



**2019
TOWN OF NANTUCKET
ANNUAL REPORT**

JULY 1, 2018 – JUNE 30, 2019

Cover Photograph: Storm Front

Photograph courtesy of Jason Graziadei

Production: The Country Press

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FISCAL YEAR 2019 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS
(for the period covering July 1, 2018 – June 30, 2019)

IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2019:

CHESTER S. BARRETT, JR.

BERNARD A. BARTLETT

PAMELA ANN BARTLETT

PRENTICE W. CLAFLIN

KENNETH W. DECKER

NAOMI JEAN DUARTE

NATALIE J. FLETCHER

LORI SHERMAN FOLGER

JOSEPH G. GALLAGHER

SALLY ANN HERRICK

SEDDON W. LEGG, JR.

GISELA MACDONALD

BEVERLY LARSEN MCLAUGHLIN

LAWRENCE K. MILLER

MAX E. NICHOLAS

AUGUSTO C. "AUGIE" RAMOS

TRACEY A. RILEY

NANCY MARIE SHEEHY

CATHERINE FLANAGAN STOVER

EUGENIE VOORHEES

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

NANTUCKET "AT A GLANCE"

GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Select Board, Open Town Meeting	Area: 46.97 Square Miles
2018 Population: 11,327	Population per Square Mile (2018): 241.15
Moody's Bond Rating (as of 6/30/2019): Aaa	Town Website: www.nantucket-ma.gov

FISCAL YEAR 2019 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.36	\$70,713,333.23	\$22,216,363,900.00
Open Space	\$3.20	\$6,011.20	\$1,878,500.00
Commercial	\$5.71	\$7,516,714.78	\$1,316,412,396.00
Industrial	\$5.71	\$353,835.59	\$61,967,704.00
Personal Property	\$5.71	\$1,568,940.21	\$274,770,615.00
TOTAL		\$80,158,835.01	\$23,871,393,115.00

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$80,158,835.01	55.79%
State Aid	\$3,809,322.00	2.65%
Local Receipts	\$52,437,070.20	36.5%
Other Available	\$7,261,783.46	5.05%
TOTAL	\$143,667,010.67	100%

FISCAL YEAR 2018 PROPOSITION 2-1/2 LEVY CAPACITY

FISCAL YEAR 2019 STATE AID

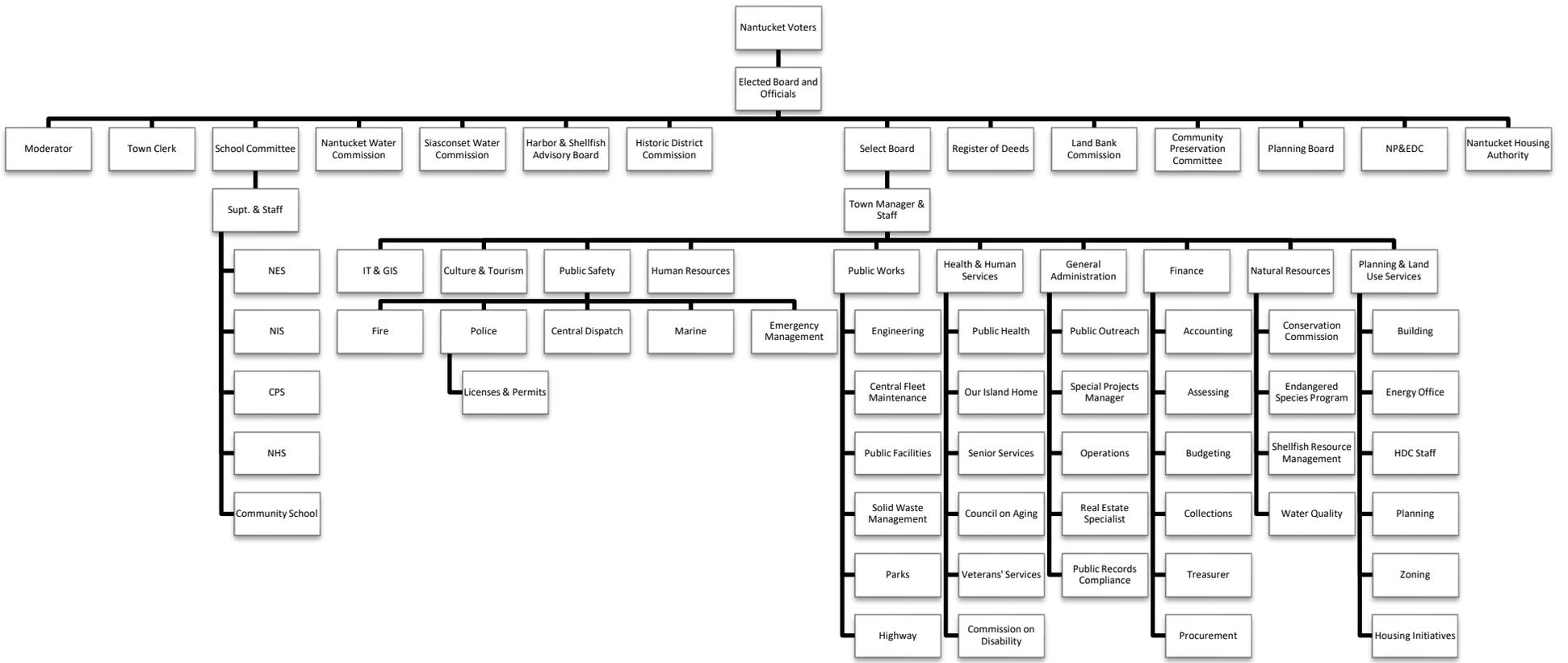
Levy Base	\$71,686,428	Education	\$3,550,359.00
2-1/2 % Increase	\$1,792,161	General Government	\$258,963.00
New Growth	\$1,282,998	Overestimates	\$0
Override	\$0	Total Receipts	\$3,809,322.00
Levy Limit	\$74,761,587	Total Assessments	(\$495,958.00)
Debt Excluded	\$7,905,151	Net State Aid	\$3,313,364.00
Excess Capacity	\$2,507,903		
Ceiling	\$596,784,828		
Override Capacity	\$522,023,241		

RESERVES

REVALUATION

Free Cash (07/01/2019)	\$10,334,761	Most Recent	Fiscal Year 2019
Fiscal Year 2019 Overlay Reserve	\$609,194	Next Scheduled	Fiscal Year 2024

Town of Nantucket
 Organization Chart
Fiscal Year 2019



Various Boards/Committees/Commissions Appointed by the Select Board, County Commissioners & Town Manager

TABLE OF CONTENTS

GENERAL INFORMATION

Elected Officials.....	1
Appointed Officials/Town of Nantucket Departments.....	3
Boards, Commissions, Committees.....	11
Appointments by Town Manager.....	17
County and State Officers.....	19
Appointments by County Commissioners.....	19
Nantucket State and Federal Representatives.....	19

GENERAL GOVERNMENT REPORTS

Human Resources.....	20
Information Technology.....	20
Land Bank, Nantucket Islands.....	23
Legislative Update.....	26
Municipal Finance, Department of.....	27
Select Board.....	33
Town and County Clerk (town meetings, elections).....	34
Town Counsel.....	50
Town Manager.....	52

HEALTH AND HUMAN SERVICES REPORTS

Human Services, Department of.....	58
Council on Aging.....	60
Our Island Home.....	61
Public Health, Department of.....	64

ISLAND SERVICES REPORTS

Airport, Nantucket Memorial.....	65
Culture and Tourism, Department of.....	66
Natural Resources Department.....	67
Public Works, Department of.....	70
Sewer Department.....	72
Steamship Authority, Woods Hole, Martha's Vineyard and Nantucket.....	73
Water Department, Siasconset.....	74
Water Company, Wannacomet.....	75

PLANNING AND LAND USE SERVICES REPORTS

Building Division.....	76
Historic District Commission.....	77
Planning and Zoning Divisions.....	78
Energy Office.....	79
Housing Initiatives.....	80

PUBLIC SAFETY REPORTS

Fire Department..... 82
Police Department..... 85

SCHOOL REPORTS

Nantucket Public Schools..... 91

COUNTY REPORT

Registry of Deeds..... 104

TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS

Abatement Advisory Committee 106
Advisory Committee of Non-Voting Taxpayers..... 106
Cemetery Commission 107
Commission on Disability..... 108
Community Preservation Committee 109
Harbor and Shellfish Advisory Board..... 112
Roads and Right of Way Committee 113
Scholarship Committee..... 114
Visitor Services Advisory Committee..... 116

COMPENSATION REPORTS

Town and County Employee Salaries..... 117

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- Rebecca Woodley-Oliver, p. 81, 103, 105, 116
- Fire Chief Stephen Murphy, p. 82
- Madi Swiatek, p. 87

GENERAL INFORMATION

Elected Officials (terms expire at Annual Town Election in year noted)

Select Board

Dawn E. Hill Holdgate, <i>Chair</i>	2021
Jason Bridges	2020
Rita Higgins	2020
Matthew G. Fee (2019) – re-elected	2022
James R. Kelly (2019) – succeeded by Kristie L. Ferrantella	2022

Community Preservation Committee (At-Large)

Timothy M. Soverino	2021
Maria L. Zodda	2021

Harbor and Shellfish Advisory Board

Andrew Lowell, <i>Chair</i>	2021
Bill Blount (resigned) – succeeded by David Fronzuto	2020
Peter Brace	2020
Virginia F. Andrews	2021
Kenneth Kuntz (2019) – succeeded by Thomas Szydlowski	2022
Joseph Lipuma (2019) – succeeded by Danny Pronk	2022
Frederick McClure (2019) – succeeded by David Bossi	2022

Historic District Commission

Raymond Pohl, <i>Chair</i>	2020
Vallorie Oliver	2020
Diane Coombs	2021
Abigail Camp (2019) – re-elected	2022
John F. McLaughlin (2019) – re-elected	2022
<i>Associate Members (Appointed by Select Board)</i>	
Stephen Welch	2019
Jesse Dutra	2020
TJ Watterson	2021

Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chair</i>	2020
Penelope Dey, <i>State Appointee</i>	2020
Beth Ann Meehan	2021
Linda Williams	2023
Robert Andersen (2019) – succeeded by Marvia Hendricks	2024

Land Bank Commission, Nantucket Islands

Neil Paterson, <i>Chair</i>	2021
Richard J. Glidden	2020
Kristina Jelleme	2022
Allen Reinhard	2023
John Stackpole (2019) – re-elected	2024

Moderator

Sarah F. Alger (2019) - re-elected	2020
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Planning Board

Judith Wegner, <i>Chair</i>	2020
John F. Trudel III	2021
Nathaniel E. Lowell	2022
Frederick McClure	2023
Barry Rector (2019) – succeeded by Dave Iverson	2024
<i>Alternate Members (appointed by Select Board)</i>	
Campbell Sutton	2019
Stephen Welch	2020
Leedara Zola	2021

School Committee

Jennifer Iller, <i>Chair</i>	2021
Dr. Timothy Lepore	2020
Zona Tanner-Butler	2020
Steven Sortevik	2021
Pauline Proch (2019) – re-elected	2022

Town Clerk

Catherine Flanagan Stover (deceased) – succeeded by Nancy Holmes	2022
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Water Commission, Nantucket

Nelson Eldridge, <i>Chair</i>	2020
Allen Reinhard	2021
Noreen Slavitz (2019) – re-elected	2022

Water Commission, Siasconset

Gerald Eldridge, <i>Chair</i>	2020
Robert Benchley, III	2021
John Pearl (2019) – re-elected	2022

APPOINTED OFFICIALS

Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*
Noah Karberg, *Assistant Manager/Environmental Coordinator*
Jamie Sandsbury, *Business/Finance Manager*
Debra A. Crooks, *Finance Assistant*
Janine Torres, *Office Manager (through 11/2018)*
Katy Perales, *Office Manager*
Lillian Sylvia, *Administrative Assistant*
Linda True, *Receptionist*
David Sylvia, *Compliance/Training Coordinator/Security Coordinator*
Jorene Partida, *Security Assistant*
John Grangrade, *Maintenance Superintendent*
Preston Harimon, *Operations Superintendent/EMT*
Garrett W. Allen, *Maintenance Specialist/EMT*
Peter B. Fowler, *Maintenance Specialist*
Robert Holdgate, *Maintenance Specialist*
Michael O'Neil, *Maintenance Specialist*
Matthew Aguiar, *Maintenance Specialist*
Nathaniel Ray, *Maintenance Specialist/Mechanic/EMT (through 11/2018)*
Jeb Backus, *Maintenance Specialist/Mechanic*
Leonard I. Liburd, *Terminal Maintenance Specialist*
Noe R. Pineda, *Terminal Maintenance Specialist*
Clement Johnson, *Terminal Maintenance Specialist*
Dennis Reid, *Terminal Maintenance Specialist*
Blaine C. Buckley, *Operations Supervisor*
Frederick Wellington, *Operations Specialist*
Timothy D. Mooney, *Operations Specialist*
Addison Falconer, *Operations Specialist*
Shanroy Nelson, *Operations Specialist*
Nolan Spence, *Operations Specialist*
Durand Spence, *Operations Specialist*
Basil Edwards, *Operations Specialist (through 09/2018)*
Willma Perez, *Fixed Base Operations Supervisor*
Leisa M. Heintz, *Fixed Base Operations Representative*
Michelle Allen, *Fixed Base Operations Representative (through 01/2019)*
Rika Petrova-Powers, *Fixed Base Operations Representative*
Helena Hubuva, *Fixed Base Operations Representative*

Constables

James Perelman
Frank Psaradelis, Jr.
Jerry W. Adams
John H. Stover
William Pittman

Culture and Tourism, Department of

Janet Schulte, *Director*

David Sharpe, *Visitor Services Coordinator*

Finance Department

Brian E. Turbitt, *Director of Municipal Finance/Town Accountant*

Lynell Vollans, *Acting Treasurer/Assistant Director of Municipal Finance*

Melinda Ernst-Fournier, *Treasurer*

Elizabeth M. Brown, *Tax Collector*

Robert Dickinson, *Assistant Town Accountant*

Deborah Dilworth, *Assessor*

Julia Lindner, *Financial and Budget Analyst (through 08/2018)*

Alexandria Penta, *Financial and Budget Analyst*

Rebecca Woodley-Oliver, *Assistant Procurement Officer*

Pamela Butler, *Assistant Tax Collector (through 12/2018)*

Patricia Murphy, *Assistant Tax Collector*

Shelby Campbell, *Assistant Treasurer*

Krista Lewis, *Payroll Administrator (through 06/2019)*

Ellen Trifero, *Assistant Assessor*

Maureen DiLuca, *Field Assessor*

Rob Ranney, *Senior Clerk/Assessor*

Elizabeth Flanagan, *Administrative Assistant/Assessor*

Melissa Perry, *Administrative Assistant/Collection*

Sherry Edlund, *Administrative Assistant/Treasury*

Aileen Kitsock, *Part-time Administrative Assistant/Collection (through 07/2018)*

Jena Winchell, *Part-time Administrative Assistant/Collection*

Peggy Altreuter, *Accounts Payable Coordinator*

Robin LaPiene, *Accounting Clerk*

Silvia Ganeva, *Accounting Clerk (through 09/2018)*

Donika Berisha, *Accounting Clerk (through 02/2019)*

Gergana Secia, *Accounting Clerk*

Phyllis Ruguaru, *Purchasing Clerk*

Fire Department

Stephen A. Murphy, *Chief*

Robert Bates, *Deputy Chief*

Kai Hodge, *Office Administrator*

Sean Mitchell, *Fire Prevention Officer/EMT*

Francis Hanlon, *Captain/EMT*

Elizabeth Shannon, *Captain/EMT*

Earl Eldridge, *Captain/EMT*

Nathan Barber, *Captain/EMT*

Jeffrey Allen, *Firefighter/EMT*

Charles Kymer, *Firefighter/EMT*

Corey Ray, *Firefighter/EMT*

David Pekarcik, *Firefighter/EMT*

Shane Perry, *Firefighter/EMT*

Christian Ray, *Firefighter/EMT*

John Allen, *Firefighter/EMT*

Christopher Beamish, *Firefighter/EMT*

Beau Barber, *Firefighter/EMT*

Joseph Townsend, *Firefighter/EMT*

Christopher Holland, *Firefighter/EMT*
Jordan Seitz, *Firefighter/EMT*
Scott Holmes, *Firefighter/EMT*
Germano Chatti, *Firefighter/EMT*
Ryan Webb, *Firefighter/Paramedic*

Kevin Ramos, *Firefighter/EMT*
Alex Rezendes, *Firefighter/EMT*
Ty Anderson, *Firefighter/EMT*
David Angelastro, *Firefighter/EMT*
Michael Finnegan, *Firefighter/EMT*

Fire/EMT Call Personnel

Matt Aguiar
Christina Crane
Brandon Eldridge
Christopher Gould
Brian Gray
Kenneth Gullicksen
Derek Mulson
Neil Paterson
Justin Rogers
Jared Smith

Mathew Cobb
John Dugan
Elizabeth Eldridge
John Grangrade
David Gray
Preston Harimon
Michael O'Neil
Nathaniel Ray
Joshua Sandsbury

Human Resources

Amanda E. Perry, *HR Director*
Michelle L. Malavase, *Benefits Coordinator*
Morgan Smith-Jones, *Administrator*

Human Services, Department of

Rachel Day, *Director*
Ann Medina, *Business Office Coordinator*
Laura Stewart, *Saltmarsh Program Coordinator*
Virginia Carrera, *Assistant Program Coordinator*
Ralph Hardy, *Veteran's Service Agent*

Information Technology/Geographic Systems

Karen G. McGonigle, *Chief Technology Officer*
Linda Rhodes, *Information Technology Manager*
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*
Molly Sprouse, *Information Technology Systems Technician*
Patrick McGloin, *Information Technology Systems Technician*
Michael Alvarez, *Information Technology Systems Technician*
Enoch Sower, *Information Technology Support Technician (part-time)*

Nantucket Islands Land Bank

Eric Savetsky, *Executive Director*
Jesse A. Bell, *Assistant Director*
Susan Campese, *Administrator/Finance Manager*
Rachael Freeman, *Environmental Assistant*
Marian Wilson, *Assistant Administrator*
Dane DeCarlo, *Property Management Coordinator (through 09/2018)*
Jeffrey Pollock, *Property Foreman*

Robert Earley, *Property Manager*
Richard Schraff, *Property Steward*
Walter Lankau, *Golf Controller*
Leedara Zola, *Project Manager*
George Applegate, *Seasonal Property Assistant*

Natural Resources, Department of

Jeff Carlson, *Natural Resources Director*
Tara Riley, *Shellfish Biologist*
Jonathan C. Johnsen, *Natural Resources Enforcement Officer*
Leah Cabral, *Assistant Biologist*
Kaitlyn Shaw, *Water Resources Specialist (through 10/2018)*
Thais Fournier, *Water Resources Specialist*
Joanne Dodd, *Administrative Assistant*
Vincent Murphy, *Protected Species Monitor/Assistant Warden*
Joe Minella, *Hatchery Technician*

Our Island Home

Brett Lennerton *Administrator*
Kellie Coffman, *Business Office Assistant (through 04/2019)*
Kathleen Maxwell, *Medical Records Secretary*
Edward King, *Maintenance Supervisor*
Colleen Kinney, *Maintenance Assistant*
Aaron Riley, *Maintenance Assistant*
Heather Francis, *Director of Nursing*
Patricia Dargie, *RN*
Michelle Kerwin, *RN (through 08/2018)*
Nadene Haye, *LPN (through 01/2019)*
Nancy Koyl, *LPN*
Mary Patton, *LPN*
Teal Beal, *LPN (through 08/2018)*
Maria Bennette, *CNA*
Bridgett Bloise, *CNA*
Marvette Ellis-Howard, *CNA*
Kerri Flaherty, *CNA*
Laxmi Niraula, *CNA*
Karen Rowe-Thomas, *CNA*
Ellen Ryder, *CNA*
Juliet Dawkins, *CNA*
Lyndy Rodriguez, *CNA*
Sashana Wheatley, *CNA*
Carol Warburton-Ellis, *CNA (through 07/2018)*
Jacqueline Harrison, *CNA II*
Jessica Mason-Wilson, *CNA II*
Avia Parkinson, *CNA II*
Karen Correia, *Food Service Supervisor*
Tuki Attapreyangkul, *Cook*
Susan Rezendes, *Asst. to Director of Nursing*
Lisa Mulvey, *RN*
Nancy Adrian, *RN*
Donna King, *LPN*
Carol Matson, *LPN*
Maria Lemus, *LPN*
Nova Perrin, *CNA (through 07/2018)*
Cordia Green, *CNA*
Bernard Boswell, *CNA (through 07/2018)*
Anne-Marie Baptiste, *CNA*
Lilian Grimes, *CNA*
Evadne Reid, *CNA*
Yolanda Lawrence, *CNA (through 07/2018)*
Sherry Souza, *CNA*
Avril Lowe, *CNA*
Sari Wedderburn, *CNA*
Shanya Stanley, *CNA*
Sophia Lyttle-Liburd, *CNA II*
Denise Ricketts, *CNA II*
Yashuda Paudel, *CNA (through 07/2018)*
Samantha Pichette, *Cook*

Carlos Perales, <i>Cook</i>	
Debra Bechtold, <i>Dietician</i>	
Fernella Phillips, <i>Dietary Aide</i>	Virginia Brereton, <i>Dietary Aide (through 12/2018)</i>
Maneewan Kyomitmaitee, <i>Dietary Aide</i>	Maturod Thairat, <i>Dietary Aide</i>
Stormy Reed, <i>Dietary Aide</i>	Bandana Bhandari, <i>Dietary Aide</i>
Erika Kieffer, <i>Laundry</i>	Jennifer Pask, <i>Laundry</i>
Anna Isabel Sandoval, <i>Housekeeping</i>	Sandra Araujo, <i>Housekeeping</i>
Sheila Barrett, <i>Housekeeping</i>	Gloria Sanders, <i>Housekeeping (through 07/2018)</i>
Taylor Hilst, <i>Activities Director</i>	Daniel Ross, <i>Activities Assistant</i>
Laurie MacVicar-Fiske, <i>Social Worker</i>	

Planning and Land Use Services (PLUS)

Andrew Vorce, *Director of Planning*
 Leslie Woodson Snell, *Deputy Director of Planning*
 T. Michael Burns, *Transportation Planner*
 Eleanor Antonietti, *Land Use Specialist*
 Holly Backus, *Land Use Specialist*
 John Hedden, *Land Use Specialist*
 Tucker Holland, *Housing Specialist*
 Lauren Sinatra, *Energy Program and Outreach Coordinator*
 Stephen Butler, *Building Commissioner (through 12/2018)*
 Paul Murphy, *Building Commissioner*
 Alan Noll, *Local Building Inspector*
 James Barry, *Local Building Inspector*
 Marcus Silverstein, *Zoning Compliance Coordinator/Inspector*
 Douglas Bennett, *Plumbing and Gas Inspector*
 George Hull, *Wiring Inspector*
 Catherine Ancero, *Administrative Specialist*
 Karen Hull, *Administrative Specialist (through 06/2018)*
 Jacquelyn O'Brien, *Administrative Specialist*
 Cathy Flynn, *Administrative Specialist*
 Doris Strang, *Administrative Specialist (through 06/2018)*
 Megan Trudel, *Administrative Specialist*
 Kadeem McCarthy, *Administrative Specialist*
 Cameron Stone, *Administrative Specialist*

Police Department

William Pittman, <i>Chief</i>	
Charles Gibson, <i>Deputy Chief</i>	
Angus MacVicar, <i>Lieutenant</i>	
Thomas Clinger, <i>Detective Sergeant</i>	Brendan Coakley, <i>Sergeant</i>
Jared Chretien, <i>Sergeant</i>	Daniel Mack, <i>Sergeant</i>
Travis Ray, <i>Sergeant</i>	Daniel Furtado, <i>Sergeant</i>
Kevin Marshall, <i>Sergeant</i>	John Rockett, <i>Sergeant</i>
Janine Mauldin, <i>Sergeant</i>	Brett Morneau, <i>Sergeant</i>
Christopher Carnevale, <i>Sergeant (through 01/2019)</i>	
Christopher Kelly, <i>Detective</i>	Robert Hollis, <i>Detective</i>

Jacquelyn Mason, *Detective*
 Derek Witherell, *Detective*
 John Muhr, *Officer*
 Keith Mansfield, *Officer*
 Michael Cook, *Officer (through 08/2018)*
 Michael Mastriano, *Officer*
 Daniel Girard, *Officer (through 08/2018)*
 Eric Journet, *Officer (through 03/2019)*
 Nicholas DiSaia, *Officer*
 Timothy Malo, *Officer*
 Conor Desmond, *Officer*
 James Olson, *Officer*
 Chase Colasurdo, *Officer*
 Jennifer Erichsen, *Information Technology Administrator (through 07/2018)*
 Ardis Gary, *Information Technology Administrator*
 Sheila Clinger, *Office Administrator/Records Clerk*
 Maria Davis, *Administrative Specialist*
 Melinda Burns-Smith, *Emergency Communications Supervisor*
 Megan Smith, *Dispatcher*
 Theresa Eger-Andersen, *Dispatcher*
 J. Carlos Moreira, *Dispatcher*
 Patrick Considine, *Dispatcher*
 Christopher Reynolds, *Dispatcher*
 Camille Noble, *Per Diem Dispatcher*
 Amy Baxter, *Licensing Administrator*
 Catherine Tovet, *Office Administrator, Licensing Clerk*
 Ann Ciarmataro, *Office Administrator, Licensing Agent*
 Marina Dzvoniak, *Special Events Coordinator*

Christopher Kelly, *Detective*
 Jerome Mack, *Officer*
 Suzanne Gale, *Officer*
 Cassandra Thompson, *Officer*
 Amanda Schwenk, *Officer*
 Richard Harrington, *Officer*
 Joseph Tirone, *Officer*
 Nicholas Iacozzi, *Officer*
 Robert Shield, *Officer*
 Meghan Giacalone, *Officer*
 Christopher McGinty, *Officer*
 Nicholas Terino, *Officer*
 Jessica Norris, *Dispatcher*
 Patricia Hainey, *Dispatcher*
 Era Kever, *Dispatcher*
 Wendy Perez, *Dispatcher*
 Caio Gomes, *Dispatcher*
 Venessa Moore, *Per Diem Dispatcher*

Harbor Master Office
 Sheila Lucey, *Harbor Master*
 Shane Carey, *Assistant Harbor Master*
 Ainsley Witherell, *Beach Maintainer - Assistant Harbor Master*

Public Works Department

Robert D. McNeil, III, P.E., MPA, *Director*
 Stephen Arceneaux, *Deputy Director of Operations*
 Charles Rogers, *Deputy Director of Facilities*
 Richard Moore, *Operations Manager*
 Mark W. Voigt, *Facilities Manager*
 K Bradford, *Office Manager*
 Dawn Mayer, *Administrative Clerk/Office Administrator (through 05/2019)*
 Vanesha Williams, *Administrative Clerk*
 Graeme Durovich, *Recycling Coordinator*
 Nick Duarte, *General Foreman*
 Paul Boucher, *Foreman (through 09/2018)*
 Dale Gary, *Arborist*

Ray Sylvia, *Sign Technician*
 Eric Johnson, *Central Fleet Manager*
 Michael Egan, *Highway Crew Operator*
 Paul Clarkson, *Highway Crew*
 Tris Marks, *Highway Crew*
 Ryan Clarke, *Laborer*
 Chris McColl, *Laborer*
 Eric Patterson, *Laborer (through 04/2019)*
 Mike Clarke, *Laborer*
 Willie Butler, *Seasonal Laborer (through 09/2018)*
 Philip Henry, *Seasonal Laborer*
 Roy Thomas, *Seasonal/Full-time Laborer*
 Tasheira Gary, *Seasonal Laborer*
 Carol Driscoll, *Take It or Leave It Attendant*
 Paul Berard, *Facilities Foreman*
 Kenneth Apthorp, *Facilities Carpenter*
 Miguel Cabrera, *Laborer*
 Yanniode Peri-Okonny, *Seasonal Engineer Intern*
 John Dragovich, *Seasonal Laborer (through 06/2019)*
 Ian Lewis, *Seasonal Laborer*
 William, Dell'erba, *Seasonal Engineer Intern*

Hartley Batchelder, *Highway Crew*
 Osagie Doyle, *Highway Crew (through 01/2019)*
 Scott Williams, *Highway Crew*
 Delroy Grant, *Laborer*
 Peter McColl, *Laborer*
 Garcio Smith, *Laborer (through 02/2019)*
 Marjani Shelton, *Seasonal Laborer*
 Ralph Thompson, *Seasonal/Full-time Laborer*
 Aaron Kane, *Facilities Carpenter*
 Donald Whittaker, *Laborer*

Sewer Department

David C. Gray, Sr., *Sewer Director*
 Lora Kebbati, *Office Manager*
 Christine Herrmann, *Administrative Assistant*
 Charles Johnson, *Engineer/Compliance/Operator*
 Ardis Gary, *Chief Operator (through 08/2018)*
 Kevin Manning, *Chief Operator*
 Shawn Mooney, *Assistant Chief Mechanic*
 Philip Allen, *General Foreman*
 Willy Leveille, *Lab Manager*
 Kevin Dias, Jr., *Operator in Training, Maintenance*
 Mark Dwyer, *Operator in Training, Lab*
 David Richards, *Operator in Training*
 Todd Worth, *Operator in Training, Maintenance*
 Jared Strang, *Operator in Training, Maintenance (through 07/2018)*
 Eric Worth, *Operator in Training, Maintenance (through 04/2019)*
 Eric Patterson, *Operator in Training*
 Osagie Doyle, *Operator in Training*
 Ryan Rankine, *Operator in Training, Maintenance*
 Taqi Gordon, *Operator in Training, Collections System*
 Karvin Smith, *Operator in Training, Maintenance, Collections System*
 Robert Inglis, *Assistant Chief, 'Sconsset Wastewater Treatment Facility*

Town Administration

C. Elizabeth Gibson, *Town and County Manager*
Gregg Tivnan, *Assistant Town and County Manager*
Erika D. Mooney, *Operations Administrator*
Charles Larsen, P.E., PMP, LEED AP BD+C, *Special Projects Manager*
Katie Cabral, *Office Manager/Customer Service Assistant*
Florenca Rullo, *Public Outreach Manager/Records Access Officer*
Terry Norton, *Minute Taker*
Kenneth Beaugrand, *Real Estate Specialist*

Town Clerk's Office

Nancy Holmes, CMC, *Town and County Clerk*
Gail Holdgate, *Administrative Assistant*
Maureen Coleman, *Public Records Compliance Officer*

Town Counsel

KP Law

Tree Warden

David Champoux

Wannacomet Water Company

Mark J. Willett, *Director*
Heidi Holdgate, *Business Manager*
Denese B. Allen, *Assistant Business Manager*
Linda Roberts, *Projects Coordinator*
Andrea Mansfield, *Administrative Assistant*
Caroline Ferguson, *Customer Service Assistant*
Christopher R. Pykosz, *Operations Manager*
Robert West, *Engineering Technician*
Jeffrey S. Johnsen, *Senior Utilityman*
Robert Earle, *Senior Utilityman*
Kyle Roberts, *Senior Utilityman*
Jonathan Vollans, *Junior Utilityman*
Morgan Perry, *Junior Utilityman*

BOARDS, COMMISSIONS, COMMITTEES (appointed by Select Board for fiscal year terms)
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Abatement Advisory Board

Judith Moran, <i>Chair</i>	2019
Joseph McLaughlin	2019
David Callahan	2019

Ad Hoc Budget Work Group

Jason Bridges, <i>Select Board</i> – succeeded by Dawn Hill Holdgate	2020
Dawn Hill Holdgate, <i>Select Board</i> – succeeded by Rita Higgins	2020
Dr. Timothy J. Lepore, <i>School Committee</i>	2019
Jennifer Iller, <i>School Committee</i>	2019
David Worth, Jr., <i>Finance Committee</i>	2019
Stephen Maury, <i>Finance Committee</i>	2019
C. Elizabeth Gibson, <i>Town Manager</i>	
Michael Cozort, <i>School Superintendent</i>	
Brian E. Turbitt, <i>Director of Municipal Finance</i>	

Agricultural Commission

John Kuszpa, <i>Chair</i>	2020
Joseph Bauer	2019
Vacant	2019
Campbell Sutton	2020
Vacant	2021

Airport Commission

Daniel W. Drake, <i>Chair</i>	2021
Jeanette Topham	2019
Arthur D. Gasbarro	2020
Anthony Bouscaren	2020
Andrea Planzer	2021

Audit Committee

Jason Bridges, <i>Chair</i> – succeeded by Dawn Hill Holdgate	2020
Jim Kelly – succeeded by Matt Fee	2020
David Worth, Jr.	2019

Board of Health

Malcolm W. MacNab, MD, PhD, <i>Chair</i>	2019
Stephen J. Visco	2020
Helene M. Weld, RN	2020
James A. Cooper	2021
Jim Kelly, <i>Select Board</i> – succeeded by Rita Higgins	2020

Capital Program Committee

Stephen Welch, <i>At-Large, Chair</i>	2019
Christy Kickham, <i>At-Large</i>	2020
Richard J. Hussey, <i>At-Large</i>	2020
Peter T. Kaizer, <i>At-Large</i>	2021
Peter McEachern, <i>Finance Committee</i>	2019
Nathaniel Lowell, <i>NP&EDC</i>	2019
Jason Bridges, <i>Select Board</i>	2020

Cemetery Commission

Allen Reinhard, <i>Chair</i>	2020
Barbara A. White	2019
Scott McIver	2020
Lee W. Saperstein	2021
Frances Karttunen	2021

Community Preservation Committee (*appointed designees*)

Ken Beaugrand, <i>Land Bank Commission, Chair</i>	2019
Dawn Hill Holdgate, <i>Select Board</i>	2020
Diane Coombs, <i>Historic District Commission</i>	2019
Ian Golding, <i>Conservation Commission</i>	2019
Linda Williams, <i>Nantucket Housing Authority</i>	2019
Barry Rector, <i>Planning Board</i> – succeeded by John Trudel III	2019
Vacant, <i>Parks and Recreation Commission</i>	2019

Conservation Commission

Andrew Bennett, <i>Chair</i>	2019
Ben Champoux	2019
David LaFleur	2019
Ernest Steinauer	2020
Ashley Erisman	2020
Ian Golding	2021
Joseph Topham	2021

Contract Review Subcommittee, Human Services

Dorothy Hertz, <i>At-Large, Chair</i>	2019
John W. Belash, <i>At-Large</i>	2021
Linda Williams, <i>At-Large</i>	2020
Stephen Maury, <i>Finance Committee</i> – succeeded by Denice Kroneau	2019
Bertyl Johnson, <i>NP&EDC</i>	2019
Vacant, <i>Council for Human Services</i>	2019
Vacant, <i>Council for Human Services</i>	2019

Council for Human Services

Colleen McLaughlin	2019
John W. Belash	2019
Vacant	2019
Linda Williams	2020
Vacant	2020
Vacant	2020
Daryl Westbrook	2021
Vacant	2021
Vacant	2021

Council on Aging

Alison K. Forsgren, <i>Chair</i>	2019
Kendra Lockley	2019
Glenora Kelly Smith	2019
Vacant	2020
Randall C. Wight	2020
Mary Anne Easley	2020
Kathleen Grieder – succeeded by Judith Perkins	2021
Colleen McLaughlin – succeeded by Vanessa Larrabee	2021
Linda Williams	2021

Cultural Council

Jordana Fleischut, <i>Chair</i>	2019
Justin Cerne	2019
Ann L. Bissinger	2019
John W. Belash	2020
Emma Young	2020
John McDermott	2021
John R. Wagley	2021

Finance Committee

David Worth, Jr., <i>Chair</i>	2021
Henry Sanford – through 4/10/2019, then Vacant	2019
Clifford J. Williams	2019
Stephen Maury	2019
Denice Kronau	2020
Joseph T. Grause, Jr.	2020
Joanna Roche	2020
Christopher A. Glowacki – succeeded by Peter N. Schaeffer	2021
Peter McEachern	2021

Nantucket Affordable Housing Trust

Brooke S. Mohr, <i>At-Large</i>	2019
Reema Sherry, <i>At-Large</i>	2020
Isaiah Stover, <i>At-Large</i> - succeeded by Charity Grace Mofsen	2020
Brian Sullivan, <i>Real Estate Agent/Broker</i>	2020

Dawn Hill Holdgate, <i>Select Board</i> - succeeded by Rita Higgins	2020
Linda Williams, <i>Nantucket Housing Authority</i> – succeeded by Penny Dey	2020
John F. Trudel III, <i>NP&EDC</i> – succeeded by Judith Wegner	2019

Nantucket Historical Commission

Diane Holdgate, <i>Chairman</i>	2019
Deborah Timmermann	2019
Vacant	2020
Vacant	2020
Vacant	2021
Vacant	2021
Vacant	2021
Vacant, <i>Alternate</i>	2019
Vacant, <i>Alternate</i>	2020
Vacant, <i>Alternate</i>	2021

Nantucket Planning and Economic Development Commission

Nathaniel Lowell, <i>Planning Board, Chairman</i>	2022
Judith Wegner, <i>Planning Board</i>	2020
John F. Trudel III, <i>Planning Board</i>	2021
Frederick McClure, <i>Planning Board</i>	2023
Barry Rector, <i>Planning Board</i> – succeeded by David Iverson	2024
Matt Fee, <i>County Commission</i>	2020
Bertyl Johnson, <i>Housing Authority</i>	2019
Andrew Bennett, <i>Conservation Commission</i>	2019
<i>Community At-Large Members</i>	
Charles J. Gardner	2019
Wendy Hudson	2020
Leslie B. Johnson	2021

Our Island Home Work Group (2016)

Alison Forsgren, *Friends of Our Island Home*
 Ginger Andrews, *Friends of Our Island Home*
 Frances Karttunen, *Our Island Home Family Council*
 Tim Soverino, *Our Island Home Family Council*
 Dawn Hill Holdgate, *Select Board*
 Rachel Day, *Our Island Home Administration*
 Martha Butler, *Citizen-at-large (appointed by Select Board)*
 Georgia Ann Snell, *Citizen-at-large (appointed by Frances Karttunen)*

Our Island Home Building Committee

Jim Kelly, *Select Board* – succeeded by Rita Higgins
 Dawn Hill Holdgate, *Select Board*
 Stephen Maury, *Finance Committee*
 Peter McEachern, *Capital Program Committee*
 Rachel Day, *Our Island Home Administration*
 Dave Fredericks, *At-large*

Alison Forsgren, *At-large*

Polpis Harbor Municipal Property Advisory Committee

Rita Higgins, *Select Board*
Robert McNeil, *Department of Public Works*
Andrew Bennett, *Conservation Commission*
Jim Lentowski, *Nantucket Conservation Foundation*
Diana Brown, *Nantucket Community Sailing*
Diane Pearl, MD, *Polpis Area Homeowner*

Real Estate Assessment Committee

John B. Brescher, Esq., <i>Chair</i>	2021
Lee W. Saperstein	2019
Penny Dey	2020
Rhoda H. Weinman, Esq.	2020
Thomas Barada	2021

Registrars of Voters (*terms expire March 31*)

Janet Coffin	2019
Susan Cary	2020
Carolyn Gould	2021
Nancy Holmes, <i>ex officio</i>	

Roads and Right-of-Way Committee

Allen Reinhard, <i>Chairman</i>	2019
Bill Grieder	2019
Rick Atherton	2019
Nathaniel Lowell	2020
Lee W. Saperstein	2020
Bert Ryder	2020
Leslie W. Forbes	2021
Edward Gillum	2021
Nelson Eldridge	2021
Andrew Vorce, <i>NP&EDC, ex officio</i>	

Scholarship Committee

Jeanne Miller, <i>Chairman</i>	2019
Mark Voigt	2019
Jana Starr Duarte	2020
Kristie Ferrantella	2020
Margaret Detmer	2021
Leslie W. Forbes	2021
Vacant	2021
Michael Cozort, <i>School Superintendent</i>	

Town Government Study Committee

John B. Brescher, <i>Chairman</i>	6/30/2020
Kristie Ferrantella	6/30/2020
Tucker Holland	6/30/2020
Linda Williams	6/30/2020
Rick Atherton	6/30/2020
Curtis Barnes	6/30/2020
Vacant	6/30/2020

Tree Advisory Committee

David Champoux, <i>Chairman, Tree Warden</i>	
Geoff Smith	2019
John Schichtel	2019
Whitfield C. Bourne	2020
Michael Misurelli	2020
Benjamin Champoux	2021
Robert D. McNeil, <i>Department of Public Works, ex officio</i>	

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council

Nathaniel Lowell	2019
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Zoning Board of Appeals

Edward Toole, <i>Chairman</i>	2019
Michael O'Mara	2020
Kerim Koseatac	2021
Susan McCarthy	2022
Lisa Botticelli	2023
<i>Alternate Members</i>	
Jim Mondani	2019
Mark Poor	2020
Geoffrey Thayer	2021

APPOINTMENTS BY TOWN MANAGER

Advisory Committee of Non-Voting Taxpayers

Donald Green, <i>Chair</i>	2019
C. Louis Bassano	2019
Susan Matloff	2019
Anthony F. Walsh	2019
Gary A. Beller	2019
William Sherman	2020
Peter J. Kahn	2020
Vacant	2020
Vacant	2020
Vacant	2020
William Gardner	2021
Howard Blitman	2021
Peter E. Halle	2021
Kathy Baird	2021
Vacant	2021

Commission on Disability

Milton Rowland, <i>Chairman</i>	2020
John Malloy	2019
Penny F. Snow	2019
Georgia Ann Snell	2020
Jeanette Topham	2020
Karenlynn Williams	2021
Maribeth Maloney	2021

Parks and Recreation Commission

Amy Baxter	2019
Charles J. Gardner	2020
Diane Reis Flaherty	2020
Jerry Adams	2021
Blair Janelle	2021

Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>	
Charles J. Gardner, <i>At-Large</i>	
Arthur Gasbarro, <i>At-Large</i>	
Stephen Murphy, <i>Fire Chief</i>	
Stephen Arceneaux, <i>Department of Public Works</i>	
William Pittman, <i>Police Chief</i>	
Milton Rowland, <i>Commission on Disability</i>	

Visitor Services Advisory Committee

Diane Reis Flaherty, *Chairman*

Gene Mahon

Sharon Quigley

Mary D. Malavase

Peter A. Morrison

Thayer Hale

Karen Macumber

2019

2019

2019

2020

2020

2021

2021



COUNTY AND STATE OFFICERS

County Commissioners

Jason Bridges, <i>Chair</i>	2020
Rita Higgins, <i>Chair (through 04/2019)</i>	2020
Dawn E. Hill Holdgate	2021
Matthew G. Fee (2019) – re-elected	2022
James R. Kelly (2019) – succeeded by Kristie Ferrantella	2022

Registry of Deeds

Jennifer Ferreira, <i>Register</i>	2024
Kimberly Beamish, <i>Assistant Register</i>	
Amanda Furtado, <i>Administrative Assistant</i>	

Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2024
Colleen S. Whelden, <i>Case Coordinator</i>	

District Court

Thomas S. Barrett, *First Justice*
Dolores V. Bowman, *Acting Clerk-Magistrate*
Jesse McWilliams, *Probation Officer*
Shantoi Usher, *Associate Probation Officer*
Linda Aguiar, *Probation Case Coordinator II*
Barbara Mendez, *Operations Supervisor*
Amy Olson, *Case Coordinator*

Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2020
Sarah E. Maxwell, <i>Case Coordinator II</i>	

APPOINTMENTS BY COUNTY COMMISSIONERS

Woods Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board

Robert F. Ranney	2021
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NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2024
Edward J. Markey, <i>US Senator</i>	2020
William Keating, <i>US Representative</i>	2020
Dylan Fernandes, <i>State Representative</i>	2020
Julian Cyr, <i>State Senator</i>	2020

GENERAL GOVERNMENT REPORTS

HUMAN RESOURCES DEPARTMENT

This past year the Human Resources department continued to focus on recruitment, training, policy and key health insurance and collective bargaining initiatives. Importance was placed on preparation for union negotiations for contracts expiring June 30, 2020, implementation of a Town-wide staffing study, OSHA safety compliance and employee wellness.

The ongoing growth in the local economy has placed an emphasis on the staffing of seasonal, part-time and full-time employees. The lack of year-round affordable housing and/or availability of housing on the island continue to pose increased pressure on recruitment and retention of employees. Several training and development workshops were provided for Town employees inclusive of leadership and development, respect in the workplace and conflict of interest in addition to department focused initiatives.

Additional noteworthy recruitments included the search for a new Assistant Town Manager, Recycling Coordinator, Water Quality Specialist, Building Commissioner, Public Records Compliance Officer and Real Estate Specialist. Filling these positions enhances the portfolio of services offered by the Town.

The Human Resources department continued to build very good relationships with employees, union leadership and retirees. The department writes a monthly newsletter that is distributed electronically to all Town employees as well as retirees. The Nantucket Employee Empowerment Team (NEET) continues to be very active with the employee base and community by sponsoring events including gathering clothes and other needed items for Our Island Home and the Saltmarsh Senior Center. Several other initiatives were supported throughout the year which both benefited the community and recognized the dedicated service of employees.

The focus for the upcoming fiscal year will be collective bargaining, policy implementation and administration, training and a continued focus on the staffing study recommendations. The HR department will continue to provide exceptional administration and support for all aspects of Human Resources functions such as employee relations, training, compensation, performance management, recruiting, employee and retiree benefits, occupational injuries/workers compensation, personnel records, family medical leave, medical cost analysis and related core activities.

Respectfully submitted,

Amanda Perry
Human Resources Director

INFORMATION TECHNOLOGY

The Information Technology department is responsible for the implementation, support and maintenance of the communications infrastructure and all hardware and software for the Town of Nantucket. Infrastructure is built around a fiber backbone and internet service providers with a redundant wireless wide area network.

Hardware primarily consists of servers, computers and printers which provide core services such as email, file sharing, printing and desktop computing. The department supports a variety of software platforms, including desktop software and operating systems and larger core applications such as the Town's email system, the municipal financial system (MUNIS) and the Geographic Information System (GIS).

This year, the IT department has been focusing on improving operational services, implementing best practices for project portfolio prioritization and management and upgrading the MUNIS System.

The following is a summary of the initiatives that were achieved during the 2019 fiscal year:

In response to staff feedback, mission critical system updates such as server operating system, software application and other processes were consolidated into a regular monthly schedule. This provided staff with a standard schedule that they could plan around.

An ePermitting Steering Committee was formed to evaluate the EnerGov project and determine a strategy for moving forward to provide online permitting and licensing functions. The committee is chaired by the Chief Technology Officer (CTO) with members from Finance, Administration, IT, Licensing, PLUS, Health and Sewer. The project is being implemented in two phases. Phase I, which began in FY2019 and will continue into FY2020, focuses on the Health Department, Sewer and PLUS. This project will result in an automated permitting and licensing system enabling constituents to initiate and complete much of the process online. This will help Town departments to more efficiently manage and track licenses and permits for businesses and residents.

MUNIS initiatives focused on a major version upgrade which required the migration of the current forms to a new system. The forms migration process involved a review of existing MUNIS forms alongside the recommended form templates in the new version. MUNIS users in all departments, including the School and Airport, participated in the forms review. The forms migration will continue into FY2020. MUNIS upgrade implementation will take place in FY2020.

The IT department is implementing a virtual environment for the Town data center. This involves migrating 18 physical servers to a virtual environment. Virtual servers reside on shared hardware and appear to be individual physical server computers. Users view the virtual server as a distinct entity to access resources and programs. Shared hardware provides a cost-effective solution for data centers housing onsite resources and applications. A redundant installation will be located at the Wannacomet Water Company facility and will provide the Town with disaster recovery capability in the event of failure at the main data center. A 10GB high speed connection is being added between the Town data center and the Wannacomet Water Company data facility to facilitate timely and accurate data transfer. This project will continue into FY2020 with an anticipated completion date of September 2019.

The IT Department and the Manager of Strategic Planning researched, evaluated and selected a Project Portfolio and Project Management application called TeamDynamix. This cloud based, dashboard driven application will be used to plan and track all Town projects, including IT initiatives. A development team attended training and configuration sessions with the vendor to ensure successful implementation. This team included the Manager of Strategic Planning, CTO, Assistant Town Manager, IT Department staff and Director of Municipal Finance with the Town Manager acting as project sponsor. TeamDynamix will be used to coordinate and track departmental and Town-wide projects, ensure alignment with the Town strategic

plan and goals and eliminate redundancy. A two-day training session was held in May that included project managers on the initial identified projects. The full application launch will take place in FY2020.

In response to a Plante Moran IT Assessment of 2016 the CTO formed the IT Governance Team Committee. This committee is charged with developing processes and procedures for requesting, reviewing, approving and monitoring IT projects, including Town-wide projects with a significant IT component. TeamDynamix will be leveraged to review, approve and track projects and allocate resources.

The Town launched a new website in September 2018 using the existing CivicPlus platform. This was a collaborative effort with Town Administration and the IT Department. This initiative included an updated and more current interface. The website is an ongoing collaboration to keep content and design up to date and provide relevant and timely information to our constituents.

The Town records management system, LaserFiche, was expanded to provide a centralized database of archived documents accessible to the public via a web portal. This expansion included the conversion of meeting agendas and minutes, board and commission data, and website archives. The system will be expanded to include documents from Natural Resources, Human Resources and the Health Department beginning in FY2020. This initiative is an active collaboration between Town Administration and the IT Department.

JustFOIA, the web-based system to manage and track public information requests continued to be used in fiscal year 2019. There were 366 processed requests in FY19, eight for the School District, 38 for the Police Department and 320 for the Town. The average completion time is below the 10-day standard for notification.

A total of 2,653 Helpdesk requests were handled in FY19.

Town GIS Services logged 128,915 visits to the on-line GIS website. 389 GIS maps were prepared for Town departments and the public and 28 maps were created for Special and Annual Town Meetings.

Website traffic consisted of 526,111 page visits, 979,913 views, and 766,921 unique views.

Accomplishments of this past year would not have been possible without the hard work and dedication of the IT staff. Their efforts are very much appreciated.

Respectfully submitted,

Karen G. McGonigle
Chief Technology Officer

NANTUCKET ISLANDS LAND BANK

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the island for use and enjoyment by the general public. Funding for the program is derived primarily from a 2% transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2019 yielded \$21,834,930 in transfer fee revenue compared to last year's \$23,098,921. The Land Bank acquired 170.61 acres of land at a cost of \$9,480,000 (some of these acquisitions included non-monetary land swaps with the Town). The Land Bank now owns 3,322 acres with an additional 503.4 acres permanently protected by conservation restrictions held either alone or in conjunction with the Nantucket Land Council. Since inception, the Land Bank has spent \$313,537,076 on land purchases on the island.

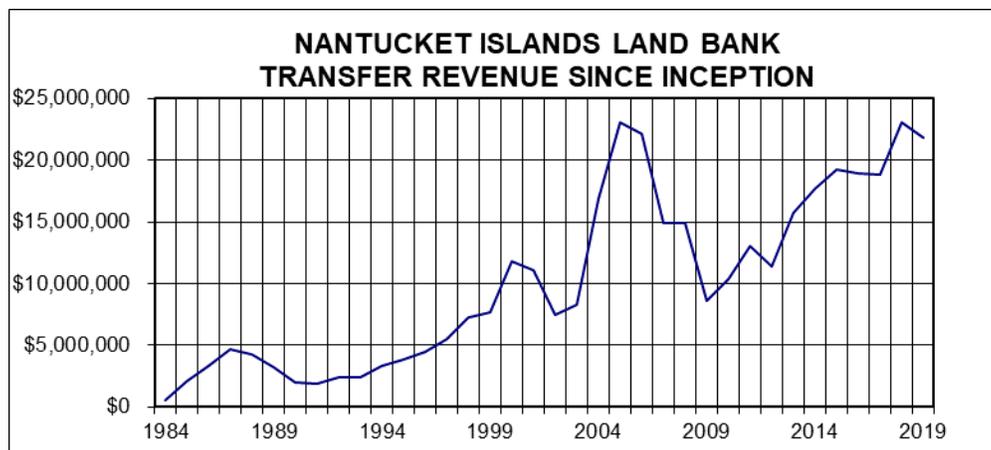
Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

Richard J. Glidden	April 2020
Neil Paterson	April 2021
Kristina Jelleme	April 2022
Allen B. Reinhard	April 2023
John J. Stackpole	April 2024

The Commission received full-time staff support from Executive Director Eric Savetsky (since 1997); Assistant Director Jesse A. Bell (since 2008); Administrator/Finance Manager Susan C. Campese (since 2010); Property Foreman Jeffrey W. Pollock (since 2003); Project Coordinator Leedara Zola (since 2018); Property Manager Robert W. Earley (since 1997); Property Steward Richard Schraff (since 2015); Environmental Coordinator Rachael Freeman (since 2014); Assistant Administrator Marian Wilson (since 2014); and several seasonal employees.

REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 990 real property transfers having a total gross value of \$1,130,555,924 compared to last year's \$1,214,140,800. The graph following graph shows transfer fee revenues since the Land Bank's inception in 1984.



SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2019 financial summary is shown below:

Assets:	
Undesignated Cash and Equivalents	\$25,507,727
Designated Cash and Equivalents	\$5,800,727
Designated Investments	\$2,931,922
Receivables	\$193,722
Grant Receivable	\$922,117
Inventory and Other Current Assets	\$517,878
Land and Conservation Rights	\$371,182,479
Buildings and Equipment	\$22,839,340
Deferred outflow of Resources	\$742,014
	<u>\$430,637,926</u>
Liabilities:	
Notes Payable	\$8,575,000
Bonds Payable	\$15,909,819
Other Payables and Liabilities	\$4,693,575
Unearned Grant Revenue	\$1,383,175
Deferred Inflows of Resources	\$214,240
	<u>\$30,775,809</u>
Net Assets	<u><u>\$399,862,117</u></u>
Revenues:	
Land Bank Transfer Fee	\$21,834,930
Golf Operating	\$4,128,805
Other Income	\$1,032,575
Interest Income	\$337,107
Land Acquired from Town (assessed value)	\$39,934,879
Donated Land	\$1,700,000
Unrealized Gain	\$98,730
	<u>\$69,067,026</u>
Expenses:	
Land Bank Operating	\$2,911,350
Golf Operating	\$5,021,564
Loss on Disposal of Property & Equip.	\$313,944
Land Bank Interest	\$736,590
Golf Interest	\$50,671
	<u>\$9,034,119</u>
Net Income	<u><u>\$60,032,907</u></u>

LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 170.61 acres to its holdings during fiscal year 2019. A brief description of each acquisition and its purchase price is listed below:

37 Woodbury Lane (0.15 acres): This in-town buildable lot was generously gifted to the Land Bank by Ewing Nantucket LLC. It abuts other Land Bank property to the north on New Lane helping to preserve the open character of the area. The parcel was appraised at \$1,700,000.

84 & 84R Union Street (2.53 acres): These properties encompass a portion of Consue Springs adjacent to other Land Bank properties on the corner of Orange and Union Streets. The resulting consolidation of parcels under Land Bank ownership enables a more consistent management approach, allowing this corner to be treated as a single property. They were conveyed by the Town pursuant to a complex land swap involving 39 Washington Street along with bike path/dock easement rights on 44 Washington Street in exchange for multiple Town properties. The Town has reserved easements to manage and improve the existing stormwater system. The Land Bank's long-term plan includes installing a permanent pedestrian boardwalk connecting Union Street to Washington Street and eradicating invasive *Phragmites* vegetation to restore scenic vistas across the Creeks to the harbor.

Smooth Hummocks Parcels (128.6 acres): The Land Bank received these parcels from the Town pursuant to the aforementioned land swap agreement. This transfer of ownership enables a more holistic management regime to be applied in the Smooth Hummocks Coastal Preserve (SHCP), an area predominantly owned by the Land Bank and defined by its rare coastal sandplain heathlands and grasslands which are home to a unique array of species with high conservation value. Prior to this acquisition the SHCP was 832 acres. These parcels have increased the acreage of the SHCP to 960.6 and expanded its total footprint by 13.2%.

55 Warrens Landing Road (16.8 acres): This property has significant frontage on Madaket Harbor and was previously in the custody of the Town of Nantucket's Conservation Commission. It was also conveyed pursuant to the land swap with the Town. Under the stewardship of the Land Bank the property will be more actively managed for the benefit of the public. This serene property provides access to the Madaket harbor mooring field and features spectacular sunsets over Tuckernuck island.

Washington Street Extension (13.9 acres): The Town approached the Land Bank on behalf of the school system which needed additional property for outdoor recreational facilities. The Land Bank agreed to trade a significant portion of its property on Backus Lane in exchange for this property owned by the Town. Given the disparity in appraised value between the two properties, the Land Bank paid an additional \$480,000 to receive this land. The property abuts other Land Bank properties in the area and is part of the Creeks salt marsh complex.

174 Orange Street & 2 Milestone Road (8.63 acres): These properties were purchased for a bargain at \$9 million due to the generosity of the seller who was conservation-minded and willing to sell substantially below fair market value. In combination with directly abutting properties, the Land Bank now owns 18.46 acres of contiguous holdings along the Creeks. The property sits on high ground with commanding views of the harbor and the saltwater and freshwater marshes below. The Land Bank will be working with a landscape architect who specializes in ecological design to convert this residential property into a more natural, park-like setting.

39 Almanac Pond Road (9.64 acres): The Land Bank acquired this property for \$3,250,000 as part of a two-phased acquisition with 41 Almanac Pond Road to be acquired in January 2020 for \$3,250,000. Both parcels were viewed as critical purchases as they are two of the last remaining buildable lots within the pristine open space of the Middle Moors. The rolling topography provides opportunities to see clear vistas of Polpis Harbor and when combined, the two parcels add close to 20 acres to the Land Bank's neighboring Beechwood Farm property. Their addition will facilitate an expansion of the existing trail network in the area.

PROPERTY MANAGEMENT

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brush cutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property boundary delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties.

Hinsdale Park Playground

The conceptual development and planning of this STEM-focused, fully-accessible playground was done in partnership with the Maria Mitchell Association and made possible through the generous financial support of the citizens of Nantucket through its Community Preservation Committee; Nantucket Land Bank Commission; and the Nantucket Cottage Hospital Community Health Fund, a donor advised fund of the Community Foundation. The main impetus behind the project was the community's need for a truly accessible playground for children of all abilities. The STEM-components and adult exercise equipment were added as planning evolved and resulted in a more educational and multi-generational facility. The success of this project is an excellent example of what is possible when community organizations join forces to achieve a common goal.

Respectfully submitted,

Neil Paterson
Chairman

LEGISLATIVE UPDATE

It is an honor to serve Nantucket at the State House. The Island is a very special place and we remain committed to advancing island priorities at the State House.

In the last fiscal year, the legislature has passed several important laws. As education is the best tool to expand opportunity and lift people out of poverty, we passed a revolutionary \$1.5 billion education bill that makes a generational investment in our children. The House passed Greenworks legislation which will provide funding to cities and towns to curb greenhouse gas emissions through microgrids, electrifying vehicle fleets, and establishing a low interest loan program for clean energy projects. We also passed the state's first ever ocean acidification law which aims to mitigate its effects on shellfish and our coastal ecosystem.

Of the ten Home Rule Petitions that Nantucket has sent to the legislature since we took office, we are happy to report that seven have been signed into law by the Governor.

In the FY 2020 budget, we secured funding for shellfish propagation (\$175,000 – and \$550,000 total over the past three years), Nantucket off-island medical and behavioral health transportation (\$40,000) and funds to study the trawl impacts on longfin squid habitat in local coastal waters (\$20,000).

We will continue to press for legislation prioritizing critical issues facing our district around climate change, environmental protections, addiction treatment and affordable housing.

Our offices are always here to serve you. Reach out to us anytime.

Rep. Fernandes: (617) 722-2013 ext. 3 or email at: Dylan.Fernandes@mahouse.gov.

Sen. Julian Cyr: (617) 722-1570 or email at: Julian.Cyr@masenate.gov.

Respectfully submitted,

Dylan Fernandes, State Representative

Julian Cyr, State Senator

DEPARTMENT OF MUNICIPAL FINANCE

The Department of Municipal Finance includes Assessing, Collections, Treasury, Accounting, Budget and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually. The department provides staff support to the Abatement Advisory Committee, Ad Hoc Budget Committee, Audit Committee, Capital Program Committee and Finance Committee.

Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile and verify data for the valuation of all real estate and personal property, a total of 20,946 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market-based ratio studies and statistical analyses. Fiscal year 2019 assessed values for all property were as follows:

Residential properties	\$22,216,363,900
Commercial	1,316,412,396
Industrial	61,967,704
Open Space	1,878,500
Personal property	274,770,615
Total taxable property	\$23,871,393,115
Exempt property	3,856,040,200
Total property assessed value	\$27,727,433,315

Total taxable property increased by \$1,615,481 or 7.26% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2019 was \$74,761,587, an increase of \$3,075,159 or 4.29%. This increase came from the allowable Proposition 2½ % increase, which yielded revenue of \$1,792,161 and certified new growth which yielded revenue of \$1,282,998.

Levy Base (previous fiscal year's Levy Limit)	\$71,686,428
Proposition 2½	\$1,792,161
Revenue from Certified New Growth	\$1,282,998
Fiscal Year 2019 Levy Limit (next fiscal year's Levy Base)	\$74,761,587
Debt Exclusion	\$6,359,431
Capital Expenditure Exclusion	\$1,545,720
Fiscal Year 2019 Maximum Levy	\$82,666,738

The actual tax levy for FY 2019 was \$80,158,835, an increase of \$1,990,355 or 2.55% over the previous year. Property tax abatements granted on the 2019 tax levy during the abatement period totaled \$260,539, or 0.325% of the levy.

Tax rates for fiscal year 2019 were:

Residential	\$3.36
Open Space	\$3.20
Commercial	\$5.71
Industrial	\$5.71
Personal Property	\$5.71

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2019 was \$15.02. Nantucket's composite or nominal tax rate was \$3.36. This is the rate that would be charged if the community used a single rate structure.

A residential exemption is available for year-round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Select Board as part of the tax classification hearing. For the fiscal year 2019 the exemption voted was 25% of the average residential value or \$518,251. There were 2,259 properties that qualified and received this assessment credit on their tax bills for fiscal year 2019. Average values and taxes on residential properties are listed in the next chart.

	Total Value	Exemption	Taxable value	Tax Bill
Nantucket year-round residential	\$1,336,811	\$518,251	\$818,560	\$2,750
Massachusetts average single family ¹	\$409,973	N/A	\$409,973	\$5,789
Nantucket all residential	\$2,073,002	N/A	\$2,073,002	\$6,965

¹<https://dlsgateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=SingleFamilyTaxBill&ReportTitle=Statewide%20Average%20Single%20Family%20Tax%20Bill>. State average does not include Nantucket and the 14 other communities that have a residential exemption.

Collections

The Collector's office personnel (Collector plus 2 ½ positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills, in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at http://www.nantucket-ma.gov/Pages/NantucketMA_Tax/index.

In 2019, tax collections using the online bill pay and in office services were \$80,038,594; this includes collections of \$78,531,026 or 96.84% of the 2019 tax levy, and \$1,464,540 in delinquent taxes and tax liens. Property tax revenue represented 82.05% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2019 is as follows, shown with fiscal year 2018 for comparison:

Other Revenue	2019	2018
Excise Taxes – motor vehicle, room, boat, meals	\$8,147,580	\$8,307,902
Charges for services – copies, Municipal Lien Certificates	\$39,648	\$32,522
Licenses, permits, rentals and fees	\$3,408,869	\$3,388,203
Penalties, interest, fines and forfeits	\$967,684	\$553,976
Other income	\$1,414,873	\$611,069
State Aid	\$3,531,908	\$3,356,737
Total other revenue	\$17,510,562	\$16,250,409

Treasury

The Treasurer's office personnel (Treasurer plus 2 ½ positions) process payroll and accounts payable for the Town, County, NRTA and Land Bank, issue all new debt, invest Town funds as allowable by law, collect on or close lien tax accounts, make all debt service payments and work with the Town's financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's 2019 EQV is \$23,796,647,900, the fifth highest in the Commonwealth, and the debt limit is \$1,189,832,395.

The Town's long-term debt outstanding on June 30, 2019 consists of Governmental Funds debt of \$108,578,925 and Enterprise Fund debt of \$75,695,152. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short-term borrowing at year end, which was converted to long-term debt prior to the issuance of the audit report, is reported as long-term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP). This chart does not follow GAAP reporting conventions.

	Audited Balance				Audited Balance
Description	06/30/2018	Additions	Reductions		06/30/2019
Governmental Funds	82,408,200	30,905,765	3,371,612		108,578,925
Enterprise Funds:					
Wannacomet and Siasconset Water	22,807,300	3,146,000	2,133,000		23,820,300
Nantucket Memorial Airport	9,170,000		800,000		8,370,000
Sewer	34,392,657	9,017,975	2,274,005		41,136,627
Solid Waste	2,517,225		149,000		2,638,225
Total Enterprise Funds	\$68,887,182	\$12,163,975	\$5,356,005		\$75,695,152
Total Long-Term Debt	\$151,295,382	\$43,069,740	\$10,091,045		\$184,274,078

Governmental fund debt consists primarily of General Fund debt and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.564%. During fiscal year 2019, Moody's Investors Service updated the Town's credit rating to Aaa on its long-term debt, stating that the Aaa rating reflected a strong management team, high levels of reserves and the Town's substantial tax base and healthy financial position. It is important to note that the Town is one of only 15 communities in the Commonwealth to have been designated Aaa by Moody's Investor Services.

Changes in authorized but unissued debt during fiscal 2019 were:

	Balance				Balance
Authorized but unissued debt:	06/30/2018	Additions	Reductions		06/30/2019
Governmental Funds	67,282,630	38,288,487	16,601,765		89,559,352
Enterprise Funds:					
Wannacomet and Siasconset Water	12,693,629	3,443,355	3,312,000		12,824,984
Nantucket Memorial Airport	10,330,592	22,714,720	248,000		32,797,312
Our Island Home	715,000				715,000
Sewer	42,667,593	20,050,000	8,477,975		54,239,618
Solid Waste	383,000	14,000,000			14,383,000
Total Enterprise Funds	66,789,814	60,207,875	12,037,975		114,959,714
Total Authorized but Unissued:	\$134,662,444	\$98,496,362	\$28,639,740		\$204,519,266

Reductions of authorizations include debt issuance (not previously borrowed short term) and actions by Annual Town Meeting.

Accounting

The Accounting office personnel consist of the Assistant Town Accountant and three full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for approximately 70 funds totaling \$453.5 million at the end of fiscal year 2019. Major funds include the General Fund (\$33.6 million); Town capital projects funds (\$48.3 million); Long-Term Debt (\$74.2 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$297.4 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$10.8 million) and Nantucket County (\$5.6 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third-party independent audit firm for both the Town and County. In FY 2020, the FY 2019 audit was completed on October 12, 2018 with a seventh consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion, means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity with Generally Accepted Accounting Principles (GAAP).

During FY 2019, most of the Accounting Division's focus was on the continued work around internal controls and implementation of enhanced internal controls as required by the Financial Accounting Standards Board specific to the Town's federal grant programs. Those needed to be reviewed and to be strengthened as outlined in the FY 2017 and FY 2019 Audit Management Letter findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund and trusts) on a monthly basis. The FY 2019 Management Letter identified no material weaknesses and contained only recommendations on improvements to the internal operations.

The findings corrected in FY 2019 consisted of the following: Monthly reconciliation of Airport Receivables with the Town, payroll processing, posting of Water and Sewer receipts, Health Insurance Trust payments and capital assets reconciliations.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2019 include but are not limited the completion and submission of the Comprehensive Annual Financial Report (CAFR), continued contributions to the Other Post-Employment Benefits (OPEB) trust and a review of the purchase order policy.

Budget

The Budget office personnel consists of one full time position and is assisted by the Director of Finance to maintain budget records for all budgetary fund and account groups, provide financial analysis during union negotiations and support department heads and Town Administration during the annual budgetary process.

The Massachusetts Department of Revenue certified the Town's FY 2019 Municipal Budget in the amount of \$143.6 million, comprised of \$94.7 million from the tax levy and other general revenues, \$5.5 million from Free Cash, \$1.7 million from other special revenue funds and \$41.7 million from Enterprise and Community Preservation Funds.

The FY 2019 General Fund budget was \$82.2 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local

and state legislation. The amount budgeted in FY 2019 for Revolving Funds were \$5.2 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2019 was \$6,039,503, comprised of \$3,478,863 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the General Fund in the amount of \$2,560,640 for operations and \$700,000 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our Island Home; the FY 2018 total provided from general tax revenue was \$1,511,446. In FY 2019 the Nantucket Memorial Airport did not require a subsidy from the General Fund. It is important to note, beginning with FY 2019 the Airport has begun to repay the Town for the subsidies it received in prior years. The agreement was approved by the FAA in FY 2019, and the Town has begun to receive payments in accordance with the agreement as approved by both the Select Board and the Airport Commissioners.

Department Highlights

FY 2019 was a year of transition and change in the Finance Department. The year was highlighted by the loss of key contributors to the department. We lost Finance and Budget Analyst Julia Lindner, who during her time in the department made many invaluable contributions; Julia began the development of the forecast model and refined the budget process to ensure it was more robust and predictive. The Finance Department also said goodbye to our Assistant Finance Director and Treasurer Lynell Vollans. Lynell came back to the Town as the Assistant Finance Director, and during her tenure assumed the role of Treasurer. Lynell assumed the role of Treasurer during another period of transition, and the effort and dedication that she exhibited during her time here allowed the department to really move forward. Lynell was a key contributor to the enhanced reconciliation processes we implemented during her tenure. We were sad to see both Julia and Lynell leave the Town and we wish them the best in all their future endeavors. During FY 2019, we welcomed Alexandria Penta to our team as the new Finance and Budget Analyst. Alexandria started in the middle of FY 2019, and immediately assumed responsibility for the budget and managed the process, all while learning how the Town operated, which is no easy task. The focus is also on updating the 5-7-year forecast, which is important as the Town continues to grow, and the demand for services continues to increase. We also added to the procurement group with the hiring of Phyllis Ruguaru as the purchasing assistant. The addition of Phyllis has allowed the procurement department to provide more focused assistance with procurements to the various departments in the Town. We also filled the Treasurers position prior to the end of FY 2019 with Melinda Ernst-Fournier, who comes to us after a long career in Southbridge as its town's Treasurer/Collector. Melinda brings with her a wealth of experience and we look forward to the continuation of all the work that has been accomplished. During FY 2020 we completed the Town's Fifth submission of the Comprehensive Annual Financial Report (CAFR) for year ended June 30, 2019. The Town also submitted this report to the Government Finance Officers Association (GFOA) for participation in their Financial Reporting Excellence Award program for FY 2018. I am pleased to say during FY 2019 we were notified that we had achieved this award for the fourth consecutive year, making us one of only 30 communities in the Commonwealth to prepare, submit and receive the award. The report is available on the Town of Nantucket website.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Select Board, Finance Committee, Audit Committee, Ad Hoc Budget Workgroup, Board of

Assessors, Capital Program Committee, Town, School and Enterprise Fund departments for your continued support during FY 2019. I would also like to thank all the staff that worked in the department throughout FY19. All the accomplishments of the Finance Department are a result of the work that they put in each day. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Brian E. Turbitt
Director of Municipal Finance

SELECT BOARD

The Select Board is pleased to share its Strategic Plan for Town Government, adopted on October 24, 2018 and updated on September 11, 2019. As a Board, we are committed to ensuring Nantucket is livable, sustainable and resilient. We are also determined to enhance and preserve the quality of life for our community.

This Strategic Plan provides high-level direction to Town Administration and shares our vision for what we hope will be true about our community in the years to come.

In 2018, the Town Manager developed a formal process for implementation of the Goals associated with each Focus Area of the Plan. The new areas of Strategic Focus that were added in 2019 and additional Goals will weave into that implementation process. We appreciate the support and dedication of Town staff and our community members who volunteer their time to make a positive difference on our Island.

Sustainability is how the Town of Nantucket, with a focus on historic preservation, natural resources, hazard mitigation, solid waste management, energy, public health and education, institutionalizes practices in municipal operations that support a balance of the economic, environmental and social health of our island, which meet the needs of current residents and visitors without compromising the ability of future generations to meet evolving needs. In total, five areas of Strategic Focus have emerged to guide the priorities of Town Government:

HOUSING

Goal 1: Achieve Safe Harbor Status in each of the next three years per the goals set for Nantucket by the State through Chapter 40B and maintain local control over affordable housing initiatives.

Goal 2: Finalize a plan to address housing needs specifically for Town employees – year-round and seasonal.

Goal 3: Determine in greater detail the need for housing at all affordability levels (30% Area Median Income (AMI) to 200% AMI) for the community.

Goal 4: Identify incentives to encourage homeowners to use secondary dwellings as year-round rentals.

TRANSPORTATION

Goal 1: Launch a downtown parking management system based on demand management principles that achieves (or is measured by) 85% occupancy of public parking spaces.

Goal 2: Complete at least one key sidewalk route connection from Mid-Island (6 Fairgrounds Road Housing Project) to the ferries with improved standards for accessibility.

Goal 3: Shift the mode of choice of commuters from driving alone to using other modes by 6%.

ENVIRONMENTAL LEADERSHIP

Goal 1: Provide data-driven recommendations on island-wide solid waste management guided by principles of sustainability.

Goal 2: Finalize an island-wide, long-term water quality management plan that addresses ponds, harbors, stormwater and wastewater with specific ways/methods to measure improvement.

EFFICIENT TOWN OPERATIONS

Goal 1: Develop a Facilities Master Plan.

Goal 2: Invest in Technology.

QUALITY OF LIFE

Nantucket is a vibrant and diverse community committed to the health and well-being of our residents and visitors. The local economy provides middle-class job opportunities, and the Old Historic District is vibrant year-round. The economic vitality of the Island is bolstered by seasonal residents and visitors. Everyone enjoys public access to our beaches, waterways and conservation land. The Island has maintained its strong rural identity and well-preserved historic character.

Respectfully submitted,

Dawn E. Hill Holdgate
Chair

TOWN AND COUNTY CLERK

Fiscal year 2019 brought an extremely busy year for the Town Clerk's office with five elections: the September 2018 Primary, October 2018 Special Town Meeting, November 2018 State Election, followed by April's Annual Town Meeting and Annual Town Election. It was a challenge for us to run these elections following the passing of Catherine Stover. I am especially thankful to Gail Holdgate, who worked diligently with me to get over each hurdle, one at a time. I am also thankful to Marisa Smith-Jones, who did an exemplary job working for us during the two very busy State Elections, as well as election worker Margaret Ann Fleming, who worked during the mandated two-week Early Voting period. With over 1200 early voters, this process would never have been as successful without all their hard work.

I could never speak of elections without thanking our dedicated and always reliable Warden of nearly 40 years, Frank Psaradelis. Frank is one of those people who unassumingly does a myriad of things to make

our election days fall smoothly into place. Among those who assist in the process of smooth and reliable elections are Constables Jim Perelman, Jerry Adams and Chief/Constable Bill Pittman; thank you for always being a dependable presence. Thank you to our able and dedicated Registrars, Janet Coffin, Carolyn Gould and Susan Cary. To the wonderful citizens who act as election workers, thank you for your kind professionalism. Thank you, Superintendent's Office, Administration, teachers, and staff of NHS. Last, but not least, our Town IT department is second to none, and always there for us!

This past fiscal year was also another banner year for births and marriages in the town, with 145 births recorded, and over 230 Marriage Licenses issued. We continue to grow both as a town (we currently have over 9,000 voters) and as a destination for weddings.

We are anticipating an extremely busy upcoming year, with two Primaries and the November General Election on our horizon in addition to the local town meeting and election. In the next year, we hope to upgrade our older election tabulators to new optical reading tabulators approved by the Commonwealth. The year 2020 will also mark the federal "Decennial Census," in addition to our yearly local Town Census. We will assist our local Complete Count Committee in this endeavor. We will also continue to add searchable documents to the new "Catherine Flanagan Stover Archive" of scanned documents available on the Town's website: www.nantucket-ma.gov.

I would be remiss not to welcome new Assistant Town Clerk, Laura Raimo. She brings with her strong management and administrative experience, particularly through her years at Nantucket High School and Hyline Cruises. Many know Laura as a friendly face, and Gail and I are delighted to have her in the office with us.

It is my honor to serve as the elected Town and County Clerk of Nantucket!

STATE PRIMARY ELECTION - SEPTEMBER 4, 2018

TOTAL BALLOTS CAST

8,932 registered voters
1,124 ballots cast
12.6% percentage voting

SENATOR IN CONGRESS

Warren, Elizabeth A.	702 ballots
Blanks	40 ballots
Write-ins	12 ballots

GOVERNOR

Gonzalez, Jay M.	526 ballots
Massie, Bob	155 ballots
Blanks	65 ballots
Write-ins	8 ballots

LIEUTENANT GOVERNOR

Palfrey, Quentin	427 ballots
Tingle, Jimmy	187 ballots
Blanks	137 ballots
Write-ins	3 ballots

ATTORNEY GENERAL

Healey, Maura	690 ballots
Blanks	59 ballots
Write-ins	5 ballots

SECRETARY OF STATE

Galvin, William Francis	475 ballots
Zakim, Josh	223 ballots
Blanks	54 ballots
Write-ins	2 ballots

TREASURER

Goldberg, Deborah B.	626 ballots
Blanks	123 ballots
Write-ins	5 ballots

AUDITOR

Bump, Suzanne M.	613 ballots
Blanks	139 ballots
Write-ins	2 ballots

REPRESENTATIVE IN CONGRESS

Keating, Bill	612 ballots
Cimbrelo, Bill	103 ballots
Blanks	35 ballots
Write-ins	4 ballots

COUNCILLOR

Ferreira, Joseph C.	594 ballots
Blanks	157 ballots
Write-ins	3 ballots

SENATOR IN GENERAL COURT

Cyr, Julian Andre	660 ballots
Blanks	91 ballots
Write-ins	3 ballots

REPRESENTATIVE IN GENERAL COURT

Fernandes, Dylan	643 ballots
Blanks	108 ballots

SPECIAL TOWN MEETING I – OCTOBER 10, 2018

The following is a summary of the articles called and discussed, and the votes taken by the October 10, 2018 Special Town Meeting I held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on Wednesday, October 10, 2018. Ultimately, 384 voters were in attendance. The meeting was called to order at 6:17 PM.

At the close of voter registration for Special Town Meeting I, there were 9,038 registered voters. There was a quorum requirement of 5% (452 voters) on the following appropriation articles: 6,7,8,9,10,11,12,14 and 15. A quorum was not achieved for these articles. A quorum of 3% (271 voters) was required for Article 13, a transfer article. The 3% quorum was achieved.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: 4 and 13. The meeting was adjourned at 9:56 PM.

Article 1: Zoning Bylaw Amendment: Marijuana – Definitions. (Called) Adopted with amendments by declared 2/3 voice vote.

Article 2: Zoning Bylaw Amendment: Recreational Marijuana – Use Chart Amendments. (Called) Adopted by declared 2/3 voice vote.

Article 3: Bylaw Amendment: Marijuana, Public Consumption. (Called) Adopted with amendment by majority voice vote.

Article 4: Bylaw Amendment: Marijuana, Marijuana Licensing. (Not Called) Adopted by unanimous voice vote.

Article 5: Bylaw Amendment: Marijuana, Limitation on Number of Marijuana Establishments. (Called) Adopted by unanimous voice vote.

Article 6: Appropriation: Old South Road Area Transportation Improvements. (Called) No action taken due to lack of quorum.

Article 7: Appropriation: Milestone Road Area Transportation Improvements. (Called) No action taken due to lack of quorum.

Article 8: Sewer Appropriation: New Sewer Force Main Design/Engineering. (Not Called) No action taken due to lack of quorum.

Article 9: Supplemental Sewer Appropriation: Repairs to the Sea Street Pumping Station. (Not Called) No action taken due to lack of quorum.

Article 10: Supplemental Appropriation: Repairs to Town Pier. (Called) Moved to take no action. Adopted by majority voice vote.

Article 11: Airport Appropriation: Taxiway Echo. (Not Called) No action taken due to lack of quorum.

Article 12: Airport Appropriation: Security Project. (Not Called) No action taken due to lack of quorum.

Article 13: Appropriation: Prior Year Articles. (Not Called) Adopted by unanimous voice vote.

Article 14: Appropriation: Fiscal 2019 General Fund Budget Amendments. (Not Called) No action taken due to lack of quorum.

Article 15: Appropriation: Fiscal 2019 Enterprise Fund Budget Amendments. (Not Called) No action taken due to lack of quorum.

Article 16: Bylaw: Single Use Plastics. (Called) Adopted with amendment by majority voice vote.

SPECIAL TOWN MEETING II – OCTOBER 10, 2018

The following is a summary of the articles called and discussed, and the votes taken by the October 10, 2018 Special Town Meeting II held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on Wednesday, October 10, 2018. Ultimately, 384 voters were in attendance. The meeting was called to order at 7:30 PM, recessed until the end of Special Town Meeting I, and resumed at 8:55 PM. The meeting was adjourned at 9:56 PM.

Article 1: Bylaw Amendment: Coastal Properties Owned by Town, Management of. (Called) Adopted by hand count majority vote: YES – 180; NO - 75.

Article 2: Zoning Map Change: South Shore Road from LUG-2 to R-40. (Called) Not adopted by voice vote.

Article 3: Bylaw Amendment: Town Property, Conveyance of. (Called) Adopted with amendment by hand count majority vote: YES – 144; NO - 62.

STATE ELECTION - NOVEMBER 6, 2018

TOTAL BALLOTS CAST

9,089 registered voters

5,377 ballots cast

59.2% percentage voting

SENATOR IN CONGRESS

Warren, Elizabeth A.

3,504 ballots

Diehl, Geoff

1,648 ballots

Ayyadurai, Shiva	165 ballots
Blanks	57 ballots
Write-In	3 ballots

GOVERNOR AND LEUTENANT GOVERNOR

Baker and Polito	3,029 ballots
Gonzalez and Palfrey	2,261 ballots
Blanks	77 ballots
Write-In	10 ballots

ATTORNEY GENERAL

Healey, Maura	3,819 ballots
McMahon, III, James R.	1,477 ballots
Blanks	80 ballots
Write-In	1 ballot

SECRETARY OF STATE

Galvin, William Francis	3,833 ballots
Amore, Anthony M.	1,261 ballots
Sanchez, Jr., Juan G.	155 ballots
Blanks	127 ballots
Write-In	1 ballot

TREASURER

Goldberg, Deborah B.	3,640 ballots
Orrall, Keiko M.	1,390 ballots
Guerin, Jamie M.	153 ballots
Blanks	192 ballots
Write-In	2 ballots

AUDITOR

Bump, Suzanne M.	3,430 ballots
Brady, Helen	1,413 ballots
Fishman, Daniel	175 ballots
Stamas Edward J.	128 ballots
Blanks	227 ballots
Write-In	4 ballots

REPRESENTATIVE IN CONGRESS

Keating, Bill	3,778 ballots
Tedeschi, Peter D.	1,516 ballots
Blanks	82 ballots
Write-In	1 ballot

COUNCILLOR

Ferreira, Joseph C.	3,631 ballots
Keyes, Thomas F.	1,516 ballots

Blanks	228 ballots
Write-In	2 ballots

SENATOR IN GENERAL COURT

Cyr, Julian Andre	3,691 ballots
Flores, John G.	1,569 ballots
Blanks	115 ballots
Write-In	2 ballots

REPRESENTATIVE IN GENERAL COURT

Fernandes, Dylan	4,283 ballots
Blanks	1,027 ballots
Write-In	67 ballots

DISTRICT ATTORNEY

O'Keefe, Michael D.	3,786 ballots
Blanks	1,455 ballots
Write-In	136 ballots

CLERK OF COURTS

Adams, Mary Elizabeth	4,316 ballots
Blanks	1,023 ballots
Write-In	38 ballots

REGISTER OF DEEDS

Ferreira, Jennifer H.	4,361 ballots
Blanks	991 ballots
Write-In	25 ballots

QUESTION 1

YES	1,114 ballots
NO	3,958 ballots
Blanks	305 ballots

QUESTION 2

YES	3,808 ballots
NO	1,291 ballots
Blanks	278 ballots

QUESTION 3

YES	3,941 ballots
NO	1,237 ballots
Blanks	199 ballots

QUESTION 4

YES	2,434 ballots
NO	2,513 ballots

Blanks 430 ballots

QUESTION 5

YES 2,430 ballots
NO 2,502 ballots
Blanks 445 ballots

ANNUAL TOWN MEETING – APRIL 1, 2019

The following is a summary of the articles called and discussed, and the votes taken by the 2019 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on Monday, April 1, 2019. Ultimately, 777 voters were in attendance. The meeting was called to order at 6:13 PM.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: 1, 2, 3, 4, 5, 6, 8, 9, 16, 17, 18, 19, 20, 21, 23, 25, 26, 27, 29, 30, 31, 32, 33, 35, 36, 40, 41, 42, 46, 48, 49, 50, 52, 54, 55, 56, 57, 58, 59, 60, 61, 62, 64, 65, 67, 68, 69, 70, 72, 73, 74, 75, 77, 78, 79, 80, 81, 82, 84, 85, 86 and 87.

Tuesday, April 2, 2019 - 327 voters in attendance. The meeting was called to order at 6:11 PM and adjourned at 8:15 PM.

Sense of the Meeting Request Regarding Small Mesh Fishing Gear Closure. Approved by overwhelming majority voice vote.

Article 1: Receipt of Reports. (Not Called) Adopted by unanimous voice vote.

Article 2: Appropriation: Unpaid Bills. (Not Called) Adopted by unanimous voice vote with technical amendment.

Article 3: Appropriation: Prior Year Articles. (Not Called) Adopted by unanimous voice vote.

Article 4: Revolving Accounts: Spending Limits for FY 2020. (Not Called) Adopted by unanimous voice vote.

Article 5: Appropriation: Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 6: Fiscal Year 2019 General Fund Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 7: Personnel Compensation Plans for Fiscal Year 2020. (Called) Adopted by unanimous voice vote.

Article 8: Appropriation: Fiscal Year 2020 General Fund Operating Budget. (Not Called) Adopted by unanimous voice vote with technical amendment.

Article 9: Appropriation: Health and Human Services. (Not Called) Adopted by unanimous voice vote.

Article 10: Appropriation: General Fund Capital Expenditures. (Called) Adopted by declared 2/3 majority voice vote with technical amendment.

Article 11: Old South Road/Fairgrounds Road Intersection Area and Newtown Road Transportation Improvements. (Called) Adopted by 2/3 majority hand count vote: YES – 458; NO - 161 (2/3 = 413).

Article 12: Milestone Rotary and Milestone Road Improvements – Local Support. (Called) Adopted by majority voice vote.

Article 13: Appropriation: Town Pier. (Called) Adopted by declared 2/3 majority voice vote with technical amendment.

Article 14: Appropriation: Landfill Closure Costs. (Called) Adopted by declared 2/3 majority voice vote.

Article 15: Supplemental Appropriation: Public Safety Facility Auxiliary Building. (Called) Adopted by 2/3 declared voice vote.

Article 16: Appropriation: In-Town (Orange Street) Bike Path. (Not Called) Adopted by unanimous voice vote.

Article 17: Appropriation: Surfside Area Roads Reconstruction. (Not Called) Adopted by unanimous voice vote.

Article 18: Appropriation: Acquisition of Property at 1 - 3 Miller Lane. (Not Called) Take no action by unanimous voice vote.

Article 19: Appropriation: Fiscal Year 2020 Enterprise Funds Operations. (Not Called) Adopted by unanimous voice vote.

Article 20: Appropriation: Enterprise Funds Capital Expenditures. (Not Called) Adopted by unanimous voice vote with technical amendment.

Article 21: Enterprise Funds: Fiscal Year 2019 Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 22: Appropriation: Waterways Improvement Fund. (Called) Adopted by unanimous voice vote.

Article 23: Appropriation: Ambulance Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 24: Appropriation: Ferry Embarkation Fee. (Called) Adopted by unanimous voice vote.

Article 25: Appropriation: County Assessment. (Not Called) Adopted by unanimous voice vote.

Article 26: Appropriation: Finalizing Fiscal Year 2020 County Budget. (Not Called) Take no action by unanimous voice vote.

Article 27: Appropriation: Other Post-Employment Benefits Trust. (Not Called) Adopted by unanimous voice vote.

Article 28: Appropriation: Affordable Housing Trust Fund. (Called) Adopted by declared 2/3 majority voice vote.

Article 29: Appropriation for Special Purpose Stabilization Fund for Airport Employee Accrued Liabilities. (Not Called) Adopted by unanimous voice vote.

Article 30: Bylaw Amendment: Finances. (Not Called) Adopted by unanimous voice vote.

Article 31: Appropriation: Fiscal Year 2020 Senior Work-off Program. (Not Called) Adopted by unanimous voice vote.

Article 32: Appropriation: FY 2020 Community Preservation Committee. (Not Called) Adopted by unanimous voice vote.

Article 33: Community Preservation Committee: Fiscal Year 2020 Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 34: Appropriation: Traffic and Pedestrian Safety Improvements. (Called) Adopted by majority hand count vote: YES – 184; NO – 157.

Article 35: Appropriation: Health and Human Services – Ambulance Transport Fund. (Not Called) Adopted by unanimous voice vote.

Article 36: Appropriation: Island-wide and Municipal Energy Study. (Not Called) Adopted by unanimous voice vote.

Article 37: Acquisition of Existing Properties for Affordable Housing Purposes. (Called) Adopted by declared 2/3 majority voice vote as amended.

Article 38: Zoning Map Change: RC to CN – Williams Lane. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 39: Zoning Map Change: RC-2 to CMI, CN and/or CTEC – Square Rigger, Nobadeer Farm, and Old South Roads, Arrowhead Drive. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 40: Zoning Map Change: RC-2 to CTEC - Nobadeer Farm and Hinsdale Roads, and Rosemary Way. (Not Called) Adopted by unanimous voice vote.

Article 41: Zoning Map Change: RC-2 to R-5 – Yawkey Way, Hinsdale Road, and Macys Lane. (Not Called) Adopted by unanimous voice vote.

Article 42: Zoning Map Change: RC-2 to CTEC – Youngs Way. (Not Called) Adopted by unanimous voice vote.

Article 43: Zoning Map Change: RC-2 to CN and/or R-5 Youngs Way. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 44: Zoning Map Change: RC-2 to R-5 and/or CN – Old South Road. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 45: Zoning Map Change: RC-2 to CN – Thirty Acres Lane and Essex Road. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 46: Zoning Map Change: RC-2 to R-5 – Thirty Acres Lane, Bartlett Road, and Essex Road. (Not Called) Adopted by unanimous voice vote.

Article 47: Zoning Bylaw Amendment: Residential Old Historic – Ground Cover Ratio. (Called, Call Withdrawn) Adopted by declared 2/3 voice vote.

Article 48: Zoning Bylaw Amendment: Nantucket Housing Covenant – Qualified Family Member and Qualified Renter. (Not Called) Adopted by unanimous voice vote.

Article 49: Zoning Bylaw and Map Amendments: Miscellaneous Technical. (Not Called) Adopted by unanimous voice vote.

Article 50: Zoning Map Change: V-Tech to VN – Appleton Road. (Not Called) Take no action by unanimous voice vote.

Article 51: Zoning Map Change: R-20 to CN – Lovers Lane. (Called, Call Withdrawn) Adopted by declared 2/3 majority voice vote.

Article 52: Zoning Map Change: LUG-2 to R-40 – Daffodil Lane. (Not Called) Adopted by unanimous voice vote.

Article 53: Zoning Bylaw Amendment: Swimming Pools. (Called, Call Withdrawn) Take no action by unanimous voice vote.

Article 54: Zoning Bylaw Amendment: Definition of Marijuana Establishment Recreational. (Not Called) Take no action by unanimous voice vote.

Article 55: Zoning Bylaw Amendment: Definition of Marijuana Establishment Recreational. (Not Called) Take no action by unanimous voice vote.

Article 56: Zoning Bylaw Amendment: Definition of Ground Cover. (Not Called) Adopted by unanimous voice vote.

Article 57: Zoning Bylaw Amendment: Definition of Structure. (Not Called) Adopted by unanimous voice vote.

Article 58: Zoning Bylaw Amendment: Definition of Tent. (Not Called) Take no action by unanimous voice vote.

Article 59: Zoning Bylaw Amendment: Definition of Yard, Front. (Not Called) Adopted by unanimous voice vote.

Article 60: Zoning Bylaw Amendment: Nantucket Housing Needs Covenant Program. (Not Called) Take no action by unanimous voice vote.

Article 61: Zoning Bylaw Amendment: Rear Lot Subdivision. (Not Called) Adopted by unanimous voice vote with technical amendment.

Article 62: Zoning Bylaw Amendment: Solar Energy Overlay District. (Not Called) Adopted by unanimous voice vote.

Article 63: Zoning Bylaw Amendment: Clarification of Height Limitations in Certain Flood Zones. (Called) Not adopted by voice vote (Amendment adopted by unanimous voice vote).

Article 64: Bylaw Amendment: Committees. (Not Called) Adopted by unanimous voice vote.

Article 65: Bylaw Amendment: Council for Human Services. (Not Called) Adopted by unanimous voice vote.

Article 66: Bylaw Amendment: Noise. (Called, Call Withdrawn) Adopted by majority voice vote with technical amendment.

Article 67: Bylaw Amendment: Underground Fuel Storage Tank. (Not Called) Adopted by unanimous voice vote.

Article 68: Bylaw Amendment: Board of Sewer Commissioners/Siasconset Sewer District Map Changes. (Not Called) Adopted by unanimous voice vote.

Article 69: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes – Hickory Meadow Lane. (Not Called) Adopted by unanimous voice vote.

Article 70: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes – Polpis Road. (Not Called) Take no action (by technical amendment) by unanimous voice vote.

Article 71: Bylaw Amendment: Bicycles. (Called) Unanimously referred to Bicycle and Pedestrian Advisory Committee for further study.

Article 72: Bylaw Amendment: Stretch Energy Code. (Not Called) Adopted by unanimous voice vote.

Article 73: Committee Establishment: Sensible Cannabis Policy. (Not Called) Referred to Select Board by unanimous voice vote.

Article 74: Sense of the Meeting Request: To Seek the Designation as a Whale Heritage Site. (Not Called) Adopted by unanimous voice vote.

Article 75: Develop Proposal for Nantucket Residential Rental Registration, Inspection, and Certification System. (Not Called) Take no action by unanimous voice vote.

Article 76: Committee Establishment: Complaints. (Called) Referred by majority voice vote to Town Government Study Committee.

Article 77: Home Rule Petition: Town Charter – Select Board Amendment. (Not Called) Adopted by unanimous voice vote.

Article 78: Home Rule Petition: Merger of Nantucket Water Commission and Siasconset Water Commission. (Not Called) Adopted by unanimous voice vote.

Article 79: Home Rule Petition: Community Housing Bank Real Estate Transfer Fee. (Not Called) Adopted by unanimous voice vote.

Article 80: Home Rule Petition: Amending Special Act Authorizing Affordable Housing Covenants. (Not Called) Adopted by unanimous voice vote.

Article 81: Conveyance of Easement of Waitt Drive. (Not Called) Adopted by unanimous voice vote with technical amendment.

Article 82: Real Estate Acquisition and Conveyance: Naushop Sewer Lines and Easements. (Not Called) Adopted by unanimous voice vote.

Article 83: Bylaw Amendment: Board of Selectmen: Authorization for Lease or License. (Called, Call Withdrawn) Take no action (by technical amendment) by unanimous voice vote.

Article 84: Real Estate Acquisition: Washington Avenue. (Not Called) Take no action by unanimous voice vote.

Article 85: Real Estate Conveyance: Washington Avenue. (Not Called) Take no action by unanimous voice vote.

Article 86: Appropriation: Stabilization Fund. (Not Called) Take no action by unanimous voice vote.

Article 87: Appropriation: Free Cash. (Not Called) Take no action by unanimous voice vote.

ANNUAL TOWN ELECTION – APRIL 9, 2019

TOTAL BALLOTS CAST

8,989 registered voters

3,200 ballots cast

35.6% percentage voting

MODERATOR

Alger, Sarah F.	2,823 Ballots
Blanks	357 ballots
Write-In	20 ballots

TOWN CLERK

Holmes, Nancy L.	2,821 ballots
Blanks	367 ballots
Write-In	12 ballots

SELECT BOARD

Fee, Matthew G.	1,662 ballots
Ferrantella, Kristie L.	1,208 ballots
Glidden, Tobias	1,201 ballots
Karttunen, Frances E.	503 ballots
Mofsen, Charity Grace	567 ballots
Vieth, Jill S.	727 ballots
Blanks	521 ballots
Write-In	11 ballots

SCHOOL COMMITTEE

Proch, Pauline L.	2,731 ballots
Blanks	455 ballots
Write-In	14 ballots

HISTORIC DISTRICT COMMISSION

Camp, Abigail	2,174 ballots
McLaughlin, John F.	2,335 ballots
Blanks	1,866 ballots
Write-In	25 ballots

NANTUCKET HOUSING AUTHORITY

Hendricks, Marvia M.	2,354 ballots
Blanks	824 ballots
Write-In	22 ballots

NANTUCKET LAND BANK COMMISSION

Stackpole, John J.	1,611 ballots
Donato, Mark	1,410 ballots
Blanks	175 ballots
Write-In	4 ballots

HARBOR AND SHELLFISH ADVISORY BOARD

Szydowski, Thomas C.	2,368 ballots
Blanks	6,758 ballots
Write-In	474 ballots

PLANNING BOARD

Rector, Barry G.	1,188 ballots
Iverson, David M.	1,658 ballots
Pumphrey, David A.	122 ballots
Blanks	225 ballots
Write-In	7 ballots

NANTUCKET WATER COMMISSION

Slavitz, Noreen	2,612 ballots
Blanks	579 ballots
Write-In	7 ballots

SIASCONSET WATER COMMISSION

Pearl, John	2,644 ballots
Blanks	548 ballots
Write-In	8 ballots

QUESTION 1 - OLD SOUTH/FAIRGROUNDS

YES	1,550 ballots
NO	1,566 ballots
Blanks	84 ballots

QUESTION 2 - TOWN PIER

YES	2,279 ballots
NO	841 ballots
Blanks	80 ballots

QUESTION 3 - LANDFILL CAPPING

YES	1,913 ballots
NO	1,139 ballots
Blanks	148 ballots

QUESTION 4 - ORANGE STREET BIKE PATH

YES	1,997 ballots
NO	1,093 ballots
Blanks	110 ballots

QUESTION 5 - SURFSIDE AREA BIKE

YES	1,362 ballots
NO	1,701 ballots
Blanks	137 ballots

QUESTION 6 – PUBLIC SAFETY FACILITY AUXILIARY BUILDING

YES	1,110 ballots
NO	1,927 ballots
Blanks	163 ballots

QUESTION 7 - MILLER LANE

YES	1,085 ballots
NO	1,872 ballots
Blanks	243 ballots

QUESTION 8 - AFFORDABLE HOUSING

YES	1,625 ballots
NO	1,474 ballots
Blanks	101 ballots

QUESTION 9 – CAPITAL - ALL PROJECTS

YES	1,775 ballots
NO	1,301 ballots
Blanks	124 ballots

Respectfully submitted,

Nancy Holmes
Town and County Clerk



TOWN COUNSEL

KP Law is pleased to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.

General

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which includes: preparation for and attendance at all town meetings and as requested at meetings of the Select Board and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other specialized areas such as real estate, land use, licensing, labor and employment law, construction and procurement and environmental matters.

One of our primary goals is to assist the Town in managing legal costs. We use preventive law by giving comprehensive and accurate advice on all legal matters that confront the Town, advising the Town on litigation strategy, and providing a wide range of training to boards and officials to assist them in performing their duties within the bounds of established law, thereby avoiding unnecessary and sometimes costly litigation. We have also run numerous training sessions and workshops at no charge such as conflict of interest seminars for Town officials; an overview of employment laws and conflict management training to department heads; and open meeting law training. In addition, our firm continues to issue memoranda to our clients updating them on recent developments in municipal law.

Litigation

There were 20 active cases in which the Town or its boards or officials were parties in FY 19. The majority of these cases involved appeals of permitting decisions on behalf of the Planning Board, the Zoning Board of Appeals, the Conservation Commission and the Historic District Commission.

Labor

Town Counsel has been involved in the preparation for collective bargaining negotiation with all Town unions which will be commencing in FY 2020. In addition, we have assisted the Town, Our Island Home and Airport administrations with numerous personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner.

Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including continuing the Yard Sale Program, and the development of affordable housing on the Richmond development property as well as other locations throughout the Town.

Solid Waste

Town Counsel has been advising the Select Board with respect to ongoing administration of the Madaket Landfill Operating Agreement and preparing for future solid waste management after the current agreement expires in 2024.

Wastewater

Town Counsel has been advising Town Administration with respect to ongoing remediation issues associated with the South Beach Street sewer main failure in January 2018 and related claims.

Sconset Bluff and Beach Access Issues

Town Counsel has provided significant legal services to the Town's Conservation Commission in connection with the application of the Sconset Bluff Preservation Fund to extend the coastal erosion structure along Baxter Road. Now that the Conservation Commission has denied the application, we have been representing the Conservation Commission as well as the Select Board in the ensuing judicial appeals. Town Counsel has also provided substantial advice to the Select Board with respect to Article 97 issues, proprietors' rights, and beach access issues, particularly with respect to Madaket Beach.

Chapter 40B Projects

We provided legal services to the Town and the Zoning Board of Appeals for the Surfside Commons comprehensive permit application. Since the Zoning Board of Appeals issued its decision granting the comprehensive permit with conditions, we have been representing the Zoning Board of Appeals and other Town boards in various court challenges that have been filed.

Ticcoma Green Housing Project

This project represents an important opportunity for the Town to provide much needed affordable and workforce development housing units on Town-owned land. Town Counsel has been working closely with the developers of the Project to resolve the appeal by certain abutters to the Project of the special permit issued by the Planning Board.

Marijuana Regulation

Town Counsel has been regularly advising the Select Board with respect to the licensing of marijuana retail establishments, including completion of the negotiation of two host community agreements, and developing policies and procedures related to the licensing of marijuana establishments.

Town Meeting

At the direction of the Select Board, Town Counsel continues to provide assistance each November to residents of the Town in drafting citizen warrant articles. We have also worked closely with Town officials in implementing various bylaws enacted by Town Meeting, including the ban on certain plastic products.

I speak for all my colleagues in saying that it is a privilege working for and with the Town of Nantucket. We thank the Select Board for their confidence in allowing us to serve and the Town's employees and officials for their assistance.

Respectfully submitted,

John W. Giorgio
KP Law, P.C.

TOWN MANAGER

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of Town departments; personnel appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Select Board. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration. A report follows for significant or noteworthy Town Administration activities in FY 2019.

Several personnel changes occurred with department head and other management positions in Town Administration during FY 2019:

Personnel/Staffing

For a couple of years prior to FY 2019, Town Administration recommended an independent comprehensive staffing study to evaluate the Town's overall staffing structure and to determine the sufficiency of personnel resources to address the needs of a growing and changing community. Our FY 2019 budget contained funding for such a study. In the spring of 2018, we issued a Request for Proposals, evaluated the responses, and selected the Novak Group. The study commenced in early June of 2018 and was completed and presented to the Select Board by the end of 2018. The final report resulting from the study contained input from interviews and a survey of many stakeholders, including employees and Select Board members and made 104 recommendations. The study may be found on the Town's website (www.nantucket-ma.gov/161/Human-Resources). We were able to recommend and secure funding for several of the recommendations in the FY 2020 budget. Some of the recommendations are reviewed in the narrative below.

Town Administration

During FY 2018, the Massachusetts Open Meeting Law was amended by adding additional requirements to municipalities regarding meeting postings and meeting minutes. Keeping minutes current is a challenge to many towns and ours is no exception. We requested and received approval for an additional position in the FY 2019 operating budget to oversee Open Meeting Law compliance throughout the Town, as well as Public Records request processing. During FY 2019, we hired Maureen Coleman to fill this position – welcome Maureen!

The above-referenced staffing study contained a recommendation for an additional Assistant Town Manager for Administration. Due to the large volume of Town projects that require oversight, as well as the day-to-day administration of a town that covers more activities than most towns our size, additional resources are needed for more effective management. We modified the current job description to split it in two, with one position covering Administration and the other covering Strategic and Special Projects. By the end of FY 2019, we were actively working to fill the additional position. Gregg Tivnan, Assistant Town Manager, became the Assistant Town Manager for Strategic Projects.

Fire Department

Continuing throughout FY 2019, Fire Chief Stephen Murphy worked on the remaining steps needed to transition the Town's Emergency Medical Services from Basic Life Support to Advanced Life Support (ALS). Paramedic training began in FY 2019 and during FY 2020, it is expected that our first paramedics will become certified.

Finance Department

Mid-way through FY 2019, Treasurer Lynell Vollans left to take a job elsewhere on the island. Lynell accomplished a great deal while in the position and her efforts remain much appreciated. At the end of FY 2019 Melinda Ernst-Fournier was hired to fill the position. Mindy comes to us from the Town of Southbridge, MA, where she was the Treasurer for many years. We are glad to have Mindy with us.

Natural Resources

During the year, we established a new position of Natural Resources Director. Following an application process, we hired Natural Resources Coordinator Jeff Carlson to fill the position. Jeff's experience with the Town and his educational background made him uniquely qualified for the position. Following another staffing study recommendation, we established a new position of Coastal Resiliency Coordinator. A lot of focus is going to be given to coastal resiliency issues going forward and it is important that we have a staff person dedicated to them. By the end of FY 2019, we were seeking to fill the position.

During FY 2019, our water quality biologist Kaitlyn Shaw left to pursue other opportunities – Kaitlyn was instrumental with many initiatives, including public outreach relating to preventing storm drain pollution and the development of pond management principles. In early January 2019, we welcomed Thais Fournier to the position. Thais comes to us with a strong background in water quality issues.

Town Clerk

On July 31, 2018, we mourned the passing of long-time Town Clerk Catherine Flanagan Stover, following an illness. Assistant Town Clerk Nancy Holmes capably took over the office and was elected to the position of Town Clerk at the April 2019 Annual Town Election. Catherine would be very proud of how Nancy is doing (extremely well). We miss Catherine and think of her often. On a personal note, Catherine had some humorous lines she kept in her "back pocket" to make me laugh at times when greatly needed. I am grateful to have those memories.

Planning and Land Use Services

During FY 2019, long-time Building Commissioner Steve Butler retired – best wishes, Steve! Paul Murphy was hired to fill the position. Paul comes to us from the Town of Dartmouth, where he was the Building Commissioner for many years. We welcome him to our team.

Department of Public Works

During the year, the DPW Director with authorization from Town Administration and an appropriation approved at the 2018 Annual Town Meeting, engaged a firm to develop a parks master plan. The firm engaged, Weston & Sampson, met with stakeholders, conducted a survey and presented a report to the Select Board in March of 2019 (www.nantucket-ma.gov/1329/Parks-Recreation-Master-Plan). We expect the first area of focus will be Tom Nevers Park with a funding request for improvements to that area to be submitted for the 2020 Town Meeting.

FY 2019 Town Meetings/Budget

Two Special Town Meetings (STM) were held on October 10, 2018. STM I had sixteen articles on the warrant. Of those articles, five related to marijuana issues, including an article (Article 5) to determine whether to limit the number of marijuana establishments on the island – that article was adopted and the number of marijuana establishments is limited to two. There were ten appropriation articles, including two related to appropriations for transportation improvements in the Milestone Road area and Old South Road area. Only two of the appropriation articles (budget amendments) were able to be acted upon due to lack of

a quorum (Chapter 44 of the Town Code specifies town meeting quorum requirements for certain appropriations). Article 16, a citizen article calling for a ban on the commercial use, sale and distribution of certain single-use plastics, was adopted as amended and later approved by the Attorney General's office. The ban goes into effect on June 1, 2020.

STM II contained three citizen-sponsored articles: Article 1, a bylaw amendment relating to the leasing or licensing of Town-owned coastal land for erosion control purposes – was adopted by Town Meeting and approved by the Attorney General with the caveat that the Town should consult with Town Counsel to ensure the bylaw is implemented consistently with state law. Town Counsel has provided an opinion that leasing property for the purpose specified would require a Town Meeting vote; however, licensing would not necessarily require a Town Meeting vote. Article 2, a zoning article, was defeated. Article 3, a bylaw amendment relating to the conveyance of Town property for sewer purposes, was adopted by Town Meeting and approved by the Attorney General, again with the caveat that the Town should consult with Town Counsel to ensure the bylaw is implemented consistently with state law. Town Counsel has provided an opinion that implementation will depend upon the particular set of facts associated with the particular sewer extension request and applies to Town property, not County property.

The 2019 Annual Town Meeting (ATM) contained 87 articles (17 called for discussion) on the warrant and was held on Monday, April 1, 2019. It began and ended in two evenings, concluding on Tuesday, April 2. There were six articles (Articles 11, 13 – 17) seeking appropriations for large capital projects:

- Article 11 (Old South Road/Fairgrounds Road Intersection and Newtown Road Transportation Improvements - \$5,200,000) – adopted; later defeated at Annual Town Election (ATE)
- Article 13 (Town Pier - \$4,500,000) – adopted at both ATM and ATE
- Article 14 (Landfill Closure Costs - \$14,000,000) – adopted at both ATM and ATE
- Article 15 (Public Safety Facility Auxiliary Building - \$3,000,000) – adopted; later defeated at ATE
- Article 16 (Orange Street Bike Path - \$2,508,000) – adopted at both ATM and ATE
- Article 17 (Surfside Area Roads Reconstruction - \$6,294,022) – adopted; later defeated at ATE

A citizen article seeking approval for an override of up to \$30,000,000 for the acquisition of existing properties for affordable housing purposes was discussed at length and the final vote was approval of \$20,000,000 with some additional language amendments. The necessary vote at the ATE was subsequently approved. Following the ATM, efforts were underway to establish a committee called Neighborhood First, to determine and recommend criteria for the program to be created in accordance with the article.

The FY 2020 General Fund operating budget as approved by the 2019 Annual Town Meeting was \$89,437,688 - an increase of about 8.67% over FY 2019. Approved General Fund capital projects for FY 2020 totaled approximately \$13,367,500 mostly for infrastructure repairs, maintenance and capital improvements for Town and School buildings, vehicles and equipment. These expenditures were funded from Free Cash, unexpended prior year capital articles, the General Fund operating budget and additional tax revenue from the passage at the ATE of a capital exclusion for \$1,262,534 (capital exclusions allow for the raising of property taxes for one year to pay for the specified projects).

While economic conditions have improved and allowed us to begin implementing items that have been put off, and add additional personnel resources, we continue to be cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY

2021, we are continuing to review ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community. We do expect an increase in the Local Receipts category of revenue from the new short-term rental tax which became effective during FY 2019, as well as revenue from a three percent local marijuana tax; however, again, with the potential for an economic downturn in our future, we should be cautious in our spending.

Significant Projects/Issues

Strategic Planning

The Board and Town Administration held a retreat during FY 2019 to consider updates to the Strategic Plan that the Board adopted in FY 2018. As we moved into FY 2020, another retreat was scheduled with the intent that by fall of 2019, the Board would adopt an updated plan. Meanwhile, on a quarterly basis, Town Administration will be updating the Board as to implementation progress. The three overarching areas of the Select Board's strategic plan include Housing, Environment and Transportation, each with a set of obtainable goals. The Strategic Plan can be found at www.nantucket-ma.gov/192/Select-Board.

One of the Board's Transportation goals is to institute paid parking beginning in the summer of 2020. Staff will be focusing on this at the beginning of FY 2020 to develop an implementation plan.

Coastal Resilience Plan

Toward the end of FY 2019, the Board established a Coastal Resiliency Advisory Committee to focus on the continued development of a Coastal Resilience Plan. The Committee's charge follows:

This committee will work with the Coastal Resiliency Coordinator to oversee and finalize the Coastal Resiliency Plan by:

- *Providing input as to Plan modifications/updates/finalization*
- *Recommending priority of Coastal Resiliency projects, including review of costs and funding sources/grant opportunities, professional services requirements, next steps, action steps, additional resource needs – including the development of a team of scientific advisors, partnership opportunities*
- *Assisting with identifying overlap; opportunities for coordination with other Town plans, including Hazard Mitigation Plan, Harbor Plan, Parks Master Plan, Open Space and Recreation Plan, Coastal Management Plan, Storm water Management Plan, Master Plan*
- *Assisting with obtaining community feedback, including ways to engage seasonal residents – and ensure that all areas of the Island are represented*
- *Reviewing pertinent existing regulations to include coastal resiliency accommodations; identify any “disconnects” between regulations and practice and/or conflicts and recommend ways to achieve alignment; reviewing proposed pertinent regulations for coastal resiliency purposes*
- *Regularly reviewing information on sea level rise projections with regard to impact on the Island*
- *Review the activities of other coastal communities as related to coastal resiliency planning, projects*
- *Provide regular updates to the Select Board and Town Administration*
- *Other related tasks as may be requested by the Board and/or Town Administration*

Financial Management

We were extremely pleased when, in October of 2018, we learned that the Town's bond rating was upgraded by Moody's to Aaa. This is a tremendous achievement – at the time we were one of only 16

municipalities in the Commonwealth (out of 351) to be assigned this rating. Finance Director Brian Turbitt and his Finance management staff, Town Administration, the Select Board and the Finance Committee are all to be credited with this significant and noteworthy achievement. Our auditors, Roselli Clark Associates and our Financial Advisor Cynthia McNerney of Hilltop Securities provided invaluable assistance as well.

In FY 2019, the Finance Director also prepared a Comprehensive Annual Financial Report (CAFR) for the fifth consecutive year. This is a major undertaking and provides the public with just about anything you would want to know about the Town's finances. The report is available on the Town's website. The Town was awarded the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for the 2018 CAFR. A lot of work goes into preparing the CAFR and we thank Finance Director Brian Turbitt and his staff for their efforts.

Public Buildings and/or Roads

Several projects continued or commenced in FY 2019, including:

- new Fire Station. Construction commenced on the new fire station in early 2018. Completion was expected by summer of 2019; however, delays by the contractor were continuing into FY 2020.
- Our Island Home. During FY 2018, the Board agreed to explore what it would take to construct a new facility and/or renovate the existing facility at the current Our Island Home site. This review was undertaken during FY 2019 and a report was expected early in FY 2020.
- Harbor Master Building. Following an appropriation approved at the 2018 ATM and ATE, and the receipt of a state grant in the amount of \$1,000,000, the Town began working on design of a new Harbor Master Building. Design of the new building will incorporate coastal resiliency measures and materials. Construction is expected to begin during FY 2020 and span a summer season. A portion of the Town Pier parking lot on Washington Street will be needed for staging and temporary restroom facilities and will most certainly cause temporary inconvenience for some. Unfortunately, there is not much we can do to mitigate this situation due to the location of the necessary work.

Pond Management

During the year, the Natural Resources Department with the assistance of the Nantucket Pond Coalition and the Nantucket Land Council worked to develop Pond Management Principles to document how the Town monitors and manages the Great Ponds (Miacomet, Hummock, Sesachacha and Long Pond). These principles not only focus on improving water quality and habitat but increasing recreational opportunities and better control of water levels within the ponds. Public forums were held in the summer of 2018 and in the spring of 2019. The Select Board was scheduled to review and potentially adopt the Principles during FY 2020.

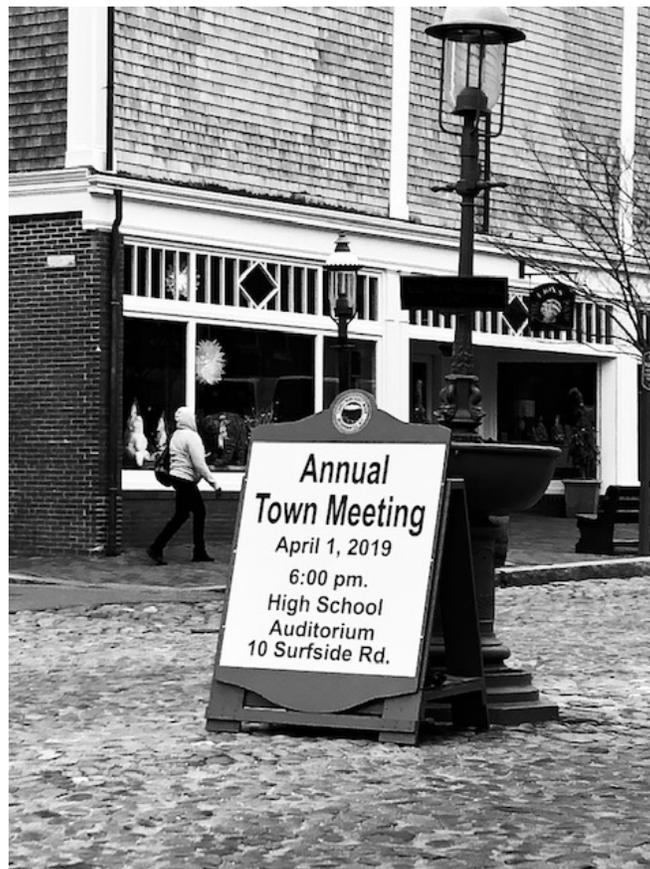
I would like to extend my sincere thanks to the Select Board, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Erika Mooney (Projects Administrator), Katie Cabral (Office Manager); Florencia Rullo (Public Outreach Coordinator), Maureen Coleman (Public Records Compliance and Records Access Officer); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their service to the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson
Town Manager

Ways to keep informed of Town Government activities:

- Town website: www.nantucket-ma.gov
- Town Manager monthly e-newsletter subscription (sign up on the Town's website nantucket-ma.gov/1043/Town-Manager-Newsletter)
- Town Instagram: [townofnantucket](https://www.instagram.com/townofnantucket)
- Twitter: [@townofnantucket](https://twitter.com/townofnantucket)
- On-Demand Meetings/NCTV: Committee meetings and public forums (nantucket-ma.gov/1314/Nantucket-Government-TV)
- Weekly Town Manager radio update as to Select Board actions on 97.7 WACK FM radio (most Thursday mornings at 8am)
- Weekly "Town Talk" radio interviews with various Town officials on Saturday afternoon and Sunday morning
- "What's Going on in Town Government" with Geno Geng, Channel 99; videos can be seen at genotv.com



HEALTH AND HUMAN SERVICES REPORTS

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services is located at 81 Washington Street at the Saltmarsh Senior Center. Hours of operation are generally Monday through Friday from 8:00 AM to 4:30 PM.

The Department of Human Services includes the following entities: Our Island Home, Senior Services, the Commission on Disability and Veteran's Services. Rachel Day served as the Director of Human Services. Other staff include Human Services Business Office Coordinator Ann Medina; Saltmarsh Senior Center Program Coordinator Laura Stewart; Program Assistant Virginia Carrera; Commission on Disability Facilitator Brenda McDonough; Our Island Home Administrator Brett Lennerton; and Veteran's Services Officer Ralph Hardy. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

COUNCIL FOR HUMAN SERVICES

The Council for Human Services (CHS) was established in 1986 to ensure that the island's human service needs are addressed in a manner that best serves the residents of Nantucket. The Council's mission is to work in concert with Human Services staff to facilitate communication among local and regional helping agencies, human service providers as well as the community at-large. The CHS was to be comprised of nine community members, appointed annually for three-year terms by the Select Board, until this was adjusted to seven members at the 2019 Annual Town Meeting. Regardless of this change, the CHS did not meet in FY 2018 and in FY 2019 due to board vacancies.

HUMAN SERVICES CONTRACT REVIEW COMMITTEE

As a subcommittee of the Council for Human Services, the Human Services Contract Review Committee (CRC) was established in May of 1993 at the request of Town Meeting. Members include representatives from the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services and the community at-large. The CRC reviews local health and human services funding requests annually and make recommendations to the Finance Committee and the Select Board regarding appropriations.

There were 10 (ten) organizations receiving funds for FY 2019. The total amount requested was \$484,706 and \$450,000 was dispersed to these ten organizations. The recipients were: A Safe Place, Alliance for Substance Abuse Prevention, Elder Services of Cape Cod and Islands, Fairwinds Counseling Center, Health Imperatives, Interfaith Council (Food Pantry and Rental Assistance), Martha's Vineyard Community Services, Nantucket Cottage Hospital, South Coastal Counties Legal Services and Small Friends. These were the same 10 organizations that received funding in FY 2018. A more streamlined process and protocols were put into place for the program oversight and implementation. A goal for FY 2020 will be to further update the process to ensure the program provides funding for the original intent and with the best efficiency and equality for organization in the community to benefit from the CRC grants.

FISCAL YEAR 2019 HIGHLIGHTS

Senior Tax Work-Off Program

Human Services staff oversees the Senior Tax Work-Off program. The program began after the 2012 Annual Town Meeting in which legislation allowing homeowners who are age 60 or older the opportunity to participate in a property tax relief program in return for volunteer service to the Town. Each qualified senior can work off a maximum of \$1,500, per municipal finance statutory limitation, to be deducted from their upcoming years property tax. This is an ongoing program; new applications are taken in September and the program runs from December 1st to November 30th of each year. FY 2019 had 28 applicants; all but two were placed in the following Town departments: Police, DPW, Sewer, PLUS, Our Island Home, Community School, Elementary School, Tax Collectors and Assessors office, Visitor Services, Fire and Town Clerk.

Behavioral and Mental Health Efforts

Thanks to a grant from the state directly to Nantucket to assist efforts on behavioral and mental health, the Director was trained in Mental Health First Aide. In collaboration with other trainers and the Police, a training was held for the island community and was well attended. The goal for FY 2020 is to host more of these trainings.

Other efforts to support behavioral health initiatives include participation as a board member with the Alliance for Substance Abuse Prevention and participation in the informal group known as the Post Traumatic Stress Management group that focuses on incidents in our community such as overdoses, suicide and homelessness. Collaboration and discussion also continue with the Behavioral Health Task Force that, at the end of FY 2019, began work to merge with NAMI and operate as an Advisory Board for NAMI's efforts specific to the island.

The Director also serves as a board member on the Community Action Committee of Cape Cod and the Islands. This group works to oversee programs that provide resources and skills to individuals and families in the region to attain and retain independence and economic self-sufficiency through personal growth, family stabilization, life skills and employment readiness. Specific programs also include Safe Harbor women's shelter, immigration resource center, child care assistance, food, fuel and housing assistance as well as job training skills. A goal of FY 2020 is to have CACCI's efforts more available to the island.

Senior Services and Dementia Friendly Community Efforts

The Director, in collaboration with the Council on Aging, became a volunteer with the Alzheimer's Association to bring education and reduction of stigma efforts to the island. Educational and interactive sessions on 'Knowing the 10 Signs' of Alzheimer's were hosted at the Saltmarsh Senior Center. 'Alz Meet Ups,' a place where people diagnosed with or have loved one's with Alzheimer's or other dementias can gather for conversation, were started by other volunteers (Alison Forsgren, a member of the COA, and Erin Kopecki) in the community beginning mid-April 2019. These will continue to be held on the third Thursday of each month beginning at 2:00 PM at the Atheneum. A goal for FY 2020 is to expand the offerings of these and to work with other senior entities to begin offering Memory Cafés to the community. Memory Cafés and Meet Ups are meant to allow individuals to make connections, provide support and simply enjoy the company of those who are being challenged in a similar manner personally or with a loved one.

The Nantucket Center for Elder Affairs had a needs study done on aging on Nantucket and what programs and services are needed. Part of this was discussion on the current Senior Center. The Select Board established a Senior Center Relocation/Expansion Committee in July of 2018. Its charge was to evaluate

the needs of the center and explore options for locations to renovate or build a new senior center on. The work of this committee continues through FY20 and funding was secured for a feasibility study to examine two identified locations. A goal for FY 2020 is for this study to be completed and funding requested at the 2020 Annual Town Meeting to begin capital efforts for a new senior center.

A feasibility study began for the island's nursing home during FY 2019. The focus of this study was to determine options and costs for a phased rebuild of the current nursing home located at 9 East Creek Road while the facility remained in operation. The results of this study will be presented in September of 2019 and a goal for FY 2020 is to understand and potentially request funding at the 2020 Annual Town Meeting to begin funding efforts for this phased build.

Passports

In June 2013, the Human Services office became Nantucket's Passport Acceptance Facility. Passport services are available Tuesday and Thursday afternoons, by appointment, to process new passport applications. A total of 447 passports were processed in FY 2019 with approximately 50 of these being for new citizens.

Online, Interactive Provider Directory

In FY 2019, the Human Services department was awarded a grant through the Nantucket Cottage Hospital Community Health Initiative Program to develop an online, interactive Nantucket community specific directory of providers in Nantucket that address human service needs. Upon receipt, efforts began to build the database to be as inclusive and accurate as possible. The intention is to improve communications in the health and social services field at a community level and provide the most relevant information in one place for individuals or families to make the most informed decisions regarding their lives. The goal for FY 2020 is to have this on-line directory, Nantucket's Network of Care, available for the community to use by October 2019 at <http://nantucket.ma.networkofcare.org>.

Respectfully submitted,

Rachel K. Day
Human Services Director

COUNCIL ON AGING

The Nantucket Council on Aging (NCOA) was established by voters at the 1974 Annual Town Meeting. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities and related information are detailed in a monthly newsletter, *The Saltmarsh Gazette*. The activities calendar and menu can be viewed on the Town's website under Saltmarsh Senior Center.

The Select Board appoints nine members from the community to serve on the NCOA Board for staggered three-year terms. The 2019-2020 board members are: Mary Anne Easley, Chair; Alison Forsgren, Vice Chair; Vanessa Larrabee, Secretary; Randall Wright; Linda Williams; Kendra Lockley; Judith Perkins; Suzi Spring; and Diane Flaherty. The NCOA holds regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center.

The NCOA board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2019 awards went to Jeanette Topham and Peter Richards. Recognition from state and local officials is given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. (NCEA), the fundraising board, generously pays for the luncheon held at Faregrounds Restaurant.

The Town's Department of Human Services funds staff salaries and an operational budget. Additional funding is met through fundraising events by the NCEA and through state grants and community donations. Without these additional funds our facilities needs' and the many programs offered would not be possible.

NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. Our annual Elder Expo was a collaboration with the Nantucket Cottage Hospital Health and Wellness Fair in October and was geared toward informational sharing and awareness of support services and volunteer opportunities for seniors and the community.

Goals for fiscal year 2020 include the following:

- Support development of a new senior center.
- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers.
- Maintain and improve our website and database of services provided to our seniors.
- Reach out to other elders on Nantucket not currently using our services.
- Maintain the Saltmarsh Facebook page.
- Continue collaboration with Nantucket Community Sailing and Great Harbor Yacht Club.

With limited resources and increased demands, the programs offered would not be possible without the development of creative resources and the generosity of those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. We also extend our gratitude and appreciation for the hard work of Ginny Carrera, Program Coordinator Assistant, and the dedication of our board members, families, friends, volunteers, elected officials and fellow Town departments.

Respectfully submitted,

Mary Anne Easley, Chair, Nantucket Council on Aging
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

OUR ISLAND HOME

Our Island Home (OIH) is the provider of care for individuals in need of long -term care as well as short term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. OIH is dedicated to delivering the highest quality care for our residents requiring 24-hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent caregivers and ensuring residents are the primary participants in their care. The above is provided within the structure of

the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projections. Staff consists of approximately 58 employees that include permanent and per diem personnel.

Department of Public Health Surveys

OIH has two unannounced surveys each year. The first survey is a Standard Survey which was last conducted in February 2019. Federal regulations require surveys to be conducted every nine to 15 months at minimum. The purpose of the survey is to ensure the facility is acting in accordance with all applicable state and federal regulations. Any area noted that needs improvement or immediate correction (referred to as a deficiency) must have a "Plan of Correction" created to address and correct the issue. Upon acceptance of the correction, OIH is recertified for continued participation in Medicaid and Medicare programs. Our most recent survey (February 2019) resulted in five deficiencies, which was 3.9 citations below the state average. This was using the new survey process. This process is much more objective in nature and thus far has led to increased average deficiencies by facility in the Commonwealth and across the country.

The second survey is a Life Safety Survey. This survey, also conducted through the Department of Public Health (DPH) in March 2019, addresses the construction, protection and occupancy features of the building that are necessary to minimize danger from effects of fire and related components. We received one deficiency from this survey which was labeled as minimal potential for harm and immediate corrections were done. The state of the building was a concern during previous Life Safety Surveys. Though there were no key violations of code or disintegrating of current systems, they are still in great need of being addressed. Some are already in the works through upcoming capital programming while others are to be corrected through a potential new facility or upgrade of the current facility. In FY 2019 an additional study was completed. This was requested to identify and price what a new OIH would look like on the current facility site and to determine the current needs, bed size, staffing and services to provide for a possible renovation of or a new facility on the current site.

These above-mentioned annual surveys may be viewed through www.medicare.gov/nursinghomecompare. The Centers for Medicare and Medicaid Services implemented a Five Star rating system of nursing homes that provides nursing homes with a score between one and five stars based upon the weighted formula of the following factors: health inspections, staffing ratios and quality measure outcomes. Please visit the website to see the current rating for OIH as this rate may change throughout the year.

ADMINISTRATIVE AND FISCAL MANAGEMENT

During FY 2019 OIH saw many changes in staffing, primarily in nursing; however, staffing decreases were made throughout every department to run operations more fiscally efficient. There was a turnover in business office operations staff due to employees leaving the island.

We had another decline in our average yearly census compared to prior fiscal years. The FY 2019 census average was 76% or approximately 34 out of 45 beds. FY 2018 was 90%, but 36 out of 40 beds (for roughly half of FY 2018 there were nine beds temporarily out of commission due to facility renovations, giving us an annual available capacity of 40, not the 45 of total capacity). With the re-activation of all beds after construction/renovation, census saw a slow but steady increase month to month ending the fiscal year at an average daily census of 35.

One goal for FY 2020 is to regain and then maintain our average annual census mark of 39 average daily census and increase our Medicare census within that by offering additional skilled services unavailable in

past years, such as IV therapy. FY 2019 saw facility nurses gain IV certification for provision of future services. This would allow us to maintain census and increase prime revenue sources and in turn increase overall revenue. Ultimately, our focus is to grow revenue sources that we currently serve and also look to create new sources, which by increasing revenue generation will decrease any potential losses on the bottom line.

FY 2019 overall budgeted revenue was met due to the receipt of the 2017 calendar year Certified Public Expenditure (CPE) at just over \$1.4 million. The CPE is the result of legislation enacted in 2009 that provides municipally-owned nursing homes to submit a request for funding to offset the cost of public expenditures used in each calendar year for providing Medicaid services to those who are eligible. Our current room rates are \$500 per day for a semi-private room and \$520 per day for a private room. Our average cost per patient day to operate the facility, based upon our calendar year 2018 cost report, is \$640 per day.

The FY 2019 budget required a General Fund subsidy amount for \$1,511,446 and \$3,018,623 from retained earnings to offset the budgeted revenue deficit. Total expenses were also under budget in FY 2019, down 5% from the previous fiscal year.

ENHANCE QUALITY OF LIFE FOR RESIDENTS

One of the main focuses in FY 2019 was to gather data pertaining to what it would look like and cost to build a new OIH on the current site. This was accomplished predominantly in FY 2019 and formal presentation to Town Administration is expected in early FY 2020. We have continued to assess capital needs of the building and plan for them in the future which includes, in FY 2020-2021, the west wing shower room renovation, resident room bathroom upgrades, facility window replacement and repair, new flooring throughout most of the building and replacement of the cedar shingle siding on the building exterior. For FY 2021 we also have added the replacement of the sprinkler system main lines and a sewer line replacement project in the kitchen area to replace deteriorating sewer lines and install a grease interceptor.

OIH has continued to participate in the Nantucket Wheelers program. This program enables eligible residents to go for rides on the bike paths on a regular basis using 'wheelchair bikes.' The outings have had a very positive effect on the daily lives of those who are able to participate!

Our volunteer program remains active and successful in assisting with the activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable such as music and art therapy. A fundraising group called Friends of Our Island Home also continues. It is a citizen group that works to provide funds to support activity programming for the facility. For more information on the Friends and their efforts please visit: <http://www.friendsofourislandhome.org/>.

Respectfully submitted,

Brett Lennerton
Administrator

DEPARTMENT OF PUBLIC HEALTH

With a change in the structure and management comes a different approach and outlook for the Health Department. This year, the department has completed a merge with the Human Services Department. In the interest of efficiency and effective service to the public, this merge will help the two departments reach their strategic goals. The following will succinctly explain this past year's efforts.

Environmental health concerns play a large role in the daily activities of the Health Department with the focus shifting from basic septic system regulation and inspections, to water quality protection efforts that included, but was not limited to, enacting new regulations within the Madaket Harbor Watershed Protection District to require the installation of nitrogen reducing septic systems at failure and property transfer starting in 2020. Private water well testing regulations were implemented. This helped gather groundwater data across the island and a comprehensive well water report was released in June 2019. The department continues to offer and administer the betterment loan and administrative consent order programs to help ensure island-wide compliance with all Health Department regulations revolving around septic systems.

Nantucket enjoyed a summer with no swimming areas experiencing closures due to increased bacteria counts. In concert with the Natural Resources Department, the department continues to monitor algae growth in the ponds and has increased outreach efforts with the help of the Nantucket Land Council and the Nantucket Pond Coalition. The department will continue enforcing the island-wide fertilizer regulation with the help of Natural Resources and the newly created Fertilizer Advisory Committee. The committee will continue to develop new educational strategies that help reduce fertilizer runoff and adherence to the Best Management Practices set forth by the Article 68 Work Group.

This last year, the Health Department decreased the amount of inspections performed by approximately 8.6% when compared to the previous fiscal year (FY 2018). When compared to FY 2015, FY 2019's inspections represent an average 31.1% increase in workload over four years. Last fiscal year there were 2,400 inspections performed for an average of 800 inspections per inspector or 9.64 inspections per workday (~3.2 per inspector) not counting vacation days. The breakdown of inspection increases over the last 5 fiscal years is as follows:

FY15:	1,774 inspections
FY16:	2,041 inspections
FY17:	2,238 inspections
FY18:	2,625 inspections
FY19:	2,400 inspections

The Health Department looks forward to another successful fiscal year.

Respectfully submitted,

Roberto Julio Santamaría, MPH, MBA, REHS/RS
Director

ISLAND SERVICES REPORTS

NANTUCKET MEMORIAL AIRPORT

The financial condition of the Airport in FY 2019 remained stable. However, pressure from rising costs, limited state and federal funding and the increasing need for rehabilitating aging infrastructure designed for much smaller aircraft continue to challenge this status. In a continued effort to expand non-aeronautical revenue, the Airport leased three parcels of land on Bunker Road. Additional opportunities for leasing land will continue to be pursued. Other non-aeronautical revenue improvements have been realized through the leasing of the former Fixed Base Operator (FBO) building and the renegotiation of various existing leases.

It is estimated that the Airport's total revenue, including the fuel revolver, for the year increased by \$2,671,291 or 19% over FY 2018, while expenses increased by 9% or \$1,122,787. The major items that drove the increased revenue included: increased fuel sales, new and renegotiated land leases, increased rates and charges, as well as the increase in traffic and a reimbursement from FAA for a 2012 baggage belt project. Increases in expenses were driven primarily by cost of fuel and services and maintenance, some of which is attributed to added costs associated with repairs to taxiway/runway infrastructure.

As the non-aeronautical revenue continues to bolster the Airport's income stream, aeronautical revenues have been increasing as well. Commercial air service in FY 2019 saw significant increases, with expanded JetBlue service, Cape Air JFK service and a new entrant airline, Southern Airways, flying to New Haven, Providence and Norwood. This continued growth, primarily in seasonal service, has transformed the Airport character from one of a "locals only" to a tourist airport.

This transformation and increase in seasonal passengers has resulted in a significant economic benefit to the island. According to an economic impact study published by Massachusetts Department of Transportation (http://westoverairport.com/wp-content/uploads/2015/03/MassDOTFinalVersion_MedRes.pdf), the average commercial service passenger visitor expenditure to Nantucket is \$1,110 per visitor, the highest in the Commonwealth (Table A-5, link). The increase in seasonal (mostly via large regional jet) passenger traffic has a significant direct economic impact. This market sector increased by 15% from June through August (10,462 passengers) year over year, which equates to an extra \$11,612,820 in direct spending is added to the local economy, which circulates both locally and back to the state through meal and lodging taxes (See "Taxes generated by Commercial Service Visitors" for Nantucket Case study).

A significant factor in the transformation of the Airport is the size of aircraft that now dominate the mix of traffic. While the Airport still handles a number of nine-seat commuter type aircraft, there has been a marked increase in 70 – 100 seat commercial aircraft, as well as larger corporate/general aviation jets. This increase in larger aircraft has put a strenuous burden on the already aging infrastructure that was designed for much lighter, smaller airplanes. Because of this, development at the Airport has been focused on pavement rehabilitation to address immediate failures, as well as a temporary hold room expansion project to accommodate the higher volume of passengers using commercial flights. Other projects that began in FY 2019 included design of a security system rehabilitation program and preliminary design for replacement of the primary taxiway. These projects, while absolutely necessary for the continued safe operation of the Airport, will only be accomplished with significant funding from the FAA and MassDOT. However, the Airport has experienced challenges in obtaining federal grants due to the conflict of FAA

requirements and the schedule and frequency of Annual Town Meeting. The Airport will work with Town Administration and the Select Board to explore resolutions to this situation in order to continue to maximize the use of federal and state funds.

In summary, the Airport continued its stable financial sustainability in FY 2019 by realizing a profit of \$2,854,405. In addition to diversifying revenue through additional and renegotiated land leases, the Airport saw improvements to seasonal air service through increased frequencies, improved aircraft, extended season and addition of a new destination. Continued monitoring of cost of goods and services along with increasing capital needs and decreasing funding sources will be critical to maintaining the financial sustainability of the Airport.

Respectfully submitted,

Thomas Rafter, A.A.E.
Airport Manager

DEPARTMENT OF CULTURE AND TOURISM

The Department of Culture and Tourism provides three primary functions: providing information to tourists and islanders at the 25 Federal Street Information Bureau and at seasonal kiosks located at Straight Wharf, Greenhound and the Airport; supporting activities in Nantucket's Cultural District and at cultural and historical sites across the island; and creating economic development initiatives in support of local businesses and organizations. The department is funded by an allocation from the General Fund based on a percentage of the local room occupancy tax.

The Visitor Services staff assists visitors who stop by our stations, call on the phone or reach us by email. In 2018-19, we had 47,525 inquiries at all stations combined. The staff updates the restaurant and lodging availability daily in the summer and weekly in the off-season. That information is posted on the department website, in the shadow box at 25 Federal Street and given out by request.

In 2019, the department worked to improve its website to serve as an "electronic information aide." It is loaded with information that visitors frequently request in person or by phone and we developed a series of island itineraries for visitors to access to plan a trip to Nantucket – especially when the visit is only a day or two. We also added itineraries for children, teens and families. In the past two years, the department has collaborated with other organizations to create walking maps – one on the life of Maria Mitchell, another on sites associated with the whaleship *Essex* and a third provides a tour of 'Sconset. To encourage visitors in the winter months, we developed a "Winter Guide to Nantucket" complete with information about how to enjoy yourself when the boats are cancelled. In cooperation with the Nantucket Lodging Association and the Chamber of Commerce, we produce the Travel and Lodging Brochure, also available on the website.

From mid-June to mid-August, the department manages games, activities, movies and concerts at Children's Beach. And, with the help of dozens of volunteers and other Town departments, we also organized the July 4th activities on Main Street, at Children's Beach and the fireworks at Jetties Beach.

As part of the 2019 One Book, One Island events, the department created a Coffee Crawl Passport given that a theme of The Monk of Mokha was the coffee industry in Yemen. The Passport encouraged readers to visit coffee shops in February and March for a discount while supporting year-round businesses.

In 2019, the department's Cultural Legacy Program worked with several non-profits and two restaurants to coordinate the celebration of Herman Melville's 200th birth anniversary and the 200th anniversary of the sailing of the *Essex* at a variety of island locations.

The Director is a member of several Town workgroups addressing topics ranging from parking demand management in the core district to identifying locations for outdoor water fountains in anticipation of the single-use plastic bottle ban and coordinating a Job Fair at the High School each spring.

Goals: In the year ahead, we will work with the Artists Association of Nantucket to plan a celebration of its 75th anniversary, continue to work on ways to link culture and commerce (like the Coffee Crawl), partner with the High School to create art displays in the downtown area during the winter and offer a warm Nantucket welcome to the thousands of visitors who make their way to our information stations.

Respectfully submitted,

Janet E. Schulte, Ph.D.
Director

NATURAL RESOURCES DEPARTMENT

The Natural Resources Department (NRD) enjoyed another productive year and continued to develop and expand our programs in our mission to restore and enhance Nantucket's natural resources. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden, Fertilizer Program, Shell Recycling and Water Quality Program. The department is comprised of Jeff Carlson, Director; Tara Anne Riley, Shellfish Biologist; JC Johnsen, Enforcement Officer; Leah Cabral, Assistant Biologist; Water Quality Specialist Kaitlyn Shaw, who was replaced mid-fiscal year by Thais Fournier; Vincent Murphy, Protected Species Technician; Joseph Minella, Hatchery Technician; and Office Administrator Joanne Cuppone. This past year we had a number of interns during the summer of 2018. We would like to give a special thanks to David Berry, Katie Koster, Allison Higgins, Haley Clinton, Marissa Scricco and Katie Rosenberg for their hard work during this season. We are looking forward to expanding all of our programs and developing programs to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at 508-228-7230. We encourage any person with a question or concern to contact us at the office.

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Andrew Bennett and the Vice Chair was Ashley Erisman. Other members included Dr. Ernest Steinauer, Ben Champoux, Joseph Topham, David LaFleur and Ian Golding. We would like to thank them for their hard work and dedication for

the Commission. The board heard over 100 Notices of Intent applications in this fiscal year. They were challenged by a number of difficult decisions and did an outstanding job in their review of all projects. The Commission meets every other Wednesday at the Public Safety Facility on the second floor at 5:00 PM and the meetings are open to the public.

BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM

The Endangered Species Program had another successful season for the 2018 summer season. This past season the Town monitored all breeding protected bird species on Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach, Fisherman's Beach, Madaket Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach and Quaise Point.

SHELLFISH PROPAGATION

The Brant Point Shellfish Hatchery was in its third year of operating for the July 2018 - June 2019 season. Our first attempted spawns were in February and March following an eight-week intensive conditioning period for the scallops and oysters. Innovative technologies like variable spectrum LED lights and other LED grow lights continued to be tested as part of a three-year study (this is the purple glow coming from the building) to improve algae production. The Brant Point Shellfish Hatchery is the only hatchery with three different types of LED's that are being tested for enhanced algal growth.

The Bay Scallop Larval Release Program continues with the addition of an isotope traceability study with UMASS for years 2019-2020 in efforts to determine the hatchery's contribution to the wild bay scallop population. Our first release for 2018 was on June 21 and continued through October 1, totaling 222 million competent bay scallop larvae of various sizes. In June of 2019, 55 million bay scallop larvae had been released to kick off the 2019 hatchery season. In addition to released larvae, a large amount of fertilized eggs were released as well.

Spawn cages are deployed yearly in March and stocked with 100 Bay Scallop seed that would be eligible for harvest in the fall and will be actively spawning when harbor temps reach ~ 66 degrees. We deployed around 75 cages between Nantucket and Madaket Harbors as a type of extensive stock enhancement effort. Spawning cages increase fertilization success due to the shellfish being held in close proximity to one another within the cage. The cages are picked up in mid-October following the potential fall spawning events and the scallops are released for harvest.



An intensive spat bag collection program was started in the head of the harbor to collect juvenile shellfish and grow-out at the hatchery before releasing in a more optimal site for growth and habitat. Around 10,000 scallop spat were grown out to 25mm and released in the fall when predation is decreased.

As the hatchery diversifies in species cultivation, both quahogs and oysters were actively conditioned during the season. One group of quahogs was successfully spawned in May and set on May 15 with a final release of 235,000 juvenile 2-3mm quahogs. A total of 10 oyster spawns were carried out with the first one starting in early March and the

last one at the end of June. These spawns resulted in 13,260,000 eyed larvae which were set (attached) to scallop shell. 222,180 spat on shell grew in the new outside dock system all summer until they were seeded at the Shimmo Creek Oyster Restoration site. An oyster propagation protocol was developed to increase survivability and set rates. This document will be added to year after year until a final protocol is developed. With each spawn attempted, improvements and efficiencies were considered to increase survivability and best management practices within the new facility.

The hatchery is also working on an ongoing oyster cross breeding experiment involving Harmful Algae Bloom-resistant commercially grown oysters with our wild oysters to grow out a small group to deploy during a cochlodinium bloom to see if there are any advantages.

This year the Oyster Shell Recycling Program added five new participating restaurants resulting in a total of 30 establishments recycling their oyster and quahog shell. From the middle of June through September, oyster and quahog shells were picked up every day from participants. Pick-ups continued year-round as long as oysters and quahogs were being served. A total of 46,723 pounds were recycled and are being cured at the DPW before being used at the next oyster restoration site.

In June 2018, construction of the oyster reef in Shimmo was completed. Data was collected throughout the field season including: in-situ dissolved oxygen, in-situ temperature, in-situ light penetration, monthly water quality sampling and analysis, species biodiversity and abundance and natural spat recruitment. In September 2019, the annual dive survey was conducted by NRD employees and data was collected for spat recruitment, oyster density and age classes, eelgrass presence and density, reef height and density of submerged aquatic vegetation.

Due to funding available from the Quidnet and Squam Homeowner's Association, preliminary surveys were able to be conducted to glean information about the possibility of oyster restoration in Sesachacha Pond. Divers were hired from Stonybrook University, as well as two NRD employees, conducted dive surveys in May to determine bottom type (sand), as well as densities for submerged aquatic vegetation and shellfish. In addition, natural spat recruitment, in-situ temperature, dissolved oxygen and light was collected throughout July and August. With the funding, a consultant group, Horsley and Witten, was hired to conduct an extensive study and a report which resulted in recommendations and a conceptual design for a future oyster restoration project. In June 2019, a grant was awarded to the Town of Nantucket from Coastal Zone Management to fund permitting, engineered plans and a total cost estimate to install a natural breakwater and living shoreline in Sesachacha Pond.

Facility projects that involved the planning and design of the outside grow-out system as the next phase in our shellfish enhancement initiatives were completed and tested. Strategic plans were re-evaluated to determine staff need for this new extension of the outdoor hatchery and a full-time hatchery technician position (Joseph Minella) was filled. Public tours were increased and over 300 people consisting of tourists, residents, classes, camps and government officials visited the hatchery on both scheduled and unscheduled tours.

The fall 2018 and winter 2019 bay scallop commercial season was one of the lowest recorded in terms of bushels landed. There were very few fishermen who continued for the entire season with the final bushel yield averaging less than 3,000 bushels. Plan for intensive shellfish and habitat surveys were funded and approved for Nantucket Harbor for the fall of 2019. Large amounts of bay scallop seed were reported for the following season.

Hatchery staff attended regional conferences for continued learning opportunities, toured shellfish hatcheries, attended an intensive online microalgae workshop and enrolled in an online applied shellfish farming class.

WATER QUALITY PROGRAM

NRD hired a new Water Resource Specialist, Thais Fournier, to continue our water quality initiatives. We continued with our regular summer sampling program which includes Nantucket Harbor, Madaket Harbor, Hummock Pond, Sesachacha Pond, Long Pond and Miacomet Pond. We continued water quality measurements associated with oyster restoration sites, and the streams to Polpis harbor. We finalized the Great Pond Management Principles document, which outlines long-term health trends of Nantucket's Great Ponds and suggests potential management of these systems. We utilized funding from the Land Council and Great Harbor Yacht Club's Nantucket Marine Resources Grant Program to assess Nantucket's eelgrass, macroalgae, harmful algae and water quality internally. We monitored Harmful Algal Blooms in Nantucket's Harbors and Ponds and disseminated data to the Department of Marine Fisheries and Massachusetts Department of Public Health. We also finalized the Water Quality Analysis and Visualization (WQAV) system, which was developed by Ben Bray (MIT Sea Grant) in collaboration with Kaitlyn Shaw, Thais Fournier and Dr. Robert Vincent (MIT Sea Grant). This system will enable the Natural Resources Department to quickly analyze and query many years of Nantucket water quality data simultaneously to generate reports and quickly respond to data requests.

Respectfully submitted,

Jeff Carlson
Natural Resources Director

DEPARTMENT OF PUBLIC WORKS

The Nantucket Department of Public Works continues to undergo significant changes in organization and leadership. This annual report will provide an overview of each division of work and its accomplishments during FY 2019.

- The DPW continues to undergo reorganization and identification of needs as well as the introduction of more professional methods including using a work order system to create a schedule for maintenance activities such as mowing, brush cutting, facility and bridge repairs, road grading, painting, trash pick-up, pothole repair, etc. to promote efficiency and cost savings.
- Defined work teams to avoid multiple conflicting demands on staff and improve effectiveness.
- Initiated municipal infrastructure condition assessments to inform repair/replacement priorities.
- Coordinated with PLUS, Water, Sewer and other departments and committees to create a cohesive transportation capital program for road/bike/pedestrian and municipal facilities initiatives.
- Coordinated with Water and Sewer Departments and PLUS to coordinate utility projects.
- DPW staff entered and responded to over 3,938 service requests and work orders in FY 2019 along with other regularly scheduled duties. This is an increase of 18% from FY 2018.
- DPW hired Chaz Rogers as its Deputy Director - Facilities to provide strategic leadership, project management, employee safety training and support to the department and Facilities Division.

Solid Waste

The solid waste facility handled 51,823 tons for all categories of waste in FY 2019 (down from 52,063 tons in FY 2018). Landfill mining ended in FY 2019. This mining activity provided future lined landfill space and reclaimed valuable buried materials, while at the same time reduced the potential for groundwater contamination. Facility improvements included replacing the scale at the scale house and new clearly identified multi-lingual signage at the recyclable materials drop off which promoted efficiency at that area. DPW loosened household hazardous waste collection hours for commercial entities to align with residential collection hours and waived all fees with the goal of encouraging greater participation at our six annual events.

Urban Forestry

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 18th Tree City Award. DPW planted trees along Surfside Road and Coffin Park and developed a 2:1 tree replacement/removal policy and applied for grant funding to supplement additional tree plantings for FY 2019. The Tree Advisory Committee was reinstated, along with the Tree Warden.

Stormwater Management

During FY 2019, the DPW addressed drainage in areas that experienced flooding due to slow percolation of water in leaching catch basins. The DPW continues to excavate accumulated sand from Town drainage structures to help promote the infiltration of stormwater into the ground. We witnessed many locations of localized flooding this year due to more frequent and more intense rainstorm events. DPW continues to identify areas to overflow drainage from infiltration basins to avoid roadway flooding in the future. The department has hired engineering consultants to conduct condition assessments and design improvements at various stormwater infrastructure systems island-wide.

Streets

The DPW continues to sweep, repair, pave, and manage vegetation along public streets, sidewalks and multi-use paths. DPW worked with our vendors to construct cobblestone and brick sidewalk repairs and widenings in town. The DPW operations group, assisted by several local vendors, completed several important projects including repairing the Washington Street sidewalk from Coffin Street to the Town Parking Lot, various replacement of split-rail fence, Hummock Pond Road and Cliff Road mill and overlays, and has initiated several engineering design efforts for future construction projects. DPW is revising its town-wide public road and bike path pavement management plan (a data-driven decision-making tool) to identify when roads are repaired in the future based on condition and life-cycle analysis.

Facilities Maintenance

A Facilities Division addresses preventative and regular maintenance as well as capital improvement planning and construction oversight for Town buildings and facilities. The Manager is assisted by a foreman and two maintenance workers. DPW hired a Deputy Director – Facilities to help lead and develop a facilities management plan (a data-driven decision-making tool) to identify and prioritize future facilities repairs/replacements. Our facilities group along with our administrative office also manages a successful and growing beach wheelchair program. The DPW Facilities group, assisted by several local vendors, completed several important projects including PLUS building improvements, Visitor Services roofing, 39 Washington Street roof, 38 West Chester building improvements, Hillside Housing improvements and received the Laurie Family Preservation Award from the Sconset Trust for our work on the Sconset Rotary Flagpole Restoration project.

Fleet Management

During FY 2019, DPW Fleet Management coordinated with all Town departments to identify and specify capital vehicles and equipment purchases, and prioritized repairs/maintenance of our entire municipal fleet. Additional duties include management of our fuel station, storage and disposal surplus equipment and field recovery/repairs of municipal vehicles.

The Nantucket Department of Public Works endeavors to provide superior professional services by investing in and making improvements to DPW personnel, facilities, equipment and Town-wide infrastructure.

Public Works Makes It Happen!

Respectfully submitted,

Robert D. McNeil III, P.E.
Director

SEWER DEPARTMENT

The Sewer Department office is located at the Surfside Wastewater Facility at 81 S. Shore Road. Our mission is to protect public health and the environment for our community by providing high-quality wastewater treatment services in an effective, efficient, and responsive manner.

The Sewer Department operates and maintains Nantucket's wastewater conveyance and treatment systems, which consist of two wastewater treatment facilities, 17 pump stations and over 75 miles of sewer mains. Wastewater personnel physically inspect and verify proper operation of each pump station and treatment facility 365 days per year. Other responsibilities include bi-annual cleaning of the sewer main pipelines that have root and large grease problems caused by the improper disposal of F.O.G (fats oils and grease) using a high-pressure water cleaning truck and a mechanical rodding truck. Some lines are on an increased frequency cleaning schedule. After cleaning, lines can be CCTV inspected. The Sewer Department also assists all other Town departments as needed.

Achievements/Goals

- Completed a \$6.6 million Sea Street Pump Station Upgrade project
- Completed a \$16 million Nantucket Harbor Shimmo/Plus Parcels Sewer Expansion project
- Completed an \$8.8 million Surfside Wastewater Treatment Facility upgrade project
- Completed a comprehensive Sewer Rate Study
- Awarded a contract to EPG Consultants for design of a third Sea Street Pump Station force main
- Awarded a contract for Year 1 CMOM (Collection, Maintenance, Operation, Management) rehabilitation projects continuing into 2020-2021
- Continued compliance with state mandated discharge limits for treated effluent
- Continued advancement on the Town's CWMP (Comprehensive Wastewater Management Plan)
- Completed Year 3 of the CMOM program, now underway with over 130,000 LF of gravity sewers to be cleaned and CCTV inspected

- Completed a Sewer Master Plan and Siasconset CWMP (reports due early 2020)
- Continued work on a joint Sewer-Water-Drainage project underway in the N. Liberty-Cliff area (anticipated completion over a two-year construction period)
- Commenced work on Bathing Beach, Walsh Street and Rays Court sewer and water replacement projects.

Wastewater Collection

During FY 2020 the department has continued with dedicated crews and equipment to consistently and efficiently maintain the Town's sanitary sewer collections infrastructure. Continuing education, instructional courses and on-the-job training in techniques and proper use of specialized equipment are provided in addition to specialized training such Confined Space Rescue. Our crew continues to pursue higher wastewater treatment plant and collections operator licensing through the state. We continue to service patrons through a professional department operation and staff dedicated to providing the highest levels of efficiency and responsiveness.

In addition to the Director, the department has a staff of 15 operators, a staff Engineer, an office manager and an administrative assistant.

Respectfully submitted,

David C. Gray, Sr.
Director

WOODS HOLE, MARTHA'S VINEYARD AND NANTUCKET STEAMSHIP AUTHORITY

The Woods Hole, Martha's Vineyard and Nantucket Steamship Authority (SSA) was created by the Commonwealth of Massachusetts Legislature in 1960, in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or storm damage, fares paid by passengers, cars and trucks constitute nearly all of the income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket and Martha's Vineyard each have a 35% vote and therefore would each carry the responsibility for 35% of any operating deficit.

The SSA's five Members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2018 and May 2019 at the Whaling Museum's Discovery Room courtesy of the Nantucket Historical Association. The seven-member Port Council also meets monthly, alternating between Hyannis and Falmouth.

The SSA management goal is to maintain vital service levels at the most efficient cost. Historically, a significant expense has been fuel. In recent years, the SSA's fuel hedging program has successfully managed to keep fuel expenses under 10% of the entire budget. Other major expenses include wages (50 - 55%), pension and insurance expenses (15%) and maintenance of vessels and terminals (10 - 15%).

Total operating revenues for the year were approximately \$105 million, with expenses coming in just above that figure. Any operating profit is mandated by statute to be used to pay down debt (approximately \$70 million in outstanding bond obligations at the end of 2018), for maintenance or put towards future projects such as terminal improvements and vessel replacements. At the end of 2018, for the first time in many years, the SSA was in the red by approximately \$70,000.

2018 ended with approximately 353,000 total miles traveled by all boats on both routes combined, representing 23,997 trips and just over 3,055,000 total passengers carried systemwide. As of the end of June 2019, passenger traffic was down 2.7% on the Nantucket route, with autos up 2% (or 510 vehicles) and trucks up 4.9% (or 1,335 trucks).

As a result of an unprecedented series of breakdowns on the Vineyard route during the spring of 2018, the Board selected HMS Consulting and Technical to perform an independent review of SSA operations, management, maintenance and communications. Recommendations from this study were analyzed, debated and mostly implemented through the spring of 2019.

The redesign and reconstruction of the Woods Hole Terminal continues to move forward. The old terminal building, which served the Authority for over 50 years, has been torn down and new slips are being constructed. The SSA continues to face backlash from the Falmouth and Woods Hole communities over the terminal reconstruction and eventual construction of a new terminal building in Woods Hole. There is also an ongoing push to divert some freight traffic through New Bedford to relieve pressure on Falmouth and Woods Hole.

We would like to thank all employees from every department for the professionalism and contributions they bring to their respective roles on a daily basis. Maintaining the SSA as the lifeline to the islands would not be possible without the employees' collective dedication and commitment.

Respectfully submitted,

Robert F. Ranney, Governing Board, Nantucket Member
Nathaniel Lowell, Port Council, Nantucket Member

SIASCONSET WATER DEPARTMENT

The following activities are highlights of the fiscal year for the Siasconset Water Department. The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

Total production for the fiscal year was 56,026,692 gallons. This is a decrease of 2,231,630 gallons (4%) over fiscal year 2018. This decrease in production is a combination of better consumer awareness of water conservation, the better use of rain sensors on irrigation systems and our capital improvement projects replacing the aging components of the water distribution system. The highest recorded daily production during the fiscal year was 527,820 gallons on August 5, 2018.

The home rule petition that would merge the Siasconset Water Department into the Wannacomet Water Company and create a single five-person elected Water Commission to provide oversight of the combined enterprise fund was submitted to the state legislature and is currently under legislative review. Following the review, the home rule petition may be accepted and passed by the legislature by the December of FY 2020.

The Siasconset Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company and the Nantucket Water Commission for their help and assistance throughout the year.

Respectfully submitted,

Gerald E. Eldridge
Chairman

WANNACOMET WATER COMPANY

The following are highlights that were achieved during Fiscal Year 2019.

Total fiscal year production from all Wannacomet public water supply wells was over 610 million gallons. Wannacomet added 117 new service connections; the 2019 production represents a 2% increase in production from the previous fiscal year.

The peak water production day was August 5, 2018. On that day Wannacomet pumped 4,490,119 gallons of water. The low water production day was on February 15, 2019. On that day Wannacomet pumped 444,423 gallons of water. The difference between the low off-season day and peak summer day water production was over 4 million gallons of water.

In the spring of the fiscal year Wannacomet, the Sewer Department and the DPW finalized plans for bid on a pipe project in the North Liberty area. For the first time the three departments will combine work forces and replace water, sewer and storm drains in the project area all at the same time under one bid. The idea being that we open the road one time and replace and/or upgrade the utilities in the road and repave it. All three departments are working together to determine the most critical needs areas. The project is expected to start in October of 2019.

I would like to thank the employees of the Wannacomet Water Company for their dedication and commitment to our customers with excellent service while providing them with the safest and highest quality drinking water possible. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance. To the Town Manager, Department Heads and fellow Town employees who provided assistance to Wannacomet over the past fiscal year my sincere thanks.

Respectfully submitted,

Mark J. Willett
Director

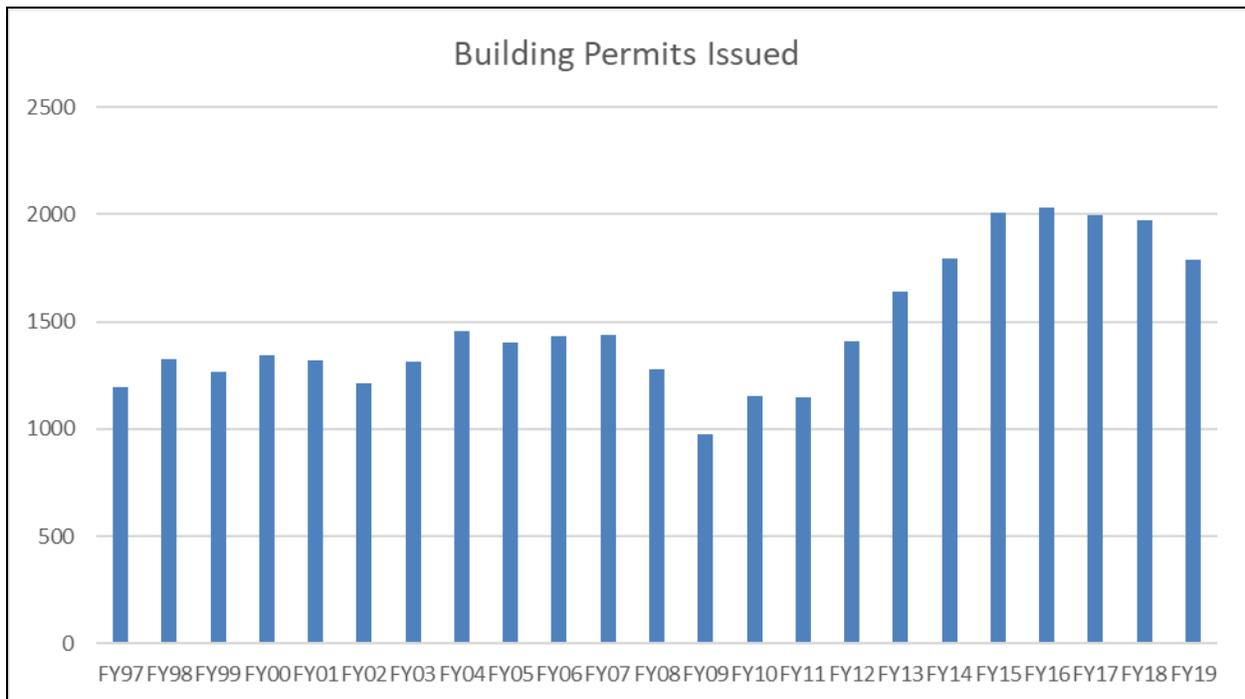
PLANNING AND LAND USE SERVICES

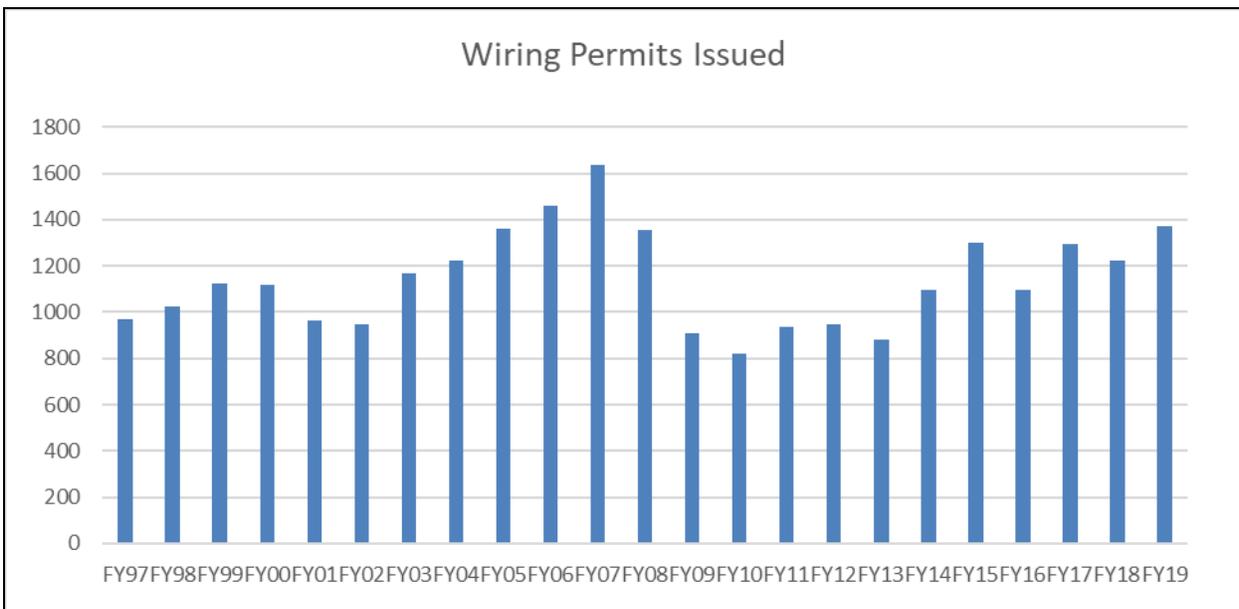
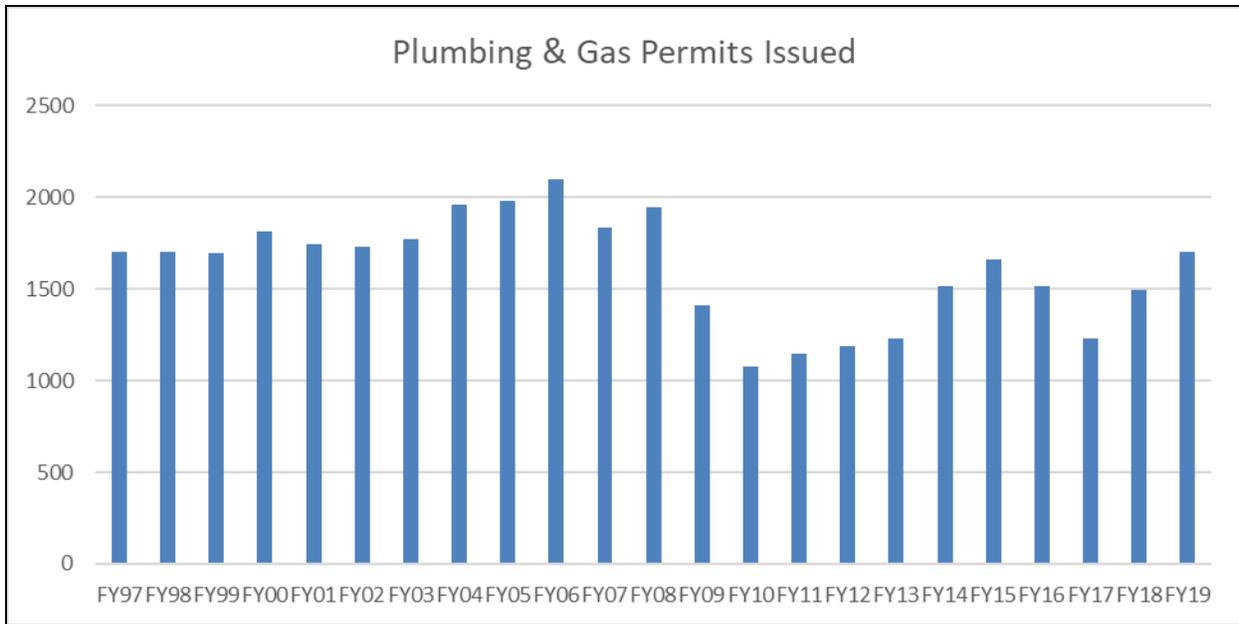
The department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013 and contains four primary divisions, including: Building, Historic District Commission, Planning and Zoning. In addition to the primary divisions, PLUS includes the Energy Office and staff provides support services to the Affordable Housing Trust Fund (AHTF), the Nantucket Planning & Economic Development Commission, the Real Estate Advisory Committee, and other boards and committees as necessary. PLUS staff continues to strive for greater efficiency, improved customer service and an enhanced “one-stop-shop” approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

Overall, permitting activity remains high and the number of permits issued and revenue collected is consistent with recent years. The observation of staff is that the types of applications received, particularly as they relate to building permit application review, are becoming more complex.

BUILDING DIVISION

The Building Division reviews applications, performs inspections and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning, public safety, wiring, plumbing and gas. In FY 2019, the Building Division continued to experience a high level of inspection and permit requests. New structures continue to be a very small portion of the building industry on Nantucket. Renovations/alterations of existing buildings total approximately 95% of all building permits issued, a trend that has been steady since FY 2008.





Building Division revenue totaled \$1,473,686 including \$1,096,261 for Building, \$166,590 for Plumbing and \$210,835 for Wiring permit applications.

HISTORIC DISTRICT COMMISSION

The HDC held a total of 68 meetings and issued 1,984 Certificates of Appropriateness for structures, 90 Certificates of Appropriateness for signs and staff issued 247 Certificates of Appropriateness for like-kind repair or replacement. Approximately 638 inspections were completed. Revenue received from application fees totaled \$250,103. Typical applications reviewed at the weekly meetings included renovations of existing structures and property improvements to add amenities such as pools, spas and hardscaping. The HDC approved approximately 178 new dwellings, 71 garages and 100 additions.

A citizen petition for the 2019 Annual Town Meeting that would have more strictly regulated the location of swimming pools and removed their exemption from ground cover allowances (effectively creating a moratorium) resulted in a rapid submission of pool applications between the deadline for citizen petitions and the publication of the notice of the Planning Board hearing. The HDC approved a total of 44 new pool applications in December – a dramatic increase from the average of about eight each month.

In the fall of FY 2019, the Town announced plans to perform sidewalk and roadwork on Main Street to improve accessibility as part of the Complete Streets program. Although the HDC does not have jurisdiction over the work done within public and private rights-of way, the HDC expressed concerns about the effects of the proposal on the historic landscape and held a joint meeting with the Select Board to discuss the work. Although a formal vote was not taken, discussion included the creation of a process by which the HDC would have a formal opportunity to review any future plans within the Old Historic District.

Commission members are elected in staggered terms of three years for regular members and appointed by the Select Board in three-year terms for alternate members. In FY 2019, Ray Pohl served as Chair and Diane Coombs served as Vice-Chair. Also serving as elected members were John McLaughlin, Abigail Camp and Valorie Oliver. Stephen Welch, T.J. Watterson and Jesse Dutra served as alternate members.

PLANNING AND ZONING DIVISIONS

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. Overall, the applications received by the Planning Board and Zoning Board of Appeals remained fairly consistent with FY 2018.

The Planning Board reviewed a variety of applications in FY 2019, including:

- 33 Special Permits for a variety of residential and commercial applications that were generally small in scale;
- 10 Modifications to Previously Granted Special Permits;
- 9 Special Permits to create Secondary Lots for moderate income housing;
- 4 Special Permits for Rear Lot Subdivisions;
- 7 Modifications to Previously Approved Subdivisions;
- Approval Required subdivisions resulting in the creation of 819 new buildable lots;
- Approval Not Required lot divisions resulting in the creation of 111 new buildable lots (includes lots permitted through Rear Lot Subdivision);
- 6 Preliminary Plans;
- 26 Secondary Dwellings;
- 30 Tertiary Dwellings;
- Miscellaneous other requests including modifications to previously granted special permits and subdivision, follow-up actions to previously granted permits, review of sketch plans and other items within the jurisdiction of the Planning Board.

The Planning Board sponsored nine Zoning Map and three Zoning Bylaw amendment articles for the 2019 Annual Town Meeting. These articles were specifically related to implementation of the 2009 Master Plan. The Board reviewed and made recommendations on 14 citizen petitions. All zoning articles adopted by Town Meeting were quickly approved by the Attorney General.

Planning Board members are elected in staggered terms of five years for regular members and appointed by the Select Board in three-year terms for alternate members. In FY 2019, Judith Wegner served as Chair and John Trudell, III served as Vice-Chair. Also serving as elected members were Nathaniel Lowell, Fritz McClure and David Iverson (who was elected to replace Barry Rector in April). Stephen Welch, Leedara Zola and Campbell Sutton served as alternate members appointed by the Select Board. We thank Barry Rector, a long serving Chair and elected member, for his 20 years of service to the Planning Board.

In fiscal year 2019, the Zoning Board of Appeals received 41 applications (down from 60 in FY 2018) and the Zoning Administrator received six applications (down from 10 in FY 2018) as follows:

- 25 Special Permit applications received of which 20 were granted, 1 denied and 4 withdrawn;
- 8 Variance applications received of which 7 were granted, 0 denied, and 1 withdrawn;
- 2 appeals of Zoning Enforcement Officer and Building Commissioner determinations – both withdrawn;
- 0 New Comprehensive Permit applications; however, most of the Surfside Crossing 40B public hearings were held throughout FY 2019 and an approval was issued on June 13, 2019;
- 3 Rescissions (2 full and 1 partial) of prior Decisions affecting the same locus, of which 3 were granted;
- 9 Modifications of prior Special Permit and/or Variance relief, of which 8 were granted, 0 denied, and 1 withdrawn;
- 9 Withdrawals (4 Special Permit, 1 Variance, 2 Appeals, 2 Zoning Administrator);
- 6 Zoning Administrative Permit applications of which 4 were issued and 2 were withdrawn, one of which was sent to the ZBA for a duly noticed hearing.

Zoning Board of Appeals members are appointed by the Select Board in staggered terms of five years for regular members and three years for alternate members. In FY 2019, Edward Toole served as Chair, Lisa Botticelli served as Vice-Chair and Susan McCarthy served as Clerk. Also serving were Michael J. O'Mara and Kerim Koseatac, with Mark Poor, James Mondani and Geoffrey Thayer as alternates.

Revenue totaled \$99,335 for Planning Board and Zoning Board of Appeals applications, which is consistent with revenue generated in FY 2018.

ENERGY OFFICE

In FY 2019, the Town's Energy Office conducted professional and technical tasks related to municipal and island-wide energy policies, practices and projects that deliver significant taxpayer savings through reduced energy costs, while contributing to overall community sustainability and economic development.

In FY 2019, when normalized for weather patterns, Town facilities and vehicles used 81,537 MMBTu at a total cost of \$3,225,713 for all power and fuel (10% less usage and 2% higher cost than in FY2018). The

High School Wind Turbine produced 181 Megawatt-hours (MWh) of energy in FY 2019, offsetting approximately 13.3% off the High School's electric load, at an estimated value of \$28,960 in avoided electricity costs.

Among the achievements of the Energy Office in FY 2019 were the following:

- Managed the *Nantucket PowerChoice* municipal electric program, which secured a less expensive and greener electric supply for more than 11,400 electricity customers - 85% of all accounts on Nantucket. The average program price of 9.07 ¢/kWh consistently beat National Grid's Basic Service rates, delivering over \$6 million in cumulative savings to local participants since program launch in April 2017 (~\$500/home/year).
- Awarded over \$100,000 in Local Solar Rebates to residents who installed Solar-PV, funded through the *Nantucket PowerChoice* program.
- Sold 191 Renewable Energy Certificates (RECs) generated by the High School wind turbine to Nantucket's Electric Aggregation Program, resulting in \$3,172.25 profit for the Town and 191,000 kWh of clean, local power for *Nantucket PowerChoice* customers.
- Managed HeatSmart Nantucket, a successful 12-month outreach program that offered residents limited-time pricing and thousands of dollars in incentives for solar hot water and air source heatpump ("minisplit") systems; hosted a series of public workshops and created www.heatsmartnantucket.org, which continues to serve as a key resource for the interested public.
- Secured a \$7,500 grant award to support the purchase of the first all-electric vehicle in the municipal fleet through the Massachusetts Electric Vehicle Incentive Program (MassEVIP).
- Initiated and managed a solar procurement for a prioritized list of municipal properties and Nantucket's Green Communities designation application process.
- Worked closely with National Grid to identify methods for reducing growth in electrical demand during peak periods, including battery deployment and other non-wires alternative strategies, and to promote home and business energy assessments and recycling events for inefficient appliances. These efforts resulted in 1,327,528 kWh in local energy savings, \$464,865 in annual cost savings and 408kW in island peak load reductions.
- Managed communications with offshore wind companies seeking to build windfarms 14-25 miles off Nantucket's southern shore and the Bureau of Ocean Energy Management (BOEM), the lead federal agency overseeing offshore windfarm permitting and development.
- Secured a \$35,000 Planning Grant award from the Commonwealth to update and expand the 2011 Nantucket Energy Plan into a robust Climate Action Plan in FY 2020.

HOUSING INITIATIVES

Housing Specialist Tucker Holland continued to emphasize the importance of addressing the community's critical housing needs. Between the Community Preservation Committee (CPC) and the Town, over \$25 million was authorized by voters at the 2019 Annual Town Meeting and the ballot for housing efforts and continued progress toward the state-mandated 10% requirement and maintaining Safe Harbor. The Neighborhood First Advisory Committee was formed to advise the Affordable Housing Trust and the Select Board on the deployment of capital.

In FY 2019 the Town added 59 units to its Subsidized Housing Inventory (SHI) and achieved a two-year Safe Harbor period, which runs until June 13, 2021. Safe Harbor gives the Town the ability to reject unfriendly 40B developments proposed during the period.

Currently, Nantucket has 191 units on its SHI list toward the 490 units required (10% of year-round housing) as a result of the 2010 census.

In FY 2019, the Commonwealth's Land Court ruled in favor across the board for the Town and developer (HallKeen Management & Williams Building Company) in the permit appeal by three neighbors of the proposed 64 units of rental housing on approximately 3 acres of Town-owned property at Fairgrounds Road ("Ticcoma Green"). Annual Town Meeting had previously given unanimous authorization to the Board and the Town to move forward with developing much-needed housing to serve the year-round community at this highly advantageous location. Plans for apartments restricted at a range of income levels – 30% AMI, 60% AMI, 120% AMI – and some unrestricted units to ensure no year-round resident is deemed ineligible to apply because of income limits – had been approved by the Planning Board and Historic District Commission. Following the Land Court decision, the three neighbors have appealed the Land Court's ruling. The Town and developer are seeking an expedited review and decision by the Appeals Court.

FY 2019 saw the Affordable Housing Trust Fund financially support Housing Nantucket so that four additional rental units could be included on the SHI list. The Trust also continued its successful Closing Cost Assistance Program, a small loan program which assists year-round residents to buy a home here, from 80% AMI and under up to 150% AMI. During FY 2019, five Closing Cost loans were made allowing more year-rounders to purchase homes here on Nantucket.

Respectfully submitted,

Andrew Vorce, AICP
Director of Planning



PUBLIC SAFETY REPORTS

FIRE DEPARTMENT

The Nantucket Fire Department's staff continued to excel in their performance in FY 2019. Seven members started the first ever on-island paramedic program. They all volunteered their time to attend a challenging class that will improve the care given by the department. In the spring of 2019 the six members that finished the program started their hospital clinical hours. Clinical is the second step in the three parts of the program before testing. Along with this training, other members attended arson investigation training, technical rope rescue training and a class was held on island by the Massachusetts Fire Academy covering trench rescue. Some of the other continuing emergency medicine education for our staff included offerings of basic trauma life support, tactical emergency casualty care and advanced medical life support. Professional development and ongoing training will continue to be one of the most important parts of the department's mission.

Promotions: Robert Bates was appointed as Deputy Chief and Nathan Barber was promoted to Captain of shift 1. Firefighters Ryan Webb and Michael Finnegan started their full-time careers with the department in September. December brought the retirement of Captain Mathew Dixon, a 19-year full time member of the department.

New station construction at the Public Safety Facility neared completion at the end of FY 2019. The new facilities will be a tremendous improvement for our firefighter's safety and wellbeing. A new brush truck (breaker) was received in the fall. This appropriation from the Town will allow operations during wildland fires to reach fires deep in the brush. A piece of equipment like this can be indispensable. The removal of the department's old overhead fire alarm wire is almost complete. Private companies or radio boxes report to dispatch now for monitor of fire alarm systems.



Community outreach continued to broaden with monthly "Stop the Bleed" classes through the winter; fire extinguisher training at businesses; attendance at community events; and expanded public safety messages through social media. The Fire Prevention division saw a growth in activity again this year.

Emergency calls for FY 2019 stayed even with FY 2018. Emergency calls for service totaled again over 3,000, with the majority of these calls occurring during the summer months. 10% of total calls happen simultaneously with other emergencies. Of course, our department functions without mutual aid of other towns and this will always cause additional stressors on operations. Our members continue to leave their home and other commitments when called upon to respond.

As always, the department members went beyond answering these calls and doing their best to minimize damage. The

approximately 40 members of our department work hard and do more with less people than most comparable off-island departments.

FY 2019 Emergency Calls, total: 3,235

- **Fire 1,782 calls**
 - 1,510 Fire Alarm Calls
 - 53 Fires
 - 24 Structure involved
 - 8 Brush/Outside fires
 - 4 Car fires
 - 2 Grill fires
 - 2 Landfill fires
 - 1 Dumpster fire
 - 12 Illegal burns
 - 81 Smoke condition/Invest
 - 6 Aircraft/airport alerts
 - 43 Hazardous responses
 - 27 Smell of propane/propane leak
 - 15 Gas or oil spills
 - 1 Hazardous Material response
 - 3 CO responses
 - 3 Elevator rescues
 - 1 Animal rescue
 - 54 Assist to the public
 - 31 Engine details
- **EMS 1,453 calls**
 - 958 Responses to 911 calls
 - 285 Med Flight transports
 - 160 Transports
 - 13 Motor vehicle crashes
 - 37 EMS details

Fire Prevention

Public Education, Inspection and Fire Alarm

Fire and life safety education is and will continue to be a priority for the Fire Department. Affecting positive behavior and creating recognition of unsafe fire safety practices by our community makes Nantucket a safer place.

Grant funding from the state helps the department provide the Student Awareness of Fire Education (SAFE) program to the children of Nantucket. Nantucket Fire Department's fire prevention education program taught pre-school through high school age students about the dangers associated with fire. Age-appropriate information on prevention, key fire safety behaviors and surviving fires align with the goals and objectives of the state's Curriculum Frameworks and the Common Core of Learning. The Nantucket SAFE program owes much of its success to the partnership with public and private schools. The Senior SAFE program provides fire and life safety education to older adults. We work with Nantucket's senior support

services to address the unique fire risks for this age group and provide free home safety assessments and smoke/carbon monoxide alarm replacements for our senior citizens.

The Fire Prevention division works in partnership with other Town departments to educate commercial occupancies, including places of assembly, healthcare facilities and schools regarding building, fire and life safety regulations. The Workplace Fire Safety program was presented to numerous organizations this past year. The goal is to provide employees with an increased awareness regarding general fire safety practices, as well as information specific to their workplace. This includes fire extinguisher training and assistance with Emergency Action Planning.

Over the past year, with the continued growth of the community, Fire Prevention Officers have worked with many commercial projects to ensure the projects meet the standards set by numerous fire and life safety codes. Fire alarm, fire sprinkler, commercial cooking hood systems, place of assembly evacuation plans, temporary tent safety and large event emergency planning are just some of the items overseen by Fire Prevention Officers.

The Fire Prevention Officers and other department members recognize that community events provide a vital link to educating all residents and visitors. We remained active participants in community presentations, fundraising events and other outreach venues. As we continue to move forward with each season we will be focusing on the changing needs of the island. Being able to work with installers, homeowners and commercial property owners is key to the safety of the public.

Fire Prevention/Fire Alarm/Code Enforcement

- 945 total Inspections
 - 352 Smoke detector (26f) inspections
 - 166 Certificate of Occupancy inspections
 - 364 Fire prevention inspections
 - 63 Generation SAFE visits

FY 2020

FY 2020 will bring many new things into the department. The department will be applying for an Advance Life Support license from the state and the island's first paramedic will practice on an ambulance. The department's operations will move to the new station at 4 Fairgrounds Road. Members of the department will continue to have opportunities to attend professional development and expanded training. The Fire Department will continue to work at providing the best services we can to the residents of Nantucket.

Respectfully submitted,

Stephen A. Murphy
Fire Chief

POLICE DEPARTMENT

The Police Department is the primary law enforcement agency for the Town of Nantucket charged with the responsibility to ensure the safety of all persons in the Town through the enforcement of the criminal and civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

- Protection of lives and property of all citizens
- Preservation of the peace
- Prevention of crime and disorder
- Identify and prosecute violators of the law
- Plan for and supervise public safety at special events
- Respond to all emergencies
- Support regional and national homeland security strategies
- The protection of the individual rights of all persons within the Town of Nantucket

The Police Department consists of three distinct functions: law enforcement, marine safety and emergency management. There are three divisions under the supervision of the Chief of Police: Operations Division, Division of Marine Safety and the Division of Administrative Services. The Operations Division, managed by Lieutenant Angus MacVicar, provides direct services to the public and is responsible for enforcement and prevention objectives including follow-up and proactive investigations of criminal activity. The Division of Marine Safety, managed by Harbor Master Sheila Lucey, is responsible for marine search and rescue, the supervision of waterways operations and public beaches, moorings, town pier, aids to navigation, and the lifeguard program. The Division of Administrative Services, managed by Deputy Chief Charles Gibson, provides support functions for those direct services for members of the Department and the public including oversight of the Emergency Communications Center (e911), the Public Safety IT Network, the Town-wide radio and tele-communications system, the Business Licensing Office and fleet and facility management responsibilities. The Administrative Services Division is also responsible for the management of all on-going projects under the supervision of the department. The Office of the Chief of Police directly oversees the Emergency Management function.

Career Milestones

<i>New Employees</i>	<i>Position</i>	<i>Date of Hire</i>
• Robert Shield	Police Officer	August 6, 2018
• Nicholas DiSaia	Police Officer	August 6, 2018
• Nicholas Iacozzi	Police Officer	August 6, 2018
• Timothy Malo	Police Officer	August 6, 2018
• Connor Desmond	Police Officer	August 6, 2018
• Michael Milici	Police Officer	August 6, 2018
• Ardis Gary	IT Administrator	September 3, 2018
• Meghan Giacalone	Police Officer	April 12, 2019
• James Olson	Police Officer	April 12, 2019
• Christopher McGinty	Police Officer	April 12, 2019
• Chase Colasurdo	Police Officer	April 12, 2019

- Nicholas Terino Police Officer April 12, 2019

Separations

	<i>Position</i>	<i>Date of Separation</i>
• Jennifer Erichsen	IT Administrator	Resigned July 1, 2018
• Daniel Girard	Police Officer	Resigned August 29, 2018
• Michael Cook	Police Officer	Resigned August 30, 2018
• Michael Milici	Police Officer	Resigned January 15, 2019
• Christopher Carnevale	Sergeant	Retired January 30, 2019
• Eric Journet	Police Officer	Resigned March 25, 2019

Individual Accomplishments

- Ainsley Witherell, Beach Maintainer in the Marine Safety Division, was promoted to the position of Asst. Harbor Master on November 5, 2018.
- Officer Robert Hollis and Officer Jacqueline Mason were assigned to the Criminal Investigations Division as Detectives, effective March 25, 2019.

Department Accomplishments

Law Enforcement – Police

Utilizing community policing tactics and best practices in policing and emergency management, staff are able to deter and prevent crime, address manmade and natural disasters and provide an overall sense of security for residents and visitors of this community. The Law Enforcement function of the Police Department has an authorized strength of 41 full-time police officers, 11 full-time Public Safety Dispatchers, 7 full-time non-sworn support staff and 38 seasonal employees.

FY 2019 Law Enforcement Accomplishments:

- Community Safety – The Crime Prevention Unit continued to work with local businesses, churches and schools to develop response protocols and training for addressing potential active shooter situations.
- Training – The Police Department successfully hired and trained eleven new police officers to fill vacancies that in several instances had been unfilled for over a year.

Marine Safety – Harbor Master

The Harbor Master is responsible to provide a wide variety of front-line services that include responding to calls for assistance in the harbor and on the waterways of Nantucket as well as providing transportation for first responders to the out islands and hard to reach beaches for fire, police or medical incidents. The Division of Marine Safety has three full-time employees and 55 seasonal employees.

FY 2019 Marine Safety Accomplishments:

- Waterways Projects – An improved staffing schedule allowed for evening patrols to improve water safety in the harbor. 24,500 gallons of black/gray water was pumped from boats moored in the harbor. Office hours were expanded, keeping office open to the public until 7:00 PM during the summer season.
- Grants – Applied for and received state grant funds to assist with the cost of building a new waterfront facility, floating pier and dredging of the Polpis Harbor entrance channel.

- Beach Management and Safety – Nantucket’s lifeguards guarded an estimated 235,000 patrons at Town owned beaches during the summer of 2019. A policy was implemented to keep lifeguards on ATV’s later in the evening on red flag days.
- Project Management – Staff continues to work on the planning and permitting of various waterways related projects. These projects include the dredging of the Polpis Harbor Entrance Channel; replacement of the Town Pier floating dock; researching installation of a wave barrier at the Town Pier; replacement of the Harbor Master building at 34 Washington Street; and the reconstruction of the F-Street Pier, as well as making operational the Shadbush Road facility for the Harbor Master. The rebuilding of the Children’s Beach Boat Ramp, completed in March 2018, made it more accessible for all size boats at all tide stages.



FY 2020 POLICE DEPARTMENT GOALS

Law Enforcement - Police

- Staffing – Dedicate a full-time police officer to the downtown area as a Neighborhood Patrol Officer. Assign Detectives to work evening shifts dedicated to more proactive crime control initiatives.
- Reorganization – The department will upgrade the Detective Sergeant position to that of Detective Lieutenant to reflect the command officer level of responsibility of the position.
- Parking Management – A Parking Coordinator will be sought to oversee the parking management program adopted, consistent with the goals of the Select Board related to a paid parking program.

Marine Safety – Harbor Master

- Facility – Continue the project to replace the Harbor Master’s waterfront facility at 34 Washington Street and replace/repair portions of the Town Pier.
- Beach Safety – Enhance beach safety by continuing to improve the manner in which the public receives warnings about the presence of dangerous marine life in the proximity of guarded and unguarded beaches.

Emergency Management – Emergency Management Coordinator (EMC)

- Training – The EMC will work with all Town departments to coordinate training and acquire safety gear to address potential active shooter situations in Town owned facilities.
- Planning – The EMC will work with Town Administration to start the process of creating a Continuity of Operations Plan (COOP) for Town government that will insure continuity of government in the event of disaster.

SUMMARY OF CRIME STATS

ARRESTS & CRIMINAL COMPLAINTS	FY2016	FY2017	FY2018	FY2019
Drug Offenses	36	53	31	9
DWI Offenses	52	70	43	57
All Other Offenses	419	764	583	724
Total Arrests	507	887	657	790

PART 1 REPORTED CRIMES	FY2016	FY2017	FY2018	FY2019
Homicide	0	0	0	0
Rape (includes unfounded and included offenses)	7	6	25	16
Robbery	0	2	0	1
Assault & Battery	36	37	23	24
Burglary	49	51	23	22
Larceny	262	299	253	194
Auto Theft	8	4	6	12
Arson	2	2	0	0
Total Part 1 Crimes	364	401	330	269

OTHER OFFENSES	FY2016	FY2017	FY2018	FY2019
Fraud	137	168	139	145
Property Damage - Vandalism	153	186	150	210
Drug Offenses Reported	55	20	18	17
Family Offenses - Domestic	131	105	140	75
General Police Services	19,869	19,024	19,053	17,582
Disturbance – Noise Complaints	359	417	410	472
Disturbance - General	310	253	239	284
Fish and Game Violations	19	23	34	15
Animal Complaints	1,011	952	782	86
Harbor Master Calls	-	175	138	258
Total Other Offenses	22,306	21,622	21,356	19,144

MOTOR VEHICLE STOP/CRASHES	FY2016	FY2017	FY2018	FY2019
Motor Vehicle Hit Deer	32	28	25	45

Motor Vehicle Stops	3,371	3,762	3,352	5,295
Motor Vehicle Crash Reports	429	531	500	490
Motor Vehicle Fatalities	1	0	0	0
Total Motor Vehicle Stop/Crashes	3,833	4,322	3,877	5,830

FEES COLLECTED	FY2016	FY2017	FY2018	FY2019
Beach Permits	\$437,700	\$454,925	\$435,500	\$500,520
FID/Pistol Permits	\$3,512	\$4,835	\$7,598	\$9,034
Taxi Permits	\$13,475	\$8,725	\$5,275	\$6,425
Parking Permits	\$80,275	\$76,825	\$64,735	\$67,720
Parking Fines	\$243,895	\$295,795	\$315,856	\$333,790
Alarm Registration Fees	\$109,738	\$113,988	\$125,700	\$114,810
All Other Fees	\$22,741	\$9,135	\$19,906	\$24,983
Total Fees Collected	\$911,336	\$965,229	\$974,569	\$1,057,282

SUMMARY OF BUSINESS LICENSING AND PERMITTING STATS

PARKING PERMITS ISSUED	FY2016	FY2017	FY2018	FY2019
Residential Parking Permits				
Residential Parking Permits (\$50)	345	347	359	339
Residential Parking Permits (\$75)	22	-	-	-
Residential Parking Permits (\$100)	217	183	192	211
Residential Parking Permits (\$250)	5	21	12	12
Residential Parking Permits (\$500)	6	9	3	4
<i>Total Residential Parking Permits Sold/Issued:</i>	595	560	566	566
Commercially Registered Vehicle Permits				
Commercial Vehicle with Residential Parking Permit (Un-Restricted)	33	31	-	-
Commercial Vehicle with Residential Parking permit (Restricted)			13	11
Commercial Vehicle Registered on-island (\$25)	118	115	14	2
Commercial Vehicle Town Lot Permits (\$400)	25	30	3	0
Commercial Vehicle Town Lot Permits (\$1,000)	-	-	5	6
<i>Total Commercial Vehicle Permits Sold/Issued:</i>	176	176	35	19
Misc. Parking Permits				
Guest House and Hotel Parking Permits (\$100)	50	77	53	55
Temporary Licensed Contractor Parking Permits (Free)	220	-	-	-
Temporary Licensed Contractor Parking Permits (\$10 per day)	-	4	1	3
Temporary Residential Parking Permits (\$10 per day)	936	988	955	935
Long-Term Parking Permits (\$10 per day)	0	0	0	0
Courtesy Van Permits (\$100)	8	8	8	5
Live-a-board Parking Permits (\$50)	0	15	10	12
Live-a-board Parking Permits (\$100)	0	2	4	4
Town Pier Parking Permits (Free with paid Boat Slip)	94	94	91	93
Silver Street Parking Permits (Free)	3	2	3	15
<i>Total Misc. Parking Permits Sold/Issued:</i>	1,311	1,190	1,125	1,122
Total Parking Permits Sold/Issued	2,082	1,926	1,725	1,707

ALCOHOL, ENTERTAINMENT and COMMON VICTUALLER PERMITS ISSUED	FY2016	FY2017	FY2018	FY2019
Annual Liquor Licenses	46	47	50	49
Seasonal Liquor Licenses	49	50	49	46
Temporary Alcohol Pouring Permits	110	154	102	120
Entertainment Licenses	105	71	71	73
Common Victualler Licenses	149	129	121	113
Total Licenses/Permits Issued	459	451	393	401

TOWN PIER, SHELLFISH and BEACH PERMITS ISSUED	FY2016	FY2017	FY2018	FY2019
Beach Stickers	4,567	4,559	4,613	4,764
Mooring Permits	2,400	2400	2,034	1,757
Mooring Wait List	-	-	-	760
Shellfish Buttons	1,297	1,579	1,628	1,454
Town Pier Slip Permits Issued	100	94	91	93
Total Marine Related Permits Issued	8,504	7,668	8,366	8,828

MISC PERMITS, LICENSES and APPLICATIONS PROCESSED	FY2016	FY2017	FY2018	FY2019
Taxi Driver Licenses	253	231	169	158
Special Event Permits	225	317	250	237
Fingerprints Submitted for Civil Licensing	259	275	236	236
Town Pier Lottery Applications Processed (A every 2 yrs., B annually)	302 (A&B)	127 (A&B)	357 (A&B)	228 (A&B)
Street Performer Permits	66	46	50	42
Rental Car Medallions	702	702	702	700
Mobile Food Unit Permits	11	8	7	8
Total Misc. Permits and Applications	1,816	1,704	1,771	1,609

It continues to be an honor to serve Nantucket as the Police Chief for the past fourteen plus years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next fiscal year, we will do so with an objective to serve you, the citizens of Nantucket, better.

Respectfully submitted,

William J. Pittman
Chief of Police

SCHOOL REPORTS

This report is a summary of school departments for the July 1, 2018 to June 30, 2019 school year and was prepared by Superintendent W. Michael Cozort, with input from each school department head.

NANTUCKET PUBLIC SCHOOLS

The 2018-2019 school year was a successful one for your public schools on Nantucket! For the first time in ten years, enrollment has leveled off, although a large bubble of students entered the middle and high schools.

School Enrollment Academic Years 2014 - 2019

	NES	NIS	CPS	NHS	Total
October 2013	683		348	450	1,481 students
October 2014	723		334	460	1,547 students
October 2015	722		332	513	1,567 students
October 2016	717		330	541	1,588 students
October 2017	365	378	349	535	1,627 students
October 2018	379	387	381	539	1,686 students
October 2019	403	352	396	537	1,688 students

Our foremost goal is always raising student achievement. To that end, our building administrators worked with our two Directors of Curriculum and Assessment for the district pre-K-12: Michael Horton – STEM (Science, Technology, Engineering and Math) and Jean Witt – Humanities (ELA, Social Studies, Languages and the Arts). Their responsibilities included: curriculum mapping and unit development; assessment analysis; district professional development; mentoring; and federal grant management. During the school year, our administrative team remained mostly intact, with just two changes: Ms. Jaime Bailey as the Assistant Principal at the middle school; and Jennifer Erichsen as our new Technology Director.

We know that we must remain committed to ensuring that our students' physical, social and emotional needs are met as well. A strong physical education program, exciting music/arts programs, varied world languages and broad vocational education are integral to that and I am proud to report that we have maintained our commitment to each of those. We have responded to concerns for students' safety and well-being through the addition of guidance counselors and student support programs, as well as contracted supports with island agencies.

The school district continues to maintain relationships with local organizations. The Nantucket Historical Association, the Egan Maritime Institute, the Nantucket Land Council, the Maria Mitchell Association, ReMain Nantucket, the Boys' & Girls' Club and Strong Wings are among the community organizations that provide students with enrichment opportunities.

We are blessed to have students who demonstrate excellence in the classroom, on the playing fields and in their extracurricular and volunteer activities. After graduation, some students travel, some go directly into the world of work, and many of our students have been accepted to outstanding colleges and universities.

Students who graduate from the Nantucket Public Schools can, if they work hard, go anywhere and be successful!

State Assessment Results

2019 was the 3rd annual administration of the Next Generation MCAS for English Language Arts (ELA) and math in grades 3-8. However, it was the first year of the new system for ELA and math in grade 10 and 'Legacy' MCAS were administered for science in grades 5, 8 and 9. Here are the results from each grade-level as compared to state averages:

2019 MCAS ELA

	Not Meeting Expectations	Partially Meeting Expectations	Meeting Expectations	Exceeding Expectations
Grade 3 2019	5%	47%	44%	5%
Grade 3 State	8%	36%	46%	10%
Grade 4 2019	9%	56%	30%	6%
Grade 4 State	9%	39%	43%	9%
Grade 5 2019	6%	41%	47%	6%
Grade 5 State	9%	39%	45%	7%
Grade 6 2019	13%	38%	44%	6%
Grade 6 State	13%	33%	41%	13%
Grade 7 2019	19%	40%	33%	8%
Grade 7 State	13%	38%	40%	8%
Grade 8 2019	13%	54%	29%	4%
Grade 8 State	14%	35%	40%	11%
Grade 10 2019	7%	29%	52%	12%
Grade 10 State	8%	31%	48%	13%

2019 MCAS Math

	Not Meeting Expectations	Partially Meeting Expectations	Meeting Expectations	Exceeding Expectations
Grade 3 2019	10%	48%	37%	5%
Grade 3 State	13%	38%	40%	9%
Grade 4 2019	14%	62%	22%	2%
Grade 4 State	12%	39%	41%	8%
Grade 5 2019	7%	45%	45%	3%
Grade 5 State	10%	42%	43%	6%
Grade 6 2019	10%	51%	37%	2%
Grade 6 State	10%	38%	41%	10%
Grade 7 2019	17%	57%	21%	5%
Grade 7 State	13%	39%	37%	11%
Grade 8 2019	15%	48%	33%	5%
Grade 8 State	12%	41%	37%	10%
Grade 10 2019	9%	34%	51%	5%
Grade 10 State	9%	33%	45%	13%

For the science results, 2019 was the first year of fully assessing the Next Generation Science Standards. The same scoring system for ELA and math is now in place for science in grades 5 and 8:

2019 MCAS Science

	Not Meeting Expectations	Partially Meeting Expectations	Meeting Expectations	Exceeding Expectations
Grade 5 2019	7%	46%	43%	4%
Grade 5 State	12%	39%	40%	8%
Grade 8 2019	13%	54%	29%	4%
Grade 8 State	14%	35%	40%	11%

High school science (Biology) results were reported one last time using the 'Legacy' MCAS achievement levels: Warning - Needs Improvement – Proficient - Advanced:

2019 MCAS Biology

	Warning/Failing	Needs Improvement	Proficient	Advanced
High School Biology 2019	6%	14%	50%	30%
Biology State	9%	18%	44%	29%

SUMMARY

Accountability targets are set by the state for each school and for the district. The goal is to earn 75% of total possible weighted points in the combined categories of: ELA, math, and science achievement, ELA, math, and science growth, high school completion, English language proficiency, and absenteeism. School and district 'labels' are based upon cumulative results from 40% of 2018 scores and 60% of 2019 scores:

Accountability

	2018	2019	Cumulative	Label
NIS	78%	82%	80%	Meeting/Exceeding Target
CPS	64%	62%	63%	Substantial Progress Toward Target
NHS	44%	83%	67%	Substantial Progress Toward Target
NPS (district)	61%	77%	70%	Substantial Progress Toward Target

*NES does not receive a state designation as students in pre-K-k-1-2 grades do not participate in MCAS.

Summary of Nantucket's 2019 results:

- New accountability system (Target is 75): NIS: 82, CPS: 62, NHS: 83; shows that NIS and NHS both made accountability targets.
- Students at the middle school (CPS) with high needs (students with disabilities and English Language Learners) scored well above their peers across the state.
- The high school scored above the state average (Scaled Scores) in English and Science and just below the state average in mathematics.

Nantucket Elementary School - submitted by Kimberly Kubisch, Principal

2018-2019 was a fantastic year at Nantucket Elementary School. The administrative team in place included Kimberly Kubisch, Principal, and Nina Slade, Assistant Principal. We have settled into our role as the first formal educators for some children and the first entry into the Nantucket Public Schools. As a staff, our philosophies are in sync with this tremendous responsibility. Our enrollment continued to grow, with over 380 students in four pre-kindergartens, six kindergartens, six first grades and five second grades. In addition, we have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges.

The staff and students embrace Responsive Classroom as the classroom management model for the school. All grades were utilizing Eureka Math this year for mathematics standards teaching. In addition, all grades are utilizing Foundations for phonics instruction. In writing, we continue to use the resources from Teachers College Reading and Writing Project (Columbia University). We made a significant shift to using the Reading Workshop model for our core reading instruction. With this adoption, we melded the books and resources from Fountas and Pinnell Classroom into our leveled libraries in each classroom. We were so pleased to have made significant investments in books for all. Staff knows that these programs are resources to use as they teach students to master the Massachusetts Standards.

We were very pleased to offer some wonderful professional development opportunities for our staff. We had Heather Johnson from Looney Consulting to support math instruction and Jeanne Tribuzzi for professional development in Reading and Writing Workshop. Both providers did whole staff trainings, grade level trainings and individual coaching and modeling. We also had professionals from the Wilson Company to train all staff in the fall and supplied us with a few webinars throughout the year for our phonics program. Donna Johnson, Elementary Literacy Coordinator, served as a literacy coach for us, assisting new teachers and grade level teams and providing K-2 professional development around Reading Workshop. One of the most significant shifts we made this year was to build in Professional Learning Committees. Each grade level team met weekly to discuss literacy teaching one week and math/science teaching the next week. These were incredibly beneficial for planning, reviewing, sharing best practices and discussing student achievement.

The NES staff utilized a great deal of student performance data. AIMS web was collected to analyze student performance in reading and math three times during the year. Teachers also utilized assessments with the Journeys and Eureka resources, as well as Fountas and Pinnell Reading Benchmark Assessments. MCAS results from 2018 also helped to provide necessary student information. After analyzing the information collected, we instituted required written responses to reading, citing text evidence and use of sentence frames. Another significant move in all of our classrooms was to teach and celebrate reading and writing stamina. We want our students to love reading and to persevere in it when they are challenged with difficult text.

Our school provides learning support for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. We strive to create balanced and some co-taught classrooms at every grade level, with students who have special needs and students who receive ELL services spread across classrooms supported by teaching assistants and/or certified Special Education teacher at every grade.

It was another productive, primary-focused year at NES. We had a lot of time to work collaboratively to plan the best programs, curricula, interventions, enrichments and supports for all of our students. Our staff

collectively believes that we must provide the strong foundation for our students in these first few years of their formal education. We relish this role. Our children continue to be well served for the future.

Nantucket Intermediate School - submitted by Evemarie McNeil, Principal

During the 2018 - 2019 school year, Nantucket Intermediate School staff and students were proud of the growth and progress achieved in year two of our existence. Our administrative team, including Elise Goeglein as assistant principal, was greatly complemented by the addition of Donna Johnson, English Language Arts (ELA) coordinator and literacy coach for both NES and NIS. Solid gains were made in teaching and learning as a result of Donna's collaborative leadership with administrators and teacher leaders.

Our focus on reading and writing instruction included the adoption of a new curriculum for reading, the implementation of teacher leaders to support ELA curricular work and a renewed focus on the assessment of student learning against the standards. While ELA took center stage for our professional development throughout the school year, we continued to embrace the Eureka math program, which focused on developing students' mathematical conceptual understandings and the application of math concepts to solve problems. Teachers' continued study of the program nuances and the hard work and perseverance displayed by teachers and students resulted in some impressive growth as evidenced by our MCAS performance.

In 2019, NIS met or exceeded MCAS accountability targets overall for the second consecutive year, indicating we are on the right track with our efforts to improve academic teaching and learning. Our standard score for ELA was 498.5 which was the target score. Our standard score for Math was 495.0 which exceeded the target score of 493.0, thus overall ELA performance was slightly stronger than math performance, but math growth was stronger.

Social and emotional learning continued to be prioritized during the 2018 – 2019 school year with the addition of more guidance counselor support and a focus on better meeting the needs of all of our students, including those who struggle with emotional and behavioral regulation. All students engaged in classes with guidance counselors learn things like managing conflict with peers, advocating for one's needs and respecting our diversity as individuals.

Other highlights of the 2018 - 2019 school year included our continued partnerships with Nantucket organizations to enhance the curriculum, the introduction of Spanish language and culture for all 4th and 5th graders, continued collaboration between specialist teachers and classroom teachers and the strategic use of technology to support and enhance learning. Throughout the school year NIS educators maintained an intentional focus on teaching the whole child and promoting student success academically, socially, emotionally and physically.

We are excited by and proud of the accomplishments of our students. This is due to their hard work and the unrelenting efforts of our dedicated and caring staff.

Cyrus Peirce Middle School – submitted by Julie Lamoly, Principal

The 2018 - 2019 school year was one full of exciting learning opportunities for the Cyrus Peirce Middle School. In order to increase administrative and teacher support, Principal Peter Cohen hired Fernando Jones as Dean of Students and Assistant Principal Jaime Bailey.

CPS started the school year with the renovation of the Suzanne T. Gardner Library (NHS and CPS). Rebecca Hickman, certified library teacher, was hired as the new CPS Librarian. She joined NHS librarian Lori Robbins in preparing the new space for its opening in November. Becky and Lori created a welcoming and resource-rich setting for students, staff and community where all can commune to study, research or browse for a new book. Our new library offers great opportunity for collaboration among staff, whole class and small group instruction as well as independent workers. Additionally, the new librarian position allowed Mrs. Hickman additional time for instructional support and collaborative interaction with CPS teachers. All through the year the librarians worked hard to organize the collection and are still working on that process today.

The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive yet challenging environment and to provide them with 21st century skills for success in high school and beyond. Staff professional development focused on Kim Campbell with the message of building relationships, high expectations for all and implementing relevant, engaging lessons for middle level students. Teachers continued with curriculum development and revision of units of study for each subject in order to ensure that it matched the state standards so that our students were exposed to grade level texts, challenging tasks and engaging learning experiences to propel them to the next grade level.

CPS has many strengths including collaborative, quality educators and a wonderfully supportive community. The Cyrus Peirce Middle School hopes to continue building on these strengths to ensure that we are a student-centered middle school offering a positive environment for students. We continued to implement our Advisory program, expanding to 33 Advisory groups (27 groups in 2017 - 2018). Each group was meant to provide a familial experience within a school setting that included a consistent advisor, a home base and a small group of students across grade levels. The Win/Win program continued as well, where students were able to have extra time in the school day to work with teachers to bolster learning or provide enhancements for curriculum that needed additional support or practice. Much of the extended learning from Win/Win was based on classroom data collection, such as formative assessments, unit assessments and MAP (Measures of Academic Progress) assessments.

CPS implemented Student Led Conferences (SLC), an alternative style of conferencing that is proving to be an impactful way to engage adolescents in understanding and taking ownership of their learning as well as maximizing parent/family participation (70% attendance rate). SLC also created an additional opportunity to strengthen school and family partnerships in order to collaborate and implement goals and strategies for supporting learning at home. Students used Seesaw, a web-based tool that allows students to upload work samples into a digital portfolio, to reflect and report on their progress and show examples of their work. Conferences were held in advisory spaces and students were not only proud of their ability to review their progress and areas in need of improvement, but they were also excited to show parents their tech skills in creating this digital portfolio. CPS is looking forward to continuing with student-led conferencing in the future.

Some of the greatest priorities of CPS was to accelerate student growth and achievement and provide staff impactful professional development opportunities for improved instruction. The coursework and programming are typical for middle level learning and we work to balance extracurricular events and programs to increase the quality of the middle school experience. The transition from elementary school to middle school can be a difficult time for some of our students. CPS staff consistently works together to ensure that students are actively engaged in their learning and continue to grow and learn academically

and emotionally in order to have the foundational knowledge and skills to continue studies in their secondary education.

Nantucket High School – submitted by John Buckey, Principal

Nantucket High School graduated its largest class in history with the Class of 2019 – 136 students crossed the stage on June 9, 2019 to be handed their diplomas from School Committee Chairwoman Jennifer Iller, Superintendent of Schools W. Michael Cozort and Principal Dr. John J. Buckey. State Representative Dylan Fernandes served as the graduates' selected commencement speaker along with class Salutatorian, Anna Steadman and Valedictorian, Beck Barsanti. The Nantucket community once again generously supported our graduates with over \$500,000 in local scholarship dollars. The Nantucket Golf Club Foundation named Jenna Genthner and Jennifer Lamb as their two scholars for 2019.

The 2018 - 2019 academic year was overflowing with successes for our Nantucket High School students. NHS students saw growth in MCAS. We once again produced impressive results in our Advanced Placement program with eight of our eleven programs achieving an average score of three. Of particular note were our math and science scores in AP Calculus, Environmental Science and Chemistry. Calculus had the highest number of students scoring the top score of five in school history. Scores in the humanities continued to be strong. Qualifying AP scores can potentially result in students earning college credit at some post-secondary options. Our School to Career Program placed our largest number of students across our island community. These extended learning opportunities augment the high school experience and provide valuable partnerships with myriad organizations and businesses. We welcomed new staff in special education – China Davis, Wellness – Natalie Thompson, Guidance – Julia Chumak and Social Studies – Leslie Brannigan. We had over two-thirds of our student body participate in at least one co-curricular activity; the same percentage participated in interscholastic athletics. Students traveled across the country and around the world with trips to Boston, New York and Italy. Our faculty and staff worked on developing a "Vision of a Graduate," which outlines the skills and abilities we want for each of our graduates at the end of their four-year Nantucket High School experience. This work was done in preparation for an accreditation visit with the New England Association of Schools and Colleges (NEASC). We transitioned from a traditional parent/teacher conference model to student-led conferences in December. Our Innovation Pathways program completed its first year. Innovation Pathways has us partnering with several island institutions including Nantucket Cottage Hospital, UMass Field Station, the Coast Guard and Egan Maritime Institute.

Nantucket students excelled beyond the classroom as well. Whaler Pride was alive with Nantucket athletics earning varsity league championships in every season. We had student-athletes recognized as MVP's and conference All-stars across all three seasons as well. Our new tennis team had a successful inaugural season. Perhaps our most interesting athletic development was the return of the Island Cup, which was played at home here on Nantucket. On the stage, we enjoyed a wonderful fall drama production under the direction of our new advisor, Elisa Gilgen, with *Rumors*. The spring musical, *Wonderful Town*, was an overwhelming success. We appreciate the partnership our student thespians have with Theater Workshop to participate in their productions, including *The Sound of Music*. The Accidentals and Naturals dazzled audiences throughout the year, ending with the Masterwork concert in May. The Artists Association maintained its partnership with our student artists, providing a gallery show, also in May.

Nantucket can and should be proud of the students who graduate from our school. We have students who are accepted to top colleges and universities across the country. We are also delighted when one of our students is the first in their family to graduate from high school or the first to go to college. Some students

make commitments to the armed forces and many go directly into the workforce, often using the vocational skills they acquired in their high school experience. Whatever their direction, we are confident that our graduates have the skills and determination to be successful!

Special Services – submitted by Michele Brady, Ph.D., Director

The Special Services Department at Nantucket Public Schools oversees the provision of special education services and 504 accommodations for students. Students are eligible for a 504 plan if they have a disability and need accommodations in order to access the curriculum successfully. Students are eligible for special education services through an IEP (Individual Education Program) if they have a documented disability and need specialized instruction and/or related services to make progress. Students are eligible for an IEP between the ages of 3 and 22 years old, or until the student receives a high school diploma.

As of June 1, 2019, the number of Nantucket Public School students on IEPs was 254 and represented approximately 15% of our student body. This disability rate is below the state average of approximately 18%. This number (254) includes students who were publicly funded to go to residential schools but does not include students who attend private schools at parent expense. Last year we had nine students on IEPs and parentally-placed at private schools. Students attending private schools in Nantucket (such as the Nantucket New School or Lighthouse School) typically received services only (such as speech and language therapy or specialized reading instruction). The Department of Elementary and Secondary Education requires that each school district provide services to eligible private school students through a portion of the IDEA grant.

Over 292 Nantucket students received services through an IEP at some point during the 2018 - 2019 school year. This number includes students who were withdrawn or transferred and 12 students who were re-evaluated and found not eligible at some point during the school year, 20 students who graduated and 11 students who were parentally funded and placed in private schools.

In addition to students who have IEPs, approximately 122 students with disabilities received accommodations in accordance with 504 Accommodation Plans. This is a large increase from last year when there were 78 students on 504 plans. While most of the accommodations provided to students were classroom accommodations to facilitate learning and provide access to the curriculum, accommodations can also include support to attend school activities, support for personal needs, support for transportation and support to navigate the school buildings.

In order to receive Special Education Services, students must be evaluated to determine initial eligibility and then every three years to re-evaluate the student's eligibility. In addition, occasionally students receive additional evaluations to determine their level of progress and or need for a particular service. During the 2018 - 2019 school year, the Special Services department conducted 106 initial evaluations on students in Pre-Kindergarten to 12th grade to determine Special Education eligibility. This is an increase of 11 initial student evaluations compared to the previous year. Of the 106 students, 68 were found eligible and offered an IEP. Our school psychologists or special education personnel also conducted three-year re-evaluations for 71 students. In sum, there were 177 initial evaluations or re-evaluations completed, in addition to supplemental evaluations to determine service needs. This represents an increase of 13 more evaluations completed.

The preschool teachers and related service providers also conduct evaluations. They completed 28 screenings and 23 evaluations to determine eligibility for special education preschool and services. There were 43 students who received special education preschool services as of June 2019.

Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our general education classrooms whenever possible. This approach is not only mandated by the Massachusetts Department of Elementary and Secondary Education, but it helps our students with disabilities learn social and academic skills along with their peers. As a result, the district implements co-teaching classrooms or “push-in support” so that students are educated within the general education classroom. In co-taught classrooms, a content teacher and a special education teacher work together to instruct all students in the class so that everyone benefits from the blended skills, knowledge and experiences of two highly qualified teachers. The Pathways preschool program provides integrated preschool classrooms where students with disabilities from ages 3 to 5 are taught alongside of their peers.

Nantucket Public Schools provides a continuum of supports and services for special education students. Our system-wide support services include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy, speech and language therapy, physical therapy, behavioral consultation, counseling, social skills instruction, early intervention support, extended school year services, evaluations and assessment. We also provide transitional services for our 18 - 22-year-old population, focusing on vocational and life skills. For the fifth year in a row, Nantucket High School students with disabilities participated in the Cape and Islands Special Olympics Spring Field Event. Students competed in team and individual events such as jumping, running, throwing, catching and balancing.

During the 2018 - 2019 school year, the Department of Special Services provided a range of professional development activities including behavioral and special needs consultation with two behavior analysts (BCBAs) from Horizons Consulting Group. Nantucket Public Schools also worked with James Levine Associates for social-emotional-behavioral consultation and Landmark Outreach services to provide consultation to teachers in co-teaching and language-based learning disability classrooms.

The district provided several trainings on de-escalation (QBS), behavior, confidentiality, writing measurable IEPs, and provided funds for staff to attend such conferences as Systemic Student Support Academy, Mindfulness, School Psychologist Conference, The Behavior Code, Wilson Reading, Writing Effective IEPs, Legal Research Publications National Special Education Conference and Harvard Medical School Mental Health. Special Education staff also attended professional development within their school buildings.

English Language Learners – submitted by Kelly Cooney, Director

The English Learner (EL) population has remained steady from 2018, with approximately 300 students. Fifty percent of English Learner students in Nantucket were born in the United States with the other fifty percent originating in thirteen foreign countries: El Salvador, Dominican Republic, Brazil, Guatemala, Lithuania, Spain, Uzbekistan, Bulgaria, Honduras, Colombia, Jamaica and Thailand. Our students speak sixteen different foreign languages in addition to English. The multilingual and multicultural students and their families contribute to the dynamic nature of our community.

English Learners comprise about 16% of student total enrollment. These students take a state test every year to determine their progress in developing English proficiency. In 2019, 61% of Nantucket EL students

made progress on the standardized ACCESS test, as compared to 50% of the state's EL population. In addition to these K-12 English Learners, who are in ESL classes, there are approximately 622 students, or 37% of the student body who are either former English Learners, or who never received ESL but are bilingual.

The mission of the EL Program in the Nantucket Public Schools is to provide research-validated, systematic, explicit and sustained language instruction to English learners, designed to develop social, instructional and academic language within the four language domains (speaking, listening, reading and writing) in conjunction with subject matter content (language arts, mathematics, science and social studies). We employ a Director of English Learner Services, who oversees compliance with Massachusetts Department of Elementary and Secondary Education regulations, coaches and evaluates English as a Second Language (ESL) teachers, two Bilingual Support Specialists and the district translator; facilitates professional development in implementing SEI practices with all staff; facilitates parent outreach and oversees ESL curriculum development. We currently have ten full-time ESL teachers, two each at Nantucket High School and Cyrus Peirce Middle School, three at Nantucket Intermediate School and three at Nantucket Elementary School. Nantucket Public Schools is currently in Tiered, Focused Monitoring, which is a compliance audit with the Massachusetts Department of Education.

As demographics continue to change, the schools are addressing the needs of our students to ensure social and academic achievement for all.

Nantucket Public Schools Facilities Department – submitted by Diane O'Neil, Director

The Nantucket Public Schools Facilities and Grounds Department is responsible for maintaining over 50 acres of property and 385,000 square feet of building space. The staff does a remarkable job juggling cleaning, moving, mowing and fertilizing schedules around afterschool programs, sports, summer school programs and camps. This is all achieved in a team environment with the combined effort of every hardworking Facilities and Grounds employee. FY 2019 was a very productive year for NPS Facilities and Grounds. Projects that were completed in the 2018 - 2019 fiscal year include:

- At NES: finished interior hallway painting project; installed keypads on the lobby interior door sets, creating a safety vestibule for students and staff; repaired the PA system; replaced amplifiers; replaced the kitchen dishwasher; and did a lot of HVAC work throughout the building.
- At NIS: resolved some ongoing HVAC issues; added some trees behind the building; and added new card readers for easier staff access.
- At CPS: extensive work on the HVAC system and renovated the library.
- At NHS: renovated the entire library; installed padding on all of the interior gym windows for safety; replaced some concrete on the front apron; replaced the auditorium amplifiers and sound board; added new card readers for easier staff access; constructed a safety vestibule; and did extensive HVAC work throughout the building. We also completed several National Grid energy upgrades, including the library lighting, the stage lighting in the auditorium, some hallway lighting replacement and we replaced all of the stadium lighting on the football field.
- At the Central Office/Grounds and Athletics: upgraded our security software; built the Athletic Storage Building on Backus Lane; replaced the sound system on the football field; replaced sod in many field areas; replaced the chain link fence surrounding the outdoor basketball court; and added many safety and security features to all schools.

The Facilities and Grounds staff works very hard to maintain all existing School facilities. Safety and security of the school buildings and grounds remains a top priority for us, and we added many features to make our schools a safer place for students and staff.

Nantucket Community School - submitted by Tracy Roberts

Nantucket Community School (NCS) offers affordable, high-quality, year-round programs for all ages. We utilize the public school buildings, a downtown campus at 56 Centre Street and various sites and Town fields across the island to offer programs that are responsive to the community's needs and interests. The 2018 - 2019 school year was filled with many opportunities for the NCS to accomplish our mission of *Engaging, Strengthening and Connecting our Community*. We continue to work within strong partnerships to positively impact the community while working to fill identified gaps and areas of need across the island.

Early Childhood Education (ECE) - Our ECE programs, funded in part by the Coordinated Family and Community Engagement Grant from the Department of Early Education and Care, engaged a growing number of families with young children in our parent education classes, playgroups and family events this year. Being housed in the Nantucket Elementary School continues to be a critical component to our success. We've created a space where families can become familiar with the school surroundings and access support from NCS and NPS all in one location.

Children's and Teen Enrichment - Participation in our many Children's Enrichment programs included DanceWorks (175 dancers), pre-K and school age Extended Day (55 children), as well as gymnastics, tennis, art, science, fitness, garden and culinary classes. We successfully hired and trained a new Driver's Education Coordinator for our thriving Driver's Education Program. Enrollment numbers continue to grow in Driver's Education as does the teen participation in Leadership Explorers, facilitated in collaboration with the School's Resource Officers.

Summer Programs - NCS's summer programming continued to flourish over the seven weeks in 2018, including ACKventure Day Camp programming (394 campers), sports camps (622 campers) and youth tennis clinics (212 participants).

Adult Education & Enrichment (Adult Ed) - The Adult Education and Enrichment Department, based at 56 Centre Street, continues to grow and develop programming to support all facets of life on the island. With an enrollment of 851 (an increase of 249 participants in FY 2019), Adult Ed offered classes in Business and Professional Development, College and Career Readiness, Foreign Language and ESOL, Health and Fitness and Home and Family programs.

Nantucket Community Pool (NCP) - NCP aquatics staff worked hard to balance the needs of our two swim teams and our island-wide community members (adults, seniors and families). The pool was filled more than two-thirds of the time during school hours over the course of the year. During this time, they served our 3rd through 12th grade NPS students by providing lifeguard supervision, differentiated swim instruction and enhanced water-based Physical Education instruction. Community-based youth Learn-to-Swim class participation was lower than FY 2018, classes were full, memberships declined, and day pass numbers remained constant. Scheduling equal access for all patrons continues to challenge the pool as the district and island's population grows.

Our programming does not happen without the community! During FY 2019, NCS was fortunate to receive grants and donations from ReMain Nantucket, Nantucket Cottage Hospital's Community Health Initiative,

The Nantucket Fund™, the First Congregational Church, the T Theory Foundation, the Nantucket Golf Club Foundation, Nantucket's Park and Recreation Commission, Poets Corner Press, the Will Brown Scholarship Fund via the Community Foundation for Nantucket and Nantucket Education Trust, as well as, the CFCE Grant. These generous gifts, along with revenue collected via the Community School's low program fees and the yearly Town appropriation, helped to support NCS in our mission and work.

Technology Department – submitted by Jenn Erichsen, Director

The Nantucket Public Schools Technology Department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting and staff professional development in the use of these systems and applications. There are four primary areas that the district technology department focuses on: Educational Technology; Infrastructure; Professional Development; Data Collection and Reporting.

Educational Technology

The district Technology Department evaluates resources annually and regularly adds and upgrades classroom technology including interactive panels, desktop computers, laptop computers, iPads and Chromebooks. Obsolete equipment is removed from service and recycled. GSuite has become the standard for educational software in the NIS, CPS and NHS classrooms. The 1:1 program now includes CPS and NHS, along with Chromebook carts for all classes in NIS and the 2nd grade at NES. Students in Grades 9-11 received a district provided device and Grade 12 students either bring their own device (BYOD) or may request a school issued device. MCAS 2.0 was administered to Grades 3-10 on the Chromebooks.

Infrastructure

The district was able to acquire new technology tools in all three schools. Upgrades were made to aging SMART Boards and Projectors in NES and replacement of SMART Boards and projectors with Clear Touch panels in NHS. Students in the 10th grade were issued Chromebooks to replace 4-year old devices. This brings our Chromebook total in the district to over 1600, over 1200 of which are in use by students; and, we also have over 200 desktop computers districtwide. Fourteen laptops and desktops have been purchased to swap out old computers. This technology is supported by four technicians and a Database Specialist. The district was awarded ERATE funding to upgrade Access Points throughout all schools. Internet bandwidth remains 300Mbps also using ERATE funding.

Professional Development

The focus for professional development continues to be high-quality training for using technology in the classroom. Sessions continued to be offered for the SMART Board and Clear Touch Panel interactive whiteboards, Blackboard website development along with Google Apps for Education.

Reporting - Department of Education (DESE) Data Collection

The Technology department coordinates state data collection efforts, provides professional development to data entry staff and maintains the software and hardware necessary to perform these tasks. DESE data collection for student demographic, staff and teacher highly qualified and course catalog data is performed in October, March and June of each school year.

The Nantucket Public Schools have improved each and every year, thanks to an accomplished administration, a dedicated faculty, supportive parents and students who strive to excel. We are committed to creating a system that continues to get better. We have sustained our commitment to our facilities, expanded our programming for all students and provided meaningful professional development for our faculty. We are raising the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community-at-large. We thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort
Superintendent of the Nantucket Public Schools



COUNTY REPORT

REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2019 is as follows:

- The total number of instruments recorded was 7,041
- The total revenues received and disbursed was \$5,655,261.98

Revenues disbursed to the County were as follows:

Recording fees and copies	\$164,117.34
Interest	0
Minus bank charges	
Other monies	0
Deeds Excise Fund ¹	778,750.11
Total	\$942,867.45

Revenues disbursed to the state were as follows:

Deeds Excise ²	\$4,197,721.53
CPA Surcharge ³	132,400.00
Technology Fee ⁴	35,730.00
State Recording Fees ⁵	346,543.00
Total	\$4,712,394.53

Our total number of instruments recorded decreased 5% from last fiscal year. Our total revenues from recording fees decreased 8% from last fiscal year. Our total revenues from Deeds Excise decreased 7% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

¹As a result of the state takeover of the County sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to pay down the debt of the Public Safety Facility.

²Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010, the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).

³The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds, and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

⁴Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2020.

⁵Chapter 4 of the Acts of 2003 also raised the recording fees. The State Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Beamish and Administrative Assistant Amanda Furtado.

Respectfully submitted,

Jennifer H. Ferreira
Register of Deeds



TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS

ABATEMENT ADVISORY COMMITTEE

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

During fiscal year 2019 the Committee was able to assist the Assessor in the timely review and disposition of 158 real property abatement applications.

Respectfully submitted,

Judith A. Moran
Chairwoman

ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS

Five Advisory Committee of Non-Voting Taxpayers (ACNVT) meetings were held during fiscal year 2019. Two meetings reached a quorum.

On July 14, 2018, Tucker Holland, Nantucket Housing Specialist, went over in great detail various affordable housing projects in the works, providing a map of their locations and identifying the Town entities and others including 40B developers associated with the projects. The proposal to finance affordable housing by the Town with a 2½ % fee on real estate transfers awaits state legislative action and has ACNVT support. ACNVT asked that seasonal residents' concerns be kept in mind such as traffic issues and fairness in taxation.

On July 28, 2018, ACNVT members expressed concern about reaching a quorum, about summertime commercial construction, limiting the number and location of licensed marijuana outlets and safe biking, suggesting that the Town form a bike safety committee to make recommendations.

On August 18, 2018, Finance Committee Chair David Worth reported that more than 80% of the residential real estate tax levy was paid by those domiciled off-island. About 2,200 year-rounders benefit from residential exemption, currently 20% of the average assessed residential value. Tax rates are near Massachusetts's lowest. ACNVT was urged to get seasonal resident concerns to Town policy makers before town meeting. Town Transportation Planner Mike Burns got ACNVT support for a Harbor Place intermodal transportation center and for Town plans and Special Town Meeting funding of transportation infrastructure upgrades.

On September 1, 2018, Allen Reinhard, a former Select Board member serving on many Nantucket committees, recalled ACNVT's formation to quell anger after the 20% residential exemption was first adopted, noting it was much needed. He also recalled getting Nantucket Town and County charters adopted, to great advantage. He favors open town meeting, not representative town meeting, as do ACNVT members. The Nantucket Community Association-sponsored Summer Forum was commended as a great

way for summer residents to voice their concerns directly to Town officials.

On June 29, 2019, Town Manager Libby Gibson summarized issues facing the Town. ACNVT members responded with support for Town licensing of short-term home rentals, perhaps with inspection. To assure a seasonal resident voice at town meetings, ACNVT might work with an island non-governmental organization. An ACNVT member suggested a stronger school civics program to strengthen future voters. Asked the main concern of seasonal residents, ACNVT members said it was traffic congestion.

Thanks to vote of the 2019 Annual Town Meeting, ACNVT was able to meet the amended quorum requirement.

Respectfully submitted,

Donald Green
Chair

CEMETERY COMMISSION

Allen B. Reinhard, Chairman	2020
Lee Saperstein, Secretary	2021
Barbara White	2022
Scott McIver	2020
Fran Karttunen	2021

Robert McNeil, Cemetery Administrator

The purpose of the Nantucket Cemetery Commission is to provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket; to provide complete and accurate records of those buried in Town controlled cemeteries; and to develop and maintain record keeping procedures, systems and regulations in order to assure the respectful committal of human remains on Nantucket. Cemeteries controlled by the Town are: Founders Burial Ground, the Historic Coloured Cemetery, Miacomet Burial Ground, New North, Newtown, Old North, Polpis and Quaker Cemeteries and Quaise Asylum Burial Ground.

The Commission focused on implementing our Cemetery Improvement projects especially at Quaker Cemetery where the 45 existing monuments were cleaned using a specially formulated cleaning product made especially for this type of work. This is part of our Town cemetery-wide monument restoration project to repair and restore monuments in each of the Town-owned cemeteries. This project is funded by the Community Preservation Act.

Work continues at Newtown Cemetery to establish definitive bounds, plan a safer entrance and small parking area, a footpath, and locate additional burial sites. We installed a simple granite bench at Polpis Cemetery and remain in discussion with an abutter regarding a mutually beneficial land swap approved by town meeting. A small parking area was created at Polpis to provide safe access to the cemetery. Over 70 plots have been sold at Polpis.

The Commission continued to monitor access to the Historic Coloured Cemetery during construction of the new hospital and will oversee the footpath and new entrance through hospital property. We continue to refine and update our forms, regulations and procedures. Long range projects include: continuous updating of the work plans for each Town-owned cemetery including brush removal, fence replacement and maintenance and a project to digitize all Town-owned cemetery records and survey each cemetery.

Respectfully submitted,

Allen B. Reinhard
Chairman

COMMISSION ON DISABILITY

The Nantucket Commission on Disability represents and advocates for the needs and interests of Nantucket's residents and visitors who have a disability. It is the goal of this Commission for everyone to fully integrate and participate in the Nantucket Community. "Access for All" is our Commission's objective. The Commission worked to accomplish the following goals in the fiscal year 2019:

- Continued to work with the Town to improve access on the sidewalks, crosswalks and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for Nantucket residents who have a disability.
- Continued to communicate with Island businesses to raise accessibility awareness and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of newly constructed and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the Nantucket population who have a disability.
- Purchased portable ramps for visitors using a wheelchair to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these ten-foot, eight-foot and threshold ramps allow visitors who use a wheelchair to more easily access their Nantucket vacation home. We also loan these ramps to residents who use a wheelchair because of a temporary disability.
- Along with the DPW, the Commission applied for and received a municipal grant from the Massachusetts Office on Disability, to make some of our public beaches and playgrounds more accessible by installing boardwalks, ramps and platforms with benches.

The Commission has set several priorities for fiscal year 2020. The Commission will continue to further the community's awareness of accessibility concerns and strive to improve day-to-day living for the population on Nantucket who have a disability. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry regarding accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.
- Apply for a Massachusetts Office on Disability municipal grant to create access at some of the Town-owned recreational outdoor spaces.

- Apply for available grants to help create better access throughout our island.

Respectively submitted,

Milton C. Rowland
Chairman

COMMUNITY PRESERVATION COMMITTEE

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this Act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community Preservation Trust Fund drawn from a surcharge on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to Town Meeting for the acquisition, creation and preservation of open space and recreational use, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$46 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 38% for affordable housing, 38% for historic preservation and 20% for open space and recreation. 4% was used for administration purposes.

In fiscal year 2019, the CPC reviewed, assessed and ranked 16 applications for CPA funding for fiscal year 2020. Funding for 15 projects, totaling \$3,278,109.50 was approved by the citizens of Nantucket at the 2019 Annual Town meeting as follows:

Purpose	Amount
Historic Preservation	
HallKeen Management Restoration of the north and south facade windows in Academy Hill apartment building	\$80,500
Nantucket Historical Association Restoration of the Thomas Macy warehouse, providing wheelchair lift, fire suppression, security fire alarm and emergency stairwell	\$196,503

Nantucket Historical Association Restoration of Hadwen house, providing wheelchair lift and alarm/fire prevention	\$83,351
Nantucket Housing Authority Restoration of entire exterior building envelopes of 2 & 6 Miacomet to preserve the building from injury, harm or destruction	\$175,054
Nantucket Atheneum Third phase, conservation of three historic paintings	\$18,000
Nantucket Island School of Design & the Arts Phase two of the preservation and restoration of the Long Barn and dairy barn, including digital documentation and restoration of the rail fence for original pastures and paddocks	\$243,551
Hospital Thrift Shop Third phase of restoration of structural frame including repair of rubble foundation, updating electrical wiring and remediating lead paint	\$38,398.50
Historic Admiral Sir Isaac Coffin School Fifth phase of the restoration including the replacement and repair of spalling bricks on three sides of the building and the decorative Bricks that have fallen of or are broken	\$111,000
Landmark House- Nantucket Community Service Inc. To preserve the building from injury, harm and destruction to install 136 Anderson insert windows and 6 full frame Anderson windows	\$188,985
Sub-total	\$1,135,342.50
\$1,080,239.50 of the funds to be used in this category are from the Community Preservation surcharge, interest and the State matching funds, and the balance of the funds used in this category, \$55,103 are from the Historic Preservation reserves.	
Community Housing	
Nantucket Affordable Housing Trust Fund Allocation to the fund subject to the fund obtaining approval from the CPC commissioners of the particular projects for affordable housing	\$750,000
Nantucket Interfaith Council Housing and rental assistance program	\$150,000
Town of Nantucket Funds to pay the interest and principal of the Bond authorized at the 2015 Nantucket Town Meeting for the balance of the infrastructure at the Sachem's Path affordable housing complex	\$112,000
Sub-total	\$1,012,000
\$8,480 of the funds utilized in this category is from the Designated reserves for Community Housing, \$45,000 of the funds utilized in this category is from the Undesignated reserves and the balance of the funds utilized in this category are from the Community Preservation surcharge,	

interest and the State matching funds.	
Open Space Conservation/Recreation	
Town of Nantucket Funds to pay the interest and principal of the Bond authorized at the 2012 Nantucket Town Meeting for the creation of an artificial turf playing field at Nobadeer Farm Road.	\$125,000
Nantucket Islands Land Bank - Hinsdale Inclusive Play Space Funding for the engineering and construction phase of a new fully accessible, socially inclusive outdoor play space with a unique focus on Science, Technology Engineering, Art and Math (STEAM)	\$812,481
Sustainable Nantucket Community Farm Institute, phase 3 Funds for improvements to road, wash station, heat and dry storage for farming	\$68,286
Sub-total	\$1,005,767
\$765,767 of the funds utilized in this category is from the Open Space reserves with the balance of the funds to be used in this category from the Community Preservation surcharge, interest and the State matching funds.	
Administrative	
Community Preservation Committee Administrative and operating expenses	\$125,000
Sub-total	\$125,000
\$5,000 of the funds utilized in this category is from undesignated reserves and the balance of the funds to be used in this category is from the Community Preservation surcharge, interest and the State matching funds.	
TOTAL	\$3,278,109.50
All amounts to be appropriated from the following sources:	
SOURCES	AMOUNT
Raised and appropriated from FY 2018 Community Preservation Surcharge	\$2,134,759.50
From State matching funds for FY 2018, to be received in 2019	\$250,000
From Interest	\$14,000

From Designated Reserves for Historic Preservation	\$55,103
From designated reserves for Community Housing	\$8,480
From designated reserves for Open Space	\$765,767
From Undesignated Reserves	\$50,000
Total Revenues	\$3,278,109.50

For fiscal year 2020 Community Preservation Purposes with each item considered a separate appropriation to be spent by the Community Preservation Committee.

Provided however, that the above expenditures may be conditional on the recording of appropriate historic preservation restrictions for historic resources, open space restrictions for open space resources, recreational restrictions for recreational resources and for affordable housing restrictions for community housing; running in favor of an entity authorized by the Commonwealth to hold such restrictions for such expenditures; meeting the requirements of Chapter 184 of the General Laws pursuant to Section 12 of the Community Preservation Act.

The committee members as of July 1, 2018 were:

Ken Beaugrand, Chair – Land Bank	Linda Williams, Vice Chair – Housing Authority
Diane Coombs – HDC	Cheryl Emery – Park and Recreation
Ian Golding – Conservation Commission	Dawn Hill Holdgate – Select Board
Barry Rector – Planning Board	Tim Soverino – At Large
Maria Zodda – At Large	

Respectfully submitted,

Kenneth Beaugrand
Chair

HARBOR AND SHELLFISH ADVISORY BOARD

Established in 1976 by an act of the Massachusetts Legislature, the Harbor and Shellfish Advisory Board (HSAB) is a seven-member elected board whose mission is to make recommendations to the Select Board of Nantucket of persons to be appointed to the position of Harbor Master and Shellfish Warden. HSAB shall recommend and advise the Select Board concerning the duties and responsibilities of the Harbor Master and Shellfish Warden, and HSAB shall have other duties and responsibilities as may be necessary for the proper use and management of the water and shellfish of the Town of Nantucket.

During fiscal year 2019, HSAB's main focus was enhancing Nantucket's water quality with the goal of maintaining healthy harbors and ponds. In this light, HSAB worked with the Town's Department of Public Works (DPW) and Building Department on possible solutions to containing and collecting hazardous

materials largely generated on construction job sites. HSAB successfully recommended to the DPW and the Select Board that the Town add two more Hazardous Waste Collection Days and make low volume hazardous waste drop-off free on these days.

HSAB also recommended to the Select Board that Nantucket should use half of its share of the revenue from the new state short-term rental tax to fund water quality enhancement projects. And HSAB continued to work on public education and awareness ideas for getting these messages out.

Although the Marine Department's pilot eelgrass-friendly mooring project was put on hold this spring, HSAB continued to explore moorings that do less damage to harbor eelgrass beds.

On the shellfish front, learning of two island tour businesses guiding recreational shellfishing experiences in the harbors, HSAB began work on a policy for streamlining the permitting processes for these two businesses, an effort that is ongoing.

With the 2018/2019 commercial scallop season being one of the lowest recorded in Nantucket bay scalloping history, at approximately 3,000 bushels, HSAB continued its support of the Brant Point Shellfish Hatchery's scallop, oyster and quahog propagation, Shimmo Creek pilot oyster reef project and the eelgrass restoration project led by the Nantucket Land Council.

And for Nantucket's commercial fishermen who work the waters outside of the island's harbors, HSAB continued to monitor the potential impacts of the offshore wind farm proposed by Vineyard Wind and kept tabs on possible mitigation funds coming to Nantucket.

This fiscal year, HSAB produced a set of goals and objectives to guide HSAB toward protecting and enriching harbor health, improving water quality and protecting our shellfisheries. Toward those ends, this year, we started holding workshop meetings targeted at single issues in an effort to generate recommendations to the Select Board and to more efficiently and expeditiously meet HSAB's goals for the year.

In the spring, the Select Board appointed David F. Fronzuto to serve out the last year of Willis Blount's three-year term. David E. Bossi, Daniel R. Pronk and Thomas C. Szydlowski were elected to HSAB, each for three-year terms. For FY 2019, HSAB elected Andrew G. Lowell as chair, David F. Fronzuto as vice chair and Peter B. Brace as secretary.

Respectfully submitted,

Andrew G. Lowell
Chairman

ROADS AND RIGHT OF WAY COMMITTEE

Allen B. Reinhard, Chair	2022
Leslie Forbes, Vice Chair	2021
Lee Saperstein, Secretary	2020
Nat Lowell	2020

Bert Ryder 2020
Bill Grieder 2022
Nelson Eldridge 2021
Ed Gillum 2021
Rick Atherton 2022
Andrew Vorce, Planning Director, ex officio
Rob McNeil, DPW Director, ex officio

The purpose of the Roads and Right of Way Committee is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietor's roads and footpaths throughout Nantucket County, and to make recommendations to the Select Board and County Commissioners to ensure and improve public access over them. Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites to protect public access on Nantucket for our current and future citizens.

The Committee studied and looked for solutions regarding the missing sidewalk sections at Pleasant Street from Gardner Perry Lane to Williams Street; Prospect Street from the end of the multi-use path to Joy Street; and Cliff Road from Coffin Park to the multi-use path. Discussions with the DPW and property owners indicate there are solutions for each of these areas. The Committee also strongly advocated for the Town to continue its sidewalk reconstruction project citing the vast improvements at Straight Wharf, Easy Street, Broad Street and North Water Street.

We continued to update our Potential Road Taking List, heard complaints about road blockages in Madaket and on Millbrook Road, encouraged and offered suggestions for improving bicycle access in town and reviewed plans for road and bike path improvements on Lovers Lane, Okorwaw Avenue and Monohansett Road. We also worked with the Town Planning Department to update the official master list of public and private ways and worked with the hospital to provide access to the Historic Coloured Cemetery through its property.

Other items include development of a Harbor Walk along the waterfront and requesting the Town seek delegation of authority for enforcement of Chapter 91 Public Access licenses. The Nantucket Greenway and Railroad path trail system map is progressing along with the placement of additional granite Public Way Footpath monuments.

Respectfully submitted,

Allen B. Reinhard
Chair

SCHOLARSHIP COMMITTEE

The Town of Nantucket Scholarship Fund is supported by the contributions of generous taxpayers who contribute to the fund. Typically, the fund receives between \$7,000 and \$12,000, annually. The number and amounts of awards are based on donations received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the scholarships will be awarded to.

The Committee would like to thank all the donors who contributed to the Town of Nantucket Scholarship Fund and made these scholarships possible. Donations to the fund may be made at any time through the Tax Collector's Office and the Committee would encourage all to participate.

The following scholarships were awarded with fiscal year 2019 funding:

Darian Almodobar	University of Massachusetts Amherst	\$1,000.00
Derona Beckford	Anna Maria College	\$2,000.00
Henry Blackwell	Southern Connecticut State University	\$2,000.00
Mae Blackwell	Simmons University	\$2,000.00
Lucille Bresette	Stanford University	\$2,000.00
Liam Connole	Santa Clara University	\$2,000.00
Megan Cranston	Xavier University	\$1,000.00
Kate Daniels	University of Vermont	\$2,000.00
Sabin Dhamala	University of Massachusetts Amherst	\$2,000.00
Diego Echeverria	Roger Williams University	\$2,000.00
Jadelen Harold	Fitchburg State Univeristy	\$2,000.00
Lianna Harrington	Bowdoin College	\$2,000.00
Jack Holdgate	Union College	\$2,000.00
Brooke Holdgate	Bentley University	\$2,000.00
Kayla Hudzik	Lynn University	\$2,000.00
Johannah Johnson	Sacred Heart University	\$2,000.00
Nora MacLellan	University of Massachusetts Amherst	\$2,000.00
Lia Newman	Northeastern University School of Law	\$1,000.00
Shane O'Connor	Virginia Military Institute	\$2,000.00
Isabelle Roberts	Assumption College	\$2,000.00
Marta Saravia	Saint Anselm College	\$1,000.00
Austin Starr	Massachusetts Maritime Academy	\$1,000.00
Daniel Surprenant	Bentley University	\$2,000.00
Amy Tejada	Drexel University	\$2,000.00
Camden Willett	Massachusetts Maritime Academy	\$1,000.00
Ashley Wilson	Regis College	\$1,000.00

Respectfully submitted,

Kristie L. Ferrantella
Chair

VISITOR SERVICES ADVISORY COMMITTEE

The Visitor Services Advisory Committee meets monthly to review reports of the services provided by the Department of Culture and Tourism to visitors and residents. In addition to reports on visitor interactions, the Committee discusses the Fourth of July events, Children's Beach activity planning, the Travel and Lodging Brochure and initiatives of the Nantucket Cultural District.

In 2018-2019, the Committee supported the Department's efforts to establish a series of programs to celebrate the 200th anniversary of Herman Melville's birthday and to organize a "Coffee Crawl" passport for the "One Book, One Island" event. Several non-profits and visitor-focused organizations met with us to discuss their offerings for visitors including: Egan Maritime Foundation, Nantucket Memorial Airport, Hyline Cruises, The Trustees of Reservations, tour van drivers and the Natural Resources Department's Shellfish Biologist. These conversations include a lively exchange of ideas and offer a great deal of information about the many ways visitors (and residents) can experience Nantucket's rich cultural and historical heritage.

Respectfully submitted,

Joshua Gray
Chair



COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2019. The figures include regular pay and gross income. Certification pay, educational benefits, longevity, overtime, holidays, holidays worked, fire call and ambulance/EMT pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party, not the Town.

<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
AGUIAR, MATTHEW	AIRPORT	82,675	78,427	0	0	2,943	0	0	384	0	0	921
ALATRISTA, NICOLE	AIRPORT	8,474	8,168	0	0	306	0	0	0	0	0	0
ALLEN, GARRETT	AIRPORT	101,651	89,322	0	0	4,469	374	0	0	6,250	0	1,236
ALLEN, MICHELLE	AIRPORT	5,552	4,587	0	0	287	287	0	0	0	0	391
BACKUS, JEB	AIRPORT	65,195	62,181	0	0	1,473	428	0	0	0	0	1,114
BAILEY, ROXANN	AIRPORT	23,441	18,508	0	0	3,743	0	0	0	0	0	1,190
BEAMISH, JEFFREY	AIRPORT	60,415	56,381	0	0	2,711	174	0	0	0	0	1,147
BETTY, SILICE	AIRPORT	3,969	3,732	0	0	0	0	0	0	0	0	237
BROWN, JUNIOR	AIRPORT	18,718	17,322	0	0	471	0	0	0	0	0	925
BUCKLEY, BLAINE	AIRPORT	126,086	107,153	0	0	15,252	2,283	0	0	0	0	1,398
CROOKS, DEBRA	AIRPORT	111,627	109,613	0	0	1,515	499	0	0	0	0	0
DE LA TORRE, RICARDO	AIRPORT	20,341	14,680	0	0	4,603	0	0	0	0	0	1,058
FALCONER, ADDISON	AIRPORT	88,265	78,609	0	0	6,885	1,517	0	0	0	0	1,254
FIELDER, KEELY	AIRPORT	11,539	9,179	0	0	1,290	0	0	0	0	0	1,071
FOWLER, PETER	AIRPORT	85,950	83,774	0	0	302	484	0	0	0	0	1,390
GARCIA, VALERIE	AIRPORT	14,354	11,392	0	0	2,166	0	0	0	0	0	796
GRANGRADE, JOHN	AIRPORT	117,856	109,024	0	0	7,300	1,430	0	0	0	0	102
HARIMON, PRESTON	AIRPORT	132,561	116,139	0	0	12,837	3,459	0	0	0	0	125
HEINTZ, LEISA	AIRPORT	91,818	88,375	0	0	956	1,702	0	0	0	0	784
HOLDGATE, ROBERT	AIRPORT	87,874	85,620	0	0	1,115	0	0	0	0	0	1,139
HUBOVA, HELENA	AIRPORT	43,774	41,132	0	0	1,025	1,116	0	0	0	0	501
JOHNSON, CLEMENT	AIRPORT	61,848	57,522	0	0	2,449	1,768	0	0	0	0	110
KARBERG, NOAH	AIRPORT	100,897	100,897	0	0	0	0	0	0	0	0	0
LIBURD, LEONARD	AIRPORT	93,557	86,396	0	0	2,998	4,075	0	0	0	0	87
MARKS, KAELAN	AIRPORT	6,938	6,348	0	0	198	0	0	0	0	0	391
MATHIEU-SILVA, JUSTIN	AIRPORT	14,903	12,242	0	0	1,903	0	0	0	0	0	759
MOONEY, TIMOTHY	AIRPORT	109,839	89,490	0	0	12,545	6,982	0	0	0	0	822
MORAN ROJAS, MICHAEL	AIRPORT	17,283	13,828	0	0	2,496	0	0	0	0	0	959
NELSON, SHANROY	AIRPORT	82,899	71,616	0	0	7,739	3,084	0	0	0	0	460
O'NEIL, MICHAEL	AIRPORT	101,981	94,953	0	0	3,608	776	0	0	0	0	2,644
PARTIDA, JORENE	AIRPORT	88,395	77,838	0	0	1,485	0	0	0	0	0	9,072
PERALES, KATY	AIRPORT	59,974	59,034	0	0	0	0	0	0	0	0	939
PEREZ, WILMA	AIRPORT	74,281	69,029	0	0	2,768	2,410	0	0	0	0	74
PETROVA-POWERS, RADOSLAVA	AIRPORT	57,158	52,281	0	0	1,454	1,526	0	0	0	0	1,897
PINEDA, NOE	AIRPORT	84,538	84,093	0	0	369	0	0	0	0	0	76

*Other pay is retro, FLSA or required accrual pay.

EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
RAAB, DREW	AIRPORT	9,764	9,101	0	0	178	0	0	0	0	0	485
RAFTER, THOMAS	AIRPORT	192,159	192,159	0	0	0	0	0	0	0	0	0
REID, DENNIS	AIRPORT	61,654	57,671	0	0	2,629	1,248	0	0	0	0	107
REID, RAHIEME	AIRPORT	6,034	5,752	0	0	282	0	0	0	0	0	0
REPPERT, BENJAMIN	AIRPORT	9,936	7,828	0	0	1,554	0	0	0	0	0	554
RODRIGUEZ, ADRIAN	AIRPORT	8,878	8,381	0	0	0	0	0	0	0	0	497
RODRIGUEZ, JOHANN	AIRPORT	18,247	14,597	0	0	2,717	0	0	0	0	0	933
SANDBURY, JAMIE	AIRPORT	100,861	100,861	0	0	0	0	0	0	0	0	0
SMITH, SHANNA-KAY	AIRPORT	9,412	8,854	0	0	558	0	0	0	0	0	0
SPENCE, DURAND	AIRPORT	83,095	70,984	0	0	7,316	4,652	0	0	0	0	143
SPENCE, NOLAN	AIRPORT	79,348	73,097	0	0	5,351	798	0	0	0	0	101
SYLVIA, DAVID	AIRPORT	134,761	134,761	0	0	0	0	0	0	0	0	0
SYLVIA, LILLIAN	AIRPORT	52,036	51,436	0	0	581	0	0	0	0	0	19
TONI, CLARKE	AIRPORT	464	464	0	0	0	0	0	0	0	0	0
TRENCH-RODRIGUEZ, ENRIQUE	AIRPORT	8,870	6,640	0	0	1,759	0	0	0	0	0	471
TRUE, LINDA	AIRPORT	55,922	55,830	0	0	40	0	0	0	0	0	52
WEATHERLY, DEANA-RAE	AIRPORT	8,749	7,741	0	0	516	0	0	0	0	0	493
WELLINGTON, FREDERICK	AIRPORT	103,945	85,495	0	0	12,837	4,240	0	0	0	0	1,374
WRAY, NORRIS	AIRPORT	19,501	16,950	0	0	1,665	0	0	0	0	0	886
RAPPAPORT, NANCY	COA INSTRUCTOR	160	160	0	0	0	0	0	0	0	0	0
RASCIUS, INGRADA	COA INSTRUCTOR	225	225	0	0	0	0	0	0	0	0	0
RIVES, BARBARA	COA INSTRUCTOR	280	280	0	0	0	0	0	0	0	0	0
SWAIN, NANCY	COA INSTRUCTOR	1,125	1,125	0	0	0	0	0	0	0	0	0
MCDONOUGH, BRENDA	COD	5,783	5,783	0	0	0	0	0	0	0	0	0
RICHEN, KATHLEEN	CPC	12,375	12,375	0	0	0	0	0	0	0	0	0
STOKES-SCARLETT, GLENA	CPC	73,912	66,544	0	0	7,368	0	0	0	0	0	0
SCHULTE, JANET	CULTURE TOURISM	112,405	112,229	0	0	0	0	0	0	0	0	176
SHARPE, DAVID	CULTURE TOURISM	93,942	93,291	0	0	651	0	0	0	0	0	0
APTHORP, KENNETH	DPW	78,476	75,825	0	0	2,592	0	0	0	0	0	59
ARCENEUX, STEPHEN	DPW	122,341	122,073	0	0	0	0	0	0	0	0	268
BATCHELDER, HARTLEY	DPW	102,084	85,504	0	0	16,522	0	0	0	0	0	57
BERARD, PAUL	DPW	77,698	75,772	0	0	1,926	0	0	0	0	0	0
BRADFORD, KAREN	DPW	61,172	58,719	1,040	0	1,413	0	0	0	0	0	0
CABRERA, MIGUEL	DPW	15,690	14,065	0	0	1,578	0	0	0	0	0	47
CLARKE, MIKE	DPW	61,815	54,039	0	0	7,658	0	0	0	0	0	118
CLARKE, RYAN	DPW	61,668	57,839	0	0	3,766	0	0	0	0	0	63
CLARKSON, PAUL	DPW	82,610	79,182	0	0	3,370	0	0	0	0	0	59
DELL'ERBA, WILLIAM	DPW	29,320	28,859	0	0	461	0	0	0	0	0	0
DRISCOLL, CAROL	DPW	20,220	20,220	0	0	0	0	0	0	0	0	0
DUARTE, DOMINIC	DPW	88,956	84,547	0	0	3,879	459	0	0	0	0	70
DUROVICH, GRAEME	DPW	85,978	81,586	0	0	4,392	0	0	0	0	0	0
EGAN, MICHAEL	DPW	78,174	74,047	0	0	4,045	0	0	0	0	0	82
GARY, WILLIAM	DPW	69,139	68,302	0	0	780	0	0	0	0	0	57

*Other pay is retro, FLSA or required accrual pay.

EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
GRANT, DELROY	DPW	76,329	67,528	0	0	8,746	0	0	0	0	0	55
HENRY, PHILIP	DPW	49,150	42,477	0	0	6,595	0	0	0	0	0	77
JOHNSON, ERIC	DPW	92,121	92,121	0	0	0	0	0	0	0	0	0
KANE, AARON	DPW	61,456	57,499	0	0	3,582	0	0	0	0	0	375
LEWIS, IAN	DPW	29,080	28,595	0	0	486	0	0	0	0	0	0
MARKS, TRISTRAM	DPW	74,031	67,648	0	0	6,335	0	0	0	0	0	49
MAYER, DAWN	DPW	31,163	30,287	0	0	876	0	0	0	0	0	0
MCCOLL, CHRISTOPHER	DPW	51,582	44,309	0	0	2,471	0	0	0	0	0	4,802
MCCOLL, PETER	DPW	89,743	78,674	0	0	10,804	0	0	0	0	0	264
MCNEIL III, ROBERT	DPW	164,804	164,378	0	0	0	0	0	0	0	0	426
MOFSEN, CHARITY	DPW	14,502	14,313	0	0	189	0	0	0	0	0	0
MOORE, RICHARD	DPW	105,738	105,738	0	0	0	0	0	0	0	0	0
NICOLLE, HANNAH	DPW	13,472	13,418	0	0	54	0	0	0	0	0	0
ROGERS, CHARLES	DPW	91,059	91,059	0	0	0	0	0	0	0	0	0
SMITH, GARCIO	DPW	1,248	1,248	0	0	0	0	0	0	0	0	0
SYLVIA, RAY	DPW	73,427	71,781	0	0	1,594	0	0	0	0	0	52
THOMAS, ROY	DPW	55,300	51,728	0	0	3,477	0	0	0	0	0	95
THOMPSON, RUDOLPH	DPW	56,222	52,886	0	0	3,245	0	0	0	0	0	91
VIERA, JOELLE	DPW	9,771	9,714	0	0	57	0	0	0	0	0	0
VOIGT, MARK	DPW	115,442	114,292	520	0	630	0	0	0	0	0	0
WHITTAKER, DONALD	DPW	39,566	37,952	0	0	1,569	0	0	0	0	0	46
WILLIAMS, SCOTT	DPW	67,706	65,454	0	0	2,204	0	0	0	0	0	49
WILLIAMS, VANESHA	DPW	63,657	61,386	0	0	2,015	0	0	0	0	0	256
DRAGOVICH, JOHN	DPW SEAS	534	534	0	0	0	0	0	0	0	0	0
GARY, TASHEIRA	DPW SEAS	13,745	13,745	0	0	0	0	0	0	0	0	0
PERI-OKONNY, YANNIODE	DPW SEAS	6,932	6,932	0	0	0	0	0	0	0	0	0
SAMUELS, RADCLIFFE	DPW SEAS	6,543	6,274	0	0	269	0	0	0	0	0	0
ALTREUTER, MARGARET	FINANCE	65,841	65,788	0	0	53	0	0	0	0	0	0
BERISHA, DONIKA	FINANCE	10,882	10,882	0	0	0	0	0	0	0	0	0
BROWN, ELIZABETH	FINANCE	124,753	120,038	400	0	0	0	0	0	0	0	4,316
CALLAHAN, DAVID	FINANCE	600	600	0	0	0	0	0	0	0	0	0
CAMPBELL, SHELBY	FINANCE	69,124	66,081	0	0	273	0	0	0	0	0	2,770
DICKINSON, ROBERT	FINANCE	98,063	98,026	0	0	0	0	0	0	0	0	37
DILUCA, MAUREEN	FINANCE	85,418	84,898	520	0	0	0	0	0	0	0	0
DILWORTH, DEBORAH	FINANCE	116,384	116,384	0	0	0	0	0	0	0	0	0
DOUNTCEVA, VALERIYA	FINANCE	5,026	5,026	0	0	0	0	0	0	0	0	0
EDLUND, SHERRY	FINANCE	59,722	59,722	0	0	0	0	0	0	0	0	0
ERNST-FOURNIER, MELINDA	FINANCE	68,942	68,942	0	0	0	0	0	0	0	0	0
FLANAGAN, ELIZABETH	FINANCE	78,431	77,794	520	0	116	0	0	0	0	0	0
GRAVES, LISA	FINANCE	823	823	0	0	0	0	0	0	0	0	0
LAPIENE, ROBIN	FINANCE	71,892	71,470	0	0	15	407	0	0	0	0	0
LEWIS, KRISTA	FINANCE	53,066	52,686	270	0	62	0	0	0	0	0	48
MCLAUGHLIN, JOSEPH	FINANCE	600	600	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
MORAN, JUDITH	FINANCE	600	600	0	0	0	0	0	0	0	0	0
MURPHY, PATRICIA MARY	FINANCE	99,396	97,582	420	0	1,162	0	0	0	0	0	232
PENTA, ALEXANDRIA	FINANCE	76,480	75,231	0	0	1,082	0	0	0	0	0	167
PERRY, MELISSA	FINANCE	61,634	47,281	140	0	213	0	0	0	14,000	0	0
RANNEY, ROBERT	FINANCE	53,003	52,982	0	0	21	0	0	0	0	0	0
RUGUARU, PHYLLIS	FINANCE	35,168	35,168	0	0	0	0	0	0	0	0	0
SECIA, GERGANA	FINANCE	56,591	56,591	0	0	0	0	0	0	0	0	0
TRIFERO, ELLEN	FINANCE	91,560	87,403	0	3,477	159	521	0	0	0	0	0
TURBITT, BRIAN	FINANCE	147,333	137,333	0	0	0	0	0	0	10,000	0	0
VOLLANS, LYNELL	FINANCE	36,351	36,351	0	0	0	0	0	0	0	0	0
WINCHELL, JENA	FINANCE	24,209	24,209	0	0	0	0	0	0	0	0	0
WOODLEY-OLIVER, REBECCA	FINANCE	74,033	73,446	520	0	67	0	0	0	0	0	0
ALLEN, JEFFREY	FIRE	96,247	82,774	6,200	0	4,847	1,339	1,000	0	0	0	88
ALLEN, JOHN	FIRE	100,252	81,962	2,600	0	13,166	2,427	0	0	0	0	97
ANDERSON, TY	FIRE	68,790	63,223	1,040	0	3,097	1,047	192	0	0	0	191
ANGELASTRO, DAVID	FIRE	88,019	62,079	4,040	0	14,803	1,053	5,304	0	0	0	740
BARBER, BEAU	FIRE	82,313	76,249	2,680	0	1,655	1,646	0	0	0	0	82
BARBER, NATHAN	FIRE	119,343	99,395	4,160	0	13,352	2,116	192	0	0	0	128
BATES, ROBERT	FIRE	130,400	130,400	0	0	0	0	0	0	0	0	0
BEAMISH, CHRISTOPHER	FIRE	88,960	80,971	0	0	5,457	1,105	1,344	0	0	0	83
CHATTI-FILHO, JOSE	FIRE	79,497	61,322	1,040	0	12,270	1,247	3,192	0	0	0	426
ELDRIDGE, EARL	FIRE	115,609	103,949	2,520	0	2,232	1,721	0	0	0	0	5,188
FEY, ETHAN	FIRE	42,865	28,959	0	0	9,392	975	3,456	0	0	0	83
FINNEGAN, MICHAEL	FIRE	75,974	58,172	0	0	11,707	840	4,728	0	0	0	528
HANLON, FRANCIS	FIRE	145,038	108,422	5,200	0	28,120	873	2,304	0	0	0	118
HODGE, KAI	FIRE	72,001	71,368	280	0	353	0	0	0	0	0	0
HOLLAND, CHRISTOPHER	FIRE	79,877	71,217	2,160	0	5,189	1,041	192	0	0	0	77
HOLMES, SCOTT	FIRE	71,362	63,623	1,040	0	1,891	1,247	3,384	0	0	0	177
KYMER, CHARLES	FIRE	144,084	85,783	6,200	0	41,214	3,044	7,720	0	0	0	124
MACDONALD, LINDA	FIRE	13,776	13,776	0	0	0	0	0	0	0	0	0
MITCHELL, SEAN	FIRE	115,213	102,432	5,640	0	5,388	1,431	192	0	0	0	130
MURPHY, STEPHEN	FIRE	153,307	153,307	0	0	0	0	0	0	0	0	0
PEKARCIK, DAVID	FIRE	90,984	80,519	2,080	0	5,884	2,209	192	0	0	0	99
PERRY, SHANE	FIRE	96,357	76,465	2,520	0	13,318	1,262	2,688	0	0	0	104
RAMOS, KEVIN	FIRE	98,657	72,573	1,560	0	22,288	613	1,536	0	0	0	87
RAY, CHRISTIAN	FIRE	132,804	82,052	4,640	0	38,595	1,592	5,800	0	0	0	126
RAY, COREY	FIRE	94,580	81,769	2,080	0	9,376	887	384	0	0	0	85
REZENDES, ALEXANDER	FIRE	73,905	63,755	1,040	0	7,836	911	192	0	0	0	171
SEITZ, JORDAN	FIRE	94,468	69,809	5,020	0	12,971	1,567	4,920	0	0	0	181
SHANNON, ELIZABETH	FIRE	123,324	107,620	5,200	0	8,236	1,963	192	0	0	0	112
TOWNSEND, JOSEPH	FIRE	93,757	85,139	1,560	0	2,022	1,339	3,576	0	0	0	121
WEBB, RYAN	FIRE	77,701	61,743	1,040	0	10,077	1,077	3,264	0	0	0	499
ELDRIDGE, BRANDON	FIRE CALL	519	0	0	0	0	0	0	519	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
ELDRIDGE, ELIZABETH	FIRE CALL	15	15	0	0	0	0	0	0	0	0	0
GOULD, CHRISTOPHER	FIRE CALL	3,093	855	0	0	0	0	1,344	894	0	0	0
GULLICKSEN, KENNETH	FIRE CALL	270	135	0	0	0	0	0	135	0	0	0
SMITH, JARED	FIRE CALL	891	432	0	0	0	0	0	459	0	0	0
CAREY, SHANE	HARBOR	87,757	80,658	0	0	7,099	0	0	0	0	0	0
FINLAY, PATRICK	HARBOR	44,380	41,579	0	0	2,801	0	0	0	0	0	0
LUCEY, SHEILA	HARBOR	170,186	170,186	0	0	0	0	0	0	0	0	0
WITHERELL, AINSLEY	HARBOR	59,707	53,418	0	0	1,289	0	0	0	5,000	0	0
ALBERTSON, PAIGE	HARBOR SEAS	6,154	5,904	0	0	250	0	0	0	0	0	0
DOWNEY, KEAGAN	HARBOR SEAS	3,803	3,803	0	0	0	0	0	0	0	0	0
FUSARO, RILEY	HARBOR SEAS	1,176	1,176	0	0	0	0	0	0	0	0	0
GIBSON, ALEXANDER	HARBOR SEAS	7,665	7,481	0	0	184	0	0	0	0	0	0
HAMILTON, MARK	HARBOR SEAS	21,067	20,831	0	0	236	0	0	0	0	0	0
HEALD, JOSHUA	HARBOR SEAS	6,353	6,353	0	0	0	0	0	0	0	0	0
HICKMAN, CHARLES	HARBOR SEAS	6,344	6,344	0	0	0	0	0	0	0	0	0
HOLDGATE, JONATHAN	HARBOR SEAS	4,560	4,560	0	0	0	0	0	0	0	0	0
HUGHES, BURKE	HARBOR SEAS	2,964	2,964	0	0	0	0	0	0	0	0	0
LAPPIN, KENNETH	HARBOR SEAS	1,380	1,380	0	0	0	0	0	0	0	0	0
MOONEY, ROBERT	HARBOR SEAS	6,930	6,930	0	0	0	0	0	0	0	0	0
O'KEEFE, SAMUEL	HARBOR SEAS	5,198	5,198	0	0	0	0	0	0	0	0	0
PITTMAN, WILLIAM	HARBOR SEAS	18,255	17,850	0	0	405	0	0	0	0	0	0
RYDER, ROY	HARBOR SEAS	6,542	6,542	0	0	0	0	0	0	0	0	0
SULLIVAN, OWEN	HARBOR SEAS	22,230	22,230	0	0	0	0	0	0	0	0	0
SWIATEK, CHRISTOPHER	HARBOR SEAS	18,990	18,990	0	0	0	0	0	0	0	0	0
SWIATEK, MADISON	HARBOR SEAS	3,843	3,843	0	0	0	0	0	0	0	0	0
TRAN, CHRISTOPHER	HARBOR SEAS	8,688	8,486	0	0	44	0	0	0	0	0	158
WEST, OWEN	HARBOR SEAS	3,608	3,608	0	0	0	0	0	0	0	0	0
WIGGIN, SAMUEL	HARBOR SEAS	4,585	4,480	0	0	105	0	0	0	0	0	0
WILLETT, CAMDEN	HARBOR SEAS	5,239	5,041	0	0	198	0	0	0	0	0	0
MALAVASE, MICHELLE	HR	71,130	70,557	0	0	437	0	0	0	0	0	136
PERRY, AMANDA	HR	114,779	114,386	0	0	0	0	0	0	0	0	393
SMITH-JONES, MORGAN	HR	54,294	53,774	0	0	521	0	0	0	0	0	0
TUZIK, STEPHEN	HR	10,856	10,856	0	0	0	0	0	0	0	0	0
CARRERA, VIRGINIA	HUM SERV	88,801	86,735	1,560	0	506	0	0	0	0	0	0
HARDY, RALPH	HUM SERV	4,480	4,480	0	0	0	0	0	0	0	0	0
MEDINA, ANN	HUM SERV	83,253	82,213	1,040	0	0	0	0	0	0	0	0
STEWART, LAURA	HUM SERV	91,701	88,074	1,560	0	1,995	0	0	0	0	0	72
ANDERSON, LAURA	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
BLACKSHAW, KENNETH	HUM SERV SEAS	4,185	4,185	0	0	0	0	0	0	0	0	0
DEBIASIO, BRIAN	HUM SERV SEAS	750	750	0	0	0	0	0	0	0	0	0
DEBIASIO, JAYNE	HUM SERV SEAS	750	750	0	0	0	0	0	0	0	0	0
DUPREE, SUSAN	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
HARDY, JANE	HUM SERV SEAS	2,761	2,761	0	0	0	0	0	0	0	0	0

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HEDGES, DONNA MARIE	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
JOYNT, JAMES	HUM SERV SEAS	300	300	0	0	0	0	0	0	0	0	0
JOYNT, JANE	HUM SERV SEAS	300	300	0	0	0	0	0	0	0	0	0
KENNEDY, SUZANNE	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
LENO, KATHLEEN	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
MCGUINNESS, ANNA	HUM SERV SEAS	1,500	1,500	0	0	0	0	0	0	0	0	0
TOPHAM, JEANETTE	HUM SERV SEAS	2,776	2,776	0	0	0	0	0	0	0	0	0
VON DER GROEBEN, BARBRA	HUM SERV SEAS	750	750	0	0	0	0	0	0	0	0	0
ALVAREZ, MICHAEL	IT/GIS	76,891	76,712	0	0	179	0	0	0	0	0	0
MCGLOIN, PATRICK	IT/GIS	105,436	104,433	0	0	1,003	0	0	0	0	0	0
MCGONIGLE, KAREN	IT/GIS	142,411	142,204	0	0	0	0	0	0	0	0	206
PORTER, NATHAN	IT/GIS	102,348	101,768	0	0	0	580	0	0	0	0	0
RHODES, LINDA	IT/GIS	114,288	114,187	0	0	0	39	0	0	0	0	62
SOWER, ENOCH	IT/GIS	57,858	57,858	0	0	0	0	0	0	0	0	0
SPROUSE, MARGARET	IT/GIS	103,359	103,258	0	0	101	0	0	0	0	0	0
APPLEGATE, GEORGE	LAND BANK	18,345	18,345	0	0	0	0	0	0	0	0	0
BELL, JESSE	LAND BANK	114,757	113,387	0	0	0	0	0	0	0	0	1,370
CAMPESE, SUSAN	LAND BANK	107,758	104,136	0	0	2,255	0	0	0	0	0	1,367
DIAMOND, GUTHRIE	LAND BANK	25,538	24,194	0	0	488	0	0	0	0	0	856
DONOVAN, TAYLOR	LAND BANK	25,402	24,114	0	0	450	0	0	0	0	0	838
EARLEY, ROBERT	LAND BANK	100,696	100,385	0	0	41	0	0	0	0	0	270
FREEMAN, RACHAEL	LAND BANK	79,112	77,832	0	0	542	0	0	0	0	0	738
MASKELL, GREGORY	LAND BANK	4,815	4,815	0	0	0	0	0	0	0	0	0
POLLOCK, JEFFREY	LAND BANK	121,354	118,356	0	0	1,967	0	0	0	0	0	1,031
SAVETSKY, ERIC	LAND BANK	137,274	135,677	0	0	0	0	0	0	0	0	1,598
SCHRAFF, RICHARD	LAND BANK	79,014	78,698	0	0	133	0	0	0	0	0	182
SCHUERMAN, TODD	LAND BANK	10,190	3,690	0	0	0	0	0	0	0	0	6,500
WILSON, MARIAN	LAND BANK	48,613	48,071	0	0	0	0	0	0	0	0	542
ZOLA, LEEDARA	LAND BANK	64,422	63,287	0	0	0	0	0	0	0	0	1,135
BARTLETT, CALLAGHAN	LIFEGUARD	8,714	8,008	0	0	527	0	0	0	0	0	179
BARTLETT, CAMERON	LIFEGUARD	8,405	8,112	0	0	293	0	0	0	0	0	0
BOMEISLER, CHASE	LIFEGUARD	6,568	6,068	0	0	500	0	0	0	0	0	0
BOMEISLER, DYLAN	LIFEGUARD	5,040	2,952	0	0	1,008	0	0	0	0	0	1,080
BONISTALLI, DANIELLE	LIFEGUARD	6,493	6,020	0	0	473	0	0	0	0	0	0
BRANDENBURG, ELLIE	LIFEGUARD	7,929	7,666	0	0	263	0	0	0	0	0	0
BRESETTE, JOSEPH	LIFEGUARD	8,427	7,844	0	0	583	0	0	0	0	0	0
BURDETT, EMMA	LIFEGUARD	3,763	3,500	0	0	263	0	0	0	0	0	0
CAREY, LIAM	LIFEGUARD	8,146	7,674	0	0	473	0	0	0	0	0	0
COYNE, JENNIFER	LIFEGUARD	6,703	6,020	0	0	683	0	0	0	0	0	0
FINLAY, MATTHEW	LIFEGUARD	14,934	13,797	0	0	1,138	0	0	0	0	0	0
GOULD, MARCUS	LIFEGUARD	19,063	16,930	0	0	1,316	0	0	0	0	0	817
GUSTINS, GRACE	LIFEGUARD	6,353	5,880	0	0	473	0	0	0	0	0	0
HOLDGATE, BROOKE	LIFEGUARD	2,340	2,340	0	0	0	0	0	0	0	0	0

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KEISTER, ELISE	LIFEGUARD	6,353	5,880	0	0	473	0	0	0	0	0	0
KINNEY, ALEXIS	LIFEGUARD	6,528	6,160	0	0	368	0	0	0	0	0	0
KINNEY, ANNELEISE	LIFEGUARD	20,184	15,870	0	0	2,672	0	0	0	0	0	1,643
KOCH, BENJAMIN	LIFEGUARD	9,608	8,205	0	0	1,043	0	0	0	0	0	360
KOCH, KATHERINE	LIFEGUARD	8,311	7,548	0	0	763	0	0	0	0	0	0
LACASSE, ANTONIO	LIFEGUARD	7,333	6,860	0	0	473	0	0	0	0	0	0
LAMPOGNANA, THOMAS	LIFEGUARD	5,754	5,476	0	0	278	0	0	0	0	0	0
MOLLOY, KELLI	LIFEGUARD	7,234	6,956	0	0	278	0	0	0	0	0	0
MORRIS, BENNETT	LIFEGUARD	8,196	7,696	0	0	500	0	0	0	0	0	0
NELSON, BRADFORD	LIFEGUARD	5,723	5,460	0	0	263	0	0	0	0	0	0
NICKEL, NINA	LIFEGUARD	22,372	20,484	0	0	1,261	0	0	0	0	0	627
O'CONNOR, GRACE	LIFEGUARD	6,283	6,020	0	0	263	0	0	0	0	0	0
OTTANI, KAI	LIFEGUARD	8,085	7,560	0	0	525	0	0	0	0	0	0
PROVONOST, AUSTIN	LIFEGUARD	6,843	6,580	0	0	263	0	0	0	0	0	0
RIBA-PAYNE, CHRISTOPHER	LIFEGUARD	140	140	0	0	0	0	0	0	0	0	0
ROBERTS, ISABELLE	LIFEGUARD	7,158	6,580	0	0	578	0	0	0	0	0	0
ROBERTS, JACKSON	LIFEGUARD	7,493	6,660	0	0	833	0	0	0	0	0	0
SAVAGE, JOHN	LIFEGUARD	6,864	6,364	0	0	500	0	0	0	0	0	0
SCHMIDT, JOHN	LIFEGUARD	1,286	1,260	0	0	26	0	0	0	0	0	0
STEINER, WILLEM	LIFEGUARD	7,473	7,000	0	0	473	0	0	0	0	0	0
STOLTE, AVERY	LIFEGUARD	6,716	6,216	0	0	500	0	0	0	0	0	0
SUNDELL, DANA	LIFEGUARD	5,014	4,292	0	0	722	0	0	0	0	0	0
SYKES, SYDNEY	LIFEGUARD	6,346	6,068	0	0	278	0	0	0	0	0	0
TEARSE, DAVID	LIFEGUARD	6,767	6,240	0	0	527	0	0	0	0	0	0
TOWEY, ADAM	LIFEGUARD	7,245	6,563	0	0	683	0	0	0	0	0	0
TOWNE, QUINTIN	LIFEGUARD	10,055	9,902	0	0	154	0	0	0	0	0	0
WEIGAND, MATTHEW	LIFEGUARD	6,283	6,020	0	0	263	0	0	0	0	0	0
WHELAN, SCOTT	LIFEGUARD	7,018	6,860	0	0	158	0	0	0	0	0	0
WIGGIN, ELEANORE	LIFEGUARD	9,662	8,580	0	0	1,082	0	0	0	0	0	0
WIGGIN, MARGARET	LIFEGUARD	3,372	2,788	0	0	584	0	0	0	0	0	0
WINTERS, KYLE	LIFEGUARD	1,804	1,804	0	0	0	0	0	0	0	0	0
WOOD, JACK	LIFEGUARD	1,680	1,680	0	0	0	0	0	0	0	0	0
ALGER, SARAH	MODERATOR	175	175	0	0	0	0	0	0	0	0	0
ADHIKARI, GITA	NCS	7,945	7,945	0	0	0	0	0	0	0	0	0
AGUIAR, JOSEPH	NCS	4,726	4,726	0	0	0	0	0	0	0	0	0
ARENT, DREW	NCS	4,723	1,223	0	0	0	0	0	0	3,500	0	0
BELANGER, MADELINE	NCS	3,992	3,992	0	0	0	0	0	0	0	0	0
BETAR, ANABELLE	NCS	1,763	1,763	0	0	0	0	0	0	0	0	0
BIXBY, BEVIN	NCS	900	900	0	0	0	0	0	0	0	0	0
BOHANNON, TODD	NCS	14,586	14,586	0	0	0	0	0	0	0	0	0
BOLEY, JENNIFER	NCS	668	668	0	0	0	0	0	0	0	0	0
BOYLAN, ABIGAIL	NCS	1,860	1,860	0	0	0	0	0	0	0	0	0
BROWN, ELIZA	NCS	169	169	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
BRUNDAGE, RACHEL	NCS	10,458	10,458	0	0	0	0	0	0	0	0	0
BUTTERWORTH, KATHLEEN	NCS	540	540	0	0	0	0	0	0	0	0	0
CAMPBELL, ELYSE	NCS	35,777	35,777	0	0	0	0	0	0	0	0	0
CARON, DENNIS	NCS	28,669	28,657	0	0	0	0	0	0	0	0	12
CASEY, MARY	NCS	913	913	0	0	0	0	0	0	0	0	0
CHAMBERS, EMMA	NCS	574	574	0	0	0	0	0	0	0	0	0
CHAUDHRY, DESERIE	NCS	6,350	6,350	0	0	0	0	0	0	0	0	0
CHAVEZ, LILIAN	NCS	11,578	11,578	0	0	0	0	0	0	0	0	0
CHRISTIANO, COLLETTE	NCS	52,480	52,480	0	0	0	0	0	0	0	0	0
COBB, LUCY	NCS	1,685	1,685	0	0	0	0	0	0	0	0	0
CONNOR, JACKSON	NCS	4,447	4,411	0	0	0	0	0	0	0	0	36
CORBETT, KELLY	NCS	39,127	39,127	0	0	0	0	0	0	0	0	0
CORCORAN, MEGHAN	NCS	5,965	0	0	0	0	0	0	0	0	0	5,965
COWLES, JEFFREY	NCS	35,144	35,144	0	0	0	0	0	0	0	0	0
CRONIN, PAULINE	NCS	57,880	57,880	0	0	0	0	0	0	0	0	0
DAILY, SUNNY	NCS	35	0	0	0	0	0	0	0	0	0	35
D'APRIX, AMANDA	NCS	5,425	5,425	0	0	0	0	0	0	0	0	0
DAVIS, EMMA	NCS	1,114	1,114	0	0	0	0	0	0	0	0	0
DAVIS, OLIVIA	NCS	349	349	0	0	0	0	0	0	0	0	0
DELGADO LEMUS, KATHERINE	NCS	6,600	6,600	0	0	0	0	0	0	0	0	0
DUSSAULT, EMILY	NCS	2,299	2,299	0	0	0	0	0	0	0	0	0
DWYER, EVEYLN	NCS	1,170	1,170	0	0	0	0	0	0	0	0	0
FRANCIS, TAJAUN	NCS	1,581	1,581	0	0	0	0	0	0	0	0	0
FREED, ELIZABETH	NCS	1,344	1,344	0	0	0	0	0	0	0	0	0
GAGNON, HOPE	NCS	10,700	10,700	0	0	0	0	0	0	0	0	0
GALLO, STEPHEN	NCS	1,628	1,628	0	0	0	0	0	0	0	0	0
GARUFI, CHRISTIAN	NCS	48,602	48,602	0	0	0	0	0	0	0	0	0
GASNAREZ, GLORIA	NCS	214	214	0	0	0	0	0	0	0	0	0
GERARDI, SOPHIE	NCS	1,255	1,255	0	0	0	0	0	0	0	0	0
GONZALEZ DE AZA, NATALIE	NCS	36,554	36,514	0	0	0	0	0	0	0	0	40
HANLON, SARAH	NCS	1,050	1,050	0	0	0	0	0	0	0	0	0
HARNISHFEGGER, NAOMI	NCS	4,000	0	0	0	0	0	0	0	4,000	0	0
HARRIS, DAVID	NCS	2,196	0	0	0	0	0	0	0	0	0	2,196
HOFFORD, CLAUDIA	NCS	51	51	0	0	0	0	0	0	0	0	0
HOLLISTER, CAITLIN	NCS	11,584	11,584	0	0	0	0	0	0	0	0	0
HOOD, MARIN	NCS	6,860	6,860	0	0	0	0	0	0	0	0	0
HRISTOVA, GRETA	NCS	2,623	2,210	0	0	0	0	0	0	0	0	413
HULL, JOAN	NCS	5,774	2,295	0	0	0	0	0	0	0	0	3,479
IVANOV, IVAYLO	NCS	17,068	17,068	0	0	0	0	0	0	0	0	0
JACKSON, OLIVIA	NCS	3,656	3,656	0	0	0	0	0	0	0	0	0
JANNELLE, BLAIR	NCS	62,872	62,872	0	0	0	0	0	0	0	0	0
JAY, JEFFREY	NCS	240	240	0	0	0	0	0	0	0	0	0
JENSEN, CARLISLE	NCS	272	272	0	0	0	0	0	0	0	0	0

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<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
JONES, FERNANDO	NCS	39,109	38,609	0	0	0	0	0	0	0	0	500
KELLER, VALERIYA	NCS	110	0	0	0	0	0	0	0	0	0	110
KOKOMOOR, KALEY	NCS	2,117	2,117	0	0	0	0	0	0	0	0	0
KOSCIUK, CYNTHIA	NCS	2,204	2,204	0	0	0	0	0	0	0	0	0
LAUBE, KRISTEN	NCS	2,727	2,727	0	0	0	0	0	0	0	0	0
LEBLANC, TESS	NCS	36,420	36,368	0	0	0	0	0	0	0	0	52
LEMUS, MELISSA	NCS	908	908	0	0	0	0	0	0	0	0	0
LENANE, BRIAN	NCS	51,763	51,763	0	0	0	0	0	0	0	0	0
LIBURD, KENARD	NCS	1,298	1,298	0	0	0	0	0	0	0	0	0
LINDQUIST, KAROL	NCS	7,931	7,866	0	0	0	0	0	0	0	0	65
MAHAT, SIMRAN	NCS	5,930	5,930	0	0	0	0	0	0	0	0	0
MAKSIMOVA-EVANS, EKATERINA	NCS	650	650	0	0	0	0	0	0	0	0	0
MANCHESTER, KATHERINE	NCS	62,976	62,976	0	0	0	0	0	0	0	0	0
MANNING, GRACE	NCS	5,750	5,750	0	0	0	0	0	0	0	0	0
MANNING, ROBIN	NCS	1,050	0	0	0	0	0	0	0	0	0	1,050
MARKS, MAEVE	NCS	4,358	4,358	0	0	0	0	0	0	0	0	0
MARKS, MEI	NCS	4,325	4,325	0	0	0	0	0	0	0	0	0
MCCARTHY, PATRICK	NCS	12,757	1,200	0	0	0	0	0	0	0	0	11,557
MCCLUSKEY, MERRILL	NCS	793	793	0	0	0	0	0	0	0	0	0
MCGOWAN, HOLLY	NCS	1,738	1,738	0	0	0	0	0	0	0	0	0
MELLITZ, KATHARINE	NCS	13,395	10,895	0	0	0	0	0	0	2,500	0	0
MIRELES TORRES, CESSNA	NCS	7,678	2,345	0	0	0	0	0	0	0	0	5,333
MOORE, KOBIE	NCS	25,774	17,642	0	0	1,043	0	7,089	0	0	0	0
MUHR, SHANNON	NCS	6,500	6,500	0	0	0	0	0	0	0	0	0
MYNTTINEN, JOHN	NCS	4,656	4,656	0	0	0	0	0	0	0	0	0
NATCHEVA, KALINA	NCS	233	233	0	0	0	0	0	0	0	0	0
PAPLEY-BECKFORD, LISHAE	NCS	4,750	4,750	0	0	0	0	0	0	0	0	0
PETERSON, CAL	NCS	120	120	0	0	0	0	0	0	0	0	0
PIGNATO, JAMES	NCS	91,567	84,436	0	0	0	0	0	0	7,131	0	0
PILLION, GARY	NCS	1,025	1,025	0	0	0	0	0	0	0	0	0
PYKOSZ, LINDSAY	NCS	56,262	56,262	0	0	0	0	0	0	0	0	0
QUIJADA LEMUS, TATIANA	NCS	2,324	2,324	0	0	0	0	0	0	0	0	0
RAMIREZ LUNA, FELIPE	NCS	11,565	11,565	0	0	0	0	0	0	0	0	0
RANCE, LISA	NCS	17,501	17,501	0	0	0	0	0	0	0	0	0
RICHARDS, SUSAN	NCS	41,764	41,764	0	0	0	0	0	0	0	0	0
RISEBOROUGH, STERLING	NCS	2,836	2,836	0	0	0	0	0	0	0	0	0
ROBERTS, AIDEN	NCS	280	280	0	0	0	0	0	0	0	0	0
ROBERTS, TRACY	NCS	100,768	100,768	0	0	0	0	0	0	0	0	0
RYDER, STEPHANIE	NCS	2,355	2,355	0	0	0	0	0	0	0	0	0
SARAVIA, MICHELLE	NCS	53,488	53,488	0	0	0	0	0	0	0	0	0
SEAQUIST, CHRISTINE	NCS	11,966	11,956	0	0	0	0	0	0	0	0	10
STEADMAN, ELIZA	NCS	5,757	5,705	0	0	0	0	0	0	0	0	52
STEARNS, ANNE	NCS	210	210	0	0	0	0	0	0	0	0	0

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STROJNY, CAMERON	NCS	4,568	4,568	0	0	0	0	0	0	0	0	0
TEJADA, INGRID	NCS	1,845	1,845	0	0	0	0	0	0	0	0	0
THOMAS, ELIZA	NCS	9,060	0	0	0	0	0	0	0	0	0	9,060
TYTHERIDGE ALLAN, ALEXANDRA	NCS	2,273	0	0	0	0	0	0	0	0	0	2,273
WALLACH, SOPHIA	NCS	45	45	0	0	0	0	0	0	0	0	0
WARNER, OWEN	NCS	5,092	4,860	0	0	0	0	0	0	0	0	232
WEBER, DANIEL	NCS	58,430	52,680	0	0	0	0	0	0	5,750	0	0
WEBSTER-DAVIS, SEANNE	NCS	3,711	2,948	0	0	0	0	0	0	0	0	764
WENDLING, COURTNEY	NCS	5,013	5,013	0	0	0	0	0	0	0	0	0
WILLIS, KERRIE	NCS	10,965	10,965	0	0	0	0	0	0	0	0	0
WILSON, KIMBERLY	NCS	4,624	4,624	0	0	0	0	0	0	0	0	0
WISENTANER, SAMANTHA	NCS	1,418	1,418	0	0	0	0	0	0	0	0	0
WITT, JEAN	NCS	63,831	61,331	0	0	0	0	0	0	2,500	0	0
WORKMAN, WILLIAM	NCS	5,393	0	0	0	0	0	0	0	0	0	5,393
CABRAL, LEAH	NRD	75,412	74,643	0	0	0	741	0	0	0	0	28
CARLSON, JEFFREY	NRD	128,626	128,447	0	0	0	0	0	0	0	0	179
CLINTON, HALEY	NRD	10,123	9,562	0	0	0	0	0	0	0	0	561
DODD, JOANNE	NRD	67,171	66,891	280	0	0	0	0	0	0	0	0
FOURNIER, THAIS	NRD	58,487	58,058	0	0	0	429	0	0	0	0	0
JOHNSEN, JONATHAN	NRD	106,051	101,596	0	0	2,164	2,290	0	0	0	0	0
MINELLA, JOSEPH	NRD	56,755	56,351	0	0	0	403	0	0	0	0	0
MURPHY, VINCENT	NRD	62,822	61,971	0	0	0	0	0	0	0	0	851
RILEY, TARA	NRD	101,160	101,160	0	0	0	0	0	0	0	0	0
ROSENBERG, KATHRYN	NRD	10,544	10,544	0	0	0	0	0	0	0	0	0
BERRY, DAVID	NRD SEAS	13,163	13,163	0	0	0	0	0	0	0	0	0
FALCK, KATHRYN	NRD SEAS	11,806	11,806	0	0	0	0	0	0	0	0	0
SCRICCO, MARISSA	NRD SEAS	8,861	8,300	0	0	0	0	0	0	0	0	561
WHITTAKER, EMILY	NRD SEAS	14,141	13,481	0	0	0	0	0	0	0	0	660
CLARKSON, CINDY	NRTA	62,911	62,911	0	0	0	0	0	0	0	0	0
LEARY, PAULA	NRTA	103,243	103,243	0	0	0	0	0	0	0	0	0
BASSANO, JOAN	NRTA SEAS	3,851	3,851	0	0	0	0	0	0	0	0	0
CARROL, ROXANNE	NRTA SEAS	3,473	3,473	0	0	0	0	0	0	0	0	0
ELDRIDGE, CAROL	NRTA SEAS	17,495	17,495	0	0	0	0	0	0	0	0	0
HAYWOOD, NETRIA	NRTA SEAS	1,946	1,946	0	0	0	0	0	0	0	0	0
KOSCIUK, CYNTHIA	NRTA SEAS	5,535	5,535	0	0	0	0	0	0	0	0	0
MCCRAE, WENDY	NRTA SEAS	840	840	0	0	0	0	0	0	0	0	0
MONTALBANO, MICHAEL	NRTA SEAS	5,882	5,882	0	0	0	0	0	0	0	0	0
PENDERGAST, COLLEEN	NRTA SEAS	385	385	0	0	0	0	0	0	0	0	0
REZENDES, WILLIAM	NRTA SEAS	8,348	8,348	0	0	0	0	0	0	0	0	0
RIVERA, JOHN	NRTA SEAS	2,714	2,714	0	0	0	0	0	0	0	0	0
WOOTEN, MICHAEL	NRTA SEAS	30	30	0	0	0	0	0	0	0	0	0
ADRIAN, NANCY	OIH	50,737	43,168	0	0	5,515	2,054	0	0	0	0	0
ARAUJO, SANDRA BEIRUTE	OIH	57,181	55,918	0	0	28	1,214	0	0	0	0	21

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
ATTAPREYANGKUL, TUKI	OIH	70,904	63,930	0	0	3,219	3,728	0	0	0	0	27
BARRETT, SHEILA	OIH	61,835	58,433	0	0	1,817	1,560	0	0	0	0	24
BARTLEY, ALEXIA	OIH	6,350	5,345	0	0	525	480	0	0	0	0	0
BECHTOLD, DEBRA	OIH	36,730	36,730	0	0	0	0	0	0	0	0	0
BECKFORD, MARY	OIH	35,334	31,071	0	0	3,729	534	0	0	0	0	0
BENNETTE, MARIE	OIH	55,759	48,138	0	0	3,657	3,922	0	0	0	0	41
BERRETH, MICHELLE	OIH	36,461	34,852	0	0	1,119	491	0	0	0	0	0
BHANDARI, BANDANA	OIH	39,368	38,164	0	0	186	999	0	0	0	0	19
BLAGROVE, MERLENE	OIH	2,890	2,890	0	0	0	0	0	0	0	0	0
BLOISE-SMITH, BRIDGETT	OIH	71,178	64,354	0	0	3,430	3,367	0	0	0	0	27
BOYNTON, KATELYN	OIH	63,229	60,243	0	0	0	2,987	0	0	0	0	0
BUTLER, CASSANDRA	OIH	5,252	5,252	0	0	0	0	0	0	0	0	0
COFFMAN, KELLIE	OIH	33,352	28,300	0	0	4,901	151	0	0	0	0	0
CORREIA, KAREN	OIH	84,632	84,008	0	0	534	0	0	0	0	0	90
COUSLEY MCFARLANE, CLAUDIA	OIH	1,295	1,295	0	0	0	0	0	0	0	0	0
CRANE, CHRISTINA	OIH	14,005	13,500	0	0	505	0	0	0	0	0	0
DARGIE, PATRICIA	OIH	90,959	90,865	0	0	94	0	0	0	0	0	0
DAWKINS, JULIET	OIH	60,617	58,244	0	0	1,442	904	0	0	0	0	26
DESMORNES, NADEGE	OIH	22,361	17,270	0	0	3,573	1,518	0	0	0	0	0
ELLIS-USHER, MARVETTE	OIH	95,254	67,217	0	0	24,804	3,202	0	0	0	0	30
FLAHERTY, KERRI	OIH	70,106	60,419	0	0	2,157	1,007	0	0	6,500	0	23
FRANCIS, HEATHER	OIH	159,269	152,525	0	0	(1,078)	3,782	0	0	0	0	4,040
GREEN, CORDIA	OIH	41,215	34,647	0	0	4,664	1,875	0	0	0	0	29
GRIMES, LILIAN	OIH	43,952	41,443	0	0	1,179	1,314	0	0	0	0	16
HARRISON, JACQUELINE	OIH	53,890	44,286	0	0	4,610	1,114	0	0	0	0	3,879
HAYE, NADENE	OIH	10,952	10,952	0	0	0	0	0	0	0	0	0
HILST, TAYLOR	OIH	74,718	74,011	0	0	306	387	0	0	0	0	13
KIEFFER, ERIKA	OIH	50,916	48,165	0	0	603	2,131	0	0	0	0	17
KING, DONNA	OIH	80,723	63,527	0	0	15,222	1,953	0	0	0	0	21
KING, EDWARD	OIH	88,540	88,354	0	0	0	186	0	0	0	0	0
KINNEY, COLLEEN	OIH	47,763	44,069	0	0	1,901	1,775	0	0	0	0	19
KOYL, NANCY	OIH	114,247	83,819	0	0	28,157	2,225	0	0	0	0	45
KYOMITMAITEE, MANEEWAN	OIH	60,015	56,335	0	0	921	2,736	0	0	0	0	23
LEMUS, MARIA	OIH	80,109	61,944	0	0	14,907	3,180	0	0	0	0	78
LENNERTON, BRETT	OIH	165,969	165,869	0	0	0	0	0	0	0	0	100
LOWE, AVRIL	OIH	40,429	35,242	0	0	3,688	1,479	0	0	0	0	20
LYTTLE-LIBURD, SOPHIA	OIH	97,916	66,951	0	0	26,700	4,233	0	0	0	0	32
MACVICAR-FISKE, LAURIE	OIH	75,111	75,111	0	0	0	0	0	0	0	0	0
MASON, JESSICA	OIH	79,914	66,750	0	0	12,071	1,066	0	0	0	0	27
MATSON, CAROL	OIH	96,584	79,564	0	0	15,515	1,467	0	0	0	0	38
MAXWELL, KATHLEEN	OIH	66,362	66,362	0	0	0	0	0	0	0	0	0
MOND-SHELTON, MARJANI	OIH	17,668	14,768	0	0	2,900	0	0	0	0	0	0
MULVEY, LISA	OIH	35,761	34,868	0	0	0	893	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
MYERS, SHANA	OIH	3,562	3,187	0	0	0	375	0	0	0	0	0
NIRLA, LAXMI	OIH	54,258	47,997	0	0	3,674	2,567	0	0	0	0	19
PARKINSON, AVIA	OIH	3,223	3,223	0	0	0	0	0	0	0	0	0
PASK, JENNIFER	OIH	51,995	49,100	0	0	1,640	1,234	0	0	0	0	22
PATTON, MARY	OIH	25,532	24,459	0	0	1,073	0	0	0	0	0	0
PERALES, CARLOS	OIH	47,955	47,432	0	0	220	257	0	0	0	0	46
PHILLIPS, FERNELLA	OIH	55,495	52,527	0	0	1,337	1,611	0	0	0	0	21
PICHETTE, SAMANTHA	OIH	57,739	52,847	0	0	2,499	2,359	0	0	0	0	34
REED, STORMY	OIH	59,514	57,523	0	0	419	1,548	0	0	0	0	24
REID, EVADNE	OIH	70,906	56,219	0	0	12,348	2,311	0	0	0	0	28
REZENDES, SUSAN	OIH	45,436	44,080	0	0	1,355	0	0	0	0	0	0
RICKETTS, DENISE	OIH	73,890	65,691	0	0	6,771	1,401	0	0	0	0	27
RILEY, AARON	OIH	51,228	50,059	0	0	198	951	0	0	0	0	20
RODRIGUEZ, LYNDY	OIH	77,706	60,861	0	0	14,670	2,152	0	0	0	0	24
ROGERS, RONNI	OIH	21,081	20,631	0	0	450	0	0	0	0	0	0
ROSE, ANNIE-KAY	OIH	12,558	8,698	0	0	2,879	981	0	0	0	0	0
ROSS, DANIEL	OIH	50,333	48,508	0	0	357	1,468	0	0	0	0	0
ROWE THOMAS, KAREN	OIH	84,082	63,113	0	0	17,545	3,392	0	0	0	0	33
RYDER, ELLEN	OIH	33,622	28,953	0	0	366	1,339	0	0	0	0	2,965
SANDOVAL, ANA ISABEL	OIH	5,672	5,672	0	0	0	0	0	0	0	0	0
SOUZA, SHERRY	OIH	66,815	61,930	0	0	2,511	2,349	0	0	0	0	25
STANLEY, SHANYA	OIH	36,392	29,830	0	0	5,817	724	0	0	0	0	22
THAIRAT, MATUROD	OIH	59,725	56,236	0	0	303	2,124	0	0	0	0	1,062
WEDDERBURN, SARI	OIH	49,654	46,842	0	0	2,498	301	0	0	0	0	14
WHEATLEY, SASHANA	OIH	1,848	1,848	0	0	0	0	0	0	0	0	0
ANCERO, CATHERINE	PLUS	89,620	82,736	0	0	6,877	0	0	0	0	0	7
ANTONIETTI, ELEANOR	PLUS	93,579	84,907	0	0	3,363	0	0	0	0	0	5,309
BACKUS, HOLLY	PLUS	81,367	80,145	0	0	1,222	0	0	0	0	0	0
BARRY, JAMES	PLUS	88,362	88,091	0	0	271	0	0	0	0	0	0
BELANGER, PAUL	PLUS	1,400	1,400	0	0	0	0	0	0	0	0	0
BENNETT, DOUGLAS	PLUS	91,958	91,780	0	0	0	0	0	0	0	0	178
BURNS, THOMAS	PLUS	118,156	117,636	520	0	0	0	0	0	0	0	0
BUTLER, STEPHEN	PLUS	60,453	60,433	20	0	0	0	0	0	0	0	0
FLYNN, CATHERINE	PLUS	82,631	70,934	0	0	11,697	0	0	0	0	0	0
HULL, GEORGE	PLUS	107,293	101,339	0	0	5,809	145	0	0	0	0	0
MARTINEZ, ESMERALDA	PLUS	8,949	8,949	0	0	0	0	0	0	0	0	0
MCCARTHY, KADEEM	PLUS	63,882	61,294	0	0	2,588	0	0	0	0	0	0
MORASH, JEFFREY	PLUS	71,229	69,302	0	0	1,927	0	0	0	0	0	0
MURPHY, PAUL	PLUS	115,385	115,385	0	0	0	0	0	0	0	0	0
NOLL, ALAN	PLUS	78,579	62,247	900	0	140	0	0	0	0	0	15,291
O'BRIEN, JACQUELYN	PLUS	68,466	64,669	0	0	3,796	0	0	0	0	0	0
RAMOS, EDMUND	PLUS	1,600	1,600	0	0	0	0	0	0	0	0	0
SILVERSTEIN, MARCUS	PLUS	102,951	102,951	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
SNELL, LESLIE	PLUS	136,791	136,714	0	0	0	0	0	0	0	0	78
STONE, CAMERON	PLUS	58,949	58,902	0	0	47	0	0	0	0	0	0
SWAIN, JOSEPH	PLUS	725	725	0	0	0	0	0	0	0	0	0
TRUDEL, MEGAN	PLUS	63,739	60,998	500	0	2,241	0	0	0	0	0	0
VORCE, ANDREW	PLUS	147,306	145,981	0	0	0	0	0	0	0	0	1,325
BAXTER, AMY	POLICE	72,830	72,830	0	0	0	0	0	0	0	0	0
BRIZARD, GUIVENSON	POLICE	63,726	32,957	0	0	0	0	30,769	0	0	0	0
BROWN, STEPHEN	POLICE	63,071	32,092	0	0	0	0	30,979	0	0	0	0
BURNS, MELINDA	POLICE	112,844	110,365	0	2,464	0	0	0	0	0	0	16
CHRETIEN, JARED	POLICE	145,024	112,053	10,145	0	14,623	0	5,982	0	2,077	0	144
CIARMATARO, ANN	POLICE	56,093	55,826	0	0	267	0	0	0	0	0	0
CLINGER, SHEILA	POLICE	89,367	84,658	1,560	2,958	191	0	0	0	0	0	0
CLINGER, THOMAS	POLICE	143,670	129,404	6,042	7,064	1,010	0	0	0	0	0	150
COAKLEY, BRENDAN	POLICE	145,619	113,350	0	0	21,370	0	10,768	0	0	0	130
COLASURDO, CHASE	POLICE	66,110	56,259	415	0	3,521	0	5,085	0	0	0	829
DAVIS, MARIA	POLICE	79,731	79,615	0	0	116	0	0	0	0	0	0
DESMOND, CONOR	POLICE	99,486	64,631	1,200	0	6,148	0	27,086	0	0	0	422
DICKINSON, KEVIN	POLICE	336	336	0	0	0	0	0	0	0	0	0
DISAIA, NICHOLAS	POLICE	113,242	65,399	1,200	0	5,530	0	40,847	0	0	0	266
DZVONIK, MARYNA	POLICE	64,678	64,678	0	0	0	0	0	0	0	0	0
FURTADO, DANIEL	POLICE	160,827	113,873	10,145	0	29,946	0	2,552	0	4,154	0	156
GALE, SUZANNE	POLICE	101,839	92,289	0	0	3,813	0	5,632	0	0	0	105
GIACALONE, MEGHAN	POLICE	67,217	55,203	415	0	667	0	10,485	0	0	0	447
GIBSON, CHARLES	POLICE	209,427	156,767	38,392	9,758	0	0	2,162	0	0	0	2,347
HARRINGTON, RICHARD	POLICE	97,945	70,656	1,200	0	3,033	0	19,576	0	3,385	0	95
HOLLIS JR, ROBERT	POLICE	106,643	86,595	0	0	6,644	0	12,075	0	1,231	0	99
IACOZZI, NICHOLAS	POLICE	102,303	64,722	1,200	0	10,681	0	25,504	0	0	0	197
JOURNET, ERIK	POLICE	40,186	24,024	323	0	3,155	0	12,651	0	0	0	32
KELLY, CHRISTOPHER	POLICE	102,190	82,491	1,200	0	12,505	0	5,872	0	0	0	122
MACK, DANIEL	POLICE	151,030	110,425	10,392	5,096	23,588	0	1,380	0	0	0	150
MACK, JEROME	POLICE	116,300	92,754	8,322	0	2,795	0	11,006	0	1,308	0	115
MACVICAR, ANGUS	POLICE	162,723	148,495	6,991	7,064	0	0	0	0	0	0	173
MALO, TIMOTHY	POLICE	99,520	65,274	1,200	0	4,302	0	28,432	0	0	0	313
MANSFIELD, KEITH	POLICE	122,026	97,779	8,132	0	9,185	0	6,748	0	0	0	182
MARSHALL, KEVIN	POLICE	139,193	112,643	5,030	0	19,633	0	1,743	0	0	0	143
MASON, JACQUELYN	POLICE	112,552	81,566	1,200	0	7,499	0	20,954	0	1,231	0	102
MASTRIANO, MICHAEL	POLICE	95,722	77,168	1,200	0	6,013	0	7,072	0	4,154	0	115
MCGINTY, CHRISTOPHER	POLICE	69,244	55,672	415	0	1,066	0	11,640	0	0	0	451
MCMILLAN, JOHN	POLICE	20,706	20,706	0	0	0	0	0	0	0	0	0
MCMULLEN, JANINE	POLICE	153,031	110,838	9,899	0	23,306	0	8,832	0	0	0	156
MILICI, MICHAEL	POLICE	5,488	5,144	92	0	251	0	0	0	0	0	0
MORNEAU, BRETT	POLICE	147,359	111,984	9,899	0	17,910	0	7,414	0	0	0	151
MUHR, JOHN	POLICE	128,666	96,937	0	0	15,315	0	14,988	0	1,308	0	119

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<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
NOBLE, CAMILLE	POLICE	47,146	44,434	0	0	403	0	0	0	0	0	2,308
OLSON, JAMES	POLICE	69,362	55,639	0	0	3,727	0	9,585	0	0	0	410
PITTMAN, WILLIAM	POLICE	196,391	176,226	20,128	0	0	0	0	0	0	0	36
RAY, TRAVIS	POLICE	182,238	115,874	10,145	0	35,820	0	20,235	0	0	0	164
ROCKETT, JOHN	POLICE	180,549	110,836	9,899	0	30,778	0	26,243	0	2,616	0	176
SCHWENK, AMANDA	POLICE	105,159	77,093	1,200	0	6,844	0	15,782	0	4,154	0	87
SHIELD, ROBERT	POLICE	104,090	64,231	1,200	0	10,203	0	28,261	0	0	0	195
TERINO, NICHOLAS	POLICE	63,919	55,401	0	0	511	0	7,560	0	0	0	447
THOMPSON, CASSANDRA	POLICE	99,907	81,507	1,280	0	3,794	0	13,216	0	0	0	110
TIRONE, JOSEPH	POLICE	125,526	68,347	1,200	0	6,685	0	49,173	0	0	0	121
TOVET, CATHERINE	POLICE	83,532	82,955	520	0	57	0	0	0	0	0	0
WITHERELL, DEREK	POLICE	110,950	82,510	1,200	0	19,787	0	7,350	0	0	0	102
AMO, NICHOLAS	POLICE CSO	12,498	7,429	0	0	525	0	4,544	0	0	0	0
BALDASSARI, JEFFREY	POLICE CSO	9,249	5,328	0	0	617	0	3,304	0	0	0	0
BENWARE, SIERRA	POLICE CSO	11,047	8,540	0	0	131	0	2,376	0	0	0	0
BRIGGS, CONNOR	POLICE CSO	11,416	6,860	0	0	492	0	4,064	0	0	0	0
BURCHILL, KAITLYN	POLICE CSO	28,554	13,843	0	0	532	0	14,180	0	0	0	0
CARAHER, CORY	POLICE CSO	19,575	18,792	0	0	319	0	464	0	0	0	0
CHERIES, ERICA	POLICE CSO	11,064	7,814	0	0	394	0	2,856	0	0	0	0
CLINGER, BENJAMIN	POLICE CSO	12,492	7,095	0	0	486	0	4,912	0	0	0	0
COGAVIN, SEAMUS	POLICE CSO	11,058	7,158	0	0	243	0	3,658	0	0	0	0
CRONIN, NICOLE	POLICE CSO	9,395	5,303	0	0	308	0	3,784	0	0	0	0
DALY, ALLISON	POLICE CSO	33,331	16,437	0	0	555	0	16,338	0	0	0	0
DENTE, ZACHARY	POLICE CSO	9,580	6,860	0	0	328	0	2,392	0	0	0	0
GLICK, SARAH	POLICE CSO	79,628	27,614	0	0	400	0	51,615	0	0	0	0
GLOWACKI, BRIANNA	POLICE CSO	10,819	6,816	0	0	249	0	3,753	0	0	0	0
GUELFI IV, JOHN	POLICE CSO	10,647	6,781	0	0	446	0	3,419	0	0	0	0
HARRIS, DEVON	POLICE CSO	12,111	7,271	0	0	440	0	4,400	0	0	0	0
MANNING, LIAM	POLICE CSO	11,364	6,606	0	0	335	0	4,423	0	0	0	0
MCCARTHY, PATRICK	POLICE CSO	10,322	7,236	0	0	184	0	2,902	0	0	0	0
MCGRATH, MACK	POLICE CSO	34,708	17,332	0	0	0	0	17,377	0	0	0	0
MCNEILLY, ANDREW	POLICE CSO	35,133	17,469	0	0	1,159	0	16,506	0	0	0	0
NOONAN, MATTHEW	POLICE CSO	13,264	8,243	0	0	171	0	4,851	0	0	0	0
O'KEEFE, KAYLA	POLICE CSO	12,407	7,332	0	0	644	0	4,431	0	0	0	0
PRATT, SEAN	POLICE CSO	2,993	840	0	0	0	0	2,153	0	0	0	0
RAND, NICHOLAS	POLICE CSO	16,038	10,281	0	0	0	0	5,757	0	0	0	0
REDDY, JAKE	POLICE CSO	13,031	8,356	0	0	131	0	4,543	0	0	0	0
ROWEAN, BRET	POLICE CSO	10,914	8,321	0	0	689	0	1,904	0	0	0	0
TAJE, JARED	POLICE CSO	11,860	7,114	0	0	722	0	4,024	0	0	0	0
TYROS, DEREK	POLICE CSO	13,084	8,912	0	0	373	0	3,800	0	0	0	0
VITONE, LEANNE	POLICE CSO	7,062	5,303	0	0	112	0	1,648	0	0	0	0
VOLLAND, TORI	POLICE CSO	7,962	6,571	0	0	446	0	944	0	0	0	0
WARD, CHRISTOPHER	POLICE CSO	11,386	6,956	0	0	374	0	4,056	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
CONSIDINE, PATRICK	POLICE DIS	70,695	69,729	0	0	966	0	0	0	0	0	0
EGER-ANDERSEN, THERESA	POLICE DIS	86,170	84,828	0	0	1,343	0	0	0	0	0	0
GOMES, CAIO	POLICE DIS	81,203	76,305	0	0	4,897	0	0	0	0	0	0
HAINY, PATRICIA	POLICE DIS	81,702	77,993	0	0	3,710	0	0	0	0	0	0
KEVER, ERA	POLICE DIS	84,382	76,907	0	0	7,476	0	0	0	0	0	0
MOORE, VENESSA	POLICE DIS	9,929	9,929	0	0	0	0	0	0	0	0	0
MOREIRA, JOAO	POLICE DIS	83,285	77,346	0	0	5,939	0	0	0	0	0	0
NORRIS, JESSICA	POLICE DIS	95,564	94,675	0	0	889	0	0	0	0	0	0
PEREZ, WENDY	POLICE DIS	80,314	76,491	0	0	3,823	0	0	0	0	0	0
REYNOLDS, CHRISTOPHER	POLICE DIS	79,454	76,012	0	0	3,442	0	0	0	0	0	0
SMITH, MEGAN	POLICE DIS	100,258	95,546	0	0	4,712	0	0	0	0	0	0
GARY, ARDIS	POLICE IT	122,219	114,441	0	0	7,778	0	0	0	0	0	0
ADAMS, JERRY	POLICE SRO	20,513	1,163	0	0	0	0	19,350	0	0	0	0
ATCHISON, SEAN	POLICE SRO	83,440	49,464	0	0	7,450	0	26,526	0	0	0	0
DUCE, FARRELL	POLICE SRO	35,120	13,726	0	0	3,938	0	17,456	0	0	0	0
GANNON, SEAN	POLICE SRO	75,389	43,281	0	0	8,362	0	23,746	0	0	0	0
KUSTKA, PATRICK	POLICE SRO	29,271	16,019	0	0	2,442	0	10,810	0	0	0	0
BARRETT, ANNE	PUBLIC HEALTH	84,474	82,914	1,560	0	0	0	0	0	0	0	0
CROWLEY, ARTELL	PUBLIC HEALTH	123,405	121,845	1,560	0	0	0	0	0	0	0	0
HEDDEN, JOHN	PUBLIC HEALTH	86,034	85,049	0	0	673	0	0	0	0	0	312
LAFAVRE, KATHLEEN	PUBLIC HEALTH	100,240	98,338	1,560	0	126	0	0	0	0	0	216
SANTAMARIA, ROBERTO	PUBLIC HEALTH	120,428	120,236	0	0	0	0	0	0	0	0	192
ROSS, HENRY	PUBLIC HEALTH	23,280	23,280	0	0	0	0	0	0	0	0	0
FLEGG, SKYE	PUBLIC HEALTH SEAS	3,325	3,325	0	0	0	0	0	0	0	0	0
MCNEIL, GRACE	PUBLIC HEALTH SEAS	4,638	4,638	0	0	0	0	0	0	0	0	0
BEAMISH, KIMBERLY	ROD	105,070	103,039	0	0	0	0	0	0	0	0	2,031
FERREIRA, JENNIFER	ROD	110,823	110,823	0	0	0	0	0	0	0	0	0
FURTADO, AMANDA	ROD	51,927	51,926	0	0	0	0	0	0	0	0	1
BRIDGES, JASON	SB	3,583	3,583	0	0	0	0	0	0	0	0	0
FEE, MATTHEW	SB	3,208	3,208	0	0	0	0	0	0	0	0	0
FERRANTELLA, KRISTIE	SB	2,333	2,333	0	0	0	0	0	0	0	0	0
HIGGINS, RITA	SB	3,208	3,208	0	0	0	0	0	0	0	0	0
HILL HOLDGATE, DAWN	SB	4,208	4,208	0	0	0	0	0	0	0	0	0
KELLY, JAMES	SB	1,167	1,167	0	0	0	0	0	0	0	0	0
ABBOTT, MEGAN	SCHOOL	92,367	90,367	0	0	0	0	0	0	2,000	0	0
ADAMS, KATHY	SCHOOL	34,623	34,623	0	0	0	0	0	0	0	0	0
ADAMS, VICTORIA	SCHOOL	67,598	67,598	0	0	0	0	0	0	0	0	0
AHLBORN, JENNIFER	SCHOOL	794	794	0	0	0	0	0	0	0	0	0
ALBERTSON, KIMBERLY	SCHOOL	127,506	123,506	0	0	0	0	0	0	4,000	0	0
ALDINGER, SUSAN	SCHOOL	24,159	24,159	0	0	0	0	0	0	0	0	0
ALLEN, DOREEN	SCHOOL	580	580	0	0	0	0	0	0	0	0	0
ALLEN, SEAN	SCHOOL	8,403	8,403	0	0	0	0	0	0	0	0	0
ALLEN-PALENSKI, STEPHANIE	SCHOOL	8,360	8,360	0	0	0	0	0	0	0	0	0

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ALMODOBAR, DARIAN	SCHOOL	114,450	114,450	0	0	0	0	0	0	0	0	0
ALOISI, LYNNE	SCHOOL	105,028	105,028	0	0	0	0	0	0	0	0	0
ALOISI, SAMUEL	SCHOOL	7,131	0	0	0	0	0	0	0	7,131	0	0
ALTMAN SHERMAN, ROBIN	SCHOOL	111,979	111,979	0	0	0	0	0	0	0	0	0
ANCERO-ALLEN, CHRISTOPHER	SCHOOL	30,943	30,880	0	0	63	0	0	0	0	0	0
ANDREWS, KATHERINE	SCHOOL	21,159	21,159	0	0	0	0	0	0	0	0	0
ANGUELOV, MARTIN	SCHOOL	127,294	127,294	0	0	0	0	0	0	0	0	0
ARGUETA ZELAYA, DINA	SCHOOL	7,221	7,221	0	0	0	0	0	0	0	0	0
AVERY, DEANNA SLAYTON	SCHOOL	111,284	111,284	0	0	0	0	0	0	0	0	0
AVRAMOVA, ZHANETA	SCHOOL	1,010	1,010	0	0	0	0	0	0	0	0	0
BAILEY, JAIME	SCHOOL	110,830	110,830	0	0	0	0	0	0	0	0	0
BARALDI, ELIZABETH	SCHOOL	52,971	52,971	0	0	0	0	0	0	0	0	0
BARDSLEY, AMANDA	SCHOOL	108,180	108,180	0	0	0	0	0	0	0	0	0
BARNES-HARRINGTON, MAEVE	SCHOOL	45,185	44,185	0	0	0	0	0	0	1,000	0	0
BARONE, JONATHAN	SCHOOL	82,948	77,528	0	0	0	0	0	0	5,420	0	0
BARTLETT, SEANDA	SCHOOL	22,371	22,371	0	0	0	0	0	0	0	0	0
BASKETT, FRANCES	SCHOOL	116,335	114,835	0	0	0	0	0	0	1,500	0	0
BEAL, BRITTANY	SCHOOL	70,598	70,598	0	0	0	0	0	0	0	0	0
BEANS, JORDAN	SCHOOL	14,543	14,543	0	0	0	0	0	0	0	0	0
BEDELL, KATIE	SCHOOL	43,264	43,264	0	0	0	0	0	0	0	0	0
BELANGER, SUZANNE	SCHOOL	38,374	38,374	0	0	0	0	0	0	0	0	0
BENCHEVA-FURNADZHIEVA, MARINA	SCHOOL	49,690	49,690	0	0	0	0	0	0	0	0	0
BENSON, KATHLEEN	SCHOOL	97,371	97,371	0	0	0	0	0	0	0	0	0
BERRUET, JOYCE	SCHOOL	3,000	3,000	0	0	0	0	0	0	0	0	0
BILLINGS, ALYSSA	SCHOOL	108,810	107,310	0	0	0	0	0	0	1,500	0	0
BISTANY, RENEE	SCHOOL	16,995	16,995	0	0	0	0	0	0	0	0	0
BLASI, ELLA	SCHOOL	3,920	3,920	0	0	0	0	0	0	0	0	0
BLASI, KATHERINE	SCHOOL	44,779	43,779	0	0	0	0	0	0	1,000	0	0
BORGES, KYLEE	SCHOOL	34,295	34,295	0	0	0	0	0	0	0	0	0
BOYCHEV, DIMO	SCHOOL	85,300	78,804	0	0	6,496	0	0	0	0	0	0
BOYCHEVA, VERONIKA	SCHOOL	85,314	85,314	0	0	0	0	0	0	0	0	0
BRADY, MICHELE	SCHOOL	147,662	147,662	0	0	0	0	0	0	0	0	0
BRANNIGAN, LESLIEANNE	SCHOOL	36,674	32,674	0	0	0	0	0	0	4,000	0	0
BRANNIGAN, MICHELLE	SCHOOL	112,292	112,292	0	0	0	0	0	0	0	0	0
BRANNIGAN, RICHARD	SCHOOL	7,131	0	0	0	0	0	0	0	7,131	0	0
BRIARD, DANIELLE	SCHOOL	32,662	32,662	0	0	0	0	0	0	0	0	0
BRIGHENTI, MARY JOANN	SCHOOL	8,060	8,060	0	0	0	0	0	0	0	0	0
BROOKS, SARA	SCHOOL	69,231	69,231	0	0	0	0	0	0	0	0	0
BRUCHER, STEPHANIE	SCHOOL	100,720	100,720	0	0	0	0	0	0	0	0	0
BRUNO, CATHLEEN	SCHOOL	102,583	102,583	0	0	0	0	0	0	0	0	0
BUCCHERI, PAUL	SCHOOL	79,963	76,059	0	0	0	0	0	0	3,904	0	0
BUCKEY, JOHN	SCHOOL	161,128	161,128	0	0	0	0	0	0	0	0	0
BUTLER, KARLA	SCHOOL	3,406	3,406	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
CAMPBELL, BROOKE	SCHOOL	240	240	0	0	0	0	0	0	0	0	0
CAMPBELL, INDIA	SCHOOL	8,144	8,144	0	0	0	0	0	0	0	0	0
CAMPISI, JASON	SCHOOL	57,444	57,366	0	0	79	0	0	0	0	0	0
CAREW, JULIA	SCHOOL	25,422	25,422	0	0	0	0	0	0	0	0	0
CARLSON, KARA	SCHOOL	120,698	116,698	0	0	0	0	0	0	4,000	0	0
CARNEY, MICHAEL	SCHOOL	46,308	45,308	0	0	0	0	0	0	1,000	0	0
CARO, CELSO CHAVEZ	SCHOOL	65,350	59,467	0	0	5,883	0	0	0	0	0	0
CASPE, JEANNE	SCHOOL	7,050	7,050	0	0	0	0	0	0	0	0	0
CATON, CAROL	SCHOOL	45,506	45,506	0	0	0	0	0	0	0	0	0
CHIRINOS, MARIA	SCHOOL	12,742	12,742	0	0	0	0	0	0	0	0	0
CHITESTER, SHERRY	SCHOOL	39,239	39,239	0	0	0	0	0	0	0	0	0
CHUMAK, YULIYA	SCHOOL	69,285	69,285	0	0	0	0	0	0	0	0	0
CHURNS, ANNE	SCHOOL	340	340	0	0	0	0	0	0	0	0	0
CIVITARESE, LENA	SCHOOL	65,304	65,304	0	0	0	0	0	0	0	0	0
CLARK, ALEXANDER	SCHOOL	4,450	4,450	0	0	0	0	0	0	0	0	0
CLARK, JEANNE	SCHOOL	106,909	104,909	0	0	0	0	0	0	2,000	0	0
CLARKSON, EMILY	SCHOOL	66,480	66,080	0	0	0	0	0	0	400	0	0
CLINGER, ALEXISSE	SCHOOL	4,125	4,125	0	0	0	0	0	0	0	0	0
CLINGER, KAITLYN	SCHOOL	480	480	0	0	0	0	0	0	0	0	0
CLUNIE, CHARLES	SCHOOL	91,074	76,323	0	0	14,751	0	0	0	0	0	0
COBURN, LAURA	SCHOOL	71,647	71,647	0	0	0	0	0	0	0	0	0
COELHO, ALYSSA	SCHOOL	5,077	5,030	0	0	47	0	0	0	0	0	0
COFFIN, ALFRED	SCHOOL	44,423	43,346	0	0	0	0	0	0	0	0	1,077
COFFIN, DAUNA	SCHOOL	113,875	113,875	0	0	0	0	0	0	0	0	0
COHEN, PETER	SCHOOL	76,536	76,536	0	0	0	0	0	0	0	0	0
COLLINS, COURTNEY	SCHOOL	74,079	74,079	0	0	0	0	0	0	0	0	0
COLLUM, JAIMIE	SCHOOL	67,238	67,238	0	0	0	0	0	0	0	0	0
CONDON, BARBARA	SCHOOL	82,223	82,223	0	0	0	0	0	0	0	0	0
CONNON, BARBARA	SCHOOL	1,020	1,020	0	0	0	0	0	0	0	0	0
CONNON, ROBERT	SCHOOL	1,940	1,940	0	0	0	0	0	0	0	0	0
COONEY, KELLY-ANN	SCHOOL	133,032	133,032	0	0	0	0	0	0	0	0	0
CORBETT, SCOTT	SCHOOL	5,750	0	0	0	0	0	0	0	5,750	0	0
CORDONE, CASEY	SCHOOL	75,002	74,002	0	0	0	0	0	0	1,000	0	0
COTHRAN, CHRIS	SCHOOL	80,302	74,002	0	0	0	0	0	0	6,300	0	0
COWDEN, THEODORA	SCHOOL	13,959	13,959	0	0	0	0	0	0	0	0	0
COZORT, WILLIAM	SCHOOL	196,879	196,879	0	0	0	0	0	0	0	0	0
CRESSY, REBECCA	SCHOOL	25,274	25,274	0	0	0	0	0	0	0	0	0
CRITCHLEY, JEAN	SCHOOL	113,233	113,233	0	0	0	0	0	0	0	0	0
CROWLEY, ALICE	SCHOOL	110,511	110,511	0	0	0	0	0	0	0	0	0
CURTIS, CHERYL	SCHOOL	11,872	11,872	0	0	0	0	0	0	0	0	0
CUTTS, LAINE	SCHOOL	24,734	24,734	0	0	0	0	0	0	0	0	0
CVETICH, MICHAEL	SCHOOL	8,500	0	0	0	0	0	0	0	8,500	0	0
DALZELL, SARAH	SCHOOL	13,213	13,213	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
DAUME, ELIZABETH	SCHOOL	104,077	104,077	0	0	0	0	0	0	0	0	0
DAVIDSON, ELIZABETH	SCHOOL	106,308	102,108	0	0	0	0	0	0	4,200	0	0
DAVIDSON-CHRISTIE, NANCY	SCHOOL	102,470	100,470	0	0	0	0	0	0	2,000	0	0
DAVIS, CHARLES	SCHOOL	105,570	103,570	0	0	0	0	0	0	2,000	0	0
DAVIS, CHINA	SCHOOL	76,717	76,717	0	0	0	0	0	0	0	0	0
DAVIS, DEBORAH	SCHOOL	107,937	107,937	0	0	0	0	0	0	0	0	0
DAVIS, JESSICA	SCHOOL	9,376	9,376	0	0	0	0	0	0	0	0	0
DAVIS, LEAH	SCHOOL	960	960	0	0	0	0	0	0	0	0	0
DAY, MICHAEL	SCHOOL	5,407	0	0	0	0	0	0	0	5,407	0	0
DAY, ROBERT	SCHOOL	3,500	0	0	0	0	0	0	0	3,500	0	0
D'ELIA, RICHELLE	SCHOOL	105,437	105,437	0	0	0	0	0	0	0	0	0
DERAS, FRANCISCO	SCHOOL	91,798	76,439	0	0	15,358	0	0	0	0	0	0
DEW, KAMERON	SCHOOL	54,293	54,293	0	0	0	0	0	0	0	0	0
DIAS, DENNIS	SCHOOL	24,694	24,625	0	0	69	0	0	0	0	0	0
DIRUSSO, GIOVANNA	SCHOOL	940	940	0	0	0	0	0	0	0	0	0
DIXON, ANNE	SCHOOL	23,042	23,042	0	0	0	0	0	0	0	0	0
DOUGLAS, JESSICA	SCHOOL	46,667	45,167	0	0	0	0	0	0	1,500	0	0
DUBOIS, JENNIFER	SCHOOL	9,885	9,885	0	0	0	0	0	0	0	0	0
DUKE, CALIN	SCHOOL	14,353	14,353	0	0	0	0	0	0	0	0	0
DUPONT, JACOB	SCHOOL	480	480	0	0	0	0	0	0	0	0	0
DURAND, DEVIN	SCHOOL	75,749	70,949	0	0	0	0	0	0	4,800	0	0
DURAND, WILLIAM	SCHOOL	104,117	104,117	0	0	0	0	0	0	0	0	0
EARLE, REBECCA	SCHOOL	78,534	78,534	0	0	0	0	0	0	0	0	0
EARLE, TIMOTHY	SCHOOL	5,624	5,624	0	0	0	0	0	0	0	0	0
ECHEVERRIA, JACQUELINE	SCHOOL	108,563	107,763	0	0	0	0	0	0	800	0	0
EDGAR, MARIA	SCHOOL	9,818	9,818	0	0	0	0	0	0	0	0	0
EDZWALD, STACEY	SCHOOL	108,177	105,677	0	0	0	0	0	0	2,500	0	0
EMERY, KELLY	SCHOOL	2,800	2,800	0	0	0	0	0	0	0	0	0
ERICHSEN, JENNIFER	SCHOOL	158,031	158,031	0	0	0	0	0	0	0	0	0
ERICHSEN, SARAH	SCHOOL	57,012	55,227	0	0	285	0	0	0	1,500	0	0
ERISMAN, ASHLEY	SCHOOL	72,528	71,728	0	0	0	0	0	0	800	0	0
EVANGELISTA, NICOLE	SCHOOL	4,000	0	0	0	0	0	0	0	4,000	0	0
FALES, MARIA	SCHOOL	39,346	39,346	0	0	0	0	0	0	0	0	0
FALES, MEGAN	SCHOOL	3,580	3,580	0	0	0	0	0	0	0	0	0
FALES, TERRY	SCHOOL	46,439	46,439	0	0	0	0	0	0	0	0	0
FARRELL, DANIEL	SCHOOL	74,348	71,848	0	0	0	0	0	0	2,500	0	0
FEATHERLY, KIRSTEN	SCHOOL	9,909	9,909	0	0	0	0	0	0	0	0	0
FENNELL, SOPHIE	SCHOOL	60	60	0	0	0	0	0	0	0	0	0
FERRANTELLA, LINDA	SCHOOL	101,451	92,302	0	0	0	0	0	0	1,500	0	7,649
FERREIRA, CHRISTOPHER	SCHOOL	7,903	0	0	0	0	0	0	0	7,903	0	0
FEY, JACQUELINE	SCHOOL	116,093	112,567	0	0	0	0	0	0	3,527	0	0
FISHER, ALISON	SCHOOL	12,131	12,131	0	0	0	0	0	0	0	0	0
FOLEY, DAVID	SCHOOL	43,989	43,989	0	0	0	0	0	0	0	0	0

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<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
FOLGER, JAMES	SCHOOL	240	240	0	0	0	0	0	0	0	0	0
FOSTER, COURTNEY	SCHOOL	114,432	108,432	0	0	0	0	0	0	6,000	0	0
FOURNIER, ERNESTINA	SCHOOL	97,583	94,358	0	0	0	0	0	0	3,225	0	0
FOX, ANTHONY	SCHOOL	720	720	0	0	0	0	0	0	0	0	0
FOX, KATHRYN	SCHOOL	5,469	5,469	0	0	0	0	0	0	0	0	0
FREED, KATE	SCHOOL	28,110	28,110	0	0	0	0	0	0	0	0	0
FUSARO, ANASTASIA	SCHOOL	67,781	67,781	0	0	0	0	0	0	0	0	0
GABRIEL, LAUREN	SCHOOL	22,635	22,635	0	0	0	0	0	0	0	0	0
GALLUGI, OLIVIA	SCHOOL	39,188	39,188	0	0	0	0	0	0	0	0	0
GAMMONS, AMY	SCHOOL	36,855	36,855	0	0	0	0	0	0	0	0	0
GARDNER, GALEN	SCHOOL	116,295	115,295	0	0	0	0	0	0	1,000	0	0
GARRETTE, KATHRYN	SCHOOL	240	240	0	0	0	0	0	0	0	0	0
GAULT, SARAH	SCHOOL	100,720	100,720	0	0	0	0	0	0	0	0	0
GELLO, KARYN	SCHOOL	780	780	0	0	0	0	0	0	0	0	0
GILBERT, SILAS	SCHOOL	4,000	0	0	0	0	0	0	0	4,000	0	0
GILES, JANET	SCHOOL	103,565	100,840	0	0	0	0	0	0	2,725	0	0
GILGEN, ELISSA	SCHOOL	66,097	66,097	0	0	0	0	0	0	0	0	0
GILGEN, RACHEL	SCHOOL	3,000	3,000	0	0	0	0	0	0	0	0	0
GILLILAND, IVY	SCHOOL	18,209	18,209	0	0	0	0	0	0	0	0	0
GILSON, NANCY	SCHOOL	28,740	28,740	0	0	0	0	0	0	0	0	0
GIRVIN, MICHAEL	SCHOOL	105,877	105,877	0	0	0	0	0	0	0	0	0
GOEGLEIN, ELISE	SCHOOL	101,232	96,232	0	0	0	0	0	0	5,000	0	0
GOLDING, REBECCA	SCHOOL	20,714	20,714	0	0	0	0	0	0	0	0	0
GONNELLA, LUCIA	SCHOOL	1,460	1,460	0	0	0	0	0	0	0	0	0
GONNELLA, MARK	SCHOOL	93,259	93,259	0	0	0	0	0	0	0	0	0
GOTTLIEB, KAREN	SCHOOL	109,264	109,264	0	0	0	0	0	0	0	0	0
GRANT, SUSAN	SCHOOL	76,223	76,223	0	0	0	0	0	0	0	0	0
GRAVES, DIANA	SCHOOL	70,654	70,654	0	0	0	0	0	0	0	0	0
GREGORICH, PATRICK	SCHOOL	72,754	69,254	0	0	0	0	0	0	3,500	0	0
GROSS, NICOLE	SCHOOL	75,252	74,002	0	0	0	0	0	0	1,250	0	0
GULLICKSEN, VICTORIA	SCHOOL	35,220	35,220	0	0	0	0	0	0	0	0	0
GURLEY-ARNOLD, JONELLE	SCHOOL	68,148	65,278	0	0	0	0	0	0	2,870	0	0
HALLETT, ELIZABETH	SCHOOL	74,769	74,769	0	0	0	0	0	0	0	0	0
HARDING, PATRICIA	SCHOOL	52,282	52,282	0	0	0	0	0	0	0	0	0
HARIMON, TANDI	SCHOOL	41,596	40,596	0	0	0	0	0	0	1,000	0	0
HARRINGTON, AMANDA	SCHOOL	39,642	36,642	0	0	0	0	0	0	3,000	0	0
HARRINGTON, ANN	SCHOOL	40,006	40,006	0	0	0	0	0	0	0	0	0
HASLER, CLAIRE	SCHOOL	66,094	66,094	0	0	0	0	0	0	0	0	0
HAYDEN, NICHOLAS	SCHOOL	16,057	16,057	0	0	0	0	0	0	0	0	0
HAYFORD, SUSAN	SCHOOL	47,364	47,364	0	0	0	0	0	0	0	0	0
HAYFORD, YU YAN XU	SCHOOL	107,233	102,583	0	0	0	0	0	0	4,650	0	0
HEAD, THERESA	SCHOOL	10,360	10,360	0	0	0	0	0	0	0	0	0
HEALY-WURZBURG, ALEXIS	SCHOOL	86,964	84,964	0	0	0	0	0	0	2,000	0	0

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HEDBERG-SEITZ, MYKALA	SCHOOL	51,513	45,263	0	0	0	0	0	0	6,250	0	0
HELD, JESSICA	SCHOOL	79,963	79,963	0	0	0	0	0	0	0	0	0
HERNANDEZ, MELVIN	SCHOOL	46,001	45,630	0	0	371	0	0	0	0	0	0
HICKMAN, REBECCA	SCHOOL	110,050	108,550	0	0	0	0	0	0	1,500	0	0
HICKSON, KATHLEEN	SCHOOL	109,183	104,383	0	0	0	0	0	0	4,800	0	0
HINSON, AMY	SCHOOL	78,289	77,289	0	0	0	0	0	0	1,000	0	0
HOLDGATE, BRIANNE	SCHOOL	104,861	101,361	0	0	0	0	0	0	3,500	0	0
HOLDGATE, KATHERINE	SCHOOL	540	540	0	0	0	0	0	0	0	0	0
HOLDGATE, KRISTEN	SCHOOL	86,673	85,173	0	0	0	0	0	0	1,500	0	0
HOLLIS, SARAH	SCHOOL	12,131	12,131	0	0	0	0	0	0	0	0	0
HOLMES, MICHELLE	SCHOOL	25,341	25,341	0	0	0	0	0	0	0	0	0
HOLTON-ROTH, SARAH	SCHOOL	108,180	108,180	0	0	0	0	0	0	0	0	0
HOOD, LISA	SCHOOL	108,462	108,462	0	0	0	0	0	0	0	0	0
HORTON, MICHAEL	SCHOOL	132,386	132,386	0	0	0	0	0	0	0	0	0
HUNT, MATTHEW	SCHOOL	62,706	62,706	0	0	0	0	0	0	0	0	0
JOHNSEN, JOANNE	SCHOOL	115,234	115,187	0	0	47	0	0	0	0	0	0
JOHNSON, DONNA	SCHOOL	115,272	110,272	0	0	0	0	0	0	5,000	0	0
JOHNSON, STEPHANIE	SCHOOL	105,134	105,134	0	0	0	0	0	0	0	0	0
JONES, HELAINA	SCHOOL	110,337	110,337	0	0	0	0	0	0	0	0	0
JOSLIN, MADISON	SCHOOL	3,490	3,490	0	0	0	0	0	0	0	0	0
KEARNS, SETH	SCHOOL	103,161	103,161	0	0	0	0	0	0	0	0	0
KELLEY, MARIANNE	SCHOOL	480	480	0	0	0	0	0	0	0	0	0
KINGSTON, JULIE	SCHOOL	105,110	105,110	0	0	0	0	0	0	0	0	0
KNAPP, AMY	SCHOOL	109,133	105,908	0	0	0	0	0	0	3,225	0	0
KODAK, SAMANTHA	SCHOOL	83,448	78,998	0	0	0	0	0	0	4,450	0	0
KOSO, ELIZA	SCHOOL	22,371	22,371	0	0	0	0	0	0	0	0	0
KOTALAC, MYA	SCHOOL	120	120	0	0	0	0	0	0	0	0	0
KRAEMER, JENNIFER	SCHOOL	37,187	37,187	0	0	0	0	0	0	0	0	0
KREMER, MICHEL	SCHOOL	51,453	51,453	0	0	0	0	0	0	0	0	0
KUBISCH, KIMBERLY	SCHOOL	144,759	144,759	0	0	0	0	0	0	0	0	0
KURATEK, JAMES	SCHOOL	82,109	78,509	0	0	0	0	0	0	3,600	0	0
LAFARGE, SAMUEL	SCHOOL	10,535	10,535	0	0	0	0	0	0	0	0	0
LAFAVRE, JULIETTE	SCHOOL	38,622	38,622	0	0	0	0	0	0	0	0	0
LAFRENIERE, MONIQUE	SCHOOL	68,571	65,693	0	0	0	0	0	0	2,000	0	878
LAMB, LAURA	SCHOOL	40,061	40,061	0	0	0	0	0	0	0	0	0
LAMOLY, JULIE	SCHOOL	64,615	64,615	0	0	0	0	0	0	0	0	0
LAREDO, JENNIFER	SCHOOL	113,103	112,103	0	0	0	0	0	0	1,000	0	0
LAREDO, STEVEN	SCHOOL	107,618	107,618	0	0	0	0	0	0	0	0	0
LARRABEE, ELLINORE	SCHOOL	2,575	2,575	0	0	0	0	0	0	0	0	0
LATTER, CLAIRE	SCHOOL	102,583	102,583	0	0	0	0	0	0	0	0	0
LAVIN, SARAH	SCHOOL	4,200	4,200	0	0	0	0	0	0	0	0	0
LEET, ELIZABETH	SCHOOL	8,370	8,370	0	0	0	0	0	0	0	0	0
LEMAITRE, ANNE	SCHOOL	102,846	102,846	0	0	0	0	0	0	0	0	0

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<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
LEMUS, ANA	SCHOOL	45,997	45,600	0	0	397	0	0	0	0	0	0
LEMUS, LUCIA	SCHOOL	49,799	49,799	0	0	0	0	0	0	0	0	0
LEPORE, CATHLEEN	SCHOOL	600	600	0	0	0	0	0	0	0	0	0
LEPORE, MEREDITH	SCHOOL	74,002	74,002	0	0	0	0	0	0	0	0	0
LEWIS, JENNIFER	SCHOOL	80,593	79,368	0	0	0	0	0	0	1,225	0	0
LINNELL, KATHRYN	SCHOOL	94,358	94,358	0	0	0	0	0	0	0	0	0
LISTERNICK, CAROLINE	SCHOOL	62,706	62,706	0	0	0	0	0	0	0	0	0
LLOYD, JOSEPH	SCHOOL	7,000	0	0	0	0	0	0	0	7,000	0	0
LOMBARDI, ADRIENE	SCHOOL	103,124	101,124	0	0	0	0	0	0	2,000	0	0
LOMBARDI, TRAVIS	SCHOOL	78,248	68,248	0	0	0	0	0	0	10,000	0	0
LOWE, LANA	SCHOOL	1,571	1,571	0	0	0	0	0	0	0	0	0
LOWELL, SHERRI	SCHOOL	37,310	37,310	0	0	0	0	0	0	0	0	0
LOWER, K JAMISON	SCHOOL	7,000	0	0	0	0	0	0	0	7,000	0	0
LUCAS, DARREN	SCHOOL	74,974	71,618	0	0	0	0	0	0	3,356	0	0
LUCAS, WILL	SCHOOL	77,388	74,388	0	0	0	0	0	0	3,000	0	0
LUCCHINI, JOHN	SCHOOL	120	120	0	0	0	0	0	0	0	0	0
LYDON, JORDYNN	SCHOOL	520	520	0	0	0	0	0	0	0	0	0
MACDONALD, HEATHER	SCHOOL	102,916	102,916	0	0	0	0	0	0	0	0	0
MACDONALD, LINDSEY	SCHOOL	38,597	38,597	0	0	0	0	0	0	0	0	0
MACEACHERN, EVELYN	SCHOOL	31,846	31,846	0	0	0	0	0	0	0	0	0
MACHADO, VAUGHAN	SCHOOL	13,638	0	0	0	0	0	0	0	13,638	0	0
MACIVER, ERIN	SCHOOL	111,064	104,064	0	0	0	0	0	0	7,000	0	0
MACKAY, DAVID	SCHOOL	4,500	0	0	0	0	0	0	0	4,500	0	0
MACLELLAN, GEORGE	SCHOOL	108,878	108,878	0	0	0	0	0	0	0	0	0
MACLELLAN, KARIN	SCHOOL	42,760	42,760	0	0	0	0	0	0	0	0	0
MACVICAR, MELISSA	SCHOOL	102,348	102,348	0	0	0	0	0	0	0	0	0
MAHER, ANDREA	SCHOOL	124,267	120,767	0	0	0	0	0	0	3,500	0	0
MAHONEY, KEVIN	SCHOOL	4,200	4,200	0	0	0	0	0	0	0	0	0
MAILLOUX, BARRY	SCHOOL	59,678	59,678	0	0	0	0	0	0	0	0	0
MAILLOUX, TRACY	SCHOOL	110,679	107,879	0	0	0	0	0	0	2,800	0	0
MAJANO, OSCAR	SCHOOL	49,971	49,971	0	0	0	0	0	0	0	0	0
MALLOY, MONIQUE	SCHOOL	102,220	100,720	0	0	0	0	0	0	1,500	0	0
MANGHIS, EVE	SCHOOL	600	600	0	0	0	0	0	0	0	0	0
MARTINEAU, MARTHA PAGE	SCHOOL	111,237	103,737	0	0	0	0	0	0	7,500	0	0
MASON, MERRILL	SCHOOL	78,032	74,032	0	0	0	0	0	0	4,000	0	0
MAURY, ANN	SCHOOL	74,056	74,056	0	0	0	0	0	0	0	0	0
MAURY, CHRISTOPHER	SCHOOL	137,349	130,218	0	0	0	0	0	0	7,131	0	0
MAXWELL, SAMANTHA	SCHOOL	69,994	69,994	0	0	0	0	0	0	0	0	0
MCCLURE, JEANNE	SCHOOL	24,761	24,761	0	0	0	0	0	0	0	0	0
MCCOY, JAMIE	SCHOOL	85,241	84,476	0	0	765	0	0	0	0	0	0
MCGILL, HOLLY	SCHOOL	23,042	23,042	0	0	0	0	0	0	0	0	0
MCGUINNESS, BRIDGET	SCHOOL	29,962	29,962	0	0	0	0	0	0	0	0	0
MCGUINNESS, JOHN	SCHOOL	111,084	111,084	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
MCGUINNESS, KATHRYN	SCHOOL	1,880	1,880	0	0	0	0	0	0	0	0	0
MCGUINNESS, MARY	SCHOOL	123,731	123,731	0	0	0	0	0	0	0	0	0
MCKAY, LAURIE	SCHOOL	37,342	37,342	0	0	0	0	0	0	0	0	0
MCLAUGHLIN, CAROL	SCHOOL	39,085	39,049	0	0	37	0	0	0	0	0	0
MCMASTER, SUSAN	SCHOOL	2,160	2,160	0	0	0	0	0	0	0	0	0
MCNAMARA, MAUREEN	SCHOOL	0	0	0	0	0	0	0	0	0	0	0
MCNEIL, EVEMARIE	SCHOOL	139,172	139,172	0	0	0	0	0	0	0	0	0
MELGAR DE ORELLANA, REINA	SCHOOL	46,800	46,800	0	0	0	0	0	0	0	0	0
MELVILLE, JANE	SCHOOL	68,078	67,378	0	0	700	0	0	0	0	0	0
MERLINI, KATY	SCHOOL	98,010	98,010	0	0	0	0	0	0	0	0	0
MIEMIEC, CHRISTOPHER	SCHOOL	25,250	25,250	0	0	0	0	0	0	0	0	0
MILLEN, RYAN	SCHOOL	73,279	69,754	0	0	0	0	0	0	3,525	0	0
MINICHELLO, ROSE	SCHOOL	67,722	67,722	0	0	0	0	0	0	0	0	0
MLECZKO, JASON	SCHOOL	87,305	87,305	0	0	0	0	0	0	0	0	0
MOGENSEN, WILLIAM	SCHOOL	11,112	11,112	0	0	0	0	0	0	0	0	0
MOONEY, KATHLEEN	SCHOOL	109,070	103,570	0	0	0	0	0	0	5,500	0	0
MOORE, DREW	SCHOOL	38,246	38,246	0	0	0	0	0	0	0	0	0
MOSSCROP, MOLLY	SCHOOL	8,492	8,492	0	0	0	0	0	0	0	0	0
MUFFLY, CORINNE	SCHOOL	100,720	100,720	0	0	0	0	0	0	0	0	0
MUISE, STACY	SCHOOL	37,127	37,127	0	0	0	0	0	0	0	0	0
MULLEN, BRIAN	SCHOOL	1,800	1,800	0	0	0	0	0	0	0	0	0
MULSON, DEREK	SCHOOL	65,891	65,891	0	0	0	0	0	0	0	0	0
MURPHY, EMILY	SCHOOL	12,834	12,834	0	0	0	0	0	0	0	0	0
MURPHY, TAYLOR	SCHOOL	91,154	82,134	0	0	0	0	0	0	7,850	0	1,170
MURRAY, LAUREN	SCHOOL	75,314	72,314	0	0	0	0	0	0	3,000	0	0
MYERS, ERIN	SCHOOL	360	360	0	0	0	0	0	0	0	0	0
MYERS, GILLEAN	SCHOOL	108,939	105,939	0	0	0	0	0	0	3,000	0	0
MYERS, OLIVIA	SCHOOL	21,271	21,271	0	0	0	0	0	0	0	0	0
NASH, ZACIL	SCHOOL	26,866	26,866	0	0	0	0	0	0	0	0	0
NATCHEVA, VESSELA	SCHOOL	102,583	102,583	0	0	0	0	0	0	0	0	0
NEWMAN, JENNAH	SCHOOL	4,200	4,200	0	0	0	0	0	0	0	0	0
NIELSEN, CARA	SCHOOL	42,167	37,167	0	0	0	0	0	0	5,000	0	0
NIMERFROH, REBECCA	SCHOOL	480	480	0	0	0	0	0	0	0	0	0
NORMAND, JACLYN	SCHOOL	75,992	75,992	0	0	0	0	0	0	0	0	0
NORTON, KATHRYN	SCHOOL	105,872	104,647	0	0	0	0	0	0	1,225	0	0
NORTON, ROBERT	SCHOOL	110,434	108,434	0	0	0	0	0	0	2,000	0	0
O'BANION, LAURA	SCHOOL	103,570	103,570	0	0	0	0	0	0	0	0	0
O'BRIEN, TAYLOR	SCHOOL	65,400	64,275	0	0	0	0	0	0	1,125	0	0
O'CONNOR, LOGAN	SCHOOL	100,994	89,994	0	0	0	0	0	0	11,000	0	0
O'CONNOR, SCOTT	SCHOOL	7,131	0	0	0	0	0	0	0	7,131	0	0
O'KEEFE, BETH	SCHOOL	109,214	107,806	0	0	0	0	0	0	1,408	0	0
O'KEEFE, TRACY	SCHOOL	48,206	48,206	0	0	0	0	0	0	0	0	0
OLSON, MICHELLE	SCHOOL	110,954	110,954	0	0	0	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
O'MARA, MOLLY	SCHOOL	77,552	77,552	0	0	0	0	0	0	0	0	0
O'NEIL, DIANE	SCHOOL	133,432	133,432	0	0	0	0	0	0	0	0	0
OSONA, RAFAEL	SCHOOL	7,000	0	0	0	0	0	0	0	7,000	0	0
PALENCIA, TAISIYA	SCHOOL	320	320	0	0	0	0	0	0	0	0	0
PANCHY, PETER	SCHOOL	2,559	1,059	0	0	0	0	0	0	1,500	0	0
PARSONS, MOIRA	SCHOOL	59,162	57,000	0	0	162	0	0	0	2,000	0	0
PATTERSON, JOSIAH	SCHOOL	5,790	5,790	0	0	0	0	0	0	0	0	0
PATTERSON, MELISSA	SCHOOL	1,020	1,020	0	0	0	0	0	0	0	0	0
PEARSON, JOHN	SCHOOL	3,250	0	0	0	0	0	0	0	3,250	0	0
PECKHAM, AARON	SCHOOL	28,194	28,194	0	0	0	0	0	0	0	0	0
PERKINS, KELSEY	SCHOOL	28,031	28,031	0	0	0	0	0	0	0	0	0
PERRY, DYLAN	SCHOOL	56,737	56,737	0	0	0	0	0	0	0	0	0
PERRY, JOSEPH	SCHOOL	78,862	78,862	0	0	0	0	0	0	0	0	0
PERRY, LAURA	SCHOOL	5,884	5,884	0	0	0	0	0	0	0	0	0
PHANEUF, ANNE	SCHOOL	109,606	109,606	0	0	0	0	0	0	0	0	0
PICHETTE-PRYCE, NIYA	SCHOOL	44,079	43,990	0	0	89	0	0	0	0	0	0
PIGNATO, KIMBERLY	SCHOOL	104,220	100,720	0	0	0	0	0	0	3,500	0	0
PINEDA RAMIREZ, ROSA	SCHOOL	25,655	25,440	0	0	215	0	0	0	0	0	0
PINEDA TEJADA, NORMA	SCHOOL	45,972	45,972	0	0	0	0	0	0	0	0	0
PINEDA VIVAS, SAUL	SCHOOL	54,648	53,848	0	0	800	0	0	0	0	0	0
POPOVA, SOFIYA	SCHOOL	42,395	42,395	0	0	0	0	0	0	0	0	0
POTENZA, ELLA	SCHOOL	4,494	4,494	0	0	0	0	0	0	0	0	0
PROCH, THOMAS	SCHOOL	69,525	66,525	0	0	0	0	0	0	3,000	0	0
PSARADELIS, JENNIFER	SCHOOL	113,580	113,580	0	0	0	0	0	0	0	0	0
PSARADELIS, TIMOTHY	SCHOOL	112,358	100,720	0	0	0	0	0	0	11,638	0	0
PUGH, ABIGAIL	SCHOOL	27,456	27,456	0	0	0	0	0	0	0	0	0
PURDIN, BLYTHE	SCHOOL	34,623	34,623	0	0	0	0	0	0	0	0	0
RAITH, MORGAN	SCHOOL	14,322	14,322	0	0	0	0	0	0	0	0	0
RAMIREZ, JOSELINE	SCHOOL	45,737	45,737	0	0	0	0	0	0	0	0	0
RAY, BONNIE	SCHOOL	1,500	0	0	0	0	0	0	0	1,500	0	0
RAY, STEPHANIE	SCHOOL	780	780	0	0	0	0	0	0	0	0	0
REINEMO, ELIZABETH	SCHOOL	108,180	108,180	0	0	0	0	0	0	0	0	0
REIS, ROBIN	SCHOOL	37,946	37,946	0	0	0	0	0	0	0	0	0
REPPERT, RIAN	SCHOOL	2,820	2,820	0	0	0	0	0	0	0	0	0
REUSS, ASHLEY	SCHOOL	66,000	66,000	0	0	0	0	0	0	0	0	0
RICHARDSON, MATTHEW	SCHOOL	72,525	71,025	0	0	0	0	0	0	1,500	0	0
RIDGE, NICOLE	SCHOOL	80,864	80,864	0	0	0	0	0	0	0	0	0
RIVERA NUNEZ, MEYBEL	SCHOOL	45,818	45,818	0	0	0	0	0	0	0	0	0
RIVERA, MELANY	SCHOOL	17,677	17,677	0	0	0	0	0	0	0	0	0
ROBBINS, LORI	SCHOOL	56,794	56,794	0	0	0	0	0	0	0	0	0
ROBERTS, NATHAN	SCHOOL	7,131	0	0	0	0	0	0	0	7,131	0	0
RODRIGUEZ, NANCY	SCHOOL	20,286	20,286	0	0	0	0	0	0	0	0	0
ROSENBERG, ALEXANDRA	SCHOOL	69,543	69,543	0	0	0	0	0	0	0	0	0

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ROSS, CAROLYN	SCHOOL	27,514	27,514	0	0	0	0	0	0	0	0	0
SAGER, BRIAN	SCHOOL	5,000	0	0	0	0	0	0	0	5,000	0	0
SAKSURIYONG, SUPACHOKE	SCHOOL	48,547	48,547	0	0	0	0	0	0	0	0	0
SANTIAGO, NICOLLETTE	SCHOOL	12,131	12,131	0	0	0	0	0	0	0	0	0
SARAVIA, JAIME	SCHOOL	45,509	45,138	0	0	371	0	0	0	0	0	0
SCARLETT, MARITA	SCHOOL	76,932	76,932	0	0	0	0	0	0	0	0	0
SCOTT, BERTA	SCHOOL	1,140	1,140	0	0	0	0	0	0	0	0	0
SCOTT-MURTAGH, JEAN	SCHOOL	119,951	119,951	0	0	0	0	0	0	0	0	0
SEAL, CARA	SCHOOL	106,215	103,570	0	0	0	0	0	0	2,645	0	0
SESTRIMSKI, JOHN PAUL	SCHOOL	3,400	3,400	0	0	0	0	0	0	0	0	0
SHEPPARD, STEPHEN	SCHOOL	77,172	76,372	0	0	0	0	0	0	800	0	0
SIEGEL, DAVID	SCHOOL	71,397	61,397	0	0	0	0	0	0	0	0	10,000
SIMMONS, DANA	SCHOOL	4,640	4,640	0	0	0	0	0	0	0	0	0
SINGLETON, THERAN	SCHOOL	98,776	98,776	0	0	0	0	0	0	0	0	0
SLADE, NINA	SCHOOL	82,820	82,820	0	0	0	0	0	0	0	0	0
SLOAN, CAROLINE	SCHOOL	45,189	45,189	0	0	0	0	0	0	0	0	0
SMALL, ANITA	SCHOOL	54,404	54,404	0	0	0	0	0	0	0	0	0
SMALL, NANCY	SCHOOL	65,481	65,481	0	0	0	0	0	0	0	0	0
SMITH, NISAA	SCHOOL	100,224	100,224	0	0	0	0	0	0	0	0	0
SOVERINO, CATHERINE	SCHOOL	500	500	0	0	0	0	0	0	0	0	0
SPENCER, GAIL	SCHOOL	32,801	32,801	0	0	0	0	0	0	0	0	0
SPENCER, SHIRLEY	SCHOOL	28,829	28,829	0	0	0	0	0	0	0	0	0
STANLEY, LAURA	SCHOOL	33,713	30,713	0	0	0	0	0	0	3,000	0	0
STEADMAN, TINA	SCHOOL	21,763	21,763	0	0	0	0	0	0	0	0	0
SULLIVAN, ALANA	SCHOOL	42,792	42,792	0	0	0	0	0	0	0	0	0
SULLIVAN, COLLEEN	SCHOOL	240	240	0	0	0	0	0	0	0	0	0
SULLIVAN, ELIZABETH	SCHOOL	29,994	28,994	0	0	0	0	0	0	1,000	0	0
SULLIVAN, JENNIFER	SCHOOL	27,462	27,462	0	0	0	0	0	0	0	0	0
SULLIVAN, MATTHEW	SCHOOL	52,151	52,151	0	0	0	0	0	0	0	0	0
SULLIVAN, RACHAEL	SCHOOL	25,723	25,723	0	0	0	0	0	0	0	0	0
SUPPA, ANTHONY	SCHOOL	84,045	79,045	0	0	0	0	0	0	5,000	0	0
SURPRENANT, JILL	SCHOOL	110,418	109,418	0	0	0	0	0	0	1,000	0	0
TAVERAS, EILLEN	SCHOOL	65,157	63,077	0	0	2,080	0	0	0	0	0	0
TAYLOR, PAMELA	SCHOOL	101,497	101,497	0	0	0	0	0	0	0	0	0
TAYLOR, PHILIP	SCHOOL	7,000	0	0	0	0	0	0	0	7,000	0	0
TEJADA, ARNOLDO	SCHOOL	69,674	69,674	0	0	0	0	0	0	0	0	0
TEJADA, ELIDA	SCHOOL	49,059	49,059	0	0	0	0	0	0	0	0	0
TEJADA, FELIX	SCHOOL	49,538	49,025	0	0	513	0	0	0	0	0	0
TEJADA, MAXIMO	SCHOOL	52,440	52,440	0	0	0	0	0	0	0	0	0
TEJADA, SILVIA	SCHOOL	46,452	46,017	0	0	434	0	0	0	0	0	0
TESSIER, EMILY	SCHOOL	20,914	20,914	0	0	0	0	0	0	0	0	0
THOMPSON, NATALIE	SCHOOL	72,916	67,722	0	0	0	0	0	0	5,194	0	0
TIFFANY, JOHN	SCHOOL	12,284	12,284	0	0	0	0	0	0	0	0	0

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TOPHAM, BRYNA	SCHOOL	40,291	40,291	0	0	0	0	0	0	0	0	0
TOPHAM, ROSEMARY	SCHOOL	107,806	107,806	0	0	0	0	0	0	0	0	0
TORMAY, JOSEPH	SCHOOL	23,395	20,884	0	0	2,511	0	0	0	0	0	0
TORNOVISH, GRACE-ANNE	SCHOOL	75,348	71,848	0	0	0	0	0	0	3,500	0	0
TORNOVISH, MORGAN	SCHOOL	420	420	0	0	0	0	0	0	0	0	0
TOWNSEND, JESSICA	SCHOOL	106,850	104,450	0	0	0	0	0	0	2,400	0	0
TOWNSEND, JOHANNA	SCHOOL	77,634	77,634	0	0	0	0	0	0	0	0	0
TRAVAGLIONE, ALLAN	SCHOOL	62,290	62,290	0	0	0	0	0	0	0	0	0
TURCOTTE, SAMANTHA	SCHOOL	69,950	69,950	0	0	0	0	0	0	0	0	0
TYLER, REBECCA	SCHOOL	45,308	45,308	0	0	0	0	0	0	0	0	0
UBALDINO, LAURA	SCHOOL	113,392	113,392	0	0	0	0	0	0	0	0	0
VALERO, ANTHONY	SCHOOL	21,195	21,160	0	0	35	0	0	0	0	0	0
VARGAS OSORIO, JEYNNY	SCHOOL	25,044	24,341	0	0	703	0	0	0	0	0	0
VASQUEZ-CRUZ, MARYANN	SCHOOL	2,868	2,868	0	0	0	0	0	0	0	0	0
VELEVA, TEODORA	SCHOOL	43,715	38,715	0	0	0	0	0	0	5,000	0	0
VISELLI, ANDREW	SCHOOL	107,851	100,720	0	0	0	0	0	0	7,131	0	0
VIVAS, JORGE	SCHOOL	52,331	52,192	0	0	139	0	0	0	0	0	0
WAGNER, ANGELA	SCHOOL	80,576	80,576	0	0	0	0	0	0	0	0	0
WATSON, RYAN	SCHOOL	12,500	0	0	0	0	0	0	0	12,500	0	0
WATTS, JONATHAN	SCHOOL	29,661	29,661	0	0	0	0	0	0	0	0	0
WEBB, DAVID	SCHOOL	5,434	240	0	0	0	0	0	0	5,194	0	0
WEBBER, LAURA	SCHOOL	61,537	61,137	0	0	0	0	0	0	400	0	0
WELD, CAROLINE	SCHOOL	11,040	11,040	0	0	0	0	0	0	0	0	0
WENDELKEN, ERIK	SCHOOL	113,337	113,337	0	0	0	0	0	0	0	0	0
WENDELKEN, MAURA	SCHOOL	66,525	66,525	0	0	0	0	0	0	0	0	0
WIENERS, WALTER	SCHOOL	2,160	2,160	0	0	0	0	0	0	0	0	0
WIGGIN, AILEEN	SCHOOL	70,442	70,442	0	0	0	0	0	0	0	0	0
WILLIAMS, JEDEDIAYAH	SCHOOL	99,954	98,154	0	0	0	0	0	0	1,800	0	0
WILSON, RICHARD	SCHOOL	32,058	32,058	0	0	0	0	0	0	0	0	0
WITHERELL, AINSLEY	SCHOOL	20,714	20,714	0	0	0	0	0	0	0	0	0
WORTH, SPENCER	SCHOOL	32,177	31,745	0	0	431	0	0	0	0	0	0
WU, YANJIAO	SCHOOL	35,738	35,738	0	0	0	0	0	0	0	0	0
YANCY, BELINDA	SCHOOL	16,192	16,192	0	0	0	0	0	0	0	0	0
ZHU, YEPING	SCHOOL	79,223	76,223	0	0	0	0	0	0	3,000	0	0
ZODDA, MARIA	SCHOOL	660	660	0	0	0	0	0	0	0	0	0
ALLEN, PHILIP	SEWER	103,373	81,890	0	0	21,268	0	0	0	0	0	215
BOUCHER, PAUL	SEWER	15,326	14,640	0	0	686	0	0	0	0	0	0
DIAS, KEVIN	SEWER	69,402	63,644	0	0	5,645	0	0	0	0	0	112
DOYLE, OSAGIE	SEWER	75,894	72,206	0	0	3,633	0	0	0	0	0	55
DWYER, MARK	SEWER	62,407	61,372	0	0	991	0	0	0	0	0	44
GORDON, TAQI	SEWER	67,736	64,857	0	0	2,765	0	0	0	0	0	114
GRAY, DAVID	SEWER	131,461	126,950	0	0	0	0	0	0	0	0	4,511
HERRMANN, CHRISTINE	SEWER	59,173	58,770	0	0	403	0	0	0	0	0	0

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EMPLOYEE NAME	DEPARTMENT	GROSS WAGE	REGULAR WAGE	CERT EDUC	LONGEVITY	OVERTIME	HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
INGLIS, ROBERT	SEWER	54,904	50,739	0	0	4,014	0	0	0	0	0	151
JOHNSON, CHARLES	SEWER	105,418	105,418	0	0	0	0	0	0	0	0	0
KEBBATI, LORA	SEWER	73,280	70,686	0	0	2,594	0	0	0	0	0	0
LEVEILLE, WILLY	SEWER	91,929	78,552	0	0	13,319	0	0	0	0	0	59
MANNING, KEVIN	SEWER	103,852	103,610	0	0	0	0	0	0	0	0	242
MOONEY, SHAWN	SEWER	107,814	87,472	0	0	20,180	0	0	0	0	0	162
PATTERSON, FREDERICK	SEWER	55,658	53,718	0	0	1,893	0	0	0	0	0	47
RANKINE, RYAN	SEWER	12,753	12,509	0	0	244	0	0	0	0	0	0
RICHARDS, DAVID	SEWER	69,455	61,199	0	0	6,281	0	0	0	0	0	1,975
SMITH, KARVIN	SEWER	70,073	63,905	0	0	6,044	0	0	0	0	0	124
WHEELER, JOSHUA	SEWER	9,657	9,062	0	0	595	0	0	0	0	0	0
WORTH, ERIK	SEWER	21,337	21,098	0	0	239	0	0	0	0	0	0
WORTH, TODD	SEWER	67,154	61,031	0	0	6,070	0	0	0	0	0	53
BEAUGRAND, KENNETH	TOWN ADMIN	65,385	65,385	0	0	0	0	0	0	0	0	0
CABRAL, KATHERINE	TOWN ADMIN	63,880	63,465	0	0	0	0	0	0	0	0	415
COLEMAN, MAUREEN	TOWN ADMIN	50,066	48,930	0	0	1,136	0	0	0	0	0	0
DAY, RACHEL	TOWN ADMIN	138,315	119,084	0	0	0	0	0	0	19,231	0	0
GIBSON, C ELIZABETH	TOWN ADMIN	177,558	177,462	0	0	0	0	0	0	0	0	96
HOLLAND, HUDSON	TOWN ADMIN	96,299	92,511	0	0	3,788	0	0	0	0	0	0
LARSON, CHARLES	TOWN ADMIN	93,327	87,328	0	0	0	0	0	0	6,000	0	0
MOONEY, ERIKA	TOWN ADMIN	89,688	84,547	0	0	4,943	0	0	0	179	0	19
NORTON, TERRY	TOWN ADMIN	65,858	65,136	0	0	0	722	0	0	0	0	0
RULLO JUBILLA, MARIA	TOWN ADMIN	83,692	72,796	0	0	5,206	525	0	0	5,000	0	166
SINATRA, LAUREN	TOWN ADMIN	82,035	82,035	0	0	0	0	0	0	0	0	0
TIVNAN, GREGG	TOWN ADMIN	129,782	129,604	0	0	0	0	0	0	0	0	179
HOLDGATE, GAIL	TOWN CLERK	77,541	74,608	1,040	0	1,893	0	0	0	0	0	0
HOLMES, NANCY	TOWN CLERK	121,892	118,510	540	0	2,686	0	0	0	0	0	156
RAIMO, LAURA	TOWN CLERK	59,208	57,061	140	0	507	0	0	0	1,500	0	0
SMITH-JONES, MARISSA	TOWN CLERK	1,360	1,328	0	0	32	0	0	0	0	0	0
BURNS, SUSAN	VIS SERV SEAS	8,674	8,674	0	0	0	0	0	0	0	0	0
CICERRELLA, ANNE	VIS SERV SEAS	7,472	7,472	0	0	0	0	0	0	0	0	0
CONLON, HUGH	VIS SERV SEAS	3,501	3,501	0	0	0	0	0	0	0	0	0
DELGADO, KASSANDRA	VIS SERV SEAS	12,895	4,490	0	0	5,843	0	0	0	0	0	2,563
GALVIN, MICHAEL	VIS SERV SEAS	1,610	1,610	0	0	0	0	0	0	0	0	0
HARDY, JANE	VIS SERV SEAS	15,558	15,558	0	0	0	0	0	0	0	0	0
JOYNT, JAMES	VIS SERV SEAS	3,990	3,990	0	0	0	0	0	0	0	0	0
JOYNT, JANE	VIS SERV SEAS	7,360	7,360	0	0	0	0	0	0	0	0	0
PEREZ CONTRERAS, JASON	VIS SERV SEAS	2,186	2,186	0	0	0	0	0	0	0	0	0
ROCHE, JANE	VIS SERV SEAS	12,906	12,906	0	0	0	0	0	0	0	0	0
ROEHM, PAMELA	VIS SERV SEAS	6,235	6,235	0	0	0	0	0	0	0	0	0
TATE, SUSAN	VIS SERV SEAS	7,887	7,887	0	0	0	0	0	0	0	0	0
ALLEN, DENESE	WWCO	89,944	86,200	0	0	1,244	0	0	0	0	2,500	0
EARLE, ROBERT	WWCO	93,885	92,198	0	0	1,686	0	0	0	0	0	0

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<u>EMPLOYEE NAME</u>	<u>DEPARTMENT</u>	<u>GROSS WAGE</u>	<u>REGULAR WAGE</u>	<u>CERT EDUC</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>HOLIDAY WORKED</u>	<u>3rd PARTY DETAIL</u>	<u>FIRE CALL AMB EMT</u>	<u>STIPEND COACHING</u>	<u>WWCO MERIT PAY</u>	<u>OTHER PAY*</u>
FERGUSON, CAROLINE	WWCO	62,248	59,476	0	0	0	0	0	0	0	2,200	572
HOLDGATE, HEIDI	WWCO	133,341	129,741	0	0	0	0	0	0	0	3,600	0
JOHNSEN, JEFFREY	WWCO	85,027	84,969	0	0	57	0	0	0	0	0	0
MANSFIELD, ANDREA	WWCO	91,755	89,429	0	0	126	0	0	0	0	2,200	0
PERRY, MORGAN	WWCO	72,928	71,286	0	0	172	0	0	0	0	0	1,470
PYKOSZ, CHRISTOPHER	WWCO	133,344	129,744	0	0	0	0	0	0	0	3,600	0
ROBERTS, KYLE	WWCO	97,266	93,901	0	0	3,365	0	0	0	0	0	0
ROBERTS, LINDA	WWCO	92,696	90,276	0	0	220	0	0	0	0	2,200	0
VOLLANS, JONATHAN	WWCO	81,466	78,355	0	0	1,635	0	0	0	0	0	1,476
WEST, ROBERT	WWCO	96,942	93,238	0	0	104	0	0	0	0	3,600	0
WILLETT, MARK	WWCO	161,276	136,276	0	0	0	0	0	0	25,000	0	0

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KEY:

COA INSTRUCTOR	Council on Aging Activity Instructor
COD	Commission on Disability
CPC	Community Preservation Committee
DPW	Department of Public Works
DPW SEAS	Department of Public Works Seasonal Employee
HARBOR	Harbor Master and Staff
HARBOR SEAS	Harbor Master Seasonal Employee
HR	Human Resources
HUM SERV	Human Services
HUM SERV SEAS	Human Services Seasonal Employee
IT/GIS	Information Technology/Geographic Information Systems
NCS	Nantucket Community School
NRD	Natural Resources Department
NRD SEAS	Natural Resources Department Seasonal Employee
NRTA	Nantucket Regional Transit Authority
NRTA SEAS	Nantucket Regional Transit Authority Seasonal Employee
OIH	Our Island Home
PLUS	Planning and Land Use Services
POLICE CSO	Police – Community Service Officer
POLICE DIS	Police – Dispatch
POLICE IT	Police – Information Technology
POLICE SRO	Police – Special Reserve Officer
PUBLIC HEALTH SEAS	Public Health Seasonal Employee
ROD	Registry of Deeds
SB	Select Board
TOWN ADMIN	Town Administration
VIS SERV SEAS	Visitor Services Department Seasonal Employee
WWCO	Wannacomet Water Company

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