

TOWN OF MILLBURY

ANNUAL REPORT OF THE TOWN OFFICIALS



FISCAL YEAR 2023
(JULY 1, 2022 - JUNE 30, 2023)



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DEDICATION



Maureen Elizabeth (Plante) Trottier

Maureen worked for the school from 2005-2010 and then in the Assessor's Office as a Head Clerk from 2014-2022. She truly loved her job and lit up the office by decorating for every season and every holiday. Her smile and laughter were infectious. Maureen passed November 23, 2022. She is missed by many and will never be forgotten.

IN MEMORIUM 2023

Our Appreciation and sympathy is extended to the families of those who served our community.

William P. Berthiaume

Died August 10, 2022
Certified Weigher & Measurer of Wood & Bark
Superintendent of Insect & Pest Control
Conservation Commission
Tree Warden
Safety Committee
Butler Farm Re-Use Committee

Barbara Woodward

Died August 24, 2022
Bicentennial Committee

Marie E. Waszkiewicz

Died August 30, 2022
C.D. Aux. Police

Louise M. Lebel

Died September 29, 2022
School Crossing Guard

Peter Boria

Died December 20, 2022
Transfer Station Study Committee
Solid Waste Disposal Committee
Charter Study Committee
Solid Waste Advisory Committee
Route 146/Mass Pike Study Committee
Wheelabrator Negotiation Task Force

Leonard R. Marrino, Jr.

Died January 13, 2023
Fair Housing/Local Housing Partnership
Millbury Affordable Housing Trust

Barbara Butler

Died January 14, 2023
Special Police- School Crossing Guard

IN MEMORIUM 2023

Our Appreciation and sympathy is extended to the families of those who served our community.

Mary J. Szkutak

Died January 29, 2023
Arts Council

Alfred M. Boden, Jr.

Died March 3, 2023
Library Trustee

Vernon C. Erickson

Died May 5, 2023
C.D. Firefighter

Richard S. Townsend

Died May 12, 2023
Local Housing Partnership
/ Fair Housing Committee
Council on Aging
Senior Center Building Committee

Joan Hagstrom

Died June 7, 2023
Fuel Crisis Planning Committee
Valley Adult Council

STATISTICS

TOWN:	Millbury
COUNTY:	Worcester
LOCATION:	East Central Massachusetts bordered by Worcester on the North, Grafton on the East, Sutton on the South, and Oxford and Auburn on the West. Approximately 43 miles from Boston, 37 miles from Providence, and 178 miles from New York City.
GOVERNMENT:	Settled in 1704 Incorporated June 11, 1813 Home Rule Charter Open Town Meeting Divided into four (4) precincts.
POPULATION:	2015- 13, 261 2020- 13, 884
REGISTERED VOTERS:	10,512
LAND AREA:	15.84 Square miles
DENSITY:	2005 807 persons per sq. mile; 2010 816 persons per sq. mile; 2015 816 persons per sq. mile; 2020 816 persons per sq. mile.
ELEVATION AT MILLBURY CENTER	471 feet above mean sea level
ROADS:	State – 5.85 miles Town – 87 miles Mass. Tpke. – 4.42 miles
ANNUAL TOWN MEETING:	First Tuesday in May
ANNUAL TOWN ELECTION:	Last Tuesday in April

FEDERAL AND STATE OFFICIALS
Serving Millbury

UNITED STATES SENATORS

Elizabeth A. Warren
Edward J. Markey

REPRESENTATIVE IN CONGRESS

Second Congressional District

James P. McGovern - Springfield

GOVERNOR

Maura Healy

LIEUTENANT GOVERNOR

Kimberly Driscoll

SECRETARY OF THE COMMONWEALTH OF MASSACHUSETTS

William Francis Galvin

AUDITOR

Diana Dizoglio

TREASURER

Deborah B. Goldberg

ATTORNEY GENERAL

Andrea Campbell

GOVERNOR'S COUNCILLOR

Seventh Councillor District

Paul M. DePalo

SENATOR IN GENERAL COURT

Second Worcester Middlesex

Michael O. Moore

REPRESENTATIVE IN GENERAL COURT

Seventh Worcester Representative District

Paul K. Frost

DISTRICT ATTORNEY

Middle District Worcester

Joseph D. Early, Jr.

REGISTER OF PROBATE AND INSOLVENCY

Worcester

Stephanie Fattman

SHERIFF

Worcester

Lewis G. Evangelidis

TOWN OFFICIALS - ELECTED

SELECTMEN - 3 YEARS

Katherine M. McKenna
Christopher Naff, Chairman
Mary Krumsiek
Scott J. Despres
Brian A. Sora

EXPIRES:

April 2024
April 2024
April 2025
April 2025
April 2026

BOARD OF ASSESSORS - 3 YEARS

Jonathan M. Cammuso
Jude T. Cristo
Jean L Moroski
Stuart Carter, Assistant Assessor

April 2024
April 2025
April 2026

SCHOOL COMMITTEE – 3 YEARS

Christopher Wilbur
Jamie M. Jurgiel
Jennifer B. Nietupski
Nicholas Lazzaro
Jessica Bristol

April 2024
April 2024
April 2025
April 2025
April 2026

RE-DEVELOPMENT AUTHORITY – 5 YEARS

Alecia Miller
Harold Proodian
Leonard F. Mort
Jeremy Weldon
Open Seat

April 2024
April 2024
April 2025
April 2027

BOARD OF HEALTH – 3 YEARS

John H, Dufresne
Ronald J. Marlborough
James M. Morin, Chairman

April 2024
April 2025
April 2026

TOWN OFFICIALS - ELECTED

TOWN OFFICIALS

ELECTED

HOUSING AUTHORITY – 5 YEARS

Frances M. Gauthier, State Member
Lucy Chabot
Virginia Yasko
Veronica A. Wood
Sherry J. Forleo
Carol Smith, Executive Director

July 2012
June 20, 2023, Tenant BOS
April 2025
April 2026
April 2028

PLANNING BOARD – 3 YEARS

Paul A. Piktelis
Francis DeSimone
Bruce M. Devault
Richard F. Gosselin, Jr.
Tony Ngo
Associate Member

April 2024
April 2024
April 2025
April 2026
April 2026

LIBRARY TRUSTEES – 3 YEARS

Keith St. Denis
Carol F. Burke
Christine Brady
Eric M. Boll
Christine Marie Fintzel
Linda M. Gosselin
Susan M. Copeland

April 2024
April 2024
April 2025
April 2025
April 2025
April 2026
April 2026

MODERATOR – 3 YEARS

Jim McKenna

April 2024

BLACKSTONE VALLEY REGIONAL SCHOOL COMMITTEE – 4 YEARS

Chester P. Hanratty, Jr.

December 2026

APPOINTMENTS BY THE BOARD OF SELECTMEN

TOWN MANAGER

Sean Hendricks, Town Manager

TOWN COUNSEL-ANNUAL

Mirick O'Connell, Attorneys at Law

POLICE CHIEF

Brian Lewos

LIQUOR LICENSE AGENTS

Chief Brian Lewos

Lt. Stephen McFaul

Sgt. Nicole Oliveri

Sgt. Christopher Polselli

Sgt. Nicholas Fortunato

Sgt. Michael Sutherland

BLACKSTONE VALLEY REGIONAL ECONOMIC DEVELOPMENT COUNCIL

Open Seat

BOARD OF APPEALS

Kenneth Perro

Harold Proodian

Robert Simmarano

Dan Mezynski

Michael Georges

Adam Kobel, Alternate

BOARD OF FIRE ENGINEERS

Steven M. Kosiba, Chief

Robert A. Silver, Jr.

Mark Strom

Jason D. Cadrin

Peter J. Balkus

FOREST FIRE WARDEN

Steven M. Kosiba, Chief

BOARD OF REGISTRARS

Mary Brawn

Frank V. Irr

Open Seat

APPOINTMENTS BY THE BOARD OF SELECTMEN

BUTLER FARM RE-USE COMMITTEE

Philip Miles
Victor C. Irr, Jr.
Mary Krumsiek
Ryan King
Francis B. King
Paul Lawson
Vacancy
Robert Hiser, Alternate

CENTRAL MASS METROPOLITAN PLANNING ORGANIZATION (MPO)

From Central Mass. Regional Planning Commission - Southeast Sub Region
Alternate Representative, Open

CENTRAL MASS REGIONAL PLANNING COMMISSION CMRPC

1st Delegate – Terry Burke Dotson, Planning Board Representative
2nd Delegate – Chris Naff, Selectmen
Alternate Delegate – Mary Krumsiek, Selectmen

CHARTER REVIEW COMMITTEE

Scott Despres
Jeff Raymond
Paul Concemi
Frank J. Piscitelli, III
Leonard Mort
Charles Cooper
Jennifer O’Connell

CONSERVATION COMMISSION

Ronald A. Stead
Paul T. DiCicco
Christopher Weagle
Raymond Keddy
Jeffrey Raymond

COUNCIL ON AGING

Kevin Higginbottom
Steve Walinsky
Stuart Mulhane
*Richard Townsend
Laurie Corkery
Virginia Picking
Ronald Marlborough
5 Open Seats

APPOINTMENTS BY THE BOARD OF SELECTMEN

EARTH REMOVAL BOARD

Bruce Devault
Scott Despres
Michele Piselli
Vacancy
Vacancy

ENERGY ADVISORY COMMITTEE

Paul Stringham
Keith Caruso
James Dunn
Conor McCormack
Rick Bedard
Jeffrey Dore
Patricia Arp
Vacancy
Vacancy -- Resident

HISTORICAL COMMISSION

Philip Miles
Stefan Strychar
Jeff Raymond
Brian Dalton
Kevin Surdam
Vacancy

MILLBURY FIRE HISTORICAL COMMITTEE

Jeffrey Dore
Francis B. King
Richard P. Hamilton, Jr.
Steven Piscitelli
Frank Gagliardi
Vacancy
Vacancy

RE-DEVELOPMENT AUTHORITY

Vacancy

ROADWAY ADVISORY COMMITTEE

Thomas Perry
Paul T. DiCicco
Francis King

APPOINTMENTS BY THE BOARD OF SELECTMEN

VETERNS AFFAIR TASK FORCE

Keith Gasco
Stephen Marden
Robert Roy
Ronald Stacy
Stuart Mulhane
John J. Nolan
Mary Krumsiek
William Havalotti
Vacancy

WORCESTER COUNTY SELECTMEN'S ASSOCIATION

Mary Krumsiek – Delegate
Scott Despres - Alternate

APPOINTMENTS BY THE TOWN MANAGER

DEPUTY TOWN MANAGER-HUMAN RESOURCE DIRECTOR

Karyn E. Clark

TOWN CLERK

Jayne Marie Davolio

MUNICIPAL FIRE/BUILDING CODE VIOLATIONS HEARING OFFICER

Jayne Marie Davolio

PARKING CLERK

Jayne Marie Davolio

ASSISTANT TOWN CLERK

Beth Johnson

CONSTABLES

Jude T. Cristo

Todd Sprague

Todd E. Army

Vacancy

ASSESSOR

Stuart Carter

FINANCE DIRECTOR

Jennifer Barrett

ASSISTANT TOWN ACCOUNTANT

Lisa Lamarche

TREASURER/COLLECTOR

Denise Marlborough

TAX TITLE CUSTODIAN

Denise Marlborough

ASSISTANT TREASURER/COLLECTOR

Susan Rogers

DIRECTOR OF PLANNING AND ECONOMIC DEVELOPMENT

Conor McCormack

ASSISTANT PLANNER OF PLANNING AND ECONOMIC DEVELOPMENT

Vacancy

APPOINTMENTS BY THE TOWN MANAGER

DEPARTMENT OF PUBLIC WORKS DIRECTOR

Acting: Keith Caruso

DRIVEWAY AND HIGHWAY OPENING PERMIT INSPECTOR

Keith Caruso

OPERATIONS MANAGER PUBLIC WORKS

Keith Caruso

FACILITIES SUPERVISOR

Brian Iadarola

BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER

Paul Stringham

FENCE VIEWER

Paul Stringham

LOCAL BUILDING INSPECTOR, ASSISTANT

Jason Shilinsky

WIRING INSPECTOR

Larry Morris

George A. Duhamel, Assistant

PLUMBING AND GAS INSPECTOR

Gregory Gauthier

Alan D'Allessandro, Alternate

Brian Gasco, Assistant

DIRECTOR OF COUNCIL ON AGING

Laurie Keefe

LIBRARY DIRECTOR

Ann Dallair

ASSISTANT LIBRARY DIRECTOR

Vacancy

PUBLIC ACCESS DIRECTOR

Kevin Krassopoulos

ASA WATERS MANSION DIRECTOR

Kristen D. Livoti

APPOINTMENTS BY THE TOWN MANAGER

VETERANS SERVICES AND BENEFITS

Lt. Col. Carl J. Bradshaw

ANIMAL CONTROL OFFICER

Daniel Chauvin

INSPECTOR OF ANIMALS

Edward Hart

TREE WARDEN

Warren Gardner

Keith Caruso, Assistant Tree Warden

CERTIFIED WEIGHER AND MEASURER OF WOOD AND BARK

Warren Gardner

EMERGENCY MANAGEMENT AGENCY DIRECTOR

Chief Steven M. Kosiba

FIRE DEPARTMENT PHOTOGRAPHER

Edward A. Cote

SEALER OF WEIGHTS AND MEASURERS

Ronald Valinski

CERTIFIED WEIGHER

Juan Cordon	Win Waste Innovations (Wheelabrator)
Roger Sabourin	Win Waste Innovations (Wheelabrator)
Meggan Wagner	Win Waste Innovations (Wheelabrator)
2 Vacancies from	Granger Lynch Corp.

ASA WATERS TASK FORCE

Dennis Hill
Katherine McKenna
Sandra J. Cristo, Chairperson
Armand White
Denise Marlborough
Jeffrey A. Dore
Christopher J. Naff
Rebecca Moroski – Alternate Member

BLACKSTONE RIVER AND CANAL COMMISSION

Vacancy

APPOINTMENTS BY THE TOWN MANAGER

CEMETERY COMMISSION

Robert J. Roy
Randolph Mogren
Vacancy

COMMISSION ON DISABILITIES

Jim Clifford
Michael Kennedy
Daniel Jakes
Justin Dobson
Kent Stowe
Deborah Dymek
Vacancy
Vacancy
Vacancy

CULTURAL ARTS COUNCIL

Harvest Lee Dixon	2nd term
Kristen Lamarche	2nd term
Ann Marie Raymond	2 nd term
Molly Heidmann	1 st term
Carolyn Pappas	1 st term
Carolyn Clark	1 st term

DOROTHY POND RESTORATION COMMITTEE

Kenneth I. Schold
Jeffrey W. Gardner
Mark Palin
Michael Gilchrist
Gary A. Pothier

EMERGENCY MANAGEMENT AGENCY-AUXILIARY POLICE

Ann Gagne-Hancock
Jeffrey A. Kozlowski
Todd Army
Mark Dyberg, Asst. Director
Victor Irr
Paul T. DiCicco
Tom C. LaVallee
Gary Gagne
Fabrizio Bordo

APPOINTMENTS BY THE TOWN MANAGER

FINANCIAL MANAGEMENT PLANNING COMMITTEE

Chief Brian Lewos
Keith Caruso, DPW
Katie McKenna
Richard Bedard. School Business Mgr.
Jennifer Barrett, Fin. Dir
School Committee Rep. Vacancy
Vacancy, Resident

FIRE HEADQUARTERS BUILDING COMMITTEE

Richard P. Hamilton
Steven Piscitelli
David Rudge
Brian Gasco
Maxine Mann
Paul Concemi
Bruce Devault
Chief Steven Kosiba
Jason Cadrin

MILLBURY DOG PARK COMMITTEE

Mary Wright
Christine Kelley
Ronald Arpino
Vacancy
Vacancy

PARKS COMMISSION

5 Vacancies & 1 Alternate

PONDS AND LAKES COMMISSION

Bruce Hjort
Terry Burke Dotson
Matthew Haddad
Vacancy
Vacancy
Vacancy
Vacancy

APPOINTMENTS BY THE TOWN MANAGER

PUBLIC ACCESS ADVISORY COMMITTEE

Roger L. Desrosiers
Mary Krumsiek, Chairman
Jeff Dore
Ronald Marlborough
Robert D. Sullivan
Paul DiCicco
Vacancy
Michael Lawton, Associate Member

R.E. SHAW SCHOOL BUILDING FEASIBILITY COMMITTEE

R.E. SHAW BUILDING COMMITTEE 6-6-2019 (Town Counsel)

Richard Bedard
Scott Despres
Jennifer Nietupski
Susan Teixeira
Gregory Myers
Michael Tarka
Kristin Boulanger
Rachel Decatur
Kate Ryan
Andrew Tuccio
Kevin Kuphal
Robert Pine
Michael O'Connor
Stephen Decatur
E. Bernard Plante
Sean Hendricks
Kofi Ageyman
Stephen Wiltshire
Vacancy
Vacancy

RECYCLING EDUCATION COMMITTEE

Katie McKenna
Guy Hebert
Paul T. DiCicco
Vacancy
Vacancy

APPOINTMENTS BY THE TOWN MANAGER

SAFETY COMMITTEE

Chief Steven Kosiba
Jayne Marie Davolio
Daniel Daly
Greg Meyers
Ryan King
Vacancy
Vacancy
Vacancy
Vacancy

SEWER COMMISSION

Lisa C. Allaine, P. E.
Happy Erickson, Jr.
Gary C. Nelson, Chairperson

TRAILS COMMITTEE

Bruce Devault
Raymond Keddy
Michelle Piselli
Cameron Graves
Raymond Kelley
Vacancy

UPPER BLACKSTONE CLEAN WATER

Gary Nelson

WORCESTER REGIONAL TRANSIT AUTHORITY

Robert J. Spain, Jr
Sean Hendricks

DISABLED COMMUTER POSITION WRTA

Mike Kennedy

APPOINTMENTS BY THE TOWN MODERATOR

FINANCE COMMITTEE

Jennifer O'Connell
Nicole L. Cooney
Kevin Kuphal
Charles R. Cooper, Jr.
Russell Wells
William H. Pratt, II
Judith O'Connor

LEGEND

* **DIED IN OFFICE**
** **RESIGNED**
*** **APPOINTED TO FILL VACANCY**
**** **ELECTED TO FILL VACANCY**
***** **RETIRED FROM OFFICE**

APPOINTMENTS BY THE POLICE CHIEF

SPECIAL POLICE OFFICERS

Susan Dalton	Matron
Maureen Graves	Matron
Leah M. Pierce	Matron
Nicole Pray	Matron

Donald P. Desorcy
Timothy O'Leary
Douglas T. Raymond
Paul D. Russell
Arthur E. Allard
Kurt Richard
Mark Dyberg
Michael Luby
Thomas E. Hall
Kevin Woods
Ryan Bennett
Brian Dalton
James Pervier
Michael Broyles
John Harrington
Richard Andrade
Charles Reardon
Gregory Pettinella
Jordan Ryan
Mark Wojnar
Shawna Lee Grout
Ryan Kelly
Paul Markiewicz
Cameron T. Caldwell
Daniel Dowd
Fred J. Bott
Jeffrey Hannigan
James Ward
Santos Perez
Robert Danna
Gregory Markiewicz
Daniel P. Dowd

BOARD OF SELECTMEN

A total of 25 meetings were held in Fiscal Year 2023. Attendance for the Selectmen meetings was as follows:

<u>Members</u>	<u>Absent</u>
Chris Naff, Chairman	0
Scott Despres, Vice-Chair	1
Mark Krumsiek, Clerk	0
Katherine McKenna, Member	1
Brian Sora, Member*	1

*Member for partial year

During this fiscal year, the Board had the opportunity to honor several employees who retired or moved on from the town of Millbury, citizens, sports teams and organizations; we are grateful to do such tributes as part of our job. The Board welcomed Selectman Brian Sora. Projects such as the McCracken Road reconstruction, DownTown Revitalization and the Fire Headquarters construction are in full swing.

The town is still in a Municipal Aggregation contract with Good Energy and has been able to obtain a substantially lower supply rate of electricity for the citizens of Millbury.

In closing, we wish to express our appreciation for the cooperation and assistance given to us by the various departments within town government. We particularly wish to thank the volunteers who contribute and help make Millbury a better community.

The Selectmen hold their regular meetings on the second and fourth Tuesdays of each month. These meetings are televised live on local access channel 191 Charter and channel 26 Verizon. Concerned citizens are encouraged to attend.

ACTING TOWN MANAGER

Fiscal Year 2023 brought Millbury into the third year of the Covid-19 pandemic before the world seemed to come back to life and back to business. Our lives will be forever changed but one unintended, positive outcome includes more municipal engagement through technology platforms such as Zoom. We are pleased to have more participation at public meetings and hope this trend will continue. This is your Town; this is your government at work. Community voices are critical to inform sound and responsible policies that are made and implemented across all boards, commissions and committees. All are welcome to any of our municipal buildings and our doors are always open to assist our residents and businesses.

The municipal budget process for any community is challenging due to the evolving needs of the town and new unfunded mandates. In a time of doing more with less, we continue to create a level-service budget that can support high quality services that our residents have come to know and expect. It is our goal to maintain customer service excellence despite stressors that are often beyond our control. That being said, we were able to support substantial and meaningful projects due to the \$4.2 million the town received from the American Rescue Plan Act (ARPA) to include repairs or improvements to Town infrastructure. This includes engineering plans for three bridges in dire need of repair, with funding set aside for construction match on two, upgrades to various fields and parks, a beautiful veteran's monument, street paving, technology upgrades for municipal buildings and over a half a million dollars to support small businesses that were significantly impacted by the pandemic.

We continued to see the downtown landscape change and grow in Fiscal Year 2023 with the completion of Phase I and Phase II infrastructure projects and other roadway upgrades, funded through a wide variety of grants and awards; Complete Streets, Municipal Vulnerability Program (MVP), 319 Non-Point, Source Pollution Grant, Narragansett Bay Estuary Grant, Massworks, ARPA and local funding. Bump outs increased sight lines for crossing and traversing the streets. New sidewalks and plantings added safety and beautification. The municipal lot was completed and paved along with many other roads in town. And, as exciting as it was to bring the new Shaw Elementary School online, our new Fire Department Headquarters is on time and on budget with a completion date of December 2023 with an anticipated full occupancy by late February 2024.

On the personnel side, the creation of a Deputy Town Manager / Human Resources Officer position has deepened the administrative bench and brought to fruition an online onboarding platform for new hires. This created interdepartmental efficiencies and reduced our paper footprint. In that same vein, a Commonwealth Community Compact grant for technology allowed for the creation of an electronic time and attendance system thus eliminating cumbersome paper time sheets. My sincere thanks go to the Treasurer / Tax Collector and Finance Director for their assistance in shaping and creating efficiencies to our operations. Other funding supported the beginning of a massive digitization project of files and plans for the Board of Health, Planning and Building Departments. We continue to find ways to be creative and efficient while reducing our paper consumption.

In my short tenure as Acting Town Manager, I have been continuously impressed by the Town employees I have met and worked with. It is important for the residents to know the dedication and talent of those who work for our community. The level of expertise, commitment, and pride

ACTING TOWN MANAGER

they take in their work is extraordinary. I also want to thank the Board of Selectmen for their love of Millbury and the leadership they provide for the Town administration. Their support for the staff and the community is remarkable. We are fortunate all the way around to have the team we have in place. I am grateful and proud for the dedicated service of all Town employees, volunteers, and elected and appointed municipal officials. The importance of your willingness to serve is appreciated and respected. We wish all those employees, including police, fire and school department who have moved on and / or retired and those members who have served on a committee all the very best.

The Town is incredibly fortunate to have such amazing individuals, organizations and businesses who quietly and consistently beautify the community or provide funding and fresh food and other items to families and seniors in need. I would like to personally recognize the Millbury Women's Club, Mark Goretti, Pastor Ed - Mill Church, Sherriff Lew Evangelidis, Target, Direnzo Trucking, Red Robin and Hometown Bank for their generosity and support for our residents, especially our most vulnerable who may need a little extra help. Thank you!

Respectfully,

Karyn E. Clark
Acting Town Manager

TOWN CLERK

To the Honorable Citizens of Millbury, Board of Selectmen, and Town Manager, I hereby submit my Annual Town Report for Fiscal Year 2023, July 1, 2022, to June 30, 2023.

Town Meeting certifications and Election Results are located at the Clerk's Office. This report also includes the In Memoriam Page; Statistics; Appointments and Town Officers.

The Town of Millbury held three elections in FY23: The State Primary Election September 6, 2022, the State Election held November 8, 2022 and the Annual Town Election held on April 25, 2023. The Town also held a Special Town Meeting on November 15, 2022 and the Annual Town Meeting on May 2, 2023.

Being the Town Clerk of Millbury is an honor; our community, our families, our pride, and commitment that Millbury has is amazing. I will always have an open-door policy for the public and I, as your Clerk, am truly blessed. This statement is a staple in my report, as I believe in it wholeheartedly.

The Town Clerk's office is the cornerstone of the town. The staff in the office is owed a great debt of gratitude for all their challenging work and dedication. I would like to thank my Assistant Beth Johnson; she has done an incredible amount of work in our office to bring us into the future with technology and has made our team stronger. Thank you to Chris Marden, Head Clerk, Linda Donovan, General Clerk and Amanda Leighton, General Clerk for your dedication to this town. I would be remiss if I did not thank the rest of the town hall staff and other town entities. The Clerk's office works closely with everyone, and I appreciate our interactions. Especially our senior workers, they are extremely important to our workforce, and they add an extra special touch to the office!

Thank you as always for your continued support!

TOWN CLERK

POLL WORKERS

PRECINCT ONE (1)

Warden Veronica A. Wood
Clerk Ronald A. Stead

PRECINCT TWO (2)

Warden Martha H. St. Denis
Clerk Ann C. Molinari

PRECINCT THREE (3)

Warden Victoria M. Aho
Clerk Shelley D. Beller-Lamire

PRECINCT FOUR (4)

Warden Frances M. Gauthier
Clerk Jo Ann Luikey

POLL WORKERS

Susan Ballard	Gloria Schimke	Nancy A. Lucier	Scott T. Remuck
Christine A. Bott	Susan Dineen	Maxine Mann	Linda A. Sarsfield
Christine Brady	Amanda Molina Dumas	Stephen Walinsky	
Pamela Brown	Donald J. Gauthier	Cynthia L. Marine	
Carol F. Burke	Karen L. Gerardi	Mary O'Brien	
John Burke Kim	Michelle Grahn	Claire R. Morin	
Lauder	Shirley A. Haglund	James R. Mousseau	
Patricia Comtois	Sarah E. Murray	Virginia Yasko	
Robin Cano	Daniel Jakes		
Brian Contois	Karen Johnson		
James Perry			

TOWN CLERK

VITAL STATISTICS (10 CALENDAR YEAR COMPARISON)

<u>YEAR</u>	<u>BIRTHS</u>	<u>MARRIAGES</u>	<u>DEATHS</u>
2010	116	78	175
2011	113	54	167
2012	124	61	159
2013	130	67	188
2014	131	87	159
2015	114	67	170
2016	132	68	162
2017	126	84	160
2018	120	81	178
2019	113	69	187
2020	124	86	195
2021	127	84	182
2022	118	81	166
2023	*64	*28	*92

*Recordings from January thru June 2023

Respectfully given,

Jayne Marie Davolio

Town Clerk- CMC, CMMC, JOP, NP

FINANCE DIRECTOR

To the honorable Board of Selectmen and to the Citizens of the Town of Millbury:

The office of Financial Management is responsible for the coordination of all financial activities of the Town, ensuring that the appropriate financial and auditing controls are maintained. The following reports represent the activities of Fiscal Year 2023.

- Combined Balance Sheet
- General Fund Expenditures, including Sewer Enterprise Fund
- General Fund Revenues
- Sewer Enterprise Fund Revenues
- Fund Balances for Special Revenue Funds, Capital Expenditure Funds, Trusts & Savings Funds, and Agency Funds
- Debt Service Schedule
- Employee Salaries

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Jennifer Barrett". The signature is fluid and cursive, with the first name "Jennifer" written in a larger, more prominent script than the last name "Barrett".

Jennifer Barrett
Finance Director

Millbury
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2023
(Unaudited)

ASSETS

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types Trust and Agency	Account Groups Long-term Debt	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services			
Cash and cash equivalents	8,970,638.96	5,879,010.00	6,701,203.77	1,662,645.27		9,401,014.17		32,614,512.17
Receivables:								
Personal property taxes	74,745.27							74,745.27
Real estate taxes	366,024.57							366,024.57
Allowance for abatements and exemptions	(712,428.75)							(712,428.75)
Tax liens	996,569.70							996,569.70
Motor vehicle excise	294,951.07							294,951.07
Other excises	938.20							938.20
User fees				383,900.33				383,900.33
Utility liens added to taxes				49,494.36				49,494.36
Departmental				1,117,387.21		518,127.47		518,127.47
Special assessments	94,863.02							1,117,387.21
Foreclosures/Possessions							41,894,894.00	94,863.02
Amounts to be provided - payment of bonds							41,894,894.00	41,894,894.00
Total Assets	10,086,302.04	5,879,010.00	6,701,203.77	3,213,427.17	0.00	9,919,141.64	41,894,894.00	77,693,978.62

LIABILITIES AND FUND EQUITY

Liabilities:								
Other liabilities								0.00
Deferred revenue:								
Real and personal property taxes	(271,658.91)							(271,658.91)
Tax liens	996,569.70							996,569.70
Foreclosures/Possessions	94,863.02							94,863.02
Motor vehicle excise	294,951.07							294,951.07
Other excises	938.20							938.20
User fees				383,900.33				383,900.33
Utility liens added to taxes				49,494.36		518,127.47		49,494.36
Departmental				1,117,387.21				518,127.47
Special assessments								0.00
Prepaid taxes/fees	41,340.42							41,340.42
Tailings						210,130.80		210,130.80
Agency Funds							41,894,894.00	41,894,894.00
Notes payable		0.00	24,658,000.00		0.00	728,258.27		66,552,894.00
Total Liabilities	1,157,003.50	0.00	24,658,000.00	1,550,781.90	0.00		41,894,894.00	69,988,937.67

Fund Equity:

Reserved for encumbrances	1,410,148.28			125.98				1,410,578.31
Reserved for expenditures	1,000,000.00	304.05						1,251,195.00
Reserved for continuing appropriations	2,005,392.74	251,195.00		50,000.00				2,055,392.74
Reserved for snow and ice deficit								0.00
Reserved for debt service	2,817.14	5,627,510.95						2,817.14
Designated fund balance						288,208.46		(12,041,076.82)
Undesignated fund balance	4,510,940.38					8,902,674.91		13,413,615.29
Unreserved retained earnings				1,612,519.29				1,612,519.29
Total Fund Equity	8,929,298.54	5,879,010.00	(17,956,796.23)	1,662,645.27	0.00	9,190,883.37	0.00	7,705,040.95
Total Liabilities and Fund Equity	10,086,302.04	5,879,010.00	6,701,203.77	3,213,427.17	0.00	9,919,141.64	41,894,894.00	77,693,978.62

Budget GF Expense

	FY23 Budget	FY23 Actual
114 Total Salary	205	205
114 Total Other	0	0
114 Total Moderator	205	205
122 Total Salary	16,800	16,550
122 Total Other	5,005	4,475
122 Total Selectmen	21,805	21,025
123 Total Salary	332,390	328,979
123 Total Other	34,215	28,245
123 Total Town Manager	366,605	357,224
131 Total Salary	1,445	1,010
131 Total Other	300	262
131 Total Town Finance Comm	1,745	1,272
135 Total Salary	171,090	170,805
135 Total Other	12,230	8,804
135 Total Finance Dept	183,320	179,609
136 Total Salary	0	0
136 Total Other	37,500	37,500
136 Total Town Audit	37,500	37,500
141 Total Salary	132,357	123,087
141 Total Other	32,000	31,976
141 Total Assessor	164,357	155,063
146 Total Salary	230,390	226,823
146 Total Other	74,900	60,534
146 Total Treasurer/Collector	305,290	287,357
151 Total Salary	0	0
151 Total Other	145,000	67,706
151 Total Legal	145,000	67,706
152 Total Salary	0	0
152 Total Other	9,000	7,632
152 Total Personnel/HR	9,000	7,632
155 Total Salary	0	0
155 Total Other	295,250	289,399
155 Total Technology	295,250	289,399

Budget GF Expense

	FY23 Budget	FY23 Actual
161 Total Salary	208,320	201,969
161 Total Other	31,980	18,529
161 <u>Total Town Clerk</u>	<u>240,300</u>	<u>220,498</u>
162 Total Salary	33,865	14,657
162 Total Other	36,429	21,035
162 <u>Total Elect. & Registr.</u>	<u>70,294</u>	<u>35,692</u>
177 Total Salary	255,150	198,999
177 Total Other	11,350	7,518
177 <u>Total Planning Department</u>	<u>266,500</u>	<u>206,517</u>
192 Total Salary	126,754	131,752
192 Total Other	95,106	93,724
192 <u>Total Municipal Office Bldgs</u>	<u>221,859</u>	<u>225,476</u>
195 Total Salary	0	0
195 Total Other	0	0
195 <u>Total Town Reports</u>	<u>0</u>	<u>0</u>
199 Total Salary	0	0
199 Total Other	12,250	4,179
199 <u>Total Committees & Commissions</u>	<u>12,250</u>	<u>4,179</u>
Total Salaries - Town Government	1,508,766	1,414,836
Total Other - Town Government	832,515	681,518
<u>Total Town Government</u>	<u>2,341,281</u>	<u>2,096,354</u>
210 Total Salary	2,787,746	2,652,978
210 Total Other	199,925	199,457
210 <u>Total Police</u>	<u>2,987,671</u>	<u>2,852,435</u>
220 Total Salary	465,270	465,226
220 Total Other	139,315	138,949
220 <u>Total Fire</u>	<u>604,585</u>	<u>604,175</u>
224 Total Salary	0	0
224 Total Other	207,900	207,900
224 <u>Total Hydrants</u>	<u>207,900</u>	<u>207,900</u>
241 Total Salary	98,575	117,955
241 Total Other	6,600	6,550

Budget GF Expense

	FY23 Budget	FY23 Actual
241 Total Building Dept	105,175	124,505
243 Total Salary	27,500	39,900
243 Total Other	400	85
243 Total Plumbing/Gas Insp	27,900	39,985
245 Total Salary	25,000	35,650
245 Total Other	500	243
245 Total Electrical Insp	25,500	35,893
291 Total Salary	3,500	0
291 Total Other	4,500	3,783
291 Total Emergency Mgmt	8,000	3,783
292 Total Salary	25,000	25,000
292 Total Other	5,000	0
292 Total ACO	30,000	25,000
294 Total Salary	19,070	15,830
294 Total Other	60,100	55,946
294 Total Tree Warden	79,170	71,776
Total Salaries - Protection	3,451,661	3,352,539
Total Other - Protection	624,240	612,914
Total Protection	4,075,901	3,965,452
300 Total Salary	18,529,195	17,596,354
300 Total Other	5,635,187	5,143,020
300 Total Public Schools	24,164,382	22,739,374
320 Total Salary	10,224	10,062
320 Total Other	0	0
320 Total School Committee	10,224	10,062
330 Total Salary	33,575	38,922
330 Total Other	194,540	166,233
330 Total Athletics	228,115	205,155
340 Total Salary	2,700	2,700
340 Total Other	1,441,835	1,441,835
340 Total Blackstone Valley Tech	1,444,535	1,444,535
341 Total Salary	0	0

Budget GF Expense

	FY23 Budget	FY23 Actual
341 Total Other	110,785	81,297
341 Total Norfolk Agricultural Sch	110,785	81,297
<hr/>		
Total Salaries - Education	18,575,694	17,648,039
Total Other - Education	7,382,347	6,832,385
Total Education	25,958,041	24,480,423
<hr/>		
400 Total Salary	250,154	180,561
400 Total Other	53,500	12,445
400 Total Public Works	303,654	193,006
<hr/>		
410 Total Salary	919,600	898,839
410 Total Other	38,600	16,070
410 Total DPW Operations	958,200	914,908
<hr/>		
420 Total Salary	0	0
420 Total Other	517,000	499,896
420 Total Highway	517,000	499,896
<hr/>		
423 Total Salary	81,907	67,291
423 Total Other	157,690	461,896
423 Total Snow & Ice	239,597	529,187
<hr/>		
424 Total Salary	0	0
424 Total Other	95,000	121,502
424 Total Street Lights & Signals	95,000	121,502
<hr/>		
430 Total Salary	0	0
430 Total Other	272,500	235,523
430 Total Transfer Station	272,500	235,523
<hr/>		
490 Total Salary	31,590	12,242
490 Total Other	56,700	45,004
490 Total Parks	88,290	57,246
<hr/>		
491 Total Salary	21,060	7,994
491 Total Other	25,500	21,842
491 Total Cemetery	46,560	29,836
<hr/>		
495 Total Salary	0	0
495 Total Other	178,500	172,929
495 Total Fuel	178,500	172,929
<hr/>		

Budget GF Expense

	FY23 Budget	FY23 Actual
Total Salaries - Public Works	1,304,311	1,166,927
Total Other - Public Works	1,394,990	1,587,106
Total Public Works	2,699,301	2,754,032
510 Total Salary	71,365	87,419
510 Total Other	90,090	54,948
510 Total BoH	161,455	142,368
541 Total Salary	162,000	161,820
541 Total Other	69,200	50,883
541 Total COA	231,200	212,703
543 Total Salary	0	0
543 Total Other	185,000	119,899
543 Total Veterans	185,000	119,899
549 Total Salary	0	0
549 Total Other	0	0
549 Total Disability Commission	0	0
Total Salaries - Health Services	233,365	249,239
Total Other - Health Services	344,290	225,731
Total Health Services	577,655	474,970
610 Total Salary	328,990	321,138
610 Total Other	189,905	188,924
610 Total Library	518,895	510,063
670 Total Salary	72,680	66,406
670 Total Other	51,550	50,626
670 Total Asa Waters	124,230	117,032
691 Total Salary	0	0
691 Total Other	0	0
691 Total Historical Comm	0	0
692 Total Salary	0	0
692 Total Other	0	0
692 Total Public Celebrations	0	0
Total Salaries - Culture & Rec	401,670	387,545
Total Other - Culture & Rec	241,455	239,550
Total Culture & Rec	643,125	627,095

Budget GF Expense

	FY23 Budget	FY23 Actual
710 Total Salary	0	0
710 Total Other	3,926,139	3,377,974
710 Total Debt & Interest	3,926,139	3,377,974
911 Total Salary	0	0
911 Total Other	2,429,017	2,429,017
911 Total County Retirement Assmt	2,429,017	2,429,017
912 Total Salary	0	0
912 Total Other	642,980	582,176
912 Total Other Insurance	642,980	582,176
915 Total Salary	0	0
915 Total Other	5,591,862	5,591,860
915 Total Employee Benefits	5,591,862	5,591,860
Total Salaries - Administration	0	0
Total Other - Administration	12,589,999	11,981,027
Total Administration	12,589,999	11,981,027
132 Total Salary	0	0
132 Total Other	75,000	48,450
132 Total Reserve Fund	75,000	48,450
Total Expenses	48,960,302	46,379,353
440 Total Salary	323,935	174,165
440 Total Other	1,919,020	1,612,619
440 Total Sewer	2,242,955	1,786,784
Transfer to GF - Debt Service	953,511	953,511
Transfer to GF - Indirect Costs	422,617	422,617
Total Appropriation	3,619,083	3,162,912

**Town of Millbury
General Fund Receipts
June 30, 2022
(Unaudited)**

	Budgeted Receipts	Actual Receipts	over/(under) budget
Personal Property Tax	2,462,918.69	2,477,880.69	14,962.00
Real Estate Tax	29,443,157.13	28,935,037.72	(508,119.41)
Supplemental Real Estate Tax		38,278.71	38,278.71
Tax Liens Redeemed	25,000.00	74,338.88	49,338.88
Motor Vehicle Excise	2,200,000.00	2,243,920.60	43,920.60
Interest & Penalties	100,000.00	202,840.64	102,840.64
PILOT		900.00	900.00
PILOT -Wheelabrator Host (Tonnag	2,000,000.00	2,035,496.54	35,496.54
Local Option: Meals Tax	350,000.00	444,870.79	94,870.79
Cannabis Excise	-	182,870.94	182,870.94
Boat Excise	2,000.00	3,952.70	1,952.70
Canabis Impact Fee	-	-	-
Fees	50,000.00		250,373.35
Fees Retained from Collections		26,581.00	
Municipal Lien Certificates		15,900.00	
Clerk Fees		19,317.17	
Fire Dept Revenue		460.00	
Wheelabrator Excess Tonnage		238,115.18	
Police Dept Admin Fees	100,000.00	163,435.00	63,435.00
Licenses/Permits	450,000.00		(8,943.58)
Clerk Licenses		46,305.50	
Solicitors License		362.50	
BOH Licenses/Permits		156,430.00	
Clerk Permits		-	
Planning Dept Permits		5,330.00	
Firearm Permits		6,693.75	
Fire Permits		21,725.00	
Plumbing/Gas Inspection Permits		52,705.00	
Electrical Inspection Permits		54,888.50	
DPW Permits		9,050.00	
Transfer Station Revenue		87,566.17	
Building Inspection Permits	275,000.00	305,859.51	30,859.51
State Owned Land (CS)	21,096.00	21,096.00	-
Exemptions: VBS & Ederly (CS)	65,038.00	32,630.00	(32,408.00)
Unrestricted State Aid (CS)	2,051,273.00	2,213,461.00	162,188.00
State Offsets	(710,029.00)		
Early Voting		7,528.45	
Opioid Distribution	18,000.00	103,130.33	
Municipal Medicaid	125,000.00	107,759.47	(17,240.53)
Veterans Benefits Reimbursements	50,000.00	65,827.00	15,827.00

Chapter 70 (CS)	8,024,392.00	8,024,392.00	-
Charter School (CS)	58,743.00	79,775.00	21,032.00
Veterans Benefits (CS)	82,851.00		(82,851.00)
Intergovernmental Receipts	18,425.00	18,421.59	(3.41)
Wheelabrator Supplemental Assessment		622,234.94	622,234.94
Fines/Tickets	45,000.00		(2,204.96)
Clerk Fines		7,325.00	
Parking Tickets		1,935.00	
Court Fines		4,605.00	
RMV Infractions		28,930.04	
Earnings on Investments	60,000.00	391,176.93	331,176.93
Sale of Inventory	-	1,600.00	1,600.00
Misc Revenue	25,000.00	27,856.92	2,856.92
School Misc Revenue	-	99,510.60	99,510.60
Tailings	-	9,978.03	9,978.03
Transfers In	1,376,127.80	1,521,615.51	145,487.71
Total	48,768,992.62	51,241,901.30	
Excess Revenue			1,670,220.90

Town of Millbury
Enterprise Fund Receipts
June 30, 2023
(Unaudited)

	Budgeted Receipts	Actual Receipts	over/(under) budget
Tax Liens Redeemed	15,000.00	3,011.00	(11,989.00)
Interest	15,000.00	22,401.23	7,401.23
Committed Interest	50,000.00	47,045.35	(2,954.65)
Sewer Use	3,129,083.00	2,943,804.73	(185,278.27)
Sewer Use on RE		246,289.37	246,289.37
Unapportioned Betterments	50,000.00	61,375.00	11,375.00
Apportioned Betterments	95,000.00	95,960.77	960.77
Permits	5,000.00	2,925.00	(2,075.00)
Intergovernmental Receipts	250,000.00	266,262.59	16,262.59
Earnings on Investments	10,000.00	4,061.43	(5,938.57)
I&I Receipts		32,120.00	32,120.00
Sewer Misc Revenue		5,112.49	5,112.49
Transfer From Savings	-	-	-
Total	3,619,083.00	4,124,433.88	
Excess Revenue			111,285.96

Special Revenue Funds

Fund Name	Fund Balance
School Lunch FB	618,697.24
Cable Public Access FB	965,721.84
Sale of Cemetery Lots FB	88,804.09
Dpw Dept Insurance Recovery FB	(1,610.87)
111F Insurance FB	32,628.57
Police Dept Insurance Recovery FB	935.76
School Dept Insurance Recovery FB	52,462.68
Lost Library Books FB	1,199.95
Lost School Books FB	1,394.93
Compensated Absences Reserve	293,686.21
Handicapped Parking Tickets	7,025.00
Waterways Improvements FB	4,948.51
Wetlands Protection FB	57,496.92
Athletics Department FB	8,726.97
Windle Field FB	3,740.24
School Choice FB	366,255.96
School Facility Rental FB	90,510.19
HS Summer Program FB	19,248.70
Dorothy Manor FB	94,497.91
Extended Day FB	11,030.46
Preschool FB	192,179.82
Asa Waters Revolving FB	101,145.70
Board of Appeals FB	7,172.36
Board of Health FB	7,525.00
Bark Park Revolving FB	11,475.82
CoA Revolving FB	8,688.08
Energy & Recycling FB	851.07
Earth Removal FB	13,857.52
Housing Partnership FB	9,056.19
Firearm License State Fees FB	4,667.25
Blighted Properties Revolving FB	30,000.00
Student Parking Fees FB	9,756.65
Sealer of Weights & Measures FB	55,475.46
DPW Transfer Station Revolving FB	162,316.13

Fund Name	Fund Balance
Asa Waters Donation FB	3,364.60
Beach St Improvements Donation FB	40,000.00
Board of Selectmen Donation FB	554.71
Bark Park Donations FB	3,169.28
BV Chamber Local Grant FB	1,264.73
Chemical Awareness Fund FB	550.00
Canal St Reconstruction Donation FB	4,099.40
COA Gfit FB	21,170.33
Millbury Center Beautification Donations	22,053.40
WDPH Grant (Addiction) FB	1,244.90
DPW Gift FB	250.00
Elmwood School Donation FB	15,697.83
Emergency Management Donation FB	3,648.38
Fire Dept Donation FB	7,861.85
HHW Day FB	542.28
Redev Auth FB	4,000.00
High School Donation FB	28,699.63
K-9 Donation FB	15,021.14
LED Lights FB	-
Library Gift FB	17,399.17
McGrath Road Paving	31,773.63
Police Dept Donation FB	12,763.63
Project Bread FB	294.64
Parks Dept Gift FB	3,291.09
Recycling Improvements FB	22,296.52
Scholarship Fund FB	158.10
Shine Local Grant FB	2,283.19
Shaw School Donation FB	1,543.96
Target Donation FB	553.07
Trails Donation FB	5,614.87
Tree Warden Gift FB	2,288.00
Umass/NIH Donation FB	520.53
Woolie World Donations FB	625.04

Fund Name	Fund Balance
17 Rice Pond Rd - Whitney St Home Builders	45.00
3 Colton Rd - Cooper Tech	3,628.00
40 Tainter Hill Rd - Petrillo	3,860.87
8 Auburn Rd - Kobel	2,231.17
19 Canal St - Elite Home Builders	2,978.75
71 McCracken Rd - One School Global	5,987.68
9 West St - Clay Street Properties Rev	(945.00)
34 Grafton St - Windle	1,227.09
7 Colton Rd - Solar	3,891.28
7 Colton Rd Ext - Next Grid LLC	6,978.00
66 Park Hill Ave - Clearview Eastland Partners	4,314.54
12 Latti Farm Rd - Co-Grow Massachusetts	6,000.00
4 Abbott Place - Parklund Place FB	3,841.00
Vassar Estates FB	515.70
Autumn Gate II FB	5,432.77
297 Riverlin Street - Solar Array FB	3,555.44
150 -152 West Main St Beach- JB Homes FB	3,790.25
358.5 Greenwood St - Temple FB	3,574.50
192 Millbury Ave - Fairbanks FB	1,894.00
270 West Main St FB	560.00
33 Sutton Rd -David Perkins FB	2,236.00
207 Riverlin St -Ameresco	3,554.00
116 McCracken Road -Christopher John	368.00
Cooper Rd -Stone Creek FB	4,182.25
55 Sycamore-ZPB2020LLC FB	3,717.00
31 Tainter Hill Rd-Bordeaux FB	457.00
84 Elmwood St - Lot 11	1,800.00
82 Elmwood St - Lot 12	1,800.00
173 Main St -SW Permit Aquarion	1,800.00
Conservation 53G FB	7,339.65
Planning Escrow Liability	37,009.29
Bulletproof Vests & DOJ Federal FB	1,138.59
Federal Med Project FB	4,323.88
ARP IDEA FB	5,520.08
IDEA FY22 FB	37,266.94
SPED Early Childhood FY22 FB	(348.64)
Title IIA FY22 FB	39.90
Title IV FY22 FB	7,516.36
ESSER2 FB	6,723.00
ESSER 3 FB	(16,475.60)
IDEA ARP FB	(18,687.27)
IDEA FY23 FB	(110,446.30)
SPED Early Chidhood FY23 FB	(900.48)
Title IIA FY23	(2,499.54)
Title III FY23	(1,534.48)
Title IV FY23	(205.24)
Title I FY23	(17,867.59)
SPED Early Childhood FY21 FB	(2,589.11)
SPED Program Improvement FY21 FB	(240.00)
Title IIA FY21 FB	1,881.23
Title IV FY21 FB	(11,754.78)
Title I FY21 FB	3,011.95
MBLC LSTA Grant FB	500.00
CDBG Grant FY20 FB	(59,037.82)
ARPA Funds FB	1,910,149.49
Capital Funds	
Fund Name	Fund Balance
Chapter 90 Supplemental FB	48,523.53
Winter Recovery Assistance Program	165,670.57
Chapter 90 PY FB	(7,650.00)

Fund Name	Fund Balance
Asa Waters Grant	-
Library Local Grant FB	3,506.50
Cultural Council Grant	1,200.70
Town Grant FB	3.00
Project Lead the Way	51,995.72
School Grant FB	-
Bulletproof Vests & DOJ State FB	(7,742.03)
FF PPE Grant FB	(34,944.79)
Municipal Road Safety Grant FB	3,409.20
PD State Grant FB	11,301.25
Public Safety & Homeland Security FB	20,880.57
911 Training FB	(17,971.20)
SAFE Grant Prior Year FB	7,805.35
Senior SAFE Grant Prior Year FB	4,932.00
SPED Circuit Breaker FB	761,838.63
Special Earmark FY21 FB	8,943.36
New Year MyCAP Grant FB	9,000.00
Pathways Planning	18,250.00
Project Here Grant FB	3,948.32
Comprehensive School Health Services F	46,270.00
Brierly Pond Dam FB	5,000.00
Dorothy Pond Dam Grant FB	1,648.75
CMRPC Grant	1,240.00
COA Formula Grant FB	35,415.52
Compost Bins Grant FB	328.31
SNAP Program FB	2,699.94
Library State Aid Offset Receipts FB	70,158.11
Cultural Council Grant FB	4,057.76
CY Mass DOT Streets Grant FB	(20,385.40)
MVP Action Grant CY FB	(200,000.00)
PARC Grant FB	-
DEP Recycling Dividends Program	397.71
Green Communities FB	1,172.50
MassWorks Grant FB	(405,422.86)
ADA Accessibility	(57,775.00)
PY Complete Streets Grant FB	(225,500.00)
Resources Grant FB	4,135.00
Community Compact FB	26,191.82
Mass Historical Records Veterans Memor	4,500.00
Extended Poll Hours FB	17,747.20
Total Special Revenue	5,627,510.95
Trust Funds/Savings/Stabilization	
Fund Name	Fund Balance
Cemetery Perpetual Care - Unexpendable	286,070.07
Cemetery Perpetual Care - Expendable	13,821.44
Cemetery Perpetual Care - Flowers	5,042.09

MOB Roof FB	28,000.00
Shaw School FB	4,617,191.35
Library Roof and Gutter Repair	4,322.00
Asa Waters HVAC	30,188.00
Library HVAC Design & Repairs	67,366.57
Asa Repairs and Oil Pollution remediation	8,525.42
Fire HQ Construction	6,908,891.73
Fire Engine 3	295.00
ATM19 Art4 Fire Engine 3	295.00
2 DPW Pickup Trucks	7,406.61
Fire Tanker Truck	575,000.00
McCracken Rd FB	281,341.09
2020 Paving	71.83
2021 Paving	37,591.96
2022 Paving	23,104.50
Downtown Project Phase I	9,467.00
Downtown Project Phase II	456,611.42
2022 School Technology	195.34
TS Compactor design constr install	100,000.00
Marching Band Equipment	4,208.51
2023 School Technology	43,888.04
Dispatch Radio Console	9,997.25
TH Veterans Memorial	75,025.00
Crosswalk Lights	25,000.00
Compactors TS Facility Design & Construction	82,052.76
BAN/Bond Premium	368,845.66
Capital Reserve for Projects	176,583.93
Pump Station Repairs	391,627.50
Wastewater Pretreatment Improvements	170,359.68
Pump Station Improvements	250,000.00
McCracken TIP Sewer Line & Engineering	100,000.00
ATM20 Article 16 MS4 Cleanwater MS4 FB	(29,805.45)
ATM21 Article 8 MS4 Stormwater Permit	120,715.75
Total Capital Funds	15,150,907.55

Free Cash Article Funds

Fund Name	Fund Balance
ATM11 Article 7 Asa Waters Environmental C	5,000.00
Sr Tax Workoff 2023	10,000.00
Elections Equipment Supplies	5,844.05
Zoning Bylaw Recodification	8,000.00
Police Equipment	843.13
Asa Waters Sill Repair	11,512.00
Cemetery Upgrades & Improvements	27,500.00
MOB Generator	1,598.23
Police Equipment & Academy	7,016.55
Police Dress Uniforms	3,769.05
Veterans Monuments Upkeep & Updates	8,678.91
Total Article Funds	89,761.92

Library Trust -Mallalieu	1,013.39
Library Trust -Thompson	1,000.00
Public Health Trust -Hurd	125.00
Library Trust -Mallalieu Expendable FB	3,438.69
Library Trust -Thompson Expendable FB	5,104.29
Library Trust -Kelleher Expendable FB	871.67
Public Health Trust -Hurd Expendable FE	2,412.54
OPEB Trust	591,312.93
Health Insurance Stabilization Fund	355,141.24
Emergency Insurance Reserve	0.00
Capital Projects Stabilization Fund	0.00
Road Infrastructure Stabilization Fund	755,155.90
Sewer Stabilization Fund	3,505,214.62
Stabilization Fund	2,289,002.52
Stormwater Improvements Stabilization F	705,819.46
Sewer CIP Stabilization Fund	521,780.06
Conservation Trust Fund	136,277.11
Law Enforcement Trust FB	12,280.35
Total Trusts/Savings	9,190,883.37

Agency Funds

Fund Name	Fund Balance
Performance Guarantee - Discover Marbl	10,101.85
Performance Guarantee - Hilltop Estates	5,005.87
Performance Guarantee - Millbury Solar I	25,231.68
Performance Guarantee - Building Dept	10,003.49
Performance Guarantee - GSPP Solect M	25,657.84
Performance Guarantee - Millbury MA1 I	25,065.29
Performance Guarantee - Flint Pond Rd S	5,026.96
Performance Guarantee - Colton Rd Ext N	5,005.58
Performance Guarantee - 12 Latti Farm R	-
Performance Guarantee - 126 Grafton St I	24,954.27
Perf Guarantee - 66 Park Hill Clearview I	50,034.61
Student Activity Elmwood FB	43,775.36
Student Activity High School FB	115,336.92
Student Activity Shaw FB	27,940.01
Police Detail FB	(526,742.31)
Deputy Collector	(3,978.00)
Total Agency Funds	(157,580.58)

**Town of Millbury
Debt Service Schedule**

	Fiscal Year								
	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	
11/1/2003 Sewer CW-01-23 (exempt)	Principal	\$85,791.55	\$83,965.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11/15/2004 Sewer CW-02-39	Principal	\$225,919.38	\$230,239.51	\$230,637.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$4,192.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11/16/2005 Sewer CW-02-39-A	Principal	\$19,687.00	\$19,687.00	\$19,687.00	\$19,687.00	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
12/14/2006 Sewer CW-05-31	Principal	\$117,890.00	\$120,687.00	\$123,551.00	\$126,483.00	\$129,484.00	\$132,556.00	\$135,701.00	\$138,921.00
	Interest	\$47,734.56	\$44,937.24	\$42,073.55	\$39,141.90	\$36,140.68	\$33,068.26	\$29,922.95	\$26,703.01
11/9/2007 Sewer CW-04-36	Principal	\$35,125.31	\$35,834.76	\$36,559.05	\$37,297.20	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$2,545.07	\$1,835.47	\$1,111.53	\$372.97	\$0.00	\$0.00	\$0.00	\$0.00
12/18/2007 Sewer CW-05-31-A	Principal	\$205,071.00	\$210,082.00	\$215,216.00	\$220,475.00	\$225,862.00	\$231,381.00	\$237,034.00	\$242,826.00
	Interest	\$93,041.88	\$88,030.99	\$82,897.64	\$77,638.85	\$72,251.56	\$66,732.63	\$61,078.86	\$55,286.95
3/18/2009 Sewer CW-05-31-B	Principal	\$211,407.00	\$216,587.00	\$221,895.00	\$227,333.00	\$232,904.00	\$238,612.00	\$244,460.00	\$250,450.00
	Interest	\$103,789.28	\$98,608.42	\$93,300.60	\$87,862.69	\$82,291.52	\$76,583.82	\$70,736.23	\$64,745.34
7/8/2010 Sewer CW-05-31-C	Principal	\$42,388.00	\$43,245.00	\$44,118.00	\$45,010.00	\$45,919.00	\$46,847.00	\$47,793.00	\$48,758.00
	Interest	\$7,852.56	\$6,996.23	\$6,122.60	\$5,231.32	\$4,322.03	\$3,394.37	\$2,447.97	\$1,482.46
5/15/2015 School Improvements (exempt)	Principal	\$320,000.00	\$315,000.00	\$310,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$25,250.00	\$15,650.00	\$6,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5/15/2015 Sewage Treatment Facility (exempt)	Principal	\$125,000.00	\$125,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Interest	\$4,062.50	\$1,406.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3/1/2021 School Fields (exempt)	Principal	\$325,000.00	\$325,000.00	\$325,000.00	\$320,000.00	\$320,000.00	\$320,000.00	\$320,000.00	\$320,000.00
	Interest	\$129,800.00	\$116,800.00	\$103,800.00	\$90,800.00	\$78,000.00	\$65,200.00	\$52,400.00	\$39,600.00
Total	Principal	\$1,713,279.24	\$1,725,327.40	\$1,526,663.14	\$996,285.20	\$954,169.00	\$969,396.00	\$984,988.00	\$1,000,955.00
	Interest	\$418,267.88	\$374,264.60	\$335,505.92	\$301,047.73	\$273,005.79	\$244,979.08	\$216,586.01	\$187,817.76
Total		\$2,131,547.12	\$2,099,592.00	\$1,862,169.06	\$1,297,332.93	\$1,227,174.79	\$1,214,375.08	\$1,201,574.01	\$1,188,772.76

	Fiscal Year									
	2031	2032	2033	2034	2035	2036	2037	2038	2039	
Sewer CW-01-23 (exempt)	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sewer CW-02-39	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sewer CW-02-39-A	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sewer CW-05-31	Principal	\$142,218.00	\$145,592.00	\$149,047.00	\$152,584.00	\$156,204.00	\$159,911.00	\$163,705.00	\$0.00	
	Interest	\$23,406.65	\$20,032.08	\$16,577.44	\$13,040.82	\$9,420.29	\$5,713.84	\$1,919.44	\$0.00	
Sewer CW-04-36	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sewer CW-05-31-A	Principal	\$248,760.00	\$254,838.00	\$261,065.00	\$267,444.00	\$273,979.00	\$280,674.00	\$287,532.00	\$294,558.00	
	Interest	\$49,353.51	\$43,275.08	\$37,048.13	\$30,669.03	\$24,134.05	\$17,439.39	\$10,581.15	\$3,555.32	
Sewer CW-05-31-B	Principal	\$256,588.00	\$262,876.00	\$269,318.00	\$275,919.00	\$282,680.00	\$289,608.00	\$296,705.00	\$311,426.00	
	Interest	\$58,307.64	\$52,319.53	\$45,877.32	\$39,277.22	\$32,515.38	\$25,587.84	\$18,490.52	\$3,769.81	
Sewer CW-05-31-C	Principal	\$49,744.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$497.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
School Improvements (exempt)	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sewage Treatment Facility (exempt)	Principal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Interest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
School Fields (exempt)	Principal	\$320,000.00	\$320,000.00	\$320,000.00	\$320,000.00	\$320,000.00	\$0.00	\$0.00	\$0.00	
	Interest	\$26,800.00	\$17,200.00	\$10,800.00	\$7,600.00	\$4,000.00	\$0.00	\$0.00	\$0.00	
Total	Principal	\$1,017,310.00	\$983,306.00	\$999,430.00	\$1,015,947.00	\$1,032,863.00	\$730,193.00	\$747,942.00	\$598,535.00	
	Interest	\$158,365.24	\$132,826.69	\$110,302.89	\$90,587.07	\$70,069.72	\$48,741.07	\$30,991.11	\$14,774.58	
Total		\$1,175,675.24	\$1,116,132.69	\$1,109,732.89	\$1,106,534.07	\$1,102,932.72	\$778,934.07	\$778,933.11	\$315,195.81	

EMPLOYEE		TITLE/POSITION	FY23 GROSS SALARY
ADAMS	MARK	FIREFIGHTER-CLERK	\$5,494.97
ADAMS	KATHY J	CATERIA COOK	\$26,510.81
AGYEMAN JR	KOFI	DIR OF GROUNDS & MAINT	\$88,745.32
AHO	VICTORIA	POLL WORKER	\$608.50
AL-BARGASH	FATMA	AFTERCARE AIDE	\$6,672.57
ALESSI	CHARLES	INSTRUCTIONAL AIDE	\$26,438.92
ALGER	TONIA	SHAW TEACHER	\$90,185.36
ALGIERI	ANGELICA	SUBSTITUTE NURSE	\$13,413.75
ALLAIN	LISA	SEWER COMMISSION CLERK	\$1,096.20
ALLEN	CRAIG	COACH	\$3,277.00
ALMSTROM	NICOLE	SHAW TEACHER	\$71,800.86
AMARAL	JAMES	HIGH SCHOOL TEACHER	\$75,003.00
ANACONE	LAURA	HIGH SCHOOL TEACHER	\$70,985.86
ANDERSON	MATTHEW	FIRE FIGHTER	\$3,186.52
ANDERSON	ROBERT	COACH	\$3,277.00
ANDRADE	RICHARD	SPECIAL POLICE OFFICER	\$110,768.69
ANTHONY	MICHAEL	INSTRUCTIONAL AIDE	\$11,800.00
AQUAFRESCA JR	ROY	POLICE OFFICER	\$185,245.63
ARANGO FERNANDEZ	FRANCISCO	HIGH SCHOOL TEACHER	\$9,272.78
ARMSTRONG	WILLIAM	SPECIAL POLICE OFFICER	\$64,827.53
ARMY	TODD E.	CONSTABLE	\$252.00
ARRELL	VICTORIA	SHAW AFTERCARE	\$3,854.65
ASELBEKIAN	JILL	INSTRUCTIONAL AIDE	\$26,280.00
ASHRIT	SANGEETA	HIGH SCHOOL TEACHER	\$49,311.24
ASSAD	FRANCIS	SPECIAL POLICE OFFICER	\$47,616.73
ASSELIN	DENISE	LONG TERM ENGLISH SUB MHS	\$40,224.28
ATTERIDGE	JENNIFER	ELMWOOD TEACHER	\$93,866.29
AUCLAIR	NOAH	LABORER-DPW	\$45,364.91
AUSTIN	ELAINE	TEACHERS AIDE	\$26,061.89
AVAKIAN	JASON	HS TEACHER-LIFE SKILLS	\$85,309.12
AVRAMIDIS	ZOE	AFTERCARE AIDE	\$525.63
AVRAMIDIS	ANGELA	NURSE-HIGH SCHOOL	\$82,856.48
AYERS	DIANE	CAFETERIA WORKER	\$16,338.05
AYOTTE	CASIE	SUBSTITUTE TEACHER	\$2,127.27
BAILEY	CHRISTOPHER	SPECIAL POLICE OFFICER	\$17,578.02
BALDINI	MICHAEL	JR. HIGH SCHOOL TEACHER	\$93,854.32
BALKUS	PETER	FIREFIGHTER	\$19,087.28
BANFILL	TODD	AFTER SCHOOL PROGRAM WORKER	\$15,734.44
BARBER	ROBBIE	SUB-CUSTODIAN	\$52,923.15
BARBOSA	KAYLA	HIGH SCHOOL TEACHER	\$87,956.45
BARRETT	JENNIFER	FINANCE DIRECTOR	\$106,616.01
BARTLEY-MACDONALD	STEPHANIE	SHAW SPECIAL ED TEACHER	\$18,081.37
BARTON	KATELYNN	INSTRUCTIONAL AIDE	\$1,781.18
BASTARACHE	JUDITH	MEDIA CLERK	\$49,057.61
BASTIEN	SEAN	HIGH SCHOOL TEACHER	\$82,429.33
BATER	JUDITH	BOH HEAD CLERK	\$21,386.22
BAZINET	STEPHANIE	TEACHER ELMWOOD/SHAW SCHOOL	\$95,505.57
BEAHN	KELLY	TEACHER-ADJUSTMENT COUNSELOR	\$75,450.45
BEAUCAGE	JEAN	BUS DRIVER	\$630.00
BECKEMAN	SARAH	ELMWOOD TEACHER	\$92,351.00

BECKWITH	DONNA	SCHOOL DEPARTMENT CLERICAL	\$20,252.02
BEDARD	AMANDA	SUBSTITUTE TEACHER	\$2,115.00
BEDARD JR	RICHARD	SCHOOL BUSINESS MANAGER	\$163,654.28
BELHUMEUR	NEAL	FIREFIGHTER	\$7,373.77
BELLAVANCE	SARAH	HIGH SCHOOL TEACHER	\$72,300.00
BELLER-LAMIR	SHELLEY	POLL WORKER	\$883.25
BELLEROSE	JOAN	ELMWOOD TEACHER	\$48,560.04
BELLIVEAU	KARLA	SPECIAL ED TEACHER	\$87,435.07
BENNETT	RYAN	SPECIAL POLICE OFFICER	\$17,472.43
BENNETT	CANDICE	TEACHER AIDE	\$50,724.56
BERGIN	RICHARD	HIGH SCHOOL TEACHER-PHYS ED	\$99,681.52
BERNARD	TIMOTHY S	SCHOOL CUSTODIAN	\$57,313.24
BERNARD	MARY	TEACHER AIDE	\$9,719.20
BERNARD JR	TIMOTHY	AFTERCARE AIDE	\$217.93
BERTHIAUME	JANICE	SUBSTITUTE TEACHER	\$24,600.00
BERTHIAUME	JEFFREY	HIGH SCHOOL TECH	\$125,567.28
BERTRAND	ISABELLA	SUBSTITUTE TEACHER	\$675.00
BICCHIERI	MOLLY	ELMWOOD TEACHER	\$76,796.53
BIEN	MICHAEL	FIRE FIGHTER	\$5,998.22
BIEN	JASON	CUSTODIAN-SUMMER	\$1,537.50
BIEN	MARGARET	TEACHER AIDE	\$26,913.20
BIERIG	ARIEL	ELMWOOD TEACHER	\$90,451.96
BIERNACKI	PATRICIA	ADMIN ASST	\$39,558.60
BILLINGTON	CHRISTINE	HEAD CLERK TREAS/COLL	\$46,208.89
BIS	MARYBETH	INSTRUCTIONAL AIDE	\$26,385.12
BISONO	AERIELLE	INSTRUCTIONAL AIDE	\$7,846.90
BLANCHARD	TIFFANY	CAFETERIA WORKER	\$9,692.50
BOLLINGER	JARED	HIGH SCHOOL TEACHER	\$76,556.84
BOROWSKI	GIANNA	SUBSTITUTE TEACHER	\$1,485.00
BOTT	FRED	SPECIAL POLICE OFFICER	\$93,447.34
BOTT	CHRISTINE	SUBSTITUTE POLL WORKER	\$48.00
BOTT	KELLY	SUBSTITUTE NURSE	\$2,310.00
BOUCHER	RYAN	FIREFIGHTER	\$10,084.48
BOUDREAU	LISA	LIBRARY ASSISTANT	\$37,817.80
BOUGHTON	BRIAN	EQUIPMENT OPERATOR II	\$58,685.97
BOULANGER	LUCAS	SEASONAL HELP	\$7,882.13
BOULANGER	KRISTIN	ELMWOOD TEACHER	\$97,605.31
BOULRICE	THERESA	CHILDREN'S LIBRARIAN	\$49,809.91
BOURDEAU	ALINE	ASA WATERS FAC/SENIOR WORKER	\$1,465.60
BOUTHILLETTE	ERIC	FIRE FIGHTER	\$11,051.55
BOUTIN	EMILY	ASSISTANT TOWN ACCOUNTANT	\$41,687.16
BOWKER	JUDY	TEACHER AIDE	\$32,366.28
BRADLEY	KATHERINE	SPECIAL ED TEACHER	\$81,729.24
BRADY	CHRISTINE	POLL WORKER	\$558.50
BRAWN	MARY	REGISTRAR	\$400.00
BREAULT	MICHAEL	FIREFIGHTER	\$6,931.19
BRIGGS	LINDSEY	HIGH SCHOOL TEACHER	\$93,601.31
BRIGHAM	GINA	CAFE SUB	\$10,923.54
BRINDISI	JILL	PUBLIC LIBRARY- ASSISTANT	\$18,285.55
BRISTOL	JENNA	AFTERCARE AIDE	\$6,131.10
BRISTOL	JESSICA	SCHOOL COMMITTEE MEMBER	\$1,947.24

BROUSSEAU	MICHAEL	COACH	\$3,187.00
BROWN	MARGARET	SCHOOL SECRETARY-ELMWOOD	\$52,811.30
BROWN	PAMELA	POLL WORKER	\$200.00
BROYLES	MASON	SEASONAL DPW	\$1,740.00
BRUINSMA	CHRISTOPHER	FIREFIGHTER	\$6,626.56
BRUNELL	AUDRA	ELMWOOD TEACHER	\$78,571.76
BULLETT	MARY	TEACHER AIDE	\$30,690.60
BURKE	CAROL	POLL WORKER	\$324.00
BURKE	JOHN	POLL WORKER	\$188.00
BURKE	COREY	ELMWOOD ASST PRINC	\$104,131.96
BURNS	KRISTEN	HIGH SCHOOL TEACHER	\$12,660.06
BUSH	KACEY	SHAW SCHOOL TEACHER	\$75,450.45
BUTZKE	KRISTEN	INSTRUCTIONAL AIDE	\$34,631.78
CABRAL	ASHLEE	GUIDANCE COUNSELOR	\$51,004.44
CADRIN	JASON	FIREFIGHTER-LIEUTENANT	\$21,029.12
CADRIN	KIMBERLY	SUB AIDE	\$9,570.38
CAMERATO	PETER	CUSTODIAN-SCHOOL	\$59,762.65
CAMMUSO	JONATHAN	ASSESSOR COMMITTEE MEMBER	\$2,550.00
CAMPBELL	LAUREN	SHAW TEACHER	\$8,537.10
CANNEY	KELLY	SUBSTITUTE TEACHER	\$45.00
CANO	ROBIN	POLL WORKER	\$216.00
CAOQUETTE	KIMBERLY	LIBRARY ASSISTANT	\$36,938.66
CAPISTRON	SHARON	SCHOOL MAIL COURIER	\$6,700.00
CAPUANO	DOROTHY	CAFE SUB	\$14,115.48
CARABBA	ADAM	INTERN FINANCE DEPARTMENT	\$4,330.13
CARNEIRO	JILLIAN	SHAW TEACHER	\$69,878.76
CARNEY	MICHAELA	SAFETY DISPATCHER	\$5,826.24
CARON	SHANNON	INSTUCTIONAL AIDE	\$12,686.63
CARR	JEFFREY	MAINTENANCE/GROUNDS	\$55,061.25
CARTER	DENNIS	ASSESSOR	\$27,609.55
CARUSO	KEITH	EQUIPMENT OPERATOR II	\$113,474.49
CASCIONE	LAURIE	SECRETARY	\$46,329.06
CASTILLO	JOSE	SENIOR WORKER	\$1,808.00
CASTILLO	PATRICIA	TEACHER AIDE	\$8,197.08
CATHLINE	JEFF	EQUIPMENT OPERATOR 2	\$62,685.03
CHANNELL	JAMIE	HIGH SCHOOL TEACHER	\$77,481.07
CHAPLIS	COREY	RE SHAW SPECIAL ED TEACHER	\$121,490.65
CHARRON	MICHELLE	SHAW TEACHER	\$88,297.18
CHARTIER	JENNIFER	SHAW TEACHER	\$85,449.68
CHASE	CLAYTON	EQUIPMENT OPERATOR II	\$44,180.58
CHAUVIN	DANIEL	ANIMAL CONTROL OFFICER	\$19,999.92
CHAVES-LACAVA	GRANT	SEASONAL WORKER	\$4,446.00
CHESLEY	MICHELLE	SPECIAL EDUCATION SECRETARY	\$19,794.72
CHOSTA	ADRIANA	HIGH SCHOOL TEACHER	\$76,992.71
CHRISTENSEN	ROBERT	JR HIGH FOREIGN LANG	\$161.64
CLARK	KARYN	DEPUTY TOWN MANAGER/HR OFFICER	\$94,826.80
CLAYTON	NICOLETTE	SUB-NURSE	\$682.50
CLEMENTE	KIRSTIE	RBT AIDE	\$27,480.18
CLIFFORD	BRIANNA	TUTOR	\$33,598.75
CLUETT	TIMOTHY	FIREFIGHTER	\$5,961.21
COLLETTE	JENNIFER	TITLE 1 & TUTOR SHAW	\$28,005.00

COLLINS	STEPHANIE	HEAD CLERK-PLANNING	\$44,019.91
COMEAU	SARAH	HIGH SCHOOL TEACHER	\$92,228.19
COMTOIS	PATRICIA	POLL WORKER	\$424.00
CONLON	GRAHAM	EQUIPMENT OPERATOR II	\$59,684.66
CONLON	SARAH	ELMWOOD SCHOOL PSYCHOLOGIST	\$91,884.58
CONRAD	HEATHER	CAFETERIA WORKER	\$7,452.51
COREY	MELISSA	SUBSTITUTE TEACHER	\$4,850.00
COREY	ANASTASIA	HS TEACHER	\$36,953.77
COTE	MARISA	HIGH SCHOOL TEACHER-ENGLISH	\$94,375.75
COTTON	LISA	HIGH SCHOOL TEACHER	\$10,528.23
COURTEAU	CARRIE	LIBRARY ASSISTANT	\$39,288.08
COURTNEY	MARYELLEN	HIGH SCHOOL GUIDANCE	\$91,487.62
COX	PATRICIA	ELMWOOD SPEC ED TEACHER	\$24,207.42
CRAIG	MATTHEW	DPW EQUIPMENT OPERATOR I	\$61,252.83
CRISTO	JUDE	ASSESSOR COMMITTEE MEMBER	\$2,550.00
CROCKER	ANNA	HIGH SCHOOL TEACHER	\$61,025.17
CRONIN	JENNIFER	JR HIGH SCHOOL TEACHER-MATH	\$86,821.62
CROOK	CHARLES	SUBSTITUTE TEACHER	\$2,362.50
CUNHA	JONATHAN	HIGH SCHOOL TEACHER-BUSINESS	\$91,159.92
CUNHA	REBECCA	HIGH SCHOOL TEACHER-FOREIGN LA	\$92,660.05
DAILEY	MARGARET	HEAD CLERK TREAS/COLL	\$17,561.11
D'ALFONSO	MICHAEL	CUSTODIAN-SCHOOL	\$3,947.70
DALLAIR	ANN	LIBRARY DIRECTOR	\$67,524.94
DALTON	BRIAN	SAFETY DISPATCHER	\$1,000.00
DALTON	SUSAN	SAFETY DISPATCHER	\$75,794.01
DALTON	BRIAN	FIREFIGHTER	\$13,817.78
DALY	DANIEL	POLICE OFFICER	\$117,534.68
DALY	EVAN	SUBSTITUTE	\$3,894.55
DALY	MAUREEN	INSTRUCTIONAL AIDE	\$33,985.45
DANNA JR	ROBERT	SPECIAL POLICE OFFICER	\$600.00
DARLING	SEAN	SCHOOL CUSTODIAN	\$67,082.73
DAVIS	ZACHARY	TEACHER AIDE	\$35,792.36
DAVOLIO	JAYNE MARIE	TOWN CLERK	\$82,203.81
DAY	CHRISTOPHER	FIREFIGHTER	\$11,212.09
DAY	MARISA	INSTRUCTIONAL AIDE	\$7,103.73
DE BAGGIS	STEPHANIE	HIGH SCHOOL TEACHER	\$106,194.54
DE MARIA	MARY ANN	HIGH SCHOOL TEACHER	\$99,943.93
DEAN	TIMOTHY	POLICE OFFICER	\$141,080.98
DEARBORN	DIANE	SECRETARY	\$6,336.59
DEARY	TRINA	SAFETY DISPATCHER	\$165.60
DECARO	JOHANNA	INSTRUCTIONAL AIDE	\$24,444.43
DEDINAS	ALEXANDER	POLICE OFFICER	\$74,993.58
DEFREITAS	ROXANNE	SCHOOL SECRETARY	\$64,082.44
DEGON	CHRISTOPHER	HIGH SCHOOL TEACHER	\$84,579.50
DELANEY	DAVID	SCHOOL CUSTODIAN	\$10,275.10
DELANEY	SUZANNE	CAFETERIA WORKER	\$12,741.08
DELANEY	EMMA	HIGH SCHOOL TEACHER	\$12,407.39
DELGADO	JONATHAN	POLICE OFFICER	\$80,574.04
DELL'AQUILA	BREA	INSTRUCTIONAL AIDE	\$30,051.98
DEMAIO	MAGGIE	ABA THERAPIST (INS ASSIST)	\$31,930.96
DEMARCO	LOUISE	SENIOR WORKER	\$120.00

DEMERS	NATALIE	SUBSTITUTE TEACHER	\$180.00
DERY	MATTHEW	SCHOOL CUSTODIAN	\$67,148.41
DESAUTELS	TYLER	FIREFIGHTER	\$688.26
DESAUTELS	HEIDI	HIGH SCHOOL TEACHER	\$86,525.60
DESIMONE	FRANCIS	PLANNING BOARD MEMBER	\$2,562.96
DESORCY	DONALD P	SPECIAL POLICE OFFICER	\$102,911.78
DESPRES	SCOTT	SELECTMAN	\$3,050.00
DESPRES	RONALD	SENIOR WORKER	\$1,204.00
DESROSIERS	JANICE	SHAW SCHOOL TEACHER-6TH	\$93,681.52
DEVAULT	BRUCE	PLANNING BOARD	\$2,562.96
DERI	KLODIANA	TITLE I TUTOR	\$30,510.00
DIDOMENICA	ANGELINA	CABLE ACCESS ASSISTANT	\$3,151.80
DIDONATO	SHANE	SPECIAL POLICE OFFICER	\$9,297.85
DIGANGI	MICHAEL	HIGH SCHOOL TEACHER-PHYS ED	\$90,396.81
DIGREGORIO	PATRICK	HIGH SCHOOL TEACHER	\$58,147.63
DINEEN	SUSAN	POLL WORKER	\$90.00
DINSDALE-MAGNANT	KAREN	LONG TERM SUB	\$27,530.92
DONALDSON	MANDI	FOOD SERVICE SUPERVISOR	\$69,586.06
DONNELLY	KATHERINE	SAFETY DISPATCHER	\$489.60
DONNELLY	JAMES	COACH	\$11,631.00
DONOVAN	LINDA	GENERAL CLERK	\$13,818.73
DONOVAN	EVA	POLL WORKER/SENIOR WORKER	\$232.00
DOOLEY	JESSE	HIGH SCHOOL TEACHER	\$72,169.14
DORE	JEFFREY	PART TIME CUSTODIAN COA	\$18,231.04
DOTSON	TERRY	PLANNING BOARD	\$1,922.22
DOWD	DANIEL	SPECIAL POLICE OFFICER	\$68,266.91
DOYLE	JOSEPH	SUMMER TEACHER	\$2,345.00
DOYLE	SARAH	HIGH SCHOOL TEACHER	\$90,720.04
DRAGO	ANNA	PUBLIC ACCESS ASST.	\$1,749.30
DRALEAUS	KIMBERLY	PRESCHOOL TEACHER- ELMWOOD	\$92,335.83
DRISCOLL	BETH	TUTOR	\$28,072.50
DRISCOLL	MARY	JOB SHARE INSTRUCTIONAL ASSISTANT	\$4,575.60
DRISCOLL-NORMAN	EILEEN	JOB SHARE IA @MHS	\$3,092.56
DUFRESNE	BRYAN	POLICE OFFICER	\$65,471.69
DUFRESNE	JOHN	BOARD OF HEALTH	\$2,614.92
DUHAMEL	GEORGE	ASSIST. WIRE INSPECTOR	\$3,250.00
DUKE	JOSEPH	HIGH SCHOOL TEACHER	\$64,188.00
DUMAS	AMANDA	POLL WORKER	\$47.50
DUNLEA	MICHAEL	SUBSTITUTE TEACHER	\$594.60
DYBERG	MARK	SPECIAL POLICE OFFICER	\$600.00
ECONOMOS	STEPHEN	HIGH SCHOOL TEACHER	\$69,267.68
EKNAIAN	ABIGAGLE	AFTERCARE AIDE	\$7,374.40
EKSTROM	HOLLY	SHAW SCHOOL TEACHER-5TH GR	\$78,126.80
ELA	ROBERT	POLICE OFFICER	\$160,233.92
ELIE	SCOTT	LABOR EQUIP OPERATOR II	\$69,139.43
ELLIS	JAMES	SPECIAL POLICE OFFICER	\$52,073.30
ERICKSON	HAROLD	SEWER COMMISSIONER	\$1,096.20
FALISH	ASHELYN	INSTRUCTIONAL AIDE	\$8,230.75
FARBER	BRENDA	SUBSTITUTE TEACHER	\$1,485.00
FARRINGTON	JENNIFER	ELMWOOD TEACHER	\$55,247.06
FAUSTA	DESIRE	AFTERCARE AIDE	\$5,137.16

FAY	LAUREN	MUSIC TEACHER	\$54,063.24
FENUCCIO	OLIVIA	LIBRARY PAGE	\$712.50
FENUCCIO	KATLYN	MHS SUB TEACHER	\$1,000.00
FERLAND	FAY	LIBRARY ASSISTANT	\$18,714.42
FERRIS	JESSICA	SHAW TEACHER	\$44,429.76
FINNE	SUSAN	GENERAL CLERK	\$18,182.30
FINNEGAN	MELISSA	ELMWOOD TEACHER- 1ST	\$85,910.27
IORE JR	MATTHEW	SEASONAL WORKER	\$5,372.25
FITZGERALD	JULIANNE	COA WORKER	\$18,376.20
FITZPATRICK	JESSICA	COACH	\$1,796.00
FLAHERTY	ROSEMARY	HIGH SCHOOL LIBRARIAN	\$97,010.00
FLAMAND	JENNIFER	KINDERGARTEN TEACHER-ELMWOOD	\$85,466.12
FLANAGAN	SUZANNE	TEACHER AIDE	\$28,132.50
FLEMING	AMY	EXECUTIVE ASST TM/BOS	\$59,542.77
FLYNN	DONALD	CONSERVATION AGENT	\$9,272.00
FLYNN	FELICIA	AFTERCARE AIDE	\$313.51
FOBES	TIM	SUBSTITUTE TEACHER	\$225.00
FORTUNATO	NICHOLAS	POLICE OFFICER	\$158,655.51
FORTUNE	JENNIFER	ADMIN ASST. DIRECT OF PUPIL SERVICES	\$49,256.57
FRAIOLI	JOHN	SPECIAL POLICE OFFICER	\$4,843.89
FRANKLIN	STEPHANIE	INSTRUCTIONAL AIDE- ELMWOOD	\$18,822.32
FRIEDMAN	MATTHEW	COACH	\$3,946.00
FUENTES	DANIEL	SAFETY DISPATCHER	\$6,154.27
FUENTES	AMY	ELMWOOD TEACHER	\$83,433.33
FUENTES-MERCADO	LUIS	SCHOOL CUSTODIAN	\$4,987.80
FULLEN	BARBARA	INSTRUCTIONAL AIDE	\$20,855.12
FULLEN	SAMANTHA	AIDE SHAW SCHOOL	\$9,982.60
GAGE	MITCHELL	EQUIPMENT OPERATOR II	\$65,417.52
GANNON	SEAN	AFTERCARE AIDE	\$1,514.07
GARDNER	WARREN	TREE WARDEN/DPW WORKER/SENIOR WORKER	\$25,768.96
GARDNER	CALLEN	INSTRUCTIONAL ASSISTANT	\$26,553.73
GASCO	KEITH	POLICE OFFICER	\$107,372.91
GASCO	BRIAN K	FIREFIGHTER-ASSIST CHIEF	\$2,008.00
GASCO	ROBERT	FIREFIGHTER	\$3,965.02
GASCO	BRIAN K	ASSISTANT GAS/PLUMBING INSPECT	\$7,450.00
GASCO	TANNER	SEASONAL HELP	\$1,189.88
GASPIE	SANDRA M.	SECRETARY	\$1,062.71
GAUTHIER	GREGORY	PLUMBING INSPECTOR	\$29,600.00
GAUTHIER	CANDY	SCHOOL CUSTODIAN	\$40,243.73
GAUTHIER	JENNA	TECH AIDE	\$2,580.00
GAUTHIER	ROBERT	INSTRUCTIONAL AIDE	\$25,680.82
GAUTHIER	DONALD	POLL WORKER	\$682.00
GAUTHIER	FRANCES	POLL WORKER	\$525.50
GAUTHIER	FRANCES M	POLL WORKERS	\$286.00
GAUTHIER	MICHELLE S.	ELMWOOD TEACHER	\$138,763.59
GAZDA	HALEIGH	LONG TERM SUB	\$30,485.18
GEMME	DANIELLE	HIGH SCHOOL TEACHER	\$52,928.70
GERVAIS	ELLIOTT	SUBSTITUTE TEACHER	\$9,000.00
GERVAIS	ERIC	TECH TEACHER-ELMWOOD/SHAW	\$83,577.18
GILLIS	ELIZABETH	ADMINISTRATIVE ASSISTANT	\$35,313.15
GINESE	MARK	EQUIPMENT OPERATOR II	\$70,964.23

GINISI	BRIAN	COACH	\$4,197.00
GIRARD	KAREN	CAFETERIA WORKER	\$15,621.60
GIRARD	REBECCA	ELMWOOD TEACHER	\$71,564.39
GIROUX	CHELSEA	ELMWOOD TEACHER	\$71,564.39
GLEASON	PETER	COACH	\$12,499.00
GOBRON	KERRY	SPED TEACHER	\$47,034.94
GOFF	ALIVIA	ABA AIDE	\$17,465.27
GOMBA	LUIS	SUBSTITUTE TEACHER	\$19,821.92
GONYEA	MARK	SCHOOL CUSTODIAN	\$56,852.58
GOSSELIN JR	RICHARD	BOARD MEMBER	\$2,562.96
GRASS	LINDSAY	ELMWOOD TEACHER	\$84,154.12
GRAUTSKI	ARISSA	INSTRUCTIONAL AIDE	\$2,502.09
GRAVES	MAUREEN	SAFETY DISPATCHER	\$1,702.72
GREEN	JACLYN	INSTRUCTIONAL AIDE	\$26,074.14
GREEN	ANDREA	HIGH SCHOOL TEACHER	\$83,196.56
GREENE	NICOLE	TEACHER AIDE	\$13,770.72
GREGOIRE	DONNA	SENIOR WORKER	\$1,072.00
GREINER	TRICIA	INSTRUCTIONAL AIDE	\$28,055.36
GROUT	SHAWNA	SPECIAL OFFICER	\$375.00
GUBBER	DOREEN	CAFETERIA WORKER	\$1,596.30
GUGLIELMELLO	KEVIN	IT ELMWOOD	\$53,735.70
GUILLORY	MARIE	LIBRARY ASSISTANT	\$39,574.80
GUREVICH	ABIGAIL	AFTERCARE AIDE	\$6,312.77
GURINIAN	MATTHEW	SPECIAL POLICE OFFICER	\$3,753.25
GURLITZ	CASEY	SPEECH AND LANG TEACHER	\$52,137.49
GUYAN JR	ROBERT	POLICE OFFICER	\$139,794.74
HAAK	DAVID	SCHOOL CUSTODIAN	\$26,349.23
HAAK	ELAINE	SCHOOL CAFETERIA WORKER	\$10,009.58
HAGEN	SHAUNA	ABA TECH	\$11,990.26
HAGLUND	MICHELLE	SUBSTITUTE TEACHER	\$4,753.73
HAGLUND	SHIRLEY	SENIOR WORKER/POLL WORKER	\$232.50
HAHN	KARA	SHAW TEACHER	\$84,031.88
HALL	THOMAS	SPECIAL POLICE OFFICER	\$37,331.28
HALL	OLIVIA	SUBSTITUTE TEACHER	\$1,224.20
HALL	ANDREW	ELMWOOD PRINCIPLE	\$124,877.04
HALLIDAY	ASHLEY	GUIDANCE AT SHAW	\$61,024.99
HAMILTON	JAKE	FIREFIGHTER	\$8,092.89
HAMILTON	RICHARD P	FIRE CHIEF	\$1,000.00
HAMILTON	CHELSEA	ABA-TECH	\$27,671.13
HAMILTON	THERESA	HIGH SCHOOL TEACHER	\$114,908.89
HAMMER	ANNELIESE	CHORUS TEACHER	\$46,012.76
HANNIGAN	JEFFREY	SPECIAL POLICE OFFICER	\$55,773.63
HANRATTY JR	CHESTER	BVT SCHOOL COMMITTEE	\$3,200.00
HARRINGTON	RILEY	LONG TERM SUB TEACHER	\$26,025.77
HART	EDWARD	INSPECTOR OF ANIMALS	\$4,999.92
HAYES	JULIE	SHAW TEACHER	\$95,435.00
HEALY-O'NEIL	GRACE	LIBRARY PAGE	\$5,382.40
HEBERT	MYLES	FIREFIGHTER	\$7,977.26
HENDRICKS	SEAN	TOWN MANAGER	\$178,516.13
HENRY	CHRISTINE	HIGH SCHOOL TEACHER	\$62,308.97
HERMANN	STEPHANIE	SPEECH TEACH-ELM & SHAW	\$82,233.33

HERNANDEZ	PAUL	POLL WORKER	\$200.00
HERSEE	ERICA	TITLE 1/TUTOR	\$32,525.00
HICKEY	JOANNE	SENIOR WORKER	\$192.00
HIGGINBOTTOM	PAMELA	SCHOOL CUSTODIAN	\$60,783.16
HILLIER	JOHN P.	HIGH SCHOOL TEACHER	\$85,954.12
HINCHEY	LAUREN	TEACHER HIGH SCHOOL	\$68,227.84
HOLLIS	MARK	DIRECTOR OF ENGINEERING & SEWER	\$13,140.40
HOLMAN	TARYN	HIGH SCHOOL TEACHER	\$80,193.00
HOPKINS	SHANNON	SUB CAFE WORKER	\$8,722.68
HOPKINS	RYAN	COACH	\$3,752.00
HOPPER	MARIA	SHAW TEACHER	\$91,985.85
HUTNAK	STACY	INSTRUCTIONAL AIDE	\$29,688.94
IADAROLA	BRIAN	HEAD OF MAINTENANCE-TOWN HALL	\$56,916.86
IANNICCHERI	NICOLE	CAFETERIA WORKER	\$26,914.80
IKEDA	JACOB	SEASONAL WORKER	\$7,470.19
IRR	FRANK	REGISTAR	\$400.00
ISAACSON	LYNN	ELMWOOD SECRETARY	\$18,075.22
IWANIUK	LORI	CAFETERIA WORKER	\$42,315.95
JAKES	DANIEL	POLL WORKER	\$481.50
JAMESON	LEANNE	HIGH SCHOOL TEACHER	\$83,577.18
JANTON JR.	WALTER	ASST. COACH	\$1,245.00
JENKINS	TAMAR	SHAW TEACHER	\$39,380.50
JOHNSON	BETH	ASSISTANT TOWN CLERK	\$47,557.92
JOHNSON	CINDY	JR. CLERK-COA	\$17,586.42
JOHNSON	KAREN	SUMMER TEACHER	\$2,250.00
JOHNSON	KAREN	POLL WORKER	\$90.00
JOHNSON	ANDREW	HIGH SCHOOL TEACHER	\$69,633.18
JOLLY	RICHARD	POLICE OFFICER	\$126,387.51
JONES	LORENA	CAFE SUB	\$2,481.13
JURGIEL	JAMIE	SCHOOL COMMITTEE MEMBER	\$324.54
JUST	NANCY	INSTRUCTIONAL AIDE	\$28,725.11
KALLIN	BARBARA	HIGH SCHOOL SPED TEACHER	\$98,322.00
KAPENAS	JENNIFER	COACH	\$4,395.00
KAPIRIS	PARTHENOPI	INSTRUCTIONAL AIDE	\$31,978.57
KARAMANAKIS	ANASTASIOS	SPECIAL POLICE OFFICER	\$95,744.25
KARNS	THERESA	SCHOOL DEPARTMENT CLERICAL	\$861.70
KEATING	DAVID	LONG TERM SUB	\$22,891.33
KEDDY	CAROLIN	CNA	\$27,172.84
KEEFE	LAURIE	COA DIRECTOR	\$72,342.90
KEHOWSKI	DOLORES	SENIOR WORKER	\$976.00
KELLER	JENNIFER	HIGH SCHOOL TEACHER	\$78,939.88
KELLEY	JENNIFER	ELMWOOD TEACHER	\$85,741.85
KELLY	RYAN	SPECIAL POLICE OFFICER	\$58,092.63
KELLY	SAMANTHA	LIBRARY PAGE	\$1,567.50
KELLY	MATTHEW	CUSTODIAN-SUMMER	\$1,440.00
KEOMANIVONG	PHONGSALY	PRINCIPAL ASSESSOR	\$50,324.61
KERR	ELENA	SENIOR WORKER	\$244.00
KING	FRANCIS	FIREFIGHTER-LIEUTENANT	\$830.00
KING	RYAN	FIREFIGHTER	\$9,981.65
KING	RYAN	LABORER	\$58,635.43
KINGMAN	KIM	INSTRUCTIONAL AIDE	\$30,332.88

KNIGHT	ISABELLE	AFTERCARE AIDE	\$299.25
KODRA	BESIAN	HIGH SCHOOL TEACHER	\$99,399.75
KOSIBA	JEFFREY	FIREFIGHTER	\$5,324.17
KOSIBA	PAUL	FIREFIGHTER	\$6,213.85
KOSIBA	STEVEN M	FIRE CHIEF	\$52,031.60
KOSIBA JR	JOSEPH	FIREFIGHTER-LIEUTENANT	\$6,258.59
KRAKOWSKI	KRISTINE	ART TEACHER	\$55,888.36
KRAMER	GREGORY	CUSTODIAN-SCHOOL	\$54,412.54
KRASSOPOULOS	KEVIN	CABLE COMMISSION DIRECTOR	\$68,770.84
KRUMSIEK	MARY	SELECTMAN	\$4,100.00
KRUMSIEK	ANDREW	FIREFIGHTER-LIEUTENANT	\$1,675.08
KUCZER	MARIA	INSTRUCTIONAL AIDE	\$26,324.20
KULESZA	JUSTIN	SAFETY DISPATCHER	\$45,197.81
LACHANCE	MARC	SHAW TEACHER	\$71,502.39
LACOUTURE	ANGELA	ELMWOOD SPEC ED TEACHER	\$81,464.02
LACROSSE	KEITH	FIREFIGHTER	\$11,587.20
LAGERHOLM	ANDREA	INSTRUCTIONAL AIDE	\$23,683.00
LAGERHOLM	KERRY	INSTRUCTIONAL AIDE-ELMWOOD	\$34,755.69
LAGERHOLM	JULIA	SCHOOL COMMITTEE MEMBER	\$1,460.43
LAMARCHE	LISA	ASSISTANT TOWN ACCOUNTANT	\$44,869.51
LAMBERT	LINDSEY	SUBSTITUTE TEACHER	\$11,460.00
LANDRY	DOUGLAS	SCHOOL CUSTODIAN	\$480.00
LANDRY	GRIFFIN	CUSTODIAN-SUMMER	\$930.00
LANDRY	DANIELLE	ATTENDANCE CLERK	\$538.16
LANGEVIN	NICHOLAS	FIREFIGHTER	\$2,423.32
LAPOINTE	MELISSA	CAFETERIA WORKER	\$9,646.49
LAREAU	EMILY	ELMWOOD TEACHER	\$78,544.23
LAROCCA	GABRIELLE	SPANISH TEACHER	\$47,766.76
LARSON	KELLEY	INSTRUCTIONAL AIDE	\$16,643.07
LAUDER	KIM	POLL WORKER	\$835.50
LAUZIERE	JANET	CAFETERIA WORKER	\$26,811.68
LAVALLEE	RICHARD A	FIREFIGHTER-LIEUTENANT	\$1,000.00
LAVALLEE	TOM C	FIREFIGHTER	\$2,050.35
LAVIS	ASHLEY	AFTERCARE AIDE	\$748.13
LAVOIE	PAMELA	TEACHER AIDE	\$41,430.96
LAZZARO	NICHOLAS	SCHOOL COMMITTEE MEMBER	\$1,947.24
LECLAIRE	ERIC	GRADE 3 ASSIT PLANT OPERATOR	\$78,011.84
LECLAIRE	MADISON	SUB TEACHER AT SHAW	\$9,720.00
LEES	MELISSA	TEACHER'S AIDE	\$1,904.76
LEIGHTON	AMANDA	GENERAL CLERK, TOWN CLERK	\$26,497.13
LEIGHTON	WILLIAM	CLERK	\$2,655.00
LEMAY	ELIZABETH	SUMMER-HELP	\$300.00
LEMOINE	PAUL	SPECIAL POLICE OFFICER	\$56,065.05
LEONARD	CONNOR	SCHOOL CUSTODIAN	\$1,710.00
LEWIS	DYLAN	SCHOOL CUSTODIAN	\$25,889.05
LEWIS	DAVID	INSTRUCTIONAL AIDE	\$24,943.73
LEWIS	SUSAN	ELMWOOD TEACHER	\$98,242.51
LEWOS	BRIAN	POLICE CHIEF	\$214,444.93
LEWOS	BRODY	DPW-SEASONAL	\$2,260.13
LINEBERGER	ZAVIER	INSTRUCTIONAL AIDES	\$28,241.55
LISENBY	KIMBERLY	SUB FOR ALL 3 CAFES	\$130.50

LIVOTI	KRISTEN	ASA WATERS DIRECTOR	\$60,405.22
LIVOTI	ISABELLA	ASA WATERS MANSION	\$188.70
LIZOTTE	DONALD	FIREFIGHTER	\$14,163.76
LOCONTO	TRACEY	TITLE I TUTOR	\$30,287.50
LOMBARDI	LINDA	KINDERGARTEN TEACHER- ELMWOOD	\$93,993.52
LOMOVA	ELENA	FRENCH TEACHER	\$61,776.24
LOWE	CHRISTOPHER	HIGH SCHOOL PRINCIPAL	\$132,246.11
LUBY	MICHAEL	SPECIAL POLICE OFFICER	\$19,888.04
LUCIER	NANCY	POLL WORKER	\$472.00
LUIKEY	JO ANN	POLL WORKER	\$871.00
LYON	JEFFREY	HIGH SCHOOL TEACHER	\$92,701.00
LYONS	CASEY	ELMWOOD TEACHER	\$63,126.16
MACCONNELL	SAM	FIREFIGHTER	\$5,620.33
MACCREERY	JOSHUA	ATHLETIC DIRECTOR	\$97,070.81
MACDONALD	ANDREA	SENIOR WORKER	\$1,562.40
MAINHART	CHRISTOPHER	ELMWOOD TEACHER	\$97,661.82
MAIO	SAMANTHA	SPED TEACHER	\$92,964.00
MANN	MAXINE	POLL WORKER	\$399.00
MANSUR	SAMANTHA	ELMWOOD TEACHER	\$76,372.24
MANZELLO	MARK	SPED AIDE AT MHS	\$20,008.69
MARA	PATRICK	ATHL DIR/HS TEACHER	\$110,484.45
MARANDO	BARRY	DPW-MECHANIC	\$12,279.23
MARDEN	CHRISTINE	HEAD CLERK-BUILDING DEPT	\$43,333.49
MARGOUPIS	CYNTHIA	INSTRUCTIONAL AIDE	\$22,980.91
MARINGO	AMY	INSTRUCTIONAL AIDE ELM	\$21,475.36
MARINGO III	GEORGE	SCHOOL CUSTODIAN	\$54,664.62
MARKEY	REGINA	SENIOR WORKER	\$352.00
MARKIEWICZ	PAUL	SPECIAL POLICE OFFICER	\$6,051.50
MARKLEY	SYDNEY	HIGH SCHOOL TEACHER	\$62,332.94
MARLBOROUGH	DENISE	TREASURER/COLLECTOR	\$81,981.89
MARLBOROUGH	RONALD	BOARD OF HEALTH-ELECTED	\$2,614.92
MARRIER	WILLIAM	SPECIAL POLICE OFFICER	\$29,601.51
MARTIN	GRACE	SUBSTITUTE TEACHER	\$90.00
MATOS	GLADYS	SPECIAL POLICE OFFICER	\$32,329.30
MAYNARD	SEAN	POLICE OFFICER	\$126,760.12
MAZZONE	ROBIN	SCHOOL CLERK	\$15,737.50
MCCARRON	LIAM	LABORER	\$41,205.63
MCCARTHY	KARLIE	SUBSTITUTE TEACHER	\$22,250.83
MCCARTHY	RYAN	SPECIAL EDUCATION	\$55,547.06
MCCARTHY	ERIN	ELMWOOD TEACHER	\$49,082.44
MCCORMACK	CONOR	TOWN PLANNER	\$85,618.97
MCDUFFIE	AUDRA	SUBSTITUTE TEACHER	\$540.00
MCFAUL	STEPHEN	POLICE SERGEANT	\$126,578.95
MCGEE	DARNELL	SPECIAL POLICE OFFICER	\$30,078.10
MCGRATH	MATHEW	POLICE OFFICER	\$148,606.41
MCGUIRK	KATHLEEN	SPECIAL POLICE OFFICER	\$7,431.50
MCGUIRK	REBECCA	SUBSTITUTE TEACHER	\$600.00
MCKENNA	KATHERINE	SELECTMAN	\$3,550.00
MCKENNA	JAMES	MODERATOR	\$205.00
MCKENNA	BRYAN	HIGH SCHOOL TEACHER	\$72,412.20
MCKENNEY	ALJUMAA	SCHOOL CUSTODIAN	\$46,052.40

MCKENNEY	OULIMATTA	INSTRUCTIONAL AIDE ELMWOOD	\$18,008.59
MCKEON	MICHAEL	SHAW SCHOOL TEACHER-PHYS ED	\$93,564.03
MCKEON	PATRICK	COACH	\$2,979.00
MCNAMARA	ROBERT	COACH	\$2,140.00
MCNEIL	JOSEPH	INSTRUCTIONAL AIDE	\$36,055.56
MCPHERSON	LILLIAN	TEACHER'S AIDE	\$34,960.47
MCQUADE	PAUL	HIGH SCHOOL TEACHER	\$91,211.25
MEDEIROS	JOANN	HIGH SCHOOL SPED TEACHER	\$90,996.75
MENSAH	DANIELLE	INSTRUCTIONAL AIDE	\$22,208.53
MERCADANTE	MARY	INSTRUCTIONAL AIDE	\$27,185.20
MERCADO	JASMINE	AFTERCARE AIDE	\$2,142.39
MESERVEY	ANN	HIGH SCHOOL GUIDANCE	\$95,822.20
MILLER	CHRISTINE	SENIOR TAX PROGRAM	\$200.00
MISTRETTA	JOHN	SHAW TEACHER	\$83,577.18
MISTRETTA	HEATHER	ELMWOOD TEACHER	\$90,332.81
MITCHELL	CHARLES	DPW SEASONAL WORKER	\$16,658.94
MITCHELL	JULIANNE	SENIOR WORKER	\$1,356.00
MOGREN	PAIGE	INSTRUCTIONAL AIDE AT SHAW	\$11,984.30
MOLINARI	ANN	POLL WORKER	\$240.50
MOLNAR	ERIN	HIGH SCHOOL TEACHER	\$84,377.18
MONAHAN	KAREN	SENIOR WORKER/POLL WORKER	\$1,260.00
MONROE	FAITH	SUBSTITUTE TEACHER	\$29,971.77
MONSEN	DEBRA	INSTRUCTIONAL AIDE	\$29,987.42
MORAN	COURTNEY	HIGH SCHOOL TEACHER	\$94,376.83
MORGAN	KAILA	ELMWOOD TEACHER	\$67,791.94
MORIN	JAMES	BOARD OF HEALTH INSPECTOR	\$2,614.92
MORIN	JOANNA	TEACHER HIGH SCHOOL	\$94,768.14
MORIN	SHERRIE	HIGH SCHOOL TEACHER	\$87,960.52
MOROSKI	JEAN	HEAD CLERK-TREAS/COLL-ASSESSOR BOARD	\$13,431.28
MORRIS	LAWRENCE	ELECTRICAL INSPECTOR	\$25,800.00
MORRISSEY	JENNIFER	CAFETERIA WORKER	\$4,174.89
MOSHKOVITZ	JESSICA	LONG TERM SUB	\$8,621.41
MOUSSEAU	JAMES	POLL WORKER	\$233.00
MULLIGAN	NIKOL	GUIDANCE SECRETARY	\$45,930.70
MURPHY	MARY ANN	SUBSTITUTE TEACHER	\$3,780.00
MURRAY	SARAH	POLL WORKER	\$60.00
MURRAY	ALICEN	CHEER-COACH	\$6,359.00
MYERS	GREGORY	SUPERINTENDENT	\$189,884.08
NADEAU	JASON	INSTRUCTIONAL AIDE	\$985.62
NADEAU	JORDAN	SUBSTITUTE TEACHER	\$917.10
NAFF	CHRISTOPHER	SELECTMAN	\$3,100.00
NARKAWICZ	JO ANN	ASST.COOK	\$19,580.63
NELSON	GARY C	SEWER COMMISSIONER	\$1,587.60
NELSON	CECILE	SENIOR WORKER	\$1,484.00
NELSON	JACKIE	SECRETARY	\$29,144.47
NICHOLS	SUSAN	SUBSTITUTE TEACHER	\$7,350.00
NICHOLSON	ALBERT	FIREFIGHTER	\$3,610.61
NICHOLSON	JOHN	FIRE FIGHTER	\$10,100.19
NIETUPSKI	JENNIFER	SCHOOL COMMITTEE MEMBER	\$2,435.04
NORDSTROM	MICHELLE	HEAD CLERK-SEWER	\$26,045.26
NOVICK	MICHAEL	SUBSTITUTE TEACHER	\$600.00

NUNEZ	JOSELIN	SUB CAFETERIA	\$9,320.48
O'BRIEN	MARY	POLL WORKER/SECRETARY	\$45.00
O'CONNELL	THOMAS	FIREFIGHTER	\$4,073.06
O'CONNOR	JUDITH A	COA DIRECTOR	\$30,352.16
O'DONNELL	RYAN	SUB CUSTODIAN	\$13,044.90
O'DONNELL	LAURA	LONG TERM SUB	\$26,756.10
O'LEARY	MICHAEL	POLICE OFFICER	\$185,492.91
O'LEARY	TIMOTHY	SPECIAL POLICE OFFICER	\$43,942.28
OLIVERI	NICOLE M.	POLICE OFFICER	\$209,543.12
ORRELL	JARED	LONG TERM SUB	\$45,459.76
ORSI	BRIANNA	INSTRUCTIONAL AIDE	\$26,420.16
OSPER	SHELLEY	SUB CAFETERIA	\$10,903.10
OUELLETTE	NICOLE	INSTRUCTIONAL AIDE	\$22,951.20
OVERDEVEST	LAURA	ATHLETIC TRAINER	\$2,010.50
PACHECO WOLF	KATERINA	LIBRARY PAGE	\$5,820.75
PALANO	SALVATORE	HIGH SCHOOL TEACHER	\$98,489.51
PALUSES	DIANE	SUBSTITUTE TEACHER	\$3,750.00
PAQUETTE	ANDREA	ADMIN ASST	\$61,924.12
PAQUETTE-RIORDAN	AMY	HEAD CLERK-DPW	\$48,746.70
PASCIERI	MATTHEW	SUBSTITUTE TEACHER	\$100.00
PEARE	RAY P	FIREFIGHTER	\$13,705.36
PEDONE	JOHN	EQUIPMENT OPERATOR	\$72,712.72
PELLETIER	ROBERT	TOWN MECHANIC	\$38,416.09
PEREZ JR	SANTOS	SPECIAL POLICE OFFICER	\$337.52
PERKINS	PAMELA	NURSE-SHAW ELEMENTARY	\$82,810.27
PERRY JR	JAMES	POLL WORKER	\$541.00
PERVIER	JAMES	SPECIAL POLICE OFFICER	\$113,089.92
PETERS	KAITLIN	SHAW TEACHER	\$63,102.69
PETTINELLA	GREGORY	SPECIAL POLICE OFFICER	\$3,956.41
PIERCE	LEAH	SAFETY DISPATCHER	\$98,352.91
PIKTELIS	PAUL	BOARD MEMBER	\$2,562.96
PINE	KIMBERLY	HIGH SCHOOL TEACHER	\$95,160.50
PISCITELLI	STEVEN	FIREFIGHTER-ASSIST CHIEF	\$830.00
PISCITELLI III	FRANK	POLICE OFFICER	\$152,453.28
PLATTS	BRENDA	SHAW TEACHER	\$84,409.17
PLAUD	KELLY	SHAW TEACHER	\$92,335.83
POLISSACK	MICHELLE	ELMWOOD PHYS. ED TEACHER	\$87,737.83
POLSELLI	CHRISTOPHER	POLICE OFFICER	\$140,727.21
POLSELLI	MEGAN	ELMWOOD TEACHER	\$82,233.33
PONTBRIAND	JESSICA	SHAW TEACHER	\$91,735.83
POWERS	ELLEN	SUBSTITUTE TEACHER	\$5,445.00
PRATT	NATHANIEL	FIREFIGHTER	\$5,962.33
PRAY	NICOLE	ON CALL POLICE DISPATCHER	\$60.00
PRUNIER	LEONILA	SCHOOL CUSTODIAN	\$25,228.29
PRZYBYLEK	CATHERINE	INSTRUCTIONAL AIDE	\$26,948.24
PRZYGODA	CHLOE	HIGH SCHOOL TEACHER	\$83,232.33
PRZYGODA	GREGORY	HIGH SCHOOL TEACHER	\$86,818.18
RACINE	HELEN	HIGH SCHOOL TEACHER	\$82,594.00
RAFFA	ANDREW	FIREFIGHTER	\$5,453.64
RAHN	JOSHUA	SPECIAL POLICE OFFICER	\$1,400.00
RAWINSKI	DENNIS	PUBLIC LIBRARY CUSTODIAN	\$26,784.50

RAYMOND	DOUGLAS T.	SPECIAL POLICE OFFICER	\$65,864.95
REARDON	MICHAEL	POLICE OFFICER	\$139,310.00
REILLY	WILLIAM	INSPECTOR	\$1,000.00
REILLY	EMILIE	ELMWOOD TEACHER	\$82,691.09
REMUCK	JENNIFER	POLL WORKER	\$209.00
RENEY	DOMINIC	PUBLIC ACCESS ASST.	\$1,803.22
RENEY	HOLLY	INSTRUCTIONAL AIDE	\$25,120.36
RENO	STEPHEN J.	HIGH SCHOOL TEACHER	\$102,217.28
REPEKTA	JENNIFER	CAFETERIA WORKER	\$1,524.84
REUMANN	KIMBERLY	LIBRARY/MEDIA CLERK	\$36,579.94
RICHARD	KURT	SPECIAL POLICE OFFICER	\$53,259.03
RICHARDS	KAITLYN	SAFETY DISPATCHER	\$1,305.60
RICHARDS	BUCKY	SCHOOL CUSTODIAN	\$26,629.24
RICHARDS	JULIE	ELMWOOD TEACHER	\$80,264.02
RICHARDS JR	RAYMOND	TEACHER-HIGH SCHOOL	\$90,851.99
RICHARDSON	HEATHER	HIGH SCHOOL TEACHER	\$54,842.15
RIGNEY	ABIGAIL	ASST PRINCIPAL - HIGH SCHOOL	\$108,900.34
ROARK WUERTHNER	ERICA	SHAW TEACHER	\$76,752.79
ROBAN	SAMAHA	INTERN TOWN MANAGER OFFICE	\$5,454.90
ROBBINS	MITCHELL	FIREFIGHTER	\$8,461.77
ROBERT	DANIEL	INSTRUCTIONAL AIDE	\$13,673.20
RODRIGUEZ	JULIET	SHAW TEACHER	\$77,706.53
ROE	BRUCE	INSTRUCTURAL AIDE	\$11,913.60
ROE	SARA	ELMWOOD TEACHER	\$82,183.33
ROGERS	SUSAN	ASST. TREASURER/COLLECTOR	\$58,376.08
ROLLINS	JAMES	SHAW SCHOOL TEACHER-BAND	\$90,996.75
ROMEO	CYNTHIA	NURSE-ELMWOOD STREET	\$78,462.40
ROSE	ANTHONY	CUSTODIAN- ASA WATERS MANSION	\$288.00
ROSE	MONIQUE	SECRETARY	\$540.00
ROSENKRANZ	ERIN	ASST PRINCIPAL - SHAW	\$95,943.76
ROTTMAN	ALLYSON	ELMWOOD TEACHER	\$12,751.28
ROUTHIER	PAUL	SENIOR WORK OFF	\$40.00
ROY	ADAM	FIREFIGHTER	\$10,363.65
RUSHFORD	BRIDGET	AFTERCARE AIDE	\$13,772.26
RUSSELL	PAUL D	SPECIAL POLICE OFFICER	\$53,211.41
RUSSO	ALBERT	CUSTODIAN	\$33,018.80
RUTKIEWICZ	STEPHEN	HIGH SCHOOL TEACHER	\$84,297.27
RYAN	JOSHUA	COA PROGRAM DIRECTOR	\$32,920.13
SAHAGIAN	BRITTANY	HIGH SCHOOL TEACHER	\$76,436.10
SALA	STEPHANIE	HIGH SCHOOL TEACHER	\$77,702.62
SALOIS	RACHEL	ELMWOOD TEACHER	\$74,512.50
SANTIAGO	CAREY	ELMWOOD TEACHER	\$82,810.27
SANTOS	EMILY	LONG TERM SUB	\$46,537.70
SARRO	JILL	INSTRUCTURAL AIDE	\$45,981.45
SARSFIELD	LINDA	POLL WORKER	\$434.00
SAUNDERS	EMILY	SUBSTITUTE TEACHER	\$3,340.00
SAUNDERS	MARLA	ELMWOOD TEACHER	\$79,921.32
SAUNDERS JR	JAMES	DPW-LABORER	44325.52
SAVICKAS	MARY ELLEN	SHAW TEACHER	\$65,863.47
SAWICKI	CHRISTINA	INSTRUCTIONAL AIDE	\$6,248.80
SCHIMKE	GLORIA	POLL WORKER	\$220.00

SCHOLD	TYLER	CUSTODIAN	\$2,890.00
SCHOLD	JACQUELINE	HEAD CLERK-BOH	\$45,232.85
SCHONBERG	EMILY	AFTERCARE AIDE	\$6,227.30
SCHONBERG	CHERYL	SHAW TEACHER	\$94,442.83
SCHROEDER	DEBRA	SUBSTITUTE TEACHER	\$2,350.00
SCHULTZBERG	BRITTANY	SHAW TEACHER	\$78,136.32
SERVANT	KEITH R.	SUMMER SCHOOL DIRECTOR	\$4,235.00
SETTLE	CHRISTOPHER	TEACHER - HIGH SCHOOL	\$84,887.59
SEYMOUR	DEBORAH	AFTERCARE AIDE	\$2,817.15
SEYMOUR	NICHOLAS	ELMWOOD TEACHER	\$3,912.75
SHEA	DAWN	SPED TEACHER SHAW	\$85,193.52
SHEDDEN	KELSIE	SHAW TEACHER	\$63,952.14
SHEEHAN	JAMES	BULIDING INSPECTOR	\$2,850.00
SHELLEY	MEGAN	SAFETY OFFICER	\$3,660.00
SHILINSKY	JASON	ASST LOCAL BLDG INSP	\$29,365.28
SHILINSKY	KATHLEEN	SENIOR WORKER	\$768.00
SIEBENHAAR	GORDON	FIREFIGHTER-ALARM LINEMAN	\$2,046.89
SILVER	ROBERT	FIREFIGHTER-CAPTAIN	\$21,384.19
SILVER	DEBORAH	SUMMER SCHOOL	\$2,546.25
SILVESTRI	RONALD	COACH	\$4,395.00
SIMON	DRASSAN	TECH AIDE	\$3,232.50
SIRARD	MARYANNE	SENIOR WORKER	\$1,188.00
SIZER	JENNIFER	GUIDANCE SECRETARY	\$31,651.68
SLATER	CHRISTINE	HIGH SCHOOL TEACHER	\$93,681.52
SLIWOSKI	JORDAN	ATHLETIC TRAINER	\$46,049.71
SMARRA	CRISTINA	HIGH SCHOOL TEACHER	\$87,077.99
SMITH	JOHANNA	SAFETY DISPATCHER	\$13,185.18
SMITH	LISA	PUBLIC SAFETY DISPATCHER	\$31,516.74
SMITH	MARY ANN	FIRE FIGHTER	\$2,375.07
SMITH	KATHLEEN	AB AIDE	\$1,919.40
SORA	BRIAN	SELECTMEN	\$250.00
SPANG	PAUL	COACH	\$2,049.00
SPANOS	TED	DPW-SEASONAL WORKER	\$2,387.82
ST. DENIS	MARTHA	POLL WORKER	\$742.50
STACHURA	FRANK	FIREFIGHTER	\$7,695.34
STACHURA	FRANK	GRADE 4 ASSIT PLANT OPERATOR	\$89,309.22
STEAD	RONALD	POLL WORKER	\$733.50
STEIGER	MEGAN	SHAW TEACHER	\$46,712.70
STODULSKI	KATHRYN	ELMWOOD TEACHER	\$93,124.99
STRINGHAM	PAUL	BUILDING INSPECTOR	\$86,532.60
STROM	MARK	FIREFIGHTER	\$21,956.93
SULLIVAN	RYAN	HIGH SCHOOL TEACHER	\$90,396.75
SULLIVAN	AMY	SHAW TEACHER	\$78,987.35
SULLIVAN	DAVID	COACH	\$1,070.00
SULLIVAN	SCOTT	COACH	\$4,197.00
SUNDEEN	KERRI	BUS OFF SECRETARY	\$65,740.92
SUTHERLAND	MICHAEL	POLICE OFFICER	\$101,249.92
SUTPHEN	VICTORIA	ELMWOOD TEACHER	\$68,105.16
SWANSON	ANN	HEAD CLERK-FIRE	\$47,789.17
SWENSON	BRETT	BUS DRIVER	\$44,754.16
TAPPIN	ALISON	SHAW TEACHER	\$61,511.93

TARKA	DIANNE	SUBSTITUTE TEACHER	\$9,750.00
TARKA	MICHAEL	SHAW TEACHER	\$102,471.00
THOMPSON	TAMISHA	SHAW TEACHER	\$91,636.89
THURLOW	ABIGAIL	ELMWOOD TEACHER	\$58,292.69
TOMASZEWICZ	HANNAH	INSTRUCTIONAL AIDE	\$25,773.92
TOMASZEWICZ	CODY	AFTERCARE AIDE	\$5,286.76
TOMINSKY	CHRISTINE	KINDERGARTEN TEACHER-ELMWOOD	\$92,642.12
TONKS	SARAH	ASA WATERS INTERN	\$172.50
TRAHAN	ELIZABETH	DIRECTOR OF CURRICULUM	\$117,019.00
TRANter	PAULINE	ASA WATER FASCILITATOR	\$357.00
TROTTIER	MAUREEN	HEAD CLERK-ASSESSORS	\$19,073.39
TUCCIO	ANDREW	PRINCIPLE-SHAW	\$120,900.56
TUOMALA	CHRISTINA	HIGH SCHOOL TEACHER	\$76,524.00
TURCO	ANDREW	HIGH SCHOOL TEACHER	\$47,800.00
TURNER	EVAN	SAFETY DISPATCHER	\$1,652.80
VAILLANCOURT	MARISSA	TEACHER AIDE	\$2,385.00
VAILLANCOURT	ANNA	SHAW TEACHER	\$93,344.02
VALERY	GEORGE	ASSESSOR COMMITTEE MEMBER	\$2,125.00
VALINSKI	RONALD	SEALER WEIGHTS AND MEASURES	\$6,921.00
VALK	VERONICA	INSTRUCTIONAL AIDE	\$6,624.36
VALLEE	DAVID	SCHOOL CUSTODIAN	\$53,886.29
VALLEE	MARGUERITE	POLL WORKER	\$285.00
VANARSDALEN	AIDAN	SEASONAL HELP	\$180.00
VANARSDALEN	JULIE	PUBLIC HEATH DIRECTOR	\$36,545.07
VANDEGRIFT	JANAT	TITLR I TUTOR	\$27,795.00
VANDERBRUG	ROBERT	EQUIPMENT OPERATOR II	\$63,147.72
VEGA	WILAMARIE	INSTRUCTIONAL AIDE	\$752.40
VELEZ- MORALES	FRANCHESCA	SPED AIDE AT SHAW	\$19,172.67
VICKERS-CARDILLO	PAMELA	HEAD CLERK, ASSESSOR	\$19,190.05
VIGNEAU	ELIZABETH	CLERK SHAW SCHOOL	\$49,084.08
VILLANI	ANGELO	SUMMER SCHOOL TEACHER	\$2,250.00
VINCEQUERE	DOMINIC	CUSTODIAN	\$1,225.00
VOKES	KATE	DIRECTOR OF PUPIL SERVICES	\$127,917.91
WADE	CYNTHIA	ASST. COOK	\$13,893.58
WADE	CELIA	SUBSTITUTE TEACHER	\$315.00
WAHEED	SOPHIA	GENERAL CLERK, BOH	\$17,197.39
WALINSKY	STEPHEN	POLL WORKER	\$274.00
WALSH	KERRY	SUBSTITUTE TEACHER	\$12,178.80
WARD	JAMES	SPECIAL POLICE OFFICER	\$61,743.20
WARD	CARL J	LEAD - HIGHWAY DEPART	\$79,909.67
WARD	RYAN	SEASONAL WORKER	\$7,374.00
WARPULA	ANDREA	POLICE OFFICER	\$121,544.89
WARREN	CHRISTINE M.	HIGH SCHOOL TEACHER	\$113,123.40
WATERMAN	REECE	SUBSTITUTE TEACHER	\$379.44
WATTERS	JOHN	TEACHERS AIDE	\$29,642.76
WAY IV	JONATHAN	HIGH SCHOOL TEACHER	\$73,517.44
WEAGLE	LORI	AFTERCARE AIDE	\$9,555.29
WEBSTER	KIEL	SCHOOL PSYCHOLOGIST	\$54,010.00
WEIX	JOHN	SAFETY DISPATCHER	\$61,780.43
WELCH	JENNIFER	CAFETERIA WORKER	\$38,585.04
WESTERLIND	AMANDA	SPECIAL ED SECRETARY	\$36,083.31

WHITE	NOLAN	SCHOOL CUSTODIAN	\$1,725.00
WILBUR	CAITLIN	INSTRUCTIONAL AIDE	\$14,423.94
WILBUR	JULIE	INSTRUCTIONAL AIDE	\$40,088.65
WILBUR	CAMERON	SUBSTITUTE TEACHER	\$900.00
WILBUR	CHRISTOPHER	SCHOOL COMMITTEE MEMBER	\$1,947.24
WILLIAMSON	CATHERINE	SUBSTITUTE TEACHER	\$31,655.59
WILSON	MEADOW	AFTERCARE AIDE	\$4,632.78
WILSON	LAUREN	HS PSYCHOLOGIST	\$15,721.99
WILSON	JAMIE	ELMWOOD SPEECH TEACHER	\$100,121.09
WING	JEFFREY	PERMANENT SUBSTITUTE	\$25,162.33
WITKOWSKI	HEATHER	ELMWOOD TEACHER	\$27,483.58
WOELLER	JARROD	POLICE OFFICER	\$147,763.98
WOJCIK IV	JOHN	SAFETY DISPATCHER	\$6,336.85
WOJNAR	MARK	SPECIAL POLICE OFFICER	\$57,786.32
WOOD	VERONICA	POLL WORKER	\$660.00
WOODS	KEVIN	SPECIAL POLICE OFFICER	\$13,778.61
WRIGHT	MATTHEW	TEACHER AIDE	\$60,921.85
WYSOTE JR	DONALD	FIREFIGHTER	\$4,390.61
YAGHOOBIAN	MARYANN	INSTRUCIONAL AIDE	\$39,649.90
YOUNG	NANCY	EARTH REMOVAL BOARD CLERK	\$2,964.87
YOUNG	BARBARA	TEACHER AIDE/CAFE	\$27,211.74
ZIFCHOCK	KRISTEN	INSTRUCTIONAL AIDE	\$18,283.53

To the Honorable Board of Selectmen, Town Manager, and the Citizens of
The Town of Millbury

Bank Balance @ 07/01/22	\$30,338,830.93	
Receipts 07/01/22- 06/30/23	131,121,313.12	<u>\$161,460,144.05</u>
Bank Balance @ 07/01/23	\$32,614,512.17	
Payables 07/01/22 - 06/30/23	\$97,878,494.44	
Payroll 07/01/22 - 06/30/23	\$30,967,137.44	<u>\$161,460,144.05</u>
		\$0.00

Earnings on Investments:

Interest Income-General Fund	\$391,176.93	
Interest Sewer Stabilization	\$55,324.69	
Interest Income-Sewer Enterprise	\$4,601.43	
Interest Income-Stabilization Fund	\$5,538.89	
Interest Income-Trust Funds	\$1,150.66	
Interest Income-OPEB Funds	\$8,370.94	
Total Earnings		<u>\$466,163.54</u>

Tax Title Collections:

Tax Liens Redeemed	\$74,338.88	
Tax Title Interest & Fees	\$90,416.67	
Total Collected		<u>\$164,755.55</u>

Respectfully submitted,

Denise Marlborough, CMMT/CMMC
Town Treasurer/Collector

**TOWN REPORT-2023
TOWN COLLECTOR**

YEAR	CLASSIFICATION	BALANCE FORWARDED	COMMITTED	REFUNDED TRANSFER OR ADJUST	COLLECTED	ABATED TRANSFER OR LIENED	TAX TITLE AND/OR LITIGATION	BALANCE TO COLLECT
2012	PERSONAL PROPERTY	\$241.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$241.88
2013	PERSONAL PROPERTY	\$689.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$689.86
2014	PERSONAL PROPERTY	\$987.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$987.19
2015	PERSONAL PROPERTY	\$1,059.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,059.50
2016	PERSONAL PROPERTY	\$2,863.55	\$0.00	\$0.00	\$0.00	\$19,813.15	\$0.00	\$3,050.40
2016	MOTOR VEHICLE EXCISE	\$6,766.38	\$0.00	\$537.55	\$245.37	\$6,761.26	\$0.00	\$297.30
2017	REAL ESTATE	\$69.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69.54
2017	PERSONAL PROPERTY	\$19,334.10	\$0.00	\$0.00	\$0.00	\$13,401.31	\$0.00	\$5,932.79
2017	MOTOR VEHICLE EXCISE	\$7,014.54	\$0.00	\$415.96	\$365.26	\$7,037.74	\$0.00	\$27.50
2018	REAL ESTATE	111.12	0.00	0.00	0.00	0.00	0.00	\$111.12
2018	PERSONAL PROPERTY	16584.47	0.00	0.00	0.00	11454.26	0.00	\$5,130.21
2018	MOTOR VEHICLE EXCISE	9630.54	0.00	0.00	1555.31	31.67	0.00	\$8,043.56
2019	REAL ESTATE	303.01	0.00	0.00	0.00	0.00	0.00	\$303.01
2019	PERSONAL PROPERTY	13940.18	0.00	0.00	0.00	9293.30	0.00	\$4,646.88
2019	MOTOR VEHICLE EXCISE	12408.22	0.00	808.15	2807.60	59.87	0.00	\$10,348.90
2019	BOAT EXCISE	35.00	0.00	0.00	0.00	0.00	0.00	\$35.00
2020	REAL ESTATE	227.14	0.00	0.00	0.00	0.00	0.00	\$227.14
2020	PERSONAL PROPERTY	5527.23	0.00	0.00	411.41	0.00	0.00	\$5,115.82
2020	MOTOR VEHICLE EXCISE	24216.43	0.00	1190.53	9751.57	251.24	0.00	\$15,404.15
2020	SEWER USE	319.56	0.00	0.00	319.80	0.00	0.00	-\$0.24
2020	BOAT EXCISE	215.60	0.00	0.00	15.00	0.00	0.00	\$200.60
2021	REAL ESTATE	35664.47	0.00	0.00	29673.89	0.00	10896.57	-\$4,905.99
2021	SEWER APPORTIONMENT	250.00	0.00	0.00	250.00	0.00	0.00	\$0.00
2021	COMMITTED INTEREST	112.50	0.00	0.00	112.50	0.00	0.00	\$0.00
2021	SEWER USE ON REAL ESTATE	960.11	0.00	0.00	844.77	0.00	0.00	\$115.34
2021	SUPPLEMENTAL REAL ESTATE	0.00	9130.49	0.00	9130.49	0.00	0.00	\$0.00
2021	PERSONAL PROPERTY	6557.48	0.00	0.00	200.94	0.00	0.00	\$6,356.54
2021	MOTOR VEHICLE EXCISE	60686.25	625.83	3782.77	33989.48	2276.77	0.00	\$28,828.60
2021	SEWER USE	986.92	0.00	0.00	92.56	389.60	0.00	\$504.76
2021	BOAT EXCISE	727.00	0.00	0.00	388.00	50.00	0.00	\$289.00
2022	REAL ESTATE	264085.04	0.00	22763.30	233839.13	0.00	13481.18	\$39,528.03
2022	SEWER APPORTIONMENT	1041.37	0.00	0.00	1041.37	0.00	0.00	\$0.00
2022	COMMITTED INTEREST	579.12	0.00	0.00	579.12	0.00	0.00	\$0.00
2022	SEWER USE ON REAL ESTATE	6338.31	0.00	0.00	4955.61	0.00	427.17	\$955.53
2022	SUPPLEMENTAL REAL ESTATE	7179.68	3206.59	0.00	4499.44	0.00	0.00	\$5,886.83
2022	PERSONAL PROPERTY	48194.40	2786.43	2029.05	42611.75	-1798.19	0.00	\$12,196.32
2022	MOTOR VEHICLE EXCISE	157443.55	354319.12	32118.14	452654.02	31506.78	0.00	\$59,720.01
2022	SEWER USE	292502.81	0.00	0.00	58916.96	735.87	232943.76	-\$93.78
2023	REAL ESTATE	0.00	29443858.12	-193788.35	28694473.52	92862.45	148407.76	\$314,326.04
2023	SEWER APPORTIONMENT	0.00	98033.29	0.00	94669.40	500.00	1500.00	\$1,363.89
2023	COMMITTED INTEREST	0.00	47780.58	0.00	46353.73	175.00	587.50	\$664.35
2023	SEWER USE ON REAL ESTATE	0.00	263367.20	0.00	240488.99	0.00	5509.15	\$17,369.06
2023	SUPPLEMENTAL REAL ESTATE	0.00	44258.12	0.00	33779.27	0.00	0.00	\$10,478.85
2023	PERSONAL PROPERTY	0.00	2467821.71	52.46	2436738.10	1798.19	0.00	\$29,337.88
2023	MOTOR VEHICLE EXCISE	0.00	1981005.36	13447.41	1791971.71	30027.76	0.00	\$172,453.30
2023	SEWER USE	0.00	3264060.54	0.00	2884475.41	15084.48	0.00	\$364,500.65
2023	BOAT EXCISE	0.00	4211.20	0.00	3549.70	0.00	247.90	\$413.60
	TOTALS	\$1,025,854.05	\$37,984,464.58	-\$116,643.03	\$37,115,751.18	\$241,712.51	\$414,000.99	\$1,122,210.92
	MUNICIPAL LIENS - \$						\$88.00	
	\$15,900.00 CERTIFICATE FOR DISSOLVING BETTERMENTS - \$							

MILLBURY BUILDING DEPARTMENT

The Building Inspector, Paul Stringham, and the Assistant Building Inspectors, Jason Shilinsky, and James Sheehan are appointed annually by the Millbury Town Manager (per Millbury Town Charter) to administer and enforce the Massachusetts State Building Code, 780 CMR, under the provisions of Massachusetts General Laws, Chapter 143.

The Building Inspector also administers and enforces the Millbury Town Zoning Bylaws By-Laws, pursuant to Millbury Town By-Laws Chapter 18, under the provisions of Massachusetts General Laws Chapter 40A. The Building Inspector is also appointed as the Fence Viewer under provisions of M.G. Laws Chapter 49.

The Wiring Inspector, Larry Morris, and Assistant Wiring Inspector, George Duhamel are appointed annually by the Millbury Town Manager (per Millbury Town Charter) to administer and enforce the Massachusetts Electrical Code, 527 CMR 12.00 under the provisions of the Massachusetts General Laws, Chapter 143, Section 31.

The Plumbing/Gas Inspector, Gregory Gauthier, and Assistant Plumbing/Gas Inspector, Brian Gasco and Allan D'Alessandro, are appointed by the Millbury Town Manager (per Millbury Town Charter) to administer and enforce the Massachusetts State Plumbing & Fuel Gas Code 248 CMR 2.00 and the Massachusetts Fuel Gas Code, 248 CMR under the provisions of Massachusetts General Laws, Chapter 142, Section 13.

All Building, Zoning, Wiring, and Plumbing & Gas Permit applications are completed via Viewpoint on the town website. The Building Department is located in the Municipal Office Building, 127 Elm Street. The office is open Mon, Wed, Thurs 8:00 AM to 4:00 PM, Tues 8:00 AM- 7:00 PM and Fr 8:00 AM- 12:00 PM.

Respectfully submitted,

Paul F. Stringham, CBO

Permit Activity	# of Permits	Fee Collected
Electrical permits	457	\$53,168.50
Pl. & Gas permits	503	\$51,415.00
Residential permits	840	\$209,554.94
Commercial permits	113	\$66,211.60
Zoning Opinion	25	\$1,050.00
Shed Registration	8	\$400.00
Solid Fuel	34	\$1,050.00
Sheet Metal	87	\$19,538.00
Tent, Canopy	7	\$400.00
Signs	11	\$900.00
Total:	2052	\$352,273.04

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works (DPW) manages and maintains the following budgetary units:

- Administration
- Highway
- Fleet Maintenance
- Parks & Cemeteries
- Sewer
- Transfer Station
- Tree Warden
- Snow & Ice
- Fuel
- Street Lighting
- Dams
- Stormwater
- Coordination of Engineering Services for the McCracken Road TIP Project

Administration

The DPW has 18 full-time employees, including eight Highway division employees, two Fleet Maintenance employees, two Transfer Station employees, three Parks/Cemetery employees and three Sewer division employees. The DPW has made great strides in providing more production and confidence in all levels of the workforce in service of the Town. DPW operations are supported by two Administrative Clerks that interface with the public and handle administrative tasks for the DPW Director and the Director of Engineering, Facilities and Sewer Operations.

Highway

The Highway division is responsible for maintaining approximately 90 miles of Town roads and public ways including sidewalks, dams, roadside mowing, street sweeping, catch basins, line painting, storm water/drainage, signs, traffic signals, streetlights, trees, debris, Veterans' monuments and snow and ice operations. The staff for the Highway division consists of a Working Foreman, Heavy Equipment Operator III and six Laborers/Equipment Operator II. The daily needs of filling potholes, clearing roadside debris, drainage repairs, structure repairs, street sweeping are just a few of the responsibilities of the Highway division.

Fleet Maintenance

The Fleet Maintenance division provides maintenance and repairs to all DPW, Police Department and Fire Department vehicles and equipment. The staff includes two full time Mechanics.

Parks & Cemeteries

The Parks & Cemeteries division is staffed by three full time employees, including one Foreman and two Equipment Operators. In the summer months, the division also employs four seasonal workers. The Cemeteries division is responsible for the overall appearance of the cemeteries, with

DEPARTMENT OF PUBLIC WORKS

services including mowing, trimming, brush clearing, road clearing, cleaning, Veteran marker installation, grave mark outs and head stone re-adjustments. The Parks division is responsible for the upkeep of Washington St. Park (Massachusetts State Finals for Little League were held at this location), Greenwood St. Park, Jacques Park, East Millbury Park and the Millbury Avenue Tot Lot. Included in the parks are five baseball and soccer fields. Additionally, the Parks division maintains the grounds at Town Hall, Town Common, Asa Waters Mansion and the Town Library.

Sewer

The Sewer division is staffed by three operators and one seasonal worker. The division is responsible for the operation, maintenance and repairs of over 50 miles of sewer mains, 16 pumping stations and 3,600 sewer connections. The division also provides inspectional services for new developments and dig safe mark outs for utility work. The main pumping station, located at 131 Providence Street, has a capacity of 10 MGD with an average daily flow of 1.6 MGD. The pumping station accepts flow from neighboring Sutton through an Intermunicipal Agreement and ultimately pumps the flow to the Upper Blackstone Wastewater Treatment Facility. The facility at 131 Providence Street houses the Department of Public Works offices. The Sewer division also oversees engineering projects related to the removal of infiltration and inflow from the sewer system.

Transfer Station

The Transfer station is staffed by one Working Foreman and one Equipment Operator. All trash is hauled to Wheelabrator and used as renewable energy. The recycling program continues as a zero-sort method with services provided by WIN Waste Innovations. A new solar field is fully engineered and ready to be installed which will provide 3-phase power to the Transfer Station compactors.

Tree Warden

The Tree Warden is responsible for all trees in the public right of way, identifies ownership for the removal of deceased trees, broken limbs and low-lying branches and coordinates with the power company to resolve any unsafe conditions. Most of the tree work and stump grinding is performed by an outside contractor with scheduling and oversight provided by the Tree Warden and DPW.

Snow and Ice

All DPW divisions are included in snow and ice operations and outside contractor services are utilized when snow becomes plowable (greater than 3"). The town currently has eight sand/salt spreaders on dump trucks to de-ice and pre-treat the roads. The Town of Millbury is part of an 18-town consortium for salt procurement.

Fuel

The fuel station is located at 135 Providence St and provides both regular and diesel fuel for all DPW vehicles and equipment, Police Department vehicles, Fire Department vehicles and the Senior buses. The Fleet Maintenance division maintains and monitors fuel consumption and schedules deliveries.

DEPARTMENT OF PUBLIC WORKS

Street Lighting

The DPW coordinates the maintenance and repair of streetlights throughout the Town. All of the Town's streetlights were retrofitted with low wattage LED lights. Maintenance and repairs of streetlights is performed by an outside contractor with scheduling and oversight provided by the DPW.

Dams

The Highway division monitors the water levels of Rams Horn Pond, Dorothy Pond, Brierly Pond, and Singletary Lake. The water levels are generally lowered (via valves or planks) in early October to allow homeowners to do repairs to walls and barriers. Then in early April, the water level is increased to bring the waterbodies back to their normal levels.

Stormwater

The Highway division maintains the Town's drainage system, including the storm sewer mains, catch basins, swales and culverts. The division has been repairing structures and improving drainage issues to help prevent flooding and road failures. The Town of Millbury is subject to a small community MS4 (Municipal Separate Storm Sewer System) permit and must perform certain projects annually to stay in compliance with the MassDEP/EPA. As part of these permit requirements, the DPW and an engineering consultant have started work on a Phosphorus Control Plan, aimed at reducing algae growth in Town lakes and ponds.

Projects

The DPW successfully completed upgrades to Washington Street Park, which included paving, basketball court improvements and baseball field improvements. Other paving and drainage projects throughout Town have been completed and the DPW continues to provide support and coordination for the McCracken Road TIP Project. The DPW also supports the various Town Boards and Commissions by reviewing projects and inspecting construction sites.

We'd like to sincerely thank all the DPW employees and clerks for all their hard work and dedication to the department and service provided to the community. We have upheld public confidence in all our abilities to maintain and improve Town infrastructure one project at a time.

Thank you,

Keith Caruso
DPW Director

Mark Hollis
Director of Engineering, Facilities and Sewer Operations

BOARD OF ASSESSORS

The Board of Assessors held seventeen (15) meetings this year and the attendance was as follows:

Members	Present
Jude T. Cristo, Chairman	15
George R. Valery*	8
Jonathan Camusso	12
Jean Moroski**	3

(*did not seek re-election, **elected in April)

The Board of Assessors, along with the Millbury Assessing staff, is responsible for the administration of all laws relative to taxation as outlined by M.G.L. Chapter 59 - *Assessment of local taxes*. Assessment administration includes providing assistance to taxpayers regarding questions related to the value of real and personal property, motor vehicle and boat excise, and ownership verification. The office is also charged with valuing all properties annually, analyzing changes in the market and updating all changes that have occurred through sales verification and building permits (New Growth). This New Growth plays a crucial component in the Town's annual levy calculation.

Overview of Town

The FY 2023 values were based on the value of property as of January 1, 2022 and were primarily developed from sales from calendar year 2021, commercial, industrial income and expense information forms, and personal property "Forms of List." Market analysis done by the Assessing department saw the following general adjustments made:

- Single family properties increased in value by **11.1%**
- Condominiums increased in value by **14.1%**
- 2-3 Family properties increased in value by **15.8%**
- 4-8 unit properties and large apartment complexes increased by **20.1%**

It is important to note that these are overall statistical averages for each major property class. Individual value changes will vary depending on specific property data: style, condition, location, amenities, etc. Overall, the town saw an increase in total value of **\$197,392,354 (8.9%)**.

BOARD OF ASSESSORS

Percentage of Values by Class

FY 2022

Residential	1,547,374,572	76.96%
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Commercial	212,090,219	
Industrial	85,948,022	
Personal Prop	165,227,762	
C.I.P.	463,266,003	23.04%

TOTAL:	\$2,010,640,575	
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FY 2023

Residential	1,741,659,520	78.88%
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Commercial	211,922,456	9.60%
Industrial	84,006,761	3.80%
Personal Prop	170,444,192	7.72%
C.I.P.	466,373,409	21.12%

TOTAL:	\$2,208,032,929	
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New Growth

Throughout the year, the Assessing department reviews and captures “New Growth Value” owing mostly to new construction and major renovation work, as well as parcels subject to taxation for the first time (e.g., subdivisions or condominium conversions, new personal property, and parcels that were previously exempt.)

The town saw a total of **\$35,098,9165** in New Growth Value that included:

- **8** new single family homes
- **34** new condos
- **1** large apartment complex
- **2** new commercial/industrial buildings
- **0** new solar farms

BOARD OF ASSESSORS

	<u>Value</u>	<u>Tax Dollars</u>
RESIDENTIAL		
Single Family (101)	6,184,500	92,768
Condominium (102)	12,961,700	194,426
2 & 3 Family (104 & 105)	632,600	9,489
Multi-Family (111-125)	877,800	13,167
Vacant Land (130-132 & 106)	1,009,650	15,145
All Other (103, 109, 012-018, 140)	61,300	920
Total Residential	21,727,550	325,913
COMMERCIAL	348,600	5,229
INDUSTRIAL	374,600	5,619
PERSONAL PROP	12,648,166	189,722
Total C.I.P.	13,371,366	200,570

The approved New Growth Value resulted in **\$526,483** dollars in allowable Tax Levy Growth. This amount is used in calculating the Levy Limit for fiscal year **2023**.

BOARD OF ASSESSORS

Personal Exemptions And Abatements

The Board of Assessors reviews all real and personal property exemption and abatement applications filed by property owners. Exemptions are a reduction in taxes owing to a particular personal circumstance and/or qualification set forth in the Massachusetts General Laws. The burden is on the applicant to show that he or she falls within the expressed terms of the exemption provision. Exemptions are granted for one year only and an application must be filed to receive the exemption each year.

The exemptions and abatements approved are as follows:

EXEMPTIONS GRANTED:

Clause 17	Elderly/Widow	1
Clause 18	Hardship	0
Clause 22	Veterans 10+ %	69
Clause 22B	Veterans-Loss of Limb	1
Clause 22E	Veterans 100 %	46
Clause 37	Blind	6
Clause 41	Senior	61
	TOTAL:	184

ABATEMENTS GRANTED:

Real Estate		11
Personal Property		0
	TOTAL:	11

Respectfully submitted,

Members

Jude Cristo, *Chairman*

Jonathan Cammuso

Jean Moroski

Office Staff

Stuart Carter MAA, *Principal Assessor*

Pam Vickers, *Head Clerk*

BOARD OF APPEALS

TO THE HONORABLE BOARD OF
SELECTMEN AND CITIZENS OF MILLBURY:

Fiscal Year: 2023

The Board is comprised of five members and two alternates. They are as follows:

Ken Perro, Chairman

Daniel Mezynski, Vice Chairman

Michael Georges, Clerk

Harold Proodian

Adam Kobel

Alternates:

Robert Simmarano

Derek McGovern

The Board's powers are as follows:

To hear and decide applications for Special Permits, upon which the Board is empowered to act based on Chapter 40A, 40B, and 41 of the General Laws, and to hear and decide appeals or petitions for Variances for use with respect to particular lands or structures.

Respectfully submitted,

Ken Perro

Ken Perro, Chairman
Board of Appeals

Amy Riordan
BOA Administration

THE PLANNING BOARD

To the Honorable Town Manager, Board of Selectmen and The Townspeople of Millbury: as members of the Millbury Planning Board we respectfully submit our Annual Report for Fiscal Year 2023.

A total of 15 meetings were held in Fiscal Year 2023. Attendance for the Planning Board meetings was as follows:

<u>Members</u>	<u>Present</u>	<u>Absent</u>	<u>Total</u>
Richard Gosselin, Chairman	15	0	15
Paul Piktelis, Vice-Chair	14	1	14
Bruce DeVault, Clerk	11	4	11
Francis DeSimone	15	0	15
Terry Burke Dotson, Member*	12	0	12
Tony Ngo, Member*	3	0	3

**Term ended/began during fiscal year*

APPROVAL NOT REQUIRED PLANS & DEFINITIVE SUBDIVISION PLANS

Approval Not Required Plans: There were six (6) Approval Not Required (ANR) plans filed under Chapter 41, Section 81P of the Massachusetts General Laws during Fiscal Year 2023:

31 Tainter Hill Road, 88 South Oxford Road, 47 & 65 Auburn Road, Elmwood St – Map 60/Lot 26A, 417 Greenwood Street and 2 Beach Street.

These plans represent a division of land into lots or shift in lot lines where adequate frontage on existing ways exists as required by the Millbury Zoning Bylaws. This review does not require a public hearing.

Preliminary Subdivision Plans: The Planning Board did not receive a Preliminary Subdivision Plans in Fiscal Year 2022.

Definitive Subdivision Plans: The Planning Board did not receive Definitive Subdivision Plan in Fiscal Year 2022.

Public Roadway Acceptance: One (1) public roadway was accepted, Hilltop Drive Extension, as a public way and is awaiting conveyance to the Town of Millbury.

SPECIAL PERMITS, SITE PLAN REVIEW & POST-CONSTRUCTION STORM WATER MANAGEMENT PERMITS

There are numerous situations and proposals that require a Special Permit, Site Plan Review and/or a Post-Construction Storm Water Management Permit. The town's zoning bylaw and municipal code lists the criteria for making these decisions, based on the Board's analysis of extensive technical materials and public input. Below is a summary of the various special permits, site plan review permits and post-construction storm water management permits filed during the fiscal year, and the Board's decisions:

THE PLANNING BOARD

Site Plan Review and Post-Construction Stormwater Management Permits:

Six (6) applications were filed under the Millbury Zoning Bylaws and/or the Millbury Municipal Code (Chapter 13.15, Post-Construction Stormwater Management):

- 86 S. Oxford Road (Stormwater Management Permit, approved),
- 31 Tainter Hill Road (Stormwater Management Permit, approved)
- 173 North Main Street (Stormwater Management Permit, approved)
- 82 Elmwood Street (Stormwater Management Permit, approved in FY24)
- 84 Elmwood Street (Stormwater Management Permit, approved in FY24)
- 55 Sycamore Street (Site Plan Review & Stormwater Management Permit, pending)

Open Space Community Site Plan Approval: None

Registered Marijuana Dispensary Special Permit: One (1) application was filed and approved under Section 52 of the Zoning Bylaw: 11 McCracken Road, Unit C – Wonderland Cannabis Company

Multifamily Dwelling Special Permits: Zero (0) applications were filed, with conditions, under this section of the Zoning Bylaw.

Accessory Dwelling Special Permits: Zero (0) applications were filed and approved with conditions under Section 46.2 of the Zoning Bylaw.

Sign Special Permit: Two (2) applications were filed and approved with conditions under Section 34 of the Zoning Bylaw: 108 Elm Street & 248 North Main Street

Major Modifications: Two (2) application was filed and approved for a major modification under Section 12.49 of the Zoning Bylaw: 115 West Main Street & 61 Miles Street

Minor Modifications: One (1) application were filed and approved for a minor modification under Section 12.49 of the Zoning Bylaw: 86 S. Oxford Road.

CURRENT ISSUES

The Planning Board continues to use the 2019 Town of Millbury Comprehensive Master Plan as guide for planning related issues and seeks to implement recommendations from the Plan, where applicable.

The Planning Board submitted a petition for an amendment to Article 5 of the Town of Millbury Zoning Bylaws and was approved at the November 15, 2022 Special Town Meeting. The amendment changed the definition of a multi-family dwelling from two or more dwelling units to three or more dwelling units. The Planning Board reviewed the proposed zoning amendment and favorably recommended the change at the Special Town Meeting.

An owner-initiated petition for an amendment to the Town of Millbury Zoning Map for 19 McCracken Road was approved at the May 2, 2023 Annual Town Meeting. The amendment changed

THE PLANNING BOARD

the zoning classification of the parcel from Residential-II to Industrial-I. The Planning Board reviewed the proposed zoning amendment and favorably recommended the change at the Annual Town Meeting.

A citizen's petition for an amendment to the Town of Millbury Zoning Bylaws was approved at the May 2, 2023 Annual Town Meeting. The amendment changed the zoning classification of 19 McCracken Road from Residential-II to Industrial-II Suburban-II. The Planning Board reviewed the proposed zoning amendment and favorably recommended the change at the Annual Town Meeting.

The Planning Board has been monitoring the requirements of the new changes to Section 3A of the Zoning Acts, also known as the Multi-Family Zoning Requirement for MBTA Communities. The Town of Millbury is considered an "Adjacent Community" under the new legislation and will need to comply with the MBTA Communities requirements by the end of calendar year 2024.

The Planning Board continues to monitor various residential, commercial and industrial developments that are under construction.

* * * * *

The Millbury Planning Board holds its regular meetings on the second and fourth Mondays of each month. One meeting per month is generally scheduled in July, August and December. The public is welcome to participate in Planning Board meetings at Town Hall or via Zoom remote participation. These meetings are also televised live on Charter cable channel 11 and Verizon cable channel 26. Concerned citizens are invited to attend and anyone wishing to meet with the Board should call the Planning Department at the Municipal Office Building to make arrangements. The Planning Board encourages public participation in every element of the planning process. The Planning Director is available during regular business hours to meet with the public to address any planning issue.

CONSERVATION COMMISSION

To the Honorable Selectmen and the Citizens of Millbury:

We hereby submit the report of the Conservation Commission for the Fiscal Year 2023.

The Commission welcomed its new agent, former Commission member Donald Flynn in February. Working under the supervision of the Town Planner, the agent has been tasked with providing professional support to Commission including submitted plan reviews, active project site monitoring, responses to community inquiries and complaints, state regulatory official inquiries, helping train the new Clerk, Christine Marden, interacting with the Trails Committee, administering the Forest Stewardship plan for the Brierly Pond Conservation Area and providing oversight of management of Conservation owned lands. Mr. Flynn has also been of assistance on other projects with environmental impacts indirectly related to conservation.

The Commission held 18 meetings and the attendance was as follows:

	Present	Absent
Ron Stead, Chairman	16	2
Christopher Weagle, Vice-Chair	16	2
Paul DiCicco, Clerk	14	4
Raymond Keddy, Member	5	13
Jeffrey Raymond, Member	17	1

The following is a list of activities done by this Conservation Commission:

Notice of Intent	17
Request for Determination of Applicability	6
Certificate of Compliance	9
Abbreviated Notice of Resource Area Delineation	2
Amended Order of Conditions	2
Enforcement Orders	1
Emergency Certifications	1

The Millbury Conservation Commission is responsible for administering the Massachusetts Wetlands Protection Act, M.G.L. Chapter 131, Section 40, (the ACT) as it relates to issues in the Town of Millbury. The Act set forth a public review and decision-making process by which activities affecting areas Subject to Protection (wetlands) are to be regulated to contribute to the following interests:

- 1) Public and private water supply, 2) protection of ground water supply, 3) flood control, 4) storm damage prevention, 5) prevention of pollution, 6)

CONSERVATION COMMISSION

protection of land containing shellfish, 7) protection of fisheries and 8) protection of wildlife habitat.

Areas that are subject for review under the Wetlands Protection Act include the first 200 feet from the edge of a perennial stream referred to as “riverfront area” as well as the first 100 feet from a vegetated wetland or bank stream referred to as “buffer zone”. A permit must be obtained from the Conservation Commission before any work begins within the resource areas and the 200- or 100-foot buffer zones. Some projects that were reviewed by Conservation in fiscal 2018 included residential developments, solar arrays, construction of garages, additions, and upgrades to properties along ponds and lakes.

There are over 520 acres of Conservation Land managed by the Conservation Commission in the Town of Millbury, some with accessible recreational trails. Land that is owned by the Town’s Conservation Commission is considered protected. Its future as open space is assured. The protection of Millbury’s open space resources is crucial because these landscapes help define the character of Millbury and reflect its past, provide crucial habitat for a diversity of wildlife and recreation opportunities for people, preserve the quality and quantity of Millbury’s water resources, and absorb stormwater to reduce flooding.

In addition, the Conservation Commission is interested in managing its lands to create healthier forests. By actively managing forests, the Conservation Commission can limit the spread of invasive species, create alternative habitats, construct a network of well-defined trails, and raise money to purchase additional conservation land and maintain existing resources.

The Conservation Commission continues to encourage all to use the Town’s Conservation areas for passive recreation such as hiking, biking and bird watching. The Police Department should be notified if the use of A.T.V. vehicles is noticed on these lands.

The Conservation Commission accepts both monetary donations as well as land donations to continue the preservation of our natural resources.

The Conservation Commission can be reached by dialing 508-865-5411 at the Municipal Office Building. The Clerk’s hours are Monday, Wednesday, and Thursday 8:00am-4:00pm, Tuesday 8:00am-7:00pm, and Friday 8:00am–12: 00pm. You can also visit the Town of Millbury website under the Conservation Commission to access contact information as well as other important information, links, and forms.

The Commission meets regularly on the first and third Wednesday evening of each month beginning at 6:30 p.m. One meeting per month is generally scheduled in June, July and August. Comments and inquiries from the public are always welcome.

THE BOARD OF HEALTH

TO THE HONORABLE BOARD OF SELECTMEN AND CITIZENS OF MILLBURY:

We hereby submit our annual report for the year ending June 30, 2023.

A total of 12 meetings were held in Fiscal Year 2023. Attendance for the Board meetings were as follows:

Members:	Present	Absent
Ronald J. Marlborough	12	0
James M. Morin	11	1
John H. Dufresne	12	0
CMRPHA Staff	11	1

The Board of Health promulgates guidelines and regulations concerning the safety and well-being of the public. The Board also engages in public health emergency preparedness planning, communicable disease control, community health improvement planning, immunizations, tobacco control and enforcement, on-site sewage disposal, recreational camp and public pool inspection, food safety and protection, housing and nuisance type complaints such as noise, dust, and odor. The Board is a three-member elected board with each member serving a term of three years.

Regional Public Health Services July 1, 2022 – January 1, 2023

The Worcester Division of Public Health (WDPH) is the lead agency for the Central Massachusetts Regional Public Health Alliance (CMRPHA), of which the Town of Millbury is a member. The regionalization of public health services is a capacity building model that is sustained through inter-municipal agreements. WDPH and CMRPHA will seek national public health re-accreditation in 2022, with a continued focus on quality improvement. WDPH provides enforcement, program initiatives and policy technical support in the areas of community health, environmental health and emergency preparedness. The Town also contracts separately with a nurse to provide nursing services that include communicable disease reporting and investigations and a Title V engineer to review plans, conduct percolation tests and inspections.

Emergency Preparedness

The Massachusetts Department of Public Health's (MDPH) Office of Preparedness and Emergency Management (OPEM) has developed Health and Medical Coordinating Coalitions (HMCC) in each of the six regions throughout the state. In each region, OPEM has chosen a Sponsoring Organization to oversee the fiscal, administrative, and programmatic aspects of the HMCC grant. In Region 2, WDPH has served as the Sponsoring Organization for the past seven

THE BOARD OF HEALTH

years. Each HMCC is tasked with completing deliverables designed to foster a multi-disciplinary, regionalized approach during all phases of an emergency: preparedness, response, recovery, and mitigation. As a member of the Region 2 HMCC, the Town of Millbury has access to increased resources and is a part of regional planning efforts.

As with previous years, Emergency Preparedness staff worked in conjunction with the Millbury Board of Health to review and revise the Town's Emergency Dispensing Site (EDS) plan. The Millbury Board of Health was also in compliance with and participated in all quarterly WebEOC emergency reporting drills conducted by MDPH.

As Sponsoring Organization, WDPH is considered the regional Emergency Support Function 8 (ESF-8); in an emergency, WDPH would coordinate resource requests and allocation, and provide situational awareness for all healthcare organizations and local public health departments in the seventy-four cities and towns that make up Region 2. Currently, ten community members from the Town of Millbury are registered Medical Reserve Corps volunteers. With that said, as a member of the Worcester Regional Medical Reserve Corps (WRMRC), the Town would have access to all 900+/- registered volunteers within the WRMRC in case of an emergency.

Community Health

Tobacco

CMRPHA provided enforcement of Mass General Laws and local regulations pertaining to retail sales of tobacco and nicotine delivery products, youth access to tobacco and nicotine delivery products and environmental tobacco smoke. Youth access compliance checks, which involve a trained youth between the ages of 16-20 attempting to purchase a specific tobacco product in a permitted tobacco retail establishment, are normally conducted one or two times per fiscal year. Retailer education visits are also conducted to ensure all retailers are aware of any changes in local and state laws, applicable permits and signage are displayed, humidors are locked, and Massachusetts tax stamps are on tobacco products, all tobacco products are behind the counter and out of the reach of customers, and to emphasize the importance of asking for and verifying identification for tobacco sales.

Substance Misuse Prevention

CMRPHA received a three-year, \$125,000 per year Massachusetts Collaborative for Action Leadership and Learning 3 (MASSCALL3) grant, focused on using evidence-based strategies to prevent alcohol, tobacco, and marijuana use among youth in the alliance towns. Under this grant with the existence of quantitative data from the RYHS results. Data collected will be used to draft tailored strategies to work with youth on delaying the first use of these substances.

Data was collected to monitor the health of youth in the town. The Junior High and High Schools completed the Regional Youth Health Survey in the Spring of 2022. This data is used to assess youth health trends over time and identify priorities for prevention. The summarized results have been sent to the school and a written report which includes trends over time is underway. The aggregate Regional Youth Health Survey data is also reported to MDPH for several regional grants and supports allocation of prevention funding by MDPH back to the region.

THE BOARD OF HEALTH

Environmental Health

Staff help to ensure businesses and residents comply with numerous environmental health regulations. Most recognized is the food protection program, in which staff conduct routine and follow-up inspections for food establishments. In addition, staff will review plans and specifications for new food businesses, investigate complaints and conduct administrative hearings with the Director and/or the Board of Health to address non-compliant businesses. Staff conducts inspections for semi-public and public swimming pools, recreational camps for children, and investigate complaints related to housing, lead paint, illegal dumping, the release of oil or hazardous materials, and nuisances in accordance with the following regulations: Chapter V of the State Sanitary Code: Minimum Standards for Swimming Pools, 105 CMR 435.000; Chapter VII of the State Sanitary Code: Minimum Standards for Bathing Beaches, 105 CMR 445.000; Recreational Camps for Children and family style campgrounds, motels, mobile home parks and cabins; and annually issue licenses for these facilities, M.G.L. c.140, ss.32B and 32C; and Chapter IV of the State Sanitary Code: Sanitary Standards for Recreational Camps for Children, 105 CMR 430.000.

Communicable Disease Surveillance

Infectious diseases constitute a continuing threat to the public's health. They cause illness, suffering, and death, and place an enormous financial burden on society. Although some infectious diseases have been controlled by modern technological advances, new diseases are still emerging. Under Massachusetts General Laws (MGL), Chapter 111, suspected and/or confirmed cases of diseases dangerous to the public's health are reportable to the local Board of Health and/or the Massachusetts Department of Public Health (MDPH). Reporting disease occurrences enables the public health staff to monitor trends, detect and control outbreaks, and evaluate prevention activities. Our public health nurse regularly collects important information on all reported diseases as part of routine epidemiological disease investigations.

Nursing report of Communicable Diseases for FY 2023

Bacterial	3
Gastro-enteric	3
Hepatic	9
Respiratory	13
Noval Coronavirus	625
Zoonotic	38

The Board of Health hosted 4 vaccination clinics and provided 138 immunizations.

Title V

Lastly, the Board is charged with enforcing various Massachusetts Department of Environmental Protection Regulations such as Title V and CMR 310 which includes septic plan review, air, water and noise nuisance control and hazardous materials control. Locally, the Board of Health must ensure compliance with numerous Town by-laws and Board of Health Regulations.

THE BOARD OF HEALTH

The Board of Health upholds all code enforcement regarding Title V.

A total of 1389 permits and licenses were issued.

96	Food Permits
75	Catering Permits
18	Mobile Permits
54	Milk Permits
1	Pasteurization Permit
7	Frozen Desserts Permits
12	Tobacco Permits
865	Rubbish Hauler Permits
16	Disposal of Works Installer License
90	Septic Hauler Permits
11	Perc Tests and 4 Perc Extensions
10	Septic Plan Reviews
14	Septic Construction Permits/ 3 Component Permits/ 2 Septic Abandonment
14	Well Permits / Well Decommission Permits
1	Pool
5	Recreational/Sports Camp
4	Body Art Establishment
13	Body Art Artists
83	Burial Permits

Respectfully submitted,

James M. Morin, Chair
John H. Dufresne, Vice Chair
Ronald J. Marlborough, Clerk

FINANCE COMMITTEE

To the Honorable Board of Selectmen and the Citizens of the Town of Millbury, I hereby submit the Annual Report of the Finance Committee for the Fiscal Year ending June 30, 2023.

The Finance Committee is charged with the consideration of all matters relating to the appropriation, borrowing and expenditures of money, the review of the Town Budget and Warrant Articles, as well as other financial matters as they present themselves over the course of the year. The Committee also oversees the Reserve Fund, which is used as a supplement to approved budgets in the case of unforeseen, unbudgeted and unavoidable expenditures.

The Finance Committee holds numerous public meetings and hearings throughout the year with member terms running from July to June. Throughout the Fiscal Year ending June 30, 2023, the Finance Committee met a total of 18 times.

The Finance Committee makes recommendations on each Warrant Article to the voters at Town Meeting. These recommendations are the product of numerous hours of discussion and deliberation with Town Officials and Department Heads. Members of the Committee attend meetings of the Board of Selectmen and School Committee during the budget process to provide an overview of the Town's overall financial stability for the coming year.

The Finance Committee members for Fiscal 2023 were as follows with their attendance:

Name	Present	Absent
Jennifer O'Connell, Chairman	18	0
Kevin Kuphal, Vice-Chairman	17	1
Nicole Cooney, Clerk	2	16
Charles Cooper	18	0
Russell Wells	17	1
William Pratt	18	0
Judith O'Connor	8	0

The Finance Committee Secretary is Sandra Gaspie and the salaries paid for Fiscal 2023 were \$908.04.

The Committee re-organized on June 22, 2023 with Jennifer O'Connell nominated as Chairman, Charles Cooper nominated as Vice-Chairman, and Kevin Kuphal nominated as Clerk.

The members of the Finance Committee would like to thank the Town Manager, the Superintendent of Schools, the Finance Director, as well as the Department Heads for their cooperation throughout the year.

Respectfully submitted,

Kevin Kuphal, Clerk

MILLBURY PUBLIC LIBRARY

In Fiscal Year 2023, the Millbury Public Library provided consistent, safe, and increasing service to the Millbury Community. The staff and I are grateful for your patronage and your support to the Millbury Public Library. We are proud of what we have accomplished this year and honored to be the library assisting you with your service needs. We will continue to offer ongoing Home Delivery services and will be ready to go into action if any patron would like to resume Curbside services.

Between Curbside, Home Delivery, and in-library services, we provided service all year long without any COVID related issues. We brought in over \$33,723 through local grants and state funding. Our library circulated 81,152 items, including books, movies, audio, music, magazines, toys (Library of Things), and games. We held about 208 events, which were attended by over 3,321 patrons. We offered 20 passive programs receiving attendance of over 900 participants.

The Millbury Public Library participated in the annual Chain of Lights event in December. We offered many activities including the Millbury High School Band, crafts, dance show from Joann Warren studio, a caricature artist, Don Landgren Jr. sponsored by the Chain of Lights, Pied Potter pottery demonstrations, an informational table, complimentary free cookies from the Library Board of Trustees, and the Friends of the Millbury Public Library offered participants free holiday books. Overall, our event was fantastic bringing in over 500+ community members while visiting us on this special day.



MILLBURY PUBLIC LIBRARY

One of our Summer Reading programs was Big Giant Legos on the Lawn held at the Asa Waters Mansion which brought in about 100 patrons. Our annual Egg Hunt was held at the Asa Waters Mansion as



well with over 400+ community members to hunt for those hidden eggs on the mansion grounds.

Overall, our library has been booming with many programs offered for all ages. Some other programs worth mentioning were a Ventriloquist,

adult painting workshops, Teen Manga, Star Wars Day, Smokey the Bear, Backyard Chickens, an incubator of eggs to hatch into chicks, Mad Scientists,

Legend of the Apollo, Teen Halloween Makeup, monthly scavenger hunts, and outreach to the Millbury elementary schools for story times.



The Millbury Public Library now offers patrons access to two new databases - Freegal Music and AtoZDatabases. These are free online resources for any patron who has a library card beginning with 27414. If you would like to access

these amazing resources and do not own a Millbury library card, please visit us, and we will transfer your current library card to a Millbury Public Library card.

Our telescope is always available to lend out and has been circulated several times in the past fiscal year. Many times, our telescope has had a waiting list to borrow it. This telescope was donated to the library from the Aldrich Astronomical Society.



MILLBURY PUBLIC LIBRARY

Our library offers many new Adult Library of Things to circulate including: gardening tools, outdoor games, and home improvement items. These are located right on the main floor in front of the circulation desk. These items must be checked out and brought back into our library so that the items do not get damaged in our book drop.

In October, we received a new copy machine which has the capability of scanning, faxing, and copying. With a few bumps in the road of setting it up appropriately, this modern technology has brought more patrons to our library to use this service.



We have been adding more STEM programs including a Maker's Lab program where children learned about electricity by creating musical instruments with the Makey Makey and a workshop on how to use Tinkercad, a program for creating 3D models. Both programs always fill up quickly. We have been offering an Engineering 101 program, which has been directed by Worcester Polytech Institute college students. Our weekly storytimes have also been growing, averaging between twenty-five and thirty-five participants.

Summer Reading 2022 had a total of 169 participants - 54 adults, Teen 19, and Children 96. Overall, our summer reading was full of in person and virtual programs throughout the summer. We had many families that participated in our Summer Reading programs and checked out various materials.

<u>Library Statistics</u>	<u>FY23</u>
Number of library cards created for fiscal year	428
Adult books circulated	22,952

MILLBURY PUBLIC LIBRARY

Young Adult books circulated	1,108
Children's books circulated	19,827
Physical magazines/newspapers circulated	265
Adult audio circulated	899
Young Adult audio circulated	3
Children's audio circulated	191
Adult videos circulated	2,893
Young Adult videos circulated	
Children's videos circulated	1 ,225
Adult's Nontraditional Items (Library of Things, Tablets, Board Games. Museum passes, etc.)	178
Young Adult's Nontraditional Items (Library of Things, Tablets, Board Games etc.)	
Children's Nontraditional Items	888

(Library of Things, Tablets etc.)	
All E-books circulated	24,040
Number of Computer Sessions	1 ,092

MILLBURY PUBLIC LIBRARY

Number of Curbside Pickup visits	4
Number of Home Delivery visits	45
Number of reference questions	2,884
Number of volunteer hours from volunteers	151
Number of WiFi sessions in parking lot	2,085
Number of "hits" on library website	19,070
Number of registered borrowers	5,431
Number of registered borrowers from our municipality	4,051
PROGRAM STATISTICS	
Number of School Age Programs	25
Number of Attendees	215
Number of Young Children Programs	39
Number of Attendees	1,016
Number of Young Adult Programs	19
Number of Attendees	59
Passive Children Programs	12
Number of Participants	582
Number of Adult Programs	64

MILLBURY PUBLIC LIBRARY

Number of Attendees	745
Number of Virtual Programs	8
Number of Attendees	47

The Millbury Public Library would like to thank all of the volunteers who assisted this past year. Thank you for all of your hard work and dedication to the Millbury Public library.

The Millbury Public Library staff would like to thank the Friends of the Millbury Public Library for funding many of the programs, other items at our request, and all our current museum passes. I would like to thank all of the patrons who have made donations to the Friends. These donations help our library continue to offer innovative programs for our community. I would like to thank my staff for an exceptional job well done and for another successful year. Thank you - Theresa Boulrice - Children/Young Adult Librarian and LibraryManager, Jill Brindisi - Library Clerk, Marie Guillory - Library Assistant, Lisa Boudreau - Library Assistant, Carrie Courteau - Library Assistant, Fay Ferland Library Assistant, Kim Caouette - Library Assistant, Grace Healy O'Neil Library Page, Malia Krassopoulos - Library Page, and Dennis Rawinski - Custodian.

The Millbury Public Library would like to thank the Library Board of Trustees and Karyn Clark, Acting Town Manager/Director of Human Resources for all of your continued support during this past year and your ongoing dedication to help for the library community with its services.

Respectfully submitted,

Ann Dallair
Library Director

ASA WATERS MANSION

The Asa Waters Mansion is having yet another amazing year in 2023. Between public and private events, the Mansion continues to be a crown jewel for our community. We have become a highly-desired location for many families and organizations and we have long enjoyed providing a welcoming environment for the town and our numerous cultural and community-based events.

We are also in the middle of a multi-year effort to undergo many significant restoration projects. We have completed the exterior painting project, the column restoration, and refurbished some of the original plaster throughout the interior of the mansion. Currently, we are repairing the building's sill as well as repairing and restoring the shutters on the building.

Financially, we have built our reserves to the highest level in our operation's history. Coming off a banner season of weddings, parties, and events, we are in a state of financial strength which will help ensure that we are in a position to further our restoration of preservation efforts at the mansion.

We are fortunate to have wonderful partners at the Mansion. The Friends of the Asa Waters Mansion, Millbury Women's Club, and the Millbury Historical Society all contribute in meaningful ways. And we thoroughly enjoy seeing you at events like our Summer Concert Series, Chain of Lights, Prom, and many more. We thank you for visiting us this past year, and we look forward to seeing you at the next event.

Respectfully submitted,



Chris Naff,

Chairman of the Asa Waters Mansion Task Force



Town of Millbury

Millbury Redevelopment Authority

127 Elm Street
Millbury, MA 01527

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

The Millbury Redevelopment Authority was created at the annual Town Meeting on March 2, 1963, in Article 34 and 36, and composed of five members, four elected by the town and one appointed by the Select Board.

Millbury Redevelopment Authority Mission:

The Millbury Redevelopment Authority exists to create opportunities to attract and sustain economic development that will revitalize Millbury's economy and cultural growth. The end goal is to realize a community that is more attractive and self-sufficient.

What is the Millbury Redevelopment Authority?

The Millbury Redevelopment Authority is a volunteer board charged with helping to facilitate economic development opportunities for the town. As an independent board, the Millbury Redevelopment Authority is in a unique position to bring the public and private sectors together. The Millbury Redevelopment Authority also has broad powers that enable it to encourage new development and promote sound growth. The board is not bound by daily processes of a local town department but works on special projects that can be run by the town or a business.

Projects that are undertaken by the Millbury Redevelopment Authority are not funded with taxpayer dollars. The Millbury Redevelopment Authority can participate in development, issue bonds, borrow money, receive grants, and accept donations.

Urban Renewal Plan:

The Millbury Redevelopment Authority requires the development and approval of an Urban Renewal Plan to undertake specific projects. Once approved by the state, the plan provides the Authority the ability to:

- Establish rehabilitation/design standards
- Demolish and/or rehabilitate substandard structures
- Participate in real estate development and commercial revitalization
- Issue bonds, borrow money, invest funds, and receive grants, loans and donations.

FY 2023 Report:

The board held 9 regular meetings and 1 special meeting during FY23 and the attendance was as follows:

BOARD MEMBER	PRESENT	ABSENT
CHAIRMAN, LEONARD MORT	10	0

VICE CHAIR, ALECIA MILLER	8	2
TREASURER, HAROLD PROODIAN	10	0
CLERK, JEREMY WELDON	8	2
MEMBER, JAN HANRATTY	6	4

*Officers were elected for FY24 during board reorganization at our June 14th 2023 meeting.

The Millbury Redevelopment Authority Priorities for FY 2024

- *Awareness*
 - o Further establish an online presence by launching a website and expanding our social media presence to keep citizens informed and engaged
- *Fundraising*
 - o We recently completed our 6th Annual Millbury Food Truck Festival. This yearly event acts as our major fundraising event to assist with yearly operational expenses as well as a fund for future projects. This event has grown each year and this year was our most well attended event by all measures.
 - o The Board will also seek non-profit status as an avenue to increase fundraising opportunities and donations
- *Projects*
 - o The Millbury Redevelopment Authority completed the Clock on the Common project as part of the Amory Village Phase 1 Project. We look forward to assisting in the next project to enhance the Town of Millbury.

Physical Inventory

4 – 10' x 10' Easy up White Pop-up Canopy	4- 6' black folding poly banquet tables
4 – Metal Cash Box with Keys	1 – 9' x 96" MRA Red Vinyl Banner
Assorted Food Truck Festival signs	18 - Reflective yellow MRA Safety vests
1 - 6 unit 2 way walkie talkie w/ charger	6 – Hand held traffic counters
6 – folding metal chairs	Assorted Shelving and Plastic Storage Bins

Respectfully submitted,

Jeremy Weldon, Chairman

MILLBURY POLICE DEPARTMENT

We are dedicated and committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We will accomplish this mission through an enhanced, proactive; community based policing strategy that focuses on developing and strengthening partnerships, relationships and building mutual trust within the community.

COMMUNITY COMMITMENT PRIDE

To The Honorable Board of Selectmen and the Citizens of the Town of Millbury:

On behalf of the men and women of the Millbury Police Department and as your Police Chief, it is my pleasure to present the Annual Report, Fiscal Year (FY 23) **July 1, 2022 through June 30, 2023**. The report includes information on the department's organizational structure and statistical data as it relates to calls for service and crime. Additionally, the report has information on departmental efforts, programs and accomplishments.

The members of the Millbury Police Department are committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We have accomplished this mission through an enhanced community based policing strategy that focuses on developing and strengthening relationships within the community and building mutual trust. I would also like to thank the members of the police department for their continued dedication and commitment to serving this community. Our daily goals while on patrol are to maintain professionalism and to provide the best police service possible.

On December 6th, 2022 there was a pinning ceremony for two full-time police officers. Officer Alexander Dedinas graduated from the Cape Cod Police Academy in 2019 and was working with the Orleans Police Department before being hired in Millbury. Officer Dedinas is a graduate of Millbury High School and has a Bachelor's Degree in Criminal Justice from Westfield State University.

Officer Bryan Dufresne graduated from the Randolph Police Academy in 2020 and was hired by the Bolton Police Department before being hired in Millbury. Officer Dufresne is a graduate of Millbury High School and has a Bachelor's Degree in Criminal Justice from Westfield State University.

On December 30th, 2022 Officer Jonathan Delgado graduated from the Basic Recruit Boylston Police Academy and successfully completed his field training in March. Officer Delgado is a graduate of South High School and has an Associate's degree in Criminal Justice from Quinsigamond Community College. He is also a Sergeant E/5 for the United States Marine Corps Reserve.

These new hires have adapted well in our organization and have added some much needed help with the staffing of our patrol shifts.

There was one Special Police Officer retirement due to the new police reform bill. The police department would like to thank SPO Gregory Pettinella for his 7 years of service.

MILLBURY POLICE DEPARTMENT

I would like to thank Senator Michael Moore for his continued support in securing funds for various needs of the police department. With the Senators support we were able to purchase two drones, which will be utilized for building and area searches as well as mapping out substantial motor vehicle crashes. We were also able to purchase several Bola Wraps, which is a less lethal, non-pain compliance device that can be used to restrain a fleeing suspect or someone having a medical or mental crises. Lastly, additional funding was provided to the Blackstone Valley Drug and Counter Crime Task Force, to assist with combating drug activity and other crimes in Millbury and throughout the Blackstone Valley region.

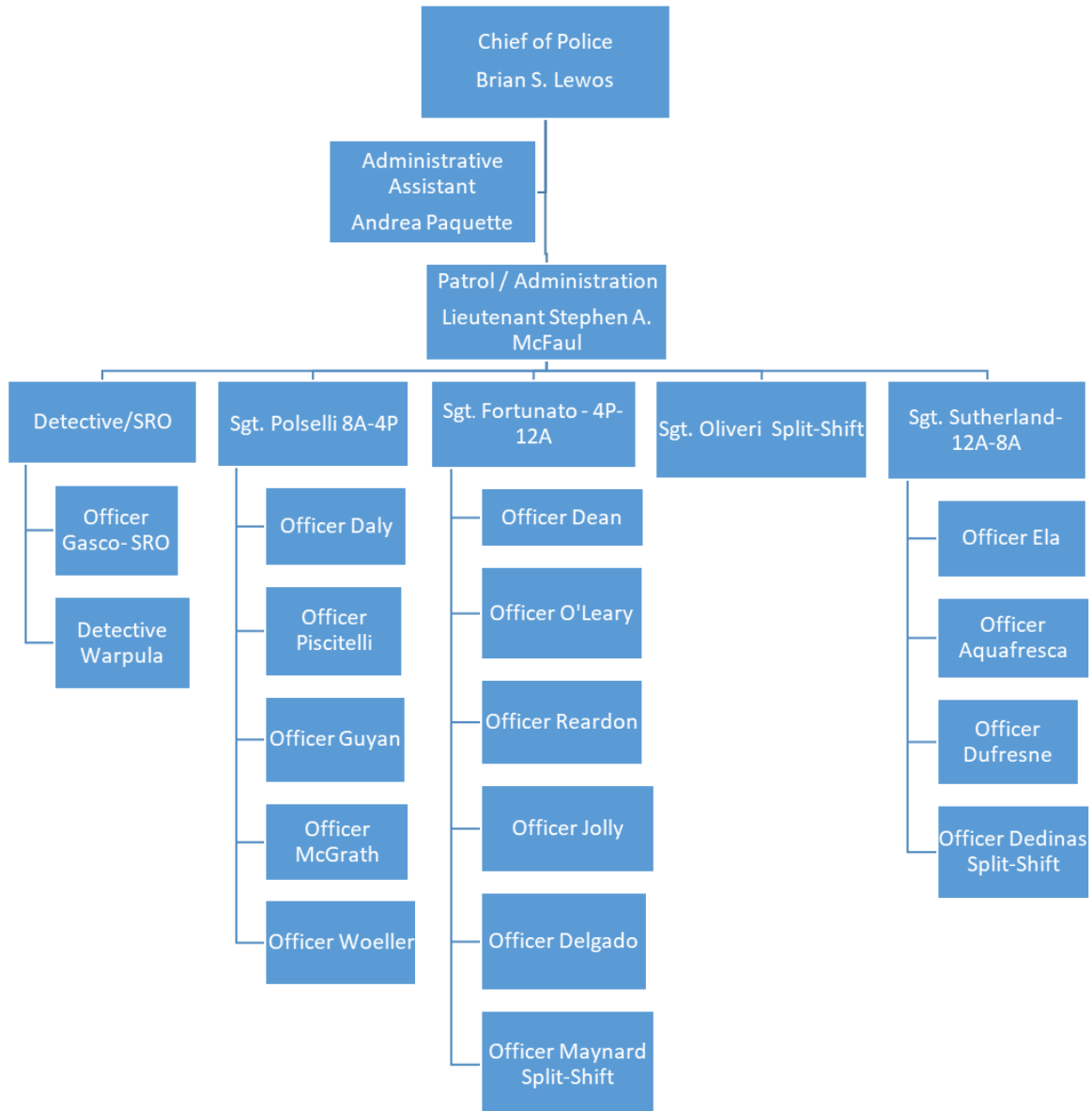
As Chief of Police, I look forward to serving the citizens of Millbury and building stronger relationships with our citizens. We will continue to enhance our training, technology and equipment to become proficient in providing the best police practices. I encourage members of this community to visit their police department for a tour of the facility and/or to ask any questions.

Respectfully Submitted,

Brian S. Lewos
Chief of Police

MILLBURY POLICE DEPARTMENT

MILLBURY POLICE DEPARTMENT ORGANIZATIONAL STRUCTURE JULY 1ST, 2023



MILLBURY POLICE DEPARTMENT

COMMUNITY EVENTS

MOVIE NIGHT

On Monday, August 22nd, 2022 the police department hosted a Back to School movie night at the Elm Draught House Cinema. The School of Rock movie was shown and each young student in attendance received one “Cop Coupon” that could be used for a drink and a snack. This was a fun night and we will continue to host this event on an annual basis.

COFFEE WITH A COP

National Coffee with a Cop day was held on Wednesday, October 5th, 2022. The Cake Shop Café kindly hosted this event for us and some residents did attend and engaged in conversation with the numerous officers that attended. We hope to continue with this event on an annual basis and host it at different venues in town.

TRIVIA NIGHT AND NO SHAVE

The Millbury Police Association hosted a trivia night at Brickstone Kitchen on Tuesday, November 29th, 2022 which helped to kick off our annual food drive for the food banks in Millbury.

Police Officers, Special Police Officers and Dispatchers raised \$5,000 from No Shave November and our trivia night and those funds were distributed between the three local food banks. The generosity from our community members that participated in the trivia night and our employees from the police department was outstanding and we will continue to support our local food banks to keep people fed.

FILL A CRUISER

Sergeant Fortunato headed up our Fill A Cruiser event, which was held on the Town Common on Saturday, December 10th, 2022. I would like to extend a big thank you to all of our residents that showed up to donate toys, gift cards and cash. The Lions Club also made a visit with a truck load of toys to donate. The women from the Millbury Baptist Church and Todd Willette from the Candy Shoppe provided us with some delicious treats and several residents stopped by with other food to keep us going.

WRAP WITH A COP

This event took place at the Shaw School on Wednesday, December 14th, 2022. The Shaw and Elmwood schools assisted School Resource Officer Gasco with obtaining Christmas lists from some of our younger students. SRO Gasco completed the shopping and made sure

MILLBURY POLICE DEPARTMENT

there was wrapping paper, bows and ribbon to jazz up the present wrapping. Police Officers helped these students wrap gifts for their family members and everyone enjoyed donated food and drinks from Pizza Chef.

ORGANIZATIONAL UPDATES

- Officer Jonathan Delgado began the police academy in July 2022 and graduated in December. After completing a very thorough and challenging 13 week Field Training Program Officer Delgado began is assigned 4pm-12am shift.
- Officer Alex Dedinas and Officer Bryan Dufresne were hired in December and because of their past police experience they were able to complete an accelerated three week Field Training program. Officer Dedinas is currently working the split-shift and Officer Dufresne is on the midnight shift.
- There has been an increase in our volume in calls for service and additional dispatchers were hired. Dispatcher Johanna Smith was hired in February 2023 to replace Dispatcher Justin Kuleza, who left to attend the police academy. Dispatcher Michaela Carney and Dispatcher Daniel Fuentes were hired on May 1st, 2023 and attended the 911 dispatch academy in Middleboro, MA. Michaela and Daniel graduated on June 2nd and will be part of the telecommunications team once their in-house training is completed.
- With the assistance of Senator Moore the department was able to purchase 2 drones, which will be utilized in a variety of ways. Four of our officers are currently training and will be taking the FAA exam to obtain their Part 107 pilots license.
- Officer Timothy Dean is the handler of our Community Resource Dog Mikah. Officer Dean spent two weeks at the Bedford Hills Correctional Facility in New York training Mikah. Puppies Behind Bars donated Mikah to the police department and we are excited to provide this resource to the town.
- The department continues to maintain the prescription pillbox located in the lobby of the Police Department for the community to dispose of unwanted and old prescription pills; no questions asked. This is available to the public 24 hours a day, 7 days a week.
- Lt. McFaul, Officer McGrath and Officer Aquafresca are instructors in CPR and First Aid. Police Officers and Dispatchers from our department receive their certification training from these instructors.
- Officer Guyan and Officer McGrath continue to monitor the sex offender registration.

MILLBURY POLICE DEPARTMENT

- Sgt. Sutherland, Officer Daly, Officer Guyan, Officer Jolly and Officer Aquafresca process new LTC applications as well as those that are renewing their LTC. Please contact the police department to set up an appointment for these licenses.
- Officer Guyan is the department's Infectious Control Officer. His duties include, but are not limited to (1) receiving notifications of exposures to infectious diseases dangerous to the public health from health care facilities, and (2) notifying the indicated care provider(s) of an exposure to an infectious disease dangerous to the public health.
- Officer Keith Gasco continues to serve as a member on the Central Massachusetts Law Enforcement Council Special Weapons & Tactics team (CEMLEC), maintaining the rigorous specialized training required by the team.
- Officer Jarrod Woeller has completed extensive training in accident reconstruction is assigned to the CEMLEC Accident Reconstruction Unit. Officer Woeller has also been trained as a detective and serves in this capacity on a part-time basis.
- Officer Robert Ela and Officer Michael Reardon are assigned to the CEMLEC Motorcycle Unit and both officers participate in motorcycle benefit rides, escorts and parades. Officer Ela was instrumental in bringing back the motorcycle unit for this police department. Officer Ela and Officer Reardon are knowledgeable and well versed with motorcycles so please ask them any questions about this topic.
- Officer Keith Gasco serves as the School Resource Officer for the Millbury Public Schools. The Millbury Police Department and the Millbury Public Schools continue to maintain a strong working relationship with all faculty and students.
- Staff from all (3) public schools continue to be trained in the school safety concept of ALICE (Alert, Lockdown, Inform, Counter, Evacuate). This is accomplished through presentation and scenario based training.

PERSONNEL SUMMARY

The department is moving forward with increasing staffing levels to better serve the growing community. We would like to thank the Board of Selectmen, the Finance committee and our citizens for their continued support to increase the department to an acceptable level.

	FY 2017	FY 2018	FY2019	FY 2020	FY 2021	FY 2022	FY 2023
Sworn	19	19	19	21	20	22	23
Chief	1	1	1	1	1	1	1
Lieutenants	2	1	1	1	1	1	1
Sergeants	3	4	4	4	4	4	4

MILLBURY POLICE DEPARTMENT

Officers	14	14	14	15	14	14-2 unfilled positions	17
Dispatch	4	4	4	4	4	4	5
Administrative Assistant	1	1	1	1	1	1	1

TRAINING

With the In-Service Training requirement returning to MPTC, this allowed the department the opportunity to continue with an aggressive effort to provide a wide range of training to its officers and sergeants:

- Lt. McFaul, Officer McGrath, and Officer Aquafresca are trained as instructors in administering Narcan and all three (3) are instructors in CPR/First Aid. All full time sworn officers now carry Narcan.
- Sgt. Sutherland and Officer Gasco are both Level 1 Firearms Instructors as well as ICAT (Integrating Communications, Assessment and Tactics) instructors. All of our Full-Time and Special Police Officers have been through this important ICAT de-escalation training.
- All of the police dispatchers and some of the sworn personnel are certified in Emergency Medical Dispatch (EMD) procedures; our next focus in this area will be recertification.
- Sgt. Sutherland is trained as our Taser instructor and certifies police officers in this less lethal tool.
- Officer O'Leary is trained as the department's Defensive Tactics Instructor, as well as our BolaWrap instructor.
- Officer Woeller has completed extensive training to become a DRE (Drug Recognition Expert). Annual hours of continuing education and Field Evaluations are required to maintain this difficult certification.
- Officer Maynard and Officer Dufresne are certified car seat technicians and will be scheduling car seat installations in the near future.

DEPARTMENT STATISTICS

The Department, through the computer dispatch and records system, compiles various data resulting from: arrests, accidents, citations, incidents/investigations, and summonses. The database contains both criminal and non-criminal statistics. Data related to criminal offenses or incidents are reported to the Massachusetts State Police and FBI under the National Incident-Based Reporting System (NIBRS). This category of crime statistics is more commonly known as Incident-Based Reporting (IBR) offenses and represents a general summary of crime data.

MILLBURY POLICE DEPARTMENT

NATIONAL INCIDENT-BASED REPORTING SYSTEM (NIBRS)/ INCIDENT-BASED REPORTS (IBR) OFFENSES

NIBRS/IBR OFFENSES

FY 2020: 07/01/2022 - 06/30/2023

GROUP "A" CRIMES

OFFENSE	IBR CODE	OFFENSES
Arson	200	0
<i>Assault Offenses</i>		
Aggravated Assault	13A	19
Simple Assault	13B	55
Intimidation	13C	15
Burglary/Breaking & Entering	220	17
Counterfeiting/Forgery	250	19
Destruction/Damage/Vandalism, of Property	290	38
<i>Drug/Narcotic Offenses</i>		
Drug/Narcotic Violations	35A	53
Embezzlement	270	
Extortion/Blackmail	210	
<i>Fraud Offenses</i>		
False Pretenses/Swindle/Confidence Game	26A	32
Impersonation	26C	35
<i>Gambling Offenses</i>		
Betting/Wagering	39A	0
Operating/Promoting/Assisting Gambling	39B	0
Gambling Equipment Violations	39C	0
Sports Tampering	39D	0

MILLBURY POLICE DEPARTMENT

GROUP "A" CRIMES (CONTINUED)

OFFENSE	IBR CODE	OFFENSES
<i>Homicide Offenses</i>		
Murder	09A	1
Negligent Manslaughter	09B	0
Justifiable Homicide	09C	0
<i>Kidnapping/Abduction</i>	100	0
<i>Larceny/Theft Offenses</i>		
Shoplifting	23C	89
Theft from a Building	23D	3
Theft from Coin-Operated Machine or Device	23E	0
Theft from Motor Vehicle	23F	13
Theft of Motor Vehicle Parts or Accessories	23G	3
Stolen Property Offenses (Receiving, etc.)	280	38
All Other Larceny	23H	33
Motor Vehicle Theft	240	4
Pornography/Obscene Material	370	1
<i>Sex Offenses, Forcible</i>		
Forcible Rape	11A	3
Forcible Fondling	11D	2
<i>Sex Offenses, Non-forcible</i>		
Statutory Rape	36B	6
<i>Other</i>		
Weapon Law Violations	520	20

GROUP "B" CRIMES

OFFENSE	IBR CODE	OFFENSES
Disorderly Conduct	90C	35
Driving Under the Influence	90D	35
Drunkenness	90E	20
Family Offenses, Nonviolent	90F	2
Liquor Law Violations	90G	6
All Other Offenses	90Z	171

MILLBURY POLICE DEPARTMENT

MISCELLANEOUS OFFENSES

OFFENSE	IBR CODE	OFFENSES
Traffic, Town By-Law	99	387

TOTAL NIBRS/IBR STATISTICS

TOTAL GROUP "A" OFFENSES	499
TOTAL GROUP "B" OFFENSES	269
MISCELLANEOUS OFFENSES	387
TOTAL OFFENSES	1155

GENERAL ACTIVITY

A more specific compilation of data, (not all of which is reportable under NIBRS), results from the combination of the following: arrests, accidents, calls for service, citations, incidents, investigations, and summonses. The statistics below represent data from the FY's 2018, 2019, 2020, 2021, 2022 and 2023. The statistics below list the yearly activity totals within the entire town.

Calls for Service

Calls for service are the calls generated which make up the daily police log. A call may come in by phone, E911, the radio, or someone walking into the lobby of police headquarters. Calls for service, even if it does not involve a crime, can be time consuming for both the officer and dispatcher, as citizens may have police or records related questions. The overall yearly calls for service (including the mall) have increased from last year. **The calls for service from FY 2022 to FY 2023 increased by approximately 22.4%**

MILLBURY POLICE DEPARTMENT

CALLS FOR SERVICE	
Yearly Activity (Town wide)	
Year	Yearly Calls
FY 2018	14866
FY 2019	17883
FY 2020	14267
FY 2021	15811
FY 2022	18950
FY 2023	23191

Arrests, Incidents, Criminal Complaints

Arrests statistics are compiled based on in-custody arrests. In other words, an arrest number is assigned when a person is taken into physical custody, booked, and bailed or transported to court. **There were 212 arrests during FY 2023. During FY 2023 arrests increased by 33.3%.**

ARRESTS	
Yearly Statistics (Town wide)	
Year	Yearly Arrests
FY 2018	227
FY 2019	242
FY 2020	193
FY 2021	135
FY 2022	159
FY 2023	212

Incident reports, commonly referred to as investigations, are generated for a variety of different activities. The activities range from, but are not limited to the following: documentation of a non-criminal event, an incident causing serious injury or death, suspicious activity, criminal activity with no suspect or where the victim chooses not to pursue charges or a crime with an identifiable suspect. If the investigation results in a crime with identifiable charges, and/or sufficient probable cause exist to substantiate the charge, officers can complete a criminal complaint/summons. **There were 634 incident reports completed in FY 2023, an increase of 14%.**

INCIDENTS/INVESTIGATIONS	
Yearly Statistics (Town wide)	
Year	TOTAL
FY 2018	770
FY 2019	707
FY 2020	570
FY 2021	551
FY 2022	634
FY 2023	723

MILLBURY POLICE DEPARTMENT

If charges are warranted because of an incident report, a criminal complaint/summons or arrest is the method used to present charges in court. Often the complaint method is the procedure used to charge a person with a crime, rather than an arrest. This may be due to a combination of factors including the charge not permitting an arrest by statute, officer discretion based on the person's record, and the present activity and staffing level during the shift at the time. **There were 242 criminal complaints issued in FY 2023, an increase of 49%.**

CRIMINAL SUMMONS (Criminal Complaint/Summons Arrest)	
Yearly Statistics (Town wide)	
Year	Yearly Summons
FY 2018	273
FY 2019	257
FY 2020	175
FY 2021	150
FY 2022	162
FY 2023	242

Traffic Enforcement

There were 298 accidents in FY 2023, an increase of .006%.

There were 1063 citations (verbal, written or criminal) issued in FY 2023 an increase of 134%.

ACCIDENTS	
Yearly Statistics (Town wide)	
Year	Yearly Accidents
FY 2018	287
FY 2019	315
FY 2020	237
FY 2021	263
FY 2022	296
FY 2023	298

CITATIONS	
Yearly Statistics (Town wide)	
Year	Yearly Citations
FY 2018	554
FY 2019	657
FY 2020	543
FY 2021	446
FY 2022	454
FY 2023	1063

MILLBURY POLICE DEPARTMENT

SUMMARY

The categories of criminal and non-criminal activity listed above are beneficial in identifying crime trends, the amount of resources utilized in different areas of town in response to crime, facilitates our tactical decision-making and strategic planning and assists with maintaining situational awareness of how these activities may impact the community of Millbury.

MILLBURY FIRE DEPARTMENT

To the Citizens of the Town of Millbury, Board of Selectmen, and Town Manager:

It is with great pleasure that I provide this annual report of the Millbury Fire Department for Fiscal Year 2023. In my 2nd year as Chief, I would like to acknowledge the great support we receive from the dispatchers, Med-Star Ambulance, Millbury Fire Ladies Auxiliary, MECTA for keeping us up to date on our First Responder, CPR and AED certifications. We work closely with the fire departments in the district and especially with the adjoining towns, along with the other 24 towns that comprise the Massachusetts Fire District 7. I also appreciate the help we receive from so many town departments. This really becomes a team effort to serve the public, whether it's with the Town Manager's office, Building Department, Town Clerk, Planning Department or the Department of Public Works, to name a few. There is so much that people don't see behind the scenes.

Three long serving members retired this past year. Lieutenant Gordon Siebenhaar with 23 years of service, 2000-2023. Gordon served out of Headquarters as Lieutenant of the Rescue. Firefighter Tom LaVallee with 37 years of service, 1986-2023. Tom served out of Headquarters on Tower 1. Edd Cote, the official Millbury Fire Department photographer, retired July 1, 2023. Thank you Edd for all you did for us over the years!

We have been moving along with the new Fire Headquarters. The building committee has been working hard to keep it on budget. The weather has been working in our favor keeping the project ahead of schedule.

I would like to thank the Fire Prevention Officers for doing all the inspections.

The five member Board of Fire Engineers oversees the policies and procedures of the Fire Department. This group works very hard together. The five members serve and organize as the Chief, Deputy Chief and 3 Assistant Chiefs. The Chief provides the administrative portion and also responds to calls and services. I appreciate the support and work of the Board. I also want to thank Bob, Mark, Jason and Peter for your help and support.

The most important part that makes us successful is the dedication of our firefighters. The men and women of the Millbury Fire Department are such an amazing group. I am privileged to lead this group of men and women.

Respectfully,

Steven M. Kosiba
Fire Chief

MILLBURY FIRE DEPARTMENT

BUILDING & PROPERTY

Headquarters
126 Elm Street
Built 1947

Building: overall condition is poor-in desperate need of additional space and modernization
Headquarters houses:
Engine 1- 2020 Ferrara Cinder Pumper, condition is excellent
Tower 1- 2012 Pierce Arrow 95' Aerial Platform, condition is excellent
Rescue 1- 2011 Pierce Velocity Rescue, condition is excellent.
Forestry 2- 1975 AMC General off-road forestry tanker, condition is fair
Forestry 3- 2004 Ford F-350 Pickup truck, condition is very good
Fire Alarm Truck- 2006 Ford F-350 42' aerial, condition is very good
Hose 1-1972 Mack R Model, antique vehicle
Car 1 - 2017 Ford Interceptor command vehicle, condition is excellent

1 Captain, 3 Lieutenants, and 9 firefighters staff Headquarters.

Station 2
207 West Main St.
Built 1978

Building: overall condition is good
Station 2 houses:
Engine 2-2003 Ferrara Ignitor Pumper, condition is very good
Engine 4-1989 Mack Tanker/Pumper, condition is fair/ poor
Forestry 1- 2001 Ford F-350 Utility - condition is very good

1 Captain, 2 Lieutenants, and 7 firefighters staff Station 2.

Station 3
1489 Grafton Rd
Built 1972

Building: overall condition is good.
Station 3 houses:
Engine 3- 2020 Ferrara Cinder Pumper, condition is excellent
Engine 6- 2000 Ferrara Ignitor Pumper, LDH hose - condition is good

1 Captain, 1 Lieutenant, and 7 firefighters staff Station 3.

Station 5
240 Millbury Ave.
Built 1954

Building: overall condition is good.
Station 5 houses:
Engine 5-2001 Ferrara Ignitor, condition is very good.

1 Captain, 1 Lieutenant, and 6 firefighters staff Station 5.

MILLBURY FIRE DEPARTMENT

ATTENDANCE REPORT

There were 20 meetings posted for the Board of Fire Engineers during the fiscal year. The attendance report for the meetings is as follows:

	<u>Attended</u>
Chief Engineer Steven M. Kosiba	20
Deputy Chief Robert A. Silver	20
Asst. Chief Mark C. Strom	20
Asst. Chief Jason D. Cadrin	20
Asst. Chief Peter J. Balkus*	19

* *Peter J. Balkus was appointed August 15, 2022*

ORGANIZATION

The Board of Fire Engineers reorganized on April 2, 2022 for FY23 as follows:

Fire Chief	Steven M. Kosiba
Deputy Chief	Robert A. Silver
1 st Asst. Chief	Mark C. Strom
2 nd Asst. Chief	Jason D. Cadrin
3 rd Asst. Chief	Vacant

FIRE INCIDENT REPORT FOR JULY 1, 2022-JUNE 30, 2023:

STRUCTURE FIRES	15
VEHICLE FIRES	6
CHIMNEY FIRES	1
OUTSIDE/RUBBISH FIRES	0
BRUSH FIRES	16
SERVICE CALLS	100
FALSE ALARMS/MALFUNCTIONS	185
MUTUAL AID CALLS	23
ACCIDENT/RESCUE CALLS	3
BOMB THREATS	0
TOTAL ALARMS	349

Estimated damage loss for all fire incidents is \$292,817

MILLBURY FIRE DEPARTMENT

INSPECTIONS, PERMITS, AND FEES

The following are permits/inspections completed by the Millbury Fire Department during the fiscal year of July 1, 2022 through June 30, 2023:

SMOKE DETECTOR PERMITS	236
OIL BURNER PERMITS	92
PROPANE TANK PERMITS	56
OPEN BURNING PERMITS	243
FIRE SYSTEMS INSTALLATIONS	0
BLASTING PERMITS	18
FIRE REPORTS	1
MISC. PERMITS	5

Buildings such as schools, nursing homes, residential complexes, and numerous businesses and commercial properties are inspected by the fire department throughout the year.

REVENUE

Money collected from permits, fees, reimbursements, donations, and inspections totaled \$23,765, this included \$1,190 in donations. There were 243 open burning permits sold at \$10 each and 12 Agricultural Permits issued at no charge during the burning season. All fees are turned in weekly to the Treasurer/Collector's Office.

WAGES

The following is a list of personnel who received wages from the Fire Department during fiscal year July 1, 2022 through June 30, 2023: (NOTE: these figures are for earnings from the Fire Department only and do not include wages earned in other municipal departments.)

FF. MARK ADAMS	5,494.97
FF. MATTHEW ANDERSON	3,186.52
ASST. CHIEF PETER BALKUS	19,087.28
CAPT. NEAL BELHUMEUR	7,373.77
FF. MICHAEL BIEN	5,998.22
LT. RYAN BOUCHER	10,084.48
FF. ERIC BOUTHILLETTE	11,051.55
FF. MICHAEL BREAUT	6,931.19
FF. CHRISTOPHER BRUINSMA	6,626.56
ASST. CHIEF JASON CADRIN	21,029.12
FF. TIMOTHY CLUETT	5,961.21
CAPT. BRIAN DALTON	13,817.78
FF. CHRISTOPHER DAY	11,212.09
FF. TYLER DESAUTELS	688.26
FF. ROBERT GASCO	3,965.02

MILLBURY FIRE DEPARTMENT

FF. JAKE HAMILTON	8,092.89
FF. MYLES HEBERT	7,977.26
FF. RYAN KING	9,981.65
FF. JEFFREY KOSIBA	5,324.17
CAPT. JOSEPH C. KOSIBA	6,258.59
FF. PAUL KOSIBA	6,213.85
FIRE CHIEF STEVEN KOSIBA	52,031.60
FF. ANDREW KRUMSIEK	1,675.08
LT. KEITH LACROSSE	11,587.20
FF. NICHOLAS LANGEVIN	2,423.32
LT. RICHARD LAVALLEE	1000.00
FF. TOM LAVALLEE	2,050.35
FF. DONALD LIZOTTE	14,163.76
FF. SAM MACCONNELL	5,620.33
FF. ALBERT NICHOLSON	3,610.61
FF. JOHN NICHOLSON	10,100.19
FF. TOM O'CONNELL	4,073.06
CAPT. RAY PEARE	13,705.36
FF. NATHANIEL PRATT	5,962.33
FF. ANDREW RAFFA	5,453.64
FF. MITCHELL ROBBINS	8,461.77
LT. ADAM ROY	10,363.65
LT. GORDON SIEBENHAAR	2,046.89
DEPUTY CHIEF ROBERT SILVER	21,384.19
FF. MARY ANN SMITH	2,375.07
FF. FRANK STACHURA	7,695.34
ASST. CHIEF. MARK C. STROM	21,956.93
CLERK ANN SWANSON	47,789.17
FF. DONALD WYSOTE	4,390.61
TOTAL	\$436,276.88

SENIOR CENTER

The Senior Center is a department of the Town of Millbury Council on Aging. In Millbury, the (COA) is the only public social service agency. It is permitted under Ch.40, s.8B, of the Massachusetts General Laws. The COA is an advisory board appointed by the Board of Selectmen. The COA board meets once a month and helps set goals, objectives and offers complementary support/advocacy to help implement and promote the COA's mission. The responsibilities of the COA board members are to identify Millbury's elders' needs and to help develop programs and services to meet those needs. In addition, the COA board promotes and helps educate the community on elder issues and advocates on behalf of the senior population. We are in our *49th year* serving those 60 years and older.

COA Board Members:

Steve Walinsky, Chairman
Stuart Mulhane
Rick Townsend (Deceased)
Ron Marlborough

Kevin Higgenbottom, Vice Chair
Laurie Corkery
Virginia Picking

The Director is responsible for all program operations, budget, staff, and volunteer services. The Director administers the Senior Tax Work Off program and serves as a liaison between the Board of Health, police, fire and EMT, and the Council on Aging.

Senior Center Staff:

Laurie Keefe, Director
Julie Fitzgerald, Outreach Coordinator
Susan Finne, Admin. Support

Joshua Ryan, Program Administrator
Cindy Johnson, Admin. Support

Millbury has an elderly population (60 and over) of approximately 3800. It is the mission of the Council on Aging to evaluate, promote and encourage new and existing activities and services to allow seniors to remain independent at home for as long as possible. Healthy aging includes physical and mental health, staying involved with friends, family, and community, having a purpose in life, feeling safe, eating well, drinking responsibly, staying physically active, and being proactive about managing one's health.

The Millbury Senior Center is thriving and expanding! Over the past year, we have focused on updating and improving our operations to be more sustainable. We have upgraded the phone system, the building's Wi-fi, and "MY Senior Center" Database was installed. This system enables Touch Screen Sign In, Online Registration, and One Call

SENIOR CENTER

System. Additionally, it allows staff to track statistics, which helps identify the community's needs and set goals accordingly. Our Senior Center has recently introduced new classes and programs, which has resulted in an increase in attendance. This serves as a concrete example that the public system values and provides essential services when needed. The staff at the Senior Center remain dedicated to offering in-person assistance.

Nutrition Program and Meals on Wheels: Through a grant from Elder Services of Worcester, a hot lunch program is provided at the Senior Center, Monday through Friday. The Meals on Wheels program is packaged and delivered from the River Street location. **This past year we saw an increase in both meal delivery and volunteer opportunities with Meals on Wheels. Approximately 85-90 meals per day for a yearly average of nearly 22,700 meals, an increase of nearly 1200 meals for the year.**

Millbury Food Pantry: In November, the Senior Center partnered with the Mill Church to re-establish a relationship as a “partner agency” with the Worcester County Food Bank. Once all staff attended the mandatory training certification and met all state and local requirements, we were able to complete our first Food Bank pick-up in January. Clients can pick up once per month and are also provided information and referral for other food and nutrition resources. The Food Pantry is just one of the many services we provide to the local community, however, it is one of the most important. Our pantry helps those who may be struggling with food insecurity and provides access to food with care, dignity, and respect. Our goal is to positively impact the quality of life of those we serve. The ability of our food pantry to provide the needed food and commodities depends largely on donations.

Transportation:

Through the efforts of the Friends of the Millbury Seniors, with in-kind support services from the Senior Center staff, transportation is provided daily. The service also provided rides for all Americans with Disabilities Act (ADA) clients. The service area is one town out in each direction (Auburn, Grafton, Sutton, and Worcester). The Friends of the Millbury Seniors, a 501-C3, hold the contract with the WRTA to supply the senior/disabled transportation services to the Town. Currently, the service fare has been waived through June 1, 2024.

Outreach:

Our outreach program is particularly vital as it is aimed at serving the most vulnerable seniors of the population. The role of our part-time Outreach Coordinator is to connect the elderly residents of Millbury with the various support services that are available to them. We offer a variety of resources to support our community, including help with Farmers' Market coupons, fuel assistance (available from November to April), housing

SENIOR CENTER

options, referrals to Worcester Elder Services, medical equipment, assistance with applications, and SNAP benefits (also known as food stamps). If you have concerns about your aging parents or other elderly family members, we offer assistance through our outreach program. Seniors living alone can receive home visits, service referrals, and telephone reassurance and support. We collaborate with community organizations to provide programs and referrals that promote dignity, informed decision-making, and aging in place for residents.

The Outreach Coordinator facilitates a Memory Café once per month, Memory Cafés are a comfortable, social gathering in a welcoming place for people with forgetfulness or other changes in their thinking. It allows them to connect, socialize, and build new support networks. Cafés are free to attend and welcome to all.

The Outreach Coordinator also participates, along with the Director, in ongoing continued education through classes, certifications, and conferences.

SHINE: (Serving the Health Information Needs of Everyone) Provides free health insurance counseling to all Massachusetts Medicare beneficiaries. People who have Medicare or are about to become eligible are encouraged to meet with a counselor to learn about the benefits and options available. SHINE counselors are available by appointment here at the Center and facilitate a Medicare 101 presentation three times a year.

Newsletter:

“Young At Heart” - 500 copies are printed monthly- approximately 440 are direct mailed. A copy of the Newsletter is posted to our Facebook page each month. (The Millbury Senior Center). The Newsletter is sponsored in part by funding through the EOEa.

Friends of the Millbury Seniors:

A Tax Assistance program was sponsored by the Friends of the Millbury Seniors. This program offered free tax help to elders who make \$54,000 or less, and persons with disabilities who need assistance in preparing their own tax returns. More than 35 residents were able to take advantage of this service.

Services provided between 08/15/2022 and 06/30/2023

Category	Duplicated	Unduplicated
Adult BH	2	2
Food Pantry	152	87
Fuel Assistance	148	98

SENIOR CENTER

MEMORY CAFE	57	25
OUTREACH/ADVOCACY	93	44
Sewer Bill Assistance	54	27
SNAP	64	23
SUPPORT SERVICES	111	56
WELLNESS	185	73
Totals	866	435

Event Statistics from 08/15/2022 to 06/30/2023

Category	Duplicated	Unduplicated
Classes/Workshops	1430	160
Fitness/Exercise	1692	126
Health Education	66	51
Health Screenings	517	63
Nutrition	1642	129
Outreach Services	220	150
Public Services	272	117
Recreation/Entertainment	3198	224
Social Activity/Event	2249	171
Special Events	55	50
Special Groups	87	43
Total Event Sign-ins	11428	619

The Council on Aging and Senior Center Staff wish to thank the Town Manager, Deputy Town Manager, Board of Selectmen, Administrative Assistant, Finance Committee, Fire and Police, Board of Health, Assessor's Office, Accountant's Office, Town Clerk, Library, and other Town officials. I consider myself lucky to be part of such an amazing team of people who are so very dedicated to this community and its residents.

Respectfully submitted,

Laurie Keefe, Director
Millbury Senior Center

MILLBURY HOUSING AUTHORITY

The Millbury Housing Authority hereby presents the annual report for the housing authority fiscal year ending June 30, 2023.

CHAPTER 200-1

The Chapter 200-1 Program consists of twenty-five Cape Cod houses located on Memorial Drive. These houses were originally built to house veterans after World War II. While veterans are given preference under this program, the units also provide safe, decent, sanitary housing at affordable rents for families of low income regardless of veteran status. The units continue to be completely occupied.

The Housing Authority pays a designated fee “in lieu of taxes” on these properties and pays the ongoing rate designated for sewer usage.

CHAPTER 705

The Housing Authority currently houses eleven low-income families under this program. Nine families are housed in the scattered site properties owned by the Housing Authority and six families live in a three duplex site located on Burbank Street.

One house has been renovated into the first family unit in the housing portfolio that satisfies the Americans with Disabilities Act.

One house was vacated in the summer of 2019 and a much-needed renovation, which is presently underway, will be completed before it is rented again. Unfortunately, this property was flooded, and insurance renovations were completed before we could start the project renovations.

The Housing Authority pays sewerage use and real estate taxes on all of its 705 properties.

MRVP PROGRAM

At the end of summer 2023 there were three individuals or families participating in the Massachusetts Rental Voucher Program. Participants in this program are entitled to a fixed voucher payment, made directly to their landlord. The voucher payment is based on the household size, income, composition and the geographical location of the rental unit. These vouchers continue to be mobile allowing participants to use the vouchers anywhere in the state.

MILLBURY HOUSING AUTHORITY

CHAPTER 667

This program is made up of one hundred forty-six units of low-income housing for the elderly and handicapped. Thirty-two of the units located on Pearl Street, sixty units are located on Colonial Drive and another fifty-four units are located at 95 Elm Street. All units continue to be fully occupied.

CHAPTER 667-4

The Chapter 667-4, Congregate Housing Program, located on Colonial Drive, consists of five apartments with a total of twenty-three bedrooms. This program is designed to provide affordable housing together with supportive social and health services to help individuals maintain independent living and prevent early and unnecessary rest home or nursing home placement. It provides companionship, yet offers privacy to its participants.

Applicants must meet the same financial requirements as our conventional housing programs to be eligible. For an application or program information, call the Millbury Housing Authority at 508-865-2660 or Katie Brossi, Congregate Coordinator, at 508-865-2960.

The Millbury Housing Authority continues to act as a sponsor for the Congregate Housing Program under a grant from the Executive Office Elder Affairs.

MAINTENANCE

Our maintenance program involves maintenance of forty-four buildings that include two hundred six (206) units. Housing Authority maintenance personnel maintain common areas, grounds, and parking lots in our elderly developments. Families in single or duplex housing units maintain their own grounds.

Our maintenance staff consists of three full-time positions; Thomas Austin, Director of Facilities/Maintenance, Michael Michalak, Sr., and Michael Murray, Maintenance Mechanics. The dedication and excellent work performance of our maintenance department is reflected in the condition of the Housing Authority's properties.

ADMINISTRATION

Management and maintenance of all Housing Authority programs and properties is administered by the Executive Director and approved by the Board of Commissioners. The Housing Authority address is 89 Elm Street, Millbury, MA 01527. Office hours are 8:00am to 3:30pm,

MILLBURY HOUSING AUTHORITY

closing for lunch from 12:00pm to 1:00pm, Monday through Thursday. On Friday the office is closed to the public.

The Board of Commissioners hold a virtual public meeting on the third Wednesday of every month in the conference room at 89 Elm Street. The agenda is posted on the Authority website, www.millburyha.net and the Town of Millbury website.

The administrative staff consists of four full time employees; Executive Housing Administrative, Pamela Brayton; Congregate Coordinator, Katie Brossi; Executive Finance Administrator, Carol Morse and Executive Director, Carol Smith. Juliette-Marie Somerset is employed part-time as the Resident Services Coordinator.

ELIGIBILITY REQUIREMENTS

Age Limit Elderly...60 years of age or older
 Disabled...No age limit

Asset Limit The asset limit for admission is as follows:

- (a) When net family assets are \$5,000 or less, the actual income from assets are used.
- (b) When net family assets are more than \$5,000, the greater of the following is used:
 - (1) Actual income from assets; or
 - (2) Imputed income from assets based on the passbook rate established by HUD.

Income Limit (net)	1 person	=	\$65,550.00
	2 people	=	\$74,900.00
	3 people	=	\$84,250.00
	4 people	=	\$93,600.00
	5 people	=	\$101,100.00
	6 people	=	\$108,600.00
	7 people	=	\$116,100.00
	8 people	=	\$123,600.00

Anyone meeting the eligibility requirements is encouraged to apply. All regulations are posted at the office of the Millbury Housing Authority located at 89 Elm Street. The link for applications is on our website, www.millburyha.net under both links and documents. The new application process is through the CHAMP program. CHAMP applications are also available at the housing office.

MILLBURY HOUSING AUTHORITY

MAJOR PROJECTS

We have been very fortunate to receive state funding for modernization of the housing authority properties. We have also received funding for two projects through ARPA, and one grant directed by Advanced Windows. In the past year we have completed, or in the process of completing, the following projects:

A roll-in shower at Linden Apartments
A walk-in shower and kitchen upgrade at Linden Apartments
Two walk-in showers at Centerview
Replacing the Mansard roofs at Colonial Drive
Improve/replace the rear stairs and deck at Forrest Drive

The following projects are in the early stages of the process:
Fully addressable fire alarm system for the Memorial Drive property, Linden Apartments and Colonial Drive
First phase of two phases for window replacement at Centerview
Replacement of all windows at Colonial Drive provided by grant money
Renovation of 7 Waters Street

THANK YOU

On behalf of the tenants residing in our elderly/handicapped and family developments, I wish to thank the Millbury Police and Fire Departments, and the many organizations, businesses, churches and clubs for the numerous services and kindness shown by them during the year

This is my last year of service to the Millbury Housing Authority. I'm retiring and starting that new phase in life that I've heard so many good things about. While here, though, I have worked with, and forged friendships with, so many wonderful people; staff, tenants, Board members, and town employees. I appreciate all that you have done for, and with me. Thank you!

The Board of Commissioners has been very devoted to doing whatever was in the best interest of the housing authority, and for this they have my lasting gratitude. Lucy Chabot, a tenant Board member who served 7 years on the Board, retired this past June. Lucy was fair and honest in representing the tenants, while making sure that she followed all regulations set by the authority and DHCD. Thank you, Lucy, for your devotion to the housing authority.

VETERANS AGENT

To the Honorable Board of Selectman and the Citizens of Millbury:

I respectfully submit the annual report of the Millbury Veterans Service Department for fiscal year ending June 30, 2023.

The Veterans' Services Department is mandated in the Commonwealth of Massachusetts as per M.G.L. Chapter 115. Any city or town with a population of 12,000 or more is required to have a full-time Veterans' Services Officer (VSO). The primary duty is to assist veterans and their dependents in applying for state and federal Veterans Administration benefits. As a district, this office also serves the towns of Northbridge, Douglas, Sutton, and Uxbridge. The Town of Millbury pays 23% of the cost to run the district office as per the inter-municipal agreement in effect from July 1, 2022 to June 30, 2025.

The Veterans' Services office is located at 21 S. Main St., Uxbridge, MA, where veterans can be assured of private and confidential service. Office hours are Monday, Tuesday, and Thursday 7:30 a.m. – 5:00 p.m. and Wednesday 8:00 a.m. – 7 p.m.

This department averaged 13 clients being assisted financially and with medical expenses along with assisting them filing for other State and Federal benefits they may be entitled to. Assistance has been provided in enrolling numerous Veterans into the Veterans Affairs health care program allowing them to obtain their health care and prescriptions through the VA.

VETERAN'S BENEFITS

TOTAL EXPENDITURES FOR FISCAL YEAR 2023	\$85,665 (4% decrease)
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DEPARTMENT EXPENSE

SALARIES (Director and Deputy Director)	\$34,605.00
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I wish to extend my thanks to the Board of Selectmen, the Town Manager and other Town Departments for their continued co-operation and assistance in making this department operate in a smooth manner. As always, Veterans' Services looks forward to assist Veterans and/or their dependents. Please call 508-278-8600 ext. 2037 with any Veteran concerns.

Sincerely yours,

Carl J. Bradshaw
Lieutenant Colonel, U.S. Army (Retired)
District Director

PUBLIC ACCESS CABLE TELEVISION

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

The Millbury Television Commission works with Charter Communications and Verizon Communications to establish, improve, and maintain cable services to residents. The committee posts and updates notices on the community bulletin board. Channel 191 Government, 192 Education, and 194 Public for Charter Subscribers and Channels 24 Education, 26 Government, 28 Public for Verizon Subscribers. Millbury Public Access is funded solely by grants from Charter and Verizon; we do not use tax money to fund our organization.

The committee is comprised of seven members and one associate member. They are as follows:

Paul DiCicco, Chairman
Roger Desrosiers, Vice Chair
Ronald Marlborough, Clerk
Jeff Dore, Member
Mary Krumsiek, Member
Robert Sullivan, Member
Vacancy, Member
Vacancy, Associate Member

Millbury signed the Franchise Agreement with Verizon in January of 2020, which means we are in the third year of a five-year agreement to provide cable television services. Negotiations for the upcoming franchise agreement should begin late this year, early next year, and with the current situation with increased streaming and cable fading off into the sunset this round of negotiations should be interesting. We are still currently under the terms of the expired license agreement with Charter which was signed in 2008 expiring in September of 2018 and are hoping to begin the negotiations soon.

This year, we continued to use the ZOOM application even though we are holding meetings with no restrictions. The State has decided to allow the use of remote meetings until March of 2025, but the Town Manager has decided that the remote access will continue even if the State says we no longer have to provide access. It has become an effective tool to maximize public participation.

We continue to hold Government meetings in person with the public in attendance, but also keep the virtual attendance open through ZOOM for to those that don't feel comfortable attending in person.

Unfortunately, the Public Access Studio has remained closed because of staffing restrictions and increased meeting coverage. With the addition of two part-time assistants, we are hopeful that we can fully open next year.

PUBLIC ACCESS CABLE TELEVISION

We have also upgraded some of our Educational Access offerings. We added three remote control cameras to the new Shaw Elementary School in the Cafetorium area which will allow for the coverage of meetings, assemblies, and special events from that location. Up next on the schedule of events is the live streaming of events from remote locations.

Another addition we have made this year is the addition of Video on Demand Services. If you visit our website: www.millburypublicaccess.com and click on the blue VOD button in the middle of your screen or click on the Government Access tab at the top of the page and access the meetings by Gov Meeting VOD Links to make finding your favorite a little easier.

Public Access Television, also known as local origination programming, is a place where ordinary people can create content which is broadcast or cablecast through our cable systems. It is a First Amendment forum where the producer holds editorial control. Any resident may have a program aired on a public access channel.

If any resident should have issues with their cable, please don't hesitate to reach out to The Cable Television Commission.

We look forward to getting back to offering our multiple in studio productions, Such as:

- Celebrity Reader
- Local Rock
- Puzzled Parents
- Yesterday, Today and Tomorrow

Millbury Public Access continues to bring you all your favorite Government meetings, such as: Board of Selectmen, Planning Board, School Committee, Conservation Commission, Redevelopment Authority, Board of Appeals, Cemetery Commission, and Sewer Commission, just to name a few. New meetings this year were the addition of the Veteran's Affairs Task Force and Millbury Nature Trails Committee.

Educational Access Television is set aside to fulfill the needs of the School District. We televise School Committee Meetings as well as the Shaw School Building Committee (when scheduled) and productions produced by High School Students, which gives residents a chance to see inside the walls of the High School and gives a better understanding of what kinds of events happen during the school year.

Governmental Access Television is a resource of our town hall/municipality. This channel is available to residents to post announcements, or meeting notices, and this is where you will find all your favorite Government Meetings.

PUBLIC ACCESS CABLE TELEVISION

We continue to offer Free Studio Tours and FREE Production Classes for any resident 18 years or older who wishes to get involved in public access. Studio time is available on a first come, first served basis to any non-profit organization which is looking for new members or to promote an event they are having.

Millbury Public Access runs on volunteer power, the more volunteers we have the more events we can cover. We can't stress enough how much we need volunteers. To become a volunteer or to create your own TV show residents 18 and older are invited to take our Free 8-week training course. Upon completion, you are considered an active producer and you are then able to use the studio and equipment based on availability.

We welcome input from the public and access producers – all are invited to attend our monthly meetings or to contact us. The Committee meets on the Third Thursday in the months of September, November, January, March and May. Meetings are always posted on the Town website.

Please feel free to contact us at 127 Elm Street, Millbury, MA 01527; or email the Access Director at wmpa13@millburyma.gov We can also be reached by phone at 508-865-0847.

You too can become a local celebrity and have a television show of your very own! You can also volunteer to work on one of our current shows as a Camera Person, Director, Audio Engineer, or Editor.

Respectfully,

Kevin Krassopoulos
Public Access Director

MILLBURY PUBLIC SCHOOLS

From the Millbury School Committee

Dear Citizens of Millbury,

The members of the School Committee wish to express their sincere thanks to the citizens of Millbury for the support we received for the School Department at Town Meeting. Because of your continued and strong support, we can prepare our children with the skills and competencies they need to be successful far into the 21st century.

The Committee has seen some change in membership this year with the loss of Julia Lagerholm, Nicholas Lazzaro, and Jamie Jurgiel, all of whom resigned from their positions after moving out of Millbury. We are pleased to welcome Mrs. Sarah Murray to the Committee, a lifelong resident and Millbury graduate.

The 2022-2023 school year began with the joyous and successful opening of the new Raymond E. Shaw Elementary School. We welcomed third grade back to the Shaw family and opened much needed space at the Elmwood Street School. This increased space for Elmwood comes at a time where an expansion of the pre-K program is much needed and anticipated.

The District is winding down its construction activities as the outdoor elements of the Shaw project are completed. These include the outdoor classroom spaces, the playscapes, the athletic fields, and the driveway.

At the Millbury Memorial Junior/Senior High School, several exciting grant-funded programs and community collaborations have been initiated to help ready our students for the ever-changing world that they will join after graduation. The implementation of Innovative Learning Pathways, a collaboration with the Carpenter's Training Center, the development of a Portrait of a Learner, and the launch of experiential learning through *Project Lead the Way* and *Open SciEd*, are all exciting initiatives that will better help meet each of our student's individual interests. In the reports of the Superintendent and administration that follow, you will be able to read in greater detail about these projects and initiatives and more.

Again, it is with sincere appreciation that I and members of the school committee thank you for your support of our public schools. It is not possible for us to oversee and implement these programs without the commitment to education that you share with us.

Respectfully submitted,

Jennifer Nietupski,
Chairperson, Millbury School Committee

MILLBURY PUBLIC SCHOOLS

From the Superintendent of Schools

I am pleased to report on the many activities and accomplishments of the Millbury Public Schools, its faculty, staff, and students.

The District's multi-year strategy for improvement guides our budgeting priorities, professional development offerings, educator and evaluator goals, and each school's improvement plan. Our key objectives focus on what we, as a community, want our students to know, understand, and be able to do before they graduate. Many communities call this vision a *portrait of a graduate* and, as the term implies, it primarily focuses on preparing seniors for life after graduation. However, we all know that preparing students for college and career doesn't just happen in 12th grade, it requires a concerted effort from pre-kindergarten through grade 12. This is why Millbury's vision will be articulated through a *portrait of a learner*, which describes what students should know, understand, and be able to do at each developmental stage of their education. In the coming year, thanks to our partnership with the Barr Foundation, we will have the resources to develop a community-driven vision that will better prepare students for success in today's world.

I am happy to report that our students and their teachers enjoy 1:1 technology and access to a wide variety of digital learning tools across the district. It is our mission to prepare our students to be successful and responsible digital citizens, and the Town's strong and continuous support for our technology upgrades has made it possible for us to provide each child a rich and reliable technology environment.

We are proud of the District's strong partnership with the Millbury Fire Department and the Millbury Police Department and the incredibly successful SRO program instituted eight years ago. Officer Keith Gasco, who is assigned full-time to our schools and is a member of our District's faculty, serves as a resource for students and their families. His work represents a community-policing model that has been used across the Commonwealth to improve school safety and deliver resources to the school community.

We are especially grateful for the community's support for the replacement of the Raymond E. Shaw Elementary School, which opened last fall on time and under budget. After many years of planning, design, and construction, I am thrilled to report that the project is now complete. This incredible learning environment will serve our community for generations to come.

Respectfully submitted,

Gregory B. Myers
Superintendent of Schools

MILLBURY PUBLIC SCHOOLS

From Elmwood Street Elementary School

We began the new year in January looking to build on the successes we had during the first few months of school. Several points of emphasis continued to be addressed as we entered the 2nd half of the school year. School safety remains a paramount concern for our school and working closely with Officer Keith Gasco, we were able to conduct safety drills that involved both lockdowns and evacuations with students and staff.



ST Math was used in all preschool through grade two classrooms during the 2022-2023 school year. Students typically used ST Math for 15-30 minutes per day during the week. Teachers reported that students were engaged and motivated by ST Math. They also noted that students were making significant progress in their math skills. For example, in one kindergarten class, students used ST Math to learn about addition and subtraction. In a 1st grade class, students used ST Math to learn about multiplication and division. We saw this have a direct impact on their achievement scores throughout the building.

Social-Emotional Learning, or “SEL,” was integrated into all aspects of the school day during the 2022-2023 school year. Teachers used a variety of SEL activities and lessons to help students develop their self-awareness, self-management, social awareness, relationship skills, and responsible decision-making skills. For example, in one preschool class, students learned about the importance of sharing and taking turns. They also learned how to identify and express their emotions. In a 2nd grade class, students learned about the importance of respecting others and resolving conflicts peacefully. They also learned how to set goals and make responsible choices.

i-Ready assessments were used to measure student progress in reading and math at the beginning, middle, and end of the school year. The results of the iReady assessments showed that students made significant progress in both reading and math during the 2022-2023 school year. We were pleased with how our coaches utilized this data to have students and staff set goals for growth and see how often we reached these goals by the end of the year.

The utilization of ST Math, SEL, and i-Ready assessments in a preschool through grade two from January 2023 to June 2023 was a success. Students were engaged and motivated by ST Math, and they made significant progress in their math skills. SEL was integrated into all aspects of the school day, and students developed their self-awareness, self-management, social awareness, relationship skills, and responsible decision-making skills. i-Ready assessments showed that students made significant progress in both reading and math during the school year.

Respectfully Submitted,

Andrew Hall,
Elmwood Street Elementary Principal

Corey Burke,
Elmwood Street Elementary Assistant Principal

MILLBURY PUBLIC SCHOOLS

From the Raymond E. Shaw Elementary School

On August 31, 2022, we welcomed everyone into the new Raymond E. Shaw School for the first time. Everyone was thrilled with the physical space, and even more powerful, our students and staff brought the spaces to life with their learning and lessons throughout the school year. Notably, the Shaw School became home to students in Grades 3-6, establishing us an upper elementary school with innovative learning spaces ready to support our students' growth in 21st century learning.



New Traditions

Student of the Month Family Breakfast

We began the tradition of honoring our Students of the Month with a monthly family breakfast. This is an opportunity for us to come together to celebrate the hard work of our students in all grades and in all subjects. We thank all families and caregivers who attended last year, and we look forward to seeing so many of you again this year. Invitations to these events appear shortly after your child receives a Student of the Month award.

Author Visit

On December 16, 2022, we welcomed award-winning author-illustrator Jarret Lerner to Shaw. Mr. Lerner is the creator of the *EngiNerds* novels, *Geezer the Robot* chapter books, *Give this Book a Title* activity book, *The Hunger Heroes* graphic novels, and the *Nat the Cat* series. He was greeted with decorated hallways and enthusiastic students. During his day at Shaw, he shared an inspirational presentation to each grade band that encouraged creativity, literacy, and collaboration.

Winter Wonderfest

Our Winter Wonderfest is the day before winter break where everyone at Shaw participated in community building activities. This year, students participated in Zumba, a STEAM activity where students built catapults, an art activity where students created snowflake art, a holiday card making station, holiday karaoke, and a chill zone for quiet moments.

Book-Ins

We also started regular “Book-In” sessions. During these sessions, all students hunker down in their homerooms, get cozy, and read something of their choice that sparks joy. Homerooms created cozy reading forts, encouraged comfy clothes, and fostered authentic literacy environments where students were fully engaged in reading materials that they truly enjoyed.

MILLBURY PUBLIC SCHOOLS

March Mathness

As a way to make fun this year Shaw students participated in the March Mathness challenge. Classes school-wide competed against each other to see who could complete the most puzzles and be crowned this year's champion.



Equity & Belonging

Our entire staff engaged in professional learning from the Anti-Defamation League with the goal of becoming more attuned with how we can best support all people at Shaw, all the time, every day.

6th Grade Holiday Breakfast

Our 6th grade students hosted a community holiday breakfast on December 10, 2022. The 6th graders served the meal and families, students, and staff all ate breakfast together while enjoying a festive holiday environment.

Field Day

This year brought Field Day back to Shaw after the COVID pandemic and construction delayed our annual event. Our physical education teachers created an entire day of events, including outdoor field games on the new turf, dodgeball in the gym, Zumba in the cafeteria, playground time, and downtime to relax and enjoy each others' company as a classroom community of friends before the end of the school year.

Return to Field Trips

Many of our students experienced their first post-COVID field trip, and they were excited for hands-on learning. Our students' experiences included Nature's Classroom, Old Sturbridge Village, the Boston Tea Party Experience, and Nexlore Build-a-Bot.

Student-Led Conferences, Year-2

We continue to support our students' ownership of their learning with Student-Led Conferences. To achieve this, our students become knowledgeable about what they are learning and why they are learning it, and our students are able to create learning goals. At the Student-Led Conference, they share their individual learning goals with their families and explain the support they need to achieve those goals. This helps our students take responsibility and ownership for their learning while engaging families.

Respectfully submitted,

Andrew Tuccio & Erin Rosenkranz
Shaw Leadership Team

MILLBURY PUBLIC SCHOOLS

From Millbury Memorial Jr./Sr. High School

During the 2022-2023 school year, the Millbury Memorial Junior-Senior High School community prioritized our “Culture of Reflection” focus by placing a special emphasis on six key dispositions: reflection, ownership, action, progress, problem-solving, and evolution. Each of these allowed us, as a school, to engage in high-leverage discussion about pedagogy, best practices, and efforts to support our students, families, and community at large. As in the past, these discussions served as a vehicle to provide students with an environment that is nurturing, structured, consistent, and rooted in our core values and beliefs about learning. Keeping these particular focus areas at the forefront of what we did throughout the year was paramount as it allowed us to craft a clear and concise vision around how to best support our learners.

One of the major changes that this reflective journey brought about was the formation of a master schedule subcommittee to consider a potential shift from the schedule that had been in operation for nearly eight school years. At the conclusion of the 2022-2023 school year, the subcommittee presented the faculty with a new schedule model that was approved unanimously and is slated to be implemented fully in the 2023-2024 school year. This shift will have students seeing six of their seven classes per day, as opposed to the previous five classes per day. It will also add the addition of a “flex period,” which will allow students the ability to meet with additional teachers for extra help, clubs/organizations, or have class meetings without interrupting the typical rotation of the school day.

Aside from the schedule change being one of the major adjustments for the 2022-2023 school year, arguably the largest undertaking was getting official designation from the State of Massachusetts as an Innovative Pathways School. Millbury Junior/Senior High School received designation in two specific pathway areas for the 2023-2024 school year: Advanced Manufacturing and Information Systems (Computer Science). We will begin implementing the new programming at the start of the 2023-2024 school year. The goal of this programming was to offer students a transformative experience that enables them to develop essential skills, gain awareness of future career opportunities, and make informed choices about post-secondary education in promising fields. Regular and ongoing professional development will be provided to support our school’s work through the Innovation Career Pathways Community of Practice.

During the 2022-2023 school year, Millbury Junior/Senior High School also received a series of grants aimed at bolstering student programming. These grants, which have been awarded from various sources, including The Barr Foundation, Project Lead the Way, MyCAP, One8 Foundation, MassStemHub, OpenSciEd, and the Innovative Pathways Program (from the Massachusetts Department of Elementary and Secondary Education), signify a strong commitment to enriching the educational experience for our students. With these generous funds, our school will be poised to introduce innovative STEM initiatives, advanced science and technology curricula, and other progressive educational programs. This influx of resources promises to support an innovative learning environment where students can thrive and prepare

MILLBURY PUBLIC SCHOOLS

for a future filled with exciting possibilities. The programming associated with these grants is slated to begin in the 2023 - 2024 school year.

Each of these grants play a unique and vital role in advancing our educational offerings. Project Lead the Way, for instance, focuses on enhancing the school's STEM (Science, Technology, Engineering, and Mathematics) programs, encouraging students to explore their passions in these critical fields. The One8 Foundation's grant supports initiatives aimed at fostering holistic student development through applied learning practices within the classroom, character education, and extracurricular activities. MassStemHub's contribution facilitates partnerships with local STEM industry leaders, providing students with real-world exposure and career pathways. OpenSciEd and the State of Massachusetts are instrumental in developing cutting-edge science education resources and curricula, while the Innovative Pathways Program from the Department of Elementary and Secondary Education further underscores the state's commitment to promoting innovative, forward-thinking educational pathways for Millbury's students. These grants collectively represent a holistic approach to education, providing a well-rounded and future-ready experience for our school's students.

One grant in particular, the prestigious Barr Foundation Award, is a transformative grant that represents a remarkable opportunity for our school community to reimagine the school experience for our students. With the Barr Foundation's support, Millbury will foster a learning environment that is not just academically rigorous, but also nurturing and empowering. The grant will enable us to develop innovative programs, enhance student engagement, and promote well-being. We, as a school community, believe that this award has the potential to catalyze important improvements not only in our school but also across our district, ensuring that every student receives a comprehensive and enriching education that prepares them for success in the 21st century.

Our program of studies for the upcoming 2023-2024 school year was bolstered with the addition of fourteen new classes across grades 7 - 12. This approach to rooting our expansion into the current labor markets was supported through our growing community partnerships with local companies and organizations such as - MassHire, Blackstone Valley Chamber of Commerce, Blackstone Valley Education Foundation, Solvus Global, Advanced Functional Fabrics of America (AFFoA), to name a few. In addition, we continued to expand our Early College programming partnerships with local area colleges and universities such as Quinsigamond Community College, Worcester State University, and Nichols College, to name a few.

Additionally, our partnership with the North Atlantic States Carpenter Training Funds (NASCTF) flourished during the 2022-2023 school year, seeing the first cohort of pre-apprenticeship students complete the programming in its first year of inception. The second cohort of "Shop Friday" students completed their programming and are slated to become the second cohort for the pre-apprenticeship program for the 2023-2024 school year.

MILLBURY PUBLIC SCHOOLS

As part of that programmatic expansion, as well as part of our continued efforts to support, foster, and promote equity, belonging, and inclusivity, the school added Unified Music, Unified Art, and an additional section of Unified PE to the program of studies. This was directly related to the massive success that our unified sports, STAR, and SHINE programming have seen over the past four years, as we have made it part of our mission to focus our efforts on creating more inclusive opportunities for all of our students within our building. We are committed to continuing to find ways to support expanding this programming in the 2023-2024 school year.

Our campus life continued to be a focus during the 2022-2023 school year, as Millbury Junior/Senior High School was the recipient of Saint Gobain's Sustaining Future, Raising Communities Gold Project Award. This grant was submitted as a proposal to reimagine and restructure an existing science lab space in order to make it a fully functioning space that could support any and all lab-based science courses. After much community support and voting, we were fortunate enough to be the winners of the classroom renovation project which was slated for completion in August of 2023. In addition to the generous donation of materials and services, this also fostered an additional community partnership between Saint Gobain and Millbury Junior-Senior High School, which will directly impact students and the potential for internship opportunities in the future. We, as a school community, would like to thank Saint Gobain for their commitment to our students and town, as well as their amazing contributions to our school.

In closing, the 2022-2023 school year was an amazing year of reflection, growth, and tremendous opportunities. Our efforts to envision holistic and global adjustments to how we approach teaching and learning in a 21st Century world have provided us with a wealth of resources, partnerships, and limitless possibilities for providing our students with the necessary skills, experiences, and environment to achieve their goals and aspirations. As always, we are deeply grateful to all who helped make the 2022-2023 school year such a tremendous success. Thank you for all that you continue to do for our students, school, and community.

Respectfully submitted,

Christopher Lowe,
Principal

Abbey Rigney,
Assistant Principal

Patrick Mara,
Assistant Principal

Blackstone Valley Vocational Regional School District
Fiscal Year 2023 Annual Report, Condensed
(July 1, 2022 – June 30, 2023)

Thanks to our community, during the Fiscal Year 2023 (*July 1, 2022 – June 30, 2023*), our students received an outstanding vocational-technical education.

Always mindful of your investment in your regional vocational-technical school system, we carry out our mission with care and consideration of cost. We enhance our vocational, academic, and community offerings with grants that strengthen our ability to serve our students and the greater community.

While there is no single recipe for success at BVT, passion is one essential ingredient that ignites our school community and creates a happy, healthy, and positive learning environment for our students and staff. Therefore, our 2023 Annual Report titled *Recipe for Success* takes a look at our operations and accomplishments over the last year, which include:

- An Alumni Profile: *Recipe for Success*
- New Equipment, New Opportunities
- Career & Life Ready
- And much more...



Demonstrating what is achievable with their high-quality education, our students and alums are our best ambassadors for vocational-technical education. They shape our future workforce with an open mind and skilled hands.

I encourage you to read our 2023 Annual Report, which includes a profile of Sarah Arnold, a 2018 graduate of our Culinary Arts program. Discover how this graduate found her true calling and channeled her creativity into a passion for cakes, leading to incredible new connections and sweet experiences. This and so much more is in the annual report.

Kindly note that we provide this condensed report at the request of municipal authorities. Please visit our school website at **www.valleytech.k12.ma.us/annualreport** or contact my office at (508) 529-7758 x3037 to obtain the full-length version.

Respectfully,

Dr. Michael F. Fitzpatrick
Superintendent-Director

TOWN OF MILLBURY DIRECTORY

<u>DEPARTMENT</u>	<u>E-MAIL ADDRESS</u>	<u>TELEPHONE</u>
POLICE	EMERGENCY - 911	508-865-3521
FIRE	EMERGENCY - 911	508-865-5328
ACTING TOWN MANAGER	kclark@millburyma.gov	508-865-4710
SELECTMEN OFFICE	afleming@millburyma.gov	508-865-4710
TOWN CLERK	jdavolio@millburyma.gov	508-865-9110
TREASURER/COLLECTOR	dmarlborough@millburyma.gov	508-865-9121
ASSESSOR'S OFFICE	vscarter@millburyma.gov	508-865-4732
BUILDING DEPARTMENT	pstringham@millburyma.gov	508-865-0438
CONSERVATION OFFICE	conservation@millburyma.gov	508-865-5411
DEPT. OF PUBLIC WORKS	mhollis@millburyma.gov	508-865-9143
SEWER DEPARTMENT	kcaruso@millburyma.gov	508-865-9143
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PUBLIC LIBRARY	adallair@cwmar.org	508-865-1181
FINANCE DEPARTMENT	jbarrett@millburyma.gov	508-865-9132
PLANNING & DEV.	cmccormack@millburyma.gov	508-865-4754
ASA WATERS MANSION	klivoti@millburyma.gov	508-865-0855
ANIMAL CONTROL	ACO@millburyma.gov	508-234-7416
COUNCIL ON AGING	lkeefe@millburyma.gov	508-865-9154
TRANSFER STATION		508-865-3040
VETERANS SERVICE	cbradshaw@uxbridge-ma.gov	508-278-8600
EMERGENCY MANAGEMENT	ema@millburyma.gov	508-865-5328
<u>SCHOOL DEPARTMENT</u>		
SUPERINTENDENT	gmyers@millburyschools.org	508-865-9501
BUSINESS OFFICE	rbedard@millburyschools.org	508-865-9501
MILLBURY HIGH SCHOOL	clowe@millburyschools.org	508-865-5841
SHAW SCHOOL	atuccio@millburyschools.org	508-865-3541
ELMWOOD STREET	ahall@millburyschools.org	508-865-5241

PLEASE VISIT OUR FACEBOOK PAGE AND OUR WEBSITE AT
www.millburyma.gov

**Municipal Office Building
Hours of Operation**

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Monday, Wednesday & Thursday
8:00 a.m. - 4:00 p.m.*

Tuesday
Open until 7:00 p.m.*

Friday
8:00 a.m. - 12:00 p.m.*

.....

Transfer Station
Tuesday- Saturday
7:00 a.m. - 3:00 p.m.*

*Hours are subject to change

All Offices Closed on State and Federal Holidays

Millbury Boards and Commissions (*others as announced)

Name	Schedule	Time	Location
<u>Board of Appeals</u>	Last Wednesday of the month	7:00 PM	Large Conference Room
<u>Board of Assessors</u>	1 st & 3 rd Tuesday	4:30 PM	Assessor's Office
<u>Council on Aging</u>	3rd Wednesday	7:30 AM	1 River Street-Senior Center
<u>Board of Health</u>	2nd Wednesday	3:00 PM	Board of Health office
<u>Board of Selectmen</u>	2nd & 4th Tuesday	6:00 PM	Large Conference Room
<u>Conservation Commission</u>	1st & 3rd Wednesday	6:30 PM	Large Conference Room
<u>Planning Board</u>	2nd & 4th Monday	7:15 PM	Large Conference Room
<u>School Committee</u>	2nd & 4th Wednesday	7:00 PM	High School Media Center