

TOWN OF MILLIS



2022 ANNUAL TOWN REPORT

On the Cover

The Prospect Hill Cemetery was established in 1714, over 300 years ago.

The United States Department of the Interior placed it on the National Register of Historic places in 2006, being the final resting place of many notable residents including two Medal of Honor recipients.

Through work of many volunteer residents over the years Prospect Hill Cemetery reflects a feeling of dignity for the living and for the deceased.

Photo by Tim Rice Photo

THE ONE HUNDRED AND
THIRTY-SIXTH
ANNUAL REPORT
OF THE
TOWN OF MILLIS, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 31, 2022

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

TABLE OF CONTENTS

REPORT/DEPARTMENT	PAGE
In Memoriam.....	1
Elected Town Officers	2
Appointments by:	
• The Moderator	3
• Select Board and Town Administrator Appointments.....	4
• The Board of Health	7
• The Town Clerk.....	7
• The Moderator, Chair of the School Committee, and Chair of the Select Board Jointly	7
Town Clerk.....	8
Town Elections Results May 10, 2022	10
Spring Annual Town Meeting – May 9, 2022	22
Spring Town Meeting Minutes.....	24
• Operating Budget FY23.....	44
• Sewer Enterprise Fund.....	52
• Water Enterprise Fund	53
• Stormwater Enterprise Fund	55
• Personnel Plan	56
• Fiscal Year 2023 Unfunded Capital Project Report	58
Fall Annual Town Meeting – November 10, 2022	59
Fall Town Meeting Minutes	61
Births	77
Marriages	79
Deaths	82
Prospect Hill Cemetery Burials	84
Town Employee Salary Report	86
Animal Control	102
Select Board Report	104
Board of Assessors	106
Board of Assessors Top 10 Tax Payers.....	107
Board of Health.....	108
Building Department.....	114
Capital Planning Committee	116
Cemetery Review Committee.....	123
Community Preservation Committee.....	124
Conservation Commission.....	125
Council on Aging	127
Cultural Council	129

TABLE OF CONTENTS

REPORT/DEPARTMENT	PAGE
Department of Public Works	134
Economic Development Committee	136
Energy Committee	137
Finance Committee	138
Finance Director	139
Finance Balance Sheet	140
Fire Rescue Department	145
Historical Commission	148
Housing Authority	149
IT Director	151
Library Director	153
Library Trustees	155
Local Emergency Planning Committee	157
MBTA 3A Advisory Committee	158
Memorial Day Proclamation	159
Norfolk County Mosquito Control District.....	160
Norfolk County Registry of Deeds	161
Oak Grove Farm Commission	164
Permanent Building Committee	165
Planning Board	166
Police Department	167
Recreation Department	174
Schools	175
• Superintendent of Schools	177
• District Curriculum	179
• Digital Learning and Educational Technology	180
• Office of the Student Support Services	182
• Athletic Department	184
• Clyde F. Brown Elementary School	186
• Millis Middle School	191
• Millis High School & 2022 Graduating Class	195
• School Committee Chair Report	208
Treasurer/Collector	209
Veterans Services	211
Zoning Board of Appeals	212

2022
IN MEMORIAM

Warren G. Champagne
Millis Fire Department 1975 - 2012
Millis Fire Chief 1996 – 2012
January 2, 2022
~~~~~

Herman F. “Buz” Downing  
Millis Emergency Management 1957 – 2015  
Millis Local Emergency Planning Committee  
February 5, 2022  
~~~~~

Janice McLean Simpson
Millis Kindergarten Teacher 1972 – 2007
Oak Tree League, Millis Garden Club
February 10, 2022
~~~~~

C. John Greco  
Millis Planning Board 1969 - 1993  
March 22, 2022  
~~~~~

Robert Andrew Volpicelli, Jr.
Millis Fire Fighter 10+ years
June 19, 2022
~~~~~

E. Peter Bosse  
Finance Committee  
August 10, 2022  
~~~~~

Christopher J. “Smitty” Smith
Millis Finance Committee 2008 - 2013
Millis Select Board 2013 - 2016
August 30, 2022
~~~~~

William Raymond Clark  
Eighth Generation Millis Resident (family settled here in 1681)  
October 28, 2022  
~~~~~

Barbara J. Hansen
Elections Officer
December 19, 2022

ELECTED TOWN OFFICERS 2022

Moderator	Robert A. Cantoreggi	Term Expires 2023
Town Clerk	Lisa Jane Hardin	2023
Select Board	Erin T. Underhill	2023
	Craig W. Schultze	2024
	Ellen Rosenfeld	2025
School Committee	Denise D. Gibbons	2023
	Kerriann Roche	2023
	Robyn Briggs	2024
	Steven G. Catalano	2024
	Marc S. Conroy	2025
Board of Health	JaiKaur LeBlanc	2023
	Donna M. Scotland	2024
	Matthew S. Fuller	2025
Library Trustee	Jennifer White Farrar	2023
	Laura K. Satta	2024
	Tricia A. Berube	2025
Planning Board	Richard Nichols	2023
	Bohda B.R. Chhetry	2024
	Alan J. Handel	2025
	Nicole M. Riley	2026
	Joshua A. Guerrero	2027
Housing Authority	Carol B. Mushnick	2024
	Mary-Ellen D'Espinosa	2025
	Scott A. Fuzy	2026
	Carol Mancuso-Baker	2027
Constables	Helen R. Kubacki	2023
	Nathan R. Maltinsky	2023

Appointments by the Moderator

Finance Committee

Peter Berube, Chair	2024
Jodie Garzon, Vice Chair	2023
Peter Underhill, Clerk	2025
Joyce Boiardi	2024
Patrick Gatto	2025
Jonathan Loer	2023
Cathy MacInnes	2023
Sara Reyes	2025
John Steadman	2023

Select Board and Town Administrator Appointments

Agricultural Commission

Diane Hubbard, 2023
Robert Cantoreggi, 2023
Linda Chiarizio, 2023

Regional Animal Control Officer

Erin Mallette, 2023

Deputy Animal Control Officer

Kelley Ward, 2023

Board of Assessors

Diane Jurmain, 2023
Lisa Jane Hardin, 2024
Robert Veaner, Chair, 2025

Assistant Assessor

Theresa Gonsalves, 2023

Cable TV Advisory Committee

Steven Catalano, School Liaison, 2023
Leonard Forman, 2023
Craig Schultze, Sel. Board Liaison, 2023
Raymond Normandin, 2023
Madeline Yusna, ex officio, 2023

Capital Planning Committee

Jonathan Barry, Chair, 2023
John Corcoran, 2023
Peter Jurmain, 2023
James McCaffrey, 2023
Jonathan Loer, Fin Com Rep. 2023
Marc Conroy, School Comm Rep. 2023
Craig Schultze, Select Board Rep. 2023
Michael Guzinski, ex officio, 2023

Cemetery Committee

Marsha Collins, Chair, 2023
John Doyle, 2023
James McKay, 2023
Erin Underhill, Sel. Board Liaison 2023
Jeffrey Mushnick, 2023
Wayne Simpson, 2023
Charles Vecchi, 2023

Charter Review Committee

Disbanded July 1 2022

Doreen Hayes
Paul Jacobson
Diane Jurmain
Nancy Sitta
Christopher Soffayer
Doug Riley

Community Preservation Committee

David Baker, @ Large Member, 2024
Wendy Barry, @ Large Member, 2025
James McKay, @ Large Member, 2023
Erin Underhill, Select Board Rep, 2022

Conservation Commission

Edward Chisholm, 2025
Christine Gavin, 2023
Scott McPhee, 2023
James Lederer, 2024
David Larsen, 2025
Carol Hayes, 2024
John Steadman, 2025

Council on Aging

William Brown, 2023
Helen Daly, 2024
Herbert Lannon, 2024
Christine McCaffrey, Resigned 2022
Elizabeth Derwin, 2025
Lisette Walter, 2023
Patricia Kayo – ex officio, 2023

Cultural Council

Amy Cohen, 2025
Meaghan Quilop, 2024
Melanie Ferrimy, 2024
Edward Ginn, 2025
Judy O'Gara, 2023
Marie Turley, 2023
Jen Zarutskie Sieczkiewicz, 2024
Lelia Tenreiro-Viana, 2024
Nuala Barner, 2023

Economic Development Committee

Amanda Borgman, 2023
Nathan Maltinsky, 2023
Nicole Riley, Chair, 2023
Christy Lagos, 2023
Loring Barnes, 2023
Craig Schultze, Sel Board Liaison, 2023
Lan Nguyen, 2023
Matt Iorlano, 2023
Robert Weiss, Director, 2023

Elementary School Building Committee

Disbanded at Project Completion – Fall 2022

Wayne Klocko
Craig Schultze
Denise Gibbons
Diane Jurmain
Jason Phelps

Jeanna Thompson
John Engler
Kim Borst
Michael Banks
Michael Guzinski
Richard Nichols
Robert Mullaney
Sean Doherty

Energy Committee

Jonathan Barry, 2023
Timothy Farrar, 2023
Craig Gibbons, 2023
Tom O'Connell, 2023
Kathleen Streck, 2023
Peter Jurmain, 2023
Cullen Ward, 2023

Ellen Rosenfeld, Sel. Board Rep, 2023
Robert Weiss – ex officio, 2023

Energy Manager

Robert Weiss, 2023

Ethics Commission Liaison

Karen Bouret, 2023

Enterprise Funds Advisory Committee

Disbanded July 1, 2022

Catherine MacInnes
Erin Underhill
Edward Chisholm
Robert Cantoreggi
JaiKaur LeBlanc
Erin Underhill
John McVeigh
James McKay
Michael Guzinski

Fence Viewer

Michael Giampietro, 2023
Michael Guzinski, 2023

Finance Director/Town Accountant

Carol Johnston, 2023

Fire Chief

Richard Barrett, 2023

Historical Commission

Mitch Bobinski, 2024
Joanne Gannon, 2023
Jacqueline Graci, 2024
Nathan Maltinsky, 2023
Cheryl Prufer, 2023
Margaret Wilkes, 2023
Scott Fuzy - Associate, 2023

Charles Vecchi - Associate, 2023
Rusty Cushman – Associate, 2023
Larry Giargiari – Associate, 2023
Carolyn McNiff – Associate, 2023
Robert Ruggeri – Associate, 2023

Local Emergency Planning Committee

Richard Barrett, 2023
Matthew Fuller, 2023
John Engler, 2023
Michael Guzinski, 2023
Sandy LaBarge, 2023
James McKay, 2023
John McVeigh, 2023
Christopher Soffayer, 2023
James Donovan, 2023
Erin Underhill, 2023
Sarah Ward, 2023

**Metropolitan Area Planning Council
Representatives (MAPC)**

Robert Weiss, 2023
Nicole Riley, 2023

MBTA Advisory Board Designee

Robert Weiss, 2023

Norfolk County Advisory Board Designee

Craig Schultze 2022
Ellen Rosenfeld, 2023

Parking Clerk

Karen Bouret, 2023

Permanent Building Committee

Diane Jurmain, 2025
John Larkin, 2023
Rich Nichols, 2024
James McCaffery, 2023
Jeremy Stull, 2025
Patty Kayo – ex officio
Bert Lannon – ex officio

Planning Board

Joshua Guerrereo - Associate, 2023
Richard Nichols, 2024
Bodha Raut Chetry, 2024
Nichole Riley, 2024
George Yered, 2023
Alan Handel, 2025

Plumbing/Gas Inspector

Timothy Costello, 2023

Police Chief

Christopher Soffayer, 2023

Public Weighers

Kenneth Bianco, 2023
Michael Collins, 2023
Donald Gilleney, 2023
Paul Lapierre, 2023
Jason Lariviere, 2023
Arthur Murphy, 2023
Michael Pukanasis, 2023
Scott Rorrie, 2023
Francis Rossi, 2023
John Tresca, 2023
Robert Tresca, 2023
Steven Tresca, 2023

Recreation Committee

Michael Banks, 2023
Joyce Boiardi, Resigned 2022
Steven Cassidy, 2023
Timothy Davis, 2023
Kristen Fogarty – ex officio, 2023
Amanda Jarvis, 2023
Sharon Locke, 2023
Pamela Rheaume-Mustard, 2023
Stephen Smith, 2023

Regional Transportation Advisory Council

Robert Weiss, 2023

Registrars of Voters

Marc Conroy, 2023
Lisa Hardin, 2023
Karen Bouret DeMarzo, 2023
Robert Yeager, 2023

Right-To-Know Coordinator

John McVeigh, 2023

Safety Committee

Richard Barrett, 2023
Karen Bouret DeMarzo, 2023
John Engler, 2023
James McKay, 2023
John McVeigh, 2023
Christopher Soffayer, 2023
Kimberly Tolson, 2023
Sandy LaBarge, 2023

School Building Committee

Steve Catalano
Denise Gibbons
Diane Jurmain
John Larkin
Jim McCaffery
Rich Nichols

Mark Awdycki
John Engler
Paul Duprey
Mike Guzinski
Bob Mullaney
Terry Wiggan

Sealer of Weights and Measures

W. James Allshouse, 2023

Southwest Area Planning Council (SWAP)

Michael Guzinski, 2023
Nicole Riley, 2023

Surveyor of Wood & Lumber

Michael Giampietro, 2023

Town Counsel

KP Law, 2023
Mead, Talerman, & Costa, LLC 2023

Treasurer/Collector

Jennifer Scannell, 2023

Tree Warden

Robert Cantoreggi, 2023

Deputy Tree Warden

Richard Vatour, 2023

Veterans Agent

John Moore, 2023

Zoning Board of Appeals

Peter Koufopoulos, 2025
Robert Fogarty, 2023
Michael Giampietro, 2024
William Lawson – Resigned 2022
Donald Rivers - Associate, 2023
Amy Sutherland
Bonnie MacDonald

List of Appointment of Agents for FY23 - July 2022

Health Agent	Donna Scotland, Member	Weekend, evening events
Health Agent	John P. McVeigh, MBA, CHO, RS	Weekend, evening events
Health Agent	Matthew Fuller PHD, Member	Weekend, evening events
Health Agent	Kathleen Lannon, RNMS, Member	Weekend, evening events
Health Agent	Jaikaur LeBlanc, Member	Weekend, evening events
Health Agent	Angelo DeLuca	Food Inspections
Health Agent	Mark Awdycki - HS Principal	Student smoking
Health Agent	James White	Regulations, BOH experience
Health Agent	James McKay	Sewer Issues
Burial Agent	Lisa Hardin	Burial Agent
Burial Agent	Susan Vara	Burial Agent
Burial Agent	Kathy Smith	Burial Agent
Tobacco Agent	Olivia Dufour	Tobacco Agent
Tobacco Agent	Robert Griffin	Tobacco Agent
Burial Agent	Thomas Caruso	Burial Agent

Appointment by Town Clerk

Assistant Town Clerk	Kathleen A. Smith	2023
----------------------	-------------------	------

Appointment by the Moderator, Chair of the School Committee, and Chair of the Select Board Jointly

Tri County Representative	Jane Hardin	2023
---------------------------	-------------	------

REPORT OF THE TOWN CLERK for 2022

Over the course of 2022, we held three elections and two town meetings. The Spring Town Meeting in the High School auditorium on Monday, May 2nd, had 168 voters participate, a turnout of 2%. There was spirited discussion on 28 articles and the meeting lasted about 3 hours.

The Town Election in May is often low key. This year there was only a contested race for Select Board. We had 974 (14%) participate at the Town Election on May 9th. The Select Board is the Chief Executive Board for the Town and sets policy and priorities for the Town and approves department budgets.

The State Primary in September had 1,816 voters which is a 26% turnout. The State Gubernatorial Election for Governor and other state-wide offices as well as local Senators and Representatives (we had a Millis resident on the ballot for the first time in decades) was in November. Voter turnout was 4,499 (64%).

On Thursday, November 10th, we held the Fall Town Meeting in the High School auditorium. It was a warrant of 28 articles and lasted about 3 hours. This Meeting had 550 participants (8%). The Town Clerk and Election Warden had requested the change in date from the usual Monday night so that it would not be the night before the State Election. Residents wanted to participate in the discussion about the High School study project and the \$16 million proposed for a new Senior Center.

Town meetings in Massachusetts require that people attend in person, if they want to speak or vote. There is no remote or absentee voting. All residents may attend, but only registered voters can vote. Those present may speak and air their concerns and suggestions related to Articles on the Warrant. The people who show up at town meetings are the people who decide how our property tax dollars will be spent. Please try to attend when you can.

In addition, all issues on the Warrant at Town Meeting are previously discussed and voted on at various Committee meetings throughout the year. All meetings are open to the public. If you are not able to attend the May and November Town Meetings, you can address issues of concern to you at other meetings during the year.

I can assure everyone in town that elections held here are safe and secure. We will continue to use the ballot drop box so voters can safely deliver their absentee ballot directly to the box placed just outside the town hall. Elections are run differently in each state, so the stories you may see on television or read on-line about what goes on in other states, are not necessarily what happens in Millis or other towns in Massachusetts. I am always willing to talk to residents about how elections are run at the local level, so feel free to call the office if you have any concerns or questions.

Since we have a democratic form of government, both elections and town meetings (in Massachusetts) are essential to keep the government working for us. People need to participate in these core obligations of citizenship in a democracy.

Your local government needs your input every year. More discussion of local issues and airing of differing views can always help. Please consider participating in your local government in some capacity, whether elected, appointed, volunteer, or attending meetings. We need you!

Please let us know if you have any suggestions for ways we can improve our town meetings, elections and other services. Also, if you have any old Millis photos or other historic memorabilia, please consider donating them to us. Or let us borrow photos so we can make copies of them. We will keep them safe for future generations to enjoy.

TOWN of MILLIS STATISTICS: Statistics for 2022 (+/- since 2021)

Population	8,996	(+ 71)
Senior citizens (60+)	2,796	(+ 176)
Residents (19-59)	4,675	(- 189)
School age children (6-18)	1,090	(- 137)
Pre-school age children (0-5)	435	(+ 96)
Veterans	361	(- 9)
Registered Voters	6,999	(+ 237)
Unenrolled	4,559	(+ 217)
Democrat	1,616	(+ 34)
Republican	824	(- 14)
Births	88	(+ 3)
Marriages	24	(- 13)
Deaths	69	(- 7)
Licenses issued: Dogs	939	(+ 5)
Business Licenses	46	(+ 11)

Submitted by *Lisa Jane Hardin* , *Millis Town Clerk*
 lhardin@millisma.gov, 508-376-7046, 900 Main Street, Millis, MA 02054

Note: The Town of Millis Management Letter and Annual Financial Statements for the Year ended June 30, 2022 are available in the Office of the Town Clerk.

TOWN ELECTION - May 9, 2022				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 yr)				
Robert A. Cantoreggi	242	224	293	759
Write-ins	2	1	2	5
Blanks	48	68	94	210
SELECT BOARD (3 yr)				
Peter C. Jurmain	94	89	178	361
Bohda B. Raut Chhetry	33	22	22	77
Ellen Rosenfeld	164	179	188	531
Write-ins	1	1	1	3
Blanks	0	2	0	2
SCHOOL COMMITTEE (3 yr)				
Marc S. Conroy	238	219	284	741
Write-ins	0	7	1	8
Blanks	54	67	104	225
BOARD of HEALTH (3 yr)				
Matthew S. Fuller	242	231	294	767
Write-ins	2	4	0	6
Blanks	48	58	95	201
LIBRARY TRUSTEE (3 yr)				
Tricia A. Berube	244	225	298	767
Write-ins	0	2	0	2
Blanks	48	66	91	205
PLANNING BOARD (5 yrs)				
Joshua A. Guerrero	237	223	288	748
Write-ins	0	3	1	4
Blanks	55	67	100	222
HOUSING AUTHORITY (5 yrs)				
Carol Mancuso-Baker	233	225	285	743
Write-ins	1	0	6	7
Blanks	58	68	98	224
HOUSING AUTHORITY (4 yrs)				
Write-in: Scott Fuzy	26	13	22	61
Write-ins	9	25	20	54
Blanks	257	255	347	859
Total Ballots:	292	293	389	974
(14% of 6,762 registered voters)				

TALLY SHEET - TOWN of MILLIS				
STATE PRIMARY - September 6, 2022				
Final Official Results sent to Secretary of Commonwealth				
CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
DEMOCRATIC PRIMARY				
Governor				
Sonia Rosa Chang-Diaz	46	37	36	119
Maura Healey	333	286	446	1065
Write-ins	0	0	1	1
Blanks	5	8	7	20
Lieutenant Governor				
Kimberley Driscoll	159	146	225	530
Tami Gouveia	69	66	78	213
Eric P. Lesser	119	93	156	368
Write-ins	0	0	0	0
Blanks	37	26	31	94
Attorney General				
Andrea Joy Campbell	170	144	208	522
Shannon Erika Liss-Riordan	149	119	170	438
Quentin Palfrey	50	52	99	201
Write-ins	0	0	0	0
Blanks	15	16	13	44
Secretary of State				
William Francis Galvin	299	238	386	923
Tanisha M. Sullivan	78	85	96	259
Write-ins	0	0	0	0
Blanks	7	8	8	23
Treasurer				
Deborah B. Goldberg	327	279	418	1024
Write-ins	1	0	0	1
Blanks	56	52	72	180
Auditor				
Christopher S. Dempsey	148	126	177	451
Diana DiZoglio	201	172	260	633
Write-ins	1	0	0	1
Blanks	34	33	53	120
Rep. In Congress (Fourth District)				
Jake Auchincloss	326	278	429	1033
Write-ins	1	1	1	3
Blanks	57	52	60	169

STATE PRIMARY - September 6, 2022				
CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Councillor (2nd District)				
Robert L. Jubinville	312	272	398	982
Write-ins	0	0	0	0
Blanks	72	59	92	223
Senator in General Court (Norfolk, Worcester & Middlesex District)				
Rebecca L. Rausch	320	280	412	1012
Write-ins	0	0	0	0
Blanks	64	51	78	193
Rep. In General Court (Ninth Norfolk District)				
Kevin Kalkut	152	////////////////////	////////////////////	(I) 152
Stephen Patrick Teehan	202	////////////////////	////////////////////	(I) 202
Write-ins	0	////////////////////	////////////////////	(I) 0
Blanks	30	////////////////////	////////////////////	(I) 30
Rep. In General Court (Eighth Middlesex District)				
James C. Arena-DeRosa	////////////////////	221	302	(II&III) 523
Connor B. Degan	////////////////////	86	153	(II&III) 239
Write-ins	////////////////////	0	0	(II&III) 0
Blanks	////////////////////	24	35	(II&III) 59
District Attorney				
Michael W. Morrissey	314	273	402	989
Write-ins	0	0	0	0
Blanks	70	58	88	216
Sheriff				
Patrick W. McDermott	305	268	403	976
Write-ins	0	0	0	0
Blanks	79	63	87	229
County Commissioner				
Peter H. Collins	130	117	171	418
Paul G. Yorkis	213	181	266	660
Write-ins	0	2	0	2
Blanks	41	31	53	125
Total Democratic Ballots:				
	384	331	490	1205

STATE PRIMARY - September 6, 2022				
CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
REPUBLICAN PRIMARY				
Governor				
Geoff Diehl	66	86	90	242
Chris Doughty	113	127	128	368
Write-ins	0	0	0	0
Blanks	0	0	1	1
Lieutenant Governor				
Leah V. Allen	65	87	86	238
Kate Campanale	95	113	116	324
Write-ins	0	0	0	0
Blanks	19	13	17	49
Attorney General				
James R. McMahon, III	138	170	175	483
Write-ins	0	0	0	0
Blanks	41	43	44	128
Secretary of State				
Rayla Campbell	130	159	170	459
Write-ins	1	1	0	2
Blanks	48	53	49	150
Treasurer				
Write-ins	1	2	0	3
Blanks	178	211	219	608
Auditor				
Anthony Amore	125	151	152	428
Write-ins	0	0	0	0
Blanks	54	62	67	183
Rep. In Congress (Fourth District)				
Write-in: David B. Cannata	0	3	10	13
Write-ins	2	2	0	4
Blanks	177	208	209	594
Councillor (Second District)				
Write-in: Dashe M. Videira	0	6	4	10
Write-ins	1	2	1	4
Blanks	178	205	214	597

STATE PRIMARY - September 6, 2022				
CANDIDATES	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Senator in General Court (Norfolk, Worcester & Middlesex District)				
Shawn C. Dooley	145	182	178	505
Write-ins	0	1	0	1
Blanks	34	30	41	105
Rep. In General Court (Ninth Norfolk District)				
Marcus S. Vaughn	133	////////////////////	////////////////////	(I) 133
Write-ins	0	////////////////////	////////////////////	(I) 0
Blanks	46	////////////////////	////////////////////	(I) 46
Rep. In General Court (Eighth Middlesex District)				
Loring Barnes	////////////////////	170	167	(II&III) 337
Write-ins	////////////////////	0	0	(II&III) 0
Blanks	////////////////////	43	52	(II&III) 95
District Attorney				
Write-ins	0	3	0	3
Blanks	179	210	219	608
Sheriff				
Write-ins	0	3	0	3
Blanks	179	210	219	608
County Commissioner				
Write-ins	1	3	0	4
Blanks	178	210	219	607
Total Republican Ballots:				
	179	213	219	611
	PRECINCT I	PRECINCT II	PRECINCT III	TOTAL
Total Ballots:	563	544	709	1816
Turnout %: 26%				
Total Registered Voters: 6,877 (Democrats 1598,Republicans 818,Unenrolled 4461)				

TALLY SHEET - TOWN of MILLIS				
STATE ELECTION - November 8, 2022				
Final Official Results sent to Secretary of Commonwealth				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Governor & Lt. Governor				
DIEHL and ALLEN (R)	493	559	621	1673
HEALEY and DRISCOLL (D)	804	789	1123	2716
REED and EVERETT (L)	27	27	23	77
Write-ins	0	0	0	0
Blanks	9	18	6	33
TOTAL	1333	1393	1773	4499
Attorney General				
Andrea Joy Campbell (D)	782	742	1051	2575
James R. McMahon, III (R)	521	604	686	1811
Write-ins	0	0	0	0
Blanks	30	47	36	113
TOTAL	1333	1393	1773	4499
Secretary of State				
William Francis Galvin (D)	882	868	1189	2939
Rayla Campbell (R)	412	463	535	1410
Juan Sanchez (G-R)	25	24	28	77
Write-ins	0	0	0	0
Blanks	14	38	21	73
TOTAL	1333	1393	1773	4499
Treasurer				
Deborah B. Goldberg (D)	879	832	1153	2864
Cristina Crawford (L)	326	382	419	1127
Write-ins	0	0	0	0
Blanks	128	179	201	508
TOTAL	1333	1393	1773	4499
Auditor				
Anthony Amore (R)	518	611	702	1831
Diana DiZoglio (D)	689	607	896	2192
Gloria A. Caballero-Roca (G-R)	25	30	27	82
Dominic Giannone, III (WP)	26	35	18	79
Daniel Riek (L)	23	30	41	94
Write-ins	0	0	0	0
Blanks	52	80	89	221
TOTAL	1333	1393	1773	4499

STATE ELECTION - November 8, 2022				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Rep. In Congress (Fourth District)				
Jake Auchincloss (D)	946	921	1224	3091
Write-ins	0	0	0	0
Blanks	387	472	549	1408
TOTAL	1333	1393	1773	4499
Councillor (2nd District)				
Robert L. Jubinville (D)	775	727	1010	2512
Dashe M. Videira (R)	492	574	647	1713
Write-ins	0	0	0	0
Blanks	66	92	116	274
TOTAL	1333	1393	1773	4499
Senator in General Court (Norfolk, Worcester & Middlesex District)				
Rebecca L. Rausch (D)	662	642	923	2227
Shawn C. Dooley (R)	656	696	795	2147
Write-ins	0	0	0	0
Blanks	15	55	55	125
TOTAL	1333	1393	1773	4499
Rep. In General Court (Ninth Norfolk District)				
Kevin Kalkut (D)	758	////////////////////////////////////	////////////////////////////////////	(1) 758
Marcus S. Vaughn (R)	532	////////////////////////////////////	////////////////////////////////////	(1) 532
Write-ins	0	////////////////////////////////////	////////////////////////////////////	(1) 0
Blanks	43	////////////////////////////////////	////////////////////////////////////	(1) 43
TOTAL	1333	////////////////////////////////////	////////////////////////////////////	(1) 1333
Rep. In General Court (Eighth Middlesex District)				
James C. Arena-DeRosa (D)	////////////////////////////////////	656	948	(2&3) 1604
Loring Barnes (R)	////////////////////////////////////	691	762	(2&3) 1453
Write-ins	////////////////////////////////////	0	0	(2&3) 0
Blanks	////////////////////////////////////	46	63	(2&3) 109
TOTAL	////////////////////////////////////	1393	1773	(2&3) 3166
District Attorney				
Michael W. Morrissey (D)	966	944	1245	3155
Write-ins	0	0	0	0
Blanks	367	449	528	1344
TOTAL	1333	1393	1773	4499
Sheriff				
Patrick W. McDermott (D)	961	944	1246	3151
Write-ins	0	0	0	0
Blanks	372	449	527	1348
TOTAL	1333	1393	1773	4499

STATE ELECTION - November 8, 2022				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
County Commissioner				
Peter H. Collins (D)	717	675	956	2348
Matthew J. Sheehan (I)	480	542	620	1642
Write-ins	0	0	0	0
Blanks	136	176	197	509
TOTAL	1333	1393	1773	4499
QUESTIONS	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
QUESTION #1: Fair Share Amendment				
YES	657	646	826	2129
NO	647	708	921	2276
Blanks	29	39	26	94
TOTAL	1333	1393	1773	4499
QUESTION #2: Dental Insurance				
YES	933	964	1250	3147
NO	382	395	498	1275
Blanks	18	34	25	77
TOTAL	1333	1393	1773	4499
QUESTION #3: Alcohol Licences				
YES	555	560	751	1866
NO	747	799	985	2531
Blanks	31	34	37	102
TOTAL	1333	1393	1773	4499
QUESTION #4: Safer Roads				
YES	684	654	934	2272
NO	625	708	817	2150
Blanks	24	31	22	77
TOTAL	1333	1393	1773	4499
	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
Total Ballots:	1333	1393	1773	4499
Turnout %: 64%				
Total Registered Voters: 6,999 (Democrats 1616,Republicans 824,Unenrolled 4559)				

TEXT of NOVEMBER 8, 2022 STATE ELECTION QUESTIONS

QUESTION 1: PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the constitution summarized below, which was approved by the General Court in joint sessions of the two houses on June 12, 2019 (yeas 147 – nays 48); and again on June 9, 2021 (yeas 159 – nays 41)?

SUMMARY

This proposed constitutional amendment would establish an additional 4% state income tax on that portion of annual taxable income in excess of \$1 million. This income level would be adjusted annually, by the same method used for federal income-tax brackets, to reflect increases in the cost of living. Revenues from this tax would be used, subject to appropriation by the state Legislature, for public education, public colleges and universities; and for the repair and maintenance of roads, bridges, and public transportation. The proposed amendment would apply to tax years beginning on or after January 1, 2023.

A YES VOTE would amend the state Constitution to impose an additional 4% tax on that portion of incomes over one million dollars to be used, subject to appropriation by the state Legislature, on education and transportation.

A NO VOTE would make no change in the state Constitution relative to income tax.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would direct the Commissioner of the Massachusetts Division of Insurance to approve or disapprove the rates of dental benefit plans and would require that a dental insurance carrier meet an annual aggregate medical loss ratio for its covered dental benefit plans of 83 percent. The medical loss ratio would measure the amount of premium dollars a dental insurance carrier spends on its members' dental expenses and quality improvements, as opposed to administrative expenses. If a carrier's annual aggregate medical loss ratio is less than 83 percent, the carrier would be required to refund the excess premiums to its covered individuals and groups. The proposed law would allow the Commissioner to waive or adjust the refunds only if it is determined that issuing refunds would result in financial impairment for the carrier.

The proposed law would apply to dental benefit plans regardless of whether they are issued directly by a carrier, through the connector, or through an intermediary. The proposed law would not apply to dental benefit plans issued, delivered, or renewed to a self-insured group or where the carrier is acting as a third-party administrator.

The proposed law would require the carriers offering dental benefit plans to submit information about their current and projected medical loss ratio, administrative expenses, and other financial information to the Commissioner. Each carrier would be required to submit an annual comprehensive financial statement to the Division of Insurance, itemized by market group size and line of business. A carrier that also provides administrative services to one or more self-insured groups would also be required to file an appendix to their annual financial statement with information about its self-insured business. The proposed law would impose a late penalty on a carrier that does not file its annual report on or before April 1.

The Division would be required to make the submitted data public, to issue an annual summary to certain legislative committees, and to exchange the data with the Health Policy Commission. The Commissioner would be required to adopt standards requiring the registration of persons or entities not otherwise licensed or registered by the Commissioner and criteria for the standardized reporting and uniform allocation methodologies among carriers.

The proposed law would allow the Commissioner to approve dental benefit policies for the purpose of being offered to individuals or groups. The Commissioner would be required to adopt regulations to determine eligibility criteria.

The proposed law would require carriers to file group product base rates and any changes to group rating factors that are to be effective on January 1 of each year on or before July 1 of the preceding year. The Commissioner would be required to disapprove any proposed changes to base rates that are excessive, inadequate, or unreasonable in relation to the benefits charged. The Commissioner would also be required to disapprove any change to group rating factors that is discriminatory or not actuarially sound.

The proposed law sets forth criteria that, if met, would require the Commissioner to presumptively disapprove a carrier's rate, including if the aggregate medical loss ratio for all dental benefit plans offered by a carrier is less than 83 percent.

The proposed law would establish procedures to be followed if a proposed rate is presumptively disapproved or if the Commissioner disapproves a rate.

The proposed law would require the Division to hold a hearing if a carrier reports a risk-based capital ratio on a combined entity basis that exceeds 700 percent in its annual report.

The proposed law would require the Commissioner to promulgate regulations consistent with its provisions by October 1, 2023. The proposed law would apply to all dental benefit plans issued, made effective, delivered, or renewed on or after January 1, 2024.

A YES VOTE would regulate dental insurance rates, including by requiring companies to spend at least 83% of premiums on member dental expenses and quality improvements instead of administrative expenses, and by making other changes to dental insurance regulations.

A NO VOTE would make no change in the law relative to the regulations that apply to dental insurance companies.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2022?

SUMMARY

This proposed law would increase the statewide limits on the combined number of licenses for the sale of alcoholic beverages for off-premises consumption (including licenses for “all alcoholic beverages” and for “wines and malt beverages”) that any one retailer could own or control: from 9 to 12 licenses in 2023; to 15 licenses in 2027; and to 18 licenses in 2031.

Beginning in 2023, the proposed law would set a maximum number of “all alcoholic beverages” licenses that any one retailer could own or control at 7 licenses unless a retailer currently holds more than 7 such licenses.

The proposed law would require retailers to conduct the sale of alcoholic beverages for off-premises consumption through face-to-face transactions and would prohibit automated or self-checkout sales of alcoholic beverages by such retailers.

The proposed law would alter the calculation of the fine that the Alcoholic Beverages Control Commission may accept in lieu of suspending any license issued under the State Liquor Control Act. The proposed law would modify the formula for calculating such fee from being based on the gross profits on the sale of alcoholic beverages to being based on the gross profits on all retail sales.

The proposed law would also add out-of-state motor vehicle licenses to the list of the forms of identification that any holder of a license issued under the State Liquor Control Act, or their agent or employee, may choose to reasonably rely on for proof of a person's identity and age.

A YES VOTE would increase the number of licenses a retailer could have for the sale of alcoholic beverages to be consumed off premises, limit the number of “all-alcoholic beverages” licenses that a retailer could acquire, restrict use of self-checkout, and require retailers to accept customers’ out-of-state identification.

A NO VOTE would make no change in the laws governing the retail sale of alcoholic beverages.

QUESTION 4: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on May 26, 2022?

SUMMARY

This law allows Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a standard driver's license or learner's permit if they meet all the other qualifications for a standard license or learner's permit, including a road test and insurance, and provide proof of their identity, date of birth, and residency. The law provides that, when processing an application for

such a license or learner's permit or motor vehicle registration, the registrar of motor vehicles may not ask about or create a record of the citizenship or immigration status of the applicant, except as otherwise required by law. This law does not allow people who cannot provide proof of lawful presence in the United States to obtain a REAL ID.

To prove identity and date of birth, the law requires an applicant to present at least two documents, one from each of the following categories: (1) a valid unexpired foreign passport or a valid unexpired Consular Identification document; and (2) a valid unexpired driver's license from any United States state or territory, an original or certified copy of a birth certificate, a valid unexpired foreign national identification card, a valid unexpired foreign driver's license, or a marriage certificate or divorce decree issued by any state or territory of the United States. One of the documents presented by an applicant must include a photograph and one must include a date of birth. Any documents not in English must be accompanied by a certified translation. The registrar may review any documents issued by another country to determine whether they may be used as proof of identity or date of birth.

The law requires that applicants for a driver's license or learner's permit shall attest, under the pains and penalties of perjury, that their license has not been suspended or revoked in any other state, country, or jurisdiction.

The law specifies that information provided by or relating to any applicant or license-holder will not be a public record and shall not be disclosed, except as required by federal law or as authorized by Attorney General regulations, and except for purposes of motor vehicle insurance.

The law directs the registrar of motor vehicles to make regulations regarding the documents required of United States citizens and others who provide proof of lawful presence with their license application.

The law also requires the registrar and the Secretary of the Commonwealth to establish procedures and regulations to ensure that an applicant for a standard driver's license or learner's permit who does not provide proof of lawful presence will not be automatically registered to vote.

The law takes effect on July 1, 2023.

A YES VOTE would keep in place the law, which would allow Massachusetts residents who cannot provide proof of lawful presence in the United States to obtain a driver's license or permit if they meet the other requirements for doing so.

A NO VOTE would repeal this law.

SPRING 2022 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY22 Additional Wages and Expenses
3. FY23 Operating Budget
4. SEIU #888, Firefighters Local #4704 & AFSCME Council 93 Local #1301 Contract Ratifications
5. Sewer Enterprise Fund
6. Water Enterprise Fund
7. Stormwater Enterprise Fund
8. Consent Agenda
 - Amendments to the Personnel Plan
 - Board of Health Appointing Authority
 - Revolving Funds
 - Community Preservation Fund
9. Community Preservation Open Space/Recreation Reserve Fund – Soundproofing for Pickleball/Tennis Courts
10. Community Preservation Open Space/Recreation Reserve Fund – Town-Owned Properties Inventory and Management Plan
11. Community Preservation Open Space/Recreation Reserve Fund – Oak Grove Farm Trail Improvement Project
12. FY23 Recertification Process (Board of Assessors)
13. Capital Items
14. PFAS Water Treatment Bonding Amendment

15. Design and Construction of Sidewalks and Roads
16. Tree Removal/Maintenance
17. New Computer Lease for Schools – Year One
18. New Police Cruiser Lease – Year One
19. General By-Law – Powers and Duties of the Town Administrator
20. Charter Amendment – Change Town Clerk from Elected to Appointed
21. Zoning Bylaw Amendment – Amendment to Associate Planning Board Member
22. Zoning Bylaw Amendment – Add I-P-2 District to Tables 2 & 3
23. Acceptance of M.G.L. Ch. 71, §37M Authorization for Consolidated Townwide Facilities Maintenance
24. Unemployment Insurance Fund
25. OPEB Fund
26. Stabilization Fund
27. Citizens' Petition Article – Charter Change: Water/Sewer Commissioners
28. Citizens' Petition Article – By-Law Change: Water/Sewer Commissioners

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
MONDAY, MAY 2, 2022

The Spring Annual Business Meeting of the Town of Millis was held on Monday May 2, 2022, in the auditorium of the Millis Middle/High School and was called to order by the Moderator, Donna Cabbibo, at 7:34 p.m.

The Town Warrant calling this business meeting was signed on April 11, 2022 by the Select Board members Peter Jurmain, Erin Underhill and Craig Schultze and was posted on April 14, 2022 by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:	Christine McCaffrey	Susanne Locklin
	Bonnie Hilton	Carole McColl
	Anne Baima	Donna Scotland
	Susan Ferzoco	

Tellers/Constable appointed and sworn in for the auditorium:

Christine McCaffrey	Bonnie Hilton
Susanne Locklin	Donna Scotland
Susan Ferzoco	Carole McColl
Nathan Maltinsky (Constable)	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

The Moderator then made opening remarks concerning the twenty-eight (28) business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

Ms. Cabbibo introduced Town Officials present that help to prepare the Warrant: Select Board (Peter Jurmain, Erin Underhill and Craig Schultze), Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Jay Talerman, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith.

The Moderator then gave a brief description of the process: that the Finance Committee reviews all articles and budget proposals and presents their recommendations for the Town Meeting members. She also stated her role as Moderator as an independent, elected official who presides over the Town Meeting to ensure a fair, orderly, open consideration of Warrant Articles.

The Town Meeting members' responsibilities include considering articles and debating them. A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made today by Town Meeting members.

Motion was made by Peter Berube, Chair and seconded that the reading of the warrant and return of service thereof be omitted and it was voted. Motion was made by Peter Berube and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Mr. Berube, Chair, introduced the Finance Committee members: Jodi Garzon, Vice Chair, Peter Underhill, Clerk, Jim Borgman, Cathy MacInnes, Sara Reyes, John Steadman and Jonathan Loer. State Representatives that came to town meeting where David Linsky, Shawn Dooley and Becca Rausch. David Linsky spoke briefly and stated it was an honor to serve the Town of Millis for 23 years.

ARTICLE 1. To see if the Town will vote to transfer from available funds the sum of **\$3,464.51** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s), or act in any manner relating thereto.

COA/BOH	WB Mason	\$399.96
COA/BOH	WB Mason	\$599.94
COA/BOH	WB Mason	\$919.98
COA/BOH	WB Mason	\$199.98
COA/BOH	WB Mason	\$199.98
COA/BOH	WB Mason	\$399.96
Building	Timothy Costello	\$100.00
DPW	WB Mason	\$18.66
BOH	Biscom	\$33.48
Fire	Comcast	\$555.25
DPW/WE	WB Mason	\$18.66
DPW/SE	WB Mason	\$18.66

(Submitted by Select Board)

Motion PASSED Unanimously (4/5th Majority Required) that the Town transfer from available funds the sum of **\$3,464.51** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s).

COA/BOH	WB Mason	\$399.96
COA/BOH	WB Mason	\$599.94
COA/BOH	WB Mason	\$919.98
COA/BOH	WB Mason	\$199.98
COA/BOH	WB Mason	\$199.98
COA/BOH	WB Mason	\$399.96
Building	Timothy Costello	\$100.00
DPW	WB Mason	\$18.66
BOH	Biscom	\$33.48
Fire	Comcast	\$555.25
DPW/WE	WB Mason	\$18.66
DPW/SE	WB Mason	\$18.66

ARTICLE 2. To see if the Town will vote to transfer from the following accounts the sums of money listed below to fund additional wages and expenses to the accounts listed below which were not sufficiently funded under Article 3, Operating Budget, of the May 1, 2021 Annual Town Meeting, or act in any manner relating thereto.

Transfer From:	Town General Government	\$101,838.15
	Health & Human Services	\$14,484.46
	Culture & Recreation	\$20,000.00
	Public Works	\$7,398.01
	Employee Benefits	<u>\$6,372.09</u>
	Total	\$150,092.71
Transfer To:	General Insurance	\$31,738.18
	Public Safety	<u>\$118,354.53</u>
	Total	\$150,092.71

(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer from the following accounts the sums of money listed below to fund additional wages and expenses to the accounts listed below which were not sufficiently funded under Article 3, Operating Budget, of the May 1, 2021 Annual Town Meeting:

Transfer From:	Town General Government	\$101,838.15
	Health & Human Services	\$14,484.46
	Culture & Recreation	\$20,000.00
	Public Works	\$7,398.01
	Employee Benefits	<u>\$6,372.09</u>
	Total	\$150,092.71

Transfer To:	General Insurance	\$31,738.18
	Public Safety	<u>\$118,354.53</u>
	Total	\$150,092.71

ARTICLE 3. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, by transfer from available funds, the sum of **\$39,781,035** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the General Fund, for the fiscal year beginning July 1, 2022 as outlined in Table 2 of the Finance Committee Report with the following revenue sources, or act in any manner relating thereto.

Taxation	\$37,801,118
Ambulance Fund	\$ 412,234
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,212
Cell Tower Revenue	\$ 55,224
Bond Premium Release	\$ 114,831
Marijuana Impact Fees (FC)	\$ 303,449
Free Cash	\$ 375,899

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$ 247,258
Water Fund Indirect Costs to General Fund	\$ 302,204
Stormwater Fund Indirect Costs to General Fund	\$ 161,274

(Submitted by Select Board)

(See Operating Budget for FY23 attached at the end of these Minutes)

PASSED by Majority Vote (Simple Majority Required) that the Town fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, by transfer from available funds, the sum of **\$39,781,035** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the general fund, for the fiscal year beginning July 1, 2022 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$37,801,118
Ambulance Fund	\$ 412,234
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,212
Cell Tower Revenue	\$ 55,224
Bond Premium Release	\$ 114,831
Marijuana Impact Fees (FC)	\$ 303,449
Free Cash	\$ 375,899

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$ 247,258
Water Fund Indirect Costs to General Fund	\$ 302,204
Stormwater Fund Indirect Costs to General Fund	\$ 161,274

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$115,000** to fund the estimated first-year cost items contained in the **contracts** between the **Town of Millis** and **SEIU Local 888, Professional Firefighters of Millis Local #4704, and AFSCME Council 93 Local 3901**, all to be effective July 1, 2022, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Required) that the Town raise and appropriate or transfer from available funds the sum of **\$115,000** to fund the estimated first-year cost items contained in the **contracts** between the **Town of Millis** and **SEIU Local 888, Professional Firefighters of Millis Local #4704, and AFSCME Council 93 Local 3901**, all to be effective July 1, 2022.

ARTICLE 5. To see if the Town will vote to raise and appropriate from Sewer Department Receipts, the following sums to **operate the Sewer Enterprise Fund beginning July 1, 2022**, or act in any manner relating thereto.

Salaries/Wages	\$ 293,966
<u>Expenses</u>	<u>\$1,472,889</u>
Total	\$1,766,855

(Submitted by Select Board)
(*See Sewer Enterprise Fund Report attached at the end of these Minutes*)

Motion PASSED by Majority Vote (Simple Majority Required) that the Town raise and appropriate from Sewer Department Receipts, the following sums to **operate the Sewer Enterprise Fund beginning July 1, 2022**:

Salaries/Wages	\$ 293,966
<u>Expenses</u>	<u>\$1,472,889</u>
Total	\$1,766,855

ARTICLE 6. To see if the Town will vote to raise and appropriate from Water Department Receipts, the following sums to **operate the Water Enterprise Fund beginning July 1, 2022**, or act in any manner relating thereto.

Salaries/Wages	\$ 390,694
<u>Expenses</u>	<u>\$2,103,534</u>
Total	\$2,494,228

(Submitted by Select Board)
(*See Water Enterprise Fund Report attached at the end of these Minutes*)

Motion PASSED by Majority Vote (Simple Majority Required) that the Town raise and appropriate from Water Department Receipts, the following sums to **operate the Water Enterprise Fund beginning July 1, 2022**:

Salaries/Wages	\$ 390,694
<u>Expenses</u>	<u>\$2,103,534</u>
Total	\$2,494,228

ARTICLE 7. To see if the Town vote to raise and appropriate from Stormwater Department Receipts, the following sums to **operate the Stormwater Enterprise Fund beginning July 1, 2022**, or act in any manner relating thereto.

Salaries/Wages	\$186,021
<u>Expenses</u>	<u>\$444,252</u>
Total	\$630,273

(Submitted by Select Board)
(See Stormwater Enterprise Fund Report attached at the end of these Minutes)

Motion PASSED by Majority Vote (Simple Majority Required) that the Town raise and appropriate from Stormwater Department Receipts, the following sums to **operate the Stormwater Enterprise Fund beginning July 1, 2022**:

Salaries/Wages	\$186,021
<u>Expenses</u>	<u>\$444,252</u>
Total	\$630,273

ARTICLE 8. To see if the Town will vote to approve the items as written in the Warrant as Consent Article 8, or act in any manner relating thereto.

1. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan** effective July 1, 2022, as shown in the FY23 Finance Committee Report, or act in any manner relating thereto.
(Submitted by The Select Board)
(See Personnel Plan Schedule A attached at the end of these Minutes)
2. To see if the Town will vote in accordance with M.G.L., Chapter 41, section 4A, and Chapter 268A, to authorize the **Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Chapter 41, Section 108, or act in any manner relating thereto.
(Submitted by the Board of Health)
3. To see if the Town will vote pursuant to the provisions of M.G.L. Chapter 44, Section 53E½, to:

Amend Article VI, Section 12 of the Town’s General Bylaws by deleting the following revolving fund from the existing table of revolving funds as follows:

Recreation Fund - Fees from Recreation Programs - Recreation Department

And to establish the following fiscal year spending limit for the Town’s established revolving funds for Fiscal year 2023, or act in any manner relating:

AUTHORIZED REVOLVING FUNDS FISCAL YEAR EXP. LIMIT

Oak Grove Farm Maintenance Fund	\$ 35,000.00
Animal Control Shelter Fund	\$ 3,000.00
Fire Alarm Fund	\$ 10,000.00
Historical Commission Fund	\$ 12,000.00
Ambulance Department Fund	\$ 20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
School Food Service Fund	\$360,000.00
School Transportation Fund	\$500,000.00
Stormwater Management Fund	\$ 10,000.00
BOH Medical Services/Vax Fund	\$ 20,000.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
School Athletic Fields Fund	\$ 35,000.00
School Extracurricular Fund	\$ 8,000.00
Library Special Use Fund	\$ 10,000.00
Tobacco Control Program	\$ 1,000.00

(Submitted by The Select Board)

4. To see if the Town will vote to raise and appropriate a sum of money or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee for administrative expenses, community preservation projects and/or other expenses in fiscal year 2023, with each item to be considered a separate appropriation or act in any manner relating thereto.

Appropriations:

From FY23 estimated revenues for Committee Administrative Expenses	\$13,734.00
(To be divided equally: \$6,867.00 CPC Salary Account: \$6,867.00 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal	\$20,000.00
From Undesignated Fund Balance for Long Term Debt- Interest	\$ 8,950.00

Reserves:

From FY2023 estimated revenues for Historic Resources Reserve	\$27,469.00
From FY2023 estimated revenues for Community Housing Reserve	\$27,469.00
From FY2023 estimated revenues for Open Space Reserve	\$27,469.00
From FY2023 estimated revenues for Budgeted Reserve	\$80,000.00
(Submitted by the Community Preservation Committee)	

Motion PASSED Unanimously (Simple Majority Required) that the Town approve the items as written in the Warrant as Consent Article 8 and as enumerated and stated above.

ARTICLE 9. To see if the Town will vote to appropriate the sum of **\$21,035.16** from the Community Preservation Open Space/Recreation Reserve Fund for **Soundproofing for the Pickleball/Tennis Courts**, or act in any manner relating thereto.
(Submitted by the Community Preservation Committee)

An explanation for the need due to the excessive and annoying noise of pickleball to the neighboring residences was provided.

Motion PASSED Unanimously (Simple Majority Required) that the Town appropriate the sum of **\$21,035.16** from the Community Preservation Open Space/Recreation Reserve Fund for **Soundproofing for the Pickleball/Tennis Courts**.

ARTICLE 10. To see if the Town will vote to appropriate a sum of money from the Community Preservation Open Space/Recreation Resource Reserve Fund for the **Millis Town Owned Properties Inventory and Management Plan**, or act in any manner relating thereto.
(Submitted by the Community Preservation Committee)

There was spirited discussion regarding this proposal which originated from the Conservation Committee and the proposed cost of \$200,000. The CPC had voted to support it with \$70,000 from CPC funds if the Town would fund the remainder needed. People seemed in agreement that there was a need for an inventory, but some residents thought most of the project could be accomplished for free by a committee of town residents.

VOTED Unanimously (Simple Majority Required) that the Town **DISMISS** Article 10.

ARTICLE 11. To see if the Town will vote to transfer the sum of **\$16,900** from the **Community Preservation Open Space Reserve Fund** for the **Oak Grove Farm Trail Improvement Project**, or act in any manner relating thereto.
(Submitted by the Community Preservation Committee)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer the sum of **\$16,900** from the **Community Preservation Open Space Reserve Fund** for the **Oak Grove Farm Trail Improvement Project**.

ARTICLE 12. To see if the Town will vote to transfer from Free Cash the sum of **\$17,800** to **conduct the FY23 Recertification Process**, or act in any manner relating thereto.
(Submitted by the Board of Assessors)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer from Free Cash the sum of **\$17,800** to **conduct the FY23 Recertification Process**.

ARTICLE 13. To see if the Town will vote to transfer from Free Cash the sum of **\$169,209**, and transfer from Sewer Enterprise Reserve the sum of **\$31,629**, and transfer from Water Enterprise Reserve the sum of **\$31,629**, and transfer from Stormwater Enterprise Reserve the sum of **\$31,628**, for a total sum of **\$264,095** to fund the following capital items, or act in any manner relating thereto:

Department	Capital Item	Amount
Police/Fire	Public Safety Radio Console Update	\$112,580
Emergency Man.	Public Safety Radio Backup Generators	\$ 25,000
DPW/Enterprises	Chevy Silverado with Plow	\$ 54,416
DPW/Enterprises	Skid Steer	\$ 52,699
DPW/Enterprises	Message Board	\$ 19,400
Total		\$264,095

And to authorize the Select Board to dispose of old vehicles or equipment by outright sale, trade, auction, or otherwise and that the proceeds from such disposal be applied to the purchase price of the vehicle or equipment.

(Submitted by Select Board)

(see Capital Planning Committee Priorities Chart attached at end of these Minutes)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer from Free Cash the sum of **\$264,095 to fund the following capital items:**

Department	Capital Item	Amount
Police/Fire	Public Safety Radio Console Update	\$112,580
Emergency Man.	Public Safety Radio Backup Generators	\$ 25,000
DPW/Enterprises	Chevy Silverado with Plow	\$ 54,416
DPW/Enterprises	Skid Steer	\$ 52,699
DPW/Enterprises	Message Board	\$ 19,400
Total		\$264,095

And to authorize the Select Board to dispose of old vehicles or equipment by outright sale, trade, auction, or otherwise and that the proceeds from such disposal be applied to the purchase price of the vehicle or equipment.

ARTICLE 14. To see if the Town will vote to appropriate **\$500,000** to pay additional costs of making water treatment plant improvements at the D'Angelis Water Treatment Plant to address excessive levels of PFAS identified in Wells 1 and 2, including the payment of all costs incidental and related thereto, which amount shall be expended in addition to the \$5,600,000 previously appropriated for this project under Article 4 of the Warrant at the Fall Annual Town Meeting; and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to M.G.L. Ch. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefor. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project, or act in any manner relating thereto:
(Submitted by Select Board)

Motion PASSED Unanimously (2/3rd Vote Required) that the Town appropriate **\$500,000** to pay additional costs of making water treatment plant improvements at the D'Angelis Water

Treatment Plant to address excessive levels of PFAS identified in Wells 1 and 2, including the payment of all costs incidental and related thereto, which amount shall be expended in addition to the \$5,600,000 previously appropriated for this project under Article 4 of the Warrant at the Fall Annual Town Meeting, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to M.G.L. Ch. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefor. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project.

ARTICLE 15. To see if the Town will vote to transfer from Free Cash the sum of **\$160,000 for the Design and Construction of Sidewalks and Roads**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer from Free Cash the sum of **\$160,000 for the Design and Construction of Sidewalks and Roads**.

ARTICLE 16. To see if the Town will vote to transfer from Free Cash the sum of **\$50,000 for Tree Removal/Maintenance**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Required) that the Town transfer from Free Cash the sum of **\$50,000 for Tree Removal/Maintenance**.

ARTICLE 17. To see if the Town will vote to borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of **\$69,900 for a new lease/purchase(s) for computers for the Millis Schools**, or act in any manner relating thereto.
(Submitted by School Committee)

Motion PASSED Unanimously (2/3rd Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, a sum of **\$69,900 for a new lease/purchase(s) for computers for the Millis Schools**.

ARTICLE 18. To see if the Town will vote to borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$104,000 for the lease/purchase(s) of two Police Cruisers**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (2/3rd Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$104,000 for the lease/purchase(s) of two Police Cruisers**.

ARTICLE 19. To see if the Town will vote to establish the following General Bylaw:

“ARTICLE V. TOWN OFFICERS Section 31. Town Administrator

In addition to the powers and duties enumerated in Section III-4 of the Millis Town Charter “Position of Town Administrator”, the Town Administrator shall have the following powers and duties:

Subsection 1: POWERS AND DUTIES

The Town Administrator shall be the chief administrative officer of the town, directly responsible to the Select Board for the administration of all town affairs for which the office of Town Administrator is given responsibility by this Charter. The powers and duties of the Town Administrator shall include, but are not intended to be limited to the following:

- (a) To supervise, direct, and be responsible for the efficient administration of all functions and activities for which the office of Town Administrator is given authority, responsibility or control by the Charter, by this by-law, by town meeting vote, by vote of the Select Board, or otherwise.
- (b) To appoint, and in appropriate circumstances, to remove, subject to ratification by the Select Board, all department heads, officers, and employees for whom no other method of selection is provided by the Charter and this Bylaw. Except as otherwise provided herein, all offices under the supervision of the Town Administrator as set forth in this section shall have the powers and duties set forth in the General Laws, the Town Bylaws and the Charter.
- (c) To be entrusted with the administration of the town personnel system; to administer the personnel policies and procedures and rules and regulations; and to administer the personnel by-law, the personnel plan, and collective bargaining agreements entered into by the town.
- (d) To keep the Select Board fully advised as to the needs of the town and recommend to the Select Board and to other elected town officers and agencies for adoption such measures requiring action by them or by the town meeting as the Town Administrator may deem necessary or expedient. The Town Administrator shall keep the Select Board informed regarding issues affecting the administration and governance of the town, in a timely manner.
- (e) The Town Administrator shall be responsible for the maintenance, repair, and use, of all town land and buildings which fall under the jurisdiction of the Select Board.
- (f) To prepare and present to the Select Board an annual operating budget for the town; and to work in conjunction with the capital planning committee and the finance director to prepare a proposed capital improvement plan for the five (5) fiscal years next ensuing.
- (g) To negotiate, on behalf of the Select Board, all personnel contracts and collective bargaining agreements involving any subject within the jurisdiction of the office of the Town Administrator or Select Board, including contracts with town employees involving wages, hours and other terms and conditions of employment. All such contracts and agreements shall be subject to the approval of the Select Board.
- (h) To coordinate the activities of all town agencies serving under the office of the Town Administrator and the office of the Select Board with those under the control of other officers and multiple member bodies elected directly by the voters.

- (i) To perform any other duties as are required to be performed by the Town Administrator by by-laws, administrative code, votes of the town meeting, or votes of the Select Board, or otherwise.
- (j) To be the chief procurement officer for the town, in accordance with the provisions of the Massachusetts General Laws, and to appoint such assistant procurement officers as provided in Chapter 30B of the Massachusetts General Laws.
- (k) To see that the provisions of the General Laws, the Charter, town by-laws, votes of the town meeting and of the Select Board which require enforcement by the Town Administrator are faithfully executed, performed or otherwise carried out.
- (l) To prosecute, defend and compromise, subject to the approval of the Select Board, all litigation to which the town is a party, and to direct Town or Special Counsel with respect to such litigation.
- (m) To inquire and make investigation, at any time, into the conduct and operation of office or performance of duties of any officer or employee, department, board, commission or other town agency.
- (n) To coordinate the activities of all town agencies serving under the office of the Town Administrator and the office of the Select Board with those under the control of other officers and multiple member bodies elected directly by the voters.
- (o) To seek out and work to obtain resources from federal, state and other governmental jurisdictions that further town purposes.
- (p) To perform any other duties as are required to be performed by the Town Administrator by by-laws, administrative code, votes of the town meeting, or votes of the Select Board, or otherwise.

Subsection 2: ACTING TOWN ADMINISTRATOR

- (a) Temporary Absence - With the approval of the Select Board, the Town Administrator may designate a qualified town administrative officer or employee to exercise the powers and perform the duties of the Town Administrator during an absence of the Town Administrator of not more than twenty (20) days, including Saturdays, Sundays and holidays. Such delegation shall be made by letter filed with the Town Clerk, the municipal finance director, and the Select Board.
- (b) Powers and Duties - The powers and duties of the temporary or acting town administrator, under subsection (a), above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations to town office or employment but not to make permanent appointments, and designations, or to effectuate terminations.
- (c) Interim Town Administrator. In the event of resignation or termination of the Town Administrator, the Select Board may appoint an Interim Town Administrator to serve in such position until a permanent Town Administrator is appointed. Such Interim Town Administrator shall have all the powers of the Town Administrator, except as may be limited by the engagement with the Select Board.

Or act in any manner relating thereto.

The following issues with the above article were brought to the attention of the Meeting by a resident. Subsequently, several motions were made on the floor to edit the verbiage in the original motion. Including:

*A motion was made by to remove letter (n) as it is a duplicate. Letter (h) has the same verbiage. Renumber the letters under "Powers and Duties" **Motion passed unanimously.***

*A second motion was made on the floor to remove letter (p) as it is a duplicate. Letter (i) has the same verbiage. Renumber the letters under "Powers and Duties". **Motion passed unanimously.***

*A third motion was made on the floor to change the word "Charter" to "General Bylaw" in the first paragraph under Section 1: Powers and Duties. **Motion passed unanimously.***

*A fourth motion was made to change the verbiage in section (l) by removing the word "compromise" and changing it to "negotiate and settle". **Motion passed unanimously.***

Motion PASSED by Majority Vote (Simple Majority Required) that the Town establish the following General Bylaw:

"ARTICLE V. TOWN OFFICERS Section 31. Town Administrator

In addition to the powers and duties enumerated in Section III-4 of the Millis Town Charter "Position of Town Administrator", the Town Administrator shall have the following powers and duties:

Subsection 1: POWERS AND DUTIES

The Town Administrator shall be the chief administrative officer of the town, directly responsible to the Select Board for the administration of all town affairs for which the office of Town Administrator is given responsibility by this General ByLaw. The powers and duties of the Town Administrator shall include, but are not intended to be limited to the following:

- (a) To supervise, direct, and be responsible for the efficient administration of all functions and activities for which the office of Town Administrator is given authority, responsibility or control by the Charter, by this by-law, by town meeting vote, by vote of the Select Board, or otherwise.
- (b) To appoint, and in appropriate circumstances, to remove, subject to ratification by the Select Board, all department heads, officers, and employees for whom no other method of selection is provided by the Charter and this Bylaw. Except as otherwise provided herein, all offices under the supervision of the Town Administrator as set forth in this section shall have the powers and duties set forth in the General Laws, the Town Bylaws and the Charter.
- (c) To be entrusted with the administration of the town personnel system; to administer the personnel policies and procedures and rules and regulations; and to administer the personnel by-law, the personnel plan, and collective bargaining agreements entered into by the town.
- (d) To keep the Select Board fully advised as to the needs of the town and recommend to the Select Board and to other elected town officers and agencies for adoption such measures requiring action by them or by the town meeting as the Town Administrator may deem necessary or expedient. The Town Administrator shall keep the Select Board informed regarding issues affecting the administration and governance of the town, in a timely manner.
- (e) The Town Administrator shall be responsible for the maintenance, repair, and use, of all town land and buildings which fall under the jurisdiction of the Select Board.
- (f) To prepare and present to the Select Board an annual operating budget for the town; and to work in conjunction with the capital planning committee and the finance director to prepare a proposed capital improvement plan for the five (5) fiscal years next ensuing.

(g) To negotiate, on behalf of the Select Board, all personnel contracts and collective bargaining agreements involving any subject within the jurisdiction of the office of the Town Administrator or Select Board, including contracts with town employees involving wages, hours and other terms and conditions of employment. All such contracts and agreements shall be subject to the approval of the Select Board.

(h) To coordinate the activities of all town agencies serving under the office of the Town Administrator and the office of the Select Board with those under the control of other officers and multiple member bodies elected directly by the voters.

(i) To perform any other duties as are required to be performed by the Town Administrator by by-laws, administrative code, votes of the town meeting, or votes of the Select Board, or otherwise.

(j) To be the chief procurement officer for the town, in accordance with the provisions of the Massachusetts General Laws, and to appoint such assistant procurement officers as provided in Chapter 30B of the Massachusetts General Laws.

(k) To see that the provisions of the General Laws, the Charter, town by-laws, votes of the town meeting and of the Select Board which require enforcement by the Town Administrator are faithfully executed, performed or otherwise carried out.

(l) To prosecute, defend, negotiate and settle, subject to the approval of the Select Board, all litigation to which the town is a party, and to direct Town or Special Counsel with respect to such litigation.

(m) To inquire and make investigation, at any time, into the conduct and operation of office or performance of duties of any officer or employee, department, board, commission or other town agency.

(n) To seek out and work to obtain resources from federal, state and other governmental jurisdictions that further town purposes.

Subsection 2: ACTING TOWN ADMINISTRATOR

(a) Temporary Absence - With the approval of the Select Board, the Town Administrator may designate a qualified town administrative officer or employee to exercise the powers and perform the duties of the Town Administrator during an absence of the Town Administrator of not more than twenty (20) days, including Saturdays, Sundays and holidays. Such delegation shall be made by letter filed with the Town Clerk, the municipal finance director, and the Select Board.

(b) Powers and Duties - The powers and duties of the temporary or acting town administrator, under subsection (a), above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations to town office or employment but not to make permanent appointments, and designations, or to effectuate terminations.

(c) Interim Town Administrator. In the event of resignation or termination of the Town Administrator, the Select Board may appoint an Interim Town Administrator to serve in such position until a permanent Town Administrator is appointed. Such Interim Town Administrator shall have all the powers of the Town Administrator, except as may be limited by the engagement with the Select Board.

ARTICLE 20. To see if the Town will vote to make the following changes to the Town Charter (with ratification by the next Annual Election):

Section IV-2: Other Elected Officers

By amending the language as follows:

From: c. There shall be a town clerk elected for a term of three years.

To:

- a. The Town Clerk shall be appointed, with said appointment to be made following the end of the term of Town Clerk who was elected as of the date of this amendment.

Or act in any manner relating thereto.

There was a great deal of discussion regarding the pros and cons of the change from elected to appointed. This subject was also on the Warrant at the November 2021 Town Meeting.

Motion FAILED by Standing Count (87 Yes to 40 No). Total voters 127 on this Article (total voters in attendance at Meeting was 168)

ARTICLE 21. To see if the Town will vote to amend the Zoning By-Laws, as most recently amended, by amending the section identified herein as follows:

- 1) By amending Section XII Administration and Enforcement, T. Associate Member to the Planning Board:

From:

“An associate Member to the Planning Board shall be appointed by the Board of Selectmen for a term of one year, such Associate Member to act on Special Permits.”

To:

“An Associate Member to the Planning Board shall be appointed by the Select Board for a term of one year, such Associate Member to act on Special Permits and Site Plans.”

Or act in any manner relating thereto.

Motion PASSED by 2/3rds Vote (2/3rds Majority Vote Required) that the town amend the Zoning By-Laws, as most recently amended, by amending the section identified herein as follows, or to take any other action related thereto.

- 2) By amending Section XII Administration and Enforcement, T. Associate Member to the Planning Board:

From:

“An associate Member to the Planning Board shall be appointed by the Board of Selectmen for a term of one year, such Associate Member to act on Special Permits.”

To:

“An Associate Member to the Planning Board shall be appointed by the Select Board for a term of one year, such Associate Member to act on Special Permits and Site Plans.”

ARTICLE 22. To see if the Town will vote to amend Table 2: Area Regulations and Table 3: Height and Bulk Regulations in Section VI of the Town of Millis Zoning By-Law to insert I-P-2 District to the I-P (see charts below), or act in any manner relating thereto:

Motion PASSED Unanimously (2/3rds Vote Required) that the Town amend Table 2: Area Regulations and Table 3: Height and Bulk Regulations in Section VI of the Town of Millis Zoning By-Law to insert I-P-2 District to the I-P as follows:

Table 2. Area Regulations

(See following page for notes.)

(Amended May 13, 1985) (Amended May 10, 2004) (Amended May 9, 2005)

(Amended May 8, 2006) (Amended June 14, 2010) (Amended May 12, 2014) (May 2, 2022)

District	Use	Area (sq. ft.)	Base Density ¹ (units per acre or FAR) (10)	Lot ⁽⁸⁾ Frontage (ft.)	Lot Depth (ft.)	Yards ⁽⁹⁻¹¹⁾		
						Front (ft.)	Side (ft.)	Rear ¹¹ (ft.)
R-T	Any permitted principal structure or use	60,000		200	300	40	40	40
R-S	Any permitted principal structure or use	25,000		125	200	40	20	40
R-V	1-family dwelling	15,000		100	150	40	15	20
	2-family dwelling	18,750		125	150	40	15	20
	Multi-family dwellings	217,800		250	400	50	50	50
		5 acres (for developments of up to 22 dwelling units) Each dwelling unit thereafter 10,000						
R-V-C ⁽¹²⁾	1-family dwelling	15,000	2.9	100	150	40	15	20
	2-family dwelling	18,750	4.7	125	150	40	15	20
	Multi-family dwellings	217,800		250	400	50	50	50
		5 acre minimum area and not to exceed 4 units/acre						
C-V	Any permitted principal structure or use	30,000	---	150	200	40	20	30

¹ Base density refers to the allowable density before any density bonus.

C-V-2 ⁽¹²⁾	As-of-Right Development, Commercial	30,000	0.20 ⁽¹⁰⁾	150	200	40	20	30
C-V/MCEOD Millis Center Economic Opportunity District	Mixed use development under Section XIII.P	30,000		120	25	Minimum 5 to Maximum 15	0 (zero)	25
I-P/I-P-2	Any permitted principal structure or use	43,560 (1 acre)		200	250	40	20	30
V-B	Any permitted structure or use	90,000		150	200	50	30	30

Table 3. Height and Bulk Regulations

(Amended May 13, 1985) (Amended May 10, 2004) (Amended May 9, 2005)
(Amended May 8, 2006) (Amended June 14, 2010)(Amended May 12, 2014) (May 2, 2022)
(See notes)

District	Maximum Permitted Height (1) (ft.)	Maximum Permitted Height (stories)	Maximum Building Coverage of Lot ⁽⁴⁾ (covered area as percent of total lot area)	Minimum net floor area per unit for multi-family use or residential unit in mixed use (sq. ft.)
R-T	35	2 ½	20	
R-S	35	2 ½	25	
R-V	35	2 ½	35	500
R-V-C	35	2 ½ /3	35 ⁽⁵⁾	500
C-V	30	2	50	Not Permitted
C-V-2	30/35	2/3	50 ⁽⁵⁾	500
C-V/ MCEOD	35	2 ½	50	500
I-P/I-P-2	45	3	40	Not permitted
V-B	35	2 ½	50	Not permitted

ARTICLE 23. To see if the Town will vote to accept the provisions of M.G.L. Chapter 71 Section 37M and **authorize the consolidation of the facilities maintenance functions of the school committee with those of the town**, provided that such consolidation only occur upon a majority vote of the School Committee and if so accepted by the Town Meeting and School Committee. Or act in any manner relating thereto.

Motion PASSED Unanimously (Simply Majority Required) that the Town accept the provisions of M.G.L. Chapter 71 Section 37M and **authorize the consolidation of the facilities maintenance functions of the school committee with those of the town**, provided that such consolidation only occur upon a majority vote of the School Committee and if so accepted by the Town Meeting and School Committee. Or take any other action in relation thereto.

ARTICLE 24. To see if the Town will vote to transfer from Free Cash the sum of **\$10,275 for the Unemployment Insurance Fund**, or act in any manner relating thereto.

Motion PASSED Unanimously (Simply Majority Required) that the Town transfer from Free Cash the sum of **\$10,275 for the Unemployment Insurance Fund**.

ARTICLE 25. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for the **Other Post-Employment Benefits (OPEB) fund**, or act in any manner relating thereto.

Motion PASSED Unanimously (Simple Majority Required) that the Town **DISMISS** Article 25.

ARTICLE 26. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for the **Stabilization Fund**, or act in any manner relating thereto.

Motion PASSED Unanimously (Simple Majority Required) that the Town **DISMISS** Article 26.

ARTICLE 27. To see if the Town will vote to amend the Town of Millis Home Rule Charter, as most recently amended, as follows:

Article IV. Elections and Other Elected Offices
Section IV-2: Other Elected Offices.

By adding a new subsection h. as follows:

h. There shall be a board of water and sewer commissioners composed of three members, each elected for a term of three years, so arranged that the term of one member expires each year. The approval of this Charter amendment is contingent upon acceptance by majority vote of the whole town at regular or special election of the town officers in accordance with the General Laws, or act in any manner related thereto.
(Submitted by Petition)

There was some spirited discussion pro and con on this Article.

VOTED by Majority Vote (Simple Majority Required) that the Town **Indefinitely Postpone (DISMISS)** Article 27.

ARTICLE 28. To see if the Town will vote to amend the General Bylaws, as most recently amended, by adding a new Article as follows:

ARTICLE XXV – BOARD OF WATER AND SEWER COMMISSIONERS

Section 1. Composition: Term of office. There shall be a Board of Water and Sewer Commissioners consisting of three (3) members, each elected by vote of the registered voters of the Town for a three (3) year term. At the next regular election after approval of the Home Rule Charter amendment, one member shall be elected for a one-year term, one member shall be elected for a two-year term, and one member shall be elected for a three-year term.

Section 2. Powers and Duties.

1. The Board of Water and Sewer Commissioners shall have exclusive charge and control of the Water Department and water systems and pursuant thereto, may establish fountains and hydrants, may take by eminent domain or acquire by purchase or otherwise the waters or any portion thereof of any pond, brook, spring, stream, or ground water sources within the limits of the Town for the purpose of establishing and/or maintaining a water supply system or a water distribution system; may hold all lands, rights of way, and other easements necessary for collecting, storing, holding, purifying thereof, and for conveying the same to any part of the Town, provided that no source of water supply and no lands necessary for protecting and preserving the purity of the water shall be used without first obtaining the advice and approval of the Department of Environmental Protection; may regulate the use of the water and fix and collect just and equitable prices and rates; may cooperate or act jointly with any other city or town in the Commonwealth of Massachusetts in carrying out the powers and duties as herein set forth; and may make reasonable rules and regulations in connection with any of the duties and responsibilities hereinabove set forth.

2. The Board of Water and Sewer Commissioners shall have exclusive charge and control of the installation and maintenance of the sewers, sewage treatment plants and appurtenances located in the Town, and in connection with said responsibilities, shall have all the powers reasonably necessary to effectuate same, and may from time to time adopt reasonable rules and regulations.

The Board of Water and Sewer Commissioners shall have all the powers and duties given to sewer and water commissioners under the Constitution and General Laws of the Commonwealth and such additional powers and duties as may be authorized by the Home Rule Charter, by by-law, or by other vote of the Town Meeting. The Board of Water and Sewer Commissioners shall assign all work and maintenance projects to the Town Administrator or the Town Administrator's designee for performance as its Agent.

And further, amending Article V, number 27, to delete the words, "and shall be authorized to act as Water and Sewer Commissioners" and "water and sewer maintenance."

And further, amending Article V, to delete number 28. Water and Sewer Advisory Committee, or act in any manner relating thereto.

(Submitted by Petition)

There was some spirited discussion pro and con on this Article.

VOTED by Majority Vote (Simple Majority Required) that the Town Indefinitely Postpone (DISMISS) Article 28.

Motion made by Peter Berube, Chairman of the Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die at 10:45 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

FY 2023 OPERATING BUDGET

Department Breakdown	FY18	FY19	FY20	FY21	FY22	FY23
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	TA/SS BUDGET
GENERAL GOVERNMENT						
SELECTMENTA						
SALARIES	\$237,125.36	\$246,501.20	\$283,942.15	\$304,505.74	\$352,443.41	\$385,807.08
EXPENSES	\$114,796.36	\$94,128.75	\$80,465.85	\$61,975.92	\$68,785.00	\$124,365.00
TOTAL	\$351,922.72	\$340,629.95	\$364,408.00	\$366,481.66	\$421,228.41	\$510,172.08
FINANCE DIR/ACCOUNTANT						
SALARIES	\$212,228.95	\$241,632.04	\$249,301.00	\$253,131.66	\$267,703.14	\$275,451.50
EXPENSES	\$4,936.44	\$6,137.58	\$6,529.43	\$2,639.61	\$6,538.00	\$9,515.00
TOTAL	\$217,163.39	\$247,769.62	\$255,830.43	\$255,771.27	\$274,241.14	\$284,966.50
ASSESSORS						
SALARIES	\$117,420.48	\$123,260.02	\$120,584.05	\$125,012.33	\$137,494.00	\$136,739.47
EXPENSES	\$6,229.04	\$6,600.34	\$7,079.65	\$9,411.00	\$9,736.00	\$37,842.00
TOTAL	\$123,649.52	\$129,860.36	\$127,663.70	\$134,423.33	\$147,230.00	\$174,581.47
TREASURER/COLLECTOR						
SALARIES	\$195,022.42	\$195,097.94	\$217,017.37	\$224,008.66	\$236,529.47	\$239,628.66
EXPENSES	\$22,988.54	\$28,428.62	\$36,355.07	\$40,241.27	\$41,090.00	\$46,090.00
TOTAL	\$218,010.96	\$223,526.56	\$253,372.44	\$264,249.93	\$277,619.47	\$285,719.66
IT ADMINISTRATION						
SALARIES	\$16,415.00	\$2,449.00	\$612.28	\$0.00	\$82,000.00	\$78,418.88
EXPENSES	\$114,145.09	\$122,543.60	\$147,631.64	\$172,113.33	\$255,045.07	\$259,850.28
TOTAL	\$130,560.09	\$124,992.60	\$148,243.92	\$172,113.33	\$337,045.07	\$338,269.16
TOWN COUNSEL						
EXPENSES	\$94,655.97	\$95,854.25	\$101,032.79	\$81,943.73	\$95,000.00	\$95,000.00
TOTAL	\$94,655.97	\$95,854.25	\$101,032.79	\$81,943.73	\$95,000.00	\$95,000.00
TOWN CLERK						
SALARIES	\$87,649.42	\$90,170.38	\$100,665.90	\$106,466.05	\$103,752.72	\$109,775.93
EXPENSES	\$3,674.38	\$6,367.89	\$6,852.18	\$8,951.61	\$11,450.00	\$17,100.00
TOTAL	\$91,323.80	\$96,538.27	\$107,538.08	\$115,417.66	\$115,202.72	\$126,875.93

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TASB BUDGET
REGISTRARS						
SALARIES	\$557.00	\$777.62	\$663.00	\$757.54	\$1,298.00	\$1,414.10
EXPENSES	\$3,179.40	\$2,963.14	\$3,755.44	\$4,136.48	\$4,060.00	\$4,800.00
TOTAL	\$3,736.40	\$3,740.76	\$4,418.44	\$4,894.02	\$5,358.00	\$6,214.10
ELECTIONS						
SALARIES	\$7,816.35	\$11,658.10	\$18,284.47	\$18,720.64	\$15,949.00	\$32,192.50
EXPENSES	\$6,347.35	\$12,015.83	\$12,428.63	\$11,214.49	\$12,350.00	\$14,300.00
TOTAL	\$14,163.70	\$23,673.93	\$30,713.10	\$29,935.13	\$28,299.00	\$46,492.50
PLANNING BOARD						
SALARIES	\$21,166.60	\$21,216.60	\$22,370.20	\$22,035.98	\$23,516.51	\$23,512.75
EXPENSES	\$5,330.03	\$5,359.80	\$3,189.81	\$7,181.99	\$9,425.00	\$9,425.00
TOTAL	\$26,496.63	\$26,576.40	\$25,560.01	\$29,217.97	\$32,941.51	\$32,937.75
CONSERVATION						
SALARIES	\$13,551.40	\$13,300.80	\$16,921.15	\$16,505.08	\$17,736.72	\$17,733.90
EXPENSES	\$2,856.13	\$2,737.05	\$2,396.11	\$3,905.07	\$4,777.00	\$4,777.00
TOTAL	\$16,407.53	\$16,037.85	\$19,317.26	\$20,410.15	\$22,513.72	\$22,510.90
ZONING BOARD						
SALARIES	\$3,606.22	\$4,598.30	\$4,810.68	\$4,987.53	\$5,144.35	\$5,144.00
EXPENSES	\$1,705.02	\$1,978.58	\$1,674.86	\$1,435.68	\$1,900.00	\$1,900.00
TOTAL	\$5,311.24	\$6,577.88	\$6,485.54	\$6,423.26	\$7,044.35	\$7,044.00
TOWN BUILDINGS						
SALARIES	\$78,031.30	\$95,668.28	\$84,217.72	\$84,666.70	\$82,800.13	\$88,323.15
EXPENSES	\$220,207.07	\$215,939.63	\$229,370.40	\$222,358.89	\$208,480.00	\$203,000.00
TOTAL	\$298,238.37	\$311,607.91	\$313,588.12	\$307,025.59	\$301,280.13	\$241,323.15

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TASB BUDGET
FINANCE COMMITTEE						
SALARIES	\$5,354.70	\$6,012.47	\$7,323.54	\$8,478.50	\$8,970.00	\$8,650.00
EXPENSES	\$7,704.66	\$15,540.18	\$14,368.25	\$15,183.77	\$17,300.00	\$15,620.00
TOTAL	\$13,059.36	\$21,552.65	\$21,691.79	\$23,662.27	\$24,270.00	\$24,270.00
RESERVE FUND						
EXPENSES	\$98,260.14	\$4,529.95	\$42,000.00	\$50,000.00	\$50,000.00	\$50,000.00
TOTAL	\$98,260.14	\$4,529.95	\$42,000.00	\$50,000.00	\$50,000.00	\$50,000.00
GENERAL INSURANCE						
EXPENSES	\$402,340.00	\$457,207.00	\$505,272.00	\$529,283.00	\$569,040.82	\$623,900.00
TOTAL	\$402,340.00	\$457,207.00	\$505,272.00	\$529,283.00	\$569,040.82	\$623,900.00
EMPLOYEE BENEFITS						
EXPENSES	\$4,589,849.07	\$4,840,007.89	\$5,143,037.11	\$5,495,989.84	\$6,026,267.63	\$6,410,848.73
TOTAL	\$4,589,849.07	\$4,840,007.89	\$5,143,037.11	\$5,495,989.84	\$6,026,267.63	\$6,410,848.73
LINE 1 - GENERAL GOVT	\$6,695,148.89	\$6,970,683.83	\$7,470,172.73	\$7,887,242.14	\$8,734,581.97	\$9,281,125.93
PUBLIC SAFETY						
POLICE DEPARTMENT						
SALARIES	\$1,721,055.03	\$1,779,960.98	\$1,818,448.41	\$1,914,030.65	\$2,092,442.54	\$2,169,342.70
EXPENSES	\$228,768.85	\$260,203.93	\$243,401.57	\$275,849.61	\$241,524.00	\$315,602.61
TOTAL	\$1,949,823.88	\$2,040,164.91	\$2,061,849.98	\$2,189,880.26	\$2,333,966.54	\$2,484,945.31
FIRE/RESCUE DEPARTMENT						
SALARIES	\$1,225,536.80	\$1,464,027.59	\$1,498,613.59	\$1,632,067.23	\$1,618,659.59	\$1,663,317.83
EXPENSES	\$176,363.94	\$176,890.25	\$186,568.96	\$234,864.14	\$277,350.00	\$284,600.00
TOTAL	\$1,401,900.74	\$1,640,917.84	\$1,685,182.55	\$1,866,931.37	\$1,896,009.59	\$1,947,917.83

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TAISB BUDGET
DISPATCH						
SALARIES	\$258,009.54	\$272,462.59	\$254,952.80	\$288,041.51	\$286,677.68	\$298,940.01
EXPENSES	\$10,333.12	\$8,496.61	\$10,707.00	\$6,232.88	\$9,250.00	\$10,500.00
TOTAL	\$268,342.66	\$280,959.20	\$265,659.80	\$294,274.39	\$295,927.68	\$309,440.01
BUILDING DEPT.						
SALARIES	\$188,544.63	\$197,765.49	\$242,467.80	\$241,515.79	\$234,949.59	\$255,006.36
EXPENSES	\$7,843.81	\$8,547.83	\$8,395.36	\$7,178.88	\$8,775.00	\$9,675.00
TOTAL	\$196,388.44	\$206,313.32	\$250,863.16	\$248,694.67	\$243,724.59	\$264,681.36
SEALER W&M						
SALARIES	\$3,183.00	\$3,183.00	\$3,262.92	\$3,345.00	\$3,428.63	\$3,429.00
EXPENSES	\$148.89	\$245.43	\$63.07	\$0.00	\$150.00	\$150.00
TOTAL	\$3,331.89	\$3,428.43	\$3,325.99	\$3,345.00	\$3,578.63	\$3,579.00
EMERG MGMT COMM						
SALARIES	\$737.00	\$737.00	\$756.00	\$1,500.00	\$1,537.50	\$1,500.00
EXPENSES	\$1,050.36	\$272.00	\$0.00	\$2,263.76	\$2,500.00	\$2,500.00
TOTAL	\$1,787.36	\$1,009.00	\$756.00	\$3,763.76	\$4,037.50	\$4,000.00
ANIMAL CONTROL						
SALARIES	\$77,195.16	\$78,818.89	\$79,824.91	\$83,565.54	\$84,952.15	\$72,640.40
EXPENSES	\$8,309.69	\$13,703.19	\$10,812.35	\$9,743.75	\$11,300.00	\$11,200.00
TOTAL	\$85,504.85	\$92,522.08	\$90,637.26	\$93,309.29	\$96,252.15	\$83,840.40
LINE 2 - PUBLIC SAFETY	\$3,907,079.82	\$4,265,314.78	\$4,358,274.74	\$4,700,198.74	\$4,873,496.68	\$5,098,403.91

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TASB BUDGET
EDUCATION						
MILLIS SCHOOLS						
SALARIES	\$12,506,356.90	\$12,847,560.87	\$13,355,755.27	\$14,433,529.46	\$14,198,696.94	\$15,474,593.76
EXPENSES	\$2,084,859.70	\$2,040,542.91	\$2,377,414.25	\$1,966,712.25	\$3,042,435.61	\$3,108,176.51
TOTAL	\$14,591,216.60	\$14,888,103.78	\$15,733,169.52	\$16,400,241.71	\$17,241,132.55	\$18,582,770.27
LINE 3 - MILLIS SCHOOLS	\$14,591,216.60	\$14,888,103.78	\$15,733,169.52	\$16,400,241.71	\$17,241,132.55	\$18,582,770.27
TRICOUNTY SCHOOL						
EXPENSES	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00	\$955,936.00	\$876,556.00
TOTAL	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00	\$955,936.00	\$876,556.00
LINE 4 - TRI-COUNTY	\$445,572.00	\$615,597.00	\$807,957.00	\$1,049,674.00	\$955,936.00	\$876,556.00
PUBLIC WORKS						
DPW HIGHWAY						
SALARIES	\$307,880.53	\$230,128.49	\$249,292.76	\$257,945.96	\$338,416.79	\$337,298.00
EXPENSES	\$334,544.97	\$412,623.16	\$400,348.06	\$389,623.60	\$386,771.00	\$388,271.00
TOTAL	\$642,425.50	\$642,751.65	\$649,640.82	\$647,569.56	\$725,187.79	\$725,569.00
STREET LIGHTS						
EXPENSES	\$39,781.24	\$39,969.93	\$37,564.40	\$43,383.52	\$38,850.00	\$38,850.00
TOTAL	\$39,781.24	\$39,969.93	\$37,564.40	\$43,383.52	\$38,850.00	\$38,850.00
TRANSFER STATION						
SALARIES	\$26,600.93	\$27,218.31	\$24,530.07	\$25,216.90	\$60,821.04	\$58,754.26
EXPENSES	\$61,299.96	\$82,307.46	\$83,517.20	\$80,448.12	\$88,148.00	\$92,148.00
TOTAL	\$87,900.89	\$109,525.77	\$108,047.27	\$105,665.02	\$148,969.04	\$150,902.26

FY 2023 OPERATING BUDGET

<i>Department Breakdown</i>	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TASB BUDGET
SNOW & ICE						
SALARIES	\$108,769.94	\$80,003.84	\$53,342.69	\$96,443.81	\$48,000.00	\$48,174.83
EXPENSES	\$307,548.56	\$210,053.05	\$152,440.09	\$201,093.19	\$170,727.00	\$170,727.00
TOTAL	\$416,318.50	\$290,056.89	\$205,782.78	\$297,537.00	\$218,727.00	\$218,901.83
LINE 5 PUBLIC WORKS	\$1,186,426.13	\$1,082,304.24	\$1,001,035.27	\$1,094,155.10	\$1,131,733.83	\$1,134,223.09
HEALTH & HUMAN SERVICES						
BOARD OF HEALTH						
SALARIES	\$116,257.45	\$116,312.49	\$129,283.82	\$127,700.88	\$142,606.12	\$147,724.72
EXPENSES	\$5,796.61	\$4,198.39	\$5,319.09	\$3,576.29	\$11,575.00	\$16,775.00
TOTAL	\$122,054.06	\$120,510.88	\$134,602.91	\$131,277.17	\$154,181.12	\$164,499.72
COUNCIL ON AGING						
SALARIES	\$95,441.26	\$101,328.84	\$92,268.13	\$100,055.65	\$141,385.21	\$150,932.05
EXPENSES	\$8,092.34	\$8,446.99	\$12,262.00	\$8,148.71	\$9,934.00	\$9,934.00
TOTAL	\$103,533.60	\$109,775.83	\$104,530.13	\$108,204.36	\$151,319.21	\$160,866.05
VETERANS						
SALARIES	\$10,712.00	\$10,712.00	\$9,630.12	\$11,195.00	\$18,000.00	\$18,000.00
EXPENSES	\$31,993.35	\$32,992.28	\$22,073.97	\$38,065.04	\$48,000.00	\$48,000.00
TOTAL	\$42,705.35	\$43,704.28	\$31,704.09	\$49,260.04	\$66,130.00	\$66,000.00
LINE 6 HLTH/HUMN SERV	\$268,293.01	\$273,990.99	\$270,837.13	\$288,741.57	\$371,630.33	\$391,365.77

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TASB BUDGET
CULTURE & RECREATION						
MEMORIAL DAY						
EXPENSES	\$1,686.22	\$1,816.09	\$1,797.46	\$1,690.28	\$1,828.00	\$2,000.00
TOTAL	\$1,686.22	\$1,816.09	\$1,797.46	\$1,690.28	\$1,828.00	\$2,000.00
LEGION						
EXPENSES	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,100.00
TOTAL	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,100.00
LIBRARY						
SALARIES	\$243,941.00	\$245,651.02	\$288,378.02	\$270,807.48	\$324,677.30	\$329,301.15
EXPENSES	\$139,321.96	\$139,603.96	\$140,297.14	\$142,506.54	\$152,709.00	\$161,223.00
TOTAL	\$383,262.96	\$385,254.98	\$408,675.16	\$413,314.02	\$477,386.30	\$490,524.15
RECREATION						
SALARIES	\$31,267.00	\$31,267.00	\$45,411.18	\$31,303.83	\$60,699.49	\$101,041.70
EXPENSES	\$0.00	\$0.00	\$0.00	\$9,997.97	\$9,200.00	\$58,798.30
TOTAL	\$31,267.00	\$31,267.00	\$45,411.18	\$41,301.80	\$69,899.49	\$159,840.00
HISTORICAL						
EXPENSES	\$6,479.73	\$6,487.92	\$6,432.17	\$6,523.22	\$6,493.00	\$8,993.00
TOTAL	\$6,479.73	\$6,487.92	\$6,432.17	\$6,523.22	\$6,493.00	\$8,993.00
OAK GROVE FARM COMM						
EXPENSES	\$1,525.49	\$1,629.98	\$4,809.20	\$4,980.80	\$5,636.00	\$23,055.00
TOTAL	\$1,525.49	\$1,629.98	\$4,809.20	\$4,980.80	\$5,636.00	\$23,055.00
LINE 7 CULTURE & RECREATION	\$428,274.40	\$430,508.97	\$471,178.17	\$471,863.12	\$565,295.79	\$688,512.15

FY 2023 OPERATING BUDGET

Department Breakdown	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 ACTUAL	FY22 TM ADOPTED	FY23 TA/5B BUDGET
DEBT SERVICE						
PRINCIPAL	\$1,338,024.00	\$1,146,920.00	\$2,192,800.50	\$2,210,933.00	\$2,274,052.33	\$2,272,452.67
INTEREST	\$602,924.81	\$1,014,045.36	\$2,307,682.92	\$1,681,004.06	\$1,548,762.20	\$1,455,625.16
TOTAL	\$1,940,948.81	\$2,160,965.36	\$4,500,483.42	\$3,891,937.06	\$3,822,814.53	\$3,728,077.83
LINE 8 DEBT SERVICE	\$1,940,948.81	\$2,160,965.36	\$4,500,483.42	\$3,891,937.06	\$3,822,814.53	\$3,728,077.83
TOTAL BUDGET	\$29,462,959.66	\$30,687,468.95	\$34,613,107.98	\$35,804,053.44	\$37,696,621.68	\$39,761,034.96
TOTAL BUDGET	\$29,462,959.66	\$30,687,468.95	\$34,613,107.98	\$35,804,053.44	\$37,696,621.68	\$39,761,034.96
DISCRETIONARY	\$22,084,249.78	\$22,613,691.70	\$23,656,358.45	\$24,837,169.54	\$26,322,562.70	\$28,141,652.39
NON-DISCRETIONARY** Includes General Insurance, Benefits, Tri-County & Debt	\$7,378,709.88	\$8,073,777.25	\$10,956,749.53	\$10,966,883.90	\$11,374,058.98	\$11,639,382.56
	\$29,462,959.66	\$30,687,468.95	\$34,613,107.98	\$35,804,053.44	\$37,696,621.68	\$39,761,034.96

Sewer Enterprise

Sewer Department Budget Summary

	FY2018 ACTUAL	FY2019 TM ADOPTED	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 TM ADOPTED	FY2023 REQUESTS	FY2023 PROPOSED
SEWER DIVISION							
<i>Personnel Services</i>							
Salary Department Head	\$25,064	\$28,664	\$30,405	\$31,761	\$33,369	\$35,059	\$35,059
Salaries Clerical	\$22,398	\$23,272	\$25,127	\$25,631	\$33,061	\$37,664	\$37,664
Salaries Clerical Overtime	\$1,305	\$1,460	\$2,729	\$3,448	\$3,000	\$3,000	\$3,000
Wages	\$158,982	\$168,798	\$165,848	\$183,341	\$192,576	\$191,380	\$191,380
Wages Overtime	\$12,762	\$13,350	\$11,225	\$17,932	\$15,392	\$15,392	\$15,392
Longevity	\$832	\$750	\$1,723	\$2,171	\$2,521	\$2,171	\$2,171
Sewer License Fees							
Stipends	\$8,220	\$9,163	\$9,469	\$9,390	\$9,300	\$9,300	\$9,300
Total	\$229,563	\$245,457	\$246,524	\$273,674	\$289,219	\$293,966	\$293,966
<i>Expenses</i>							
Services Engineering	\$14,686	\$11,011	\$24,942	\$20,913	\$24,000	\$45,000	\$45,000
Maintenance Contract	\$0	\$3,583	\$7,400	\$2,252	\$12,000	\$0	\$0
Police Details	\$0	\$0	\$0	\$303	\$4,000	\$4,000	\$4,000
Sewer Cleaning	\$0	\$0	\$795	\$2,290	\$10,175	\$10,175	\$10,175
EQUIPMENT HIRED	\$3,000	\$0	\$0	\$737	\$0	\$0	\$0
Supplies & Expenses	\$36,658	\$19,419	\$38,311	\$40,508	\$30,000	\$45,000	\$45,000
Stormwater		\$1,085	\$0	\$1,024	\$0	\$15,000	\$15,000
Water/Sewer	\$612	\$661	\$684	\$600	\$0	\$0	\$0
Telephone	\$2,996	\$3,316	\$3,527	\$5,052	\$4,000	\$5,500	\$5,500
Electricity	\$18,933	\$20,608	\$19,180	\$15,286	\$21,850	\$21,850	\$21,850
Natural Gas/Oil				\$1,630	\$0	\$0	\$0
Postage	\$1,948	\$1,934	\$2,053	\$1,605	\$2,000	\$2,000	\$2,000
Clothing	\$2,349	\$2,813	\$2,756	\$2,513	\$3,075	\$3,075	\$3,075
Equipment	\$6,999	\$995	\$12,308	\$456	\$5,000	\$5,000	\$5,000
Equipment Repairs & Maintenance	\$1,608	\$1,629	\$554	\$30,030	\$13,620	\$20,000	\$20,000
Gasoline	\$0	\$323	\$0	\$0	\$2,000	\$3,000	\$3,000
Vehicle Supply/Repairs						\$5,000	\$5,000
CRPCD O&M Costs	\$247,728	\$312,300	\$276,580	\$290,676	\$354,000	\$372,390	\$372,390
CRPCD Assessment	\$228,279	\$241,880	\$230,000	\$178,150	\$196,520	\$184,040	\$184,040
Sewer LTD Principal	\$244,000	\$195,000	\$253,290	\$240,000	\$228,333	\$226,667	\$226,667
Sewer STD Principal	\$12,677	\$0	\$0	\$0	\$0	\$0	\$0
Sewer LTD Interest	\$158	\$61,075	\$68,140	\$51,975	\$97,631	\$67,934	\$67,934
Sewer STD Interest	\$67,465	\$0	\$0	\$3,250	\$0	\$0	\$0
Special Projects						\$140,000	\$140,000
Reserve Fund	\$0	\$0	\$0	\$0	\$50,000	\$50,000	\$50,000
Transfer to General Fund	\$173,719	\$197,539	\$202,778	\$213,749	\$241,227	\$247,258	\$247,258
Total	\$1,063,816	\$1,075,170	\$1,143,297	\$1,102,998	\$1,299,431	\$1,472,889	\$1,472,889
TOTAL BUDGET	\$1,293,379	\$1,320,627	\$1,389,822	\$1,376,672	\$1,588,650	\$1,766,855	\$1,766,855

Water Enterprise

Water Department Budget Summary

	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2023
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	REQUESTS	PROPOSED
WATER ENTERPRISE							
<i>Personnel Services</i>							
Salary Department Head	\$42,817	\$48,967	\$51,941	\$54,259	\$55,615	\$59,892	\$59,892
Salaries Clerical	\$29,715	\$30,026	\$32,187	\$32,932	\$43,707	\$47,982	\$47,982
Salaries Clerical Overtime	\$1,996	\$1,954	\$4,379	\$5,585	\$5,000	\$5,000	\$5,000
Wages	\$190,010	\$204,280	\$193,982	\$215,248	\$234,177	\$205,117	\$206,117
Water License Fee	\$7,665	\$7,626	\$7,967	\$7,695	\$1,456	\$1,492	\$1,492
Wages Overtime	\$45,693	\$63,087	\$34,755	\$61,849	\$50,000	\$50,000	\$50,000
Longevity	\$1,458	\$0	\$2,108	\$2,591	\$2,941	\$2,591	\$2,591
Stipends	\$8,970	\$9,163	\$9,185	\$9,390	\$17,620	\$17,620	\$17,620
Total	\$328,323	\$365,102	\$336,504	\$389,548	\$410,515	\$390,694	\$390,694

Water Enterprise

Water Department Budget Summary Continued

WATER ENTERPRISE

Expenses

	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 TM ADOPTED	FY2023 REQUESTS	FY2023 PROPOSED
Testing Water	\$9,310	\$9,069	\$42,435	\$66,329	\$30,000	\$80,000	\$80,000
Services Engineering	\$15,694	\$14,485	\$44,152	\$58,971	\$30,000	\$50,000	\$50,000
Police Details	\$5,119	\$5,524	\$815	\$1,414	\$9,000	\$9,000	\$9,000
Training	\$470	\$2,240	\$1,016	\$925	\$4,000	\$4,000	\$4,000
Inspections	\$0	\$170	\$1,800	\$0	\$4,000	\$4,000	\$4,000
Equipment Hired	\$28,785	\$38,883	\$19,964	\$31,117	\$33,000	\$40,000	\$40,000
Supplies & Expenses	\$111,717	\$129,506	\$111,159	\$77,238	\$110,000	\$110,000	\$110,000
Propane Gas	\$5,632	\$5,851	\$2,905	\$5,863	\$7,331	\$7,331	\$7,331
Stormwater		\$3,744	\$0	\$3,532	\$0	\$3,744	\$3,744
Water/Sewer	\$612	\$661	\$684	\$600	\$0	\$0	\$0
Telephone	\$5,036	\$4,839	\$4,524	\$3,641	\$7,000	\$9,000	\$9,000
Electricity	\$106,764	\$97,156	\$96,287	\$93,139	\$106,651	\$106,651	\$106,651
Postage	\$1,948	\$2,683	\$3,326	\$3,255	\$4,450	\$4,450	\$4,450
Clothing	\$2,986	\$3,917	\$3,436	\$3,152	\$5,000	\$5,000	\$5,000
Advertising	\$557	\$1,068	\$495	\$5,361	\$2,000	\$4,000	\$4,000
Membership	\$770	\$895	\$1,008	\$595	\$1,000	\$1,000	\$1,000
Equipment	\$7,708	\$11,996	\$23,409	\$23,505	\$22,000	\$22,000	\$22,000
Vehicle Supply/Repair	\$9,367	\$4,742	\$7,111	\$10,600	\$12,000	\$15,000	\$15,000
Diesel Fuel	\$5,484	\$10,744	\$9,906	\$11,164	\$10,000	\$10,000	\$10,000
Farm & Walnut St Tank Maintenance					\$214,000	\$214,000	\$214,000
Miscellaneous Expense	\$23,168	\$22,088	\$22,346	\$39,325	\$28,958	\$28,958	\$28,958
Water LTD Principal	\$287,645	\$292,080	\$392,843	\$418,000	\$448,334	\$571,667	\$571,667
Water STD Principal	\$50,000	\$0	\$0	\$0	\$0	\$0	\$0
Water LTD Interest	\$91,581	\$83,902	\$186,132	\$174,189	\$195,876	\$251,529	\$251,529
Water STD Interest	\$13,110	\$0	\$13,165	\$3,250	\$0	\$0	\$0
Special Projects						\$200,000	\$200,000
Reserve Fund				\$0	\$50,000	\$50,000	\$50,000
Transfer to General		\$241,436	\$247,840	\$261,248	\$294,833	\$302,204	\$302,204
Total	\$783,462	\$987,680	\$1,236,356	\$1,296,410	\$1,629,433	\$2,103,534	\$2,103,534
TOTAL BUDGET	\$1,111,786	\$1,352,783	\$1,572,859	\$1,685,958	\$2,039,948	\$2,494,228	\$2,494,228

Stormwater Enterprise

Stormwater Department Budget Summary

	FY2018 ACTUAL	FY2019 TM ADOPTED	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 TM ADOPTED	FY2023 REQUESTS	FY2023 PROPOSED
STORMWATER ENTERPRISE							
<i>Personnel Services</i>							
Salary Department Head		\$21,498	\$22,803	\$23,821	\$24,417	\$26,294	\$26,294
Salaries Clerical		\$7,317	\$7,725	\$7,910	\$15,085	\$15,085	\$15,085
Salaries Clerical Overtime				\$910	\$2,000	\$2,000	\$2,000
Wages		\$103,398	\$112,015	\$92,824	\$116,204	\$118,642	\$118,642
Wages Overtime		\$2,357	\$1,570	\$3,820	\$23,000	\$23,000	\$23,000
Longevity		\$0	\$918	\$954	\$1,000	\$1,000	\$1,000
Stormwater License Fees		\$0	\$0	\$0	\$0		
Total		\$134,570	\$145,031	\$130,238	\$181,706	\$186,021	\$186,021
<i>Expenses</i>							
SERVICES ENGINEERING		\$34,005	\$87,072	\$66,676	\$74,000	\$84,000	\$84,000
POLICE DETAILS		\$2,761	\$3,508	\$4,782	\$3,000	\$5,000	\$5,000
TRAINING		\$5,825	\$4,066	\$3,825	\$4,000	\$4,000	\$4,000
INSPECTIONS		\$6,594	\$12,350	\$6,442	\$23,000	\$23,000	\$23,000
EQUIPMENT HIRED		\$22,688	\$19,089	\$16,349	\$24,080	\$24,080	\$24,080
SUPPLIES & EXPENSES		\$9,579	\$2,573	\$8,190	\$10,000	\$15,000	\$15,000
HEAT & FUEL		\$0	\$0	\$0	\$9,563	\$9,563	\$9,563
GASOLINE						\$3,000	\$3,000
POSTAGE		\$2,510	\$116	\$1,329	\$2,500	\$2,500	\$2,500
UNIFORM/CLEANING		\$1,517	\$1,632	\$1,435	\$1,600	\$1,600	\$1,600
PUBLIC ED & OUTREACH		\$20,501	\$13,553	\$0	\$12,000	\$12,000	\$12,000
VEHICLE SUPPLY/REPAIR		\$8,206	\$9,326	\$7,499	\$25,000	\$25,000	\$25,000
MISCELLANEOUS EXPENSE		\$2,493	\$15,685	\$2,058	\$4,298	\$10,000	\$10,000
STORMWATER ST PRINCIPAL						\$0	\$0
STORMWATER ST INTEREST						\$14,235	\$14,235
RESERVE FUND				\$0	\$50,000	\$50,000	\$50,000
TRANSFER TO GENERAL FUND		\$129,272	\$132,266	\$139,173	\$157,340	\$161,274	\$161,274
Total	\$0	\$245,951	\$301,237	\$257,758	\$400,381	\$444,252	\$444,252
TOTAL BUDGET	\$0	\$380,521	\$446,269	\$387,996	\$582,087	\$630,273	\$630,273

MILLIS PERSONNEL PLAN SCHEDULES

FY2023

7/1/22 Effective Date
 SCHEDULE A
 CLASSIFICATION PLAN
 SALARIED-WEEKLY AND STIPENDS
 GRADE POSITION
 PART TIME IT ADMINISTRATOR
 ASST. DATA PROC. MANAGER
 CERTIFIED WATER OPERATOR I
 ZONING BOARD OF APPEAL MEMBER
 RESPIRE CARE PROGRAM MANAGER
 RESPIRE CARE ACTIVITIES COORDINATOR
 COA VAN DRIVER
 COA DISPATCHER
 PLANNING BOARD MEMBER

\$ 46	PER	HOUR	ON-CALL LIBRARY ASSISTANT	\$ 15.85	ER	HOUR
2,560	PER	YEAR	RESERVE POLICE DETAIL RATE	\$ 56.15	PER	HOUR
1,522	PER	YEAR	DPW SEASONAL WORKER	STATE MIN. WAGE		
1,875	PER	YEAR	LIBRARY PAGE	\$ 378.75	PER	YEAR
174.60	PER	YEAR	BOARD OF REGISTRARS -CHAIR	\$ 116.55	PER	YEAR
21.03	PER	HOUR	SNOW CONTRACTOR 7AM-6PM	\$ 24.21	PER	HOUR
STATE MIN. WAGE			SNOW CONTRACTOR NIGHTS, WEEKEND	\$ 36.31	PER	HOUR
STATE MIN. WAGE			SNOW MANAGEMENT STIPEND AFTER 8 STORMS	\$ 2,472.37	PER	YEAR
16.33	PER	YEAR	SNOW MANAGEMENT STIPEND AFTER 12 STORMS	\$ 1,236.18	PER	YEAR
55.03	PER	YEAR	BOARD OF ASSESSORS MEMBER	\$ 352.60	PER	YEAR
			DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 97.92	PER	DAY
			DEPUTY ANIMAL CONTROL WEEKNIGHT COVERAGE	\$ 23.79	PER	NIGHT

** Change to State Min Wage 1/1/2023

15.00

Capital Planning Committee Priorities for May 2022 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
Emergency management office	Public safety radio backup power generators	25,000	
Police/Fire	Public safety radio console update	112,580	
DPW	Sidewalk design and road repair	160,000	
DPW	Chevy Silverado with Plow	54,416	
School	Computer Server Replacement for School District	112,288	
Subtotal		\$464,284	
Medium priorities			
DPW	Skid Steer	52,699	
Library	Replacement of lighting management system	30,000	
School	Replacement of pickup truck with plow, dump body, and sander	61,470	
School	Skid steer	62,820	
Subtotal		\$206,989	
Lower priorities			
School	Replacement of John Deere Tractor	51,399	
DPW	Message board	19,400	
Rec committee	Pickelball court sound proofing	19,122	
	Subtotal	\$ 89,921	
Total		\$761,194	

FALL 2022 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY23 Operational Budget Adjustments
3. Personnel Plan Changes
4. Capital Items
5. Road & Sidewalk Construction, Design, and Repair
6. Repairs to Baseball & Softball Fields
7. Feasibility Study – Middle/High School Renovation
8. New Senior/Community Center
9. Adoption of MGL Ch. 59, S. 5, Clause 22H Gold Star Families
10. Reduce Veterans Residency Requirements for
Local Tax Exemptions/Abatements
11. 12-14 Exchange Street – Environmental Settlement and Phase 2 Report
12. Repayment to Advesa for Cannabis HCA Deposit
13. Funding for FY22 Snow & Ice Deficit
14. Lead Line Service Inventory and Replacement Plan
15. Water Management Act – Permit Renewal Support
16. Preliminary Design of a PFAS Treatment Plant at Well #3
17. Sewer & Stormwater Asset Management System
18. Engineering Services for Infiltration & Inflow Investigation

19. Unemployment Account
20. Acceptance of Pearl Street, Debrah Lane, and Teresa Drive
21. OPEB Funding
22. MGL Ch. 41, S. 111F Injury Indemnity Fund
23. Establish Stabilization Account under MGL Ch. 40, S. 5B for the
Purchase and Operation of Town Ambulances
24. Stabilization Fund
25. Citizens' Petition Article - Funds for indoor sports facility
26. Citizens' Petition Article - Funds for renovating the Senior Center
at Town Hall
27. Citizens' Petition Article – Funds for renovating the Lansing Millis building
(historic train station)
28. Citizens' Petition Article – for the Town to Purchase 270 Exchange Street
(previously Rossi's Restaurant/Holiday Shop/ Helen Millis Van Kleeck home)

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
THURSDAY, NOVEMBER 10, 2022

The Fall Annual Business Meeting of the Town of Millis was held on Thursday, November 10, 2022 in the auditorium of the Millis Middle/High School and was called to order by the new Moderator, Robert Cantoreggi at 7:49 p.m.

The Town Warrant calling this business meeting was signed on October 17, 2022, by the Select Board members Erin Underhill, Craig Schultze and Ellen Rosenfeld and was posted on October 21, 2022 by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors and Counters:	Christine McCaffrey	Susanne Locklin
	Bonnie Hilton	Carole McColl
	Anne Baima	Marsha Collins
	Susan Ferzoco	Mary Shea
	Nathan Maltinsky (Deputy Assistant Moderator)	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag. He then explained that, due to the large number of voters in attendance (550), there wasn't room for everyone in the Auditorium, and therefore some were across the hall in the cafeteria. Nate Maltinsky was appointed to be the assistant Moderator in that room. The two rooms would be in communication so everyone would be able to see and hear the discussion and vote on everything. However, if anyone in the cafeteria wanted to address the Meeting, they would have to come to the microphone in the Auditorium.

The Moderator then made opening remarks concerning the twenty-eight (28) business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

Mr. Cantoreggi introduced Town Officials present that help to prepare the Warrant: Select Board members Erin Underhill, Craig Schultze and Ellen Rosenfeld, Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Kate Feodoroff, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith. Newly re-elected State Senator Becca Rauch was also in attendance.

The Moderator then gave a brief description of the process: that the Finance Committee reviews all articles and budget proposals and presents their recommendations for the Town Meeting members. He also stated his role as Moderator was as an independent, elected official who presides over the Town Meeting to ensure a fair, orderly, open consideration of Warrant Articles.

The Town Meeting members' responsibilities include considering articles and debating them. A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made today by Town Meeting members.

The Moderator made a Motion to appoint Nate Maltinsky to be Assistant Moderator for the Cafeteria and it was so voted. The Moderator then made a Motion to allow him to make the determination whether the voice vote was sufficiently clear or whether there would need to be a standing count on Articles that required a two-thirds vote to pass. This was voted with a few in opposition.

Motion was made by Peter Berube, Chair, and seconded that the reading of the warrant and return of service thereof be omitted and it was voted. Motion was made by Peter Berube and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Mr. Peter Berube, Chair, introduced the Finance Committee members: Jodi Garzon, Vice Chair, Peter Underhill, Clerk, Joyce Boiardi, Cathy MacInnes, Sara Reyes, John Steadman, Jonathan Loer and Patrick Gatto.

ARTICLE 1. To see if the Town will vote to transfer from Free Cash the sum of **\$7,317.42**, transfer the sum of **\$2,419.11** from Sewer Enterprise Reserves, and transfer the sum of **\$4,383.12** from Water Enterprise Reserves, for a total sum of **\$14,119.65 for unpaid bills** as written in the warrant.

DEPARTMENT	VENDOR	AMOUNT
Animal Control	WB Mason	\$599.94
DPW	J.C. Madigan	\$146.22
DPW	K & K Mulch	\$648.00
DPW	Grainger	\$225.28
DPW	Williams Scotsman	\$35.00
DPW	Direct Energy	\$231.82
DPW	United Construction & Forestry	\$83.52
Select Board	Rocky's Ace Hardware	\$49.97
Select Board	Innovex	\$206.52
Select Board	Eversource	\$442.65
Building	Verizon Wireless	\$113.82
Building	Town of Millis – Postage	\$140.97
Building	WB Mason	\$627.40
Town Clerk	D2G Group	\$867.01
Library	Staff Longevity Payment	\$750.00
Zoning Board	Staff Payroll	\$161.88
Fire	Staff Retro Payroll	\$1,954.44
Elections	WB Mason	\$35.98
TOTAL GENERAL FUND UNPAID BILLS		\$7,317.42

DPW	Williams Scotsman	\$35.00
DPW	Direct Energy	\$231.83
DPW	Univars	\$2,152.28
TOTAL SEWER ENTERPRISE UNPAID BILLS		\$2,419.11

DPW	Williams Scotsman	\$35.00
DPW	Ad Print	\$210.00
DPW	Thomas Frasca	\$145.00
DPW	Our Town Publishing	\$369.00
DPW	Direct Energy	\$231.83
DPW	Univars	\$2,152.29
DPW	Roberts Chemicals	\$1,240.00
TOTAL WATER ENTERPRISE UNPAID BILLS		\$4,383.12

TOTAL UNPAID BILLS **\$14,119.65**

Or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED Unanimously (4/5th Majority Vote Required) that the Town transfer from Free Cash the sum of **\$7,317.42**, transfer the sum of **\$2,419.11** from Sewer Enterprise Reserves, and transfer the sum of **\$4,383.12** from Water Enterprise Reserves, for a total sum of **\$14,119.65** for unpaid bills as written in the warrant.

DEPARTMENT	VENDOR	AMOUNT
Animal Control	WB Mason	\$599.94
DPW	J.C. Madigan	\$146.22
DPW	K & K Mulch	\$648.00
DPW	Grainger	\$225.28
DPW	Williams Scotsman	\$35.00
DPW	Direct Energy	\$231.82
DPW	United Construction & Forestry	\$83.52
Select Board	Rocky's Ace Hardware	\$49.97
Select Board	Innovex	\$206.52
Select Board	Eversource	\$442.65
Building	Verizon Wireless	\$113.82
Building	Town of Millis – Postage	\$140.97
Building	WB Mason	\$627.40
Town Clerk	D2G Group	\$867.01
Library	Staff Longevity Payment	\$750.00
Zoning Board	Staff Payroll	\$161.88
Fire	Staff Retro Payroll	\$1,954.44
Elections	WB Mason	\$35.98
TOTAL GENERAL FUND UNPAID BILLS		\$7,317.42

DPW	Williams Scotsman	\$35.00
DPW	Direct Energy	\$231.83
DPW	Univars	\$2,152.28
TOTAL SEWER ENTERPRISE UNPAID BILLS		\$2,419.11

DPW	Williams Scotsman	\$35.00
DPW	Ad Print	\$210.00
DPW	Thomas Frasca	\$145.00
DPW	Our Town Publishing	\$369.00
DPW	Direct Energy	\$231.83
DPW	Univars	\$2,152.29
DPW	Roberts Chemicals	\$1,240.00
TOTAL WATER ENTERPRISE UNPAID BILLS		\$4,383.12

TOTAL UNPAID BILLS **\$14,119.65**

ARTICLE 2. To see if the Town will vote to transfer from Marijuana Impact Fees (Free Cash) the sum of **\$204,285.42**, for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of the May 2, 2022 Annual Town Meeting, as follows:

Department	Description of Expense	Total Expenses
Administration	Administrative Support for HCA	\$9,200.00
Administration	Social Work Services – Entire Community	\$35,000.00
Police	School Resource Officer Salary	\$40,678.92
Recreation	Teen Program Coordinator	\$11,960.00
School	School Adjustment Counselor – 1.0 FTE	\$71,631.00
School	Social Emotional Program Teacher -1.0FTE	\$35,815.50
Marijuana Impact Funds Request - FY2023		\$204,285.42

Or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED with a few in Opposition (Majority Vote Required) that the Town transfer from Marijuana Impact Fees (Free Cash) the sum of **\$204,285.42**, for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of the May 2, 2022 Annual Town Meeting, as follows:

Department	Description of Expense	Total Expenses
Administration	Administrative Support for HCA	\$9,200.00
Administration	Social Work Services – Entire Community	\$35,000.00
Police	School Resource Officer Salary	\$40,678.92
Recreation	Teen Program Coordinator	\$11,960.00
School	School Adjustment Counselor – 1.0 FTE	\$71,631.00
School	Social Emotional Program Teacher -1.0FTE	\$35,815.50
Marijuana Impact Funds Request - FY2023		\$204,285.42

ARTICLE 3. To see if the Town will vote to adopt **amendments to Schedules A, B, and C of the Town of Millis Personnel Plan** effective as of the beginning of FY23 as shown in the Handout that was available, or act in any manner relating thereto.
(Submitted by Select Board)
(See Personnel Plan Schedules attached at the end of these Minutes)

Motion PASSED Unanimously (Majority Vote Required) that the Town adopt **amendments to Schedules A, B, and C of the Town of Millis Personnel Plan** effective as of the beginning of FY23 as shown in the handout that was available.

ARTICLE 4. To see if the Town will vote to transfer from Free Cash the sum of **\$158,907 to fund the following Capital items:**

#	Department	Item	Cost
1.	Town Buildings	VMB – Chiller Coil Replacement	\$45,000
2.	Town Buildings	VMB & Library Keyless Entry System	\$25,000
3.	DPW	Air Compressor	\$26,967
4.	DPW	Chevy Silverado with Plow	\$61,940
Total			\$158,907

Or act in any manner relating thereto.
(Submitted by Select Board)
(See Capital Planning Committee Priorities Chart attached at end of these Minutes)

Motion PASSED with a few in Opposition (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$92,226.75**, and transfer from Water Enterprise Reserves the sum of **\$22,226.75**, and transfer from Sewer Enterprise Reserves the sum of **\$22,226.75**, and transfer from Stormwater Enterprise Reserves the sum of **\$22,226.75**, for a total sum of **\$158,907 to fund the following Capital items:**

#	Department	Item	Cost
1.	Town Buildings	VMB – Chiller Coil Replacement	\$45,000
2.	Town Buildings	VMB & Library Keyless Entry System	\$25,000
3.	DPW	Air Compressor	\$26,967
4.	DPW	Chevy Silverado with Plow	\$61,940
Total			\$158,907

ARTICLE 5. To see if the Town will vote to transfer from Free Cash the sum of **\$500,000, for Road/Sidewalk Construction, Design, Repair, and Maintenance**, or act in any manner relating thereto.
(Submitted by Select Board)

The DPW Director announced the list of projects that were planned.

Motion PASSED with a few in Opposition (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$500,000, for Road/Sidewalk Construction, Design, Repair, and Maintenance.**

ARTICLE 6. To see if the Town will vote to transfer from Free Cash the sum of **\$45,000**, to pay for repairs to **Majors Field and Softball Fields 1 and 2**, or act in any manner relating thereto. (Submitted by Select Board)

It was explained that, due to the severe drought over the summer and the inability to water the fields, they had dried up and would need repairs to be usable next year. The Town would investigate the possibility of getting a waiver in the future, so the fields would be able to be watered during a drought.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$45,000 to pay for repairs to Majors Field and Softball Fields 1 and 2.**

ARTICLE 7. To see if the Town will vote to appropriate by borrowing an amount of money not to exceed **one million, three hundred thousand dollars (\$1,300,000)** to be expended under the direction of the Millis Middle High School Building Committee for the purpose of conducting a feasibility study of the renovation, addition, or replacement of the Millis Middle High School located at 245 Plain Street in Millis, Massachusetts, 02054, for which feasibility study the Town of Millis may be eligible for a grant from the Massachusetts School Building Authority. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA and any costs the Town of Millis incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Millis, or act in any manner relating thereto. (Submitted by School Committee)

It was explained that the study would take one to two years to complete. After that, if the proposal was accepted by the MSBA and the Town, construction would take up to six years.

Motion PASSED by 2/3rd Vote declared by the Moderator with several opposed (2/3rd Vote Required) that the Town of Millis appropriate **one million, three hundred thousand dollars (\$1,300,000)** for the purpose of paying costs of conducting a feasibility study of the renovation, addition, or replacement of the Millis Middle High School located at 245 Plain Street in Millis, Massachusetts, 02054, including the payment of all costs incidental or related thereto, and for the Town may be eligible for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the Millis Middle High School Building Committee. To meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to M.G.L. Ch. 44 or pursuant to any other enabling authority. The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA and any costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Feasibility Study Agreement that may be executed between the Town and the MSBA.

ARTICLE 8. To see if the Town will vote to appropriate **\$16,000,000, or any other amount, to pay costs of designing, constructing, furnishing and equipping a new Senior Center**, including the payment of all other costs incidental and related thereto; to determine whether this

amount shall be raised by borrowing or otherwise, provided however that any such borrowing shall be contingent upon passage of a debt exclusion under Proposition 2 ½, so called, or act in any manner relating thereto.

(Submitted by Select Board)

Motion was made by Peter Berube, Finance Chair, to refer this article for further study by the Select Board, the Council on Aging, and the Permanent Building Committee, so that it may be considered at a future Town Meeting.

Amendment made on the floor to vote on the original article as it appears in the warrant and not to refer. The motion did not pass.

The main motion to “refer” was then voted on, but there was much confusion as to what a Yes or No vote would accomplish. It was explained that either way, the Article would be dismissed, but voters continued to be confused. The discussion and standing count procedure took over an hour.

MOTION DOES NOT PASS BY STANDING COUNT OF 164 - YES TO 312 - NO (total voters is 476 out of 550 in attendance) to appropriate **\$16,000,000, or any other amount, to pay costs of designing, constructing, furnishing and equipping a new Senior Center**, including the payment of all other costs incidental and related thereto; to determine whether this amount shall be raised by borrowing or otherwise, provided however that any such borrowing shall be contingent upon passage of a debt exclusion under Proposition 2 ½, so called.

ARTICLE 9. To see if the Town will vote to adopt MGL c.59, section 5, Clause 22H which would provide a **real estate tax exemption for Gold Star families**, or act in any manner relating thereto.

(Submitted by Select Board)

It was explained that this would be a 100% exemption for Gold Star families. Millis does not have any at this time.

Motion PASSED Unanimously (Majority Vote Required) that the Town adopt MGL c.59, section 5, Clause 22H which would provide a real estate tax exemption for Gold Star families.

ARTICLE 10. To see if the Town will vote to **reduce the residency requirement for Local Real Estate Tax Exemptions for Veterans from two (2) years to one (1) year**, in accordance with M.G.L. Ch. 59, section 5, or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED Unanimously (Majority Vote Required) that the Town **reduce the residency requirement for Local Real Estate Tax Exemptions for Veterans from two (2) years to one (1) year**, in accordance with M.G.L. c. 59, section 5.

ARTICLE 11. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$85,000 for an Environmental Impact Settlement and Phase 2 Report for the property located at 12-14 Exchange Street**, or act in any manner relating thereto.

(Submitted by Select Board)

It was explained that this was in relation to the pollution on the property that was found during the construction of the Library and was coming from town-owned land. The property owner had paid for the clean-up and wanted to be reimbursed.

Motion PASSED some in Opposition (Majority Vote Required) that the Town transfer from Free Cash the sum of \$85,000 for an **Environmental Impact Settlement and Phase 2 Report for the property located at 12-14 Exchange Street.**

ARTICLE 12. To see if the Town will vote to transfer the sum of \$25,000 from Marijuana Impact Fees (Free Cash) to **reimburse Advesa for its initial deposit** related to its HCA agreement with the Town, or act in any manner relating thereto.

(Submitted by Select Board)

It was explained that this company had withdrawn their Marijuana project and were entitled to be refunded their deposit.

Motion PASSED by Majority some in Opposition (Majority Vote Required) that the Town transfer the sum of \$25,000 from Marijuana Impact Fees (Free Cash) to **reimburse Advesa for its initial deposit** related to its HCA agreement with the Town.

ARTICLE 13. To see if the Town will vote to transfer from available funds the sum of \$128,721.70 to fully fund the **FY22 Snow & Ice Deficit**, or act in any manner relating thereto. (Submitted by Select Board)

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of \$128,721.70 to fully fund the **FY22 Snow & Ice Deficit**, or take any other action related thereto.

ARTICLE 14. To see if the Town will appropriate \$139,000 to pay costs associated with the **lead line service inventory and replacement plan** and the payment of all costs incidental and related thereto including, but not limited to data screening, inventory development and GIS mapping, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefore. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Further, that the \$139,000 appropriation included as part of the FY23 Budget is hereby replaced with this appropriation and is of no further effect.

Or act in any manner relating thereto.

(Submitted by Select Board)

It was explained that this project had been approved at a prior Town Meeting but no funding had been voted at that time as they were not known.

Motion PASSED by 2/3rd Vote declared by the Moderator (2/3rd Vote Required) that the Town appropriate **\$139,000** to pay costs associated with the **lead line service inventory and replacement plan** and the payment of all costs incidental and related thereto including, but not limited to data screening, inventory development and GIS mapping, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to G.L. c. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefore. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Further, that the \$139,000 appropriation included as part of the FY23 Budget is hereby replaced with this appropriation and is of no further effect.

ARTICLE 15. To see if the Town will vote to transfer from Water Enterprise Reserves the sum of **\$56,864 for Water Management Act Permit Renewal Support**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED with a few in Opposition (Majority Vote Required) that the Town transfer from Water Enterprise Reserves the sum of **\$56,864 for Water Management Act Permit Renewal Support**.

ARTICLE 16. To see if the Town will vote to transfer from Water Enterprise Reserves the sum of **\$165,000 for the Preliminary Design of a PFAS Treatment Plant at Well 3#**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED some in Opposition (Majority Vote Required) that the Town transfer from Water Enterprise Reserves the sum of **\$165,000 for the Preliminary Design of a PFAS Treatment Plant at Well 3#** (off Birch Street).

ARTICLE 17. To see if the Town will vote to appropriate **\$250,000** to pay costs associated with the **asset management program phase 3 - purchase and development of a Sewer and Stormwater Asset Management system**, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, **\$100,000 shall be transferred from Stormwater Reserves**, and the Treasurer, with the approval of the Select Board, is authorized to **borrow \$150,000** under and pursuant to M.G.L. Ch. 44, §7(1), or any other enabling authority, and to issue bonds or notes of the Town therefore. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. The **\$150,000** appropriation included as part of the FY23 Sewer Enterprise Budget to pay costs of this project is hereby replaced with this appropriation and is of no further effect.

Or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED by 2/3rd Vote (2/3rd Vote Required) that the Town appropriate \$250,000 to pay costs associated with the **asset management program phase 3 - purchase and development of a Sewer and Stormwater Asset Management system**, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, **\$100,000 shall be transferred from Stormwater Reserves**, and the Treasurer, with the approval of the Select Board, is authorized to **borrow \$150,000** under and pursuant to M.G.L. Ch. 44, §7(1), or any other enabling authority, and to issue bonds or notes of the Town therefore. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. The **\$150,000** appropriation included as part of the FY23 Sewer Enterprise Budget to pay costs of this project is hereby replaced with this appropriation and is of no further effect

ARTICLE 18. To see if the Town will vote to transfer the remaining balances of closed projects from the following Sewer Capital Articles; **\$32,995.39** from Article 8 of the Annual Town Meeting of November 3, 2014, **\$49,093.22** from Article 17 of the Annual Town Meeting of May 10, 2004, and **\$48,245.00** from Article 32 of the Annual Town Meeting of May 12, 2014, for a total sum of **\$130,333.61 for Engineering Services for an Infiltration and Inflow Investigation Project**, or act in any manner relating thereto.
(Submitted by Select Board)

The purpose of this project is to minimize the amount of stormwater that gets into the sewer.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer the remaining balances of closed projects from the following Sewer Capital Articles; **\$32,995.39** from Article 8 of the Annual Town Meeting of November 3, 2014, **\$49,093.22** from Article 17 of the Annual Town Meeting of May 10, 2004, and **\$48,245.00** from Article 32 of the Annual Town Meeting of May 12, 2014, for a total sum of **\$130,333.61 for Engineering Services for an Infiltration and Inflow Investigation Project**.

ARTICLE 19. To see if the Town will vote to transfer from Free Cash the sum of **\$25,000 to the Unemployment Account**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$25,000 to the Unemployment Account**.

ARTICLE 20. To see if the Town will vote to **accept Pearl Street, Debrah Lane, and Teresa Drive as public ways in accordance with M.G.L. c. 82, s. 23**, said ways being depicted on plans entitled Pearl Street Street Acceptance Plan of Land in Millis, MA, Debrah Lane Street Acceptance Plan of Land in Millis, MA, and Teresa Drive Street Acceptance Plan of Land in Millis, MA, all dated August 11, 2022, a copy of which have been placed on file with the Town Clerk's office at least seven (7) days prior to Town Meeting; and, further to authorize the Select Board to accept deeds and/or easements in such ways, along with any appurtenant drainage or

utility easements that the Select Board deems necessary for such purposes, and further that the acceptance of such ways as public ways and the acceptance of the deeds and/or easements by the Select Board be contingent upon the provision of updated/final as-builts, and the successful completion of a video examination of stormwater structures as determined by the DPW Director, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED with a few in Opposition (Majority Vote Required) that the Town accept **Pearl Street, Debrah Lane, and Teresa Drive as public ways in accordance with M.G.L. c. 82, s. 23**, said ways being depicted on plans entitled Pearl Street Acceptance Plan of Land in Millis, MA, Debrah Lane Street Acceptance Plan of Land in Millis, MA, and Teresa Drive Street Acceptance Plan of Land in Millis, MA, all dated August 11, 2022, a copy of which have been placed on file with the Town Clerk's office at least seven (7) days prior to Town Meeting; and, further to authorize the Select Board to accept deeds and/or easements in such ways, along with any appurtenant drainage or utility easements that the Select Board deems necessary for such purposes, and further that the acceptance of such ways as public ways and the acceptance of the deeds and/or easements by the Select Board be contingent upon the provision of updated/final as-builts, and the successful completion of a video examination of stormwater structures as determined by the DPW Director.

ARTICLE 21. To see if the Town will vote to transfer from Free Cash the sum of **\$50,000 to the OPEB Trust Fund Account**, or act in any manner relating thereto.
(Submitted by Select Board)

This fund is mainly used for retirement health insurance for retired employees.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$50,000 to the OPEB Trust Fund Account**.

ARTICLE 22. To see if the Town will vote to transfer from Free Cash the sum of **\$300,000 to the M.G.L. Chapter 41, Section 111F Injury Leave Indemnity Fund**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED with a few in Opposition (Majority Vote Required) that the town transfer from Free Cash the sum of **\$300,000 to the M.G.L. Chapter 41, Section 111F Injury Leave Indemnity Fund**.

ARTICLE 23. To see if the Town will vote to **establish a special purpose stabilization fund for the purchase of ambulances**, effective for fiscal year 2024 and beginning on July 1, 2023, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (2/3rds Vote Required) that the Town **establish a special purpose stabilization fund for the purchase of ambulances**, effective for fiscal year 2024 and beginning on July 1, 2023.

ARTICLE 24. To see if the Town will vote to transfer from Free Cash the sum of **\$300,000 to the Stabilization Fund**, or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$300,000 to the Stabilization Fund**.

ARTICLE 25. To see if the Town will vote to appropriate \$3,500,000, or any other amount, for the purpose of designing, purchasing and constructing **an enclosed sports facility** to house four or more combination pickleball and tennis courts to be located at one of the locations known generically as Cassidy Farm or the Braun Property or such other similar location as deemed appropriate by the Town officials to ensure and not delay its construction, which amount shall be raised by borrowing or otherwise, or act in any manner relating thereto.
(Submitted by Petition)

Peter Jurmain, the proponent of the Article, gave the rationale for the proposal but supports dismissal.

VOTED UNANIMOUSLY to DISMISS Article 25 (Majority Vote Required).

ARTICLE 26. To see if the Town will vote to see if the Town will vote to appropriate \$3,500,000, or any other amount, for the purpose of designing, upgrading, expanding, constructing and otherwise renovating the senior center located in VMB, which amount shall be raised by borrowing or otherwise, or act in any manner relating thereto.
(Submitted by Petition)

Peter Jurmain, the proponent of the Article, gave the rationale for the proposal, but supports Dismissal at this time.

VOTED UNANIMOUSLY to DISMISS Article 26 (Majority Vote Required).

ARTICLE 27. To see if the Town will vote to appropriate \$2,900,000, or any other amount, for the purpose of designing, upgrading, constructing, and otherwise renovating the Lansing Millis building, which amount shall be raised by borrowing or otherwise, or act in any manner relating thereto.
(Submitted by Petition)

Peter Jurmain, the proponent of the Article, explained the rationale for the proposal, but supports dismissal at this time.

VOTED UNANIMOUSLY to DISMISS Article 27 (Majority Vote Required).

ARTICLE 28. To see if the Town will vote to raise and Town will vote to authorize the Select Board to acquire by purchase and to accept the Deed to the Town of a parcel of land, including any structures thereon, located at **270 Exchange Street** (currently known as "Rocklawn"), as shown on the Millis Assessors Map 19, Parcel 049, containing **1.13 acres** more or less,

presently owned by **Thomas Roche**, upon such terms and conditions as the Select Board shall determine to be appropriate, to be under the care, custody, management and control of the Select Board (or a Committee appointed by them) for general municipal purposes in keeping with the preservation of the historical value of the property; **and, further, a)** to see if the Town will vote to appropriate the sum of **\$1,250,000** to pay the costs of obtaining the property and for the payment of all other costs incidental and related thereto and to meet this appropriation the Treasurer with the approval of the Select Board is **authorized to borrow** such sum under General Laws Chapter 44, section 7 or any other enabling authority; **and, further, b)** to authorize the Select Board and Town officers to take all related actions necessary or appropriate to carry out this acquisition, including the submission, on behalf of the Town, of any and all applications deemed necessary for grants and/or reimbursements from any state or federal programs and to receive and accept such grants or reimbursements for this purpose; **and, further, c)** to appropriate from the Community Preservation Fund and/or the General Fund the sum necessary to pay the annual cost of said borrowing; **and, further, d)** for the Moderator to appoint a committee of at least seven Millis registered voters (including representatives from the Millis Cultural Council and Historical Commission) to study possible municipal uses for the property which are in the Town's best interest (in keeping with the preservation of the historical aspects of the property), including holding public meetings for Millis residents and the various interested Millis Boards and Committees and report back to the Select Board for further action (if needed) as soon as is reasonable, and/or to act in furtherance of any other purposes in any way connected with the scope of this Article, or act in any manner relating thereto.
(Submitted by Petition)

Lisa Hardin, the proponent of the Article, explained the rationale for the proposed purchase: that the house is on the market, is of historical interest to the Town, being the former home of the daughter of Lansing Millis built in the 1880's, is in very good condition, has some very fine original detail including beautiful stained glass windows, and could provide space for town departments and committees to meet or for groups to host activities, such as the Senior Center. There is a commercial kitchen which could be used by the Senior Center or could be rented out to raise revenue. There is plenty of parking and it is near Kennedy Terrace and downtown. However, she said the owner of the property had recently requested that the Article be withdrawn at this time so he could pursue a private buyer. If that didn't work out, he would again be interested in the Town purchasing the property because he wanted to ensure as much as possible that the historic character of the building be preserved.

VOTED UNANIMOUSLY to DISMISS Article 28. (Majority Vote Required.)

Motion made by Peter Berube, Chairman of Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die at 11:03 p.m., the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

MILLIS PERSONNEL PLAN SCHEDULES

FY2023

11/10/22 Effective Date
SCHEDULE A & B
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION

STEP	1	2	3	4	5	6	7	8	9	10
17 DIRECTOR OF PUBLIC WORKS	\$ 2,279.90	\$ 2,338.26	\$ 2,396.22	\$ 2,459.83	\$ 2,623.07	\$ 2,685.90	\$ 2,650.78	\$ 2,716.87	\$ 2,784.60	\$ 2,854.37
16 ASSISTANT TOWN ADMINISTRATOR	\$ 2,058.29	\$ 2,099.46	\$ 2,141.44	\$ 2,194.27	\$ 2,227.96	\$ 2,272.52	\$ 2,317.97	\$ 2,364.33	\$ 2,411.61	\$ 2,459.85
15 VACANT	\$ 1,735.77	\$ 1,776.38	\$ 1,814.99	\$ 1,856.21	\$ 1,897.93	\$ 1,940.77	\$ 1,984.64	\$ 2,028.56	\$ 2,074.58	\$ 2,121.66
12 VACANT	\$ 1,417.80	\$ 1,450.03	\$ 1,481.86	\$ 1,516.54	\$ 1,549.18	\$ 1,584.26	\$ 1,620.17	\$ 1,658.89	\$ 1,693.20	\$ 1,731.55
11 COA DIRECTOR* (35.5hour/wk)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9C* PLUMBING&GAS INSPECTOR ELECTRICIAN/INSPECTOR	Stipend of \$6,566/year plus \$40 per inspection Stipend of \$6,566/year plus \$40 per inspection									
8A* DEP. BUILDING INSPECTOR DEP. PLUMBING&GAS INSPECTOR 1 DEP. PLUMBING&GAS INSPECTOR 2 DEP. ELECTRICAL INSPECTOR 1 DEP. ELECTRICAL INSPECTOR 2 LOCAL BUILDING INSPECTOR	Stipend of \$12,839/year plus \$40 per inspection Stipend of \$629/year plus \$40 per inspection Stipend of \$629/year plus \$40 per inspection Stipend of \$629/year plus \$40 per inspection Stipend of \$629/year plus \$40 per inspection Stipend of \$629/year plus \$40 per inspection									

* = Part time

HOURLY GRADE	1	2	3	4	5	6	7	8	9	10
4 DISPATCHER/PART TIME PUBLIC SAFETY	\$ 19.83	\$ 20.12	\$ 20.61	\$ 21.07	\$ 21.54	\$ 22.04	\$ 22.53	\$ 23.04	\$ 23.56	\$ 24.10
PS9 DEPUTY FIRE CHIEF/EMT*	1	2	3	4	5	6	7	8	9	10
PS8 FF STIPEND/YEAR VACANT	\$ 33.93	\$ 34.68	\$ 35.48	\$ 36.24	\$ 37.09	\$ 37.89	\$ 38.76	\$ 39.64	\$ 40.53	\$ 41.42
PS6 FIRE CAPTAIN/EMT	\$ 31.43	\$ 32.12	\$ 32.83	\$ 33.58	\$ 34.33	\$ 35.10	\$ 35.86	\$ 36.70	\$ 37.53	\$ 38.36
PS4 FF STIPEND/YEAR FIRE LIEUTENANT/EMT	\$ 27.99	\$ 28.62	\$ 29.25	\$ 29.92	\$ 30.58	\$ 31.27	\$ 31.97	\$ 32.69	\$ 33.42	\$ 34.18
PS2 FF STIPEND/YEAR FIREFIGHTER/EMT	\$ 24.69	\$ 25.23	\$ 25.81	\$ 26.37	\$ 27.00	\$ 27.55	\$ 28.20	\$ 28.82	\$ 29.47	\$ 30.13
PS2 FF STIPEND/YEAR PERM INTER. POLICE OFFICER	\$ 21.98	\$ 22.48	\$ 22.82	\$ 23.48	\$ 24.00	\$ 24.54	\$ 25.10	\$ 25.64	\$ 26.22	\$ 26.83
PS2 LOCKUP KEEPER	\$ 21.33	\$ 21.80	\$ 22.14	\$ 22.81	\$ 23.32	\$ 23.83	\$ 24.36	\$ 24.92	\$ 25.46	\$ 26.04
EMT STIPEND	\$ 1,199.19									
SCHOOL TRAFFIC SUPERVISORS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

MILLIS PERSONNEL PLAN SCHEDULES

FY2023

11/10/22: Effective Date
SCHEDULE A & B
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION

APPOINTED SPECIALS

EMERG. MGMT DIR. Fire Chief Contract	\$ 1,500	PER	YEAR	CLASS A MOTOR VEHICLE OPERATOR	\$ 1,411.11	PER	YEAR
EMERG. MGMT CLERICAL	\$ -	PER	YEAR	DIR. VETERANS SERVICES	\$ 18,360	PER	YEAR
SEALER WEIGHTS MEASURE	\$ 3,498	PER	YEAR	ELECTION WORKER-CENSUS TAKER	\$ 15.85	ER	HOURL
PART TIME IT ADMINISTRATOR	\$ 48	PER	HOURL	ON-CALL LIBRARY ASSISTANT	\$ 15.85	ER	HOURL
ASST. DATA PROC. MANAGER	\$ 2,560	PER	YEAR	RESERVE POLICE DETAIL RATE	\$ 15.85	ER	HOURL
CERTIFIED WATER OPERATOR I	\$ 1,522	PER	YEAR	DPW SEASONAL WORKER	\$ 15.85	ER	HOURL
CERTIFIED WATER OPERATOR II	\$ 1,903	PER	YEAR	LIBRARY PAGE	\$ 15.85	ER	HOURL
ZONING BOARD OF APPEAL MEMBER	\$ 174.60	PER	YEAR	BOARD OF REGISTRARS-CHAIR	\$ 378.75	PER	YEAR
RESPIRTE CARE PROGRAM MANAGER	\$ 21.03	PER	HOURL	BOARD OF REGISTRARS MEMBER	\$ 116.55	PER	YEAR
RESPIRTE CARE ACTIVITIES COORDINATOR	\$ 21.03	PER	HOURL	SNOW CONTRACTOR 7AM-6PM	\$ 24.21	PER	HOURL
COA VAN DRIVER	\$ 16.33	PER	HOURL	SNOW CONTRACTOR NIGHTS, WEEKEND	\$ 36.31	PER	HOURL
COA DISPATCHER	\$ 55.03	PER	HOURL	SNOW MANAGEMENT STIPEND AFTER 8 STORMS	\$ 2,472.37	PER	YEAR
PLANNING BOARD MEMBER	\$ 55.03	PER	HOURL	SNOW MANAGEMENT STIPEND AFTER 12 STORMS	\$ 1,236.18	PER	YEAR
FINANCE COMMITTEE/ASSISTANT	\$ 55.03	PER	HOURL	BOARD OF ASSESSORS MEMBER	\$ 352.60	PER	YEAR
	\$ 55.03	PER	HOURL	DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 97.92	PER	DAY
	\$ 55.03	PER	HOURL	DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 23.79	PER	NIGHT

15.00

** Change to State Min Wage 1/1/2023

Capital Planning Committee Priorities for November 2022 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Chevy Silverado	61,940	
DPW	Compressor	26,967	
School	MHS Feasibility study	1,300,000	
VMB	Air conditioning equipment	45,000	
DPW	PFAS engineering study	165,000	
Subtotal		1,598,907	
Medium priorities			
VMB	Keyless entry system	25,000	
Subtotal		25,000	
Lower priorities			
N/A			
Subtotal		0	
Total		\$1,623,907	

BIRTHS RECORDED IN MILLIS - 2022

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 4	Joseph S. Louati	Adam Soufiane & Sana Zaier
Jan. 5	Giada Rose Tosi	Jonathan Michael & Kathryn Elizabeth Simoni
Jan. 12	Gwendolyn Georgia Herbert	Malcom Thomas & Kelsey Lauren Baross
Jan. 24	Madeline Elizabeth McDonough	John Patrick & Paula Marie Sheehan
Jan. 30	Eleanore Tuesday Gottschalk	Samuel Evan & Allisa -- Singhaviroj
Jan. 31	Ayla Andrew Rasla	Andrew Amin & Klara Georgy Sobhy Salib
Feb. 3	Sophie Elizabeth Ragusa	Michael Augustus & Elizabeth Laura Parker
Feb. 6	Amelia Rose Albertian	Michael Harvard & Erin Kathleen Mislak
Feb. 8	Andrin --- Caushi	Aldo -- & Stela -- Zejneli
Feb. 18	Ronan Alaric Bolivar	Andrew Allan & Katherine Doherty
Feb. 24	Ellie Alana Mae Bravo-Moody	Yenner Jose Bravo Gotera & Lois Mae Elizabeth Moody
Feb. 27	Auvryn Linnell Smith Jacobson	Elias Coleman & Sabrina Linnell Smith
Mar. 2	Logan Murray Acosta	William Paul Giovannella & Carrie Anne Acosta
Mar. 3	Thomas Joseph Louis Marie Kiyooka	Sumio Malcolm & Anne-Sophie Marie Decaux
Mar. 6	Hadley Anne Beshansky	Jeffrey Abraham & Kelsey Erin Heinemann
Mar. 7	Myra Chavan Jadhav	Vivek Sitaram & Neelam Laxman Chavan
Mar. 8	Sylvie Corbin Nadeau	Paul Leo & Hilary Ruth Geyer
Mar. 9	Jack Joseph Yurovich	Brian Joseph & Jennifer Leigh Faro
Mar. 18	Luca Fausto Repella	Michael Jason & Cindy Lorena Chavez Duran
Mar. 27	Henry Hai Truong	Khan Dinh & Alyssa Michelle Bulpett
Apr. 11	Charles Brendan Ellis	Brendan Louis & Lauren Elizabeth Vinitzky
Apr. 15	Patrick John Bresnahan	Kevin Francis & Mary Theresa Raso
Apr. 16	Elliot Catherine Franusiak	Mark Kevin & Nicole Marie Cappiello
Apr. 21	Emma Rae Kam	Joshua Edmund & Michelle Ann Dumas
Apr. 25	Molly Elizabeth Tarara	Michael Richard & Maryland -- Aponte Velez
May 4	Everett Soren Rees	David William & Kelly Suzanne Menon
May 31	Evan Paul Glynn	Christopher Paul & Ashley Elizabeth Johnson
June 12	Louisa Linnea Levenson	Martin Howard Sigfrid & Tasha Stacy Murray
June 16	Shea Harper Olem	Matthew Eric & Margaret Suzanne Silverberg
June 29	Marin Lanie-Rae Madison	James Peter & Leah Noel Voltoline
July 11	Gabriel Silva Nunes	Rubens Inacio & Emilly Cristina Da Silva
July 23	Thomas William Rodio	James Mitchell & Ashley Elizabeth Salmon
July 23	Robert Joseph Valenti	Roberto Giuseppe Luca & Samantha -- Bonanno
July 26	Lydia Marie Anderson	Derek Albert & Tiffany Marie Barr
July 26	Tyler John Reece	Joshua Robert & Jessica Mary Lupien
July 31	Aden -- Hernandez	Alfredo Adrian & Liangliang -- Xian

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Aug. 2	Gwen Yvonne Bussaglia	Mark Daniel & Rebecca Lynne Dupre
Aug. 3	Elliott Henry Howie	Christopher David & Allison Virginia Bell
Aug. 5	Paislee Grace O'Dell	Daniel Jason & Kaitlyn Elizabeth Murphy
Aug. 5	Vincent Matthew Logano	Matthew Robert & Allison Kate Salzberg
Aug. 5	Finn Griffin Ryan	Patrick William & Sharon Kelley Griffin
Aug. 6	Asher Sundeeep Badwaik	Sundeeep Ashok & Amy Elizabeth Marques
Aug. 7	Charles Henry Proulx	Stephen Daniel & Sarah Catherine Day
Aug. 9	Charlotte James Maniatty	Connor Steven & Taylor Ann Berger
Aug. 9	Travis Joseph Martin	John-Francis Reinhardt & Crystal Marie Wenner
Aug. 10	Anna Grace Siebecker	Brendan Timothy & Bridget Ann Schirripa
Aug. 18	Amelia Jolie Pardi	John David & Jolie -- Yee
Aug. 26	William Jeffrey Callahan	Michael William & Kayla Rose Hilditch
Sept. 2	Ella Marie D'Innocenzo	Mark Anthony & Samantha Lee Russo
Sept. 13	Jace David Simarrian	Brett David & Kathryn Elise McCarron
Sept. 13	Nora Josephine Mahoney	Brendan Andrew & Mary Elizabeth McGillicuddy
Sept. 14	Alexander James Webb	Jonathan Matthew & Evelyn Lizette Alvarenga
Sept. 14	Finneas Seaborn Derbas	Justin Robert & Alyssa Christine Moslosky
Sept. 14	Landon Monti Gatto	Daniel Francis & Elizabeth Monti Parker
Sept. 16	Nicholas Michael Willis	Christopher Sumner & Alexandra -- Gomez
Sept. 21	Annabel Braverman Spiess	Stephen Andrew & Lindsey Joelle Braverman
Sept. 26	Theodore Raymond Karytko	Peter Raymond & Sarah Renee Nicholson
Sept. 26	Zoey Louise Kerrissey	Derick Edward & Nicole Jeannette Rubio
Sept. 27	Dylan Thomas Piesendel	Michael William & Allison Lindsay Elcock
Oct. 6	Keegan James Moroney	Kevin Patrick & Michelle Elizabeth Carey
Oct. 6	Henry Alvin Butler	Graham Avery & Lisa Ann Richmond
Oct. 15	McKenna Marie Manning	Peter Leavitt & Shannon Marie Cunningham
Oct. 18	Emilia Anne Johnson	Mark Vincent & Christina Vanessa Joniaux
Oct. 24	Madelyn Christine Gallivan	John Edward & Abbey -- Kosiba
Oct. 28	Oscar Francis Huanuco	Juan -- & Erika Kathleen Smith
Oct. 29	Cameron John Millett	Benjamin John & Ashley Anne Sarnie
Oct. 31	Luca Vasco Brovelli	John Vasco & Claudia Patricia Rodas
Nov. 6	Mila Shelton Murray	Luke Kevin & Aubrey Shelton White
Nov. 8	Cameron Joseph Roche	Scott Thomas & Julia Claire Musso
Nov. 13	Logan Bourne Mussafeer	Surya-Datta & Erin Leigh Moseley
Nov. 14	Camden Philip Piscia	Austin Michael & Courtney Lynn Mascis
Nov. 19	Cecilia Jane Saia	Michael Joseph Power & Megan -- Rothwell
Nov. 22	Olivia Maruski Maestre	Ygor Vieira & Ingrid Lara Maruski Siriani
Dec. 9	Niah Olivares Fortier	Kevin Richard & Paloma Olivares Caparros
Dec. 12	Bri Kathryn Whitaker	Christopher David & Laura Knowles McKearin
Dec. 19	Aisha Akmaljon Qizi Akbarova	Akmaljon -- Sadikov & Saidakhon Sattorova
Dec. 22	Ryann Olivia Quell	Jonathan Edward & Bridget -- McBride
Dec. 26	Aarna -- Harish	Harish -- Saranathan & Abhinaya -- Rangarajan
Dec. 28	Lillian Marie Keefe	Thomas Michael & Margaret Lydia Murphy

MARRIAGES RECORDED IN MILLIS - 2022

Date	Party A & Party B	Age	Residence	By Whom	Place
Jan. 2	Nicollette Anne Lynch Peter Thomas Bethoney	29 29	Millis Millis	Zachary E. Chase Minister	Topsfield
Jan. 12	Rosinei Coelho Furtado William Michael Bedigan	47 58	Millis Millis	John F. Kendrick Justice of the Peace	Millis
Jan. 17	Jacqueline Jackie Daniels Peter Braga Melo	59 50	Millis Millis	Carol T. Roberts Justice of the Peace	Millis
Feb. 28	Lea Rachel Ann Vaz William Matthew Baker	40 54	Millis Millis	Michele Decelles Justice of the Peace	Millis
Apr. 16	Alexandra --- Gomez Christopher Sumner Willis	36 46	Millis Millis	Susan B. Green Justice of the Peace	Millis
May 28	Jessica Jeanne O'Reilly Taylor Talbot Days-Merrill	24 28	Millis Millis	Sinisa Ubiparipovic Priest	Millis
June 15	Brittany Michelle Phelan Michael Paul Theroux II	25 35	Millis Millis	John F. Kendrick Justice of the Peace	Millis
June 25	Melissa Elizabeth Freitag Thomas Christopher Charest	30 30	Millis Millis	Thomas N. Synan Priest	Brookline
July 16	Shelby Lauren Ledbetter Jonathan Carleton Weir	27 24	Ave Maria, FL Millis	Michael R. Van Auker Member of the Clergy	Framingham

Date	Partv A & Party B	Age	Residence	By Whom	Place
July 16	Meghan Bethany LaRoche James David Hart IV	39 46	Millis Millis	Christopher J. Vasta One Day Solemnizer	Harwich
Aug. 8	Veronica Paris Boske Zaluri Z. Paez Alvarez	49 50	Millis Millis	Jennifer Khalsa Shimmel One Day Solemnizer	Millis
Aug. 20	Kaitlyn Margaret Cashman Jessie Anne Curran	33 35	Millis Millis	Mark D. Curran One Day Solemnizer	Scituate
Aug. 27	Jessica Marie Ahl Daniel John Boylan IV	34 33	Millis Millis	John F. Kendrick Justice of the Peace	Millis
Sept. 10	Meghan Ilene Short Michael Sklar Everdell	32 31	Lincoln Lincoln	Maria Hire Universal Life Church	Cambridge
Sept. 24	Victoria Margaret Reilly Brandon Christopher Andrade	29 29	Millis Brampton, Ontario, Canada	Federico Cinocca Priest	Boston
Oct. 1	Lauren Brittney Howe Paul Henry Matto	33 35	Milford Milford	John Partlow One Day Solemnizer	Sudbury
Oct. 4	Sarah Kimberley Daricilar Marc Douglas Halfrey	43 53	Millis Millis	James M. D'Attilio Justice of the Peace	Millis
Oct. 8	Tanya Theresa Egli Messias Rua Couto	50 46	Woonsocket, RI Woonsocket, RI	Leo Carroll Member of the Clergy	Millis
Oct. 21	Rebecca Jane Mosher Wissam Diab Michi	43 44	Holliston New York, NY	Deborah M. Smith Justice of the Peace	Holliston

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Oct. 22	Rachel Joy Linberger Christopher Michael Plasse	34 34	Millis Millis	Brian Kendall One Day Solemnizer	Cohasset
Oct. 29	Katherine Mary McCarthy Michael Wade Ballow	26 30	Millis Millis	Jeanna M. Lane One Day Solemnizer	Canton
Oct. 29	Sherry Lynn Rajaniemi Gregg Jonathan David Andrews	54 58	Millis Millis	Melanie Jackson One Day Solemnizer	Millis
Nov. 11	Amy Beth Burleson Joseph Kraw Kornack	53 59	Millis Millis	Michele R. Mullen Justice of the Peace	Millis
Nov. 26	Sarah Anne Doucette Tyler James Laracy	35 36	Millis Millis	Timothy J. Guilloite One Day Solemnizer	Easthampton

DEATHS RECORDED IN MILLIS - 2022

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Jan. 2	Warren George Champagne	266 Pleasant Street	71
Jan. 8	Kathleen A. Lapier (McMahon)	402 Union Street	75
Jan. 12	Mark Edward Vogel (Headd)	363 Plain Street	52
Jan. 15	Irene Leo Kamergorodsky (Kadkina)	46 Heritage Path	66
Jan. 20	Eileen L. Tiberi (Roffo)	13 Meadowbrook	87
Jan. 20	Phyllis B. Cass (Brupbacher)	8 Shannon Lane	95
Jan. 27	Ronald C. Palladini	71 Union Street	69
Feb. 1	Alfred D. McCassie	16 Rockville Meadows	78
Feb. 4	Robert L. Sullivan, III	310 Village Street	85
Feb. 5	Herman F. Downing	45 McCabe Avenue	91
Feb. 6	J. Harold Crosby	380 Union Street	89
Feb. 7	Mary Jane Pintosopoulos (Toomey)	33 Ticonderoga Lane	78
Feb. 10	Janice M. Simpson (McLean)	42 Hilltop Drive	75
Feb. 16	Kenneth J. Assad	17 Rockville Meadows	81
Feb. 19	Bernard T. Coffey	312 Plain Street	89
Mar. 4	Arthur William Hampton	36 Village Street	90
Mar. 11	Donald Alden Baker	232 Causeway Street	89
Mar. 12	Aliza Kate Liebman	91 Acorn Street	37
Mar. 15	Paul --- Howie	1 Dale Avenue	72
Mar. 16	Daniel J. Coffey	316 Kennedy Terrace	62
Mar. 17	Margaret J. Wivel (Brooks)	111 Acorn Street	82
Mar. 20	Sandra B. Simoni (Barsh)	64 Key Street	70
Mar. 22	Constantino John Greco	354 Orchard Street	91
Mar. 26	Elaine Claire Wright (Jacobs)	924 Main Street	76
Apr. 13	Shirley Ann Devens (McGrath)	150 Spring Street	85
Apr. 19	Richard Victor Scott	71 Union Street	74
Apr. 27	Bonnie E. Brown	10 Bayberry Circle	82
May 5	Leonard F. Caruso	411 Union Street #4B	75
May 24	Marjorie H. McCarter (Mannino)	34 Bridge Street	90
June 5	George E. Sgourakes	41 Bullard Lane	84
June 26	Colin D. Savage	15 Lexington Lane	40
July 12	Jean Violet Lagos (Smith)	334 Kennedy Terrace	89
July 22	Emily T. Pratt (Thompson)	214 Farm Street	100
July 25	Timothy M. Gannon	3 Pine View	75
July 26	Joan Irene Shropshire (Wasnewsky)	22 Buddy Kearney Lane	91
July 27	Lawrence M. Calderone	33 Grove Street	79

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
July 30	Harvey L. Daigle	123 Farm Street	94
Aug. 3	John J. McMorrow, Jr.	4 Independence Lane	80
Aug. 10	Eugene Peter Bosse	4 Village Street	88
Aug. 12	Nathan Daniel Hafford	53 Walnut Street	45
Aug. 23	Diana Blackhall Talcott (Blackhall)	62 Bullard Lane	80
Aug. 24	Ernest G. Pratt	128 Norfolk Road	84
Aug. 25	Timothy --- McAndrews	352 Village Street #A	39
Aug. 28	Stanley A. Duvall, Jr.	21 Stoney Brook Drive #10	58
Aug. 29	Michael J. Dwyer	84 Plain Street #C	73
Aug. 30	Nancy Jane Sawyer (Costa)	24 Cedar Street	60
Aug. 30	Brian R. Laska	8 Lexington Lane	48
Aug. 30	Christopher John Smith	3 Walnut Street	51
Sept. 8	Michele L. Foley (Bock)	85 Dover Road	56
Sept. 13	Alice E. Cunningham	20 Pleasant Park	83
Sept. 23	Paul D. Merritt	185 Farm Street	85
Sept. 30	Charles --- Karafotias	32 Acorn Place	81
Oct. 9	Robert John Cashmon	20 Adams Street	54
Oct. 19	John Frank Giudici	46 Acorn Place	70
Oct. 28	Margaret E. Kerns	119 Middlesex Street	69
Oct. 28	William Raymond Clark	12 Pine Valley Road	88
Nov. 5	Caylah E. Duda (Pafenbach)	411 Union Street #6A	69
Nov. 17	Margaret Z. Fitzgerald (Zack)	224 Exchange Street	99
Nov. 21	Kenneth Charles Auger	439 Union Street	78
Nov. 29	James John O'Donnell	17 Union Street	84
Dec. 8	Diana L. Bratsos (Williams)	300 Orchard Street	60
Dec. 14	Daniel E. Lynn	62 Irving Street	72
Dec. 15	Virginia Louise Barra (Higgins)	320-B Kennedy Terrace	97
Dec. 15	Alex H. Dunbar	49 Morse Avenue	38
Dec. 16	Gerald --- Wolff	31 Spencer Street	95
Dec. 19	Barbara Jean Hansen (Baxter)	215 Causeway Street	93
Dec. 25	Ralph Hagen Borgesen	666 Main Street	91
Dec. 26	Surajben Becharbhai Patel	1040 Main Street #5	110
Dec. 29	Amanda Elizabeth Green	77 Farm Street	42

VETERANS DEATHS RECORDED IN MILLIS - 2022

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Service</u>	<u>Age</u>
Feb. 5	Herman F. Downing	45 McCabe Avenue	Navy/Korea	91
Feb. 6	J. Harold Crosby	380 Union Street	Navy/Korea	89
Feb. 19	Bernard T. Coffey	312 Plain Street	Army/Korea	89
Mar. 15	Paul --- Howie	1 Dale Avenue	Army/Vietnam	72
Mar. 22	Constantino John Greco	354 Orchard Street	Army/Korea	91
June 5	George E. Sgourakes	41 Bullard Lane	Army/Unknown	84
Aug. 3	John J. McMorrow, Jr.	4 Independence Lane	Marine Corps/ Vietnam & Gulf War	80
Sept. 23	Paul D. Merritt	185 Farm Street	Navy/Vietnam	85
Oct. 28	Margaret E. Kerns	119 Middlesex Street	Air Force/Lebanon	69
Nov. 29	James John O'Donnell	17 Union Street	Air Force/Vietnam	84
Dec. 14	Daniel E. Lynn	62 Irving Street	Army/Vietnam	72
Dec. 16	Gerald --- Wolff	31 Spencer Street	Navy/Korea	95

Prospect Hill Cemetery Burials 2022

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Mark E. Slayton	Millis	January 6	Army
Kathleen A. Lapier	Millis	January 13	
Warren George Champagne	Millis	January 14	
Joseph Mann	Milford	January 18	
Herman "Buz" F. Downing	Millis	February 14	Navy/Korea
Bernard T. Coffey	Millis	February 24	Army/Korea
Ellen Orlen	Medfield	March 1	Army
Daniel J. Coffey	Millis	March 22	
Paul Howie	Millis	March 23	
Constantino John Greco	Millis	March 31	
Elaine C. Wright	Millis	April 3	
Shirley Ann Devens	Millis	April 23	

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Wheaton Holden, Jr.	Corpus Christi, TX	May 9	
Barbara Huntington	Framingham	June 8	Army
George E. Sgourakes	Millis	June 13	
Maureen Frances Fay		June 18	
Ronald Batherwich		June 18	
Delores Moore		June 18	
Louis Moore		June 18	
Marjorie McCarter	Millis	June 22	
Rita McCann	Walpole	July 9	
Joan Irene Shropshire	Millis	August 1	
James Collins	Englewood, FL	August 13	
Donald Eugene Fresh, Jr.	Webster	August 16	
Elizabeth Wiley	Bellingham	August 18	
Pamela Lafaver		August 19	
Thomas Thibault	Bellingham	August 22	
Eugene Peter Bosse	Millis	August 26	
Nancy Jane Sawyer	Millis	September 2	
Frances T. Spellman	Yarmouth	September 8	
Jeremy Gage	Aurora, CO	September 14	
Janet Carlson	Ocala, FL	September 15	
Neale Carlson	Ocala, FL	September 15	
Lawrence J. Bergen, Jr.	Dennis	October 21	Army
Patricia Caffrey	Millis	October 25	
Ida Kerwin Struck	Framingham	October 29	
Thomas Owen McNamara	Medway	November 19	
Barton Wayne Leontie	Portland, ME	November 22	
James John O'Donnell	Millis	December 5	Air Force
Joanne A. Draper	Millis	December 17	
Marvin W. Draper	Millis	December 17	
Ritajane Clancy	Framingham	December 15	
Daniel E. Lynn, Jr.	Millis	December 20	Army
Gerald Wolff	Millis	December 20	
Barbara Jean Hansen	Millis	December 22	Navy

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
SCHOOL - TEACHER						
ADAMS, MICHELLE	SCHOOL TEACHER	\$ 90,053.12	-	-	-	\$ 90,053.12
ALAN, RACHEL	SCHOOL TEACHER	\$ 84,673.10	\$ 852.50	-	-	\$ 85,525.60
ALCONADA, SCOTT	SCHOOL TEACHER	\$ 98,727.11	\$ 3,639.60	-	-	\$ 102,366.71
AL-HAZA, SARAH	SCHOOL TEACHER	\$ 106,616.94	\$ 499.98	-	-	\$ 107,116.92
AMES, SARA	SCHOOL TEACHER	\$ 106,616.94	\$ 1,041.10	-	-	\$ 107,658.04
ANNUNZIATO, KELLY	SCHOOL TEACHER	\$ 40,498.84	-	-	-	\$ 40,498.84
BAGLIONI, KRISTA	SCHOOL TEACHER	\$ 99,555.90	\$ 1,798.00	-	-	\$ 101,353.90
BALL, AMY	SCHOOL TEACHER	\$ 58,951.03	\$ 1,587.10	-	-	\$ 60,538.13
BARTLEY, VICTORIA	SCHOOL TEACHER	\$ 95,196.90	\$ 3,415.98	-	-	\$ 98,612.88
BASILE, CAELAH	SCHOOL TEACHER	\$ 107,060.44	\$ 2,005.60	-	-	\$ 109,066.04
BENHAM, LANCE	SCHOOL TEACHER	\$ 109,156.72	\$ 5,347.98	-	-	\$ 114,504.70
BERNIER-GARZON, CATHLEEN	SCHOOL TEACHER	\$ 106,641.94	\$ 7,429.64	-	-	\$ 114,071.58
BIGELOW, STEPHEN	SCHOOL TEACHER	\$ 106,811.94	\$ 5,078.00	-	-	\$ 111,889.94
BLESSING, JOCELYN	SCHOOL TEACHER	\$ 21,372.71	-	-	-	\$ 21,372.71
BOTELHO, KRISTINE	SCHOOL TEACHER	\$ 99,473.10	\$ 939.98	-	-	\$ 100,413.08
BRODEUR, MARISSA	SCHOOL TEACHER	\$ 62,623.30	\$ 45.00	-	-	\$ 62,668.30
BROWNELL, BRADLEY	SCHOOL TEACHER	\$ 52,173.92	-	-	-	\$ 52,173.92
BROWNING, SARAH	SCHOOL TEACHER	\$ 87,864.62	\$ 3,371.10	-	-	\$ 91,235.72
CANTOREGGI, WENDI	SCHOOL TEACHER	\$ 99,831.60	\$ 918.48	-	-	\$ 100,750.08
CARLSON, JENNIFER	SCHOOL TEACHER	\$ 106,616.94	\$ 1,587.10	-	-	\$ 108,204.04
CARR, BARBARA	SCHOOL TEACHER	\$ 99,437.10	\$ 1,750.10	-	-	\$ 101,187.20
CARTER, MICHAEL	SCHOOL TEACHER	\$ 106,711.94	\$ 2,451.48	-	-	\$ 109,163.42
CAULFIELD, MARK	SCHOOL TEACHER	\$ 95,296.90	\$ 850.10	-	-	\$ 96,147.00
CHAPLIN, CAROLYN	SCHOOL TEACHER	\$ 62,035.22	-	-	-	\$ 62,035.22
CHENEY, ERIN	SCHOOL TEACHER	\$ 90,108.12	\$ 1,070.75	-	-	\$ 91,178.87
CHISHOLM, JENNIFER	SCHOOL TEACHER	\$ 99,368.10	\$ 1,199.90	-	-	\$ 100,568.00
COHEN, ADRIA	SCHOOL TEACHER	\$ 106,741.94	\$ 1,757.90	-	-	\$ 108,499.84
COLCORD, AMIE	SCHOOL TEACHER	\$ 106,616.94	\$ 2,576.98	-	-	\$ 109,193.92
COLE, KELSEY	SCHOOL TEACHER	\$ 66,074.67	-	-	-	\$ 66,074.67
COLWELL, JULIE	SCHOOL TEACHER	\$ 87,995.96	\$ 657.50	-	-	\$ 88,653.46
COPICE, STEPHANIE	SCHOOL TEACHER	\$ 97,818.44	\$ 8,214.48	-	-	\$ 106,032.92
DAY, AMY	SCHOOL TEACHER	\$ 60,216.78	-	-	-	\$ 60,216.78
DIGIAMMERINO, DAVID	SCHOOL TEACHER	\$ 109,788.90	\$ 499.98	-	-	\$ 110,288.88
DIVIER, PATRICIA	SCHOOL TEACHER	\$ 106,591.94	\$ 8,924.58	-	-	\$ 115,516.52
DOHERTY, CAROLYN	SCHOOL TEACHER	\$ 47,257.58	\$ 558.00	-	-	\$ 47,815.58
DOHERTY, MARGARET	SCHOOL TEACHER	\$ 106,591.94	\$ 1,877.10	-	-	\$ 108,469.04

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
DUNN, RILEY	SCHOOL TEACHER	\$ 84,440.85	\$ 4,287.00	-	-	\$ 88,727.85
EATON, JENNIFER	SCHOOL TEACHER	\$ 106,616.94	\$ 2,276.90	-	-	\$ 108,893.84
FALLON, ANTHONY	SCHOOL TEACHER	\$ 106,616.94	\$ 750.10	-	-	\$ 107,367.04
FALLON, DAVID	SCHOOL TEACHER	\$ 106,751.94	\$ 9,470.10	-	-	\$ 116,222.04
FALLON, KILEY	SCHOOL TEACHER	\$ 63,332.01	\$ 1,028.82	-	-	\$ 64,360.83
FEMINO, MARK	SCHOOL TEACHER	\$ 95,176.90	\$ 5,431.10	-	-	\$ 100,608.00
FITZGERALD, YVONNE	SCHOOL TEACHER	\$ 106,731.94	\$ 12,605.10	-	-	\$ 119,337.04
GATELY, DIANA	SCHOOL TEACHER	\$ 106,616.94	\$ 1,336.98	-	-	\$ 107,953.92
GEORGE, ARPPANA	SCHOOL TEACHER	\$ 77,946.12	\$ 1,261.00	-	-	\$ 79,207.12
GIUNTA, LINDSEY	SCHOOL TEACHER	\$ 106,616.94	\$ 2,173.98	-	-	\$ 108,790.92
GUERTIN, JENNIFER	SCHOOL TEACHER	\$ 97,374.94	\$ 3,957.98	-	-	\$ 101,332.92
HACKETT, MIRANDA	SCHOOL TEACHER	\$ 106,616.94	\$ 2,873.90	-	-	\$ 109,490.84
HAGGERTY, CAROL	SCHOOL TEACHER	\$ 91,059.02	\$ 1,623.10	-	-	\$ 92,682.12
HARMON, AGUSTINA	SCHOOL TEACHER	\$ 21,736.48	-	-	-	\$ 21,736.48
HAYDEN, RACHEL	SCHOOL TEACHER	\$ 78,666.94	\$ 441.00	-	-	\$ 79,107.94
HERNANDEZ, MIGUELINA	SCHOOL TEACHER	\$ 106,591.94	\$ 1,650.10	-	-	\$ 108,242.04
HICKEY, DEBORAH	SCHOOL TEACHER	\$ 106,631.94	\$ 1,397.60	-	-	\$ 108,029.54
HOWDEN, TIMOTHY	SCHOOL TEACHER	\$ 91,787.61	\$ 4,095.00	-	-	\$ 95,882.61
HURVITZ, MICHELLE	SCHOOL TEACHER	\$ 103,510.98	\$ 499.98	-	-	\$ 104,010.96
IMBROGNA, JENNA	SCHOOL TEACHER	\$ 49,518.47	\$ 572.29	-	-	\$ 50,090.76
INGRAHAM, THOMAS	SCHOOL TEACHER	\$ 88,957.94	\$ 9,670.94	-	-	\$ 98,628.88
JONES, MICHELLE	SCHOOL TEACHER	\$ 105,549.60	\$ 5,754.98	-	-	\$ 111,304.58
KALAITZIDIS, CHRISTINA	SCHOOL TEACHER	\$ 73,803.64	-	-	-	\$ 73,803.64
KALMBACH, FAYE	SCHOOL TEACHER	\$ 103,485.98	\$ 2,650.10	-	-	\$ 106,136.08
KEANE, KRISTEN	SCHOOL TEACHER	\$ 86,332.00	\$ 837.00	-	-	\$ 87,169.00
KENDRICK, SCOTT	SCHOOL TEACHER	\$ 106,781.94	\$ 750.10	-	-	\$ 107,532.04
KEPPLER, JESSICA	SCHOOL TEACHER	\$ 95,201.90	\$ 837.00	-	-	\$ 96,038.90
KRABY, BRIAN	SCHOOL TEACHER	\$ 106,706.94	\$ 1,977.98	-	-	\$ 108,684.92
LAFERTY, USA	SCHOOL TEACHER	\$ 97,424.94	\$ 2,173.98	-	-	\$ 99,598.92
LAHAH, MICHELE	SCHOOL TEACHER	\$ 103,545.98	\$ 750.10	-	-	\$ 104,296.08
LANEY, SAMANTHA	SCHOOL TEACHER	\$ 99,413.10	-	-	-	\$ 99,413.10
LAWLER GOUGH, RACHEL	SCHOOL TEACHER	\$ 95,700.00	-	-	-	\$ 95,700.00
LEMAN, APRIL	SCHOOL TEACHER	\$ 97,687.32	\$ 1,587.10	-	-	\$ 99,274.42
LOVETTERE, KAITLIN	SCHOOL TEACHER	\$ 87,720.90	-	-	-	\$ 87,720.90
LUNG, BECKET	SCHOOL TEACHER	\$ 52,442.44	-	-	-	\$ 52,442.44
MAGUIRE, JANET	SCHOOL TEACHER	\$ 97,439.94	\$ 1,199.90	-	-	\$ 98,639.84
MANNION, DANIELLE	SCHOOL TEACHER	\$ 95,176.90	\$ 2,072.90	-	-	\$ 97,249.80

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
MCCARTHY, MEGAN	SCHOOL TEACHER	\$ 58,798.92	\$ 791.00	-	-	\$ 59,589.92
MCKAY, MICHAEL	SCHOOL TEACHER	\$ 102,517.00	-	-	-	\$ 102,517.00
MELLIN, JACLYN	SCHOOL TEACHER	\$ 95,571.10	\$ 837.00	-	-	\$ 96,408.10
MERUSI, CAMILLE	SCHOOL TEACHER	\$ 106,616.94	\$ 750.10	-	-	\$ 107,367.04
MIGOS, VASILIA	SCHOOL TEACHER	\$ 87,610.90	\$ 1,077.00	-	-	\$ 88,687.90
MOLLOY, ELISE	SCHOOL TEACHER	\$ 104,814.18	\$ 2,200.00	-	-	\$ 107,014.18
MONAGHAN, SHARON	SCHOOL TEACHER	\$ 105,790.06	\$ 4,535.98	-	-	\$ 110,326.04
MULDOON, JULIE	SCHOOL TEACHER	\$ 85,082.96	\$ 2,751.00	-	-	\$ 87,833.96
MULLIGAN, KRISTIN	SCHOOL TEACHER	\$ 21,294.47	\$ 1,036.09	-	-	\$ 22,330.56
NARDONE, CHRISTOPHER	SCHOOL TEACHER	\$ 81,001.96	\$ 500.00	-	-	\$ 81,501.96
NASUTI, LAURA	SCHOOL TEACHER	\$ 112,828.32	-	-	-	\$ 112,828.32
NEVILLE, PATRICK	SCHOOL TEACHER	\$ 78,299.06	-	-	-	\$ 78,299.06
NEWTON, KARLEY	SCHOOL TEACHER	\$ 39,542.85	-	-	-	\$ 39,542.85
NORTON, JANICE	SCHOOL TEACHER	\$ 95,176.90	\$ 3,574.10	-	-	\$ 98,751.00
PALADINO, NICOLE	SCHOOL TEACHER	\$ 106,611.94	\$ 2,597.98	-	-	\$ 109,209.92
PANCIOCCO, GLEN	SCHOOL TEACHER	\$ 107,205.21	\$ 9,824.90	-	-	\$ 117,030.11
PANCIOCCO, MICHELLE	SCHOOL TEACHER	\$ 106,831.94	\$ 499.98	-	-	\$ 107,331.92
PERACHIO, MOLLIE	SCHOOL TEACHER	\$ 95,201.90	\$ 1,336.98	-	-	\$ 96,538.88
PHINNEY, DEREK	SCHOOL TEACHER	\$ 88,306.69	\$ 3,996.00	-	-	\$ 92,302.69
POULOS, JAMES	SCHOOL TEACHER	\$ 80,060.02	-	-	-	\$ 80,060.02
RADCLIFFE, AMY	SCHOOL TEACHER	\$ 30,112.98	-	-	-	\$ 30,112.98
RAO, KELLY	SCHOOL TEACHER	\$ 102,542.00	\$ 837.00	-	-	\$ 103,379.00
ROBINSON, MARA	SCHOOL TEACHER	\$ 102,592.00	\$ 1,310.50	-	-	\$ 103,902.50
ROONEY, CHRISTINA	SCHOOL TEACHER	\$ 97,414.94	\$ 2,372.10	-	-	\$ 99,787.04
SACCARDO, MOLLY	SCHOOL TEACHER	\$ 95,620.40	\$ 2,538.60	-	-	\$ 98,159.00
SAEGH, JOHN	SCHOOL TEACHER	\$ 95,241.90	\$ 2,773.48	-	-	\$ 98,015.38
SCOTLAND, LAUREN	SCHOOL TEACHER	\$ 76,956.88	-	-	-	\$ 76,956.88
SEARS, ALLISON	SCHOOL TEACHER	\$ 92,650.84	-	-	-	\$ 92,650.84
SHAUGHNESSY, DIANE	SCHOOL TEACHER	\$ 106,661.94	\$ 3,120.98	-	-	\$ 109,782.92
SHEPARDSON, MICHELLE	SCHOOL TEACHER	\$ 95,407.42	\$ 3,957.98	-	-	\$ 99,365.40
SHOCKLEY, JANET	SCHOOL TEACHER	\$ 103,530.98	\$ 2,647.48	-	-	\$ 106,178.46
SKELLY, CAROLYN	SCHOOL TEACHER	\$ 88,987.94	\$ 1,827.10	-	-	\$ 90,815.04
ST. JOHN, BOBBIE	SCHOOL TEACHER	\$ 77,201.02	-	-	-	\$ 77,201.02
STRECK, KATHLEEN	SCHOOL TEACHER	\$ 5,510.00	-	-	-	\$ 5,510.00
SULLIVAN, ERIN	SCHOOL TEACHER	\$ 99,418.10	\$ 1,012.50	-	-	\$ 100,430.60
TALMADGE-KEIMIG, BARBARA	SCHOOL TEACHER	\$ 103,485.98	\$ 2,036.90	-	-	\$ 105,522.88
TASHIAN, KELLY	SCHOOL TEACHER	\$ 103,535.98	\$ 2,664.10	-	-	\$ 106,200.08

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
TENREYRO-VIANA, LELIA	SCHOOL TEACHER	\$ 29,820.51	\$ 26.01	-	-	\$ 29,846.52
TOWER, JENNIFER	SCHOOL TEACHER	\$ 18,081.70	-	-	-	\$ 18,081.70
TUCKER, ANNETTE	SCHOOL TEACHER	\$ 99,418.10	\$ 1,336.98	-	-	\$ 100,755.08
VALLUZZI, ANNE	SCHOOL TEACHER	\$ 107,026.94	\$ 1,029.10	-	-	\$ 108,056.04
VARGAS, KRISTINA	SCHOOL TEACHER	\$ 60,421.93	\$ 240.00	-	-	\$ 60,661.93
WHITE, JANINE	SCHOOL TEACHER	\$ 87,864.60	\$ 837.00	-	-	\$ 88,701.60
WHITE, PATRICIA	SCHOOL TEACHER	\$ 106,591.94	\$ 500.00	-	-	\$ 107,091.94
YOUNG, MEREDITH	SCHOOL TEACHER	\$ 103,510.98	\$ 718.23	-	-	\$ 104,229.21
ZIEMBA, MARYANN	SCHOOL TEACHER	\$ 106,611.94	\$ 3,414.10	-	-	\$ 110,026.04
ZITOLI, OLIVIA	SCHOOL TEACHER	\$ 51,155.78	\$ 5,238.00	-	-	\$ 56,393.78
SCHOOL - ADMINISTRATION						
MULLANEY, ROBERT	SUPERINTENDENT	\$ 185,500.00	\$ 7,140.00	-	-	\$ 192,640.00
AWDYCKI, MARK	SCHOOL PRINCIPAL	\$ 142,500.00	\$ 6,400.00	-	-	\$ 148,900.00
GLYNN, CHRISTOPHER	SCHOOL PRINCIPAL	\$ 122,115.50	\$ 500.00	-	-	\$ 122,615.50
JANGO, TANNA	SCHOOL PRINCIPAL	\$ 128,605.69	\$ 500.00	-	-	\$ 129,105.69
GRANT, CHARLES	ATHLETIC DIRECTOR	\$ 138,236.71	\$ 11,856.28	-	-	\$ 150,092.99
KNOWLTON, MAUREEN	SCHOOL CURRICULUM DIRECTOR	\$ 136,720.21	\$ 12,469.23	-	-	\$ 149,189.44
KOUMANEUS-URQUHART, NEALY	DIR OF STUDENT SERVICES	\$ 125,000.00	\$ 3,200.00	-	-	\$ 128,200.00
STARR, JENNIFER	TECHNOLOGY DIRECTOR	\$ 111,920.87	\$ 500.00	-	-	\$ 112,420.87
WIGGIN, TERRY	DIR FINANCE/HUMAN RESOURCES	\$ 118,981.67	\$ 4,485.11	-	-	\$ 123,466.78
SCHOOL - OTHER						
ALACHI, DANIELLE	SUBSTITUTE TEACHER	\$ 50.00	-	-	-	\$ 50.00
CHAMIDES, HELEN	SUBSTITUTE TEACHER	\$ 460.00	-	-	-	\$ 460.00
COHEN, AMY	SUBSTITUTE TEACHER	\$ 855.00	-	-	-	\$ 855.00
COREY, TAYLOR	SUBSTITUTE TEACHER	\$ 6,412.50	-	-	-	\$ 6,412.50
D'ESPINOSA, MARY-ELLEN	SUBSTITUTE TEACHER	\$ 15,660.00	-	-	-	\$ 15,660.00
DOHERTY, CASEY	SUBSTITUTE TEACHER	\$ 1,800.00	-	-	-	\$ 1,800.00
FALLON, DARCY	SUBSTITUTE TEACHER	\$ 180.00	-	-	-	\$ 180.00
FITZGERALD, SEAN	SUBSTITUTE TEACHER	\$ 19,102.50	-	-	-	\$ 19,102.50
FLYNN, EMILY	SUBSTITUTE TEACHER	\$ 750.00	-	-	-	\$ 750.00
GIROUARD, CHRISTINE	SUBSTITUTE TEACHER	\$ 200.00	-	-	-	\$ 200.00
GRAHAM, MOLLY	SUBSTITUTE TEACHER	\$ 1,813.85	-	-	-	\$ 1,813.85
HILTON, SAMANTHA	SUBSTITUTE TEACHER	\$ 25,202.50	\$ 5,000.00	-	-	\$ 30,202.50
HUBBELL, STEPHANIE	SUBSTITUTE TEACHER	\$ 2,190.00	-	-	-	\$ 2,190.00
JEWETT, GRACE	SUBSTITUTE TEACHER	\$ 2,500.00	-	-	-	\$ 2,500.00

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
KEARNS, KAREN	SUBSTITUTE TEACHER	\$ 1,000.00	-	-	-	\$ 1,000.00
KEMP, CATHERINE	SUBSTITUTE TEACHER	\$ 8,005.00	-	-	-	\$ 8,005.00
LEISEK, MARIANNE	SUBSTITUTE TEACHER	\$ 140.00	-	-	-	\$ 140.00
MCKEE, JACOB	SUBSTITUTE TEACHER	\$ 500.00	\$ 2,444.00	-	-	\$ 2,944.00
MCMAHON, ALISON	SUBSTITUTE TEACHER	\$ 2,250.00	-	-	-	\$ 2,250.00
MCPOLAND, SUSAN	SUBSTITUTE TEACHER	\$ 400.00	-	-	-	\$ 400.00
MEHROTRA, SUNITA	SUBSTITUTE TEACHER	\$ 100.00	-	-	-	\$ 100.00
MILLER, ABIGAIL	SUBSTITUTE TEACHER	\$ 750.00	-	-	-	\$ 750.00
MOOR, PAMELA	SUBSTITUTE TEACHER	\$ 550.00	-	-	-	\$ 550.00
MULLALLY, JACQUELYN	SUBSTITUTE TEACHER	\$ 1,150.00	-	-	-	\$ 1,150.00
PARDI, DIANDRA	SUBSTITUTE TEACHER	\$ 5,985.00	-	-	-	\$ 5,985.00
PASQUANTONIO, JANE	SUBSTITUTE TEACHER	\$ 2,145.00	-	-	-	\$ 2,145.00
QUINZANI, NICHOLAS	SUBSTITUTE TEACHER	\$ 3,405.00	-	-	-	\$ 3,405.00
SELTER, LINDA	SUBSTITUTE TEACHER	\$ 2,645.00	-	-	-	\$ 2,645.00
SMITH, PAIGE	SUBSTITUTE TEACHER	\$ 10,004.31	\$ 213.07	-	-	\$ 10,217.38
SMITH, PAULINY	SUBSTITUTE TEACHER	\$ 180.00	-	-	-	\$ 180.00
SOARES, ANGELINA	SUBSTITUTE TEACHER	\$ 500.00	-	-	-	\$ 500.00
THURSTON, MARYLOU	SUBSTITUTE TEACHER	\$ 3,601.62	-	-	-	\$ 3,601.62
SULLIVAN, COLE	SUBSTITUTE TEACHER	\$ 4,521.25	\$ 2,344.00	-	-	\$ 6,865.25
WAINWRIGHT, DANIELLE	SUBSTITUTE TEACHER	\$ 297.32	-	-	-	\$ 297.32
WALLACE, SUZANNE	SUBSTITUTE TEACHER	\$ 1,562.50	-	-	-	\$ 1,562.50
WIEMEYER, PETER	SUBSTITUTE TEACHER	\$ 660.00	-	-	-	\$ 660.00
ALONZO, ALMA	PARAPROFESSIONAL	\$ 25,131.41	\$ 3,471.56	-	-	\$ 28,602.97
BOISSY, KATHARINE	PARAPROFESSIONAL	\$ 30,767.98	\$ 3,749.43	-	-	\$ 34,517.41
BURNS, DOREEN	PARAPROFESSIONAL	\$ 31,222.91	\$ 4,832.61	-	-	\$ 36,055.52
CAIRNEY, MICHELLE	PARAPROFESSIONAL	\$ 23,931.70	\$ 1,273.23	-	-	\$ 25,204.93
CASEY, LAURI	PARAPROFESSIONAL	\$ 25,370.99	\$ 1,350.09	-	-	\$ 26,721.08
CONROY, SAMANTHA	PARAPROFESSIONAL	\$ 28,901.59	\$ 1,917.90	-	-	\$ 30,819.49
DAVENPORT, LAUREN	PARAPROFESSIONAL	\$ 6,636.00	-	-	-	\$ 6,636.00
DEVINE, LIAM	PARAPROFESSIONAL	\$ 22,461.81	\$ 2,669.93	-	-	\$ 25,131.74
DOHERTY, LAURA	PARAPROFESSIONAL	\$ 26,523.09	\$ 2,536.56	-	-	\$ 29,059.65
FALTUS, THOMAS	PARAPROFESSIONAL	\$ 18,481.37	\$ 479.40	-	-	\$ 18,960.77
GLEDHILL, TRACY	PARAPROFESSIONAL	\$ 31,970.12	\$ 4,749.24	-	-	\$ 36,719.36
GRAHAM, SHANNON	PARAPROFESSIONAL	\$ 30,950.88	\$ 6,564.33	-	-	\$ 37,515.21
HIDALGO, DULCE	PARAPROFESSIONAL	\$ 38,407.51	\$ 716.16	-	-	\$ 39,123.67
HORGAN, KATIE	PARAPROFESSIONAL	\$ 24,635.52	\$ 1,310.40	-	-	\$ 25,945.92

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
HUBBELL, KELLYANN	PARAPROFESSIONAL	\$ 10,580.00	-	-	-	\$ 10,580.00
IBRAHIM, MARLINE	PARAPROFESSIONAL	\$ 31,761.41	\$ 1,661.94	-	-	\$ 33,423.35
JANGO, MARK	PARAPROFESSIONAL	\$ 11,605.06	\$ 2,865.80	-	-	\$ 14,470.86
KALE, SHALAKA	PARAPROFESSIONAL	\$ 22,904.47	\$ 1,198.89	-	-	\$ 24,103.36
KELLEY, DYLAN	PARAPROFESSIONAL	\$ 6,320.97	-	-	-	\$ 6,320.97
KELLINI, MARIAM	PARAPROFESSIONAL	\$ 1,980.28	-	-	-	\$ 1,980.28
LAGOS, JAMES	PARAPROFESSIONAL	\$ 7,129.70	\$ 6,780.09	-	-	\$ 13,909.79
LANZLINGER, DIANE	PARAPROFESSIONAL	\$ 16,450.00	-	-	-	\$ 16,450.00
LUND, JENNIFER	PARAPROFESSIONAL	\$ 29,966.44	\$ 1,753.55	-	-	\$ 31,719.99
MACGOWAN, BRETT	PARAPROFESSIONAL	\$ 26,267.44	\$ 6,806.56	-	-	\$ 33,074.00
MALZONE, NANCY	PARAPROFESSIONAL	\$ 29,441.67	\$ 2,455.33	-	-	\$ 31,897.00
MONTEIRO, ADRIENNE	PARAPROFESSIONAL	\$ 19,925.66	\$ 508.88	-	-	\$ 20,434.54
MORRILL, ELIZABETH	PARAPROFESSIONAL	\$ 25,482.74	\$ 232.97	-	-	\$ 25,715.71
MUNICHELLO, CLAIRE	PARAPROFESSIONAL	\$ 2,429.00	-	-	-	\$ 2,429.00
MUNICHELLO, ERIN	PARAPROFESSIONAL	\$ 33,265.92	\$ 2,111.94	-	-	\$ 35,377.86
MURPHY, CINDY	PARAPROFESSIONAL	\$ 28,214.23	\$ 3,558.88	-	-	\$ 31,773.11
NAIR, SHALINI	PARAPROFESSIONAL	\$ 23,764.80	-	-	-	\$ 23,764.80
O'REILLY, SUSAN	PARAPROFESSIONAL	\$ 28,429.25	\$ 524.19	\$ 1,242.39	-	\$ 30,195.83
QUINZANI, KRISTIN	PARAPROFESSIONAL	\$ 30,419.93	\$ 1,504.44	-	-	\$ 31,924.37
ROJEE-TAILLEFER, ROBIN	PARAPROFESSIONAL	\$ 32,126.65	\$ 4,296.70	-	-	\$ 36,423.35
SAAD, MARY	PARAPROFESSIONAL	\$ 25,859.67	\$ 1,356.39	-	-	\$ 27,216.06
SIMPSON, SUSAN	PARAPROFESSIONAL	\$ 31,280.70	\$ 3,807.56	-	-	\$ 35,088.26
SINKS, STACY	PARAPROFESSIONAL	\$ 28,259.60	\$ 3,558.88	-	-	\$ 31,818.48
STARRATT, DIANN	PARAPROFESSIONAL	\$ 16,752.10	\$ 486.86	-	-	\$ 17,238.96
SUGRUE, HILLARY	PARAPROFESSIONAL	\$ 27,604.71	\$ 1,467.90	-	-	\$ 29,072.61
TOMLIN, EMMA	PARAPROFESSIONAL	\$ 2,960.00	-	-	-	\$ 2,960.00
TWOHIG, ALLISON	PARAPROFESSIONAL	\$ 31,370.02	\$ 1,504.44	-	-	\$ 32,874.46
WOOD, PAMELA	PARAPROFESSIONAL	\$ 37,115.04	-	-	-	\$ 37,115.04
FREELLY, JILLIAN	SUMMER PARAPROFESSIONAL	\$ 769.50	-	-	-	\$ 769.50
FRANKLIN-BRIGGS, JO-ELLEN	SCHOOL TUTOR	\$ 9,812.29	-	-	-	\$ 9,812.29
GALLIVAN, NANCY	SCHOOL TUTOR	\$ 23,825.25	-	-	-	\$ 23,825.25
MARCIANO, MARIA	SCHOOL TUTOR	\$ 10,185.79	-	-	-	\$ 10,185.79
MCCARTHY, JEANETTE	SCHOOL TUTOR	\$ 6,444.05	-	-	-	\$ 6,444.05
NEALON, KATIE	SCHOOL TUTOR	\$ 21,019.64	-	-	-	\$ 21,019.64
SHEA, JEAN	SCHOOL TUTOR	\$ 49,991.77	-	-	-	\$ 49,991.77
THIE, ANNE	SCHOOL TUTOR	\$ 26,950.50	\$ 1,261.00	-	-	\$ 28,211.50
VERDY, DOROTHY	SCHOOL TUTOR	\$ 400.00	\$ 7,716.00	-	-	\$ 8,116.00

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
BUSH, DAVID	LEAD COMPUTER TECH	\$ 64,735.50	\$ 7,600.00	\$ 3,720.00	-	\$ 76,055.50
CORCORAN, DARIUS	LEAD COMPUTER TECH	\$ 54,574.69	-	\$ 50.00	-	\$ 54,624.69
DAVIES, JUDITH	LEAD COMPUTER TECH	\$ 55,666.50	-	-	-	\$ 55,666.50
TIRRELL, DONALD	LEAD COMPUTER TECH	\$ 80,557.75	-	\$ 1,890.00	-	\$ 82,447.75
LIBERTY, CHAD	PT COMPUTER TECH	\$ 13,297.75	-	-	-	\$ 13,297.75
JUBB, RYAN	SUMMER COMPUTER TECH	\$ 4,038.75	-	-	-	\$ 4,038.75
LABARGE, SANDRA	SCH TRANSPORTATION DIRECTOR	\$ 58,213.44	\$ 7,149.54	-	-	\$ 65,362.98
CAPRIGNO, JOHN	BUS DRIVER W/CDL	\$ 33,672.32	\$ 1,733.04	-	-	\$ 35,405.36
COLANTONI, JEAN	BUS DRIVER W/CDL	\$ 24,903.79	\$ 1,283.04	-	-	\$ 26,186.83
GEDDES, CATHERINE	BUS DRIVER W/CDL	\$ 23,697.18	\$ 1,149.84	-	-	\$ 24,847.02
GEDDES, ROBERT	BUS DRIVER W/CDL	\$ 23,659.70	\$ 1,033.20	-	-	\$ 24,692.90
LEBLANC-MACNEIL, LYNN	BUS DRIVER W/CDL	\$ 23,213.50	\$ 721.56	-	-	\$ 23,935.06
ROGERS, LISA	BUS DRIVER W/CDL	\$ 61,509.15	\$ 6,703.36	\$ 13,849.18	-	\$ 82,061.69
BANNISTER, RICHARD	BUS DRIVER /NO CDL	\$ 551.40	-	-	-	\$ 551.40
CARBEAU, CYNTHIA	BUS DRIVER /NO CDL	\$ 21,303.98	\$ 1,809.96	-	-	\$ 23,113.94
DAVIS, JAMES	BUS DRIVER /NO CDL	\$ 19,308.55	\$ 179.04	-	-	\$ 19,487.59
ENRIGHT, WILLIAM	BUS DRIVER /NO CDL	\$ 15,654.21	\$ 614.32	-	-	\$ 16,268.53
GEARY, PAUL	BUS DRIVER /NO CDL	\$ 20,137.44	\$ 5,982.84	-	-	\$ 26,120.28
MALONEY, JOHN	BUS DRIVER /NO CDL	\$ 20,034.47	\$ 740.76	-	-	\$ 20,775.23
MALONEY, MARIANNE	BUS DRIVER /NO CDL	\$ 19,803.08	\$ 1,576.64	-	-	\$ 21,379.72
MANCUSO, JOANN	BUS DRIVER /NO CDL	\$ 18,381.66	-	-	-	\$ 18,381.66
MEEK, JANE	BUS DRIVER /NO CDL	\$ 20,886.33	\$ 1,709.96	-	-	\$ 22,596.29
MONROE, JOANNE	BUS DRIVER /NO CDL	\$ 29,654.04	\$ 821.88	-	-	\$ 30,475.92
PENA, JUAN	BUS DRIVER /NO CDL	\$ 15,478.75	\$ 1,004.52	-	-	\$ 16,483.27
WIERZBICKI, KATHRYN	BUS DRIVER /NO CDL	\$ 26,997.83	\$ 1,045.00	-	-	\$ 28,042.83
BUCHANAN, JAMES	BUS/VAN MONITOR	\$ 24,347.12	\$ 898.28	-	-	\$ 25,245.40
HUME, ANASTASIA	BUS/VAN MONITOR	\$ 16,623.12	\$ 2,118.80	-	-	\$ 18,741.92
LAZARE, PATTEE	CAFETERIA MANAGER	\$ 31,236.63	\$ 225.00	\$ 765.90	-	\$ 32,227.53
TYNER, ANN	CAFETERIA MANAGER	\$ 22,966.93	\$ 225.00	-	-	\$ 23,191.93
BARR, JACQUELINE	CAFETERIA WORKER	\$ 21,867.28	\$ 1,408.23	-	-	\$ 23,275.51
HOWELL, CATHERINE	CAFETERIA WORKER	\$ 11,452.81	\$ 675.00	-	-	\$ 12,127.81
KALIVAS, DIMITRA	CAFETERIA WORKER	\$ 3,010.20	-	-	-	\$ 3,010.20
KAZIS, JENNIFER	CAFETERIA WORKER	\$ 25,309.21	\$ 675.00	-	-	\$ 25,984.21
PHILLIPS, CLAIRE	CAFETERIA WORKER	\$ 11,563.05	-	\$ 164.85	-	\$ 11,727.90
TARARA-WOODS, GINA	CAFETERIA WORKER	\$ 18,864.38	\$ 225.00	-	-	\$ 19,089.38

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
WAINWRIGHT, ANDREA	CAFETERIA WORKER	\$ 16,590.90	\$ 225.00	-	-	\$ 16,815.90
WINGET, JENNIFER	CAFETERIA WORKER	\$ 6,703.90	\$ 225.00	-	-	\$ 6,928.90
RIVERA-FRANCO, GUADALUPE	CAFETERIA SUBSTITUTE	\$ 2,575.63	-	-	-	\$ 2,575.63
ENGLER, JOHN	SCHOOL DIRECTOR OF OPERATIONS	\$ 110,813.36	-	-	-	\$ 110,813.36
POSTLER, ROBERT	SKILLED CRAFTSMAN	\$ 73,999.20	\$ 2,220.27	\$ 2,944.58	-	\$ 79,164.05
ABREU, MIGUEL	CUSTODIAN	\$ 39,600.81	-	\$ 12,333.49	-	\$ 51,934.30
CONNOLLY, CHRISTOPHER	CUSTODIAN	\$ 50,072.96	\$ 1,091.78	\$ 7,130.77	-	\$ 58,295.51
CONNOLLY, PATRICK	CUSTODIAN	\$ 50,072.96	\$ 1,091.78	\$ 7,321.72	-	\$ 58,486.46
DIKON, MARK	CUSTODIAN	\$ 28,689.33	-	\$ 252.50	-	\$ 28,941.83
FIRTH, WILLIAM	CUSTODIAN	\$ 25,975.01	-	\$ 2,524.95	-	\$ 28,499.96
JOHNSON, ARTHUR	CUSTODIAN	\$ 50,112.32	\$ 3,854.26	\$ 10,015.83	-	\$ 63,982.41
OLSON, DANA	CUSTODIAN	\$ 48,032.32	\$ 3,712.66	\$ 3,630.61	-	\$ 55,375.59
TINGLEY, BRYON	CUSTODIAN	\$ 50,091.20	\$ 1,540.54	\$ 10,399.72	-	\$ 62,031.46
TOWNE, ANDREW	CUSTODIAN	\$ 45,611.80	\$ 1,021.90	\$ 3,672.61	-	\$ 50,306.31
FALLON, THOMAS	SUMMER CUSTODIAN	\$ 450.00	-	-	-	\$ 450.00
HALLORAN, JACK	SUMMER CUSTODIAN	\$ 3,120.00	-	-	-	\$ 3,120.00
PUDELKA, BENJAMIN	SUMMER CUSTODIAN	\$ 2,130.00	-	-	-	\$ 2,130.00
STAPELS, JONAH	SUMMER CUSTODIAN	\$ 3,210.00	-	-	-	\$ 3,210.00
STRECK, COLIN	SUMMER CUSTODIAN	\$ 3,030.00	-	-	-	\$ 3,030.00
VILLANI, KATHY	PAYROLL & OPERATIONS SPECIALIST	\$ 57,062.81	\$ 2,274.79	-	-	\$ 59,337.60
CLEARY, JOANNE	EXECUTIVE ASST - SUPT OFFICE	\$ 50,247.58	\$ 12,061.12	-	-	\$ 62,308.70
SARNIE, SUSAN	EXECUTIVE ASST - SUPT OFFICE	\$ 43,563.52	\$ 400.00	-	-	\$ 43,963.52
BEDARD, TERI	SCHOOL SECRETARY	\$ 56,499.20	\$ 6,310.00	\$ 4,197.90	-	\$ 67,007.10
BLANCHETTE, KAREN	SCHOOL SECRETARY	\$ 58,291.52	\$ 4,500.00	-	-	\$ 62,791.52
HARKEY, ERIKA	SCHOOL SECRETARY	\$ 31,206.12	\$ 2,126.08	-	-	\$ 33,332.20
MULLALLY, CHERI-ANN	SCHOOL SECRETARY	\$ 51,835.56	\$ 6,710.00	-	-	\$ 58,545.56
GALLON, KIMBERLY	SCHOOL CLERK	\$ 29,745.89	\$ 1,281.42	-	-	\$ 31,027.31
LIOTTA, JANE	SCHOOL CLERK	\$ 56,499.20	\$ 8,310.00	-	-	\$ 64,809.20
MACOMBER, TRACI	SCHOOL CLERK	\$ 31,317.63	\$ 1,981.20	-	-	\$ 33,298.83
OLSEN, DANA	SCHOOL CLERK	\$ 24,566.76	\$ 1,079.16	-	-	\$ 25,645.92
REAGAN, LYNNE	SCHOOL CLERK	\$ 7,262.50	\$ 435.75	-	-	\$ 7,698.25
VOLPE, SHAILEEN	SCHOOL CLERK	\$ 37,067.86	-	-	-	\$ 37,067.86
WALSH, ANN	SCHOOL CLERK	\$ 14,996.25	\$ 600.00	-	-	\$ 15,596.25
HAWKINS, KIMBERLY	MISC SCHOOL	\$ 7,363.30	-	-	-	\$ 7,363.30
WHITE, SEAN	MISC SCHOOL	\$ 2,587.50	-	-	-	\$ 2,587.50

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
LAUZON, REBECCA	TRANSITION PROG COORDINATOR	\$ 96,231.77	-	-	-	\$ 96,231.77
DUCKWORTH, COLT	JOB COACH TRANSITION PROGRAM	\$ 16,740.88	\$ 458.64	-	-	\$ 17,199.52
LUTTON, JEREMY	JOB COACH TRANSITION PROGRAM	\$ 720.00	-	-	-	\$ 720.00
SANDERS, PATRICIA	JOB COACH TRANSITION PROGRAM	\$ 22,350.64	\$ 655.20	-	-	\$ 23,005.84
DANEHY, DIANE	SCHOOL NURSE	\$ 107,424.90	\$ 12,959.64	-	-	\$ 120,384.54
MOLINARI, LYNN	SCHOOL NURSE	\$ 82,396.62	\$ 1,819.92	-	-	\$ 84,216.54
SEYBERT, SHAWN	SCHOOL PSYCHOLOGIST	\$ 106,591.94	\$ 2,000.00	-	-	\$ 108,591.94
LUTTON, JENNIFER	BOARD CERT. BEHAVIOR ANALYST	\$ 103,194.28	\$ 1,000.00	-	-	\$ 104,194.28
MOFFATT, TAMMY	SCHOOL ABA THERAPIST	\$ 39,128.15	\$ 2,378.13	\$ 701.10	-	\$ 42,207.38
LORTIE, SUZANNE	HEALTH OFFICE FACILITATOR	\$ 34,826.90	-	\$ 96.56	-	\$ 34,923.46
MCGHEE, AMANDA	SAFETY MONITOR	\$ 3,206.25	-	-	-	\$ 3,206.25
KELLY, BRENDA	SITE COORDINATOR	\$ 34,910.73	\$ 1,500.00	-	-	\$ 36,410.73
RYAN, CAROLYN	SITE COORDINATOR	\$ 37,901.16	-	\$ 295.59	-	\$ 38,196.75
NOONAN, JEANNE	EXTENDED DAY DIRECTOR	\$ 79,923.36	-	-	-	\$ 79,923.36
REILLY, JUDY	EXTENDED DAY ADMIN ASST	\$ 21,411.58	-	-	-	\$ 21,411.58
BENJAMIN, JULIA	GROUP LEADER 1	\$ 1,412.02	-	-	-	\$ 1,412.02
BORST, ELLA	GROUP LEADER 1	\$ 1,229.05	-	-	-	\$ 1,229.05
HAMPTON, SARAH	GROUP LEADER 1	\$ 12,178.53	-	-	-	\$ 12,178.53
HOYLAND, KAYLA	GROUP LEADER 1	\$ 3,955.90	-	-	-	\$ 3,955.90
PARKER, JUSTIN	GROUP LEADER 1	\$ 13,539.46	-	-	-	\$ 13,539.46
WORKS, JENNIFER	GROUP LEADER 1	\$ 5,969.88	-	-	-	\$ 5,969.88
AKINS, MARY ELLEN	GROUP LEADER 2	\$ 17,109.12	-	-	-	\$ 17,109.12
ELDRIDGE, ELLEN	GROUP LEADER 2	\$ 34,882.28	\$ 2,000.00	\$ 32.98	-	\$ 36,915.26
PEROS, ZOE	GROUP LEADER 2	\$ 26,967.50	-	-	-	\$ 26,967.50
BRACCIO, MIA	LEADER IN TRAINING	\$ 1,138.44	-	-	-	\$ 1,138.44
CLARK, ZACHARY	LEADER IN TRAINING	\$ 115.35	-	-	-	\$ 115.35
DARON, AUSTIN	LEADER IN TRAINING	\$ 3,039.42	-	-	-	\$ 3,039.42
MALONEY, RICHARD	LEADER IN TRAINING	\$ 453.44	-	-	-	\$ 453.44
SANTOS, MONTINA	LEADER IN TRAINING	\$ 5,101.50	-	-	-	\$ 5,101.50
SHEEHAN, CLAIRE	LEADER IN TRAINING	\$ 95.46	-	-	-	\$ 95.46

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
DALTON, PATRICK	ATHLETIC TRAINER	\$ 38,636.84	-	\$ 819.30	-	\$ 39,456.14
BREEN, MOLLY	SCHOOL COACH	-	\$ 1,333.00	-	-	\$ 1,333.00
BROWN, ADRIAN	SCHOOL COACH	-	\$ 1,233.00	-	-	\$ 1,233.00
CASSIDY, STEPHEN	SCHOOL COACH	-	\$ 3,258.00	-	-	\$ 3,258.00
CLAYTON, SIOBHAN	SCHOOL COACH	-	\$ 7,218.00	-	-	\$ 7,218.00
COUTTS, DOUGLAS	SCHOOL COACH	-	\$ 4,170.00	-	-	\$ 4,170.00
CYR, LISA	SCHOOL COACH	-	\$ 3,358.00	-	-	\$ 3,358.00
DONOVAN, DANIEL	SCHOOL COACH	-	\$ 4,007.00	-	-	\$ 4,007.00
DOYLE, JOHN	SCHOOL COACH	-	\$ 3,258.00	-	-	\$ 3,258.00
GATZ, ELIZABETH	SCHOOL COACH	-	\$ 6,124.00	-	-	\$ 6,124.00
GUINAN, JOSEPH	SCHOOL COACH	-	\$ 6,124.00	-	-	\$ 6,124.00
HOFHAUG, KYLIE	SCHOOL COACH	-	\$ 5,531.00	-	-	\$ 5,531.00
MAGUIRE, MARK	SCHOOL COACH	-	\$ 5,472.00	-	-	\$ 5,472.00
MAHER, ALLISON	SCHOOL COACH	-	\$ 11,134.00	-	-	\$ 11,134.00
MARTELLIO, ALEXANDER	SCHOOL COACH	-	\$ 487.00	-	-	\$ 487.00
MARTELLIO, ROBERT	SCHOOL COACH	-	\$ 8,459.00	-	-	\$ 8,459.00
MATURO, RALPH	SCHOOL COACH	-	\$ 6,124.00	-	-	\$ 6,124.00
O'BRIEN, JASON	SCHOOL COACH	-	\$ 6,124.00	-	-	\$ 6,124.00
PANASUK, STUART	SCHOOL COACH	-	\$ 6,124.00	-	-	\$ 6,124.00
SALISBURY, MARK	SCHOOL COACH	-	\$ 4,951.00	-	-	\$ 4,951.00
STERLING, MARK	SCHOOL COACH	-	\$ 2,909.00	-	-	\$ 2,909.00
WILCOX, REGINALD	SCHOOL COACH	-	\$ 1,333.00	-	-	\$ 1,333.00
TOWN ADMINISTRATOR						
GUZINSKI, MICHAEL	TOWN ADMINISTRATOR	\$ 170,070.16	\$ 14,343.86	-	-	\$ 184,414.02
BOURET, KAREN	OPERATIONS SUPPORT MANAGER	\$ 84,005.89	\$ 1,485.60	-	-	\$ 85,491.49
CANESI, MAUREEN	DEPT ASST II - SELECT BOARD OFFICE	\$ 43,275.58	\$ 165.74	\$ 645.38	-	\$ 44,086.70
FINANCE DEPARTMENT						
JOHNSTON, CAROL	FINANCE DIRECTOR	\$ 127,500.02	\$ 9,998.22	-	-	\$ 137,498.24
MORIN, LISA	TOWN ACCOUNTANT	\$ 87,884.47	\$ 1,483.21	-	-	\$ 89,367.68
BROE, DEBRA	DEPT ASST III- PAYROLL	\$ 49,701.08	\$ 363.91	\$ 2,090.11	-	\$ 52,155.10
ASSESSING DEPARTMENT						
GONSALVES, TERESA	ASSISTANT ASSESSOR	\$ 89,385.32	\$ 663.94	-	-	\$ 90,049.26
RAND, ELIZABETH	DEPT ASST II - ASSESSORS	\$ 34,084.13	\$ 221.13	-	-	\$ 34,305.26

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
TREASURER/COLLECTOR DEPARTMENT						
SCANNELL, JENNIFER	TREASURER - TAX COLLECTOR	\$ 102,441.63	\$ 1,500.21	-	-	\$ 103,941.84
SMITH FRYE, MARY	DEPT ASST III - ASST TREASURER	\$ 59,406.47	\$ 2,293.42	\$ 1,045.97	-	\$ 62,745.86
MCNAMARA, MARSHA	DEPT ASST II - TREASURER	\$ 36,093.04	\$ 252.26	\$ 362.04	-	\$ 36,707.34
MILL, STACEY	DEPT ASST II - TREASURER	\$ 34,449.53	\$ 252.26	-	-	\$ 34,701.79
INFORMATION TECHNOLOGY ADMINISTRATION						
DONOVAN, JAMES	IT SPECIALIST	\$ 75,151.73	\$ 549.83	-	-	\$ 75,701.56
TOWN CLERK						
HARDIN, LISA JANE	TOWN CLERK	\$ 12,861.15	\$ 552.98	-	-	\$ 13,414.13
SMITH, KATHLEEN	ASST TOWN CLERK	\$ 58,509.07	\$ 2,340.15	\$ 6,149.12	-	\$ 66,998.34
VARA, SUSAN	DEPT ASST II - TOWN CLERK	\$ 30,896.89	\$ 272.46	\$ 4,815.13	-	\$ 35,984.48
ACKERMAN, JUDITH	ELECTION WORKER	\$ 114.00	-	-	-	\$ 114.00
BAIMA, ANNE	ELECTION WORKER	\$ 363.38	-	-	-	\$ 363.38
BARRY, WENDY	ELECTION WORKER	\$ 149.63	-	-	-	\$ 149.63
BRYANT, BARBARA	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
CARLSON, KATHRYN	ELECTION WORKER	\$ 114.00	-	-	-	\$ 114.00
CHOTKOWSKI, BARBARA	ELECTION WORKER	\$ 160.88	-	-	-	\$ 160.88
CHOTKOWSKI, MARK	ELECTION WORKER	\$ 54.00	-	-	-	\$ 54.00
COLLINS, MARSHA	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
CONTE, SUSAN	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
DALY, HELEN	ELECTION WORKER	\$ 160.88	-	-	-	\$ 160.88
FERZOCO, SUSAN	ELECTION WORKER	\$ 346.13	-	-	-	\$ 346.13
FRASER, PAULA	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
GALBRAITH-TRUCHON, JOANNE	ELECTION WORKER	\$ 277.88	-	-	-	\$ 277.88
HAYES, DOREEN	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
HILTON, BONNIE	ELECTION WORKER	\$ 695.25	-	-	-	\$ 695.25
JOHNSON, CAROL	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
JOSEPH, WENDY	ELECTION WORKER	\$ 203.63	-	-	-	\$ 203.63
LIPSETT, MICKEY	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
LOCKLIN, SUSANNE	ELECTION WORKER	\$ 417.38	-	-	-	\$ 417.38
MCCAFFREY, CHRISTINE	ELECTION WORKER	\$ 836.63	-	-	-	\$ 836.63
MCCOLL, CAROLE	ELECTION WORKER	\$ 388.88	-	-	-	\$ 388.88
NORTON, M. PAULA	ELECTION WORKER	\$ 128.25	-	-	-	\$ 128.25
PETRUSH, JESSICA	ELECTION WORKER	\$ 160.88	-	-	-	\$ 160.88
SCOTLAND, DONNA	ELECTION WORKER	\$ 206.63	-	-	-	\$ 206.63

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
SHEA, MARY	ELECTION WORKER	\$ 121.13	-	-	-	\$ 121.13
SITTA, NANCY	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
SJOGREN, PATRICIA	ELECTION WORKER	\$ 111.00	-	-	-	\$ 111.00
SKILLING, MARY	ELECTION WORKER	\$ 121.13	-	-	-	\$ 121.13
SMITH, ALLISON	ELECTION WORKER	\$ 85.50	-	-	-	\$ 85.50
SPEARING, PATRICIA	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
ST. SAUVEUR, MEREDITH	ELECTION WORKER	\$ 203.63	-	-	-	\$ 203.63
STEPNER, ENID	ELECTION WORKER	\$ 382.50	-	-	-	\$ 382.50
THOMPSON, PATRICIA	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
UNDERHILL, PETER	ELECTION WORKER	\$ 114.00	-	-	-	\$ 114.00
WALSH, JANET	ELECTION WORKER	\$ 106.88	-	-	-	\$ 106.88
BOARDS/COMMITTEES						
GILMORE, DEIRDRE	DEPT ASST II - FINANCE COMMITTEE	\$ 83.27	\$ 83.27	\$ 8,395.23	-	\$ 8,478.50
STANDLEY, CAMILLE	DEPT ASST II - CONSERV/PLAN. BD	\$ 44,848.70	\$ 1,176.19	-	-	\$ 46,024.89
SUTHERLAND, AMY	DEPT ASST II - ZONING BOARD	\$ 4,230.45	-	-	-	\$ 4,230.45
TOWN BUILDING DEPARTMENT						
SIMS, PAUL	TOWN BUILDING MAINT P-T	\$ 18,247.90	\$ 3,411.88	\$ 926.83	-	\$ 22,586.61
WEISS, ROBERT	ENERGY MANAGER	\$ 78,611.18	\$ 590.40	-	-	\$ 79,201.58
RECREATION DEPARTMENT						
FOGARTY, KRISTEN	RECREATION DIRECTOR	\$ 66,505.79	\$ 1,437.04	-	-	\$ 67,942.83
LEBLANC, ERIN	DEPT ASSISTANT I - RECREATION	\$ 16,585.10	-	-	-	\$ 16,585.10
POLICE DEPARTMENT						
SOFFAYER, CHRISTOPHER	POLICE CHIEF	\$ 171,705.30	\$ 5,049.90	-	-	\$ 176,755.20
MAXANT, CHRISTOPHER	POLICE SERGEANT	\$ 91,015.84	\$ 21,175.65	\$ 27,986.25	\$ 24,735.86	\$ 164,913.60
MELESKI, NICHOLAS	POLICE SERGEANT	\$ 93,224.64	-	-	-	\$ 93,224.64
SHEARNS, JOHN	POLICE SERGEANT	\$ 89,481.37	\$ 20,278.07	\$ 23,984.86	\$ 49,575.68	\$ 183,319.98
TIBERI, DOMENIC	POLICE SERGEANT	\$ 89,669.76	\$ 52,239.08	\$ 55,845.44	\$ 43,223.52	\$ 240,977.80
VOLPICELLI, COREY	POLICE SERGEANT	\$ 89,271.12	\$ 16,994.00	\$ 16,988.51	\$ 1,240.40	\$ 124,494.03
AFIENKO, ROBERT	POLICE SERGEANT	\$ 76,903.00	\$ 3,100.00	\$ 3,617.52	\$ 212.96	\$ 83,833.48
ANGEL, TYLER	POLICE PATROL OFFICER	\$ 64,007.42	\$ 10,747.84	\$ 15,707.94	\$ 36,835.56	\$ 127,298.76
BICKFORD, DALE	POLICE PATROL OFFICER	\$ 77,757.48	\$ 16,805.00	\$ 1,133.07	\$ 212.96	\$ 95,908.51
CONLEY, KEVIN	POLICE PATROL OFFICER	\$ 63,328.02	\$ 10,692.08	\$ 6,198.32	\$ 3,296.80	\$ 83,515.22
FORSYTHE, ZACHARY	POLICE PATROL OFFICER	\$ 67,607.20	\$ 15,736.56	\$ 16,259.39	\$ 16,502.48	\$ 116,105.63

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
GONZALEZ, ARCADIO	POLICE PATROL OFFICER	\$ 76,380.24	\$ 17,868.42	\$ 21,640.40	\$ 6,163.62	\$ 122,052.68
NELSON, SEAN	POLICE PATROL OFFICER	\$ 76,397.08	\$ 16,396.32	\$ 18,457.02	\$ 3,142.64	\$ 114,393.06
O'DOWD, KELLY	POLICE PATROL OFFICER	\$ 60,170.72	\$ 2,183.50	\$ 10,816.65	\$ 18,672.28	\$ 91,843.15
ROY, COLBY	POLICE PATROL OFFICER	\$ 71,532.80	\$ 15,240.44	\$ 14,005.76	\$ 1,984.64	\$ 102,763.64
SMITH, PAUL	POLICE PATROL OFFICER	\$ 77,825.04	\$ 5,736.60	\$ 19,438.68	\$ 80,683.42	\$ 183,683.74
SULLIVAN, MATTHEW	POLICE PATROL OFFICER	\$ 66,965.12	\$ 2,606.56	\$ 23,023.41	\$ 4,453.36	\$ 97,048.45
THOMPSON, CRAIG	POLICE PATROL OFFICER	\$ 76,924.59	\$ 15,439.12	\$ 9,974.72	\$ 32,657.04	\$ 134,995.47
ZITOLI, COLBY	POLICE PATROL OFFICER	\$ 52,610.48	\$ 3,906.00	\$ 3,791.72	-	\$ 60,308.20
ADAMS, PAUL	PERM INTERMITTENT OFFICER	\$ 53,820.48	\$ 18,811.16	\$ 15.62	-	\$ 72,647.26
DWYER, WILLIAM	PERM INTERMITTENT OFFICER	\$ 1,009.99	-	-	\$ 51,819.78	\$ 52,829.77
KEARNS, PAUL	PERM INTERMITTENT OFFICER	\$ 28,736.70	\$ 2,038.64	\$ 1,073.55	\$ 816.96	\$ 32,665.85
LOPEZ, JAMES	PERM INTERMITTENT OFFICER	\$ 6,902.41	-	-	\$ 16,577.70	\$ 23,480.11
LEAVITT, TRACY	DEPT ASST II - POLICE	\$ 57,469.12	\$ 2,376.89	-	-	\$ 59,846.01
MACDOUGALL, ASHLEY	MATRON/LOCKUP KEEPER	\$ 93.44	-	-	-	\$ 93.44
FIRE DEPARTMENT						
BARRETT, RICHARD	FIRE CHIEF	\$ 144,557.52	\$ 14,092.88	-	-	\$ 158,650.40
CONRAD, ROBERT	FIRE LIEUTENANT/ALS	\$ 93,136.36	\$ 2,723.14	\$ 47,833.54	-	\$ 143,693.04
BISHOP, CHARLES	FIRE LIEUTENANT/EMT	\$ 80,465.04	\$ 2,523.14	\$ 4,009.23	-	\$ 86,997.41
SCHULZ, WILLIAM	FIRE LIEUTENANT/EMT	\$ 83,788.20	\$ 10,123.14	\$ 26,071.32	\$ 432.00	\$ 120,414.66
SCOTLAND, MICHAEL	FIRE LIEUTENANT/EMT	\$ 80,906.61	\$ 2,923.14	\$ 10,007.54	\$ 432.00	\$ 94,269.29
EMSWILER, CHRISTOPHER	FIREFIGHTER/ALS	\$ 68,905.80	\$ 1,771.22	\$ 17,534.14	-	\$ 88,211.16
KELLEY, JASON	FIREFIGHTER/ALS	\$ 82,664.39	\$ 2,894.52	\$ 50,619.69	-	\$ 136,178.60
POLIMENO, BRIAN	FIREFIGHTER/ALS	\$ 82,690.44	\$ 8,942.20	\$ 27,137.37	-	\$ 118,770.01
SANTAFE, WILLIAM	FIREFIGHTER/ALS	\$ 75,249.44	\$ 1,846.58	\$ 44,369.76	-	\$ 121,465.78
SULLIVAN, JOSEPH	FIREFIGHTER/ALS	\$ 75,196.46	\$ 1,954.34	\$ 31,571.34	-	\$ 108,722.14
TYNER, STEPHEN	FIREFIGHTER/ALS	\$ 82,596.26	\$ 1,771.22	\$ 25,890.61	-	\$ 110,258.09
WALLACE, ALAN	FIREFIGHTER/ALS	\$ 66,098.58	\$ 1,771.22	\$ 18,667.29	-	\$ 86,537.09
WENZEL, CAMERON	FIREFIGHTER/ALS	\$ 75,174.78	\$ 1,815.18	\$ 13,287.52	-	\$ 90,277.48
WILSON, JASON	FIREFIGHTER/ALS	\$ 70,253.37	\$ 1,971.22	\$ 41,612.93	\$ 216.00	\$ 114,053.52
ALGER, JOHN	FIREFIGHTER/EMT	\$ 77,282.42	-	\$ 578.34	-	\$ 77,860.76
GREENE, BRANDON	FIREFIGHTER/EMT	\$ 7,801.10	\$ 1,771.22	\$ 25,192.64	-	\$ 34,764.96
HENDON, MATTHEW	FIREFIGHTER/EMT	\$ 75,193.84	\$ 3,545.70	\$ 48,461.32	\$ 648.00	\$ 127,848.86
SHAW, PAUL	FIREFIGHTER/EMT	\$ 75,200.89	\$ 3,487.43	\$ 31,792.81	\$ 1,080.00	\$ 111,561.13
HLADICK, ANDREW	ON CALL DEPUTY CHIEF	\$ 8,255.80	\$ 2,740.86	-	-	\$ 10,996.66
BRADBURY, GAVIN	ON CALL FIREFIGHTER/EMT	\$ 6,705.78	\$ 595.54	-	-	\$ 7,301.32
CUTONE, NICHOLAS	ON CALL FIREFIGHTER/EMT	\$ 6,034.00	\$ 1,771.22	\$ 3,555.75	-	\$ 11,360.97

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
DONOVAN, MATTHEW	ON CALL FIREFIGHTER/EMT	\$ 43,990.52	\$ 4,702.67	\$ 20,827.32	-	\$ 69,520.51
GOES, MANUEL	ON CALL FIREFIGHTER/EMT	\$ 1,867.30	\$ 595.54	-	-	\$ 2,462.84
LENEHAN, DENIS	ON CALL FIREFIGHTER/EMT	\$ 7,373.10	\$ 1,771.22	\$ 6,217.53	-	\$ 15,361.85
MARRIER, SEAN	ON CALL FIREFIGHTER/EMT	\$ 5,883.15	\$ 297.77	-	-	\$ 6,180.92
MEE, KYLE	ON CALL FIREFIGHTER/EMT	\$ 3,922.10	\$ 595.54	-	-	\$ 4,517.64
MUNGER, JAKE	ON CALL FIREFIGHTER/EMT	\$ 2,995.45	\$ 297.77	-	-	\$ 3,293.22
O'REILLY, ANDREW	ON CALL FIREFIGHTER/EMT	\$ 2,111.90	\$ 297.77	\$ 3,749.70	-	\$ 6,159.37
PERKINS, LUCAS	ON CALL FIREFIGHTER/EMT	\$ 2,413.34	\$ 595.54	-	-	\$ 3,008.88
DISPATCH						
CAHILL, ROBIN	DISPATCH	\$ 56,823.04	\$ 2,275.00	\$ 40,181.84	-	\$ 99,279.88
EISELE, GARIN	DISPATCH	\$ 33,411.80	\$ 925.66	\$ 8,052.00	-	\$ 42,389.46
MCLAUGHLIN, JOHN	DISPATCH	\$ 57,011.37	\$ 1,050.00	\$ 9,978.86	\$ 23,923.08	\$ 91,963.31
MORAN, MAX	DISPATCH	\$ 27,028.63	\$ 666.66	\$ 5,333.31	-	\$ 33,028.60
HOFFERTY, BRENDAN	P/T DISPATCHER	\$ 602.24	-	-	-	\$ 602.24
LEBLANC, TEAGHAN	P/T DISPATCHER	\$ 5,121.50	-	-	-	\$ 5,121.50
MALLEY, SANDRA	P/T DISPATCHER	\$ 3,190.06	-	-	-	\$ 3,190.06
PIANTEDOSI, DAVID	P/T DISPATCHER	\$ 7,031.56	-	-	-	\$ 7,031.56
BUILDING DEPARTMENT						
GIAMPIETRO, MICHAEL	BUILDING INSPECTOR	\$ 108,969.28	\$ 9,426.43	-	-	\$ 118,395.71
COSTELLO, TIMOTHY	BUILDING PLUMBING INSPECTOR	\$ 28,560.00	\$ 6,423.91	-	-	\$ 34,983.91
FOGARTY, ROBERT	DEPUTY BUILDING INSPECTOR	\$ 13,680.00	\$ 613.75	-	-	\$ 14,293.75
PELLETIER, GARY	DEPUTY BUILDING INSPECTOR	\$ 11,280.00	\$ 12,561.44	-	-	\$ 23,841.44
SWEET, JENNIFER	DEPUTY ELECTRICAL INSPECTOR	\$ 9,440.00	\$ 613.75	-	-	\$ 10,053.75
COAKLEY, JAMES	DEPUTY WIRING/PLUMB INSPECTOR	\$ 280.00	\$ 613.75	-	-	\$ 893.75
MANCINI, MICHAEL	DEPUTY WIRING/PLUMB INSPECTOR	\$ 9,160.00	\$ 613.75	-	-	\$ 9,773.75
ROSE, JOHN	DEPUTY WIRING/PLUMB INSPECTOR	-	\$ 613.75	-	-	\$ 613.75
ZACCHILLI, JOSEPH	DEPT WIRING/PLUMB INSPECTOR	\$ 680.00	\$ -	-	-	\$ 680.00
BIANCHI, STEVEN	DEPT ASSISTANT I - BUILDING CL	\$ 7,729.88	-	-	-	\$ 7,729.88
KIGGEN, JENNIFER	DEPT ASSISTANT I - BUILDING CL	\$ 33,448.60	\$ 983.35	\$ 356.92	-	\$ 34,788.87
SEALER WEIGHTS & MEASURES						
ALLSHOUSE, W.	WEIGHTS & MEASURES	\$ 3,422.00	-	-	-	\$ 3,422.00

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
ANIMAL CONTROL						
HAMELIN, BRENDA	ANIMAL CONTROL OFFICER	\$ 42,359.72	\$ 13,500.95	\$ 5,502.15	-	\$ 61,362.82
MALLETTE, ERIN	ANIMAL CONTROL OFFICER	\$ 27,973.99	-	\$ 691.89	-	\$ 28,665.88
WARD, KELLEY	DEPUTY ANIMAL CONTROL OFFICER	\$ 2,300.60	-	-	-	\$ 2,300.60
DPW DEPARTMENT						
MCKAY, JAMES	DIRECTOR OF DPW	\$ 138,290.33	\$ 6,076.34	-	-	\$ 144,366.67
RACHIMACIEJ, DAVID	DPW SUPERINTENDENT	\$ 82,158.09	\$ 2,880.00	\$ 32,148.55	-	\$ 117,186.64
MCKENNEY, RONALD	WATER/SEWER SUPERINTENDENT	\$ 74,992.96	\$ 6,530.00	\$ 26,249.82	-	\$ 107,772.78
EVERETT, PAUL	HEAVY EQUIP. OP./L-TS W/CLA	\$ 50,279.04	-	\$ 10,370.76	-	\$ 60,649.80
GORGONE, BRANDON	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 50,504.16	-	\$ 10,469.80	-	\$ 60,973.96
HILLERY, MICHAEL	HEAVY EQUIP. OP./ D2 T2 W/CL A,4G	\$ 69,308.72	\$ 6,880.00	\$ 26,534.09	-	\$ 102,722.81
KANDOLA, KEVIN	FACILITIES MANAGER	\$ 73,410.56	\$ 5,150.00	\$ 29,174.99	-	\$ 107,735.55
LOPEZ, KYLE	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 69,522.55	\$ 1,771.22	\$ 30,028.80	-	\$ 101,322.57
LOVETT, JONATHAN	HEAVY EQUIP. OP./L-TS-OP1NOA	\$ 53,755.84	\$ 700.00	\$ 19,336.35	-	\$ 73,792.19
MAIN, STEPHEN	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 58,362.24	\$ 1,000.00	\$ 10,777.32	-	\$ 70,139.56
SOSA WAGNER, RYAN	HEAVY EQUIP. OP./L-TS-OP2NOA	\$ 58,997.48	\$ 6,080.00	\$ 19,183.78	-	\$ 84,261.26
WANDERS, JONATHAN	HEAVY EQUIP. OP./LAB MEC CLA	\$ 62,854.39	\$ 800.00	\$ 11,119.24	-	\$ 74,773.63
WEINACKER, TYLER	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 39,902.10	-	\$ 7,694.50	-	\$ 47,596.60
BOURET, WILLIAM	ON CALL SNOW	\$ 569.81	-	\$ 1,317.57	-	\$ 1,887.38
CAFRO, MICHAEL	ON CALL SNOW	\$ 581.63	-	\$ 2,154.42	-	\$ 2,736.05
CHRISTIE, COLIN	SEASONAL TEMP LABORER	\$ 3,395.25	-	-	-	\$ 3,395.25
GOKEY, CHRISTOPHER	SEASONAL TEMP LABORER	\$ 4,857.00	-	-	-	\$ 4,857.00
NICHOLS, BRIAN	SEASONAL TEMP LABORER	\$ 4,425.00	-	-	-	\$ 4,425.00
ROBBINS, MARK	SEASONAL TEMP LABORER	\$ 3,495.85	-	\$ 1,451.10	-	\$ 4,946.95
GILMORE, DEIRDRE	DPW OPERATIONS MANAGER	\$ 76,959.08	\$ 1,321.32	-	-	\$ 78,280.40
WHITE, KATHLEEN	DEPT ASSISTANT I - DPW CLERK	\$ 5,193.84	-	\$ 77.52	-	\$ 5,271.36
BOARD OF HEALTH						
MCVEIGH, JOHN	DIR PUBLIC HEALTH	\$ 88,662.08	\$ 649.28	-	-	\$ 89,311.36
GRAHAM, HEATHER	DEPT ASST III - BOH ASSISTANT	\$ 8,802.00	-	\$ 48.90	-	\$ 8,850.90
MCMANUS, ANNE	PUBLIC HEALTH NURSE	\$ 32,941.88	-	-	-	\$ 32,941.88
WARD, SARAH	PUBLIC HEALTH NURSE	\$ 17,193.30	-	-	-	\$ 17,193.30

Employee Last Name	Job Class Desc	Salary - FY22	Other	OT	Detail	Total Gross
COUNCIL ON AGING						
KAYO, PATRICIA	COA DIRECTOR	\$ 72,546.31	\$ 950.00	-	-	\$ 73,496.31
SAND, DEBORAH	OUTREACH WORKER COA	\$ 21,656.84	-	-	-	\$ 21,656.84
MOORE, SANDRA	DEPT ASST I - COA	\$ 12,777.78	-	-	-	\$ 12,777.78
BUNT, ROCHELLE	COA TRANS COORD./RECEPTION	\$ 5,043.15	-	-	-	\$ 5,043.15
STETSON, LINDA	COA TRANS COORD./RECEPTION	\$ 4,412.94	-	-	-	\$ 4,412.94
DALY, ROBERT	COA P/T VAN DRIVER	\$ 5,666.69	-	-	-	\$ 5,666.69
LANNON, HERBERT	COA P/T VAN DRIVER	\$ 957.59	-	-	-	\$ 957.59
MCBRIEN, JOHN	COA P/T VAN DRIVER	\$ 4,300.93	-	-	-	\$ 4,300.93
VETERANS AGENT						
MOORE, JOHN	VETERANS DIRECTOR	\$ 17,432.91	-	-	-	\$ 17,432.91
LIBRARY DEPARTMENT						
TOLSON, KIMBERLY	LIBRARY DIRECTOR	\$ 79,911.43	-	-	-	\$ 79,911.43
SILVERMAN, RACHEL	LIBRARIAN-CHILDREN & YOUNG ADLT	\$ 62,057.75	\$ 1,205.23	\$ 2,307.15	-	\$ 65,570.13
BORST, KIMBERLY	SENIOR LIBRARY ASSISTANT	\$ 31,143.72	\$ 142.86	\$ 584.65	-	\$ 31,871.23
DAVIS, ESTHER	SENIOR LIBRARY ASSISTANT	\$ 40,910.92	\$ 298.12	\$ 1,002.66	-	\$ 42,211.70
APPELBAUM, REBECCA	LIBRARY ASSISTANT	\$ 28,502.28	\$ 206.50	\$ 1,783.27	-	\$ 30,492.05
BROOKS, DONNA	LIBRARY ASSISTANT	\$ 21,634.80	\$ 901.64	\$ 1,910.62	-	\$ 24,447.06
CARNEY-PHILIPS, MARY	LIBRARY ASSISTANT	\$ 8,487.86	\$ 66.61	\$ 2,153.95	-	\$ 10,708.42
MORTIMER, KAREN	LIBRARY ASSISTANT	\$ 7,207.87	-	-	-	\$ 7,207.87
AGUIAR SEMPLINER, NINA	ON-CALL LIBRARY ASSISTANT	\$ 1,449.65	-	-	-	\$ 1,449.65
AYLWARD, ALEXIS	ON-CALL LIBRARY ASSISTANT	\$ 589.41	-	-	-	\$ 589.41
GOODREAU, ELIZABETH	ON-CALL LIBRARY ASSISTANT	\$ 947.84	-	-	-	\$ 947.84
HARRIS, ALIYAH	ON-CALL LIBRARY ASSISTANT	\$ 904.91	-	-	-	\$ 904.91
MESSIER, ASHLEY	ON-CALL LIBRARY ASSISTANT	\$ 289.44	-	-	-	\$ 289.44
NEVILLE, FATIMA	ON-CALL LIBRARY ASSISTANT	\$ 7,659.18	-	\$ 481.75	-	\$ 8,140.93
WICKHAM, TERESINA	ON-CALL LIBRARY ASSISTANT	\$ 860.22	-	-	-	\$ 860.22

TOTALS: \$ 22,693,575.06 \$ 1,116,182.11 \$ 1,219,887.39 \$ 419,538.74 \$ 25,449,183.30

ANNUAL TOWN REPORT 2022
ANIMAL CONTROL OFFICER-MILLIS



The department received and acted upon 388 calls for service this year.

The Animal Control Department continues to have 24- hour coverage with one Full time ACO and one Assistant alternating weekends and holidays. The Animal Control Department responds to many wildlife, feline, canine and livestock issues and emergencies. These statistics do not include all general service responses via fax, email, telephone and postal mail (but not limited to) town and state law guidance communications between other professionals in the animal field, local and state agencies, court hearings and pet care.

Rabies is still a significant risk in the area, we would like to remind you that is very important to keep your animals vaccinated even if they are "indoor" animals, and it is state law. Wild animals can and do get into your house. Please remember that if you feed animals outside you are inviting unwanted wildlife and feral cats to your house increasing the risk to your family and your animals.

The Department would like to thank everyone who donated food, litter, bedding, towels, etc. for our use to help keep the animals in our care fed, warm and happy during their stay.

During the 12-month period from January 1, through December 31, 2022 detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 1,003 calls, with 388 in Millis and 615 from Medway, and 15 calls to assist neighboring towns, the following is an overview of the calls handled in Millis:

INFORMATIONAL: 119

DOGS:

PICKED UP 14

REPORTED LOOSE 49

REPORTED LOST 10

BARKING/NUISANCE COMPLAINTS 9

BITES 8

ADOPTED/ TURNED OVER 0

TO HUMANE SOCIETY
EUTHANIZED 0
REPORTS OF CRUELTY 0
QUARANTINES 15
HIT BY CAR REQUIRING
MEDICAL TREATMENT OR DIED 0
CATS:
PICKED UP 1
REPORTED LOST 7
REPORTED STRAY/FERAL 5
ADOPTED/ TURNED OVER
TO HUMANE SOCIETY 4
EUTHANIZED 1
QUARANTINES 2
HIT BY CAR REQUIRING
MEDICAL TREATMENT OR DIED 7
BITES/SCRATCHES 0
WILD ANIMAL CALLS 87
WILD ANIMAL REFERRALS 5
ROAD KILLS PICKED UP 35
DEER HIT BY CARS 3
LIVESTOCK CALLS/POULTRY 4
RABIES TESTING 2

I would like to thank all the Town departments for their assistance and cooperation, especially the Police Department, DPW, Selectmen's office and Town Clerk.

Respectfully submitted,

Erin Mallette, Animal Control Officer

As the chair of the Select Board, I am pleased to present this annual report to the Town of Millis.

The year 2022 brought many changes to the town. In May, the board welcomed its newest member, Ellen Rosenfeld. It was an exciting election with great voter turnout. We hope to continue to have increased voter participation in future elections. I would like to sincerely thank Peter Jurmain for all of his dedicated service as a Select Board member and for his continuing volunteerism for the Town of Millis.

The town also welcomed its first Assistant Town Administrator/Human Resources Manager, Karen Bouret-DeMarzo along with a new department assistant, Victoria Schindler.

We also welcomed a new Animal Control Officer, Erin Mallette along with her assistant Kelley Ward. A town social worker was contracted to provide critical services for the town using Marijuana Impact Funds. Amy Leone, of Community Impact has been absolutely instrumental in working with a multitude of town departments (Police, Fire, Health, COA, and Schools) in providing services for families and individuals in need. She has proven to be an essential addition to town services.

The Tri-Board which consists of the Select Board, School Committee and Finance Committee held several meetings to discuss town and school related topics of interest. Meeting regularly as a Tri-Board helps ensure collaboration and cohesiveness among the boards and the Town.

Fire and Rescue:

The board made multiple appointments including a new Firefighter, and Fire Lieutenants. A new Ambulance and Fire Truck were approved by Town Meeting. The new Ambulance is already in rotation and the new Fire Truck is expected to be delivered in late 2023. Thank you to the people of Millis for approving this important piece of new equipment.

The Town also successfully negotiated a new collective bargaining agreement with the Firefighters union.

Police:

The board made multiple appointments for the Police Department including a Police Academy Recruit, a Reserve Officer, a Dispatcher and Part Time Dispatcher. The board also negotiated and ratified contracts with the Police Union, Dispatch and Police Chief Soffayer.

Department of Public Works:

The new DPW facility was completed! Additionally, Town Meeting approved \$500,000 for Road Work and approved funding for the purchase of a new Excavator.

The board also successfully negotiated a new collective bargaining agreement with the AFSCME Union.

PFAS Mitigation

The construction of our new PFAS facility is well underway. We were able to secure \$2.4 Million in funds from the American Rescue Plan Act (ARPA), and over \$3 Million granted to us through funds secured by Congressman Auchincloss to work to defray the cost of the treatment facility. Thank you to both the current and prior Select Boards as well as Jim McKay for the support in advocating for these funds to offset the staggering costs of this facility. This issue of PFAS however is not over. We now must look to design and build a second treatment facility as PFAS levels are still of concern in other town wells. Any wells that test above the current rule of 20 parts per trillion are taken off line to ensure the Town's water supply is safe for its residents. However, we must construct enough treatment facilities to ensure the wells can remain online despite the potential for rising PFAS numbers. We will continue to work tirelessly for funding for these projects.

Senior Services:

A new proposed senior center brought record breaking attendance to the Annual Fall Town meeting.

Ultimately the bid for a new senior center was not approved by Town Meeting but the Board would like to thank the Permanent Building Committee and the Council On Aging for all their diligent work in preparing the proposal. The board will continue to look for ways to better serve our senior population.

Additional Efforts:

With the goal of consolidating services in mind, we have begun this effort by entering into a Facilities Agreement with the Schools. Facilities maintenance is now consistent and managed across the entire Town. We hope to continue to work to consolidate more of our services in the future.

Sewer capacity is not an infinite resource and as such the board worked to create a Sewer Policy to specify how available capacity may be allocated. A Sewer moratorium was put in place and extended while work continued on the policy.

Thanks and Recognitions:

On a number of occasions in the past year the Norfolk County Outreach Program has visited Millis and provided work in the Town Hall and along our streets. Thank you for helping make Millis the beautiful place that it is. The Town also accepted a number of generous gifts this year. Mr. Mushnick generously donated Life Vac equipment, and various senior projects and scholarship awards were donated to the town including an AED for tennis/basketball courts, granite benches and a tree planted at Oak Grove to name just a few. Thank you for the generosity! The Select Board owes a special thanks to our Town Administrator, Mike Guzinski who works tirelessly to support the board and all town department heads and staff. A special thanks to our Assistant Town Administrator/HR Manager, Karen Bouret-DeMarzo who has proven to be instrumental in her service to the Town through the many hats that she wears. Thank you also to Maureen Canesi and Victoria Schindler for all their hard work, and for their overall support in keeping a very busy office running extremely well.

Thank you to Carol Johnston, our Finance Director, for the outstanding work that she does to ensure that financial departments operating smoothly, and for providing budgets that are accurate and complete.

Thank you to Bob Weiss for his tireless work to ensure an energy efficient community, and for skillfully guiding all of our planning and economic development initiatives.

As it was a busy election year, I'd like to offer a special thanks to all the staff in the Town Clerk's office (as well as all of the election workers) for running a seamless election and organizing one of the largest Town Meetings in recent years. Thank you to all other departments for keeping the town running and supporting its residents by providing excellent service.

Thank you to all of the volunteers on the various town boards and committees. You all sacrifice your personal time away from your families to work to make Millis a wonderful place to live and it does not go unnoticed. The town could not effectively operate without you.

Respectfully Submitted,
Erin T. Underhill
Chair, Select Board



**Board of Assessors
Annual Report for FY2022**

Millis had a single tax rate of \$18.88 for Fiscal Year 2022

Millis' Fiscal Year 2023 re-certification program is in progress. The State has changed the triennial recertification program to a 5-year program. Millis' last recertification was Fiscal Year 2018. To meet the requirements for recertification the Assessor's Office will continue property inspections throughout town. The inspections verify that the Assessor's Office has the correct property information. This would include the total square footage (exterior), interior information (including finished basements) and other property improvements (pools, sheds and other exterior improvements). The inspections are triggered for various reasons including sales in the previous calendar year, properties with permits and if a property has not been inspected in the past ten years. The Bureau of Local Assessments requires that a periodic data inspection program provide for the inspection of each parcel at least once every ten years. The Assessor's Office and The Board of Assessors would like to thank the property owners for their cooperation when inspections are requested.

Due to COVID restrictions, interior inspections were suspended in March of 2020, inspections did continue in a different way. Interior information was reviewed by speaking with builders, property owners, reviewing permits and MLS Listings. Exterior inspections were completed from sidewalk views and additions, new construction and basements finishes were updated from information obtained from plans and permits. In person inspections are being completed with the precaution of wearing a mask if the property owner is comfortable. We look forward to on site inspections and speaking with the property owner to help maintain an accurate database.

The Board and I would like to thank the Building Department and public for their help and cooperation in helping maintain accurate information.

Town Maps are available on the Town's web site www.millisma.gov. Property record cards are available on line and can be found by using the Town's GIS System.

The Town offers various exemptions to eligible property owners; please contact our office for more information. Various information and exemption forms are available on the Town's web site www.millisma.gov.

Fiscal Year 2022 Tax Classification

Tax Classification	Assessed Values	Percent of Tax Levy
Residential	\$1,412,367,349	91.8521
Open Space	0	0
Commercial	\$71,542,997	4.6527
Industrial	\$16,433,700	1.0688
Personal Property	\$37,309,000	2.4264
Total	1,537,653,046	100.00

Fiscal Year 2022 Average Single-Family Tax Bill

Number of Single-Family Parcels	2,230
Assessed Value of Single-Family Home	\$462,618
Average Single-Family Tax Bill	\$8,734

Respectfully Summited,
Teri Gonsalves, Town Assessor
Elizabeth Rand, Department Assistant

Millis Board of Assessors:
Robert Venear, Chair
Lisa Hardin
Diane Jurmain

Top 10 Tax Payers

FY2022

Name	Nature of Business	Fiscal 2022 Assessed Value	Fiscal 2022 Tax Levy	% of Tax Levy
Milliston Common - Rosenfeld	Office- Retail-Land	\$ 19,256,900	\$ 363,570.27	1.25%
Stoneybrook Village, LLC	Apartments	\$ 18,170,100	\$ 343,051.49	1.18%
Toll Limited Partnership	Developer	\$ 7,370,600	\$ 139,156.93	0.48%
W F Whelan Rlty Trust	Apartments	\$ 5,605,100	\$ 105,824.29	0.36%
Tresca Brothers Sand & Gravel	Concrete Manufacture	\$ 5,502,400	\$ 103,885.31	0.36%
C & A Partners, LLC	Retail Warehouse	\$ 4,169,500	\$ 78,720.16	0.27%
AC Millis, LLC	Industrial Warehouse	\$ 3,293,200	\$ 62,175.62	0.21%
Nexgen Rlty Tr	Restaurant-Retail	\$ 2,925,700	\$ 55,237.22	0.19%
Sikh Dharma of Mass, Inc	Yoga Village	\$ 2,451,300	\$ 46,280.54	0.16%
1313 Main Street, LLC	Retail Warehouse	\$ 2,245,700	\$ 42,398.82	0.15%
Total		\$ 70,990,500	\$ 1,340,300.64	4.62%

FY2023

Name	Nature of Business	Fiscal 2023 Assessed Value	Fiscal 2023 Tax Levy
Milliston Common - Rosenfeld	Office-Retail-Land	\$31,482,500	\$550,628.93
SV Investment TIC - Stoneybrook Village, LLC	Apartments	\$21,903,700	\$383,095.71
CA Senior Millis Property Owner, LLC	Asst Living	\$7,988,800	\$139,724.11
Tresca Brothers Sand & Gravel	Concrete Manufacture	\$7,266,400	\$127,089.34
W F Whelan Rlty Trust	Apartments	\$6,585,800	\$115,185.64
Toll Limited Partnership	Developer	\$5,473,300	\$95,728.02
C & A Partners, LLC	Retail Warehouse	\$4,925,000	\$86,138.25
AC Millis, LLC	Industrial Warehouse	\$4,083,100	\$71,413.42
Nexgen Rlty Tr	Restaurant-Retail	\$3,349,200	\$58,577.51
1313 Main Street, LLC	Retail Store	\$2,812,100	\$49,183.63
Total		\$95,869,900	\$1,676,764.55

BOARD OF HEALTH Annual Report 2022

Public Health Director:	John McVeigh, MBA, CHO, RS
Public Health Nurse:	Sarah Ward, RN
Administrative Assistant:	Heather Graham
Board of Health Chair:	Matthew Fuller, PHD
Member:	Jaikaur LeBlanc
Member:	Donna Scotland
Covid Contact Tracing:	Anne McManus, NP

The Health Department staff consists of a part-time Nurse, a part-time Administrative Assistant, and a full-time Director. The Director reports to the Board of Health, which consists of three, Town-elected members. Our mission and responsibility are to protect the community by creating and maintaining conditions that keep our people healthy. Licensing, permitting, health surveillance, health promotion and emergency preparedness are several key components of our efforts.

Licensing

In 2022, the department processed 166 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tobacco establishments and body art establishments. State and local government require that these licenses be renewed annually. The department generated \$26,000 in revenue from the issuance of licenses.

The following is a list of notable licenses issued in 2022:

Food Service (All)	65
Hazardous Materials Storage	31
Septic Installers	27
Septic Haulers	17
Tobacco	9
Trash Haulers	10
Swimming Pools (public & semi-public)	3
Body Art Practitioners	1
Body Art Establishment	1
Funeral Director	1
Tanning	0
Marijuana Facility	1

Permitting

The department issued 103 permits in 2022. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$11,903 from the issuance of permits.

The following is a list of notable permits issued in 2022:

Septic system construction permits	23
Temporary food event permits	19
Soil testing (both septic and stormwater) permits	16
Septic Certificates of Compliance	26
Septic abandonment permits	6
Septic Plan reviews	23
Title V reviews	7
Residential swimming pool construction permits	1
Beaver management permits	0
Permit to raise domestic fowl	2
Camp permits	3
Environmental Health Permits	2
Private Wells	13

Health Surveillance

The department conducted routine inspections of food establishments, recreational camps, public swimming pools. The department conducts food establishments inspections twice per year.

The department responded to the community's complaints of air quality, noise, odor, trash, dust and other nuisances. In 2022 the department investigated: 11 housing related complaints, 2 food related complaints and 30 environmental complaints.

The Board of Health each year selects an intern from an area public health university to work on a project for the Town. This year the intern from the University of Lowell assisted with risk communication and data collection for the ongoing PFAS (Per- and Polyfluoroalkyl Substances) concern.

Tobacco Related

The Department routinely deals with tobacco related issues including compliance checks on all town vendors. 1 Tobacco related citations was issued via the regional MTC program. The Health Department was involved in the new vaping concerns, and enforced subsequent regulations that the State enacted to protect the public health.

Emergency Preparedness and Health Promotion

Emergency Preparedness

As required by the United States Centers for Disease Control and Prevention (CDC), and the Office of Preparedness and Emergency Management (OPEM), the department continues to be involved with Bioterrorism and Emergency Preparedness planning. The department is actively involved in the Local Emergency Planning Committee and with the Health and Medical Coordinating Coalition Region 4AB.

The department also leads a group of local volunteers that are committed to assisting the community in the event of a natural or manmade emergency. The Millis Medical Reserve Corps (MRC) is comprised of both medically trained and non-medically trained residents. Residents interested in joining the MRC are urged to call the department at (508) 376-7042. Information about the regional MRC can be accessed online at: <http://region4a-ma.org/MRC>

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable disease with several small fall Flu Clinics in 2022. A Flu Clinic for ages 8 years and older was held in the Veterans Memorial Building.

MRC volunteers assisted at the flu clinics by administering flu shots and by helping with paper work and clinic traffic flow. The well-attended flu clinics would not be possible without the help of these volunteers. The department wishes to extend a sincere thanks to our dedicated MRC volunteers.

The Town's Public Health Nurse also hosted clinics in her office to accommodate people unable to attend the clinics. Several afternoon clinics were held to vaccinate town employees.

All flu vaccine were provided free of charge to residents regardless of insurance status.

Collaboration with Town Agencies

Working with various Town boards, departments and committees, the department worked to promote healthy living in the community.

Representatives from the department were active participants in the Sewer and Drinking Water Committee, the Local Emergency Planning Committee, the Master Planning Implementation Committee, the Safety Committee and the Sewer Study committee.

Responsible Disposal of Household Hazardous Waste

The department continued to collaborate with Millis Public Works Department, the Norfolk Recycling Center and Wheelabrator Technologies, Inc. to provide environmentally safe means of household hazardous waste disposal.

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2023

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats and thermometers at our office for recycling. This program will continue in 2023.

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents an opportunity to dispose of used medical sharps. This program will continue in 2023. Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

Residents are also encouraged to remove and discard unwanted prescription drugs from their homes. Drug drop boxes are located at the Millis Police Department Lobby, free of charge, and allows an environmentally safe means of disposing of unwanted drugs. The following website offers a comprehensive list of drug drop boxes available for use: <https://www.mass.gov/service-details/find-a-waste-medication-kiosk> The department will be happy to help locate the nearest drop box for residents. Please call (508) 376-7042 for assistance.

Food Related

Throughout the year the department was notified of food recalls through the Health and Homeland Alert Network (HHAN). Once notified, the department documented the recall, posted the information in Town Hall and contacted businesses distributing the recalled food items. For updated recall information: <https://www.fsis.usda.gov>.

In accordance with Federal/State food regulations, organizations that sell or distribute food items are required to obtain a Temporary Food Permit prior to their events. Foodborne illnesses are often caused by improper food preparation and storage. The department reviews temporary food permit applications for compliance with State food regulations prior to the issuance of permit. There is no fee required for non-profit permits.

The Health Department inspects all food service facilities twice per year and uses the Food Code as criteria. The inspector also checks grease trap logs to ensure timely and proper disposal.

Mosquito Control

The department serves as a liaison between the Norfolk County Mosquito Control District (NCMCD) and the Town. The NCMCD notifies the department of planned mosquito-control application activities. Once notified the department posts this information on the Town website.

The 2023 Larvicide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt-out of the spray application on their private property via the NCMDC website.

In 2022, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2022 the NCMCD performed the following:

Virus Isolations in the town:	7 samples submitted, with 0 isolations in 2022
Requests for service:	222

Culverts cleared	12 culverts
Drainage ditches checked/hand cleaned	75 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	0

Larval Control

Spring aerial larvicide applications	(April)	86 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		83 acres
Abandoned/unopened pool or other manmade structures treated		0 briquettes

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks 4,439 acres

Because many species of mosquitos are found to breed in stagnant water, the NCMCD encourages people with unused tires to call the NCMCD for a free pick up and disposal of automotive tires.

Should a mosquito-borne virus be identified in Town, the department would work with the Millis School, Police and Fire, and Public Works Departments to immediately notify residents. Reverse 911, Millis Public Schools' Listserv and message boards would all be utilized. The department would then work with the NCMCD and the Centers of Disease Control (CDC) to limit public exposure.

Public Health Nurse Report

In addition to administering vaccine throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and from Medicare. The Town received \$ 3,913.17 in reimbursements for the former season's Flu vaccine administration. This money was used to purchase medical supplies, to fund sharps collection services for the Town and to finance the purchase of future vaccine.

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate, report, and follow-up on communicable diseases involving Town residents. Education of the public and prevention of further spread of communicable disease are important components of this mandate.

Pandemic related issues continued during 2022. This included: contact tracing, cluster investigation, and isolation/quarantine procedures. Vaccination planning was also a priority towards the latter half of 2022.

The following communicable diseases were recorded or investigated for the year 2022:

Disease	Num of Cases
Babesiosis	2
Calicivirus/Norovirus	1
Campylobacteriosis	3
Dengue Fever	1
Giardiasis	1
Human Granulocytic Anaplasmosis	5
Influenza	50
Mumps	1
Lyme Disease	35
Novel Coronavirus (COVID-19)	889
Salmonellosis	0
Tuberculosis	0
Shigella	0
Salmonella	0
Strep Pneumoniae	0
HGA	0
Pertussis	0
Measles	0
Giardiasis	0
Varicella	0
Hepatitis B	0
Hepatitis C	0
Legionellosis	0
Total Reportable Cases 2022	995

Respectfully Submitted,
 John McVeigh, MBA, CHO, RS
 Health Director

REPORT OF THE BUILDING DEPARTMENT
Receipts from January 1, 2022 - December 31, 2022 were:

Building permits \$473,721.94
Wiring permits \$52,651.40
Plumbing permits \$32,600.00

New Residential Dwellings:	103
Alterations/ Additions:	183
Fire Repair:	2

Total \$581,393.24

BUILDING DEPARTMENT

1368 permits were issued for all construction categories in
2022. The estimated construction value is \$ 50,498,902 as follows:

Total Departments Permits Issued- 1368

Foundations Only:	11
Residential Alterations:	183
Siding:	8
Windows:	34
Sheds:	5
Roofs:	48
Solar Panels:	52
Porches, Decks:	19
Swimming Pools:	12
Wood Stoves, Fireplace inserts:	5
Commercial New:	4
Commercial Alterations:	18
Municipal:	1
Signs:	18
Demolition:	3
Function tents:	6
106/304:	10
Lost Card:	8
Sheet Metal:	83
Trench:	13
Fence:	2
Insulation:	61

The building department made approximately 2800 site inspections, responds to fire calls, conducts safety inspections, conducts inspections for compliance with the state building code, zoning enforcement requests, inspections for compliance with the state electrical code as well as plumbing and gas code, issues all permits, meets with licensee's, homeowners and the general public. Provides customer service taking hundreds of phone requests and works with other town agencies. I would like to thank the Board of Selectmen, all town departments and the residents of the Town of Millis for their support. The building department looks forward to the continued construction growth and the challenges for ensuring code compliance in the future.

The building department, under the Mass. Department of Occupational Licensure, Office of Public Safety and Inspections enforces 780 CMR Massachusetts Building Code, M.G.L. 40A The Zoning Act, Local Zoning by-laws, 521 CMR A.A.B. Regulations, Enforces Planning Board decisions, Zoning Board decisions, Storm Water Regulations, Trench Regulations, Assists with the enforcement of 310 CMR Wetland Protection Act, Enforces 527 CMR Massachusetts Electrical Code, 248 CMR Massachusetts Plumbing & Gas Code and other related regulations we also respond to various other requests.

A sincere thank you to Jennifer Kiggen our department assistant for her dedication to customer service and hard work.

Respectfully submitted,

Michael Giampietro, C.B.O.
Building Commissioner/Zoning Officer

Robert Fogarty, Local Building Inspector

Michael Giampietro, Inspector of Wires

Jennifer Sweet: Deputy Wiring Inspector

Michael Mancini: Deputy Wiring Inspector

Timothy Costello: Plumbing/Gas Inspector as well as Jack Rose, Joseph Zacchilli and Jim Coakley as: Deputy Plumbing and Gas Inspector

Department Assistant: Jennifer Kiggen

Capital Planning Committee Report – May 2022

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for May 2022. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The CPC has worked with the Select Board, Town Administrator, School, DPW, COA, Police, Fire and other town departments to compile the information provided in this report.

For those items considered, the CPC went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into three categories 1) highest priorities 2) medium priorities and 3) lower priorities. It should be noted that the CPC does not choose projects for consideration at Town Meeting based on availability of funding. The Select Board selects projects for inclusion in the Warrant and the Finance Committee makes its recommendation for action at Town Meeting.

The department requests for fiscal year 2023 that the CPC considered are shown in the table below:

	# of projects	Total estimated cost
Highest priorities	5	\$464,284
Medium priorities	4	206,989
Lower priorities	3	89,921
Total	12	\$761,194

Highest priorities include replacement of the public safety radio communication system, backup power generators for the public safety system, sidewalk design and road repair, replacement of computer servers for the School Department and a pickup truck with plow for the DPW. Medium priorities include a skid steer for the DPW, a skid steer for the School Department, a pickup truck for the School Department and replacement of the lighting management system at the Library. It is noted that there were vehicle requests made across different departments, and the Capital Planning Committee urges town administration to work with all departments across the community to determine the most efficient utilization of capital assets and develop an integrated plan that can cover the needs of Millis.

It is also noted that a request from the recreation department regarding soundproofing of the Town pickleball courts was reviewed by the committee and determined to be a lower priority request per our criteria. That said, the CPC recognizes the concerns of residents who about these courts and recommend the Select Board consider options that could help to address this situation.

Also included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, and as you will see, they are significant, totaling approximately \$78 million.

The report breaks down the capital items into several categories, including Facilities, Public Safety, Public Works, Schools and other. The items are then subcategorized by department.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items. It is also noted that there are several projects on the horizon which will likely require resources beyond available discretionary funding and debt capacity. In particular, it is noted that the Town is currently assessing potential options for the long-term needs of the Middle/High School, a new Senior Center, options for the Lansing Millis Building, and use of open space, including athletic fields. Due to the preliminary stages of current planning, a potential project for the Middle/High School is not currently included in the summary. Millis was recently invited to participate in the State MSBA program to assess options for the Middle/High School and the first financial component of the process would be potential funding for a feasibility study which would need to be approved by the Town by the first quarter of 2023. The Capital Planning Committee is working with various Town Departments and Committees to assess potential costs for these projects and have included preliminary estimates in our long-term capital plan.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Select Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative. We also note that the Committee currently has one open position and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

Peter Berube

John Corcoran

James McCaffrey

Marc Conroy

Erin Underhill

Capital Planning Committee Priorities for May 2022 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
Emergency management office	Public safety radio backup power generators	25,000	
Police/Fire	Public safety radio console update	112,580	
DPW	Sidewalk design and road repair	160,000	
DPW	Chevy Silverado with Plow	54,416	
School	Computer Server Replacement for School District	112,288	
Subtotal		\$464,284	
Medium priorities			
DPW	Skid Steer	52,699	
Library	Replacement of lighting management system	30,000	
School	Replacement of pickup truck with plow, dump body, and sander	61,470	
School	Skid steer	62,820	
Subtotal		\$206,989	
Lower priorities			
School	Replacement of John Deere Tractor	51,399	
DPW	Message board	19,400	
Rec committee	Pickelball court sound proofing	19,122	
	Subtotal	\$ 89,921	
Total		\$761,194	

Capital Planning Committee Report – November 2022

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for November 2022. The committee was established by the Select Board in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The CPC has worked with the Select Board, Town Administrator, School, DPW, COA, Police, Fire and other town departments to compile the information provided in this report.

For those items considered, the CPC went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into three categories 1) highest priorities 2) medium priorities and 3) lower priorities. It should be noted that the CPC does not choose projects for consideration at Town Meeting based on availability of funding. The Select Board selects projects for inclusion in the Warrant and the Finance Committee makes its recommendation for action at Town Meeting.

The department requests for fiscal year 2023 that the CPC considered are shown in the table below:

	# of projects	Total estimated cost
Highest priorities	5	\$ 1,598,907
Medium priorities	1	25,000
Lower priorities	0	-
Total	6	\$ 1,623,907

Highest priorities include a feasibility study for renovations to the Middle High School, an engineering study for a preliminary design for a new PFAS treatment plant, a new pickup truck and air compressor for the DPW and air conditioning equipment for the Veterans Memorial Building. Medium priorities include a keyless entry system for the VMB.

It is noted that the feasibility study for the Middle High School is one step in a process that could eventually lead to a significant renovation project in the future. This study is required as part of the State MSBA program, which would provide access to state funding for some portion of the project, the level and timing of which is still to be determined.

The Committee also reviewed the proposal for a new Senior Center that will appear on the Town Warrant. This analysis concluded that the project would have been placed on a list of the highest priorities due to the inadequacy of the current facility in the basement of the Veterans Memorial Building, the dramatic increase in the senior population and the opportunity to construct a modern facility providing a broad range of senior services. The Committee commends the Council on Aging and Permanent Building Committee for developing options for the Town to consider and providing opportunity for the Town's residents to provide feedback on the proposals through various open meetings held on the subject. Due to the fact that the building proposal requires a debt exclusion vote, the Committee decided that prioritizing this over other capital needs should be a decision left to the voters.

It is noted that the Committee did not assess any of the petitioned articles relating to alternate proposals for the Senior Center that appear on the warrant as they were not submitted by town departments or committees and fall outside of the scope of the Capital Planning Committee.

Also included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, and as you will see, they are significant, totaling approximately \$92 million.

The report breaks down the capital items into several categories, including Facilities, Public Safety, Public Works, Schools and other. The items are then subcategorized by department.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items. It is also noted that there are several projects on the horizon which will likely require resources beyond available discretionary funding and debt capacity. In addition to the Senior Center and Middle High School renovations noted above, the Town is currently assessing options for the Lansing Millis Building, and use of open space, including athletic fields. The Capital Planning Committee is working with various Town Departments and Committees to assess potential costs for these projects and have included preliminary estimates in our long-term capital plan.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Select Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair, Member at Large

Peter Berube (Finance Committee representative)

John Corcoran – Member at Large

Peter Jurmain – Member at Large

James McCaffrey – Member at Large

Marc Conroy (School Committee representative)

Craig Schultze (Select Board representative)

Capital Planning Committee Priorities for November 2022 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Chevy Silverado	61,940	
DPW	Compressor	26,967	
School	MHS Feasibility study	1,300,000	
VMB	Air conditioning equipment	45,000	
DPW	PFAS engineering study	165,000	
Subtotal		1,598,907	
Medium priorities			
VMB	Keyless entry system	25,000	
Subtotal		25,000	
Lower priorities			
N/A			
Subtotal		0	
Total		\$1,623,907	

Town of Mills
Capital Planning Committee
Summary of Capital Needs for FY 2023-2032

Row Labels	Sum of 2023	Sum of 2024	Sum of 2025	Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of Indefinite	Sum of 10-Year total
Facilities	2,408,105	870,697	781,159	260,450	52,000	45,000	227,000	96,878	497,000	452,000	35,903,754	41,594,043
COA											16,000,000	16,000,000
DPW											500,000	500,000
Facilities												-
Multi	2,044,105	437,697	741,159	28,450				26,878			18,503,500	21,781,789
School	364,000	433,000	40,000	232,000	52,000	45,000	227,000	70,000	497,000	452,000	900,254	3,312,254
VMB												-
Fire												-
Rec department												-
Other	25,000	68,000	50,000	25,000	25,000	25,000	75,000	25,000	25,000	25,000	9,170,000	9,538,000
Administration	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000		250,000
Building Department												-
Equipment												-
Fields												-
Lansing Mills											7,170,000	7,170,000
Library											2,000,000	2,000,000
Oak Grove			18,000								43,000	43,000
Town Clerk												-
Vehicle		25,000					50,000					75,000
Public Safety	344,990	212,500	332,350	220,500	257,450	243,500	592,480	202,495	212,500	500		2,619,265
Equipment	178,990	500	76,350	220,500	204,450	125,500	111,480	202,495	500	500		1,121,265
Vehicle	166,000	212,000	256,000	-	53,000	118,000	481,000		212,000			1,498,000
Public Works	3,187,810	2,942,334	2,920,333	2,397,000	2,422,000	2,487,000	2,397,000	2,397,000	2,552,000	1,840,000	6,722,000	32,264,477
Equipment	103,767											103,767
Infrastructure	3,032,043	2,730,334	2,730,333	2,397,000	2,397,000	2,397,000	2,397,000	2,397,000	2,397,000	1,700,000	6,520,000	31,094,710
Vehicle	52,000	212,000	190,000	-	25,000	90,000			355,000	140,000	202,000	1,066,000
Schools	858,891	749,858	664,409	747,974	531,610	395,399	364,886	608,062	594,536	150,600		5,826,125
Equipment	362,030	307,058	236,433	335,034	254,570	179,870	244,358	517,798	534,536			2,971,687
School	125,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000		665,000
Vehicle	371,861	382,800	367,976	352,940	217,040	155,529	60,528	30,264		90,600		2,189,438
(blank)												-
Grand Total	6,824,796	4,843,389	4,748,251	3,650,924	3,288,060	3,195,899	3,656,366	3,329,436	3,881,036	2,468,100	51,795,754	91,841,910

**PROSPECT HILL CEMETERY
2022 ANNUAL REPORT**

- Prospect Hill Cemetery had 45 burials in 2022.
- Prospect Hill Cemetery sold 24 graves in 2022.
- The committee presented the final design for section G to the Select Board. The Select Board voted unanimously for the design.
- As in years past trees that were diseased and/or storm damaged were removed.
- At the suggestion of the Cemetery Committee Millis D.P.W. purchased a small tracked mini excavator to be used in excavating graves in congested areas.
- The committee made recommendations to the Select Board to update the existing Rules and Regulations. The Select Board amended the rules on 10/17/2022. The updated Rules and Regulations are posted on the Millis Town Website at www.millisma.gov
- Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that reflects the feeling of dignity for the living and deceased.

Respectfully submitted for the Cemetery Committee:

Members:	Marsha Collins	Ex officio: Steven Main
	John Doyle	
	James McKay	
	Jeffrey Mushnick	
	Wayne Simpson	
	Erin Underhill	
	Charles Vecchi	

2022 ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Massachusetts Community Preservation Act (CPA) was adopted by the Town of Millis in 2006, when a one percent property tax surcharge was approved by Millis voters. These funds are to be used for open space, recreation, community housing, and historic buildings and landscapes.

The Millis Community Preservation Committee (CPC) consists of representatives from the Select Board, Conservation Commission, Historical Commission, Planning Board, Recreation Committee, Housing Authority, and three member-at-large citizens appointed by the Select Board. The purpose of the CPC is to review all project proposals, vote to approve or reject projects for submittal to Town Meeting, and review the needs of the Town and make recommendations for the use of CPA funds.

The CPC welcomes project proposals from any resident or group of citizens of Millis. The CPC developed guidance in March 2009 to assist Millis citizens in developing proposals. This document/application may be downloaded from the Town of Millis Community Preservation Committee website (link below).

The CPC has funded several projects through the approval of Town Meeting. In 2022, projects included appropriating \$21,035.16 for Pickleball Court Sound Mitigation submitted by the Recreation Committee. The CPC also funded \$16,900.00 for Oak Grove Farm Trail Improvements project submitted by the Oak Grove Farm Commission.

All Millis residents are welcomed to attend our meetings to discuss ideas and/or project proposals. The CPC generally meets on the first Thursday of each month. Meetings are posted at the Veterans Memorial Building and the Town of Millis website. Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/community-preservation-committee>

Respectfully submitted,

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)
Wendy Barry, Treasurer (Member at Large)
Ellen Rosenfeld (Select Board)
Mary-Ellen D'Espinosa (Housing Authority)
James Lederer (Conservation Commission)
Catherine MacInnes (FinCom Liaison)
Camille Standley, Administrative Assistant

Dave Baker (Member at Large)
Pam Mustard (Recreation Comm)
James McKay (Member at Large)
Alan Handel (Planning Board)

2022 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. The Commission holds regular meetings to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2022, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

The applications, in part, consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, Requests for Determination of Applicability and Certificates of Compliance. These applications required numerous site visits be conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2022. Permit conditions were satisfactorily met for a majority of projects. The Commission continues its oversight of the Regency at Glen Ellen Senior Residential Community Development, Emerson Place Subdivision, and Department of Public Works PFAS treatment plant's construction. Numerous single-family home construction and improvement projects were approved.

The Conservation Commission is the part of town government specifically charged with the protection of natural wetland resources in the Town of Millis. The Commission administers the State Wetlands Protection Act and the Town's Wetlands Protection Bylaw (Article XIX). The Commission also continues to investigate further changes to better protect Millis' resources by working on amending the Town of Millis, Wetlands Protection, Rules and Regulations, promulgated under the Town of Millis Wetlands Protection Bylaw.

The Conservation Commission typically meets monthly on a Monday evening. Our meeting times and dates are posted on the Town of Millis website and in the Veterans Memorial Building, Main Street, Millis. All meetings are open to the public. Public hearing notices are also printed in the Daily News. We encourage residents to attend our meetings if they have questions or concerns pertaining to wetland protection.

The Conservation Commission is comprised of seven volunteer residents. The varied expertise of these members greatly enhances the efficacy of the Commission. The Commission relies on Camille Standley, its dedicated Administrative Assistant, who was the recipient of the "Conservation Administrator of the Year" for 2022 from the Massachusetts Association of Conservation Commissions.

The Millis Conservation Commission also oversees parcels of land that were purchased by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, "Pleasant Meadows Park," the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands. Through the diligence and hard work of Commission members John Steadman and Carol Hayes, a contract agreement was made with the Conway School of Landscape Design, Inc. for creation of a "Public Lands Land Use Plan" for some of the Town-owned properties. The Commission extends thanks to those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By their kindness, they have acted to preserve part of their hometown for future generations to enjoy.

Millis contains numerous wetlands which are important assets for water quality and wildlife habitat. While several of these areas are very large, there are many smaller wetland areas. The Commission is available to work with all residents regarding the rules and regulations pertaining to wetlands. For

example, the Commission frequently meets with property owners prior to them removing trees, etc. to offer guidance, and in some cases, require placement of some minor erosion controls prior to beginning the work. Residents are encouraged to contact the Commission if you are uncertain if your property is adjacent to or includes a protected or jurisdictional area.

Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/conservation-commission>

Respectfully submitted,
The Millis Conservation Commission

Dr. James Lederer, Chair	John Steadman
Carol Hayes, Vice Chair	Scott McPhee
Edward Chisholm	David Larsen
Christine Gavin	Camille Standley, Administrative Assistant

REPORT OF THE MILLIS COUNCIL ON AGING

The Council on Aging is pleased to present its 2022 Annual Report to the residents of Millis. We provide information on a wide range of local, state and federal programs and services. Programs such as: Fuel Assistance, Food Stamps, Senior Citizen Tax Work-Off Program, USDA Grants and Loans, SHINE, Home Modification Loan Programs, The Millis Fund and many other age friendly programs are accessible here. The Council's mission is to provide health promotion, educational, socialization, consultation and advocacy resources to those over 60. The Council is located on the ground floor of the Veteran's Memorial Building. The facility is open Monday, Tuesday, and Wednesday from 8:30a.m.to 4:00p.m. Thursdays until 2:00p.m and Fridays 8:30a.m. to 12:30p.m. There are monthly presentations on topics that are pertinent to successful aging. The Center offers books for loan, a meeting room with a large flat screen television, and piano, a fitness room, and Outreach services for all Millis residents. There is a dining area that is used for daily congregate lunches, and a drop-in room with complimentary coffee and pastries.

During this reporting year, 788 Millis residents visited our Center for Outreach services, Medicare counseling, presentations, exercise programs, lunch or to just drop in. Over the past year, we have received 3,676 requests for information from our over-60 population, their families and disabled Millis residents. Our vans traveled 9,379 miles making 937 trips to medical appointments, shopping and other destinations.

The Council on Aging Board and the Permanent Building Committee worked for 3 years on a new Senior Center/ Community Center, which was presented at Fall Town Meeting. The article was not approved. Although all understood the need, challenging economic times prevailed.

Funding for activities at the center is largely supported by The Friends of Millis' COA Inc. This private non-profit 503(c) organization raises monies through a variety of events; and in turn supports programs and purchases equipment that cannot be provided by state and local government. All that we do here at the COA is made possible with the support and direction of our Council on Aging Board. They are a group of residents appointed by the Town Administrator to set the policy and direction of the COA; to help the staff identify community needs and to explore ways to meet those needs. They are directly involved in many of our programs, giving freely of their time, talents and patience to improve the quality of life in Millis for older and disabled residents.

Our staff and Board of Directors steer the COA in the right direction, but it is our volunteers who provide the energy to make the following programs possible: transportation, "Meals on Wheels", blood pressure clinics, newsletter mailings, computer tutoring, Line Dancing, Crafty Ladies, and bingo to name a few. We honor these dedicated individuals each May/June at our annual Volunteer Recognition Luncheon. Without their efforts, we would be unable to provide the wide range of services which Millis has offered. We are deeply appreciative of their contributions. Other agencies that assist us throughout the year are Millis Police and Fire, Town Hall Employees, The Millis DPW, The Millis Cultural Arts Council, Roche Brothers, Shaw's Supermarket, Blue Moon Café, Country Kitchen, our community service students and the local Daisy Girl Scout Troop. We are appreciative of our many volunteers. On behalf of the Millis COA, I extend our heartfelt gratitude to each and every one of you for your commitment to our mission.

Respectfully submitted,
Patty Kayo, Senior Center Director

Council on Aging Board:

Chairperson- *Herbert Lannon*
Vice Chair- *Christine McCaffrey*
Secretary- *Helen Daly*
HESSCO Representative- *Elizabeth Derwin*
Member- *Elizabeth Derwin*
Member- *William Brown*
Member- *Lisette Walter*

Senior Center Staff

Director- *Patty Kayo*
Outreach- *Deborah Sand*
Department Assistant- *Sandy Moore*
Clerk Dispatch- *Rochelle Bunt*

The Millis Cultural Council

The Millis Cultural Council is part of a grassroots network of 329 local councils that serve cities and towns across Massachusetts. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. The local councils then decide how the funds will be awarded to grant applicants. Millis Cultural Council members are community volunteers appointed by the Board of Selectmen. More information about the annual grant funding and the MCC can be found at www.mass-culture.org and on the Millis town website at www.millis.org under boards and committees.

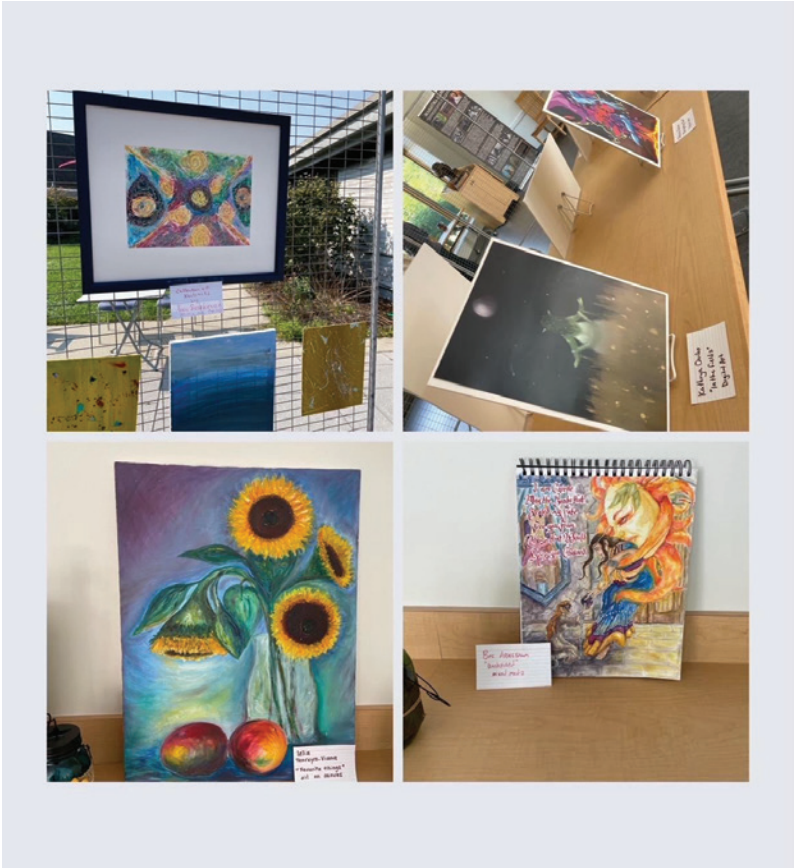
The mission of the Millis Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences in order to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants, and by hosting special events in Millis.

In 2022 the Millis Cultural Council awarded ten grants totaling \$5,120 for cultural programs in Millis. The MCC received twenty-three grant applications with a total request of \$17,040 for 2022, with eight applicants from the town of Millis. Of the awarded grants, five were from Millis, receiving 50% of our granted funds. 100% of the grant funds funded activities right in Millis.

The 2022 Millis Cultural Council grant recipients were:

- Antje Duvekot, “An Evening with Antje Duvekot”, \$600
- Museum of American Bird Art, “Nature in your Neighborhood”, \$500
- Robert Zammarchi, “Elijah T. Grasshopper and Friends”, \$400
- Millis Middle/High School Library, “Literary Arts Night at the Library”, \$440
- Jay Mankita, “Maker Space Build-along: Chain Reactions!”, \$600
- Theatre Group of Millis, Inc., “The Addams Family”, \$750
- Town of Millis, “Family Fun Series”, \$600
- Millis Council on Aging, “It’s a Great Day for the Irish”, \$360
- Liz Bless, “Beat the Crusher!”, \$520
- Matt York, “Songs and Stories - the Highwaymen”, \$520

The Millis Cultural Council hosted its annual visual and performing arts exhibit at the Millis Public Library on September 17, 2021 titled “Live - in Living Color” celebrating a return to live exhibitions after the pandemic had subsided enough to safely host the event. Over 20 local visual artists presented work at the event and at multiple live musical acts performed outside the library on the green during the afternoon event. Some photographs of the event are below:







Millis Cultural Council also funded and assisted with the launch of the Niagara Coffee Haus, an at-least monthly evening event at the Niagara Firehouse in Millis featuring local acts performing in the blues/folk genre run by Member Robert Zammarchi.

Member and Clerk Laura Doherty rotated off the Cultural Council in early 2022. However, Edward B. Ginn was appointed in early 2022, and Members Amy Cohen and Robert Zammarchi became Co-Clerks.

Anyone interested in joining the Millis Cultural Council can download a volunteer form on the town website or email millisculturalcouncil@gmail.com for more information. Informal volunteers and community help for our events is always welcome and appreciated as well.

The 2022 Millis Cultural Council Members:

Jen Zarutskie, Chairperson - 140 Causeway Street

Melany Ferrimy, Treasurer - 2 Rolling Meadow Drive

Amy Cohen, Co-Clerk - 190 Village Street

Rob Zammarchi, Co-Clerk - 151 Exchange Street

Meaghan Quilop, Member - 260 Plain Street

Lelia Tenreyro-Viana, Member - 87 Key Street

Respectfully submitted,

Jen Zarutskie

Chairperson, Millis Cultural Council

DEPARTMENT OF PUBLIC WORKS

The Millis DPW is responsible for maintaining and operating the following:

- 57 miles of roads;
- Stormwater Management System, (57) Miles of Drainage Systems, (162) Outfalls;
- Water System with (2) Storage Tanks, (6) Water Production Wells, (2) High Pressure Booster Pumps, (47.5) miles of Water Main and a Scada (Supervisory Control and Data Acquisition) System;
- Sewer System that serves more than 2/3 of Millis residents, (5) Sewer Pump Stations, (3) Meter Stations monitored by the Scada System;
- Prospect Hill Cemetery;
- Parks and Playground Equipment;
- Athletic Fields;
- Transfer Station and Recycling Center;
- Maintenance and Repair of Town Owned Equipment and Vehicles;
- Maintenance of a Landfill;
- Overhead and Ornamental Street Lighting;

The DPW maintains all the above with the following staff:

- 1 DPW Superintendent;
- 1 Water and Sewer Superintendent;
- 1 Mechanic and Facilities Manager;
- 1 Cemetery Staff;
- 1 Highway Foreman/Mechanic Staff;
- 1 Water and Sewer Technician;
- 3 Highway Staff;
- 1 Transfer Station Operator;
- 3 Water and Sewer Staff;
- 1 Stormwater Staff;
- 1.25 Administrative Staff and
- 1 Management Staff.

The Department also accomplished the following work in 2022:

- As part of the town's Annual Catch Basin Cleaning Program, (1000) catch basins were cleaned, and 154 Cubic Yards of material were removed and put in the Town Owned Tree Nursery.
- Trimming and removal of dead trees at the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersection of Village and Main Streets, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, Old Town Hall and Prospect Hill Cemetery.
- The Department responded to 17 snow emergencies.
- Reconstructed / Replaced catch basins and manholes: on Main Street, Farm Street, Village Street. The Town also replaces / reconstruct all catch basins, manholes and water gate boxes as part of chapter 90 paving work on the following roadways: Main Street, Exchange Street, Pleasant Street, Village Street.
- The following streets were paved with Chapter 90 Funds: Main Street from Hammond Lane to 1363-1367 Main Street, Pleasant Street from Main Street to Village Street, Village Street

Intersection and Exchange Street from Island Road to Orchard Street. A total of 11,965 feet of roadways were paved this year.

- As part of the MassDEP requirements for testing of PFAS, the Water Department continued testing all Millis wells in 2022.
- In October 2022, construction began to remove PFAS from wells 1 and 2 at the D'Angelis Water Treatment Plant (WTP), located at 7 Water Street.
- The Water Department made repairs to the following water breaks: Main Street, Walnut Hill Road, Orchard Street, Birch Street and Stonybrook Village.
- Water Department crews replaced (6) hydrants throughout the Town.
- Enforced a mandatory outside water ban: odd/even by house number with no watering between 9:00 AM - 5:00 PM from May 01, 2022, to September 30, 2022.
- Culverts were inspected and maintained for beavers at the following locations: Farm Street, Richardson's Pond, Main Street, Larch Road, Pleasant Street and Causeway Street. A new culvert was installed on Village Street and Spencer Street by DPW Staff.
- Stormwater crews continued inspecting with sampling of (98) "high priority" Stormwater Outfalls in the Charles River and Bogastow Brook watersheds and an additional (6) outfalls in "low priority" watersheds (e.g. Great Black Swamp).
- Street Sweeping was completed on 100% of town-owned streets, in compliance with the requirements of the Stormwater Management MS4 Permit.
- Submission of a Stormwater Management MS4 Annual Report to MassDEP and EPA in September 2022
- Updates and enhancements to the Town's Stormwater Management Plan, IDDE Plan, GIS, and components of the Phosphorus Control Plan, as required by the Stormwater Management MS4 Permit.
- The construction of 2 new buildings at the DPW Facility, located at 7 Water Street, was partially completed in December of 2021. Building 1 will house the staff of the DPW and School Bus Drivers and Building 2 will house a mechanic's bay and wash bay for all Town vehicles.
- As part of the department's sewer permit, an investigation of water into the sewer system, II (Inflow and Infiltration), was completed with funds allocated for FY22. The investigation resulted in a small amount of II that will need to be addressed in upcoming years.

Transfer Station:

The Transfer Station is open two full days per week. The facility is open 3 additional hours on Wednesdays during summer months, June 1st through August 31st. The facility received (390) tons of municipal solid waste, (37) tons of scrap metal, (221) tons of commingled recyclables and paper, (7) tons of TV's and electronics for recycling, and (4) tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately (620) tons of organic materials. The town actively recycles and delivers the containers to various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator; this service is free to the Town.

Respectfully Submitted,
James F. McKay,
Director of Public Works

Millis Economic Development Committee

The Economic Development Committee experienced some member turnover in 2022, losing member Lan Nguyen. We thank Lan for her participation and her service to the Town. The EDC gained a new member, Matt Iorlano.

This year the EDC focused on four critical issues.

With the economic development of Millis's Town Center as the focus, the Committee supported the Town's application to the state's Community One Stop for Growth Program, which provides twelve different grants covering five stages of community development. While the Town expressed interest in grants for all five categories, it actively applied for a Housing Choice grant, which was awarded in October. This funding, \$46,800, will contribute to the Town's process of creating a bylaw to satisfy the state's new MGL 40A/3A MBTA Multi-family Housing zoning requirement. If passed by an upcoming Town Meeting, it would create a district that would allow the creation of 750 units of housing at a more affordable cost than the state's average single-family homes.

The Committee continued to develop Millis's Complete Streets Program, which began last year. This is a three-tiered program that seeks to create a safe environment for all modes of transportation, including cars and bikes, and making Millis accessible to all pedestrians. Early in the year the Committee began drafting a Complete Streets Policy for the Town. The Select Board accepted the finished document and signed the policy into effect on March 16th. By the middle of December, a project prioritization plan, the second tier, was created. The Committee collaborated with staff members and a consultant to delineate 20 sidewalk and intersection designs. It was sent to the Select Board for approval at the end of the year.

The Committee conducted a campaign to reinforce Millis's beautiful environs. The Make Millis Beautiful Campaign resulted in creating signs that were installed at 10 locations in Town, including several popular parks. The Committee worked with Department of Public Works Director Jim McKay, who supervised having the signs made and installed.



The Committee continued its work with the MBTA Multi-Family Rezoning legislation that began last year. Seeking a workable process to figure out if and how the state's required 750 district could happen in Millis, the Committee persuaded the Millis Select Board to convene a new Town committee to lead the process. Two members of EDC sit on the MBTA 3A Advisory Committee.

Respectfully submitted:

Nicole Riley, Chair

Nate Maltinsky, Vice-Chair

Christy Lagos, Secretary

Craig Schultze, Select Board Liaison

Loring Barnes, member

Amanda Borgman, member

Matt Iorlano, member

Robert Weiss, Economic Development and Planning Director

Millis Energy Committee

The Millis Energy Committee oversees the implementation of campaigns and programs to reduce the Town's greenhouse gas emissions and energy costs.

This year, the Energy Committee welcomed two new members. Cullen Ward came aboard in March. Pete Jurmain, who was our ex-officio member when he was on the Select Board, joined the Committee as a member in July. We look forward to having their expertise on the committee.

Community Energy Aggregation: Known as eMPowerMillis, this program gives Millis's electric power consumers the leverage to purchase their energy supply at lower rates because they buy it along with hundreds of thousands of electric consumers throughout our region of Massachusetts.

By the end of 2022, 2,677 of Millis's 4,074 electric accounts signed up for eMPower Millis. The greatest number of eMPowerMillis customers, 2,589, adopted the Millis Regular Rate of \$0.10634 per kilowatt hour. At the drafting of this report, the basic Eversource residential electric rate was \$0.256 per kilowatt hour. Not only is the eMPower Millis rate significantly lower than the utility's standard rate, but it also contains an extra 5% Massachusetts and New England renewable energy credits, making it much greener than utility customers' supply.

When energy prices increased late in 2022, the savings from eMPowerMillis will become even more noticeable in the new year. Customers using Eversource as their energy supply provider will be paying 26 cents per kilowatt hour from January through June. eMPowerMillis customers pay 10.6 cents per kilowatt hour. If the average customer uses around 875 kilowatt hours each month and they save 15 cents per kWh (26 cents – 10.6 cents), then the 2,800 families in the aggregation program will save a combined total of \$377,300 each month.

Green Communities Competitive Grant: The committee oversaw the operations and close-out of the Town's 2022 GCG grant. This year the grant consisted of 2 projects representing \$110,608 worth of work, funded by the Green Communities Division of the state's Dept. of Energy Resources, plus incentives from the Town's utilities. Members worked with staff and consultants to choose the projects for the Town's 5th competitive grant. This year's projects consisted of replacing traditional electric, gas, and propane heating units with heat pump technology at six DPW facilities. The change should save the Town \$13,124 in utility costs per year.

Net-Zero Energy: The committee members had several discussions regarding a Net-Zero policy for the Town. They look forward to working closely with the Metropolitan Area Planning Council (MAPC) and with the state's Dept. of Energy Resources to develop a town policy that will support the state's goal to achieve zero-net energy by the year 2050.

Other issues that the Committee participated in included the installation of a 215.7 kW rooftop solar panel system at the Clyde Brown Elementary School and the analysis of a transportation survey that was conducted by the Committee late last year.

Respectfully submitted:

Craig Gibbons, Chair
Tom O'Connell
Tim Farrar
Kathleen Streck
Cullen Ward
Jonathan Barry
Pete Jurmain
Ellen Rosenfeld, ex officio

During calendar year 2022, the Millis Finance Committee (FINCOM) consisted of nine volunteers appointed by the Town Moderator. The FINCOM's duty is to "consider and investigate all articles" put forth by the Select Board via the Warrant. The FINCOM then advises voting residents at Town Meeting on the proposed budgets, plans and proposals to be voted on at any Spring, Fall or Special Town Meeting.

To prepare for the Annual Town Meeting (ATM), held on Saturday, 2 May 22 which includes the Fiscal Year 2023 (FY23) budget, the FINCOM held public meetings nearly every week since start of the calendar year. We received presentations from various municipal department heads as well as Millis Public School officials in order to review and consider requested funding levels. Likewise, we received presentations from various boards and committees regarding budgetary and non-budgetary articles (i.e., proposed zoning by-law changes). Finally, FINCOM members also served as members and/or liaisons to other committees such as the Capital Planning Committee, Community Preservation Committee, etc. A tremendous amount of time and effort was put forth to ensure the FINCOM recommendations were well informed, thoughtfully considered and deliberately voted.

FINCOM proceedings and meeting materials are public record. Meeting minutes can be accessed at:

<https://www.millisma.gov/node/218/minutes/2022>

All meeting materials can be accessed at: <https://www.millisma.gov/meeting-materials>

FINCOM members during ATM were:

Pete Berube (Chairperson), Jodie Garzon (Vice Chairperson), Peter Underhill (Clerk), Joyce Boiardi, Jim Borgman, Jonathan Loer, Cathy MacInnes, Sara Reyes, John Steadman

The FINCOM also held a Fall Town Meeting (FTM) on 10 Nov 22.

FINCOM members during FTM were:

Pete Berube (Chairperson), Jodie Garzon (Vice Chairperson), Peter Underhill (Clerk), Joyce Boiardi, Patrick Gatto, Jonathan Loer, Cathy MacInnes, Sara Reyes, John Steadman

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for Fiscal Year ending June 30, 2022.

I would like to thank the Town Administrator, Select Board, Departments, Boards and Commissions for their continued cooperation and support.

During Fiscal Year 2022, the Accounting team was able to work with the School, DPW, Police, Fire and Town Administrators Office to successfully roll out the MUNIS Accounts Payable-invoice entry module to these departments. The MUNIS Purchase Order Module has been rolled out to the Police, Fire and School Departments. The departments also have the ability to run Year to Date Budget Reports, Account inquiry, vendor and invoice lookup.

I would like to thank Lisa Morin, Town Accountant for continuing to lead the MUNIS project enhancements and Debra Broe, Payroll Manager for her efforts continuing the phasing in of the MUNIS Employee Self Service module for the Town and School during FY2022. Their continued hard work and dedication working with other departments and employees to implement these enhancements is to be commended.

The Assessors Office was very busy during Fiscal Year 2022 preparing for Fiscal 2023 Department of Revenue recertification of Millis property values. This process is a two year process and begins the year before the certification year.

I would like to thank Teresa Gonsalves, Assistant Assessor for her dedication and efforts to ensure that Millis' properties are fairly assessed and that Millis meets all of the standards and requirements of the Department of Revenue.

I would like to especially thank Jennifer Scannell, Treasurer/Collector and her entire staff for their contributions in making the day to day operations of the Finance Team run smoothly.

Respectfully submitted,

Carol E. Johnston
Finance Director

Town of Millis
Combined Balance Sheet – All Fund Types and Account Groups
June 30, 2022

	GOVERNMENTAL FUND TYPES			FIDUCIARY FUND TYPE		ACCOUNT GROUP	TOTAL
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	TRUST AND AGENCY	GENERAL LONG-TERM DEBT		
ASSETS							
INVESTED CASH	\$ 6,262,841.44	\$ 6,198,044.30					\$ 22,981,584.55
RESERVE FUNDS							
PROPERTY TAXES	\$ 839,230.10						\$ 839,230.10
TAX LIENS/TITLE FORECLOSURES	\$ 809,334.05						\$ 809,334.05
TAXES IN LITIGATION							\$ -
MOTOR VEHICLE EXCISE	\$ 244,688.56						\$ 244,688.56
DEPARTMENTAL	\$ 50.00	537,137.64					\$ 949,402.42
SPECIAL ASSESSMENTS							\$ -
DUE FROM OTHER GOVERNMENTS							\$ -
STATE/DEPARTMENTAL FUNDS PROVIDED FOR							\$ -
AMOUNTS DUE TO OTHER GOVERNMENTS FOR							\$ -
RETIREMENT OF DEBT/TOWN							\$ -
AMOUNT TO BE PROVIDED BY STATE						\$ 43,500,000.00	\$ 43,500,000.00
TOTAL ASSETS	\$ 8,156,144.15	\$ 6,735,181.94	\$ 5,906,072.64	\$ 2,670,303.34	\$ 43,500,000.00	\$ 69,324,239.88	
LIABILITIES							
WARRANTS PAYABLE	\$ 334,955.65	\$ 18,893.63	\$ 344,184.80				\$ 723,840.56
WITHHOLDINGS	\$ 333,181.49						\$ 333,181.49
UNCLAIMED ITEMS/ITALINGS							\$ -
UNCLAIMED TAXES/LIABILITIES	\$ 1,972.71			\$ 875.00			\$ 2,867.71
BILLS PAYABLE			\$ 5,827,000.00				\$ 5,827,000.00
GRANTS PAYABLE							\$ -
PERFORMANCE DEPOSITS							\$ -
FISH & GAME							\$ -
EXCISE TAX CLEARING	\$ -						\$ -
RESERVE FOR ABATEMENTS & EXEMPTIONS	\$ 124,929.69						\$ 124,929.69
DEFERRED REVENUE	\$ 537,137.64		\$ 412,214.78				\$ 2,718,461.83
GENERAL OBLIGATION DEBT PAYABLE	\$ 1,769,109.41					\$ 43,500,000.00	\$ 43,500,000.00
NOTES PAYABLE							\$ -
TOTAL LIABILITIES	\$ 2,564,148.95	\$ 556,031.27	\$ 6,171,164.80	\$ 875.00	\$ 43,500,000.00	\$ 53,230,264.28	
FUND EQUITY							
RESERVED							
ENCUMBRANCES	\$ 121,049.96	\$ -	\$ 141,608.83				\$ 262,659.79
EXPENDITURES	\$ 1,186,631.83	\$ 744,502.77	\$ 109,886.00	\$ 332.00			\$ 2,041,352.60
APPROPRIATION	\$ 554,988.83	\$ -					\$ 554,988.83
DEBT PREMIUM)	\$ 712,530.60						\$ 712,530.60
UNFUND/UNFOUNSEEN							\$ -
CAPITAL							\$ -
UNDESIGNATED	\$ 3,145,515.68	\$ 5,434,647.90	\$ (265,112.16)	\$ 2,669,093.34			\$ 12,651,165.28
APPROPRIATION DEFICITS	\$ (128,721.70)						\$ (128,721.70)
OTHER PURPOSES-FINAL COURTE JUDGEMENT							\$ -
TOTAL FUND EQUITY	\$ 5,591,995.20	\$ 6,179,150.67	\$ (265,112.16)	\$ 2,669,425.34	\$ -	\$ 16,093,976.40	
TOTAL LIABILITIES AND FUND EQUITY	\$ 8,156,144.15	\$ 6,735,181.94	\$ 5,906,072.64	\$ 2,670,303.34	\$ 43,500,000.00	\$ 69,324,239.88	
PROOF \$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Town of Millis
Combining Balance Sheet
All Special Revenue Funds
June 30, 2022

	OTHER SPECIAL REVENUE
ASSETS	
INVESTED CASH RECEIVABLES	\$ 6,198,044.30
DEPARTMENTAL DUE FROM OTHER GOVERNMENTS STATE/FEDERAL	\$ 537,137.64
SPECIAL ASSESSMENTS	
TOTAL ASSETS	\$ 6,735,181.94
LIABILITIES	
WARRANTS PAYABLE	\$ 18,893.63
DUE TO OTHER GOVERNMENTS OTHER LIABILITIES	
DEFERRED REVENUE	\$ 537,137.64
TOTAL LIABILITIES	\$ 556,031.27
FUND EQUITY	
RESERVED	
ENCUMBRANCE	\$ -
EXPENDITURES	\$ 744,502.77
DESIGNATED	\$ -
UNDESIGNATED	\$ 5,434,647.90
TOTAL FUND EQUITY	\$ 6,179,150.67
TOTAL LIABILITIES & FUND EQUITY	\$ 6,735,181.94
PROOF	\$ -

Town of Millis
Combining Balance Sheet
Capital Projects Funds
June 30, 2022

		CAPITAL
		<u>PROJECTS</u>
	ASSETS	
	INVESTED CASH	\$ 5,906,072.64
	DUE FROM OTHER GOVERNMENTS	
	STATE/FEDERAL	
	TOTAL ASSETS	\$ 5,906,072.64
	LIABILITIES	
	WARRANTS PAYABLE	\$ 344,184.80
	BANS PAYABLE	\$ 5,827,000.00
	DEFERRED REVENUE	
	TOTAL LIABILITIES	\$ 6,171,184.80
	FUND EQUITY	
	RESERVED	
	EXPENDITURES	
	UNRESERVED	
	DESIGNATED	\$ (265,112.16)
	OTHER PURPOSES	
	TOTAL FUND EQUITY	\$ (265,112.16)
	TOTAL LIABILITIES AND FUND EQUITY	\$ 5,906,072.64
	PROOF	\$ -

Town of Millis
Combining Balance Sheet
Enterprise Funds
June 30, 2022

	<u>SEWER ENTERPRISE</u>	<u>WATER ENTERPRISE</u>	<u>STORMWATER ENTERPRISE</u>	<u>TOTALS</u>
ASSETS				
INVESTED CASH	\$ 478,334.76	\$ 694,415.64	\$ 771,572.43	\$ 1,944,322.83
RECEIVABLES	\$ 161,682.93	\$ 180,944.40	\$ 69,587.45	\$ 412,214.78
TOTAL ASSETS	\$ 640,017.69	\$ 875,360.04	\$ 841,159.88	\$ 2,356,537.61
LIABILITIES				
WARRANTS PAYABLE	\$ 1,232.82	\$ 5,959.20	\$ 18,614.46	\$ 25,806.48
DEFERRED REVENUE	\$ 161,682.93	\$ 180,944.40	\$ 69,587.45	\$ 412,214.78
TOTAL LIABILITIES	\$ 162,915.75	\$ 186,903.60	\$ 88,201.91	\$ 438,021.26
FUND EQUITY				
RESERVED FOR:				
ENCUMBRANCE	\$ 15,752.94	\$ 124,857.11	\$ 999.78	\$ 141,609.83
EXPENDITURES	\$ 36,729.00	\$ 38,029.00	\$ 35,128.00	\$ 109,886.00
APPROPRIATION				
UNRESERVED	\$ 424,620.00	\$ 525,570.33	\$ 716,830.19	\$ 1,667,020.52
TOTAL FUND EQUITY	\$ 477,101.94	\$ 688,456.44	\$ 752,957.97	\$ 1,918,516.35
TOTAL LIABILITIES AND FUND EQUITY	\$ 640,017.69	\$ 875,360.04	\$ 841,159.88	\$ 2,356,537.61
PROOF	\$ -	\$ -	\$ -	\$ -

Town of Millis
Combining Balance Sheet
All Trust and Agency Funds
June 31, 2022

	TRUST FUND	AGENCY FUND	TOTALS
ASSETS			
INVESTED CASH	\$ 2,348,713.94	\$ 321,589.40	\$ 2,670,303.34
TOTAL ASSETS	<u>\$ 2,348,713.94</u>	<u>\$ 321,589.40</u>	<u>\$ 2,670,303.34</u>
LIABILITIES			
WARRANTS PAYABLE		\$ -	\$ -
MISCELLANEOUS LIABILITIES	\$ -	\$ 878.00	\$ 878.00
PERFORMANCE BONDS			\$ -
FISH & GAME			\$ -
TOTAL LIABILITIES	<u>\$ -</u>	<u>\$ 878.00</u>	<u>\$ 878.00</u>
FUND EQUITY			
RESERVED			
EXPENDITURES	\$ 332.00	\$ -	\$ 332.00
UNRESERVED			
DESIGNATED			
OTHER PURPOSES	\$ 2,348,381.94	\$ 320,711.40	\$ 2,669,093.34
TOTAL FUND EQUITY	<u>\$ 2,348,713.94</u>	<u>\$ 320,711.40</u>	<u>\$ 2,669,425.34</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 2,348,713.94</u>	<u>\$ 321,589.40</u>	<u>\$ 2,670,303.34</u>
PROOF	\$ -	\$ -	\$ -

MILLIS FIRE RESCUE DEPARTMENT 2022 ANNUAL REPORT



Mission Statement: The mission of the Millis Fire Rescue department is to minimize the loss of life and property resulting from fire, medical emergencies and other disasters through prevention, preparedness, and response. The Fire Rescue department will strive for excellence in the performance of duty and service to the community and the customers it serves. The department is committed to find better ways to protect the lives and property of its citizens from fire and other disasters and is dedicated to work together for the betterment of our community.

Chief's Message:

On behalf of the entire Fire Department, I would like to thank the residents of Millis for their continued support. One of the most important core values of our firefighter's, is the relationship that we have built with the community as we work to build our department to better serve and protect you and prevent fires and other emergencies as well as respond with efficiency and expertise when an emergency does occur. I would like to thank the men and women of the Fire Rescue department for their dedication to serving Millis.

As the Fire Chief, I appreciate the time and cooperation of the Select Board, Town Administrator, Finance Director, and fellow department heads. I also value the commitment and discussion with the many residents that I interact with on the numerous boards and committees. The high level of community involvement is an asset in assessing the needs of our residents and working cooperatively to find the best solutions.

Our commitment to provide an exceptional service to our community was on display this past year. I continue to be amazed at the high level of commitment shown by members of our department as they continue to work and look for ways, we can complete our department's mission of Prevent and Protect from Harm. Our members have shown themselves to be dedicated and resilient and continue to look for improvements in all areas of the department both emergency and nonemergency alike.

Retirements:

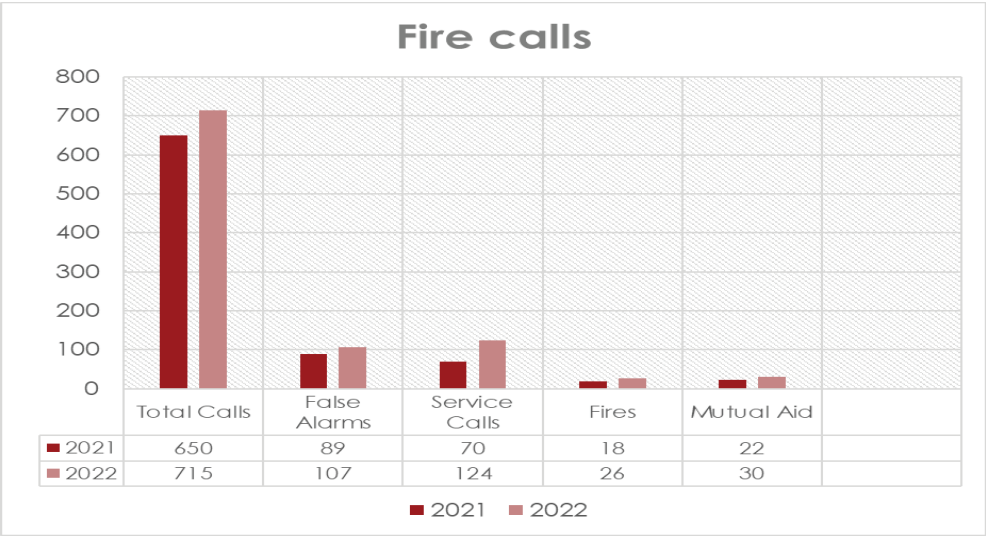
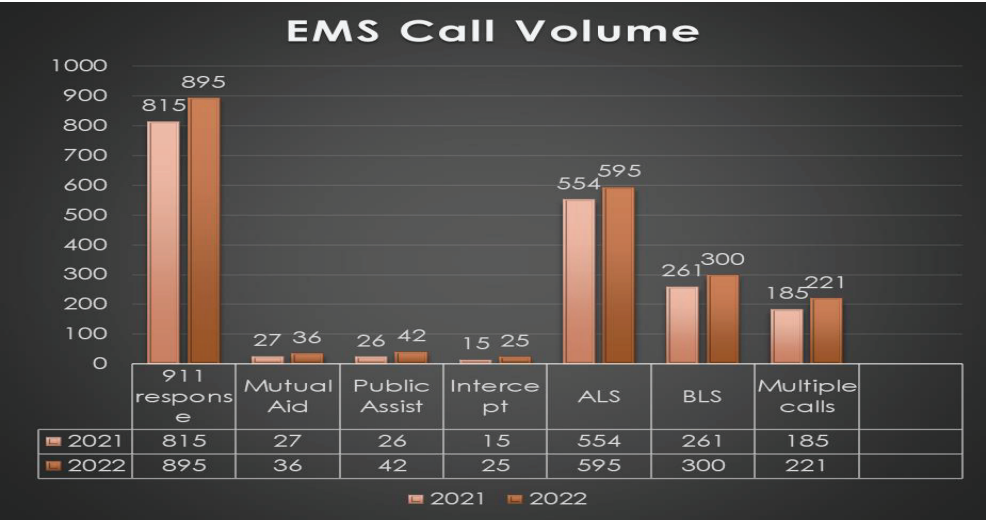
In 2022 the department had 2 members retire after over 20 years of service. I would like to thank FF/EMT John Alger and Firefighter Manny Goes for their service to their community and their dedication to this department.

Department Growth:

The Fire Rescue Department continues to grow as does our community and we will continue to ensure that we have the adequate staff to handle any emergencies that we may encounter. We have seen our department transition from an all On Call fire department to a Full-time department with adequate staffing. We still hire, promote, and educate our On Call firefighters and have the unique ability to hire our on-call members to our fulltime staff. All this growth has been necessary, and its importance has been shown multiple times since these changes were made. We could not have done this without the support of our boards, committees, and residents.

Department Call Volume:

In 2022 we continue to see an increase in our call volume, this is a direct reflection of the town’s growth, there are many residential projects that have or are being constructed that will have a large impact on our call volume. Our ability to staff a Second Ambulance has allowed our department to better serve our community and more available to assist our mutual aid partners. We respond to Medway, Norfolk, Medfield mutual aid and provide ALS intercept to Sherborn and Holliston. In 2022 we had 886 Fire Department responses as well as 895 Medical Responses for a total call volume of 1,781 calls for service.



These calls for service were handled by our 16 Fulltime Firefighter/EMT's and 12 On Call Firefighter/EMT's. Our 4 on duty personnel handle the first emergency and then recall and off duty members are called in to staff additional apparatus/ambulance as needed. Their dedication allows the department to handle all emergencies without relying heavily on our mutual aid partners.

Fire Chief- Richard Barrett
Deputy Chief- Andy Hladick

Group A	Group B	Group C	Group D
Lt. Chuck Bishop	Lt. Bill Schulz	Lt. Rob Conrad	Lt. Mike Scotland
FF/P Brian Polimeno	FF/P Steve Tyner	FF/P Cam Wenzel	FF/P Jason Kelley
FF/P Jason Wilson	FF/P Joe Sullivan	FF/P Alan Wallace	FF/P Will SantaFe
FF/P Chris Emswiler	FF/B Paul Shaw	FF/B Matt Hendon	FF/B Brandon Greene
On Call Members			
FF/EMT Kyle Lopez	FF Luke Perkins	FF/EMT Matt Donovan	FF/EMT Denis Lenehan
FF/EMT Andrew O'Reilly	FF Sean Merrier	FF/EMT Ryan Deasy	FF/EMT Nick Cutone
FF/EMT Tim Smith	FF/EMT Bret Mathews		FF Kyle Mee

Community outreach

The Fire Rescue Department continues to work with the community in many areas. With funds received from a grant for our SAFE & Senior fire safety programs, members of the department were able to educate our students in town from grades Pre-K to 5th grade on fire safety. Additionally, a program was started with our Council on aging to educate our Senior population on fire safety in their homes. Both programs were received with a great response and involvement from the community.

With newer instructors the department was able to offer several CPR classes and programs to the community. We worked closely with our residents at The Glen and were able to educate and train many of their residents.

Moving forward in 2023 we will continue to offer these programs and grow them. Education is so important, and we can reduce deaths and injuries from fire as well as the importance of bystander CPR. I am grateful to our members who dedicate countless hours to educate our community.

In closing I would just like to say how proud I am to work in such a great community with great departments, employees, and dedicated personnel. I look forward to our town's future as well as our departments.

Respectfully Submitted,

Richard Barrett
Fire Chief

The Millis Historical Commission

2022 Annual Report

The Millis Historical Commission is a municipal agency of town government. The six members of the Millis Historical Commission, and additional associate members are volunteers that are appointed by the Selectboard. Members serve as local preservation advocates and as an important resource for the and planning of the town's historic assets. They also work closely with the Massachusetts Historical Commission. Members include:

Commission Members:

Nathan Maltinsky – Chairman Mitch Bobinski, Joanne Gannon, Jacqueline Graci, Marc Prufer

Associate Members: Charlie Vecchi, Carolyn Mc Niff, Scott Fuzy, Dennis Anderson, Larry Giargiari, Robert Ruggeri, Rusty Cushman

Hose reel:

The commission was able to obtain a hose reel that would accompany the Niagara Hand tub. Through the network of hand tub enthusiasts, we were able to travel to New Hampshire to retrieve a hose reel that was almost identical to the original hose reel the town once previously owned. The hose reel is in very good condition and is being restored to its original beauty by commission members Charlie Vecchi & Mitch Bobinski.

Santa Parade:

The commission participated in the Santa parade this December. In toe was the Niagara hand tub the hose reel, to add authenticity to the parade we lit the lanterns on the Niagara and hand lanterns to show the way down Main street I Millis. The parade was well attended by many Millis citizens of young and old on a cool December evening.

Niagara Coffee Haus:

The Niagara Coffee Haus made its debut in 2022 upstairs at Niagara. The idea was a meeting of minds with the Millis Cultural Council and the Friends of Niagara, in cooperation with the Commission to create a monthly concert series. Funding for the shows was generated from cultural council funds and ticket sales from each show. The concert series was the idea of Rob Zammarchi who booked all the talent for the inaugural season. All of the 11 shows were well attended by area residents, and we are looking forward to another exciting series next year.

**MILLIS HOUSING AUTHORITY
310 EXCHANGE STREET
MILLIS, MA 02054
308-376-8181**

Contact: Candace Avery, Executive Director, PHM, MPHA, MCPPO
Address: 310 Exchange Street
Phone: 508-376-8181
Fax: 508-376-6040
Hours: Monday-Thursday 8:30am until 4:30pm. Hours may vary for meeting commitments

Board Members:

Name	Term Expires
Carol Baker – Chairwoman	Exp. 2023
Carol Mushnick –Treasurer	Exp. 2024
Mary-Ellen D'Espinosa	Exp. 2025
Scott Fuzy – Resident Member	Exp. 2026
Administrative Assistant: Shirley Bliss	

Maintenance Supervisor: John Milani
Maintenance Assistant: Samuel Tarnell

MHA Property: SMOKE FREE

The Millis Housing Authority is State owned Public Housing that provides affordable units to the Elderly/Disabled, and Low Income Family population, with a preference for all Millis Residents and Veterans. The MHA manages 73 units of State Aided Elderly/Disabled housing located at 310 Exchange Street and 411 Union Street. We also manage 10 State Aided family units located on Daniels Street. The Housing Authority manages 9 MRVP vouchers, and has 21 Section 8 vouchers that are currently administered by the Dedham Housing Authority.

Capital Improvements:

The Millis Housing Authority has completed major projects year to ensure the safety and the integrity of the property.

Through the support of the Millis Preservation Committee we were able to preserve the exterior of the buildings of our family dwelling units. The CPC funding allowed us to install all new exterior siding and windows, as well as preserve the main structure of the building. The result of this project is beautiful and has assisted in weatherizing the building, which in turn is helping to decrease the cost of the heating bills for the families residing there.

Through Capital Funding from the State the retaining wall was replaced, the front exterior stairwells rebuilt, and the parking lot repaved at the family units located on Daniels Street. The Millis Housing Authority has completed an energy audit of our entire portfolio, during which all new energy efficient light bulbs, fixtures, and thermostats were installed in the units and common areas. Advantage Weatherization tested for drafts and weatherized any compromised areas, and with the assistance of ABCD replaced windows that had reached their life-end at our Elderly/Disabled properties located on Kennedy and King Terrace.

The Millis Housing Authority replaced the roofs of buildings 2,3,4,and 5 on King Terrace through Capital Plan Funding. All roofs for Kennedy Terrace will be replaced this year as well. We have also installed all new bathroom vanities and worked with Verizon to bring in new fiber optic lines.

The Millis Housing Authority partnered again with ABCD to install all new insulation in all of the buildings within our portfolio and also install all new energy efficient heat/A/C Mini Split units to each resident apartment.

Through our Capital Project Program we finished the roof replacement of the Kennedy Terrace roofs, repaved the parking lot located at 310 Exchange Street, Installed all new energy efficient water heaters, and upgraded to a new fire alarm system.

During the challenging times of Covid we disinfected our properties on a daily basis for resident safety, and we contracted with a private company to deep clean all common areas and the Community Room. The Staff of the MHA has implemented virtual programs to socialize and interact with residents to help prevent feelings of isolation. We also worked with the Millis Fire Department and Board of Health to obtain and administer COVID vaccinations to all property residents. The MHA was able to donate un-used vaccine doses to those in need within town.

We continually strive to preserve our units in order to provide safe, healthy, and affordable living for our residents.

Special Events and People Noted with Sincere Appreciation:

- To the Millis Community Preservation Committee for working hand in-hand with the Millis Housing Authority by awarding us with the funding that has allowed us to preserve the Family units and continue to provide safe, health, affordable housing for the town of Millis.
- The Millis Fire Department and EMT's, for helping our residents in time of need- especially throughout this COVID period. A special thank you for going above and beyond by setting up vaccine clinics on the property and administering vaccine doses to all in need. Also, a special thanks for taking the time to do presentations on safety for the residents of our community.
- The Millis Police Department for continuous concern, attention and response to the needs of the Authority and its residents. Also for your dedication to providing events for our elderly/non-elderly disabled residents.
- The Council on Aging, SHINE program, VNA, Hessco, Tri-Valley, the Food Pantry, the Millis Discretionary Fund, and the Board of Health for assisting residents.
- The Santa Foundation, run by Sullivan Associates, who generously donate and provide our families with gifts for their children during the holidays.
- Roche Bros. for all of the donations that they continue to contribute towards the success of events that are held by the Millis Housing Authority for its residents.
- To Volunteers who donated their time towards helping beautify our property and participated in doing things to let our residents know they are thought of during this difficult time, and the COA for the food delivery and efforts during Covid to help residents from feeling isolated.
- To Sheriff Bellotti's office and the Triad program for providing presentations for our resident for their safety during emergency situations.
- To the local cable station for filming our events and highlighting the importance of housing within our community.
- Millis Resident Judy O'Gara for working through the grant process and the town to provide music events and a Walking path for the MHA and town residents to enjoy.

With the support of the Millis Community and our Commissioners, the Millis Housing Authority continues to be a safe, affordable, wonderful place for our residents to live. With resident and community support to keep Public Housing local, we will continue to be here for the residents when they need our assistance.

Information Technology Staff: Jim Donovan, Director of Information Technology

Department Description

The Millis Information Technology Department (IT) facilitates the continued improvement of systems, processes and communicate best practices to be employed by town employees. The department is responsible for ensuring the highest quality of technology practicable including, but not limited to:

- Review and assessment of technology in use (physical and software resources)
- Coordinate and/or advise on technology related consultants and providers
- Network administration, security and maintenance
- Support and distribution of physical technology assets
- Facilitation of secure access to data
- Identification of cost-efficient technologies and processes that may recommended to the Town Administration for implementation
- Compliance and documentation (Regulatory, procedures, etc.)
- Training coordination (Cyber Security, software, etc.)
- Funding opportunities (grants, capital requests)
- Remote access for employees
- Upgrading/replacement of aging and obsolete equipment such as PCs, servers, printers, network data switches, etc.
- Support of technology hardware, software, services, and systems for Town Departments, including Public Safety

The IT Department prime objective is to implement core technologies that allow Millis to operate effectively and provide efficient and secure technology solutions that maintain flexibility with regards to capacity growth.

IT Department Activity

Millis continues to pursue our commitment to cloud based/hosted solutions for ease of access, resiliency, security, business continuity, disaster recovery and client services. There are several projects that are aimed at realizing our technology objectives and achieving a more resilient infrastructure including:

Town Building Fiber Connection

The purpose of the project is to increase fiber connection between municipal buildings. Fiber connection is only currently installed from the Town Hall to the Police Department. The project will add connections to the Library, Fire Department, DPW and a Pump Station. The project will require installation of fiber cable, switches and professional services for configuration of switches and programming of connected equipment.

The challenges this project will address include:

- Monitor remote accessory buildings
- Support cyber security fortification
- Facilitate reliable testing and maintenance systems
- Provide the ability to adapt quickly to network changes and stay resilient

Website Update and E-Permit/Licensing

With an improved website and increased online capabilities via permitting, we will be able to serve the public with increased efficiency and empower the public to obtain important information with greater ease.

Benefits of an updated website and online permitting/licensing include:

- Increased accessible, applicable, and accurate content
- Improve user search results
- Support social media engagement
- Improve vital information dissemination (severe weather, road closures, etc.)
- Improving process efficiency and consistency
- Added reporting and tracking capability
- Workflow management
- Transparency
- Expanded inter-department communication

Cyber Security Training

Cybersecurity is as a growing concern for small and large communities alike. Municipal networks are often perceived as soft targets, frequently underfunded and unprepared. Millis continues to maintain and strengthen our commitment to bolster cybersecurity standards and practices to protect infrastructure through critical assessment of risk and regular education and training. An example of steps being undertaken to secure sensitive data and prevent disruptive attacks is our participation in the Executive Office of Technology Services and Security (EOTSS) program where town employees acquire necessary skills to protect digital assets and information against cyberattack threats. It is fortunate that to date, we have not experienced a breach; however, education about potential threats and the tactics of cybercriminals is a fundamental tenant of our strategy to address cybersecurity.

Respectfully Submitted,

Jim Donovan

Director, Information Technology

2022 was a year that we all experienced a return to normal in many ways. For the first full year since 2019, the Millis Public Library was able to offer the complete range of in-person services including programs and events for all ages, computer and technology access, meeting and study spaces, full access to physical collections, and face-to-face assistance from our dedicated and knowledgeable staff.

In late January 2022, the Library secured temporary funding to begin offering Thursday and Friday evening hours, expanding access to in-person services from 4pm to 8pm on these two evenings. Library staff has gotten a great deal of positive feedback from the community on the addition of these hours and we have seen significant usage as well. From late January through December 2022, we saw a total of over 5,200 visitors during the hours of 4-8pm on Thursday and Friday evenings. On Thursday evenings during that time period, there were 61 visitors on average after 4pm and on Fridays an average of 51 visitors. Total visits to the Library in 2022 were over 53,000, an average of over 1,000 per week.

With this increase in visitors, we also saw greater use of Library meeting and study spaces, as well as in-house technology. Meeting and study rooms were used a total of 1,444 times during 2022, an average of 120 times per month. Many people also took advantage of the Library's free wifi and desktop/laptop computing, with a total of over 37,000 sessions.

The funding for Thursday and Friday evening hours allowed us to bring on a new part-time staff member, who has focused on expanding services to teens in the community. This Teen Services Assistant, who stepped into the role in late January 2022, planned and led 16 events and programs for this age group during expanded hours and had 164 teens attend. In addition, we held 50 other programs for kids, adults, and all ages during these two evenings, with total attendance of 1,290 people.

In general, we saw a strong return to in-person programming, especially for children's programs. We also continued to offer a selection of virtual programs for adults who prefer that option. During the course of the year we held 464 programs (43% more than in 2021), with total program attendance of 8,279. This is an average attendance of 18 people per program, up from 14 per program the previous year. Programs this year included many perennial favorites including storytimes, storytelling programs, STEAM programs, and toddler dance classes for young children; a Battle of the Books, arts and crafts programs such as Make-it Mondays, and Girls Who Code Club for older kids and teens; and author events, arts programs, technology tutorials, and multiple book clubs for adults.

The Library once again hosted an annual "Millis Reads" program, which focused on Mental Wellness and featured a variety of book titles for different ages. Program tie-ins included book discussions, Zentangle and aromatherapy workshops for adults, "Feel Good Friday" movie screenings, gratitude journaling, a Spring Social, and many more. New recurring programs in 2022 included a monthly board game night for adults and "Middle School Friday" programs.

Circulation counts also made a comeback this year, surpassing pre-pandemic levels. Total circulation of physical items (books, DVDs, books on CD, music CDs, magazines, tools & technology, other unusual items) totaled 126,599 in 2022, a 27% increase from 2021. Circulation is at an all time high, in contrast to many libraries in the area, who are seeing downward trends in their circulation totals. Demand for e-books, e-audiobooks, digital magazines, video also continued to grow, with over 19,000 checkouts of downloadable materials. This is a 15% increase from 2021. Use of other Millis eLibrary resources

(including Freegal, Mango Languages, Consumer Reports, LinkedIn Learning, and Niche Academy) also continued to be high with 11,626.

This year, we welcomed two new On-Call Library Assistants, Terri Wickham and Libby Goodreau, and one Page, Abigail Kaye. On-Call Library Assistant, Fatima Neville, was promoted to Teen Services Assistant. Thank you to the Library staff mentioned above as well as to Susan Alison, Rebecca Appelbaum, Kim Borst, Donna Brooks, Mary Carney-Philips, Esther Davis, Karen Mortimer, and Rachel Silverman. After a challenging couple of years, Library staff have continued to prioritize a high level of service and maintain creative effort in their various roles.

I would also like to thank the many volunteers who are involved with the Library in different roles. This includes the Friends of the Millis Public Library, whose fundraising efforts make it possible for us to provide a wide variety of free and engaging programs to the community. This year, they were able to resume their full-scale book sales and also hosted the second annual “A Novel Occasion” fundraiser, a live, virtual author event. The Friends are always looking for new members who want to take an active role, whether that is attending monthly meetings to share ideas, volunteering at an event, or joining a committee to plan fundraising initiatives. Email friendsofmillispubliclibrary@gmail.com or visit www.millislibrary.org/friends to learn more!

The Board of Library Trustees are also vital to the continued growth and positive development of the Library. They volunteer their time to ensure the Library is fulfilling its mission, moving towards meeting strategic goals, and using resources in the most effective ways possible. Thank you to Jennifer Farrar, Laura Satta, and our newest Trustee, Tricia Berube! I would also like to extend a special thank you to Wendy Barry, who stepped down this year after nine years of service as Library Trustee. Wendy served as Trustee Chair for six years and, under her dedicated leadership, the Board and the Library were able to accomplish a great deal.

And of course a huge thank you to all our Library patrons and community supporters for a wonderful year at the Library! Please reach out and let us know how we can best support you in the upcoming year. Email contact@millislibrary.org with any comments or suggestions.

Respectfully submitted,

Kim Tolson

Annual Report Calendar Year 2022
Millis Public Library Board of Trustees

2022 was a year of changes for the Millis Public Library (the “Library”) and the Board of Trustees. Together with the Town and the world beyond, we substantially pivoted back to business as usual with the decline of the Covid-19 Global Pandemic. The Library Staff remained flexible and nimble in meeting patron needs as we safely transitioned from remote to more in person programming. This journey back to normalcy was not linear and under the Director’s leadership the Library remained vigilant and reactive to health trends, engaging with the Millis Board of Health and the Town Administrator to consider safety guidance and mandates and proceeded accordingly.

The Board of Trustees welcomed a newly elected member, Tricia Berube. We are excited to have her come on board, bringing new energy, new ideas and professional acumen to our institution. 2022 was the end of tenure of Wendy Barry, former Library Board Chairperson for six years and Trustee for over nine years. We would like to formally acknowledge Ms. Barry’s efforts over the years and thank her for the dedication, expertise, and enthusiasm she brought to the role. Ms. Barry was integral to the early decision making for the new Library building in 2013. She led the search to hire two successive Library Directors over the course of her service. She instituted a formal annual review process, instated job descriptions, updated Library policies and was pivotal in Director contract negotiations. We look forward to her continued involvement as a patron and friend.

We are pleased to have been able to expand out Library hours and teen services in 2022 as a result of Marijuana Impact Funding. The Funds enabled the Library to hire a 16-hour-per-week Library Assistant who has been focusing on increasing quality recreational, social, and educational programming opportunities to youth in Millis and whose presence on the staff has allowed us to offer extended hours on Thursday and Friday evenings. We have seen great results from this change and received much positive feedback from patrons. Community members of all ages have been able to access not only programs but meeting and study spaces, complete Library collections, technology and internet access, and staff assistance during these expanded hours.

The Trustees were able to perform an independent, third-party facilities assessment this year after years of planning. Through careful budgeting over several years, the Trustees saved enough from State funding to commission said assessment. The assessment firm evaluated the Library and the campus for maintenance and improvements. The Trustees were very pleased with the extensive evaluation and report received. The assessment was very thorough and prioritized recommendations for preventative care and repairs to ensure the longevity of the structure for maximum benefit for the Town. The Trustees will coordinate with the Town and State Legislature to pursue funding for high priority items. The Trustees would like to thank Senator Rebecca Rausch for securing funding in the State Budget to partially replace the defunct lighting system in the building.

The Library continues in its mission to inspire lifelong learning and build community by providing a safe, welcoming space where community members of all ages can freely access

materials, technology, information services and programs that engage the imagination, foster literacy, inspire intellectual curiosity and broaden cultural perspectives. Please consider getting involved in our Library community. We have opportunities for volunteers both inside and outside for activities such as book sales and garden maintenance. Please follow us at www.facebook.com/millislibrary or visit millislibrary.org and sign up the email newsletter. If you are interested in learning more about Millis Reads, a year-long community reading event with companion programming for all ages in partnership with the Millis Public Schools, follow us at www.facebook.com/millisreads.

The Trustees would like to formally thank the Director, the Children's Librarian, the Library Staff, Library Volunteers and the Friends of the Millis Public Library for their efforts over the past year. Their teamwork, literary enthusiasm, and welcoming attitude towards regulars and newcomers alike inspires us to do our utmost in fulfilling our Trustee duties. It is a pleasure to be a part of this cohort.

Respectfully submitted,
Jennifer White Farrar, Chairperson
Laura K. Satta, Secretary
Tricia Berube, Trustee



Millis Local Emergency Planning Committee

On behalf of all the members of the Local Emergency Planning Committee I submit the Annual report for 2022. The Local Emergency Planning Committee is an agency at the local, tribal, state, national or international level that holds responsibility of comprehensively planning for and responding to and recovering from all manner of disasters, whether man-made or natural. The LEPC is comprised of members of the Fire Department, Police Department, Department of Public Works, School Department, Transportation and Board of Health.

In 2022 the LEPC worked closely with our regional emergency planning committee (REPC) to prepare, assist, and educate members on the needs of our residents. Our committee will continue to grow, educate, and prepare for all future emergencies.

This year the REPC provided local communities with Hazard Material Tracking and documenting software. This software helps our community track the amount of hazard materials stored in business' in our town. The LEPC will work with our Board of Health to ensure that all business' report in a timely manner.

This office manages all grants awarded to the Town by the Federal Emergency Management Agency (FEMA) and the Massachusetts Emergency Management Agency (MEMA).

In closing I would like to thank the members of the committee for always being supportive and striving to ensure Millis is safe. I look forward to serving as your Local Emergency Planning Director.

Respectfully,

Richard Barrett, Director

Members:

Chief Chris Soffayer-Police	James McKay- DPW Director
John McVeigh- Board of Health	Erin Underhill- Selectboard Representative
John Engler- School Department	Sandra Labarge- Transportation Director
Mike Guzinski- Town Administrator	Matt Fuller- Board of Health

Millis MBTA 3A Advisory Committee

The Millis MBTA 3A Advisory Committee's mission is to propose to the Town Meeting a 40A/3A compliant bylaw that will enhance Millis's economic development, public safety and health, education, and environment. To that end the Committee is working with the consulting services of the Metropolitan Area Planning Council to research and bring information to the Town's residents.

The state's 40A/3A MBTA Multi-Family Housing Rezoning legislation was passed in 2021. It requires the 175 cities and towns within the MBTA service area to adopt a zoning bylaw that would create a district where housing can be built, by right, at a density of 15 units per acre. According to the law's requirements, Millis is considered an "adjacent" community and would provide the capacity for 750 units of housing on at least fifty acres.

Ann

The Committee was formed through a motion of the Millis Select Board in October 2022. Nine members were appointed by the Board. The membership includes residents from Millis as well as local business representatives.

Through the end of the year, the Committee has held two meetings. Meetings are open to the public and are broadcast live on Millis Community Media. The Committee will host two town-wide events to gather information and insight from Millis residents and to impart valuable information about the 40A/3A legislation before the Town Meeting acts on the proposed bylaw.

Respectfully submitted:

Jodie Garzon, Chair

Nicole Riley

Richard Barrett

Wayne Carlson

Craig Schultze

Owen Salerno

Madeline Yusna

Jeffrey Germagian

Dan Merrikin

PROCLAMATION

Whereas, Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Over two dozen cities and towns claim to be the birthplace of Memorial Day. While Waterloo N.Y. was officially declared the birthplace of Memorial Day by President Lyndon Johnson in May 1966, it's difficult to prove conclusively the origins of the day.

Whereas, regardless of the exact date or location of its origins, one thing is clear – Memorial Day was borne out of the Civil War and a desire to honor our dead. It was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed. The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle.

Now, Therefore, Be It Resolved that the Millis Select Board do hereby proclaim Monday, the 30th day of May 2022 as Memorial Day in the Town of Millis, and urge all citizens of this community to join us in support of Memorial Day.

Respectfully,


Erin T. Underhill, Chair


Craig W. Schultze, Vice Chair


Ellen Rosenfeld, Clerk



MILLIS

2022 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	7 samples submitted, with 0 isolations in 2022
Requests for service:	222

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	12 culverts
Drainage ditches checked/hand cleaned	75 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	0

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications	(April)	87.6 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		8.3 acres
Abandoned/unopened pool or other manmade structures treated		0 briquets

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks	4,439 acres
---	-------------

Respectfully submitted,

David A. Lawson, Director

**Norfolk County Registry of Deeds
2022 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026**

As the impact of the Covid-19 pandemic lessened in 2022, the Norfolk Registry of Deeds was able to fully resume normal operations and increase its community outreach efforts. I am particularly proud of our staff, who worked diligently throughout the pandemic and enabled the Registry to remain open and operational for the recording of land documents every work day from the onset of the pandemic in 2020.

The year 2022 saw some changes in the Registry's operations, some positive, some not. Despite the increase in the Registry's reliance on its information technology structure due to, among other things, a marked increase in the electronic filing of documents, the Norfolk County Commissioners decided to consolidate the Registry IT staff with the County and eliminate the direct report, on-site Registry IT Department.

I greatly appreciate the voices and efforts of so many attorneys, real estate brokers, assessors, engineers, trade organizations, and just regular citizens, many from Millis, who were concerned about the title to their homes in trying to keep the Registry IT Department as it had been for over 35 years. You have to accept decisions and I and my Registry senior staff are cooperating with the County to envision a plan that will not negatively impact Registry operations and services due to the elimination of its on-site direct report to the Register, a Registry IT staff.

The Registry operates under my supervision and management as the elected Register. I have held the position since 2002. In continuous operation for nearly two hundred and twenty-four years, dating back to President George Washington's administration, the Registry's mission has remained the same: to maintain and provide for accurate, reliable, and accessible land records to all residents and businesses of Norfolk County. The modernization initiatives implemented during my administration have created a sound business operation oriented toward quality customer service at the Norfolk Registry of Deeds.

2022 Norfolk County Registry of Deeds Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday, between the hours of 8:30AM to 4:30PM.
- In calendar year 2022, ***the Registry collected approximately \$67.3 million dollars in revenue.*** Out of that money, more than \$57.4 million was apportioned to the Commonwealth and more than \$9.9 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. There was collected \$5,635,350 pursuant to the Community Preservation Act (CPA).
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2023, we will continue to advocate for filed legislation that accomplish mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds in a timely manner.
- This year saw a record number of electronic recording filers, ***approximately 2,600.*** The Registry recorded more than ***83,000 documents electronically,*** accounting for nearly 80% of all recorded land records.

- Norfolk Registry of Deeds was the first registry in Massachusetts to electronically record registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. Initially, the percentage of registered land documents recorded electronically was 15%. The percentage of registered land documents recorded via electronic recording has now grown to over 70%.
- In 2022, we shelved Registry of Deeds Book 40401. At the end of 2022, we were processing the documents for Book 41000. These books house land records dating back to 1793 and are available for public research. For the sake of security and redundancy, we store our documents in three different ways: hard copy, electronically, and by microfiche.
- In calendar year 2022, the Registry processed over 11,200 Homestead applications. The law, Mass General Law Chapter 188, provides limited protection of one's primary residence against unsecured creditor claims.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors, and leaders in their fields of education, the environment, and the law.
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. Nearly 2,000 Norfolk County residents have signed up for this free service. For more information, please see our website at: www.norfolkdeeds.org.
- The Registry was able to fully resume its various community outreach programs. In 2022 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System and InnerCity Weightlifting with our 'Suits for Success' program, and with the New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. Our Annual Holiday Food Drive continues to support several food pantries in Norfolk County and our Christmas Toys for Tots campaign in partnership with the United States Marine Corps. was again a success.

Millis Real Estate Activity Report January 1, 2022 – December 31, 2022

During 2022, **Millis** real estate activity saw a decrease in both total sales volume and average sales price.

There was a significant decrease in the number of documents recorded at the Norfolk County Registry of Deeds for **Millis** in 2022; a decrease of 782 documents from 2,853 to 2,071.

The total volume of real estate sales in **Millis** during 2022 was \$150,139,971, a 16% decrease from 2021. Additionally, the average sale price of homes and commercial property was down 4% in **Millis**. The average sale price was \$667,289.

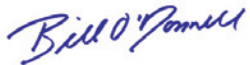
The number of mortgages recorded (366) on **Millis** properties in 2022 was down 48% from the previous year. Also, total mortgage indebtedness decreased 26% to \$199,197,091 during the same period.

There were no foreclosure deeds filed in **Millis** during 2022, the same number recorded the previous year. However, the total number of notices to foreclose was 4, up 100% from last year.

Homestead activity decreased by 6% in **Millis** during 2022, with 248 homesteads filed compared to 265 in 2021.

Finally, our objective at the Registry will always be to maintain, secure, accurate, and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



2022 REPORT OF THE OAK GROVE FARM COMMISSION

Oak Grove Farm consists of 108 acres that includes athletic fields, a playground, a garden area and connecting fields and trails. Oak Grove Farm continues to be a place for residents' enjoyment; whether to walk, explore or enjoy nature. It provides areas for many recreational activities; for children to practice their athletic skills, explore nature, cross country ski, walk or run the back trails or play at the playground. The Oak Grove Farm Commission's (OGFC) responsibility remains the same throughout the years - continue to improve and maintain all areas of the farm so it may be safely enjoyed by all. We supplement our yearly budget of \$6000. with fees collected through permitting of Oak Grove Farm usage. However, there may be certain usages when fees are waived.

The construction of the renovation of the playground area was started and completed in June 2022 by JAM Corporation. All new drainage was installed, the base footing was redone with fabric and stone and a final layer of fiber chips. All new border timbers for the playground were installed. An ADA/ handicap walkway was established from the parking area to the playground. Two older picnic tables were repaired and two new picnic tables were purchased to increase the number to four. A communication board was also installed at the Oak Grove Farm Playground. This board is used by individuals who may be non-verbal or find communicating with language challenging. The board is a grant from the Doug Flutie Jr. Foundation for Autism. The Children's Garden was then renovated extensively by members of the OGFC. This included pruning, weeding, thinning out of overgrown perennials and lastly mulch. The walking paths throughout were edged and new stone dust was added. All of these renovations vastly improved the safety and appearance of both areas.

Organized activities at Oak Grove Farm for the year 2022 included the following usage; Millis youth soccer, Millis High School cross country meets, Sparhawk Academy soccer and baseball, a Millis Girl Scout encampment, a soccer camp, Mass Ref training and use for 5K charity events for Millis High School senior projects. In addition a charity event for the Bryce McCarthy Foundation from Millis was held at OGF.

This past year additional trees were planted to replace those lost to age. A large amount of brush clearing on the edges of the fields were completed. We are currently working on the following projects; a major renovation of the trails system, an aeration/ reseeding of a small soccer field and a possible renovation of a softball infield. OGF maintenance is usually completed through our members' volunteer work. However, some projects may need more specific skills, materials or equipment that require hiring contractors. The Millis DPW continues to mow the athletic fields and empty the trash receptacles. The Norfolk County workers worked on the grounds of Oak Grove with a member cleaning and clearing many areas. We thank both of these groups for their assistance and cooperation in maintaining the property.

Respectfully submitted,
Oak Grove Farm Commission

Permanent Building Committee

The Permanent Building Committee (PBC) has continued to work on the DPW project during the past year. The new Staff Building and the Vehicle Service Building have been completed and are in use. The final paving of the parking lot was completed in July of 2022. The one outstanding item (new generator) has been on order since last August and is expected to be delivered in August of 2023. Once this is installed, we can close out the project and will still be under budget.

The PBC has also been actively involved in conducting Focus Groups for town residents to discuss the new Senior Center options. Four groups were conducted and were well attended. The purpose of the Focus Groups was to provide substantial information about the options for the new Center, along with costs, and to solicit feedback from the attendees. Results were summarized and presentations followed to the Finance Committee and to the Select Board.

The Town Meeting article to fund a Millis Middle School/High School Feasibility Study was approved (to review the upcoming repair/equipment issues for the building). The School Building Committee, comprised of members of the PBC and the School Committee, have been tasked by the Select Board with managing this work. Work is ongoing.

A separate Town Meeting article appropriated funds for the stabilization of the Lansing Millis Train Station. Funds are included in a State budget bond bill to do these essential repairs to the building. Work will start once the funds have been received.

The PBC would like to acknowledge the contribution of our former Chair, Wayne Klocko. After 14 years, Wayne stepped down from the PBC, having worked on the new Library, Police Station, Fire Station renovation, the new Clyde Brown Elementary School and the DPW. He has been a very effective leader for the group and has brought his considerable skills to the planning and completion of these projects, delivering projects that will provide value to residents for years. Our thanks to him for his work.

Permanent Building Committee

Richard Nichols, Chair
Diane Jurmain, Vice Chair
John Larkin, Member
Jim McCaffrey, Member
Jeremy Stull, Member
Jim Duffy, Associate Member
John Proctor, Associate Member

2022 ANNUAL REPORT OF THE PLANNING BOARD

The Planning Board administers the division of land, subdivision control, and zoning in an effort to accommodate long-term growth, maintain the positive aspects, and work to mitigate or eliminate the negative aspects of land in Millis. The Board is charged with administering the State's Subdivision Control Law, the local zoning by-laws and the land subdivision rules and regulations. The Planning Board also makes recommendations to the Select Board on Zoning By-Law amendments. The Planning Board consists of five members and one associate member.

Throughout 2022, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, definitive subdivision approval applications; open space preservation developments; scenic road permits; earth removal permits, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The Planning Board was also involved with oversight for ongoing, larger projects in Town (ex. Regency at Glen Ellen; Acorn Place Senior Residential Community Development; Hickory Hills Subdivision; Emerson Place Subdivision; Rivendell Woods Subdivision; Department of Public Works treatment plant project). The highlights included a canopy and rooftop solar facility at 1073 Main Street for NextGrid, Inc., and completion of the McDonald's restaurant reconstruction. Hickory Hills Subdivision was completed and streets accepted by the Town at the November Town Meeting.

Numerous 81-P Plan applications (Subdivision Approval Not Required - "ANR") were reviewed and approved/endorsed by the Board.

Board recommendations approved at Town Meetings included an amendment to the Associate Member to the Planning Board Bylaw to allow them to not only vote on Special Permits, but Site Plans as well.

Sincere thanks go to Town Administrator, Michael Guzinski; the Select Board and office staff; Teresa Gonsalves, Assessor; the Town's Building Commissioner, Mike Giampietro; John McVeigh, Board of Health; Clerk Lisa Hardin and staff, Kathi Smith and Sue Vara; Fire Chief Barrett; Police Chief Soffayer; Madeline Yusna and all the fine workers of the Millis cable group, whose broadcast of our meetings continues to keep the residents of Millis informed; and, of course, the Board's most organized assistant, Camille Standley.

We especially want to thank all the residents who attend and participate in discussions at the Board meetings. We value and appreciate your comments.

Please visit our website for additional information including application forms, checklists, and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/planning-board>

Respectfully submitted,

Richard Nichols, Chair
Nicole Riley, Esq., Clerk
Alan Handel, Member
Joshua Guerrero, Member
Bodha B. Raut Chhetry, Member
George Yered, Associate Member
Camille Standley, Administrative Assistant

Millis Police Department 2022 Annual Report Mission Statement

The Mission of the Millis Police Department is to consistently find ways to promote, preserve, and deliver a sense of security, safety, and quality of life to the residents of Millis, and those that pass through. We believe law enforcement has certain values at its core. To fulfil our mission, we are committed to:

Acknowledge our responsibility to the residents of Millis, our source of authority. Performing our duties within the spirit and the letter of the laws and constitution. Remaining sensitive to human needs and treating each person with respect, compassion, and dignity. Approaching each situation as unique and responding creatively with empathy and prudent use of discretion. Promoting mutual trust between our department, and citizens and businesses of Millis.

DEPARTMENT DESCRIPTION

The essential function of the Millis Police Department is to provide safety and security to the community and its visitors. We accomplish this through a wide range of activities including uniformed patrol, investigative and administrative functions further detailed below.

ADMINISTRATION

We work with the staff, Town leaders, and other stakeholders to ensure the Department is properly staffed, equipped, trained, and prepared to perform at the highest level and provide the best possible service. One of the ways they accomplish this is by implementing and supporting numerous department programs, such as, K9 Unit, Motorcycle Unit, Bike Unit, School Resource Officer, Detective Unit, Firearms Training Unit and other departmental training. They also support the department's involvement in regional units to include the Metropolitan Law Enforcement Council's (METROLEC) Investigative Services Unit, Crisis Negotiation Unit, Motor Unit, and Special Weapons and Tactics (SWAT) Unit, and the DEA Task Force.



INVESTIGATIONS

The Investigators actively investigate past crime; they actively assess crime patterns to prevent crime; they actively assist and advocate for victims of crimes; they collect evidence and record data that will aid in the identification, apprehension, and prosecution of offenders, as well as the recovery of property.

PATROL

The Uniformed Patrol proactively patrols the community to deter crime; they actively respond to emergencies to stop crime and assist victims; they conduct thorough investigations of offenses and incidents within their area of assignment and scope of activity; they arrest criminals to safeguard our community.

COMMUNITY ENGAGEMENT

With a focus on the Strategic Plan Initiative of Community Outreach to Diverse Groups and Organizations, the Department’s Community Outreach continues its effort to reach everyone in our community.

- The Police Department has continued to offer the Millis Police Leadership Academy to the students within the community. The academy is a week-long summer camp that allows students to experience the various aspects of law enforcement. In addition, it promotes trust, teamwork, and respect.



- The Millis Police Department continues to support the Massachusetts Special Olympics Polar Plunge. Proceeds raised go to help provide year-round sports training and competition for athletes. Community support and involvement helps athletes achieve their goals, live healthier lives, and have a sense of inclusion in the community.

- We provide Violent Intruder Training to our schools, houses of worship, and residents. The program covers definitions and data, current trends, and best practices, how to react, understanding the human response, and survival. We offer these classes annually to the community.

Millis Police Department

- The Millis Police and Fire Department team up annually for our Toy Drive. The program is designed to assist families within our community. One hundred percent of the toys and gift cards received, go to families within Millis. The support and generosity from the community has been outstanding.



- P.A.W.S. Program (Police Activities with Students) is an exciting opportunity for Millis Public School Students to partner with the Millis Police Department. The program offers students a mentoring relationship that helps grow self-esteem, scholastic competency, and provides extra guidance and care for students. Students are paired up with Millis Police Officers and meet with their mentor once a week during lunch/recess at Clyde F. Brown Elementary.

- Our Community Impact Team was implemented to continue to build on the partnerships within the community. Our focus is on community policing events, trainings, informational sessions, and demonstrations. Offering such events will strengthen relationships by engaging will all groups, cultures, departments, and organizations. Our goal is to encourage reciprocal flow of information between stakeholders, citizens, and police.



STAFFING

The challenges police departments face in retaining and recruiting officers are daunting – a staffing crisis exacerbated by retirements and resignations, as well as high-profile incidents that have put policing under increased scrutiny. Fortunately, the Millis Police Department does not have a recruitment or retention problem. We have a dedicated group of officers that are committed to serving our residents.



RETIREMENTS

Officer Paul Adams completed his last shift in February 2022 and headed into a well-deserved retirement. Officer Adams served the residents of Millis for 32 years as a Public Safety Dispatcher, Patrol Officer, Firearms Licensing Officer, and Court Prosecutor. His devotion to the Millis Police Department and community will be missed.

CUSTODY STATISTICS

Protective Custodies	44
Assault & Battery Dangerous Weapon	6
Operating Motor Vehicle with a Suspended License	32
Warrant Arrests	36
Domestic Assault and Battery	41
Operating Under the Influence	19
Possession of Class A drug	4
Possession of Class E drug	7
Receiving Stolen Property	5

SUCCESES AND ACCOMPLISHMENTS

Peace Officer Standards and Training (POST): The department continues to work through the POST certification process and the requirements associated with it. All current Millis Police Officers that have been required to attain certification have done so. This will be a three-year process for initial certification followed by a yearly recertification process.

Town Clinician: The Millis Police Department proudly works cooperatively with our Town Clinician, Amy Leone. The Behavioral Health Intervention Program/ Co-Response is created to respond to police officers' concerns about calls involving people with mental illness and substance abuse in the community. Behavioral Health Intervention clinicians from Community Impact are trained to assist the police in responding to these calls, first, by helping to de-escalate individuals who present in psychiatric crises and second, by providing additional assistance with respect to assessment, referral, and placement. The Behavioral Health Intervention Program/ Co-Response provides Millis Police and Fire Departments immediate access to trained in-house clinicians for on-scene responses, follow up care and case consultation. By providing alternative disposition options for the Millis Police and Fire Departments, Behavioral Health Intervention Program/ Co-Response clinicians facilitate access to therapeutic placements for people with mental illness and substance abuse who are committing low level offenses versus an arrest. With input from a Behavioral Health Intervention Program/ Co-Response clinician, police no longer have to shoulder the burden of making decisions without all the relevant information or resources at their disposal. When the Community Impact staff co-responds to the scene, officers feel comfortable diverting from arrest, knowing that the individual will be receiving the appropriate treatment and support. By relieving the officer of the time spent unraveling complex psychiatric situations, they are free to return to patrol; responding to 911 and calls for service.

Professional Development: As always, we are committed to maintaining a high level of professional development. The list of specialty training courses that officers have attended is far too long to list. However, recognizing the need for continued professional development, our officers continue to make strides attending not only the required In-Service training, but also seeking additional opportunities to build their knowledge and skills in all aspects of law enforcement.

Millis Police Department

The MPTC has expressed its desire to move towards a more department-centered training for practical and scenario-based In-Service. Although officers would still attend yearly classroom In-Service as required, implementing a department based practical training module for this training will be extremely beneficial for the officers, department and town alike. This program will supplement our already established in-house firearms and Taser training programs.



Professional training of all personnel is a vital necessity in the law enforcement profession and is of paramount interest to the administration of the Millis Police Department. To keep up with the yearly changes in the law, court decisions, policies and procedures, and law enforcement initiatives, the department conducts its own 40-hour-in-service training program. In addition to outside subject matter experts, such as the subject matter experts in conflict resolution, stress management, de-escalation, and mental health to complement our medical training such as CPR/AED recertification, firearms requalification and defensive tactics training. The department regularly reviews the annual 40-hour training program to ensure that all officers receive the necessary ‘tools’ to do their job safely and effectively. It is the goal of the department to provide as much “in-house” training as possible. This allows us to tailor the curriculum to the needs of the community and the personnel who serve it.

Grants: Our grant writing team research and reviews grant solicitations regularly to help offset costs to our community for technology, equipment, staffing and overtime.

In FY2023 we’ve received a total of approximately \$120,000 in grant funding for various programs and equipment to include: Bullet Proof Vest Grant, the Municipal Road Safety Grant, 911 Training Grant, 911 Equipment Grant, Signs & Lines Grant, Stanton Grant, Vest A Dog Grant, and the Evidence Room Audit.

Officer Safety and Wellness: Law enforcement officers face all kinds of threats and stresses that have a direct impact on their safety and well-being. Building on last year’s focus on mental health, we will continue to find ways to make sure our officers are not only physically fit but mentally fit, as well.

In May of 2022, Officers participated in the Murph Challenge. Thousands of people take part in the “Murph” every year to honor LT. Michael P. Murphy (SEAL), a man who sacrificed everything he had for our freedom. The challenge was physically demanding, but worth each

Millis Police Department

minute of it. The Millis Police Association donated proceeds to the Michael Murphy Foundation.

Public safety service in general, and service as a police officer, can take a toll on an officer’s physical, mental and emotional well-being. The department has invested time and resources to make sure that our personnel have access to the best services. In the coming year, a focus will be placed on financial growth and stability as we continue to build on the mental and physical aspects of wellness. As finances can cause significant stress in households, officers will have access to Will and Estate Planning, Wealth Management, and other financial services available through our training network.

MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

Sgt. Kristopher Maxant Sgt. Nicholas Meleski Sgt. Corey Volpicelli
Sgt. John Shearns Sgt. Dominic Tiberi

Ptl. Kelly O’Dowd	Ptl. Paul Smith	Det. Jason Gonzalez
Ptl. Sean Nelson	Det. Dale Bickford	Ptl. Robert Afienko
Ptl. Kevin Conley	Ptl. Craig Thompson	Ptl. Zachary Forsythe
Ptl. Colby Zitoli	Ptl. Tyler Angel	Ptl. Matthew Sullivan

Detail Officers
William Dwyer
James Lopez

Communications Officers
Robin Cahill
John McLaughlin
Garin Eisele
Max Moran
Teaghan Leblanc
Kelly Fritts
Sean Cullen

Department Assistant
Tracy Leavitt

Respectfully Submitted,
Christopher J. Soffayer
Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

The Recreation Department is dedicated to providing the Millis community with extracurricular, informative, educational, entertaining activities and recreational sports programs. The opportunities the Recreation Department offers address the needs and preferences of the entire community, programs for all citizens from infancy to adulthood. In working to fulfill our mission, the Recreation Department stays in close contact with the community to ensure Department policies and activities reflect the community's interests and needs.

The Millis Recreation Department publishes program brochures for Fall, Winter, Summer and Spring courses. The Recreation Committee consists of appointed members who are working to better your community. Recreation Committee and Volunteers: Mike Banks, Steve Cassidy, Tim Davis, Kris Fogarty, Director, Amanda Jarvis, Erin LeBlanc, Teen Program Coordinator, Sharon Locke, Pam Mustard, Paula Norton, and Stephen Smith.

The Recreation Department has welcomed Erin LeBlanc as our Teen Program Coordinator. Erin continues to build Millis Rec Serves, a community service platform for local Middle and High School students. Ms. LeBlanc has also spearheaded many Inclusive/Adaptive programs which have been very successful and well attended. Her initiative has filled a large gap of services needed in Millis and surrounding towns.

The Recreation Department received **Agency of the Year for Community Outreach** by the Massachusetts Recreation and Park Association for the Project Smile. We launched a town-wide contest called Project Smile, in honor of Mental Health Awareness Month in May. We invited local artists to paint murals throughout our community and encouraged residents to seek out the art during their walks and take beautiful and fun selfies.

The Kevin F. Welch Basketball Courts were completed in the Spring of 2022 located in the parking lot at the Clyde F. Brown School.

Respectfully submitted,
Kris Fogarty, Recreation Director



Millis Public Schools
2022 Annual Report

2022 witnessed the Millis Public Schools emerging from many of the restrictions that had been in place previously due to the COVID-19 pandemic. January of 2022 saw all Millis students in school, engaged in learning activities that did not require social distancing, and preparing for the lifting of the mask mandates. Millis Middle and High Schools became mask optional at the end of February and the Clyde Brown School became mask optional in March. Students were able to complete the 2021-2022 school year in an environment that more closely resembled pre-pandemic learning.



The 2022-2023 school year began with no mandatory masking and eventually, classrooms returned to pre-pandemic seating arrangements (students sitting in groups, engaged in cooperative work, etc.), and school cafeteria tables replaced the rows of individual desks in lunch rooms. It was a welcome sight to see students being able to fully engage socially and work collaboratively. Millis Public Schools were excited to be able to focus more attention on teaching and learning.

For the 2022-2023 school year, overarching district goals included:

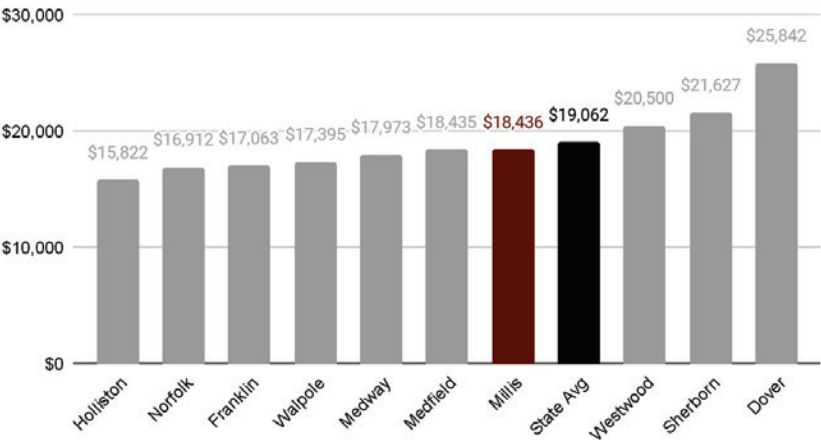
1. Provide rigorous, challenging learning experiences that promote academic growth for all students
2. Implement high quality curriculum using instructional strategies rooted in evidenced-based best practices
3. Support student physical and mental health and wellness
4. Develop and sustain a culture of belonging and dignity for all students
5. Develop a three-year strategic plan with input from all stakeholders

At the fall 2022 Town Meeting, voters approved a \$1.3 million feasibility study to examine the Middle-High School building. Millis had been selected to participate in the Massachusetts School Building Authority's (MSBA) grant program and the feasibility study is an important step in the process. The MSBA provides reimbursement to towns for approved building projects. In 2023 an Owner's Project Manager (OPM) will be selected and work with the town's School Building Committee to develop a design plan. Any school building project proposal resulting from the feasibility study would require another approval from town voters.

Through the generous support of our schools by the Millis community, Millis Public Schools are able to prepare students to be responsible citizens, to provide knowledge and skills necessary for higher education and quality careers, and to develop leaders for the next generation. Based on the most current data provided by the Department of Elementary and Secondary Education (DESE), the per

pupil expenditure of the Millis Public Schools for FY2021 was \$18,436 (including costs for out of district tuitions for special education programs). The chart below indicates Millis' per pupil expenditure in comparison with other neighboring districts and the state average (FY 2021).

Millis and Neighboring Districts PPE

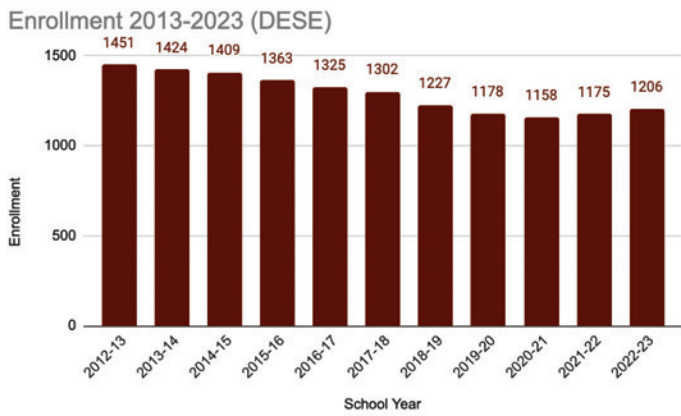


Once again in 2022, in its “Best of Boston High Schools” issue, Boston Magazine recognized Millis High School as one of the top schools in Greater Boston for “Bang for your Buck.” For this list, Boston Magazine selected schools whose ranking “most significantly surpassed the ranking of their respective median home price.”

School	÷ Median Home Price	÷ High School Rank	÷
Algonquin Regional High School	\$581,000	26	
Apponequet Regional High School	\$484,206	49	
Ashland High School	\$562,500	21	
Boston Latin School	\$499,000	30	
Carver Middle High School	\$465,000	73	
Littleton High School	\$605,000	10	
Maynard High School	\$497,000	25	
Middleborough High School	\$436,250	75	
Millis High School	\$585,000	22	
Nashoba Regional High School	\$568,167	35	
Norton High School	\$495,000	68	

*Schools listed alphabetically

Millis Public Schools Enrollment increased from 1175 students in grades PreKindergarten (PreK) to 12 for the 2021-2022 school year to 1206 students in grades PreK-12 for the 2022-2023 school year. The enrollment at Millis Public Schools is expected to increase slightly in the coming years.



Millis continues to see a change in enrollment along racial and ethnic lines. In 2015, 90% of Millis students identified as white. Data from Massachusetts Department of Elementary and Secondary Education for 2022-2023 indicates the shifting demographics of our schools.

Enrollment by Race/Ethnicity (2022-23)		
Race	% of District	% of State
African American	1.4	9.4
Asian	2.5	7.3
Hispanic	11.1	24.2
Native American	0.4	0.2
White	79.9	54.4
Native Hawaiian, Pacific Islander	0.1	0.1
Multi-Race, Non-Hispanic	4.6	4.4

We welcome the unique backgrounds and cultures of all of our learners and the Millis Public Schools remains committed to personalized education. Faculty and staff strive to form strong relationships with students as a means to maximize student potential. By knowing students well and developing lessons, assignments, and assessments that incorporate student voice and choice, teachers enable

students to take ownership of their learning. Classroom content, knowledge and skills have meaning in their lives and they recognize the value of what they are learning. Personalized learning has helped our students develop confidence as learners and citizens. Millis students consistently perform above grade level expectations on state and national exams, apply and are accepted to outstanding colleges and universities, and are prepared for 21st century employment and careers.



In the pages that follow, we hope you learn more about our individual schools and programs. We are proud of our schools and thankful for the support of the community.

Respectfully submitted,
Robert Mullaney, Superintendent

District Curriculum, Instruction, Assessment, ELL and Professional Development
Annual Report 2022

The Millis Public Schools remain committed to educating students through personalized learning to meet individual needs and provide all with the tools to become competent, independent learners. We understand the importance of providing students with the skills they will need to be contributing members of a changing society. These include the ability to communicate effectively, to collaborate with others, to be critical thinkers, and to be creative, effective problem solvers.

In January 2022, Millis schools were in the midst of returning to business as usual, with a lingering threat of Covid-19. English Language Learners participated in ACCESS testing in February and all students participated in MCAS testing in the spring. Millis High School students in the Spanish Immersion program had an opportunity to take the Assessment of Performance toward Proficiency in Language test (AAPPL) to meet the criteria for earning the Seal of Biliteracy on their HS diploma. These assessments provided data for reflection and analysis of student learning and growth.

September 2022 ushered in a new school year with great anticipation of returning to pre-Covid routines and practices. Millis teachers recognized and understood the continuing effects of pandemic learning. They used screening and diagnostic assessments to meet students where they were and to develop plans to accelerate learning. All three schools implemented various programs of support for students who would benefit. After conducting curriculum program reviews in the spring, September saw the implementation of new, high quality programs in literacy in grades K-5 and in high school Algebra 1 and Geometry. Millis was fortunate to receive grant funding from the MA Department of Elementary and Secondary Education (DESE) for these curriculum materials and the professional development to support their implementation.

Mental health and social-emotional challenges continued to have a substantial impact on Millis students' well-being and learning during 2022. Millis educators recognized the importance of integrating social-emotional-learning into daily routines to help mitigate the impact of the pandemic. Professional development included a focus on social-emotional-learning strategies, teaching early literacy skills, and culturally responsive pedagogy. Arts and World Language educators continued to develop an understanding of new learning standards and designed curriculum that was aligned.

In 2022 the Millis Schools conducted a self-assessment of its English Language Education program for the MA Department of Elementary and Secondary Education as part of their Tiered Focused Monitoring process. The enrollment of English language learners continued to increase during 2022 and the district needed to be responsive to the needs of this growing population. Millis educated 29 English Language Learners in 2022, including eight newcomers. Millis Schools' population is growing more diverse, with home languages that include Portuguese, Spanish, Hindi, Arabic, Russian, Ukrainian, Gujarati, Mandarin and Bulgarian. Federal grant funding supported additional staffing and curriculum development in the English Language Education department during 2022, however the district will need to plan for maintaining appropriate levels of staffing and support in the future.

Millis educators continue to stay abreast of research and new advances and developments in the field of education. Professional development to support teacher growth and budget planning for curriculum improvements and updates is ongoing and necessary to provide optimal learning for children in Millis.

Respectfully submitted,

Maureen Knowlton
Director of Curriculum, Instruction & Assessment

2022-23 Town Report
Millis Public Schools
Digital Learning and Technology

The 2022-2023 school year began with the hiring of a new Director of Digital Learning and Technology in July. While being introduced to a new environment and all faculty and staff, the Director, with the support of the Technology Services Department continued to focus on supporting teaching and learning in the Millis Public Schools. Some highlights from the 2022-23 school year:

- The creation of more than nine digital forms transformed existing processes in the technology, curriculum, and HR departments to become more efficient and included some level of automation.
- The district and school websites have undergone some minor changes to reflect the better organization of content.
- New digital signage software was acquired that quickly and easily provides staff and students with up-to-date and relevant information. This signage is present in common areas at both CFB and the MS/HS.
- There was a determination that Chromebooks allow students to be more productive and increase the opportunities for creativity and collaboration. Starting in SY 24, grades 7 and 8 will be provided with Chromebooks and not iPads.
- All new Chromebooks purchased will be a touch screen with dual cameras.
- Two Virtual Reality (VR) carts were re-implemented at our two school buildings after a hiatus due to the COVID pandemic and the software used to conduct “Expeditions” was deactivated by the developer.
- The launch of the new Millis Public Schools Student Tech Team will take place in early Spring at the HS. This team will support the Technology Services Department as well as students, faculty, and staff.
- An updated all-inclusive Responsible Use Policy was developed in order to meet the needs of the fast-moving world of educational technology.
- A formal Bring Your Own Device (BYOD) protocol is being developed to ensure the security of our school network environment.



- Millis Public Schools was awarded the Cybersecurity Awareness Grant from the Executive Office of Technology Services and Security (EOTSS) which aims to enhance cybersecurity posture by providing end-user training, conducting evaluations, and simulating potential threats.

Moving forward the Technology Services Department will focus on building and maintaining a reliable and secure technology infrastructure that supports all students, faculty, and staff. Meeting regularly with both teachers and students to understand the educational technology needs will assist in selecting and implementing the use of appropriate software and applications.

We will continue to strive to create a technology-rich learning environment that supports student achievement and prepares students for success in a rapidly changing digital world.

Respectfully submitted by,
Ryan Camire
Director of Digital Learning and Technology

OFFICE OF STUDENT SUPPORT SERVICES
ANNUAL REPORT 2022

The Office of Student Support Services oversees a variety of areas including Health Services, Special Education, Guidance Counseling, Home and Hospital Instruction, Child/Student Find, Integrated Preschool, Civil Rights and Homeless Education support. A full description of these programs can be found on the district website. The Millis Special Education Parent Advisory Council (SEPAC) collaborates with the Office of Student Support Services, offering input into special education programming in the district. This parent/guardian-led group offers important support and resources to families of students with disabilities and other interested parties through informational as well as social events.

A central mission of the Office of Student Support Services is to protect the rights of students found to have disabilities that impact learning. This office is charged to provide comprehensive and high-quality services to students with learning difficulties; these can address students' academic, social, emotional, behavioral, and/or health needs for students age three to twenty-two (3-22). Students found to have disabilities which impact learning, have Individual Education Plans (IEP) designed by a team of educators and parents. In June of 2022, one-hundred eighty-seven (187) Millis Public Schools students had IEPs. This represents 15.7% of the student population and is below the state average (18.4%). IEP services may include specialized instruction in academic areas and related services such as speech and language therapy, occupational therapy, physical therapy, vision services, psychological services, school adjustment counseling, crisis intervention training, special education evaluations, behavioral interventions, and nursing care.

The Millis School District, in accordance with state and federal laws, remains committed to the principle of including students with disabilities to the greatest extent possible, within the general education classroom in our schools. This principle requires strong collaboration among general education teachers, special education teachers, therapists, counselors and paraprofessionals. Further, an increased focus on a "universal design for learning" and personalized learning in our schools, provide frameworks that enhance the accessibility of the curriculum for all learners. In an effort to further Millis Public Schools' capacity to provide an excellent education for all learners, each school has developed an action plan to develop a tiered system of supports (TSS). Given this strong instructional support intervention system designed to accommodate students' learning needs within the general education classroom, the referrals for an evaluation to determine special education eligibility continue to be appropriate.

Millis Public Schools strives to educate students with disabilities in the least restrictive environment (LRE) frequently developing practices to keep students in the schools here in their hometown area. Through membership in the ACCEPT Education Collaborative and The Education Cooperative, services are provided to students with low incidence disabilities. In addition, both Collaboratives provide programs, personnel and consultation services and professional development to instructional personnel of the member communities to increase our capacity to address the diverse needs of our students in our local schools. Occasionally, IEP teams will recommend private special education school placement for students with specific needs.

Ongoing throughout the 2022 school year, the Millis Public Schools continued the development of a transition program to meet the needs of students ages 18-22. A primary purpose of the Individuals with Disabilities Education Act (IDEA), is to ensure that all students with disabilities have available to them a Free Appropriate Public Education (FAPE) that emphasizes special education and related services designed to meet their unique needs and prepare them for further education, employment, and independent living. This program allows for qualifying students to spend time each day in the community and working on independent living skills. The transition program facilitates caring relationships, creates a culture of support and sense of community, and allows students to make global life connections.

The Office of Student Support Services ensures that the district complies with mandated practices, as well as special education laws and regulations. Procedures and regulations are reviewed regularly, keeping special education personnel and general education personnel informed of all administrative advisories and changes to the laws and regulations.

In closing, Millis Public School community strives to provide educational programs and supports that address the needs of all students. We believe that the supportive and nurturing environment found in Millis Public Schools makes it possible for students with learning challenges to reach their full potential.

Respectfully submitted,
Nealy Koumanelis-Urquhart
Director of Student Support Services



Town Report 2022
Millis High School Athletics
Director of Athletics: Derek Phinney

2022 winter sports included: Boys/girls basketball, boys/girls indoor track, coop boys ice hockey, and coop gymnastics. We have been able to offer a wide variety of competitive opportunities to meet many winter sports interests. The boys basketball team posted a 4-16 season record qualifying for the MIAA Division V Tournament, but fell in the first round to Westport 72-56. Jack Catalano was voted a league all-star. Girls basketball posted a 13-9 record and qualified for the MIAA Division V Tournament. The Mohawks won their round of 32 and 16 contests before falling in the elite 8. Junior Mia Molinari was named to the league all-star team. Our indoor track team numbers continue to grow in participants and scoring. Our boys team posted a 1-3 record, while the girls were 0-4. Jack Borst and Colin Streck were both named league all-stars. Our gymnastics coop team continues to improve every meet. Our boys hockey coop team continues to offer our students the opportunity to play ice hockey at a competitive varsity level with Bellingham. Millis had five student-athletes participating on the team.

2022 spring sports teams included: Girls tennis went 11-7 and qualified for the state tournament for the first time in over 10 years. Tom Ingraham was named TVL Coach of the Year. Baseball went winless during the regular season, but qualified for the state tournament and won their only game of the season in the preliminary round. Softball finished 12-11 and advanced to the Elite 8 in the MIAA Tournament. Frankie Pizzarella and Riley Caulfield were voted league all-stars, while Pizzarella took home the TVL Small MVP. Boys volleyball finished the season at 9-9 including a Sweet 16 appearance. Alex Joseph was voted a league all-star. In track & field, the boys and girls both went 0-5. Riley Conroy, Ben McCarthy and Jack Borst were named TVL all-stars. We had student-athletes also participating in girls lacrosse with Bellingham, which has been an ongoing partnership providing another opportunity.

2022 fall sports teams: Football qualified for the Division VIII State Tournament, falling to Lowell Catholic in the first round. The Mohawks finished 6-5. TJ Daniel, Shea Ferrantino, Dom Diaz and Nick Almeida named league all-stars. Almeida was named TVL Small Offensive Player of the Year. In cross country, the boys and girls both finished at 0-5. Shealin Conroy and Ben McCarthy were named league all-stars. The team was awarded the TVL Small Sportsmanship Award. Girls volleyball finished with an 8-13 record and a run to the Elite 8 before falling to Mount Greylock. Senior Maryn Cyr and sophomore Meredith Gatz were TVL all-stars. Golf improved for a second year, winning a school record nine matches and qualifying for the state tournament for the first time in school history. Logan Barber was named a TVL all-star. Girls soccer finished the season at 2-15-2 with a very young team. The girls did qualify for the state tournament



Town Report 2022
Millis High School Athletics
Director of Athletics: Derek Phinney

and hosted Lenox, who ended Millis' season 4-2. Boys soccer ended their season with a record of 4-14, but qualified for the state tournament and hosted Holbrook in the round of 32, but fell short 3-2. Senior Alex Maher was named a league all-star.

Overall, 2022 had several tournament appearances, outstanding team and individual awards/accomplishments, and increased registrations. Go Mohawks!

Clyde F. Brown Elementary School
Annual Report 2022
School Year 2022-2023



The Clyde F. Brown Elementary School had a great start to the 2022/2023 school year. Our school continues to be an exciting place for students to grow and learn. The staff at CFB take care to develop and build positive relationships with students and families. This continues to be a foundation of our school. This year, Clyde Brown has made building a positive community a focus and priority. With the return of our All School Assemblies and the introduction of Whole School Rewards, the building is a buzz with positive energy and excitement.

This new school year has also brought new academic changes. Clyde Brown staff and students began utilizing a new literacy program this year, and the results have been positive. We were fortunate to have received many new grants this school year, which have helped supplement our new literacy initiative. These grants have provided much needed funding for materials as well as additional summer and school break learning academies for students.

Clyde Brown's enrollment continues to grow each year. With this growth, we began the school year with the largest number of students in our school's history, with 618 students. The faculty, staff, and families work together to ensure all of our students find academic and social-emotional success.

Enrollment

The total enrollment for the 2022/2023 school year is 617 students in grades Preschool through Grade 5.

Preschool - 75 students

Kindergarten - 90 students (6 in our half-day programs)

First Grade - 96 students

Second Grade - 80 students

Third Grade - 93 students

Grade Four - 82 students

Fifth Grade - 101 students

Twenty-six of the students attending Clyde F. Brown Elementary School are enrolled through the School Choice Program offered by Millis from neighboring towns. The high number of choice students is indicative of our strong academic program and our well-respected staff.

English Language Arts and Mathematics

This year, CFB has implemented new literacy programming in both English and Spanish Immersion classrooms in grades kindergarten through 5. Through an extensive evaluation process and current

research in the Science of Reading, a literacy bundle was adopted for English instruction which includes Wit & Wisdom, a comprehensive ELA program focused on building the knowledge and skills needed for success in reading, writing, and communication; Geodes, information-rich books for the practice of reading skills; Foundations, structured reading, spelling, and writing instruction with a multisensory approach; and Heggerty, focuses on phonological and phonemic awareness. For Spanish Immersion instruction, La Cartilla, Listos, and Spanish Heggerty were adopted.



Grades K through 5 continue to use the *Everyday Mathematics* program. *Everyday Mathematics* is a comprehensive program with detailed lessons allowing students to understand the process of math, develop a deeper understanding of concepts, and have opportunities for students to demonstrate mathematical thinking skills.

CFB routinely conducts universal screenings of all students, which is a component of our Multi-Tiered System of Support (MTSS). MTSS is designed to identify students who would benefit from additional support and provide intervention and progress monitoring in reading, math, and social-emotional learning. Students in grades 1 through 5 are screened in the fall, winter, and spring in the areas of reading and math. Kindergarten students are screened prior to entering Kindergarten and then again in the winter and spring. All students attending CFB are also screened in the fall, winter, and spring each year for social-emotional learning. The following universal screeners are used: the web-based programs AIMSweb and STAR, DIBELS, SEB (Social-Emotional-Behavior Screening Tool), and ESI-3 (Early Screening Inventory 3rd Edition Kindergarten only.)

Currently, AIMSweb and DIBELS are used in kindergarten and grades 1 and 2 to assess reading. In the fall of 2022, DIBELS (Dynamic Indicators of Basic Early Literacy Skills) was added to our universal screeners in response to the Department of Elementary and Secondary Education's (DESE) new requirement regarding specific screening for dyslexia in grades K-2. AIMSweb is used to assess math skills in the lower elementary grades. STAR and DIBELS are used for reading in grades 3 through 5. STAR is used to assess math skills in grades 3 through 5. The data collected by AIMSweb, STAR, and DIBELS assessments guide teachers in identifying student skill areas of competency and those needing direct instructional support. Each year students in grades 3, 4, and 5 participate in the Massachusetts Comprehensive Assessment System (MCAS). The data from MCAS and our Universal Screener are utilized to support student learning.

Unified Arts

Students at CFB participate in a rich Unified Arts program. We offer Art, Music, Physical Education, Media Literacy, Digital Literacy, and FLES programming.

The Art curriculum provides experiences that are an essential element in the education of every student. The creative process develops the higher-order thinking skills essential to all learning. Students learn how to create visual art using a variety of media including painting, drawing, sculpture, and ceramics.





The music department focuses on exploring musical concepts through singing, dancing, listening, musical games, and playing instruments. Students learn the fundamentals of music: notes/rhythms, clapping and movement, melodic contour, modality, listening, and creativity. Students explore music concepts, history, and composition through the use of technology throughout the year.

The goal of our Physical Education program is to help develop the skills, knowledge, fitness, and positive attitude needed for lifelong participation in physical activities as students work toward optimal levels of health and well-being.



In Media Literacy, students gain an increased enjoyment of literature. They grow in their abilities to locate and select appropriate reading materials independently. Students learn about various texts and media platforms and are exposed to various genres of literature through read-alouds and discussions.

Digital Literacy teaches students to become digital citizens, which is a person who develops the skills and knowledge to effectively use the internet and other digital technology in order to participate responsibly in social and civic activities. Students also learn various digital applications and programming. Our digital literacy program contains a STEAM (science, technology, engineering, art, and math) element where students work collaboratively to learn coding and other STEAM related skills.



The FLES (Foreign Language in Elementary School) develops Spanish language, listening, and speaking skills as well as cultural awareness. Students learn through songs, poems, dramatization, and specific vocabulary-building activities.

Social-Emotional Learning (SEL)

The Millis Public Schools Social-Emotional Team continues to utilize our 3 Tiered System of Supports to provide social, emotional, and behavioral (SEB) support for all students.

Tier 1 -- All Students: Includes Positive Behavior Supports Program (CFB's Bear Paw Program) and social/emotional learning classroom lessons for all students at all levels. Counseling tips are provided to all students weekly embedded in the Morning Message as well as recognizing acts of kindness students display to one another. These acts of kindness are read weekly on the morning messages to promote kindness and empathy.

Tier 2 -- Some Students: Provides social-emotional learning for individuals and small groups of students based on need and our screening criteria.

Tier 3 -- A Few Students: Provides strategic, targeted, and longer-term social-emotional learning and supports for identified students--may involve individual counseling, case management, programming, etc.

The MPS Social-Emotional Team utilizes assessments and supports for students and staff. The team conducts regular SEB screenings occurring multiple times during the school year to identify students in need of support. Counselors and staff utilize these assessments as well as collaboration and determine supports and interventions for all students. Progress monitoring and benchmark screening are used to monitor student progress.

World Languages at Clyde Brown School

The Spanish Immersion Program, Grades 1 through the High School, is in its twenty-fifth year! The Millis Public School District is designated as an International Spanish Academy (ISA) by the Spanish Department of Education – students are awarded diplomas of Spanish competency at the end of Grade 5.

The *FLES* (Foreign Language in Elementary School) Program continues in all grades, Kindergarten through Grade 5, thereby providing all students at CFB with instruction in a second language – an accomplishment that is unique to Millis amongst all other local districts.



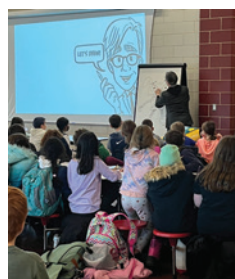
To further embed the Spanish Language focus at CFB, each morning during the video-recorded announcements, students from the fifth grade introduce themselves and the classroom they are from in Spanish. To introduce the variety of languages students at CFB speak, a word or short phrase is introduced. During a two-week period, that word or phrase is stated in multiple languages by students who are native speakers of that language.

Clyde F. Brown Home and School Association and MERIT:

CFB is fortunate to have such active and engaged parent/caregiver programs within our community. The HSA (Home School Association) is a parent/caregiver program that supports programming at CFB. The HSA provides curriculum enhancement events for each grade, expanding learning for all students and also providing community events and opportunities for students and families.

MERIT is also a parent/caregiver-based program within the community of Millis. MERIT has supported many programs and opportunities for Millis staff, students, and families through MERIT Grants. Many staff at CFB have been awarded grants to increase and enhance our educational programming.

Student Recognition and Community Involvement



The school celebrates our community by gathering for grade-level and/or whole school assemblies, emphasizing our core values through a variety of activities and presentations.

CFB Positive Behavioral Interventions and Supports Program (PBIS) - students who demonstrate success in following our Core Values of Taking Care of Yourself, Taking Care of Others, and Taking



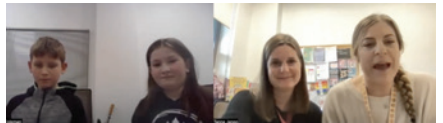
Care of the Environment – continue to be recognized through the use of Bear Paws and Bears. Bear Paws are given to students noticed to be demonstrating our core values. This year the PBIS Team and CFB community modified our PBIS programming to increase whole-school positive reinforcement through Whole School Rewards. When the CFB community reaches the set goal of Bears, the entire school earns a reward (such as school-wide Pajama Day, CFB Reading Train, etc). This change in our programming allows for the focus to be more community based rather than an individualized focus. Focusing on our CFB core values promotes responsibility and positive contributions as citizens of the CFB school community.



Clyde F. Brown continues to expand our Student Leadership Program in grade 5. This program is inclusive of all 5th graders and encourages students to increase their leadership potential. Students now have the ability to use voice and choice to

participate in any number of school community projects, thereby developing leadership potential in all CFB fifth graders!

Whole-school participation in broadening student awareness through opportunities such as our Leaves of Kindness program. This program allows students to recognize the acts of kindness that their fellow students do for one another. Our fifth-grade leaders continue to film the *Leaves of Kindness Program* during the morning messages and encourage all students in grade levels to participate.



2022/2023 School Council Members

Parents: Theresa Heslin, Jessica Peterson, Erin Underhill, Pilar Ward

Community Member: Rachel Silverman

Staff Members: Michelle Adams, Kelly Annunziato, and Janine White

Assistant Principal/Counselor: Elise Molloy

Principal: Tanna Jango

Respectfully submitted,

Tanna Jango, Principal

The year 2022 started strong at Millis Middle School, the continued focus for students and teachers alike was social and academic wellness. We entered the 2022 and 2023 school year, as many would say, "back to normal." In other words we were back full and in-person with no limitations. Students were energized and excited to be back. The beginning of the year brought with it another change at the Principal position as Paul Duprey was selected as the Interim Principal on August 26, 2022. The year started with Principal Glynn and Interim Principal Duprey working in tandem to support the transition for students and staff. Students dove right back into school and teachers were hard at work getting them back into the swing of things.

The school continued its focus on supporting academic interventions and growth as well as student social emotional learning. The WIN Block continued to support student needs as teachers continued to utilize that time to develop groups that met in six-week sessions for extra practice, academic interventions and an extension of different skills or subject-areas needed by their students. Teachers worked with each other and Interventionists to support additional data-driven instruction that provided students with the support and focus they needed. The continued focus on WIN provided the opportunity for students to get extra practice, intervention, or extension in different skills or subject-areas based on what teacher conversations, data, and student outcomes suggest "they need." This has been a tremendous opportunity for our school to continue providing students with a highly personalized learning experience and extra support where they need it.

As the 2022-2023 school year began it was evident that the students and community were excited to bring back community events. At the end of October MMS Hosted its First Annual Pumpkin Stroll. This event was held on school grounds and was the culmination of a student pumpkin carving contest. Thirty-five students entered the contest and their pumpkins were featured at an outside event at the end of October. Over 270 guests of the event enjoyed a stroll down the pathway where pumpkins were displayed and they could vote using a QR code. Guests were also treated to music and an open mic, cider donuts and apple cider from Tangerini's Farm and wood fired pizza from Blazing Hearth Pizza. It was a great event enjoyed by all and brought the community together in a special way! As well we had a wonderful Holiday Concert with our MMS band and chorus, students from MMS also participated in the Nutcracker an amazing Millis tradition. We are looking forward to hosting more family and community events.





Core instruction continues to be at the heart of the great happenings at Mills Middle School in 2022-2023. Notable features of instruction and content in 2022 included the continued implementation of a new 8th grade civics curriculum and revisions to the 8th grade math curriculum to better align with high school math standards and courses. Certain aspects of the Middle School learning model did not change in 2022, despite the pandemic: Power Standards from the Massachusetts Curriculum Frameworks have been identified and continue to guide content area instruction. Middle School educators continue to work with teams from Clyde Brown Elementary School and Millis High School to vertically align standards, curriculum, and instruction. Student progress in grades six and seven is reported using a standards-based report card in line with our system of standards-based learning, assessment, and grading. Reporting for grade eight continued in a traditional percentage and letter grade format. Effort, behavior, and citizenship are reported separately. We continue to utilize small-group intervention, instruction and co-teaching to support students with learning differences. A growing English Language Learner population is supported by a shared district ELL teacher and by general education educators trained in strategies to give ELL students better access to the curriculum. Math educators continue to implement the revisions and alignment of the curriculum to support a more vertical articulation of instruction and are utilizing adaptive online learning platforms to support both review and reteaching of skills and to accelerate learning for some students.

English Language Arts educators continue to instill a love of reading through robust classroom libraries that include culturally diverse literature options at all levels. Students develop strategies to read challenging and complex informational text across the curriculum. This love for reading is evident in our current March Madness Reading competition where students are competing with each other for the prize of duct taping a teacher or administrator to the wall! Students have read thousands and thousands of pages in this competition!

Our grade seven class just hosted its Annual STEAM Fair and Open House. Student projects and students were on display as they discussed and presented their experiments to judges and

guests alike. Students put forth great efforts in conducting their experiments to prove or disprove their hypothesis. The group then hosted an Open House for families to come into the school and see their presentations. It was a well attended event and the students did an amazing job!



Students continue to engage in Project Based Interdisciplinary Learning that encourages creative thinking for problem solving. Educators include real world applications to engage and motivate students. Social emotional learning concepts are integrated into curriculum topics and students receive counseling support for well-being. Seventh grade students participate in the Signs of Suicide program a research based program that supports the understanding of depression and how to support friends in need.



Student Wellness and Social Emotional Learning: The Middle School continues to identify and address various factors that have an impact on student learning, especially factors particular to the Covid-19 disruption to education. Relationships: Educators understand the value of developing caring, trusting relationships with students and their families to motivate and engage them in learning. Social Emotional Learning: An increasing number of students require social-emotional support to be successful in school. Educators integrate strategies, such as mindfulness and yoga, to address the impact of anxiety and stress and develop self-regulation skills. The addition of a second School Adjustment Counselor last year continues to have positive effects at MMS. Our guidance group along with the schools BCBA has had the opportunity to collaborate with each other to support student needs and has also supported the review of a Positive Behavior Interventions and Supports framework for MMS. They continue to work with teachers and administration to support all students.

Teachers, administration and all staff continue to recognize and celebrate growth, effort, and personal success. Grade level meetings and huddles help build community and recognize students for academic success and citizenship. Students are recognized for achieving goals and demonstrating core values. They are also recognized for exceptional effort and citizenship through student recognitions, which can include a positive note mailed home by the Principal.

Extracurricular opportunities and athletics made their return in 2021 and continue to be an integral part of the student community in 2022-2023. During this school year, students were able to participate in interscholastic sports, and after school offerings like Art club, Drama club, Student Council, Middle Ground, Homework Club and Fiber Arts Club. Students and staff have shown great resilience, flexibility, and most importantly, dedication as a result of amazing collaboration between school staff and families.

We look forward to finishing out the school year strong with a continued focus on social and academic wellness.

Millis High School Annual Report 2022

While the 2021-2022 school year began with some continued COVID-19 restrictions, 100% of students were learning in person, and classrooms, activities, and athletics experienced more of a “normal” school year in 2022. Students and staff were allowed to go “mask optional” by February break of 2022, and we saw the return of all-school assemblies and live performances with students and audiences filling the auditorium and performance spaces again. Some old traditions returned, and some new ones were added as well.

In May of 2022, DeLacy Atkinson planned and organized the first-ever Senior Project Showcase for his Senior Project. Seniors were stationed throughout the school and the entire student body rotated through presentations and exhibitions where seniors showcased their culminating projects. Students participated in video screenings, a Muay Thai class, a talk on nutrition and athletic performance, a chess class, a walk for Multiple Sclerosis, learned about Frederick Douglass, discovered the process of hatching of baby chicks, and so much more. Following graduation, and senior and underclassmen awards, the school year wrapped up in June with students taking final exams again for the first time in three years (due to COVID protocols).



Fast forward to August, students started the new school year with minimal COVID-19 restrictions, and with the first-annual Club Showcase, organized during the advisory period. Students had the opportunity to learn about all the club options at MHS, with club leaders presenting the mission of their club and sharing information and plans for the year. New clubs like Active Minds and Environmental Action spent time recruiting members for the organizations.

New staff were welcomed to MHS in 2022, including Ms. Nicole Moore in the School Counseling Office, Ms. Allison Fillebrown in the English Department, Mrs. Kathleen Streck in the Science Department, Mrs. Annie Raposa in the Special Education Department, and Mrs. Kerry Fanning as Special Education Team Chair for MMS/MHS. Following the retirement of long-time Athletic Director and Director of Student Affairs, Charles Grant, his job was split into two separate positions with some familiar faces filling the roles. Mrs. Kelly Rao, a social studies teacher at MMS, took on the role of Director of Student Affairs for the middle and high schools, and MMS/MHS Health teacher, Mr. Derek Phinney, assumed the role of Athletic Director. In addition, the role of MMS/MHS school librarian, was filled by MHS English teacher, Mr. Michael Carter, following the retirement of long-serving MMS/MHS librarian, Mrs. Patsy Divver.

2022 saw a continued collaboration between Millis High School and the JED High School program, thanks in part to a generous grant from The KyleCares Foundation. JED High School is an initiative of the JED Foundation, a national nonprofit that seeks to help schools strengthen their mental health and suicide prevention programs and systems. The JED High School initiative helps schools assess and strengthen policies, programs, and systems that prevent suicide and support their student body's emotional well-being. This is a three-year partnership for Millis High School, during which JED will help us assess our current mental health supports,

create a strategic plan to strengthen our student offerings, and implement the action steps that have been identified.

Work also began in 2022 on the Millis High School Vision of a Graduate. The Vision of a Graduate is the first step in framing a new vision for our school system. It is a reimagined Core Values and Beliefs and a promise the school is making to all students. It is what Millis High School graduates need to know and are able to DO in order to succeed in college, career and life. Soliciting input from students, staff, families, and various community stakeholders, four core competencies were identified in 2022 to drive the Millis High School Vision of a Graduate forward. Those are: Communication, Collaboration, Critical Thinking, and Character.

When looking at 2022 as a whole, it was another successful year for Millis High School on a number of fronts. MHS was ranked in the top 10% of high schools nationwide by *US News and World Report* on its list of America's Best High Schools (MHS moved up from the top 15% in the 2021 rankings). In addition, the list put MHS in the top 21% of all high schools in Massachusetts and the top 25% of Metro Boston Area High Schools (MHS moved up from the top 30% in both categories in the 2021 rankings). MHS was also one of only 1,742 public high schools in the nation to win a College Success award from *GreatSchools*, which recognizes and celebrates public high schools that excel at preparing students to enroll and succeed in college. It marked the second straight year, and third time in five years Millis High School was selected for this honor. Finally, Millis High School ranked 22nd out of 151 high schools in the greater Boston area (a jump from 34th in 2021) on *Boston Magazine's* list of the Best Public High Schools in Greater Boston. For the second straight year, MHS was also on *Boston Magazine's Top 10* list for *Bang for Your Housing Buck*.

In 2022, Millis grade 10 students participated in the Next Generation MCAS exams in ELA, Math and STE. 76% of grade 10 students scored at "Meeting-" or "Exceeding-" standards on the 2022 MCAS English/Language Arts (ELA) exam. 59% scored at "Meeting-" or "Exceeding-" standards on the 2022 MCAS Mathematics exam. For grade 9, 49% of students scored "Meeting-" or "Exceeding-" on the Science, Technology, and Engineering (STE) MCAS exam in Biology. Millis High School exceeded state averages for percent of students "Meeting-" or "Exceeding-" standards on all three MCAS exams.

2022 saw 116 Millis High School students taking Advanced Placement courses, the highest number ever at MHS. 76.1% of exams taken by MHS students scored at 3 or higher. (AP exams range from 1-5, with 3 or higher considered passing). Millis again ranked in the top 20% of schools (62 out of 342) in the Commonwealth of Massachusetts in overall percentage of exams passing at 76.1%. 55% of the Class of 2022 took and passed an AP exam at some point during their high school career. Millis High School students continue to challenge themselves academically and achieve at exceptional levels.

In addition to school recognition of individual performance such as inclusion on the quarterly honor roll and induction to the National Honor Society, Millis High School students also received state and national recognition for academic achievement during 2022.

Lilly Cassidy, of the Class of 2023, was named a Commended Student in the 2023 National Merit Scholarship Program. Commended Students placed among the top 50,000 scorers who took the 2021 PSAT exam.

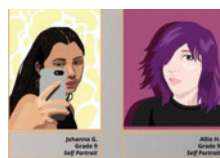
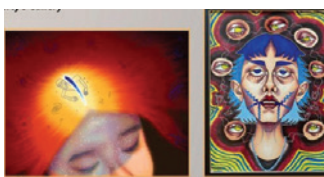
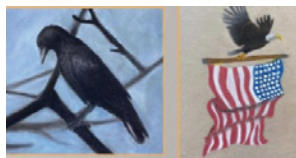
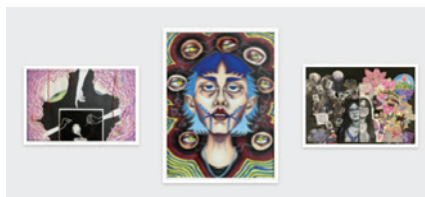
Twenty-one members of the Class of 2023 received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2021 MCAS tests. In order to receive this

scholarship, students needed to score in the Advanced category on one of the three MCAS tests, score in the Proficient or Advanced category on the remaining two MCAS tests, and have a combined MCAS score on these assessments that ranked in the top 25% of the school. Students that earned this scholarship were Cynthia Arguijo, Mirola Arian, Ella Bender, Jackson Borst, Joseph Bouret, John Burns, Zoe Cabral, Lilly Cassidy, John Catalano, Jose Cruz, Austin Daron, Eva Fabian, Nora Jurgelewicz, Katherine LaDuke, Ryan Leone, Daisy Lyons, Alexander Maher, Aiden Mahoney, Alexa McKersie, Norah Sugrue, and Kayla Walsh McCarter.

A total of 30 Millis High School students earned AP Scholar Awards in recognition of their exceptional achievement on AP Exams in the Spring of 2022. The College Board's Advanced Placement Program® (AP®) provides willing and academically prepared students with the opportunity to take rigorous college-level courses while still in high school, and to earn college credit, advanced placement, or both for successful performance on the AP Exams. The College Board recognizes several levels of achievement based on students' performance on AP Exams. Seven students qualified for the AP Scholar with Distinction Award by earning an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams. These students were: Thomas Azir, Riley Conroy, Brendan Davis, Megan Johnston, Benjamin Pudelka, Jonah Stapels, and Colin Streck. Eight students qualified for the AP Scholar with Honor Award by earning an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams. These students were: John Burns, Cole Blumenau, Lilly Cassidy, John Catalano, Emmett Clark, Anthony Coutts, Ryan Petrush, and Norah Sugrue. Fifteen students qualified for the AP Scholar Award by completing three or more AP Exams with scores of 3 or higher. The AP Scholars were: Jaden Adams, Weston Ambrose, Cynthia Arguijo, Abena Ashiagbor, Jackson Borst, Zoe Cabral, Austin Daron, Daniel Hourihan, Nora Jurgelewicz, Katherine LaDuke, Alexander Maher, Alexa McKersie, Caroline Mundy, Allison Stallings, and Kayla Walsh.

Mirola Arian, a member of the Class of 2023, was selected as one of just 20 students statewide, by Massachusetts Department of Elementary and Secondary Education Commissioner Jeffrey Riley, to represent the state as a nominee for the U.S. Presidential Scholars from Massachusetts. Katherine LaDuke and John Catalano, members of the Class of 2023, were selected for the New England School Development Council (NESDEC) Award for Academic Growth and Leadership. John Burns, a member of the Class of 2023, was selected for the Massachusetts Association Of School Superintendents Certificate Of Academic Excellence.

In co-curricular activities, Millis High students were recognized in a wide variety of fields. The juried 2022 Massachusetts Art Education Association Recognitions Exhibit accepted work from three Millis High School students: Cynthia Arguijo (Class of 2023), Krystal Flint (Class of 2022), and Emelia Leussis (Class of 2024).



The Millis High School Art Department published well over 300 works of student art on Artsonia in the Fall of 2022! MHS was awarded 30 professionally-made 12x18 art prints.



The Television Production department saw a number of notable student achievements in 2022.

The Open Mind Film Festival, through UCLA, selected Daisy Lyons' (Class of 2023) film, "Life Support", as one of only nine films to be screened. They received 119 films from across the country and Daisy's stood out as an important story they wanted to share with their audience. She earned second place for her short film at the festival. Daisy's film was also chosen to be screened at the Scout International Film Festival.

Two short films, "A Love Letter to My Friends", produced by Jaden Adams of the Class of 2022, and "Signs Of Silence" produced by Dulce Abreu, also of the Class of 2022, were included as part of Keeping it Reel at Salem Film Fest 2022. Both students had films selected for competition at the MetroWest Film Festival as well. Jaden Adams won first place for her film "Community", while Dulce Abreu's film "Signs of Silence", placed in the top 4 at the festival.

The National Academy of Television Arts & Sciences Regional Student Production Awards recognized outstanding high school nominees for their outstanding work in the programming and craft categories. Dulce Abreu was nominated for The Public Affairs Award, while Daisy Lyons took home the Short Form Non-Fiction award. Kayla Dulac (Class of 2024) and Briana Dulac (Class of 2025) won first place and the grand prize in the Massachusetts Department of Transportation Roadway Safety PSA Contest for their entry, "Can't Stop Motion". Finally in television production, Adrian Heredia, Dominic Diaz, and Jack Skerry, all members of the Class of 2023, had their first documentary, "The Toss Up", announced as an official selection to the Saul Zaentz High School Film Festival.

The Millis High school newspaper, *The Crimson Post*, received acknowledgement from the New England Scholastic Press Association for their writing achievement. For 2022, they received the "Highest Award", bestowed by the NESPA.

Each year, Millis' AP US History class competes against Medway High School's AP US History class in a trivia competition known as the "Battle of the Brains". This competition has been a fun

way to review material prior to the AP test. Millis won this 2022 competition, making it three years in a row.

Mr. Anthony Fallon's Outdoor Pursuits class built new lockers for the boys locker room, and their teamwork paid dividends. It was a great class project where the students learned about construction/building techniques, while incorporating academic competencies in math, communication, collaboration, and more. The class ran a student fundraiser to help defray the cost.

Live performances returned to Millis High School in 2022. Performances included Cabaret, Pops Night and The Winter Concert, by the MHS Chorus and Band, as well as opportunities to perform at football games, Solo and Ensemble Night, graduation and chorus singing at the Providence Bruins. Not to be outdone, the Drama club put on a production of "Murder's in the Heir" and Terpsichore performed "The Nutcracker" with over 125 Millis students from all three schools, and also had a successful Spring Recital. The Staff Talent Show also returned to MHS in the Fall of 2022, raising money for the annual GRIT Scholarship, given by the administration of the Millis Public Schools.



On the club scene at MHS, 2022 saw several new additions to the club list, along with 13 returning clubs for students to find their niche. Among the new organizations were Active Minds, a group dedicated to starting the conversation of mental health in a safe and responsive environment, Allies, Inc. an organization focused on promoting diversity, cultural awareness, and giving support to students and staff on multicultural issues in the school and community, Animal Appreciation, an club aimed at raising awareness for all types of animal related issues; from animal abuse and the illegal pet trade to animal rights and endangered species, and Environmental Action, an organization focused on educating about, fundraising for, and taking action on environmental issues. A new club to MHS in 2021, The Mohawk Council, sponsored a school-wide assembly in the Fall of 2022 featuring Andre Strongbearheart Gaines, Jr., from the Nipmuc nation. The club also successfully completed an educational Mohawk Trail, located near the football practice field, where the school community can learn and reflect on the history of Indigenous people in our area and country. Over 80% of our students are involved in at least one extracurricular activity, with many involved in multiple clubs. These clubs and activities reflect the varied interests and diversified talents of our students and staff.

2022 saw many improvements in our technological capabilities at MHS, including new touch-screen ChromeBooks for 9th graders, a renovation of the cafeteria, including new paint and the addition of a number of cafe-style tables and an information screen, a new manga and graphic novel section of the library (and the addition of information screens there as well), the addition of music in the hallways both before and after school through our upgraded intercom system, and a number of new student-centered initiatives to enhance school culture and promote connection after a time of much disconnect as a result of the challenges of the COVID-19 pandemic. These were all made possible as a result of community support. Millis High School truly appreciates the Millis community's dedication to its schools and students.

The Millis High School Council for the 2022-2023 school year is as follows:

Principal	Mark Awdycki
Teachers	Rachel Alan and Erin Cheney
Parents	Brandy Chetsas, Jennifer Leach and Dyann Rice
Students	Mirola Arian and Isabella Doherty



Members of Millis High School Class of 2022

Millis High School's Class of 2022 consisted of 74 graduates. MHS graduation was held outside on the football field for the third straight year on June 2, 2022. Ninety-eight percent of the graduates are continuing their education. Ninety-two percent are attending four-year colleges, 6% are attending two-year schools, 1% are entering the workforce, and 1% were undecided at the time of graduation. Below is the Millis High School Class of 2022:

Dulce Isabela Abreu
Jaden Adrienne Virginia Adams
Noah Matthew Allen
Jordan Wayne Amaral
Weston Philip Ambrose

DeLacy James Atkinson
Thomas Mina Azir
Cole Blumenau
Haley Katharine Burns
Carlson Robert Cantoreggi

Colin Joseph Christie
Emmett James Clark
John Joseph Clayton
Reilly David Collins
Lucas Peter Comiskey

Riley May Maxwell Conroy
 Anthony Rocco Coutts
 Brendan Philip Davis
 Nicholas John Dayhoff
 Darwin Divan Delaney
 Raymond Alec DeMarco
 Adela Banda El Khoury
 Ashley Frances Farrington
 Carla Noelle Ferzoco
 Matthew Ryan Fiala
 Krystal Lynn Flint
 Colin Patrick Fornaro
 Devon Elizabeth Gatz
 Michael Samuel Gavigan
 Rachel Lynn Geddes
 Maggie Maxanne Graham
 Julia Lynn Grattan
 Jack Matthew Halloran
 Andrew Lee Hatch
 Cassidy Anne Hickey

Katerina Alexandra Hollister
 Lillian Elizabeth Hornbeck
 Daniel Jeremiah Hourihan
 Kayla Elizabeth Hoyland
 Joseph Charles Hubbell
 Leith Jehu
 Kailey Nicole Joe
 Megan Mahoney Johnston
 Alexander James Joseph
 Jess Zion Khan
 Bretton Steven James Kohler
 Matthew Joseph Krauss
 Derek Kody Lazare
 Amy Elizabeth Lund
 Matthew John Malloy
 Elle Anese McClary
 Connor Eugene McMahon
 Braeden Wallace McPhee
 Bola Mikhaeil

Daniella Renee Molinaro
 Ryan Patrick Mullen
 Caroline Leigh Mundy
 Robert Edward Nirenberg
 Julia Leona Olmsted
 Kailie Marie Peck
 Benjamin Hansen Pudelka
 Nicholas William Quinzani
 James Martin Adam Rodick
 Timothy Patrick Ryan
 Montina Sophia Santos
 Julia Grace Schofield
 Sophia Jeannette Sisto
 Celeste Michelle Smith
 Allison Evelyn Stallings
 Jonah Christopher Stapels
 Colin James Streck
 Chloe Lynn Verrochi
 Liam Padraic Walsh
 Bridget Kate Welch

MILLIS HIGH SCHOOL CLASS OF 2022 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

GRADUATION MEDALS	WINNER(S)
Valedictorian Award	Colin Streck
Richard Pixley Memorial Salutatorian Award	Riley Conroy
Art Award	Krystal Flint
Band Award	Jonah Stapels
Chorus Award	Benjamin Pudelka
English Award	Benjamin Pudelka
Mary K. Galvin Award	Jonah Stapels
Math Award	Colin Streck
Physical Education Outdoor Pursuits Award	Dulce Abreu
	Nicholas Quinzani
Physical Education Fit for Life Award	Allison Stallings
	Daniel Hourihan
Science Award	Riley Conroy

Spanish Immersion AP Award	Daniel Hourihan
Spanish Non-Immersion AP Award	Riley Conroy
Student Council Award	Megan Johnston
Technology Award	Colin Streck
Digital Media Production Award	Jaden Adams
U.S. History Award	Megan Johnston
PRESIDENT'S GOLD AWARD FOR EDUCATIONAL EXCELLENCE:	Jaden Adams
Criteria = GPA of 3.50 and up	Noah Allen
	Weston Ambrose
	Thomas Azir
	Cole Blumenau
	Haley Burns
	Colin Christie
	Emmett Clark
	Reilly Collins
	Lucas Comiskey
	Riley Conroy
	Anthony Coutts
	Brendan Davis
	Adela El Khoury
	Ashley Farrington
	Carla Ferzoco
	Matthew Fiala
	Krystal Flint
	Devon Gatz
	Rachel Geddes
	Maggie Graham
	Julia Grattan
	Jack Halloran

	Andrew Hatch
	Daniel Hourihan
	Kayla Hoyland
	Joseph Hubbell
	Kailey Joe
	Megan Johnston
	Alexander Joseph
	Jess Khan
	Bretton Kohler
	Matthew Krauss
	Elle McClary
	Bola Mikhaeil
	Daniella Molinaro
	Ryan Mullen
	Caroline Mundy
	Kailie Peck
	Benjamin Pudelka
	Nicholas Quinzani
	Timothy Ryan
	Montina Santos
	Julia Schofield
	Sophia Sisto
	Allison Stallings
	Jonah Stapels
	Colin Streck
	Chloe Verrochi
	Liam Walsh
	Bridget Welch
PRESIDENT'S SILVER AWARD FOR EDUCATIONAL ACHIEVEMENT:	Carlson Cantoreggi

Criteria = GPA of 3.0 to 3.49	Darwin Delaney
	Raymond DeMarco
	Katerina Hollister
	Lillian Hornbeck
	Derek Lazare
	Matthew Malloy
	Julia Olmsted
SPANISH IMMERSION CERTIFICATES OF EXCELLENCE RECIPIENTS FROM THE SPANISH MINISTRY OF EDUCATION:	
	Haley Burns
	Colin Christie
	Lucas Comiskey
	Anthony Coutts
	Lillian Hornbeck
	Daniel Hourihan
	Kayla Hoyland
	Alexander Joseph
	Derek Lazare
	Braeden McPhee
	Ryan Mullen
	Benjamin Pudelka
	Allison Stallings
	Jonah Stapels
	Colin Streck
CERTIFICATE AWARDS	
MSAA Student Achievement Award	Nicholas Quinzani
MetroWest Principal's Award	Krystal Flint
MetroWest Principal's Award	Bridget Welch

SCHOLARSHIPS	
Morris C. and Judith Mushnick Memorial Scholarship	Riley Conroy
James & Margaret Tabarani Scholarship	Caroline Mundy
Pauline L. Smith Medical Services Scholarship	Carla Ferzoco
Frank L. “Lorry” McDonough Scholarship	Jonah Stapels
The William and Sylvia Vellante Memorial Scholarship	Ben Pudelka
G.R.I.T. Scholarship #1	Jaden Adams
G.R.I.T. Scholarship #2	Weston Ambrose
G.R.I.T. Scholarship #3	Devon Gatz
G.R.I.T. Scholarship #4	Rachel Geddes
G.R.I.T. Scholarship #5	Allison Stallings
Millis Police Scholarship	Nicholas Quinzani
Clay and Michael Larcom Scholarship	Rachel Geddes
LuvPug Foundation Scholarship	Carlson Cantoreggi
Diane Hatch Memorial Scholarship	Ryan Mullen
Middlesex Savings Bank Scholarship	Chloe Verrochi
Dominic E. Luppino Memorial Scholarship	Brendan Davis
Millis School Committee Scholarship	Riley Conroy
Millis School Committee Scholarship	Ben Pudelka
Mohawk Pride Boys Basketball Scholarship	Nicholas Quinzani
Niles Rosenfeld Memorial Scholarship	Carlson Cantoreggi
Dr. George C. Roy Student Council Scholarship	Megan Johnston
Nicholas Diamandis Memorial Scholarship	Jack Halloran
The Warsofsky Memorial Fund	Allison Stallings
Jack Warsof Memorial Scholarship	Colin Streck
Aram Karoghlianian Tennis Scholarship	Maggie Graham
Amvets Post 495	Kailie Peck
Amvets Ladies Auxiliary Post 495 Scholarship	Megan Johnston
Amvets Ladies Auxiliary Post 495 Scholarship	Sophia Sisto
Ed Winiker Scholarship	Jess Khan

Millis Lions Club Scholarship #1	Brendan Davis
Millis Lions Club Scholarship #2	Thomas Azir
Millis Lions Club Scholarship #3	Elle McClary
Millis Girls Softball League Scholarship	Megan Johnston
Alyssa Gagne Memorial Scholarship	Carla Ferzoco
Novick Family Scholarship	Jaden Adams
Democrat Town Committee Scholarship	Devon Gatz
Millis Booster's Club Scholarship	Anthony Coutts
Millis Booster's Club Scholarship	Nicholas Quinzani
Coach Ernie Richards Memorial Scholarship	Anthony Coutts
Bryce Matthew McCarthy Memorial Foundation Scholarship	Weston Ambrose
Sean Caulfield Memorial Scholarship	Devon Gatz
The Ingraham Family Scholarship	Ryan Mullen
The Ingraham Family Scholarship	Sophia Sisto
Millis Flag Football Scholarship	Carlson Cantoreggi
Maxanne O'Rourke Memorial Scholarship	Maggie Graham
Millis Teachers Association Scholarship	Maggie Graham
Boggestowe Fish and Game Club Scholarship	Carlson Cantoreggi

Millis School Committee
2022 Chairman's Report

In 2022 there was no change to the membership of the Millis School Committee. Marc Conroy was re-elected to a three year term.

After 18 months of COVID-related impacts the 2022-2023 school year began without any restrictions. The students, faculty and staff were excited to be back to in-person learning.

The Superintendent, administration, teachers and support staff continue to provide a high level of education at one of the lower per pupil expenditure rates as compared to districts of similar size as well as those in our geographic location.

The district continues to expand curriculum offerings at all levels, elementary through high school. Administrators and staff also continuously look to provide extracurricular activities that meet students' interests across grade levels, especially in the middle school and high school.

Thanks to the support of the Millis community and District's staff we continue to be able to provide opportunities for our children to thrive.

Sincerely,
Steven Catalano, Chair
Robyn Briggs
Marc Conroy
Denise Gibbons
Kerri Roche

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2022.

Library Trust Funds	\$	77,077.29
----------------------------	-----------	------------------

Griswold Trust Fund	33,413.69
Ida & Joe Warsofsky Endowment	10,768.24
George W. Wolverf Fund	4,174.77
C. Wesley Emerson Library Memorial	323.17
Sibbel Purdy Memorial Fund	2,074.82
Richard A. Housely Memorial Fund	11,188.88
Jack Warsof Endowment Fund	15,133.72

Other Trust Funds	\$	2,433,306.52
--------------------------	-----------	---------------------

Conservation Commission Fund	12,340.61
Cemetery Fund	145,206.36
Stabilization Fund	2,124,902.77
Scholarship Trust Funds	150,856.78

Cash in the custody of the treasurer by purpose, is as follows:

<u>Purpose</u>	<u>01-Jan-22</u>	<u>31-Dec-22</u>
Depository & Checking Accounts	4,924,479.36	7,361,185.17
School Agency & Lunch Accounts	112,854.87	143,682.67
Investment Accounts	7,815,110.48	9,122,754.62
Other Post Employment Benefits Fund	229,982.04	237,413.03
Revolving Accounts	59,493.47	59,957.17
Trust Funds & Scholarship Accounts	550,169.13	715,570.66
Stabilization Funds	1,875,504.82	2,124,902.77
Performance Bond (Escrow) Accounts	2,167.19	2,167.69
	\$ 15,569,761.36	\$ 19,767,633.78

Respectfully submitted,
Jennifer S. Scannell
Treasurer

Report of the Collector

Below is a schedule of collections for the calendar year ending December 31, 2022

Taxes Collected Including Interest: \$ 32,107,023.25

Current Year	Real Estate FY2023	14,503,909.64
	CPA FY2023	115,946.53
	Personal Property FY2023	332,481.46
	Real Estate FY2022	14,841,514.20
	CPA FY2022	118,410.50
	Personal Property FY2022	418,376.92
Prior Years	Real Estate	229,255.01
	CPA	2,133.10
	Personal Property	3,639.79
All Years	Tax Title	144,867.35
Current Year	Motor Vehicle Excise 22	1,328,329.18
Prior Year	Motor Vehicle Excise 21	55,606.82
Other Years	Motor Vehicle Excise	12,552.75

Other Collections Including Interest: \$ 3,907,271.70

Water Charges Collected	1,123,679.41
Sewer Charges Collected	1,265,191.81
Water/Sewer Capital Assessment	625,521.06
Sewer/Septic Betterments	51,908.51
Water/Sewer Liens	121,082.08
Stormwater Charges Collected FY2023	585,263.77
Stormwater Charges Collected Prior Years	51,796.36
Stormwater Liens	52,863.78
All Penalties, Charges, & Fees	29,964.92

Total Collections - All Types \$ 36,014,294.95

Respectfully submitted,
Jennifer S. Scannell
Collector

**MILLIS VETERANS' SERVICES OFFICE
2022**

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	61
Veterans on Chapter 115 (as of 12/31)	3
Burial Benefits Provided	1
Veteran Work Off Program	5
Massachusetts Fully Disabled Veterans Annuity	9



The town of Millis voted and passed two important veteran measures. First, the town reduced the residency requirement from two to one year for veterans in order to receive local veteran tax exemptions. Second, the town voted and passed the adoption of Massachusetts General Laws Chapter 59, Section 5, Clause 22H for surviving **Gold Star** parents to receive full real estate tax abatement. In 2022, Millis became a Commemorative Partner in the Department of Defense's 50th Anniversary of the Vietnam War.

Millis' Veterans' Services Office (VSO) enabled financial and medical aid assistance to veterans in need via Massachusetts General Laws Chapter 115, CMR 108, through the Commonwealth of Massachusetts Department of Veterans Services and the Federal Veterans Administration (VA). The VSO supported and filed many VA claims associated with this year's PACT Act for qualifying veterans. The PACT Act is a new law that expands VA health care and benefits for Veterans exposed to burn pits, Agent Orange, and other toxic substances. The VSO also assisted nine fully disabled veterans (DV) with the Massachusetts DV Annuity program.

The VSO facilitated the Veterans Property Tax Work Off Program and expanded the town's VA claim capability and process speed; thus, assisting more Millis veterans and their families access federal VA assistance with the VetraSpec Program. This computer program provides the Millis VSO full VA claim visibility and administrative information.

The VSO utilized the Massachusetts Military Records account to assist Millis veterans in attaining a copy of their personal DD-214 service record. This pivotal document provides information required to verify military service for benefits, retirement, employment, and membership in veterans' organizations. The VSO and Millis veteran organizations planned and conducted Memorial and Veterans Day Ceremonies that were both filmed and shown on Millis local cable television.

Zoning Board of Appeals 2022

The members serving of the Millis Zoning Board of Appeals are the following:

- Peter Koufopoulos, Chair
- Michael Giampietro, Member
- Bob Fogarty, Member
- Bonnie MacDonald, Member
- Don Rivers, Member

The Zoning Board of Appeals acted on the following applications during 2022:

16 Spring Street – Finding – Building of Deck -Approved

32 Pollard Street – Special Permit – Family Accessory Unit – Approved

76 Farm Street – Finding – Front Porch and Dormer – Approved

183 Village Street – Variance – Garage – Approved

351 Plain Street – Finding – Portico – Approved

SPECIAL PERMIT RENEWALS **2022**

Basinet, 80 Meadow Cartway, Approved, two goats.

Brown, Robert and Pamela, 244 Exchange Street, Approved, In-Law Apartment.

Brynczka, Christopher & Rachael, 219 Orchard Street, Approved, Accessory Family Unit.

Diotalevi, Penny, 15 A Dyer Street, Approved, Accessory Family Unit.

DiPaola, DVM, Jeffrey, 825 Main Street, Approved, Veterinary Hospital.

Durand Brian, 171 Farm Street, Approved, Accessory Family Unit, Property.

Elbery, Donna, 47 Railroad Avenue, Approved, to be allowed to house cats/kittens awaiting adoption.

Furry, Mary Susan, c/o Harlan Ketterling, 194 Ridge Street, Approved, to keep Livestock.

Flaherty, Robert and Betty, 30 Bow Street, Approved, In-law Apartment.

Gagne, Amy and James, 37 Exchange St. Approved, Two residential apartments and commercial space.

Guthrie, Kendra, 2 Chelsea Way, Approved, In-Law Apartment.

Gonzalez, Betsy C, 4 Ryan Road, Approved, In-Law Apartment.

Giampietro, Michael & Tina, 121 Orchard St, Approved, Home Occupation

Hansen, Kathleen Hanson , 7 Alma Road, Approved, Accessory Family Unit.

Hiler, Cari Leah, DVM, 1175 Main Street, Approved, Veterinary Hospital.

Hopkins, Gerard and Robin 7 Southwoods Circle, Approved, In-Law Apartment.

Keenan, Walter, 5 Windcrest Lane, Approved, In-Law Apartment.

Kramer, Kenneth, 101 Spring Street, Approved Special Permit for baking custom cakes.

Kubacki, Helen R, 22 Middlesex Street, Approved, Handcraft Classes.

Luppino, Richard, 128 Norfolk Rd, Approved, In Law Apartment.

Lynch/McCaronJudith, 106 Forest Rd., Approved, Keeping of four horses.

Martin, 590 Main Street, Approved, Accessory Family Unit.

Martino, 7 Rose Road, Approved, Accessory Family Unit.

MacInnes William , 78 Island Street, Approved, Accessory Family Unit.

Maltinsky, Nathan and Christine, 431 Exchange Street, Approved, In-Law Apartment.

Millis Animal Hospital, 1175 Main Street, Approved, Animal Hospital.

Nicholson, Richard, 8 Saratoga Terrace, Approved, In-Law Apartment.

Nolan, Tracy & Todd, 34 Pollard Drive, Approved, In-Law Apartment.

Picklesmier, Dorman and Claudette, 183 Farm Street, Approved, to stable two horses.

Pitt, Janet, 1365-1367, Approved, to operate a dog day care, grooming and boarding business.

Smith-McCarthy, Jennifer, 14 Independence Lane, Approved, In-Law Apartment.

Sullivan, Robert, 310 Village Street, Approved, Accessory Family Unit.

Tobin, Nate and Noreen, 63 Island Road, Approved, Accessory Family Unit.

Vogt, Angela, 280 Ridge Street, Approved, Art Classes.

Wainwright, Charles, 165 Farm Street, Approved, Accessory Family Unit.

Wassell, Deirdre, 34 Village Street, Approved 3 hens.

Williamson, Lois Anne, 68 Bullard Lane, Approved, Private Nursery School.

TOWN OF MILLIS PHONE DIRECTORY

EMERGENCY - DIAL 911

(For Ambulance, Fire and Police Emergency Calls Only)

For non-emergency business, see below)

<u>Town Offices</u>	<u>Main Number:</u>	(508) 376 - 7040
Animal Control		(508) 533 - 3251
Board of Assessors		(508) 376 - 7049
Board of Health		(508) 376 - 7042
Building Inspector		(508) 376 - 7044
Electrical Inspector		(508) 376 - 7044
Plumbing & Gas Inspector		(508) 376 - 7044
Cable Studio		(508) 376 - 7057
Conservation Commission		(508) 376 - 7045
Council on Aging/Senior Center		(508) 376 - 7051
Department of Public Works		(508) 376 - 5424
Emergency Management		(508) 376 - 2361
Energy Manager		(508) 376 - 7041
Finance Office/Payroll		(508) 376 - 7039
Fire Department (non-emergency)		(508) 376 - 2361
Housing Authority		(508) 376 - 8181
Library		(508) 376 - 8282
Planning Board		(508) 376 - 7045
Police Department (non-emergency)		(508) 376 - 5112
Recreation Department		(508) 376 - 7050
Select Board		(508) 376 - 7041
Town Administrator		(508) 376 - 7041
Town Clerk		(508) 376 - 7046
Treasurer/Tax Collector		(508) 376 - 7091
Veterans Agent		(508) 376 - 7059
Zoning Board of Appeals		(508) 376 - 7046

School Department

Clyde Brown School - Principal	(508) 376 - 7003
Middle School - Principal	(508) 376 - 7014
High School - Principal	(508) 376 - 7010
Superintendent	(508) 376 - 7000

Town website: www.millisma.gov