYAN N	75,200.80	657.15	0.00	75,857.95
MCMILLAN, FRANCIS X	105,871.91	12,581.23	44,790.50	163,243.64
MOURIS, CHARLES	0.00	0.00	27,392.00	27,392.00

MUNCHBACH, STEVEN L	66,085.02	2,120.34	66,972.00	135,177.36
NEDDER JR, ROBERT S	128,518.54	8,679.50	9,482.00	146,680.04
NEILSON JR., GEORGE N	103,713.71	10,723.97	18,373.00	132,810.68
NIKOLAIDES, JAMES C	51,109.57	364.14	16,650.00	68,123.71
NOLAN, JOHN E	63,487.57	1,957.69	20,030.00	85,475.26
O'SULLIVAN, COLLIN	77,109.92	10,318.17	5,214.00	92,642.09
PANCIOCCO, DANIEL C	49,477.75	0.00	0.00	49,477.75
PASCHAL, CLIFFORD F	128,474.61	25,852.12	30,282.00	184,608.73
PAYNE, ROBERT	0.00	0.00	49,748.00	49,748.00
PETERSON, SCOTT W	79,229.30	11,602.02	74,056.00	164,887.32
PORRO JR., RICHARD A	80,361.78	14,648.46	13,729.00	108,739.24
PORRO, SCOTT D	79,123.82	11,112.77	36,478.00	126,714.59
POWER, MICHAEL W	62,255.84	769.00	59,226.00	122,250.84
PUCCI, MICHAEL	78,671.64	8,714.19	46,856.00	134,241.83
PUCCI, RONALD C	72,219.74	6,330.03	29,923.50	108,473.27
QUIGLEY, JAMES J	16,113.60	0.00	0.00	16,113.60
RINN, JOHN EDWARD	57,663.62	2,704.04	3,510.00	63,877.66
SANTANA, ESMAILY	40,430.56	4,067.66	9,388.00	53,886.22
SULLIVAN, JASON P	66,683.89	3,527.20	18,736.00	88,947.09
TRACY, JAYSON E	51,400.07	160.08	0.00	51,560.15
WALSH, ROBERT G	95,227.58	14,727.27	9,558.00	119,512.85
WILDS JR., WILLIAM E	84,400.37	5,386.12	336.00	90,122.49

FIRE DEPARTMENT

Name	Regular	OT	YTD Gross
SPILLANE, WILLIAM F	150,213.33	0.00	150,213.33
BELTIS, DONALD C	63,711.71	17,528.00	81,239.71
BENDER, ALEXANDER M	55,004.01	9,214.29	64,218.30
BERRY, EDWARD	87,477.96	10,913.36	98,391.32
BLANEY, JARED W	66,391.19	9,649.78	76,040.97
BLANEY, JOSHUA M	59,092.35	8,224.00	67,316.35
BONCEK, CHARLES P	63,234.19	133.30	63,367.49
BOWLER, STEPHEN M	81,559.60	18,316.02	99,875.62
BRADBURY, JERROLD M	62,814.19	6,004.18	68,818.37
BRADBURY, KEVIN F	61,029.34	0.00	61,029.34
BURKE, STEVEN E	65,557.12	3,206.86	68,763.98
CALLAGHAN, JUSTIN M	58,120.79	13,259.56	71,380.35
CHIN, JOHN S	64,751.04	12,272.40	77,023.44
CLARK, CHRISTOPHER J	64,999.12	10,425.06	75,424.18
CUMMINGS, KATHLEEN	52,905.30	0.00	52,905.30
DEFELICE JR., WAYNE M	64,155.04	4,436.34	68,591.38
DEVINCENT, ROBERT A	76,619.19	10,321.50	86,940.69
DOHERTY, STEPHEN	66,291.81	3,250.26	69,542.07
DUGAN, ROBERT F	64,447.12	9,416.73	73,863.85
FINNERAN, JAMES R	70,310.85	4,283.70	74,594.55

FONTAINE JR, JOHN W	102,111.92	25,317.40	127,429.32
FOSS, NICHOLAS A	66,969.81	2,137.04	69,106.85
GADON, TIMOTHY K	59,163.10	6,557.47	65,720.57
GEORGILAS, DEMETRIOS A	62,617.12	1,141.56	63,758.68
GLEASON, JOSEPH HENRY	79,781.19	14,906.12	94,687.31
GOODE, JOSEPH D	17,138.07	0.00	17,138.07
GREALY, MICHAEL J	68,073.81	8,314.50	76,388.31
HAIRE, MATTHEW D	64,752.02	0.00	64,752.02
HIBBARD, KEITH W	58,302.77	7,036.68	65,339.45
HOWARD, JOHN E	66,177.04	21,292.56	87,469.60
HUFF, MICHAEL L	82,747.60	14,831.04	97,578.64
HUTCHINSON, BRIAN P	58,126.95	7,711.35	65,838.30
JENKINS, TIMOTHY P	17,094.07	0.00	17,094.07
JONES, EDWARD LAWRENCE	59,875.97	7,674.58	67,550.55
KANE, SEAN P	17,182.07	0.00	17,182.07
KANELOS, MATTHEW C	59,599.97	4,707.00	64,306.97
KRUG, KENAN J	83,085.60	18,301.10	101,386.70
LESSARD, MICHAEL C	82,548.60	16,811.58	99,360.18
LEVESQUE, ERIC LOUIS	58,765.66	2,802.22	61,567.88
LOCONTE, ROBERT G	82,253.60	15,236.74	97,490.34
LOEWEN III, FREDERICK P	77,779.09	11,630.70	89,409.79
LYNCH, STEPHEN J	91,678.98	11,144.34	102,823.32
MACDOUGALL, STEPHEN M	65,374.85	5,298.13	70,672.98
MCELHINNEY JR, WILLIAM J	81,459.19	29,944.21	111,403.40
MCGRAW, BRUCE A	84,003.60	16,503.68	100,507.28
MCLEISH, PAUL E	73,647.69	721.62	74,369.31
MORRISON, JAMES M	62,957.04	6,500.08	69,457.12
MUNCHBACH, MATTHEW	62,629.95	6,756.94	69,386.89
MURRAY, BRIAN F	65,732.12	0.00	65,732.12
NEILAN, JAMES M	98,671.89	26,519.68	125,191.57
O'BRIEN, KEVIN M	56,742.10	10,094.46	66,836.56
PAIGE, MICHAEL R	68,881.81	10,337.70	79,219.51
PIKE JR., KENNETH P	62,977.12	1,652.92	64,630.04
RADOSTA, RICHARD P	102,261.89	23,902.90	126,164.79
RAFTERY, STEVEN J	62,677.12	0.00	62,677.12
SAVI, DONALD R	83,914.81	13,517.96	97,432.77
SAYERS, WAYNE J	69,916.81	7,276.87	77,193.68
SCACCIA, RYAN ANTHONY	58,663.66	5,765.21	64,428.87
SHEEHAN, DAVID ANTHONY	62,934.66	14,236.48	77,171.14
SPILLANE, ROBERT S	63,077.12	133.30	63,210.42
STAUNTON, RICHARD P	79,666.19	519.40	80,185.59
SULLIVAN, PAUL WILLIAM	55,990.10	3,190.94	59,181.04
SWYERS, THOMAS P	69,920.81	4,232.12	74,152.93
WALSH, WILLIAM M	82,478.60	18,103.04	100,581.64
WHORISKEY, DANIEL	73,102.89	9,073.20	82,176.09

ALL OTHER TOWN DEPARTMENTS

Name	Regular	OT	YTD Gross
AITKEN, WILLIAM J	56,906.70	0.00	56,906.70
ALBANI, ADRIENNE T	52,838.30	478.29	53,316.59
ALDERMAN, GAIL A	29,041.87	0.00	29,041.87
ALLEN, TAMI L	64,034.00	0.00	64,034.00
ANDERSON, DEBRA J	61,465.70	0.00	61,465.70
BAKER, NANCY	110,094.55	0.00	110,094.55
BARNES, VERONICA	99,622.02	0.00	99,622.02
BAZINET, LISA C	52,442.40	4,919.36	57,361.76
BETTUCHI, WALTER F	54,926.44	4,676.41	59,602.85
BLANEY, ROBERT C	84,345.52	0.00	84,345.52
BOWLER, LAURA ANN	38,150.60	362.00	38,512.60
BOWSE, DONNA R	64,274.00	473.85	64,747.85
BROWN, ELISSA	15,704.96	0.00	15,704.96
BROWN, MADELINE M	5,113.53	0.00	5,113.53
BYRD, JASMIN	7,186.87	0.00	7,186.87
CABRAL, GREGORY M	61,829.00	0.00	61,829.00
CAMPANELLA, MARISA J	7,135.25	0.00	7,135.25
CAPONE, GAYLE E	52,832.40	0.00	52,832.40
CARDINALE, CATHERINE	96,668.29	0.00	96,668.29
CAREW, ROBIN ANN	26,616.03	2,882.85	29,498.88
CARLEY, LYNN M	86,570.82	0.00	86,570.82
CIMENO, KENNETH R	95,944.97	0.00	95,944.97
COLANTUONI, MARNIE L	8,800.00	0.00	8,800.00
COLLERAN, EDWARD F	12,037.31	0.00	12,037.31
CONCANNON, AMY C	48,939.07	7,935.26	56,874.33
CONNELL, LAURA M	43,173.80	399.00	43,572.80
CONWAY, JOAN F	52,665.30	404.05	53,069.35
COUGHLIN, MARIAH L	21,369.45	82.80	21,452.25
CRAVEN, BARBARA T	55,326.60	42.03	55,368.63
CROWLEY, JANICE	43,081.65	277.72	43,359.37
DAVID, EILEEN M	14,287.35	0.00	14,287.35
DAVIS, JOANN B	5,079.76	0.00	5,079.76
DEEGAN, DEBORAH A	59,659.00	1,186.29	60,845.29
DELLOIACONO, CARMEN E	65,010.95	2,536.21	67,547.16
DELSIGNORE, MARYJO	19,035.00	0.00	19,035.00
DENTON, BRIAN C	7,744.00	0.00	7,744.00
DILLON, CATHERINE ELIZABETH	5,130.37	0.00	5,130.37
DOCKHAM, ELLEN L	37,417.00	229.76	37,646.76
D'OLIMPIO, PAUL F	60,906.98	0.00	60,906.98
DOWNING, THOMAS	7,061.12	0.00	7,061.12
DOYLE, KEVIN D	32,185.15	0.00	32,185.15
DUKAS, MARIE E	55,486.60	0.00	55,486.60
DURKIN, KIMBERLY A	52,766.64	18,588.97	71,355.61
EDDY, WILLIAM S	44,223.15	1,933.76	46,156.91
ELLIS-JR., KENNETH	64,845.84	31,856.12	96,701.96

FADDEN, PAMELA A	45,526.10	137.48	45,663.58
FITZGERALD, FRANCIS D	66,463.64	19,638.08	86,101.72
FITZHENRY, EDWARD D	52,965.43	500.09	53,465.52
FLANAGAN, LEONTIA A	69,729.21	2,421.96	72,151.17
FLORENTINO, ELIZABETH A	5,552.00	0.00	5,552.00
FLORENTINO, LEA C	5,896.00	0.00	5,896.00
GAGLIARD, PETER F	55,151.44	7,380.07	62,531.51
GARDNER, JESSICA	26,229.06	0.00	26,229.06
GARLICK, RONALD S	58,742.16	11,355.78	70,097.94
HAGGERTY, JENNIFER A	6,284.50	0.00	6,284.50
HANTSCHAR, MELANIE	7,494.77	0.00	7,494.77
HENDERSON, RICHARD LEO	81,971.03	0.00	81,971.03
HOGAN, CHRISTINA	18,583.92	0.00	18,583.92
HOUSTON, EMMA	6,575.65	0.00	6,575.65
INGEMI, LISA J	63,441.40	192.36	63,633.76
ISBERG, BARBARA	50,669.29	0.00	50,669.29
JOHNSON, CATELYN A	48,734.10	342.00	49,076.10
JOHNSON, FREDERICK W	69,786.05	903.02	70,689.07
JOHNSON, MIRIAM C	102,975.84	0.00	102,975.84
KALTSUNAS, MITCHELL J	10,508.94	0.00	10,508.94
KERN, JAMES A.	182,703.13	0.00	182,703.13
KIESELING III, WALTER H	54,284.10	3,602.45	57,886.55
KOONS, JACQUELINE S	59,739.00	0.00	59,739.00
LABRECQUE, DOREEN M	38,991.85	0.00	38,991.85
LEARY, JULIANNE	45,706.10	415.20	46,121.30
LECLAIR, VIRGINIA	82,377.24	0.00	82,377.24
LEPARDO, JANE T	106,881.07	0.00	106,881.07
LEVENTHAL, LAURA BETH	82,127.24	0.00	82,127.24
LEVIN, KENNETH LOUIS	5,017.55	0.00	5,017.55
MACDONALD, ERIN M	36,542.25	343.00	36,885.25
MACDONALD, MICHELLE	54,345.83	1,075.17	55,421.00
MAHER, MICHAEL B.	58,450.76	14,798.97	73,249.73
MALONEY, STEPHEN G	11,886.81	0.00	11,886.81
MAMMONE, RONALD J	12,149.28	0.00	12,149.28
MARCHESE, WAYNE J	58,678.26	12,898.55	71,576.81
MATAR, SANDRA	50,649.90	95.89	50,745.79
MCCARTHY, CAROL ANN	55,476.64	29,535.80	85,012.44
MCCARTHY, RICHARD J	88,686.54	0.00	88,686.54
MCDONOUGH, JAMES P	52,885.43	4,730.29	57,615.72
MCMILLAN, KRISTIN	44,840.70	727.24	45,567.94
MCWHIRK JR., ROBERT E	24,416.92	0.00	24,416.92
MORSE, KRISTEN	57,475.80	1,055.40	58,531.20
MUCCIACCIO, A P	14,091.88	0.00	14,091.88
MULKERN, JOYCE K	6,176.00	0.00	6,176.00
MUNCHBACH, PAUL M	93,439.53	0.00	93,439.53
MUNCHBACH, SUSAN M	56,491.50	250.77	56,742.27
NILAND, ANITA L	49,070.00	1,155.45	50,225.45
O'BRIEN, DAVID	14,969.92	0.00	14,969.92
O'CONNELL, CYNTHIA B	23,742.18	0.00	23,742.18

O'CONNELL, KAREN	14,032.89	0.00	14,032.89
O'CONNELL, KAREN MARIE	27,028.53	0.00	27,028.53
O'NEIL, JENNIFER A	55,576.64	9,696.81	65,273.45
OSEI-MENSAH, ANGELA A	55,552.80	0.00	55,552.80
PERRON, ERIN K	82,127.24	0.00	82,127.24
PODOLSKI, DAVID J	43,406.15	2,838.38	46,244.53
POWER, MARION E	5,901.99	0.00	5,901.99
PROVOST, MICHAEL L.	69,767.60	1,445.76	71,213.36
RALPH, JR., WILLIAM J	55,677.61	0.00	55,677.61
REILLY, PATRICIA	63,641.40	0.00	63,641.40
RENEHAN, MAUREEN	41,859.30	0.00	41,859.30
RIELLY, MARK M	52,866.64	2,955.13	55,821.77
RIZZO, MARIE T	47,042.98	2,782.94	49,825.92
SELLON, SUSAN G	21,137.00	0.00	21,137.00
SHAW, SHEILA M	36,220.50	0.00	36,220.50
SHAW, SUSAN TABER	79,399.83	0.00	79,399.83
SHREWSBURY, ROSEMARIE	50,487.30	0.00	50,487.30
SISSON, JOHN	33,885.23	0.00	33,885.23
SOCCHI, AMBER M.C.	58,679.10	360.44	59,039.54
STALLINGS III, JAMES	26,106.85	0.00	26,106.85
STANLEY, ROBERT	86,846.28	0.00	86,846.28
STAPLETON, FRANCIS	7,113.04	0.00	7,113.04
SUCIU, ISABELLA	63,541.40	0.00	63,541.40
SULINSKI, DENNIS R	82,620.64	19,485.44	102,106.08
SULINSKI, MICHAEL R	6,916.37	0.00	6,916.37
SULLIVAN, JAMES M	74,016.87	1,143.00	75,159.87
TERKELSEN, ANDREA L	100,153.97	0.00	100,153.97
TREACY, JOAN M	49,070.00	0.00	49,070.00
TRICARICO, MARY ANN	90,338.64	0.00	90,338.64
TRUNDLEY, CHRISTINE	6,350.25	0.00	6,350.25
VALTON, CHRISTOPHER	46,452.98	221.61	46,674.59
WAISHEK, MICHAEL A	52,725.43	2,066.76	54,792.19
WEBSTER, SUSAN N.	52,615.51	5,991.64	58,607.15
WHITE, DOROTHEA	18,607.50	0.00	18,607.50
WHITE, TRACEY A	12,064.92	964.33	13,029.25
WILCOX, KIRSTIN A	6,410.33	0.00	6,410.33
WILLEY, DANIEL F	5,491.00	0.00	5,491.00

ALL SCHOOL DEPARTMENTS

Last Name	Regular	OT	YTD Gross
ABDALLAH, JAMES ABRAHAM	65,285.48	25,469.56	90,755.04
ADAMS, STEPHANIE	70,773.80	0.00	70,773.80
AHEARN, ERIN M	9,436.35	0.00	9,436.35
AHERN, PAUL C	5,363.00	0.00	5,363.00
ALBERT, NICOLE A	6,138.24	0.00	6,138.24
ALLEN, SARA K	22,412.29	349.40	22,761.69
ALTANBOUR, NEDAL	58,428.20	7,278.76	65,706.96

ALTONE, SARAH E	64,280.08	1,711.02	65,991.10
ALVES, JENNIFER M	78,734.54	442.65	79,177.19
AMATO, ELIZABETH DEON	69,162.44	200.00	69,362.44
AMENDOLA, CHIARA ALICIA	62,058.30	328.84	62,387.14
ANDREW, ANDREA JANE			
BENEVIDES	82,317.21	0.00	82,317.21
ANDREWS, LARA MARIE	62,951.13	363.93	63,315.06
ANTONUCCIO, MARIA	77,639.56	408.84	78,048.40
ARMSTRONG, HOLLI H	115,415.13	0.00	115,415.13
ARMSTRONG, MEGHAN MARY	72,098.70	398.54	72,497.24
ARMSTRONG, NORA E	23,744.80	1,367.79	25,112.59
ATKINSON, CHRISTOPHER P	20,680.87	187.50	20,868.37
ATKINSON, STACEY J	93,263.74	632.75	93,896.49
AVERY, JOANNE	30,240.56	0.00	30,240.56
BAIRD, THOMAS K	7,528.21	215.76	7,743.97
BAKIS, CLAUDIA	14,948.61	60.00	15,008.61
BALFOUR, JENNIFER	83,528.25	1,138.83	84,667.08
BALL, MEGGIN ELIZABETH	70,843.25	402.89	71,246.14
BANIOS JR, PHILIP CHARLES	87,501.39	0.00	87,501.39
BARBUTO, FRANCIS	11,476.00	0.00	11,476.00
BARDEEN, MARY E	6,196.34	240.52	6,436.86
BASQUE, KATHLEEN MARIE	69,946.54	361.02	70,307.56
BASTABLE, LINDSAY B	38,046.27	225.00	38,271.27
BAUN III, PHILIP J	63,976.02	349.40	64,325.42
BEAN, JENNIFER	36,596.97	452.63	37,049.60
BEAN, JENNIFER A	10,076.41	0.00	10,076.41
BEARFIELD, PATRICIA A	89,410.95	480.84	89,891.79
BEAUDOIN, ASHLEIGH ROSE	19,912.16	2,766.58	22,678.74
BECKER, JARED	9,467.50	0.00	9,467.50
BECKER, MEREDITH A	77,612.61	0.00	77,612.61
BEGIN, DARYL P	29,288.28	9,798.54	39,086.82
BEGIN, JOAN M	51,477.09	7,930.17	59,407.26
BEGIN, KEITH R	51,477.09	6,352.68	57,829.77
BENNETT, MAURA A	15,193.23	387.09	15,580.32
BENNETT, SHEILA	75,971.88	0.00	75,971.88
BERNSTEIN, SHARON	87,631.37	958.34	88,589.71
BESSETTE, SHEILA MURPHY	93,265.48	0.00	93,265.48
BIGELOW, BRYAN	47,813.68	500.00	48,313.68
BIGGAR, CHERYLE E	62,503.96	100.00	62,603.96
BISBEE, MARK E	5,791.80	0.00	5,791.80
BLANCHARD, MICHELLE BISHOP	6,385.40	0.00	6,385.40
BLANCHETTE, BREANA A	20,582.16	2,379.06	22,961.22
BLEHM, KAITLIN MAE	40,763.96	0.00	40,763.96
BLOCH, JENNIFER L DAIGNEAULT	57,754.38	591.34	58,345.72
BOENSEL, SUSAN ANN	44,287.38	688.84	44,976.22
BOIARDI, MARY K	12,780.00	0.00	12,780.00
BOLDUC, JEFFREY A	114,845.35	817.74	115,663.09
BOUDROW, JEANNE M	43,537.09	5,662.50	49,199.59
BOUDROW, JENNIFER A	4,797.73	724.63	5,522.36

BOVERY, BRIANNA MICHELLE	18,719.57	384.68	19,104.25
BOWEN, TIMOTHY M	29,135.08	0.00	29,135.08
BOWLES, SEAN	22,012.29	349.40	22,361.69
BRADBURY, MARLENE R	15,250.00	0.00	15,250.00
BRADLEY, CAROLYN M	70,650.80	0.00	70,650.80
BRADLEY, SAMANTHA BOSWORTH	77,047.34	752.97	77,800.31
BRAILLARD, LESLIE	14,172.15	0.00	14,172.15
BRANAGAN, KATHERINE	40,763.96	0.00	40,763.96
BRATHWAITE, DONNA MOORE	9,459.48	83.09	9,542.57
BRISCOE, MAUREEN T	86,681.27	630.84	87,312.11
BROWN, JENNIFER M	18,439.23	15.00	18,454.23
BRUNSTROM, BETH-ANN	74,495.22	0.00	74,495.22
BRYANT, KERRI JEAN DUNNE	94,231.74	932.75	95,164.49
BURKE, ALISON CHRISTINE	61,597.56	656.69	62,254.25
BURKE, KATHLEEN MARIE	55,077.72	317.47	55,395.19
BUTTERS, LAUREN MARIE	88,022.08	202.50	88,224.58
BYRNE, JUDITH A	74,949.26	401.60	75,350.86
BYRNE, MARY CHRISTINA	70,936.70	162.50	71,099.20
CALDERONE, TERESA ANN	18,447.80	0.00	18,447.80
CALDWELL, JENNA	58,844.38	1,078.84	59,923.22
CALIFANO, MARY ELLEN BELGE	83,786.38	651.33	84,437.71
CALLAHAN, JENNIFER MARIE	33,745.21	392.81	34,138.02
CAMPAGNA, JOAN M	19,360.78	30.00	19,390.78
CANNON, KRISTEN	93,563.74	912.75	94,476.49
CANTY, MICHELLE F	92,598.74	702.75	93,301.49
CAREY, DAVID	86,427.89	2,851.80	89,279.69
CARLSON, HILARY SHEEHAN	80,661.38	793.83	81,455.21
CARNEY, MARK O	95,626.90	845.06	96,471.96
CARROLL, TESS M	55,715.39	317.47	56,032.86
CARTEN, KATHLEEN R	88,366.06	605.84	88,971.90
CARUCCI, CHRISTOPHER M	80,411.38	748.83	81,160.21
CARUSO, ELISABETH	72,813.47	412.19	73,225.66
CARUSO, HEATHER	20,005.00	15.00	20,020.00
CASALI, CHRISTINE ELIZABETH	64,469.87	472.63	64,942.50
CASTILLO, LESLIE SUSAN	73,351.19	408.84	73,760.03
CATINELLA, MARYBETH	42,247.57	262.50	42,510.07
CAWLEY, STACEY ANN	88,272.96	750.84	89,023.80
CEVALLOS, MERCY	11,280.50	512.75	11,793.25
CHABOUDY, LISA BETH	24,351.87	30.00	24,381.87
CHERNOFF, TARA M	8,076.64	0.00	8,076.64
CHRISTOPHER, JULIA C	53,964.87	631.13	54,596.00
CITRON, DIANE	59,344.58	337.80	59,682.38
CLARK, JEAN C	21,962.86	469.40	22,432.26
CLASBY, MICHAEL J	7,509.36	0.00	7,509.36
CLEMENT, NANCY J	42,118.14	100.00	42,218.14
CLINTON, ELLEN M	11,302.14	0.00	11,302.14
COATES, RHONDA J	79,704.50	608.84	80,313.34
COBB, CLAIRE	19,073.41	15.00	19,088.41
COCCHI, CHRISTY M	36,986.58	62.50	37,049.08

COCHRANE, AUBREY	73,381.47	472.19	73,853.66
COFFEY-MCCORMICK, JOANNE	75,930.80	0.00	75,930.80
COLTIN, ALEXANDRA CARLA	68,200.44	387.09	68,587.53
COMEAU, KEITH	52,062.14	200.00	52,262.14
COMMENDATORE, JOSEPH A	16,898.93	266.25	17,165.18
CONDON, ELIZABETH	23,448.55	800.00	24,248.55
CONNERTON, KELLY ANN	14,210.42	30.00	14,240.42
CONNOLLY, STACEY O'CALLAGHAN	84,197.09	448.83	84,645.92
CONSENTINO, GEOVANA	6,746.12	0.00	6,746.12
CONTE, IVA CARMELA	42,498.69	0.00	42,498.69
CONWAY, KATHLEEN PATRICIA	37,350.00	3,600.00	40,950.00
COPPOLA, MICHAEL	74,695.50	0.00	74,695.50
CORCORAN, JULIE A	10,734.40	0.00	10,734.40
CORLISS, PATRICK JOSEPH	21,215.35	0.00	21,215.35
CORNETTA, ERIKA	52,280.79	494.81	52,775.60
COSTELLO, BERNADETTE F	80,930.59	568.83	81,499.42
COUGHLIN, ELISE JENNIFER	38,091.73	320.00	38,411.73
CRISP, ROBERT	7,290.31	0.00	7,290.31
CRONIN, GREGORY	55,865.82	0.00	55,865.82
CRONIN, PATRICIA D	55,615.82	0.00	55,615.82
CROWLEY, JESSICA NICOLE	48,634.26	364.81	48,999.07
CUDDY, CHERYL A	24,862.66	662.41	25,525.07
CULLEN, VIRGINIA A	51,000.04	0.00	51,000.04
CUMMINGS, CHRISTINE	63,006.91	60.00	63,066.91
CUMMINGS, MAI-LINH GONZALES	79,754.22	70.00	79,824.22
CUNNINGHAM, COLLEEN E	6,654.44	0.00	6,654.44
CURRAN, LINDA A	23,557.73	3,661.30	27,219.03
CURRISTIN, DEIRDRE	21,471.11	3,108.26	24,579.37
CURRIVAN, JENNIFER CATHRYN	64,676.04	411.02	65,087.06
CURTIN, DENISE K	13,517.48	0.00	13,517.48
CUSHING, DOLORES M	19,048.69	714.36	19,763.05
DALEY, LAUREN J	7,384.77	216.62	7,601.39
DANIELS, JEFFERY	58,885.38	756.34	59,641.72
DARCHE, KATHERINE E	48,979.76	794.81	49,774.57
DAVIS, SPENCER A.	6,256.88	0.00	6,256.88
DEARBORN, KATHLEEN ANN	76,351.83	422.20	76,774.03
DELANEY, DIANE ZAMMTTI	18,455.20	180.00	18,635.20
DELEHANTY, MICHELLE	67,323.04	1,091.02	68,414.06
DELENDECK, LINDA	89,908.87	734.41	90,643.28
DELLELO, THERESA A	93,398.40	552.75	93,951.15
DELONG, MEGHAN KELLY	63,608.04	596.02	64,204.06
DEMARCO, JACLYN G	6,196.04	0.00	6,196.04
DEMERS, CAROLYN L	19,051.06	0.00	19,051.06
DENNEHY, PATRICIA	5,896.46	0.00	5,896.46
DENNEHY, PATRICIA	63,137.64	80.00	63,217.64
DEROMA, MICHELLE M	18,510.40	0.00	18,510.40
DEROSA, LESLEY	20,062.93	317.47	20,380.40
DESMOND, ROBERT W	5,374.63	63.32	5,437.95
DEVEER, DEBORAH	6,347.00	0.00	6,347.00

DEWAR, MICHAEL A	95,896.71	0.00	95,896.71
DEWIT, KATIE M	67,594.28	100.00	67,694.28
DICENZO, KAREN E	6,690.82	0.00	6,690.82
DILLEY, KYLE E	14,969.19	240.00	15,209.19
DILLON, LAURA P	13,597.55	0.00	13,597.55
DIMARTINO, DONNA MARIE	19,008.53	983.35	19,991.88
DINEEN, LINDA	7,076.04	0.00	7,076.04
DINEEN-SERPIS, HEIDI ANN	97,576.74	832.75	98,409.49
DISANDRO, MARY B	44,324.68	371.75	44,696.43
DOHERTY, ANN MARIE	21,846.75	855.00	22,701.75
DOLABANY, ROSE	13,504.62	264.34	13,768.96
DOLAN, AMY M	52,061.07	317.47	52,378.54
DONAHUE, BRIAN	49,257.88	16,536.90	65,794.78
DONOVAN, CAROL	19,380.77	30.00	19,410.77
DONOVAN, CAROL A	6,553.51	0.00	6,553.51
DONOVAN, JOAN M	19,896.95	372.80	20,269.75
DOWNEY, SCOTT J	55,975.82	37,988.07	93,963.89
DOYLE, JENNIFER	14,227.94	15.00	14,242.94
DRISCOLL, JULIE E	3,892.50	2,025.00	5,917.50
DRUMMY, CATHERINE	19,835.63	50.00	19,885.63
DUDLEY, RACHEL E	97,485.19	578.78	98,063.97
DUNDULIS, SARAH VAUGHN	57,588.42	40.00	57,628.42
DWYER, TIMOTHY	92,095.33	562.75	92,658.08
EDGETTE, HANNAH LEE	21,148.34	35.02	21,183.36
EDWARDS, HOLLAND W	27,128.91	180.00	27,308.91
ERWIN, REBECCA A	23,475.42	0.00	23,475.42
ESTATE OF DEIRDRE MELOSKI,	48,580.73	0.00	48,580.73
EVANS, THOMAS J	51,477.09	12,346.90	63,823.99
FAGONE, JULIE D	25,107.93	398.54	25,506.47
FAHY, JULIE CATHERINE	20,248.33	1,014.49	21,262.82
FARES, SANDY	6,746.12	525.00	7,271.12
FARES, SANDY WALID	6,820.13	124.34	6,944.47
FARRELL, CHRISTINE	82,118.59	942.58	83,061.17
FARRY, ANNE M	71,112.95	1,098.54	72,211.49
FAY, LAUREN ELIZABETH	23,935.31	2,550.00	26,485.31
FEELY JR, JOSEPH J	59,453.49	13,395.20	72,848.69
FICARRA, ERIN L	20,000.43	497.47	20,497.90
FINDLEY, SHANNON CATHERINE	81,822.12	732.28	82,554.40
FINNERTY, HEATHER LYNN	83,865.87	472.49	84,338.36
FISH, CHERYL	18,419.30	262.66	18,681.96
FITZGERALD, COLLEEN	63,598.04	471.02	64,069.06
FITZGERALD, JULIE	44,491.29	0.00	44,491.29
FITZPATRICK, LAURA	6,950.00	0.00	6,950.00
FLAHERTY, ALEXANDRA	6,358.50	0.00	6,358.50
FLAHERTY, PATRICIA	11,300.98	90.98	11,391.96
FLANAGAN, SUSAN ELIZABETH	79,101.84	1,492.65	80,594.49
FLYNN, DAVID M	8,839.00	0.00	8,839.00
FOLEY, JUDITH LYNN	87,697.66	927.89	88,625.55
FOLEY, MARIE	21,353.33	0.00	21,353.33

FOLEY, RAYMOND R	6,923.34	0.00	6,923.34
FOLEY, ROBERT J	51,677.09	15,408.84	67,085.93
FOLLEN, SARA L	68,354.28	532.63	68,886.91
FONTAINE, PATRICK	11,490.31	906.15	12,396.46
FONTECCHIO, SUSAN T	61,815.20	0.00	61,815.20
FORREST, JAMES	110,244.04	1,080.00	111,324.04
FRACZEK, MARGO STETSON	105,153.47	0.00	105,153.47
FRAIOLI, CHRISTOPHER JOHN	23,852.65	0.00	23,852.65
FRENCH, LESLIE CORRIN	80,411.38	631.33	81,042.71
GALLAGHER, MARY	15,594.98	0.00	15,594.98
GALVIN, JAYNE M	9,204.35	0.00	9,204.35
GARAFALO, KIRSI	6,008.86	30.00	6,038.86
GARLAND, WENDY ANN	78,897.04	2,637.65	81,534.69
GATELY, DEBRA RUTH	121,081.48	100.00	121,181.48
GATELY, JAMES B	51,477.09	5,951.32	57,428.41
GAUDREAU, KATHY E	79,623.80	0.00	79,623.80
GEARY, TIMOTHY M	89,726.88	0.00	89,726.88
GIANNANGELO, KAREN	18,736.76	210.00	18,946.76
GIANOPOULOS, ROSE C	43,239.77	3,357.10	46,596.87
GILARDE, DENISE	19,701.38	1,411.89	21,113.27
GILBERT, AMY	87,006.27	765.84	87,772.11
GILLEY, JESSICA M	20,400.43	317.47	20,717.90
GILLIS, EILEEN M	87,531.27	480.84	88,012.11
GLEASON, KATELYN MARIE	43,878.86	0.00	43,878.86
GLEASON, LYNNEA	9,918.43	409.29	10,327.72
GLENNON, DEBORAH	29,245.97	30.00	29,275.97
GOLDBERG-SHEEHY, ELAINE	93,263.74	512.75	93,776.49
GOLDSTEIN-FRADIN, MAJORIE JANE	112,586.93	0.00	112,586.93
GORDEN, ARIELLE FARRAH	69,816.81	20.00	69,836.81
GORMAN, KATHERINE	20,831.21	87.50	20,918.71
GOSS, KAMARA M	6,981.26	0.00	6,981.26
GOYETTE, ANN MARIE	27,153.41	280.90	27,434.31
GRACEFFA, HEIDI A	93,538.74	762.75	94,301.49
GRADY, MARY	5,075.00	0.00	5,075.00
GRANT, ANN THERESE	86,212.06	400.00	86,612.06
GREELEY, NANCY JUNE	13,205.00	0.00	13,205.00
GUIDOBONI, JENNIFER	41,030.48	528.83	41,559.31
GUIFARRO, ALISON REILLY	95,046.13	1,222.28	96,268.41
GUITTARR, JACQUELINE	5,936.00	45.00	5,981.00
GURKIS, CHRISTINE E	5,363.00	0.00	5,363.00
GUTIERREZ, JULIETTE BECHARA	73,063.47	0.00	73,063.47
HALUSKA, DAVID W	82,216.88	448.83	82,665.71
HANLEY, MAUREEN	31,717.20	50.00	31,767.20
HARNDEN, AMANDA JEAN	62,228.42	372.63	62,601.05
HARNDEN, CHARLES V	6,922.50	0.00	6,922.50
HARRINGTON, CAITLIN MARIE	61,504.58	382.80	61,887.38
HARRINGTON, SHARON A	20,067.85	1,090.88	21,158.73
HARRISON, SHIRLEY J	13,522.98	45.00	13,567.98
HASENFUSS, JULIA M	7,067.00	0.00	7,067.00

HAWKINS, JENNIFER P	69,810.05	200.00	70,010.05
HEALY, SUSAN	76,371.88	408.84	76,780.72
HEGARTY, ELIZABETH	94,393.74	162.50	94,556.24
HELLER, LAUREN M	19,937.14	0.00	19,937.14
HELLMAN, ELIZABETH R	65,325.54	1,436.02	66,761.56
HERBST, CHRISTIE L	65,145.56	325.00	65,470.56
HERRING, DEBORAH L	4,710.76	426.36	5,137.12
HIATT, ROSELLE L	19,700.13	75.00	19,775.13
HICKEY, JOHN S	87,531.27	480.84	88,012.11
HICKS, AMY	44,080.43	62.50	44,142.93
HITCHINS, JENNIFER H	19,463.58	308.95	19,772.53
HOFFMAN, SUSAN M	25,321.34	197.76	25,519.10
HOLLORAN, KRISTINE	93,518.41	835.00	94,353.41
HOPKINS, KAYLA MERCEDES	10,755.92	210.00	10,965.92
HORTON, ATHENA	8,255.25	0.00	8,255.25
HOSMER, DANIEL J	68,220.80	717.81	68,938.61
HOYT, STEPHANIE L	88,449.27	480.84	88,930.11
HUFF, JOSEPH	5,363.00	0.00	5,363.00
HUFF, REBECCA CHARLENE	83,537.37	453.42	83,990.79
HUME, ANDREA MARIE	93,358.74	512.75	93,871.49
HUNT, JENNIFER J	65,594.28	372.63	65,966.91
HUTCHINSON, MARGARET M	24,375.06	3,939.82	28,314.88
HUTTON, EMILY BUCHBINDER	74,831.83	602.20	75,434.03
IM, TINA L	22,744.08	361.02	23,105.10
JACOBS, PAULA J	70,918.10	0.00	70,918.10
JARMUSIK, ALISSA BETH	63,886.02	349.40	64,235.42
JENKINS, KRISTY	51,652.89	502.20	52,155.09
JENKINS, PAUL F	51,477.09	16,112.23	67,589.32
JOHNSON, ALICE NOELLE	81,391.88	448.83	81,840.71
JOHNSON, JEANNE E	70,082.22	0.00	70,082.22
JONES, WILLIAM W	26,887.12	0.00	26,887.12
JONES-WRIGHT, ROMONAH S	6,050.00	0.00	6,050.00
JORDAN, COLLEEN	87,981.27	480.84	88,462.11
JOVIN, DONNA	25,195.50	0.00	25,195.50
JOYCE, MARY F	65,730.14	0.00	65,730.14
KALTSUNAS, PETER	50,216.90	12,177.71	62,394.61
KANOPKIN, SUSAN E	81,780.59	448.83	82,229.42
KANT, LYNETTE A	72,686.30	542.20	73,228.50
KARAM, SALIMA H	22,613.68	3,254.53	25,868.21
KATZ, ARIEL MINTZER BENDER	65,594.28	250.00	65,844.28
KAVALTZIS, NANCIA A	20,841.65	358.84	21,200.49
KAVANAGH, EDWARD	52,148.47	21,220.27	73,368.74
KELLEHER, JEFFREY H	20,801.42	199.41	21,000.83
KELLEHER-BIANCHI, GEORGE	22,012.29	394.40	22,406.69
KELLEY, ERIN E	48,395.76	544.81	48,940.57
KELLEY, GAIL M	85,509.39	433.84	85,943.23
KELLY, BARBARA A	94,706.71	602.75	95,309.46
KELLY, CYNTHIA	141,755.71	0.00	141,755.71
KELLY, GERALDINE MARY	76,421.86	401.60	76,823.46

KELLY, PAMELA ANN	12,507.88	791.04	13,298.92
KELLY-CHAMOUN, MAUREEN PATRICI	19,750.00	0.00	19,750.00
KENNEY, KATHLEEN N	41,231.11	0.00	41,231.11
KERRIGAN, CARMEL THERESA	50,381.09	205.83	50,586.92
KIEFFNER, ALLISON ELIZABETH	85,707.46	690.84	86,398.30
KIEWLICZ, KATHERINE E	50,085.36	1,274.81	51,360.17
KILEY, KEVIN P	22,870.64	0.00	22,870.64
KILLGOAR, JULIE E	80,411.38	938.83	81,350.21
KING, BARBARA	11,898.66	3,239.39	15,138.05
KING, DANIEL	79,132.27	442.50	79,574.77
KIRBY, HEATHER	81,030.59	448.83	81,479.42
KIRBY, KERRI A	53,789.87	421.13	54,211.00
KOBIERSKI, LINDA	106,095.00	691.28	106,786.28
KOFFMAN, JESSIE K	5,869.46	0.00	5,869.46
KOSAKOWSKI, RAFAL	19,636.38	0.00	19,636.38
KOSAKOWSKI, RAFAL	19,963.93	266.25	20,230.18
KOSTAS, STEPHANIE E	6,971.12	1,043.75	8,014.87
KOWALCZYK, DONNA MARIE	5,356.89	0.00	5,356.89
KUNDY, NANCY J	18,360.19	0.00	18,360.19
LABOISSONNIERE, AMY	81,800.59	648.81	82,449.40
LACKNER, KAREN JONES	70,088.29	270.00	70,358.29
LAFLEUR, ARTHUR F	15,599.35	3,153.35	18,752.70
LALLY, JULIANNE	80,026.01	655.69	80,681.70
LAMBRECHT, CYNTHIA L	17,635.96	311.78	17,947.74
LANDAVERDE, MARIA A	9,135.59	0.00	9,135.59
LANE, JAMES	5,470.00	0.00	5,470.00
LANGENHORST, DON G	127,092.36	633.62	127,725.98
LANNQUIST, ERIC	12,132.62	0.00	12,132.62
LARSON, ANDREA KATHLEEN	24,574.16	0.00	24,574.16
LATORELLA, JOETTE L	21,388.46	195.00	21,583.46
LATORELLA, STEPHANIE ANN	11,524.32	0.00	11,524.32
LAURINO, CAROL LYNN	61,146.02	326.25	61,472.27
LAWLOR, ELIZABETH	47,019.04	0.00	47,019.04
LAYNE, SOPHIA DARIA	21,962.76	150.00	22,112.76
LAZDOWSKY, DONALD W	56,197.12	6,343.63	62,540.75
LAZDOWSKY, ROGER	68,567.71	0.00	68,567.71
LECHAN, ARIANNA F	63,508.04	325.00	63,833.04
LECLAIR, LISA ANNE	78,626.83	628.45	79,255.28
LECLAIR, LORRAINE F	11,956.99	703.32	12,660.31
LEIGHTON, JAMES C	59,591.46	0.00	59,591.46
LEONARD, KEVIN M	27,860.16	525.00	28,385.16
LEONARD, MAUREEN A.	5,066.09	63.32	5,129.41
LEONCINI, NANCY J	12,567.31	81.88	12,649.19
LEONE, ELISABET	80,585.97	448.83	81,034.80
LETOURNEAU, ASHLEY MARIE	75,653.47	652.18	76,305.65
LUONGO, CHRISTINA M	8,877.57	0.00	8,877.57
LYDON, KEVIN ROBERT	80,694.87	603.42	81,298.29
LYDON, LAUREN M	66,305.40	0.00	66,305.40

LYNCH, MARIE B	82,025.59	568.81	82,594.40
LYONS, SUSAN M	94,977.37	480.84	95,458.21
MACDONALD, BETTY	18,459.03	0.00	18,459.03
MACDONALD, ERIN M	5,470.00	0.00	5,470.00
MACDONALD, STEPHEN M	58,819.87	676.13	59,496.00
MACDONALD, STEVEN	66,085.48	23,707.92	89,793.40
MACDOUGALL, ALLISON JEAN	81,454.38	528.83	81,983.21
MACHINIST, ALICE	62,941.46	0.00	62,941.46
MACK, PIA K	28,629.70	50.00	28,679.70
MACKENZIE-SLEEMAN, KAREN RUTH	71,936.78	1,547.63	73,484.41
MACKIN, MARYANN	16,261.52	0.00	16,261.52
MACLEAN, MARY N	81,637.48	688.83	82,326.31
MADDEN, MARIE	65,817.20	412.19	66,229.39
MAGGIO, MELISSA L	48,525.76	469.81	48,995.57
MAGNACCA, LISA ANN	73,033.47	657.19	73,690.66
MAGNAN, MAUREEN LOTHROP	71,186.70	398.54	71,585.24
MAHONEY, KRISTEN MARIE	79,667.97	478.83	80,146.80
MAHONEY, MARY	19,077.44	67.73	19,145.17
MALONEY, KATELYN	19,316.28	396.13	19,712.41
MALOOF, AMY	46,302.88	62.50	46,365.38
MANCINELLI, JANINE CLAIRE	70,594.88	225.00	70,819.88
MANCINELLI, LOUIS NICHOLAS	73,381.47	882.19	74,263.66
MANN, MAUREEN	86,731.27	530.84	87,262.11
MANUELIAN, CHRISTINA MARIE	72,483.47	0.00	72,483.47
MAREGNI, KAREN	93,513.39	792.75	94,306.14
MARGOLIS, CAROL J	81,233.38	1,288.83	82,522.21
MARICH, SHARON A	29,662.70	0.00	29,662.70
MARSHALL, ASHA	52,230.80	0.00	52,230.80
MARTIN, AVA MARIE	39,109.68	62.50	39,172.18
MARTIN, SARAH ELIZABETH	10,358.28	0.00	10,358.28
MARTIN, SARAH ELIZABETH	11,753.50	0.00	11,753.50
MARTINO, ERIN M	71,101.70	598.54	71,700.24
MARVEL, EMILY C	54,502.37	381.13	54,883.50
MASTROIANNI LYDON , AMY MARIE	80,982.37	453.42	81,435.79
MATTHEWS, DANIELLE	11,623.29	148.80	11,772.09
MAYYASI, INGRID	66,368.51	475.55	66,844.06
MCCABE, BRIAN JOHN	65,594.28	535.13	66,129.41
MCCALLUM, DAVID J	26,598.42	0.00	26,598.42
MCCANN, RICHARD DENNIS	51,377.09	108.78	51,485.87
MCCARTHY, RONALD HAYDEN	129,437.75	0.00	129,437.75
MCCLAIN, KATHLEEN	24,055.35	986.25	25,041.60
MCDONOUGH, LISA BAKER	17,481.73	0.00	17,481.73
MCGIBBON, VIRGINIA SCHMITT	19,284.85	15.00	19,299.85
MCGONAGLE, KATHLEEN	17,337.06	300.90	17,637.96
MCGOWAN, ERIN	11,103.57	0.00	11,103.57
MCGRANN, CYNTHIA D	83,888.05	0.00	83,888.05
MCGUIRE, JAY	73,745.40	834.84	74,580.24
MCGUIRE, LILLIAN	19,628.14	621.57	20,249.71

MCLEISH, THOMAS M	77,648.10	0.00	77,648.10
MCLEOD, POLLY ANN	80,411.38	50.00	80,461.38
MCMANUS, KRISTIE L	49,498.33	274.81	49,773.14
MCMURTRY, BRENDA J	6,197.25	0.00	6,197.25
MCNAMEE, RACHAEL JAMISON	74,686.83	70.00	74,756.83
MCNICHOLS, MARIANNE	12,734.24	0.00	12,734.24
MEDEIROS, MICHAEL	16,855.18	266.25	17,121.43
MEDEIROS, MICHAEL R	20,782.42	0.00	20,782.42
MEGAN, DANIEL F	81,780.59	508.83	82,289.42
MEGAN, KATHLEEN MARY	98,733.74	512.75	99,246.49
MELTZER, JANE	23,835.84	702.50	24,538.34
MERCURI, LISA D'AMELIO	20,903.22	400.00	21,303.22
MERINO, DEBORAH M	20,298.31	258.61	20,556.92
MERRITT, SARAH	88,694.37	710.84	89,405.21
MITCHELL, KRISTEN LEE	30,188.05	325.00	30,513.05
MOISE, JESSICA M	65,719.28	392.63	66,111.91
MOISE, JULIE ANNE	56,390.39	617.47	57,007.86
MONAGHAN, MICHAEL P	80,411.38	448.83	80,860.21
MOORE, MELISSA R	8,369.69	0.00	8,369.69
MORONEY, DENISE	117,892.19	0.00	117,892.19
MORRILL, NANCY C	81,810.59	588.83	82,399.42
MORRISON, JULIE HOBAN	93,448.74	702.75	94,151.49
MORTALI, CYNTHIA CROSSLEY	19,040.30	345.00	19,385.30
MORTON, ANDREW	90,836.89	448.83	91,285.72
MOWLES, LUCILLE V	16,287.22	15.00	16,302.22
MUCCI, STACY A	85,417.46	210.00	85,627.46
MUCCIACCIO, THOMAS P	50,529.79	5,793.72	56,323.51
MULCAHY, STEPHEN F	21,893.29	157.10	22,050.39
MULDOON, AMY ANN	112,743.18	0.00	112,743.18
MULKERN, AMY C	25,582.07	402.89	25,984.96
MURPHY, ANNE C	67,919.83	432.19	68,352.02
MURPHY, DEBRA	11,630.25	145.10	11,775.35
MURPHY, HOLLYBETH F	8,981.01	71.92	9,052.93
MURPHY, KEVIN JOSEPH	21,650.81	0.00	21,650.81
MURRAY, KATIE N	8,000.08	0.00	8,000.08
MURRAY, PAMELA ANDERSON	80,930.59	773.83	81,704.42
MURTAGH, CARA	8,434.69	0.00	8,434.69
NADEAU, CHRISTOPHER M.	79,384.83	937.20	80,322.03
NEILL, PAMELA A	72,410.91	62.50	72,473.41
NEWELL, ROBERT D	13,309.66	5,637.20	18,946.86
NEWTON, AILEEN BETH	14,138.19	0.00	14,138.19
NICHOLSON, WILLIAM	48,962.82	510.15	49,472.97
NICKLEY, JUDITH BUGEAU	63,508.04	481.02	63,989.06
NIGOHOSIAN, MARTA M	75,317.56	1,771.34	77,088.90
NIHILL, HEIDI	87,706.27	370.00	88,076.27
NILSEN, JEFFREY A	81,689.97	598.83	82,288.80
NOEL, CAROLYNNE MARIE	71,448.30	512.81	71,961.11
NOLAN, MARJORIE ANNE	16,993.97	526.54	17,520.51
NOONAN, MARY K	86,040.69	548.83	86,589.52

NORRMAN, MARK ROY	77,784.70	1,353.54	79,138.24
NORTON, JAMES	51,653.62	10,878.15	62,531.77
NOVAK, SARAH	13,192.23	0.00	13,192.23
O'BRIEN, KERRIN A	87,581.27	650.84	88,232.11
O'CONNELL, ELIZABETH L	61,000.03	0.00	61,000.03
O'CONNELL, JOHN P	20,449.20	100.00	20,549.20
O'CONNOR, BRENDAN JOHN	21,794.92	0.00	21,794.92
O'CONNOR, DAWN MICHELE	5,555.36	0.00	5,555.36
O'CONNOR, JANICE SEAGER	75,879.83	627.20	76,507.03
O'CONNOR, PAUL	5,363.00	0.00	5,363.00
O'LEARY, BRIDGET MARIE	66,555.71	537.11	67,092.82
O'LEARY, LAURA GENE	40,219.68	62.50	40,282.18
O'LEARY-BARLOW, CHRISTINE	32,887.82	400.00	33,287.82
O'NEILL, BONNIE ANN	86,923.32	730.84	87,654.16
O'NEILL, KAREN A	13,535.17	0.00	13,535.17
O'NEILL, KELLY A	53,694.87	476.13	54,171.00
O'SULLIVAN, MAUREEN	82,698.59	498.83	83,197.42
OUELLETTE, BRITTANY A	12,831.90	225.00	13,056.90
OVERKO, KEVIN	10,567.00	1,756.00	12,323.00
PACE, SUSAN	16,773.93	266.25	17,040.18
PAGNOTTA, SHELLY L	88,841.23	2,128.00	90,969.23
PAQUETTE, SARAH E	12,965.74	0.00	12,965.74
PARIS, EDWARD F	93,373.82	215.00	93,588.82
PARIS, KAITLYN E	15,482.22	15.00	15,497.22
PARISI, KATELYN E	17,848.35	733.31	18,581.66
PARR, DONALD	5,363.00	0.00	5,363.00
PATTERSON, ANDREW C	81,037.64	835.50	81,873.14
PATTS, LAUREN ELISE	73,038.47	1,207.19	74,245.66
PEDERSEN, ELIZABETH ANN	75,048.31	412.19	75,460.50
PELCHAT, ANN L	14,061.77	461.50	14,523.27
PEPIN, SUSAN E	94,046.74	512.75	94,559.49
PETERSEN, BROOKE S	53,709.87	573.63	54,283.50
PETTEY, CAROLYN L	89,394.24	500.19	89,894.43
PETTIPAW, GAIL L	47,293.64	591.37	47,885.01
PHINNEY, AMY E	21,457.43	90.00	21,547.43
PHINNEY, LAURIE J	19,348.30	1,260.00	20,608.30
PIAZZA, JUDITH A	93,654.13	512.75	94,166.88
PIERCE, CHRISTIAN SMITH	75,134.19	365.00	75,499.19
PIMENTEL, SUSAN ELIZABETH	47,870.24	13,387.48	61,257.72
POCH, SANDRA	10,525.88	663.32	11,189.20
PODOLSKI, ANDREW	85,857.04	625.15	86,482.19
PODOLSKI, ANNE	82,030.59	20.00	82,050.59
PODOLSKI, KEVIN M	17,728.25	0.00	17,728.25
POHLMAN, MARGARET	14,377.50	0.00	14,377.50
PORTER, AMANDA J	60,376.02	829.40	61,205.42
POWERS, DANA C	46,560.85	582.31	47,143.16
PRATA, KRISTIN M	70,195.03	0.00	70,195.03
PRENDERGAST, DOMINICK P	5,351.69	79.47	5,431.16
PRENTICE, KELLY M	6,196.04	0.00	6,196.04

PRICE, MARIA EVE	35,714.96	250.00	35,964.96
PRIETO, NANCY	41,297.27	0.00	41,297.27
QUARANTO, KEVIN MICHAEL	85,648.22	0.00	85,648.22
QUINLAN, WILLIAM J	51,822.13	13,577.43	65,399.56
RACHMANI, GLORIA M	17,857.52	65.89	17,923.41
RADZIKOWSKI, PAUL E	53,557.09	21,812.39	75,369.48
RAGHUNATHAN, MRIDULA	46,302.88	62.50	46,365.38
RAHILL, ERIKA EISENHUT	36,832.02	0.00	36,832.02
RANDALL, KIMBERLY	80,411.38	701.33	81,112.71
RASMUSSEN, JOANNE	24,387.41	0.00	24,387.41
REAGAN, MARGARET	17,306.43	266.25	17,572.68
REAGAN, MARGARET ELIZABETH	22,399.84	1,075.00	23,474.84
REARDON, MICHELLE ANN	17,422.02	236.65	17,658.67
REDDY, COLLEEN A	26,149.52	1,049.71	27,199.23
REGONLINSKI, JOSEPH JAMES	39,465.33	0.00	39,465.33
RIDGWAY, JULIA	71,411.70	150.00	71,561.70
RIPPIN, SAMUEL A	127,599.62	0.00	127,599.62
ROBERTS, JULIA ANN	19,286.28	306.13	19,592.41
ROBINS, JENNIFER C	53,169.60	392.81	53,562.41
ROCHA, PATRICIA T	61,428.52	618.15	62,046.67
ROCHE, KATHRYN A	91,151.12	512.75	91,663.87
ROGERS, JANE B	32,303.07	0.00	32,303.07
ROGERS, SHARON MAIRE	7,529.44	33.60	7,563.04
ROGERS, THOMAS R	53,757.09	15,271.42	69,028.51
ROSS, ELLIOT T	12,618.75	85.00	12,703.75
ROUGEAU, MARIA L	53,664.87	706.13	54,371.00
ROUSE, DANIEL P	97,394.49	866.28	98,260.77
ROY, SABRINA M	20,077.11	0.00	20,077.11
RUSSO, JOSEPH S	31,592.50	5,625.00	37,217.50
RYAN, EILEEN F	83,312.97	2,063.83	85,376.80
RYAN, KATHRYN CHARLOTTE	64,014.02	539.40	64,553.42
SACOCO, MAUREEN F	56,759.14	80.00	56,839.14
SALSMAN, SARAH ELIZABETH	28,843.90	0.00	28,843.90
SAMP, LYNDA M	52,985.09	0.00	52,985.09
SANCES, PAUL	20,084.58	105.30	20,189.88
SANDBORG, VALERIE J	57,475.06	62.50	57,537.56
SAVERY, LAUREN	63,508.04	0.00	63,508.04
SAVI, NICOLE MARIE	55,924.83	687.47	56,612.30
SAVICKE, MELANIE	12,923.39	80.00	13,003.39
SAWYER , ELIZABETH A	94,063.07	773.83	94,836.90
SCARSCIOTTI, CHERYL A	82,030.59	673.83	82,704.42
SCHAUB, CATHERINE T.L.	47,412.88	119.19	47,532.07
SCHAUB, SUZANNE MARTHA	18,411.19	0.00	18,411.19
SCHIAVO, JILLIAN R	77,257.64	440.50	77,698.14
SCHOFIELD, KELLY ANN	70,480.80	612.81	71,093.61
SCHULTZ, KELLY O'LEARY	80,411.38	448.83	80,860.21
SCULLY ROSE, SUSAN NORA	88,789.46	480.84	89,270.30
SEIDMAN, ARLEEN B	23,978.05	0.00	23,978.05
SERGIO, COURTNEY M	5,363.00	0.00	5,363.00

SEVIG, LEE	21,210.12	0.00	21,210.12
SHAH, ALLISON M	52,205.39	80.00	52,285.39
SHEA, LAUREN ANN	79,940.34	325.00	80,265.34
SHEVORY, MAURA ELIZABETH	86,186.67	680.84	86,867.51
SHRUHAN, PAUL G	26,836.16	5,493.44	32,329.60
SIMMONS, ROSEMARY A	48,319.27	0.00	48,319.27
SIMON, DOUGLAS D	16,015.24	0.00	16,015.24
SIMONS, STACEY H	10,748.63	45.00	10,793.63
SINGAL, JENNIFER S	68,718.32	390.00	69,108.32
SINGER, MICHELLE ANN	72,021.03	372.63	72,393.66
SLEEMAN, JOSEPH J	20,007.00	0.00	20,007.00
SMITH, BARBARA A	15,116.02	0.00	15,116.02
SMITH, BARBARA CHMIEL	49,164.83	448.83	49,613.66
SOUZA, KRISTIN	77,177.22	421.80	77,599.02
SPADONI, NICOLE	62,012.06	0.00	62,012.06
SPEARS, JOHN M	61,676.29	0.00	61,676.29
SPIRO, MICHELE A	87,531.27	480.84	88,012.11
SPRINGER, FREDERICK H	80,411.38	448.83	80,860.21
ST CLAIR, CYNTHIA ANN	26,670.33	0.00	26,670.33
STANTON, LISA	66,709.48	600.00	67,309.48
STEC, CHRISTINE M	85,855.69	80.00	85,935.69
STIPO, JACQUELINE M	56,038.90	5,730.71	61,769.61
STORLAZZI, WENDY	16,940.96	0.00	16,940.96
SULLIVAN, CHARLOTTE M	19,835.64	0.00	19,835.64
SULLIVAN, CHRISTINA M	6,350.00	0.00	6,350.00
SULLIVAN, CHRISTINE	21,641.30	1,752.79	23,394.09
SULLIVAN, CLARE A	115,364.90	0.00	115,364.90
SULLIVAN, JILLIAN R	49,525.26	499.81	50,025.07
SULLIVAN, PATRICIA A	49,246.47	2,147.20	51,393.67
SULLIVAN, PAUL M	106,575.04	0.00	106,575.04
SUN, YONGQIN	119,244.99	0.00	119,244.99
SWEENEY, LINDER ELIZABETH	4,888.54	242.25	5,130.79
TAMBASCIO, BARBARA JEAN	7,776.50	151.91	7,928.41
TAPPLY, SARAH C	81,974.14	785.50	82,759.64
TARCHARA, JAMES R	33,448.22	6,005.88	39,454.10
TAVALONE, ELIZABETH	77,925.64	500.50	78,426.14
TAYLOR, JEFFREY EUGENE	90,863.11	1,890.25	92,753.36
TEEHAN, JULIE	18,061.16	550.00	18,611.16
THEOBALD, MERRILL E	18,306.23	0.00	18,306.23
TIGLIANIDIS, AMY A	18,128.20	431.30	18,559.50
TIMMONS, KATHLEEN	47,492.88	619.19	48,112.07
TOCHKA, ALEXIS	53,179.89	0.00	53,179.89
TOOMEY, KENNETH R	88,418.87	825.84	89,244.71
TORCHIO, MARY A	28,278.69	475.00	28,753.69
TORCOLETTI, GINA M	19,286.28	306.13	19,592.41
TOWELL, JULIE L	10,223.36	0.00	10,223.36
TRACEY, ARLENE J	83,110.53	448.83	83,559.36
TRAISTER, STEPHEN	104,722.60	0.00	104,722.60
TRAUSCH, MOLLY FAITH	10,987.34	15.00	11,002.34

TUCKER JR., ROBERT ALDEN	50,750.05	0.00	50,750.05
TURNER, SUSAN GREENE	18,603.01	0.00	18,603.01
TUROWETZ, JULIANNE J	8,165.95	400.00	8,565.95
TWOMEY, SARAH HAUSMAN	74,681.70	628.54	75,310.24
UNGER, MEGAN A	85,467.46	480.84	85,948.30
VAIL, ELIZABETH TINSLEY	75,993.51	375.55	76,369.06
VARANO, ADRIANA	18,222.74	0.00	18,222.74
VERROCCHI, EILEEN P	20,347.90	2,604.53	22,952.43
VICENTE, PAMELA PRITCHARD	20,013.38	235.30	20,248.68
WAGTOWICZ, JENNIFER	60,396.02	719.40	61,115.42
WAHLBERG, ARLENE FRANCES	15,427.79	0.00	15,427.79
WALKER, JAMES	7,355.00	0.00	7,355.00
WALMSLEY, LOUISE	53,704.88	18,164.90	71,869.78
WALSH, ELIZABETH ANNE	19,480.93	1,042.72	20,523.65
WALSH, MEGHAN M	85,922.81	472.49	86,395.30
WARD, DOREEN	81,545.59	861.33	82,406.92
WARREN, GARY	5,363.00	0.00	5,363.00
WARREN, JULIA	18,689.57	384.68	19,074.25
WARREN, MICHAEL D	56,719.14	0.00	56,719.14
WARSHOFSKY, CHERYL H	8,997.15	0.00	8,997.15
WATSON, MARY L	22,060.39	0.00	22,060.39
WAUGH, MICHELLE GWEN	64,473.15	480.84	64,953.99
WEAGRAFF, ASHLEY	43,451.86	0.00	43,451.86
WEIDENAAR, SHARON	61,874.63	50.00	61,924.63
WELCH, KELLY M	88,172.21	512.75	88,684.96
WELCH, MICHAEL J	168,599.54	0.00	168,599.54
WESCHROB, WILLIAM STEVEN	91,244.38	284.00	91,528.38
WHITCOMB, KATHLEEN	74,549.70	448.54	74,998.24
WHITE, ELIZABETH R	86,681.27	480.84	87,162.11
WHITE, TRACEY	31,606.48	100.00	31,706.48
WILDS, MARGARET M	82,315.59	743.81	83,059.40
WILLIAMS, ALLISON M	19,307.31	60.00	19,367.31
YANKEE, KRISTY T	52,499.98	0.00	52,499.98
YAO, LOK-TIN V	5,470.00	0.00	5,470.00
YOUNG, BRIANA	19,441.28	336.13	19,777.41
YOUNG, MARY ALICE	27,936.86	492.65	28,429.51
YUEN, DANIELLE HOY-WAN	59,026.13	385.09	59,411.22
ZAHKA, ALEXANDRA M	55,840.39	377.47	56,217.86
ZAMBITO, MELISSA M	63,895.04	436.02	64,331.06
ZARTHAR, JOSEPH B	44,899.86	1,748.08	46,647.94
ZARTHAR, RENEE M	46,838.37	20,117.54	66,955.91
ZENKO, BLERTA	7,265.00	0.00	7,265.00
ZEOGAS, THERESA MARIE	9,187.54	0.00	9,187.54
ZIMBARDO, GABRIELLE C	21,116.65	328.83	21,445.48
ZIMMER, SARA J	19,036.88	0.00	19,036.88

PAST BOARD OF SELECTMEN CHAIRMEN

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

