

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



FOR THE YEAR ENDING
DECEMBER 31, 2023

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

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2023
IN MEMORIAM

Jacqueline Ann Anderson
Millis Administrative Assistant to the Town Administrator
Employee Insurance Advisory Committee
Public Employees Committee
February 24, 2023
~~~~~

Theodore L. "Ted" Iorio  
Donated land for Water Pumping Station for Millis  
March 23, 2023  
~~~~~

Elizabeth E. "Liz" Carlson
Town of Millis Police, Fire and EMS Departments
October 3, 2023
~~~~~

Wayne L. Hansen  
Elections Warden  
June 27, 2023  
~~~~~

Appointments

Moderator:

- Finance Committee
 - Jonathan Loer, 3 Years, 2026
 - Jodie Garzon, 3 Years, 2026
 - Cathy MacInnes, 3 Years, 2026
 - Jen Zarutskie, 3 Years, 2026
- Oak Grove Farm Commission
 - Rob Elbery, 3 Years, 2026

Town Clerk

- Assistant Town Clerk, Kathleen A. Smith, 2024

Board of Health

- John P. McVeigh, MBA, CHO, RS, Health Agent, 2024
- JaiKaur LeBlanc, Member, Health Agent, 2024
- Matthew Fuller PHD, Member, Health Agent, 2024
- Donna Scotland, Member, Health Agent, 2024
- Kathleen Lannon RNMS, Health Agent, 2024
- Sarah Ward RN, Health Agent, 2024
- Angelo DeLuca, Health Agent, 2024
- Mark Awdycky, HS Principe, Student Smoking, Health Agent, 2024
- James White, 5 Brookview Rd, Health Agent, 2024
- James McKay, 416 Village St, Health Agent, 2024
- Lisa Hardin, Burial Agent, 2024
- Susan Vara, Burial Agent, 2024
- Kathy Smith, Burial Agent, 2024
- Thomas Caruso, Burial Agent 2024
- Casey Mellin, Health Agent 2024
- Parivallal Thillaigovindan, Tobacco/Health Agent, 2024

Joint – Moderator, Chair of the School Committee, Chair of the Select Board

- Tri County Representative, Jane Hardin, 2024

Select Board and Town Administrator Appointments

Agricultural Commission

Diane Hubbard, 2024
Robert Cantoreggi, 2024
Linda Chiarizio, 2024

Regional Animal Control Officer

Erin Mallette, 2024

Deputy Animal Control Officer

Kelley Ward, 2024

Board of Assessors

Robert Veaner, Chair, 2025
Joy Ricciuto, 2026
Lisa Jane Hardin, 2024

Principal Assessor

Theresa Gonsalves, 2024

Cable TV Advisory Committee

Leonard Forman, 2024
Raymond Normandin, 2024
Madeline Yusna, ex officio, 2024
Craig Schultze, Sel. Board Liaison, 2024

Capital Planning Committee

Jonathan Barry, Chair, 2024
Peter Jurmain, At Large Member, 2024
James McCaffrey, At Large Member, 2025
Jonathan Loer, Fin Com Liaison, 2024
Marc Conroy, School Comm Liaison, 2024
Craig Schultze, Select Board Liaison, 2024
Michael Guzinski, ex officio, 2024

Cemetery Committee

Marsha Collins, Chair, 2024
John Doyle, 2024
James McKay, 2024
Jeffrey Mushnick, 2024
Wayne Simpson, 2024
Charles Vecchi, 2024
Ellen Rosenfeld, Select Board Liaison, 2024

Community Preservation Committee

Nathan Maltinsky, Chair, Hist Comm Liaison, 2025
James McKay, At Large Member, 2026
David Baker, At Large Member, 2024

Wendy Barry, At Large Member, 2025

James Lederer, ConCom Liaison, 2026

Cathy MacInnes, Fin Com Liaison, 2026

Pamela Rheaume-Mustard, Rec Liaison, 2026

Alan Handel, Planning Board Liaison, 2026

Mary-Ellen D 'Espinosa, Housing Comm Rep, 2026

Ellen Rosenfeld, Select Board Liaison, 2024

Conservation Commission

Edward Chisholm, 2025
Christine Gavin, 2026
Scott McPhee, 2026
James Lederer, 2024
David Larsen, 2025
Carol Hayes, 2024
John Steadman, 2025

Council on Aging

Meredith St. Sauveur, Chair, 2025
Elizabeth Derwin, Secretary, 2025
William Brown, 2026
Helen Daly, 2024
Herbert Lannon, 2024
Carol Maloof, 2024
Joyce Boiardi, 2025
Anne-Marie Gagnon, ex officio, 2024
Lisette Walter – Resigned – 2023
Loring Barnes – Resigned - 2023

Cultural Council

Jen Zarutskie, Chair, 2024
Melanie Ferrimy, Treasurer, 2024
Amy Cohen, Co-Secretary, 2025
Judy O'Gara, Co-Secretary, 2026
Meaghan Quillop, 2024
Edward Ginn, 2025
Marie Turley, 2026
Lelia Teneyro-Viana, 2024
Nuala Barner, 2026
Rob Zammarchi – Resigned - 2023

Economic Development Committee

Nicole Riley, Chair, 2024
Nathan Maltinsky, Vice Chair, 2024
Amanda Borgman, 2024
Loring Barnes, 2024
Matt Iorlano, 2024

Jonathan Sussman, 2024
Craig Schultz, Select Board Liaison, 2024

Energy Committee

Craig Gibbons, Chair, 2024
Jonathan Barry, 2024
Timothy Farrar, 2024
Tom O'Connell, 2024
Kathleen Streck, 2024
Peter Jurmain, 2024
Cullen Ward, 2024
Ellen Rosenfeld, Select Board Liaison, 2024
Robert Weiss, ex officio, 2024

Energy Manager

Robert Weiss, 2024

Enterprise Advisory Committee

Jim Duffy, Chair, 2024
Bryan De Souza, 2024
Todd Quinter, 2024
Jim McKay, DPW Liaison, 2024
John McVeigh, BOH Liaison, 2024

Ethics Commission Liaison

Karen Bouret DeMarzo, 2024

Fence Viewer

Michael Giampietro, 2024
Michael Guzinski, 2024

Finance Director

Carol Johnston, 2024

Fire Chief

Richard Barrett, 2024

Historical Commission

Nathan Maltinsky, Chair, 2026
Mitch Bobinski, 2024
Joanne Gannon, 2026
Jacqueline Graci, 2024
Cheryl Prufer, 2024
Margaret Wilkes, 2026
Rusty Cushman, Associate, 2024
Scott Fuzy, Associate, 2024
Charles Vecchi, Associate, 2024
Larry Giargiari, Associate, 2024
Carolyn McNiff, Associate, 2024
Robert Ruggeri, Associate, 2024

Local Emergency Planning Committee

Richard Barrett, Fire Chief, Chair, 2024
Karen Bouret DeMarzo, Executive Office, 2024
James Donovan, IT, 2024
John Engler, Facilities, 2024
Matthew Fuller, BOH Liaison, 2024
Michael Guzinski, Town Administrator, 2024
Sandy LaBarge, School Transportation, 2024
James McKay, DPW Director, 2024
John McVeigh, BOH Director, 2024
Christopher Soffayer, Police Chief, 2024
Erin Underhill, Select Board Liaison, 2024
Sarah Ward, Public Health Nurse, 2024

MBTA 3A Advisory Committee

Jodie Garzon, Chair, 2024
Richard Barrett, 2024
Madeline Yusna, 2024
Owen Salerno, 2024
Nicole Riley, 2024
Jeffery Germagian, 2024
Wayne Carlson, 2024
Craig Schultze, Select Board Liaison, 2024
Dan Merrikin – Resigned - 2023

MBTA Advisory Board Designee

Robert Weiss, 2024

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

Robert Weiss, 2024
Nicole Riley, 2024

Norfolk County Advisory Board Designee

Craig Schultze, 2024

Parking Clerk

Karen Bouret DeMarzo, 2024

Permanent Building Committee

Rich Nichols, Chair, 2024
Diane Jurmain, Vice Chair, 2025
John Larkin, 2024
James McCaffery, 2026
Jeremy Stull, 2025
Erin Underhill, Select Board Liaison, 2024

Plumbing/Gas Inspector

Timothy Costello, 2024

Police Chief

Christopher Soffayer, 2024

Public Weighers

Kenneth Bianco, 2024
Michael Collins, 2024
Donald Gilleney, 2024
Paul Lapierre, 2024
Jason Lariviere, 2024
Arthur Murphy, 2024
Michael Pukanasis, 2024
Scott Rorrie, 2024
Francis Rossi, 2024
John Tresca, 2024
Robert Tresca, 2024
Steven Tresca, 2024

Recreation Committee

Michael Banks, Chair, 2024
Sharon Locke, Vice Chair, 2024
Steven Cassidy, 2024
Amanda Jarvis, 2024
Pamela Rheaume-Mustard, 2024
Stephen Smith, 2024
Rose Sussman, 2024
Kristen Fogarty, ex officio, 2024

Regional Transportation Advisory Council

Robert Weiss, 2024

Registrars of Voters

Marc Conroy, 2024
Lisa Jane Hardin, 2024
Karen Bouret DeMarzo, 2024
Robert Yeager, 2024

Right-To-Know Coordinator

John McVeigh, 2024

Safety Committee

Richard Barrett, 2024
Karen Bouret DeMarzo, 2024
John Engler, 2024
James McKay, 2024
John McVeigh, 2024
Christopher Soffayer, 2024
Kimberly Tolson, 2024
Sandy LaBarge, 2024

School Building Committee

Rich Nichols, Chair, 2024
Diane Jurmain, Vice Chair, 2024
Marc Conroy, Voting Sch Com Member, 2024
Denise Gibbons, Voting Sch Com Member, 2024
John Larkin, 2024
Jim McCaffery, 2024
Mark Awdycki, Non-Voting Principal, 2024
John Engler, Non-Voting Dir of Facilities, 2024
Ana Hurley, Non-Voting Principal, 2024
Mike Guzinski, Town Administrator, 2024
Bob Mullaney, Superintendent, 2024
Terry Wiggan, Sch Director of Finance & HR, 2024

Sealer of Weights and Measures

Erika Robertson, 2024

Southwest Area Planning Council (SWAP)

Michael Guzinski, 2024
Nicole Riley, 2024

Surveyor of Wood & Lumber

Michael Giampietro, 2024

Town Accountant

Lisa Morin, 2024

Town Counsel

KP Law, 2024
Mead, Talerman, & Costa, LLC 2024

Treasurer/Collector

Jennifer Scannell, 2024

Tree Warden

Robert Cantoreggi, 2024

Deputy Tree Warden

Richard Vatour, 2024

Veterans Agent

John Moore, 2024

Zoning Board of Appeals

Peter Koufopoulos, Chair, 2025
Robert Fogarty, 2026
Michael Giampietro, 2024
Donald Rivers - Associate, 202
Bonnie MacDonald, Associate, 2024

REPORT OF THE TOWN CLERK for 2023

Over the course of 2023, we held three elections and two town meetings. The Spring Town Meeting in the High School auditorium on Wednesday, May 3rd, had 385 voters participate, a turnout of 6%. There was spirited discussion on 20 articles for about two hours, including the Fiscal Year 2024 Town Budget of \$41,855,721, an additional \$938,697 for the Schools, and \$658,757 for various capital items.

The Town Election in May is often low key. This year there were no contested races. We had 215 (3%) participate at the Town Election on May 8th.

We had an unusual two elections on Tuesday, October 24th, both regarding the proposal for a new Tri-County Regional Technical School, located in Franklin. One election was the District Election for all eleven towns with the same ballot. The other was a Special Millis Town Election to determine whether the Millis voters would approve a Proposition 2 ½ debt exclusion to pay our portion of the bond for the new school. Millis was the only town to have a funding question on the same day. Neither question passed in Millis, but the District overall approved building the new school.

On Monday, November 6th, we held the Fall Town Meeting in the High School auditorium. It was a warrant of 12 articles and lasted about 1 hour. This Meeting had 132 participants (2%). We authorized borrowing \$7.1 million for another PFAS Treatment Plant at Well #3, borrowing \$573,559 for a Vactor Truck for the DPW, and spending \$500,000 on roads.

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 2023 (+/- since 2022)

Population	8,985	(- 11)
Senior citizens (60+)	2,933	(+ 137)
Residents (19-59)	4,549	(- 126)
School age children (6-18)	1,084	(- 6)
Pre-school age children (0-5)	419	(- 16)
Veterans	352	(- 9)
Registered Voters	7,027	(+ 28)
Unenrolled	4,736	(+ 177)
Democrat	1,520	(- 96)
Republican	771	(- 53)
Births	67	(- 21)
Marriages	22	(- 2)
Deaths	84	(+ 15)
Licenses issued: Dogs	1,126	(+ 187)
Business Licenses	112	(+ 66)

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, 2023 are available in the Office of the Town Clerk.

TOWN ELECTION - May 8, 2023

OFFICIAL RESULTS

CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 year)				
Robert A. Cantoreggi, II	59	49	83	191
Write-ins	0	1	2	3
Blanks	9	6	6	21
TOWN CLERK (3 years)				
Lisa Jane Hardin	56	47	85	188
Write-ins	1	3	1	5
Blanks	11	6	5	22
SELECT BOARD (3 years)				
Erin T. Underhill	59	53	83	195
Write-ins	1	0	1	2
Blanks	8	3	7	18
SCHOOL COMMITTEE (3 years) VOTE FOR TWO				
Denise D. Gibbons	57	49	82	188
Shayna Ann Canestrari	50	46	68	164
Write-ins	0	1	1	2
Blanks	29	16	31	76
BOARD of HEALTH (3 years)				
JaiKaur LeBlanc	55	54	78	187
Write-ins	0	0	4	4
Blanks	13	2	9	24
LIBRARY TRUSTEE (3 years)				
Jennifer White Farrar	60	54	87	201
Write-ins	0	0	1	1
Blanks	8	2	3	13
PLANNING BOARD (5 years)				
Richard D. Nichols	60	52	79	191
Write-ins	0	0	1	1
Blanks	8	4	11	23
CONSTABLE (3 years) VOTE FOR TWO				
Helen R. Kubacki	57	53	79	189
Nathan R. Maltinsky	62	49	80	191
Write-ins	1	0	2	3
Blanks	16	10	21	47
Total Ballots:	68	56	91	215
(3% of 6,934 registered voters)				

Tri-County DISTRICT ELECTION - October 24, 2023			
OFFICIAL RESULTS			
QUESTION			TOTAL
Tri-County DISTRICT SCHOOL QUESTION			
for new Tri-County Regional Vocational School			
YES			351
NO			656
Blanks			0
Total Ballots:			1007
(14.33 % of 7,027 registered voters)			
(This question passed District wide)			
SPECIAL TOWN ELECTION - October 24, 2023			
OFFICIAL RESULTS			
QUESTION			TOTAL
TOWN OVERRIDE QUESTION (Debt Exclusion)			
to fund new Tri-County Regional Vocational School			
YES			492
NO			514
Blanks			0
Total Ballots:			1006
(14.32 % of 7,027 registered voters)			

October 24, 2023

BALLOT QUESTION for Tri-County DISTRICT ELECTION

TRI-COUNTY REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

Do you approve of the vote of the Regional District School Committee of the Tri-County Regional Vocational Technical School District, adopted on September 20, 2023, to authorize the borrowing of \$285,992,692 to pay costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 147 Pond Street, Franklin, Massachusetts, including the payment of all costs incidental or related thereto, which vote provides, in relevant part, as follows:

“VOTED: That the Tri-County Regional Vocational Technical School District (the “District”) hereby appropriates the amount of \$285,992,692 for the purpose of paying costs of designing, constructing, originally equipping and furnishing a new District high school and related athletic facilities, located at 147 Pond Street, Franklin, Massachusetts, including the payment of all costs incidental and related thereto (the “Project”), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to G.L. c. 71, §16(n), and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) fifty-six and fifty-six one hundredths percent (56.56%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District’s member communities for approval at a District-wide election to be held on Tuesday, October 24, 2023 in accordance with the provisions of G.L. c. 71, §16(n) and the District Agreement.”

YES or NO

Town of Millis Debt Exclusion Question on October 24, 2023

Shall the Town of Millis be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay the Town’s allocable share of the bonds issued by the Tri-County Regional Vocational Technical School District to pay costs of designing, constructing and equipping a new high school to be located at 147 Pond Street, in Franklin, including the payment of all costs incidental or related thereto?

YES or NO

SPRING 2023 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY23 Additional Wages and Expenses
3. FY24 Operating Budget
4. Supplemental FY24 Budget – Free Cash
5. Supplemental FY24 Budget – Stabilization Fund
6. SEIU #888, Firefighters Local #4704 & AFSCME Council 93 Local #1301
Contract Ratifications
7. Sewer Enterprise Fund
8. Water Enterprise Fund
9. Stormwater Enterprise Fund
10. Consent Agenda
 - Amendments to the Personnel Plan
 - Board of Health Appointing Authority
 - Revolving Funds
 - Community Preservation Fund
11. Community Preservation Open Space/Recreation Reserve Fund –
Oak Grove Farm Trail Improvement Project
12. Capital Items
13. New Bus Lease for Schools – Year One
14. New Police Cruiser Lease – Year One
15. Establish Millis New Zero Goal
16. General Bylaw Change - Amend Plastic Bag Reduction Bylaw
17. Unemployment Insurance Fund
18. Special Education Stabilization Fund
19. Stabilization Fund
20. Citizens' Petition Article – Wireless Infrastructure Concerns

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
WEDNESDAY, MAY 3, 2023

The Spring Annual Business Meeting of the Town of Millis was held on Wednesday, May 3, 2023 in the auditorium of the Millis Middle/High School and was called to order by the Moderator, Robert A. Cantoreggi at 7:40 PM.

The Town Warrant calling this business meeting was signed on April 10, 2023, by the Select Board members Erin Underhill, Craig Schultze and Ellen Rosenfeld and was posted on April 12, 2023 by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors/Tellers/Constable appointed and sworn in for the auditorium:

Christine McCaffrey	Anne Baima
Bonnie Hilton	Marsha Collins
Susanne Locklin	Mary Shea
Susan Ferzoco	Donna Scotland
Joanne Truchon	Meredith St. Sauveur
Nathan Maltinsky (Constable)	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag. State Representatives that came to town meeting were Marcus Vaughn and James Arena-DeRosa, as well as State Senator Becca Rausch.

The Moderator then made opening remarks concerning the twenty 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.

Moderator 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 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 audience. He also stated his role as Moderator is as an independent, elected official who presides over the Town Meeting to insure a fair, orderly and 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 on each article, 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. A 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, Joyce Boiardi, Michael Krone, Jonathan Loer, Cathy MacInnes, Sara Reyes and John Steadman.

Peter Berube made a motion asking the voters to allow the Moderator to declare a 2/3rd Voice Vote if needed. Motion was seconded. Motion passed by Majority Vote, some in Opposition.

ARTICLE 1: To see if the Town will vote to transfer from Free Cash the sum of **\$1,611.11**, and transfer the sum of **\$71.21** from Sewer Retained Earnings, and the sum of **\$6,553.27** from Water Retained Earnings, for a total sum of **\$8,235.59** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s):

<u>Department</u>	<u>Vendor</u>	<u>Amount</u>
Building	WB Mason	\$ 627.40
DPW-General	WB Mason	\$ 459.40
DPW-General	Eversource	\$ 336.64
Weights & Measures	James Allshouse	
	-Mileage Reimbursement	\$ 46.80
Weights & Measures	James Allshouse	
	-Expense Reimbursement	\$ 140.87
DPW-Sewer	Eversource	\$ 71.21
DPW-Water	Clean Harbors	\$6,503.92
DPW-Water	Eversource	\$ 49.35
	Total	\$8,235.59

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 **\$1,611.11**, and transfer the sum of **\$71.21** from Sewer Retained Earnings, and the sum of **\$6,553.27** from Water Retained Earnings, for a total sum of **\$8,235.59** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s):

Department	Vendor	Amount
Building	WB Mason	\$ 627.40
DPW-General	WB Mason	\$ 459.40
DPW-General	Eversource	\$ 336.64
Weights & Measures	James Allshouse	
	-Mileage Reimbursement	\$ 46.80
Weights & Measures	James Allshouse	
	-Expense Reimbursement	\$ 140.87
DPW-Sewer	Eversource	\$ 71.21
DPW-Water	Clean Harbors	\$6,503.92
DPW-Water	Eversource	\$ 49.35
	Total	\$8,235.59

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 2, 2022 Annual Town Meeting:

Transfer From:	Town General Government	\$ 42,000.00
	Health & Human Services	\$ 43,858.64
	Free Cash	\$ 50,000.00
	Total	\$135,858.64

Transfer To:	General Insurance	\$ 22,508.00
	Public Safety	\$ 61,271.10
	Public Works	\$ 11,079.54
	Culture & Recreation	\$ 41,000.00
	Total	\$135,858.64

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

Motion PASSED Unanimously (Simple Majority Vote 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 2, 2022 Annual Town Meeting:

Transfer From:	Town General Government	\$ 42,000.00
	Health & Human Services	\$ 43,858.64
	Free Cash	\$ 50,000.00
	Total	\$135,858.64

Transfer To:	General Insurance	\$ 22,508.00
	Public Safety	\$ 61,271.10
	Public Works	\$ 11,079.54
	Culture & Recreation	\$ 41,000.00
	Total	\$135,858.64

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 and by transfer from available funds, all as specified below, the sum of **\$41,855,721** 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, 2023 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$39,840,187
Ambulance Fund	\$ 616,356
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,285
Cell Tower Revenue	\$ 55,776
Bond Premium Release	\$ 102,515
Marijuana Impact Fees (FC)	\$ 271,314
Free Cash	\$ 233,453

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$253,439
Water Fund Indirect Costs to General Fund	\$309,759
Stormwater Fund Indirect Costs to General Fund	\$165,305

Or act in any manner relating thereto.

(Submitted by Select Board)

(See Operating Budget for FY24 attached at the end of these Minutes)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation and by transfer from available funds, all as specified below, the sum of **\$41,855,721** 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, 2023 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$39,840,187
Ambulance Fund	\$ 616,356
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,285
Cell Tower Revenue	\$ 55,776
Bond Premium Release	\$ 102,515
Marijuana Impact Fees (FC)	\$ 271,314
Free Cash	\$ 233,453

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$253,439
Water Fund Indirect Costs to General Fund	\$309,759
Stormwater Fund Indirect Costs to General Fund	\$165,305

ARTICLE 4: To see if the Town will vote to transfer from Free Cash the sum of \$538,697 for supplemental funding for the School Department, said supplemental funding being intended to support special education related services for the fiscal year beginning July 1, 2023. Or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED with a few in Opposition (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of \$538,697 for supplemental funding for the School Department, said supplemental funding being intended to support special education related services for the fiscal year beginning July 1, 2023.

ARTICLE 5: To see if the Town will vote to transfer from the Stabilization Fund the sum of \$400,000 for supplemental funding for the School Department, said supplemental funding being intended to support special education related services for the fiscal year beginning July 1, 2023.
Or act in any manner relating thereto.
(Submitted by Select Board)

Moderator Declared Motion PASSED by 2/3rd Vote, Some in Opposition (2/3rd Majority Vote Required) that the Town transfer from the Stabilization Fund the sum of \$400,000 for supplemental funding for the School Department, said supplemental funding being intended to support special education related services for the fiscal year beginning July 1, 2023.

ARTICLE 6: To see if the Town will vote to ratify the following collective bargaining agreements: **Town of Millis and SEIU Local 888, Professional Firefighters of Millis Local #4704, and AFSCME Council 93 Local 3901**, all to be retroactive to July 1, 2022.
Or act in any manner relating thereto.
(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town ratify the following collective bargaining agreements: **Town of Millis and SEIU Local 888, Professional Firefighters of Millis Local #4704, and AFSCME Council 93 Local 3901**, all to be retroactive to July 1, 2022.

ARTICLE 7: 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, 2023:**

Salaries/Wages	\$ 306,574
<u>Expenses</u>	<u>\$1,331,252</u>
Total	\$1,637,826

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

(See Sewer Enterprise Fund Report attached at the end of these Minutes)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Sewer Department Receipts, the following sums to **operate the sewer enterprise fund beginning July 1, 2023:**

Salaries/Wages	\$ 306,574
<u>Expenses</u>	<u>\$1,331,252</u>
Total	\$1,637,826

ARTICLE 8: 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, 2023:**

Salaries/Wages	\$ 362,396
<u>Expenses</u>	<u>\$1,647,340</u>
Total	\$2,009,736

Or act in any manner relating thereto.

(Submitted by Select Board)

(See Water Enterprise Fund Report attached at the end of these Minutes)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Water Department Receipts, the following sums to **operate the water enterprise fund beginning July 1, 2023:**

Salaries/Wages	\$ 362,396
<u>Expenses</u>	<u>\$1,647,340</u>
Total	\$2,009,736

ARTICLE 9: To see if the Town will vote to raise and appropriate from Stormwater Department Receipts, the following sums to **operate the stormwater enterprise fund beginning July 1, 2023:**

Salaries/Wages	\$244,697
<u>Expenses</u>	<u>\$482,036</u>
Total	\$726,733

Or act in any manner relating thereto.

(Submitted by Select Board)

(See Stormwater Enterprise Fund Report attached at the end of these Minutes)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Stormwater Department Receipts, the following sums to **operate the stormwater enterprise fund beginning July 1, 2023:**

Salaries/Wages	\$244,697
<u>Expenses</u>	<u>\$482,036</u>
Total	\$726,733

ARTICLE 10: To see if the Town will vote to approve the items as written in the Warrant as Consent Article 10.

CONSENT ARTICLE 10. To see if the Town will vote the following consent articles:

- 1. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan and Schedule C-Employee Benefits of the Town of Millis Personnel Plan** effective July 1, 2023, as shown in the FY24 Finance Committee Report, or take any other action in relation thereto.

(Submitted by 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 in relation 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 establish the following fiscal year spending limit for the Town's established revolving funds for Fiscal year 2024:

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

Or act in any manner relating thereto.

(Submitted by 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, and the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee, along with administrative expenses and debt service, with each item to be considered a separate appropriation or act in any manner in relation thereto.

Appropriations:

From 2024 estimated revenues for Committee Administrative Expenses	\$16,755.00
(To be divided equally; \$8,377.50 CPC Salary Account: \$8,377.50 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal	\$20,000.00
From Undesignated Fund Balance for Long Term Debt- Interest	\$ 7,950.00
Reserves:	
From FY2024 estimated revenues for Historic Resources Reserve	\$33,509.00
From FY2024 estimated revenues for Community Housing Reserve	\$33,509.00
From FY2024 estimated revenues for Open Space Reserve	\$33,509.00
From FY2024 estimated revenues for Budgeted Reserve	\$80,000.00

(Submitted by the Community Preservation Committee)

Voted Unanimously (Simple Majority Vote Required) that the Town approve the following Consent articles:

1. The Town adopt **amendments to Schedule A-Salary Plan and Schedule C-Employee Benefits of the Town of Millis Personnel Plan** effective July 1, 2023, as shown in the FY24 Finance Committee Report.
2. The Town approve 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.
3. The Town pursuant to the provisions of M.G.L. Chapter 44, Section 53E½, to establish the following fiscal year spending limit for the Town’s established revolving funds for Fiscal year 2024:

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXP. LIMIT
Oak Grove Farm Maintenance Fund	\$ 35,000.00
Animal Control Shelter Fund	\$ 3,000.00
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Historical Commission Fund	\$ 12,000.00
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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

4. The Town 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, and the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee, along with administrative expenses and debt service, with each item to be considered a separate appropriation.

Appropriations:

From 2024 estimated revenues for Committee Administrative Expenses	\$16,755.00
(To be divided equally: \$8,377.50 CPC Salary Account: \$8,377.50 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal	\$20,000.00
From Undesignated Fund Balance for Long Term Debt- Interest	\$ 7,950.00

Reserves:

From FY2024 estimated revenues for Historic Resources Reserve	\$33,509.00
From FY2024 estimated revenues for Community Housing Reserve	\$33,509.00
From FY2024 estimated revenues for Open Space Reserve	\$33,509.00
From FY2024 estimated revenues for Budgeted Reserve	\$80,000.00

ARTICLE 11: To see if the Town will vote to transfer the sum of **\$35,000 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 Vote Required) that the Town transfer the sum of **\$35,000 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 **\$43,606**, and transfer from the Water Enterprise Reserve Fund the sum of **\$178,704**, and transfer from the Sewer Enterprise Reserve Fund the sum of **\$153,427**, and transfer from the Stormwater Enterprise Reserve Fund the sum of **\$15,798**, and transfer from Article 34 of the ATM of May 9, 2016 the sum of **\$6,900**, and transfer from Article 9 of the ATM of November 5, 2018 the sum of

\$30,515, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$20,000**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$3,000**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$4,179**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$810**, and transfer from Article 3 of the ATM of November 8, 2021 the sum of **\$2,274**, and transfer from Article 25 of the ATM of May 9, 2016 the sum of **\$2,292**, and transfer from Article 9 of the ATM of November 5, 2018 the sum of **\$500**, and transfer from Article 3 of the ATM of November 8, 2021 the sum of **\$221**, and transfer from Article 13 of the ATM of May 2, 2022 the sum of **\$52,337**, and transfer from Article 4 of the ATM of November 10, 2022 the sum of **\$2,999**, and transfer from Article 16 of the ATM of June 5, 2017 the sum of **\$43,162**, and transfer from Article 27 of the ATM of May 9, 2016 the sum of **\$35,475**, and transfer from Article 28 of the ATM of May 9, 2016 the sum of **\$4,000**, and transfer from Article 23 of the ATM of June 8, 2015 the sum of **\$8,454**, and transfer from Article 29 of the ATM of May 13, 2013 the sum of **\$15,680**, and transfer from Article 11 of the ATM of November 5, 2012 the sum of **\$14,977**, and transfer from Article 21 of the ATM of May 14, 2012 the sum of **\$19,447**, for a total sum of **\$658,757 to fund the following capital items:**

Department	Capital Item	Amount
DPW/W/S/SW	Dump Truck with Plow & Sander	\$ 95,527
DPW/W/S/SW	Heavy Duty 10 Ton Trailer	\$ 23,000
Library	Library Envelope Repairs	\$ 30,500
School	Wireless Upgrade	\$ 68,000
Sewer Enterpr.	FY24 Infiltration & Inflow Investigation	\$137,630
Water Enterpr.	Well #3 PFAS Final Design	\$272,900
Water Enterpr.	Chlorine/PH Analyzer Replacement	\$ 31,200
	Total	\$658,757

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 or take any other action in relation thereto.

(Submitted by Select Board)

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

Motion PASSED Unanimously (Simple Majority Vote Required) that the town transfer from Free Cash the sum of **\$43,606**, and transfer from the Water Enterprise Reserve Fund the sum of **\$178,704**, and transfer from the Sewer Enterprise Reserve Fund the sum of **\$153,427**, and transfer from the Stormwater Enterprise Reserve Fund the sum of **\$15,798**, and transfer from Article 34 of the ATM of May 9, 2016 the sum of **\$6,900**, and transfer from Article 9 of the ATM of November 5, 2018 the sum of **\$30,515**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$20,000**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$3,000**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$4,179**, and transfer from Article 12 of the ATM of May 13, 2019 the sum of **\$810**, and transfer from Article 3 of the ATM of November 8, 2021 the sum of **\$2,274**, and transfer from Article 25 of the ATM of May 9, 2016 the sum of **\$2,292**, and transfer from Article 9 of the ATM of November 5, 2018 the sum of **\$500**, and transfer from Article 3 of the ATM of November 8, 2021 the sum of **\$221**, and transfer from Article 13 of the ATM of May 2, 2022 the sum of **\$52,337**, and transfer from Article 4 of the ATM of November 10, 2022 the sum of **\$2,999**, and transfer from Article 16 of

the ATM of June 5, 2017 the sum of **\$43,162**, and transfer from Article 27 of the ATM of May 9, 2016 the sum of **\$35,475**, and transfer from Article 28 of the ATM of May 9, 2016 the sum of **\$4,000**, and transfer from Article 23 of the ATM of June 8, 2015 the sum of **\$8,454**, and transfer from Article 29 of the ATM of May 13, 2013 the sum of **\$15,680**, and transfer from Article 11 of the ATM of November 5, 2012 the sum of **\$14,977**, and transfer from Article 21 of the ATM of May 14, 2012 the sum of **\$19,447**, for a total sum of **\$658,757 to fund the following capital items:**

Department	Capital Item	Amount
DPW/W/S/SW	Dump Truck with Plow & Sander	\$ 95,527
DPW/W/S/SW	Heavy Duty 10 Ton Trailer	\$ 23,000
Library	Library Envelope Repairs	\$ 30,500
School	Wireless Upgrade	\$ 68,000
Sewer Enterpr.	FY24 Infiltration & Inflow Investigation	\$137,630
Water Enterpr.	Well #3 PFAS Final Design	\$272,900
Water Enterpr.	Chlorine/PH Analyzer Replacement	\$ 31,200
	Total	\$658,757

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 13: 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 **\$614,605 for the lease/purchase of up to six Buses for the Millis Schools**, or act in any manner relating thereto.
(Submitted by the School Committee)

Moderator Declared Motion PASSED by 2/3rd Vote, Some in Opposition (2/3rd Majority Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$614,605 for the lease/purchase of up to six Buses for the Millis Schools**.

ARTICLE 14: 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 **\$66,911 for the lease/purchase(s) of one Police Cruiser**, or act in any manner relating thereto.
(Submitted by Select Board)

Moderator Declared Motion PASSED by 2/3rd Vote, Some in Opposition (2/3rd Majority Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$66,911 for the lease/purchase(s) of one Police Cruiser**.

ARTICLE 15: To see if the Town will vote to adopt the following resolution:
Greenhouse gas content of our atmosphere has increased alarmingly as a result of human activities with negative impact on our climate as evidenced by rising temperatures, rising sea level and ocean acidity, increased flooding with more intense and frequent storms, droughts, forest fires, other unpredictable weather patterns and increased health risks. Therefore, the Town of Millis

supports a goal of eliminating or offsetting all greenhouse gas emissions originating in the Town by the year 2050 or earlier (known hereafter as the Net Zero 2050 goal): and encourages the Select Board, all Town Boards and Committees, and residents and businesses to take action in the furtherance of Millis' Climate Goal by developing a Net Zero Action Plan by March 2024 that outlines specific strategies and sets measurable, attainable and realistic interim targets aligned with State and Federal goals, roadmaps and incentives, or act in any manner relating thereto. (Submitted by the Millis Energy Committee)

Motion PASSED , Some in Opposition (Simple Majority Vote Required) that the Town adopt the following resolution:

Greenhouse gas content of our atmosphere has increased alarmingly as a result of human activities with negative impact on our climate as evidenced by rising temperatures, rising sea level and ocean acidity, increased flooding with more intense and frequent storms, droughts, forest fires, other unpredictable weather patterns and increased health risks. Therefore, the Town of Millis supports a goal of eliminating or offsetting all greenhouse gas emissions originating in the Town by the year 2050 or earlier (known hereafter as the Net Zero 2050 goal): and encourages the Select Board, all Town Boards and Committees, and residents and businesses to take action in the furtherance of Millis' Climate Goal by developing a Net Zero Action Plan by March 2024 that outlines specific strategies and sets measurable, attainable and realistic interim targets aligned with State and Federal goals, roadmaps and incentives.

ARTICLE 16 To see if the Town will vote to delete Article XXIV of the Millis General Bylaws in its entirety and replace it with the language as written in the warrant.
Or act in any manner relating thereto.
(Submitted by the Board of Health)

“Article XXIV- Plastic Bag Reduction:

The Purpose of this Bylaw is to eliminate the usage of plastic checkout bags by all retail stores in the Town of Millis and to promote the use of reusable bags. This Bylaw will help eliminate the usage of plastic checkout bags and encourage the use of reusable bags by consumers.

Definitions:

1. Single-use Plastic Check-out Bag – Any film plastic that is 10 Mil or less that is provided by a retail establishment to a customer at the point of sale and is not a reusable, biodegradable or compostable carryout bag for use to transport or carry away purchased items, including but not limited to merchandise, goods and/or food.
2. Enforcing Authority-Millis Board of Health
3. Recyclable Paper Bag - A paper bag that is: a. 100 percent recyclable, including any handles b. contains at least 40% post-consumer recycled paper content; and c. displays the words “recyclable” (or a suitable symbol indicating that the bag is recyclable) and “made from 40% post-consumer recycled content” (or other applicable amount) in a visible manner on the outside of the bag.

4. Retail Establishment - Any retail operation located in the Town which sells goods, food or provides personal services to the public, including restaurants, grocery stores and retail stores.
5. Reusable checkout bag - A bag with stitched handles specifically designed for multiple reuse; and is either made of cloth or machine washable fabric or made of durable, non-toxic plastic generally considered a food-grade material. A Reusable checkout bag must have a minimum 80 GSM (grams per square meter) and may not be constructed of polyethylene or polyvinyl chloride or be less than 10 mil thickness.

Use Regulation:

Single-use Plastic Check-out bags shall not be distributed, used or sold for checkout or other purposes at any Retail Establishment within the Town of Millis on or after July 1, 2020.

Customers are encouraged to bring their own reusable shopping bags to stores. Retail or grocery stores are strongly encouraged to make reusable checkout bags or recyclable paper bags available either at no cost or for sale to customers at a reasonable price.

Exceptions:

- Single-use plastic bags used to contain dry cleaning, newspapers, produce, meat, bulk foods, wet items and other similar merchandise, typically without handles, may be distributed, used or sold at any retail or grocery store.

EFFECTIVE DATE

This Bylaw shall take effect six (6) months following approval of the Bylaw by the Attorney General or July 1, 2023, whichever is later.

ENFORCEMENT

This Bylaw shall be enforced by the Board of Health through non-criminal disposition under G.L. c 40 section 21D.

Any Retailer distributing plastic checkout bags in violation of this Bylaw shall be subject to a non-criminal disposition fine as defined below. Any such fines shall be paid to the Town of Millis.

Violation of Bylaw:

1 st Offense	Warning
2 nd Offense	\$50
3 rd	\$100 Subsequent Offenses

Motion PASSED , Some in Opposition (Simple Majority Vote Required) that the Town delete Article XXIV of the Millis General Bylaws in its entirety and replace with the following:

“Article XXIV- Plastic Bag Reduction:

The Purpose of this Bylaw is to eliminate the usage of plastic checkout bags by all retail stores in the Town of Millis and to promote the use of reusable bags. This Bylaw will help eliminate

the usage of plastic checkout bags and encourage the use of reusable bags by consumers.

Definitions:

1. Single-use Plastic Check-out Bag – Any film plastic that is 10 Mil or less that is provided by a retail establishment to a customer at the point of sale and is not a reusable, biodegradable or compostable carryout bag for use to transport or carry away purchased items, including but not limited to merchandise, goods and/or food.
2. Enforcing Authority-Millis Board of Health
3. Recyclable Paper Bag - A paper bag that is: a. 100 percent recyclable, including any handles b. contains at least 40% post-consumer recycled paper content; and c. displays the words “recyclable” (or a suitable symbol indicating that the bag is recyclable) and “made from 40% post-consumer recycled content” (or other applicable amount) in a visible manner on the outside of the bag.
4. Retail Establishment - Any retail operation located in the Town which sells goods, food or provides personal services to the public, including restaurants, grocery stores and retail stores.
5. Reusable checkout bag - A bag with stitched handles specifically designed for multiple reuse; and is either made of cloth or machine washable fabric or made of durable, non-toxic plastic generally considered a food-grade material. A Reusable checkout bag must have a minimum 80 GSM (grams per square meter) and may not be constructed of polyethylene or polyvinyl chloride or be less than 10 mil thickness.

Use Regulation:

Single-use Plastic Check-out bags shall not be distributed, used or sold for checkout or other purposes at any Retail Establishment within the Town of Millis on or after July 1, 2020.

Customers are encouraged to bring their own reusable shopping bags to stores. Retail or grocery stores are strongly encouraged to make reusable checkout bags or recyclable paper bags available either at no cost or for sale to customers at a reasonable price.

Exceptions:

- Single-use plastic bags used to contain dry cleaning, newspapers, produce, meat, bulk foods, wet items and other similar merchandise, typically without handles, may be distributed, used or sold at any retail or grocery store.

EFFECTIVE DATE

This Bylaw shall take effect six (6) months following approval of the Bylaw by the Attorney General or July 1, 2023, whichever is later.

ENFORCEMENT

This Bylaw shall be enforced by the Board of Health through non-criminal disposition under G.L. c 40 section 21D.

Any Retailer distributing plastic checkout bags in violation of this Bylaw shall be subject to a non-criminal disposition fine as defined below. Any such fines shall be paid to the Town of Millis.

Violation of Bylaw:

1 st Offense	Warning
2 nd Offense	\$50
3 rd	\$100 Subsequent Offenses

ARTICLE 17: To see if the Town will vote to transfer from Free Cash, the sum of **\$25,000 for the Unemployment Insurance Fund.**

Or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED, Some in Opposition (Simple Majority Vote Required) that the Town transfer from Free Cash, the sum of **\$25,000 for the Unemployment Insurance Fund.**

ARTICLE 18 To see if the Town will vote to **establish a Special Education Stabilization Fund** in accordance with MGL Chapter 40 Section 13E, or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town **establish a Special Education Stabilization Fund** in accordance with MGL Chapter 40 Section 13E.

ARTICLE 19: To see if the Town will vote to transfer **\$0** from available funds to the **Stabilization Fund**, or act in any manner relating thereto.

(Submitted by Select Board)

Motion PASSED Unanimously (Simple Majority Vote Required) that the Town vote to transfer **\$0** from available funds to the **Stabilization Fund.**

ARTICLE 20: To see if the Town will vote to dismiss Article 20.

Citizen's Petitioned Article regarding wireless infrastructure

Background

1984 The date of most recent publication by the EPA regarding RF/EMF. The Environmental Protection Agency currently has no funded mandate for radio frequencies.

1996 Section 704 of the Telecommunications Act of 1996 states "*No State or local government or instrumentality thereof may regulate the placement, construction, and modification of personal wireless service facilities on the basis of the environmental effects of radio frequency emissions to the extent that such facilities comply with the Commission's regulations concerning such emissions.*" The regulation is widely interpreted to include the prohibition of local regulation on the basis of safeguarding health.

1999 The 1999-2000 judicial challenge to the FCC's 1996 rules has never reached the issue of "electrosensitivity" as a cognizable disability under the Americans with Disabilities Act, as noted in 2013 joint testimony by the Cities of Boston and Philadelphia to the FCC.

2008 The National Academies identified twenty inadequacies in the research regarding radio frequency exposure guidelines, including lack of research on effects on infants and children, chronic exposures, cumulative exposures, juxtaposed exposures, pulsed frequencies, sensitive populations, and the impact of proximal infrastructure.

2013-2019 The FCC solicited commentary on the adequacy of its theoretical radio frequency exposure guidelines, The FCC closed the proceeding in 2019, taking no action and ignoring reported risk and harm.

2019 Results of the National Toxicology Program and Ramazzini Institute studies imply that current FCC human exposure limits for non-ionizing RGF allow for hazardous exposures.

2020 A bipartisan New Hampshire Commission issued its report on health and environmental effect of 5G and wireless radiation, offering 15 recommendations including reducing public exposure to wireless

2020 Captured Agency, How the FCC is Dominated by the Industries It Presumably Regulates published by Harvard Edmund J. Safra Center of Ethics.

2021 The United States Court of Appeals for the District of Columbia Circuit Court ruled (in EHT/CHD et. Al. v. the FCC) that the 2019 decision by the Federal Communications Commission (FCC) to retain its 1996 safety limits for human exposure to wireless radiation was "arbitrary and capricious" and "not evidence-based." The court ruled that the FCC failed to address impacts of long term wireless exposure, impact to children, testimony of people injured by wireless radiation, and impacts to wildlife and the environment.

2023 The Court's remand to the FCC remains unaddressed, in part due to a regulatory gap at the Federal level regarding EMF/RF. The Environmental Health Trust has proposed corrective actions. RF exposures in Millis are increasing due to the activation of the 5G network and its required densification of "small cells" proximal to homes, and the impending replacement of Ever-source electric meters. Towers are being approved in MA 400 ft from residences and health harm has been reported.

We request that the Town of Millis pro-actively advocate for its residents, supporting similar efforts in Pittsfield, MA, by sending correspondence to State Senator Rebecca Rausch; State Rep. Jeffrey N. Roy and Rep. James Arena-DeRosa; Federal Congress Member Jake Auschincloss; Senators Warren and Markey; the MA Legislature; the MA Governor and Attorney General; the MA Municipal Association; the MA Dept. of Health; the Massachusetts Department of Environmental Protection; the MA Dept. of Public Utilities; and the FCC; stating,

"The residents of Millis, MA voted at their annual town meeting to notify you of urgent concerns regarding the safety of wireless infrastructure for human health and the environment, and request that immediate state and federal action be pursued to require the FCC to address the 2021 court ruling regarding its exposure guidelines, and that the federal regulatory gap be addressed, so that the town is not misled and misinformed in approving infrastructure on the basis of outdated guidelines that are not evidence-based, thereby endangering public health, disability rights, community rights, wildlife, and the nature environment."

There was much spirited debate and discussion concerning the issues raised above.

Motion PASSED, Some in Opposition (Simple Majority Vote Required) that the Town dismiss Article 20.

A motion was made by Peter Berube, Chair of the Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die 9:55 PM, the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

FY 2024 OPERATING BUDGET

Department Breakdown	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/5B BUDGET
GENERAL GOVERNMENT				
SELECTMENT/A				
SALARIES	\$304,505.74	\$345,072.04	\$395,007.08	\$389,090.32
EXPENSES	\$61,975.92	\$71,465.23	\$159,365.00	\$128,865.00
TOTAL	\$366,481.66	\$416,537.27	\$554,372.08	\$517,955.32
FINANCE DIR/ACCOUNTANT				
SALARIES	\$253,131.66	\$263,958.93	\$275,451.50	\$298,378.86
EXPENSES	\$2,639.61	\$4,389.02	\$9,515.00	\$9,515.00
TOTAL	\$255,771.27	\$268,347.95	\$284,966.50	\$307,893.86
ASSESSORS				
SALARIES	\$125,752.82	\$125,219.95	\$136,739.47	\$146,959.20
EXPENSES	\$6,297.32	\$8,213.85	\$7,842.00	\$45,138.00
TOTAL	\$132,050.14	\$133,433.80	\$174,581.47	\$192,097.20
TREASURER/COLLECTOR				
SALARIES	\$224,008.66	\$230,850.46	\$239,629.66	\$259,910.20
EXPENSES	\$40,241.27	\$49,721.82	\$46,090.00	\$46,090.00
TOTAL	\$264,249.93	\$280,572.28	\$285,719.66	\$306,000.20
IT ADMINISTRATION				
SALARIES	\$0.00	\$73,579.89	\$78,418.88	\$85,091.65
EXPENSES	\$172,113.33	\$192,708.03	\$259,850.28	\$270,977.00
TOTAL	\$172,113.33	\$266,287.92	\$338,269.16	\$356,068.65
TOWN COUNSEL				
EXPENSES	\$81,943.73	\$80,358.52	\$95,000.00	\$95,000.00
TOTAL	\$81,943.73	\$80,358.52	\$95,000.00	\$95,000.00
TOWN CLERK				
SALARIES	\$106,466.05	\$103,302.04	\$109,775.93	\$124,037.50
EXPENSES	\$8,951.61	\$10,908.78	\$17,100.00	\$18,300.00
TOTAL	\$115,417.66	\$114,210.82	\$126,875.93	\$142,337.50

FY 2024 OPERATING BUDGET

Department Breakdown	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/5B BUDGET
REGISTRARS				
SALARIES	\$757.54	\$1,028.94	\$1,414.10	\$1,442.56
EXPENSES	\$4,136.48	\$3,609.62	\$4,800.00	\$5,900.00
TOTAL	\$4,894.02	\$4,638.56	\$6,214.10	\$7,342.56
ELECTIONS				
SALARIES	\$18,720.64	\$10,842.84	\$32,192.50	\$37,100.00
EXPENSES	\$11,214.49	\$12,123.70	\$14,300.00	\$21,400.00
TOTAL	\$29,935.13	\$22,966.54	\$46,492.50	\$58,500.00
PLANNING BOARD				
SALARIES	\$22,035.98	\$23,115.44	\$23,512.75	\$24,611.44
EXPENSES	\$7,181.99	\$5,087.24	\$9,425.00	\$9,425.00
TOTAL	\$29,217.97	\$28,202.68	\$32,937.75	\$34,036.44
CONSERVATION				
SALARIES	\$16,505.08	\$17,201.06	\$17,734.00	\$18,596.08
EXPENSES	\$3,905.07	\$4,248.14	\$4,777.00	\$4,777.00
TOTAL	\$20,410.15	\$21,449.20	\$22,511.00	\$23,373.08
ZONING BOARD				
SALARIES	\$4,810.68	\$4,987.58	\$5,144.35	\$5,264.12
EXPENSES	\$1,674.86	\$1,435.68	\$1,900.00	\$1,900.00
TOTAL	\$6,485.54	\$6,423.26	\$7,044.35	\$7,164.12
TOWN BUILDINGS				
SALARIES	\$84,666.70	\$54,988.34	\$38,323.15	\$40,098.24
EXPENSES	\$222,358.89	\$283,855.51	\$203,000.00	\$210,500.00
TOTAL	\$307,025.59	\$338,843.85	\$241,323.15	\$250,598.24

FY 2024 OPERATING BUDGET

<i>Department Breakdown</i>	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/5B BUDGET
FINANCE COMMITTEE				
SALARIES	\$8,478.50	\$6,839.90	\$8,650.00	\$8,823.00
EXPENSES	\$15,183.77	\$19,011.27	\$15,620.00	\$15,620.00
TOTAL	\$23,662.27	\$25,851.17	\$24,270.00	\$24,443.00
RESERVE FUND				
EXPENSES	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
TOTAL	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
GENERAL INSURANCE				
EXPENSES	\$529,283.00	\$608,382.00	\$623,900.00	\$720,829.00
TOTAL	\$529,283.00	\$608,382.00	\$623,900.00	\$720,829.00
EMPLOYEE BENEFITS				
EXPENSES	\$5,495,989.84	\$5,977,845.81	\$6,410,848.73	\$7,123,243.39
TOTAL	\$5,495,989.84	\$5,977,845.81	\$6,410,848.73	\$7,123,243.39
LINE 1 - GENERAL GOVT	\$7,884,931.23	\$8,644,371.63	\$9,325,326.38	\$10,216,882.56
PUBLIC SAFETY				
POLICE DEPARTMENT				
SALARIES	\$1,914,030.65	\$2,065,582.49	\$2,210,021.62	\$2,210,380.02
EXPENSES	\$275,849.61	\$289,452.16	\$315,602.61	\$329,770.00
TOTAL	\$2,189,880.26	\$2,355,034.65	\$2,525,624.23	\$2,540,150.02
FIRE/RESCUE DEPARTMENT				
SALARIES	\$1,632,067.23	\$1,679,779.52	\$1,663,317.83	\$2,048,533.08
EXPENSES	\$234,864.14	\$293,541.72	\$284,600.00	\$323,100.00
TOTAL	\$1,866,931.37	\$1,973,321.24	\$1,947,917.83	\$2,371,633.08

FY 2024 OPERATING BUDGET

<i>Department Breakdown</i>	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/5B BUDGET
DISPATCH				
SALARIES	\$288,041.51	\$328,353.81	\$298,940.01	\$310,667.71
EXPENSES	\$6,232.88	\$8,911.79	\$10,500.00	\$12,300.00
TOTAL	\$294,274.39	\$337,265.60	\$309,440.01	\$322,967.71
BUILDING DEPT.				
SALARIES	\$241,515.79	\$254,953.62	\$255,006.36	\$265,241.32
EXPENSES	\$7,178.88	\$8,121.02	\$9,675.00	\$9,675.00
TOTAL	\$248,694.67	\$263,074.64	\$264,681.36	\$274,916.32
SEALER W&M				
SALARIES	\$3,345.00	\$3,429.00	\$3,429.00	\$3,567.53
EXPENSES	\$0.00	\$217.20	\$150.00	\$150.00
TOTAL	\$3,345.00	\$3,646.20	\$3,579.00	\$3,717.53
EMERG MGMT COMM				
SALARIES	\$1,500.00	\$1,500.00	\$1,500.00	\$5,000.00
EXPENSES	\$2,263.76	\$0.00	\$2,500.00	\$2,500.00
TOTAL	\$3,763.76	\$1,500.00	\$4,000.00	\$7,500.00
ANIMAL CONTROL				
SALARIES	\$83,565.54	\$87,037.07	\$72,640.40	\$78,593.12
EXPENSES	\$9,743.75	\$9,146.86	\$11,200.00	\$11,300.00
TOTAL	\$93,309.29	\$96,183.93	\$83,840.40	\$89,893.12
LINE 2 - PUBLIC SAFETY	\$4,700,198.74	\$5,030,026.26	\$5,139,082.83	\$5,610,777.79

FY 2024 OPERATING BUDGET

<i>Department Breakdown</i>	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/ISB BUDGET
EDUCATION				
MILLIS SCHOOLS				
SALARIES	\$14,433,529.46	\$14,740,852.95	\$15,584,528.77	\$16,419,516.78
EXPENSES	\$1,986,712.25	\$2,550,301.27	\$3,105,688.00	\$2,876,509.28
TOTAL	\$16,420,241.71	\$17,291,154.22	\$18,690,216.77	\$19,296,026.06
LINE 3 - MILLIS SCHOOLS	\$16,420,241.71	\$17,291,154.22	\$18,690,216.77	\$19,296,026.06
TRICOUNTY SCHOOL				
EXPENSES	\$1,049,674.00	\$955,936.00	\$876,556.00	\$668,295.00
TOTAL	\$1,049,674.00	\$955,936.00	\$876,556.00	\$668,295.00
LINE 4 - TRI-COUNTY	\$1,049,674.00	\$955,936.00	\$876,556.00	\$668,295.00
PUBLIC WORKS				
DPW HIGHWAY				
SALARIES	\$257,945.96	\$353,980.38	\$337,298.00	\$391,595.69
EXPENSES	\$389,623.93	\$386,946.43	\$388,271.00	\$388,271.00
TOTAL	\$647,569.89	\$740,926.81	\$725,569.00	\$779,866.69
STREET LIGHTS				
EXPENSES	\$43,383.52	\$29,350.52	\$38,850.00	\$38,850.00
TOTAL	\$43,383.52	\$29,350.52	\$38,850.00	\$38,850.00
TRANSFER STATION				
SALARIES	\$25,216.90	\$52,293.07	\$58,754.26	\$65,733.83
EXPENSES	\$80,448.12	\$88,734.80	\$92,148.00	\$97,048.00
TOTAL	\$105,665.02	\$141,027.87	\$150,902.26	\$162,781.83

FY 2024 OPERATING BUDGET

Department Breakdown	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/SB BUDGET
SNOW & ICE				
SALARIES	\$96,443.81	\$110,484.60	\$48,174.83	\$48,321.75
EXPENSES	\$201,093.19	\$236,964.10	\$170,727.00	\$170,727.00
TOTAL	\$297,537.00	\$347,448.70	\$218,901.83	\$219,048.75
LINE 5 PUBLIC WORKS	\$1,094,155.43	\$1,258,753.90	\$1,134,223.09	\$1,200,547.27
HEALTH & HUMAN SERVICES				
BOARD OF HEALTH				
SALARIES	\$127,700.88	\$143,128.21	\$147,724.72	\$149,824.08
EXPENSES	\$3,576.29	\$7,448.38	\$16,775.00	\$13,975.00
TOTAL	\$131,277.17	\$150,576.59	\$164,499.72	\$163,799.08
COUNCIL ON AGING				
SALARIES	\$100,055.65	\$121,074.95	\$150,932.05	\$173,516.82
EXPENSES	\$8,148.71	\$9,926.95	\$9,934.00	\$9,934.00
TOTAL	\$108,204.36	\$131,001.90	\$160,866.05	\$183,450.82
VETERANS				
SALARIES	\$11,195.00	\$18,000.00	\$18,000.00	\$18,727.20
EXPENSES	\$38,065.04	\$17,768.07	\$48,000.00	\$32,640.00
TOTAL	\$49,260.04	\$35,768.07	\$66,000.00	\$51,367.20
LINE 6 HLTH/HUMAN SERV	\$288,741.57	\$317,346.56	\$391,365.77	\$398,617.10

FY 2024 OPERATING BUDGET

<i>Department Breakdown</i>	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/ SB BUDGET
CULTURE & RECREATION				
MEMORIAL DAY				
EXPENSES	\$1,690.28	\$1,360.00	\$2,000.00	\$2,000.00
TOTAL	\$1,690.28	\$1,360.00	\$2,000.00	\$2,000.00
LEGIION				
EXPENSES	\$4,053.00	\$4,053.00	\$4,100.00	\$4,100.00
TOTAL	\$4,053.00	\$4,053.00	\$4,100.00	\$4,100.00
LIBRARY				
SALARIES	\$270,807.48	\$289,996.37	\$329,301.15	\$346,901.02
EXPENSES	\$142,506.54	\$151,081.13	\$161,223.00	\$172,613.00
TOTAL	\$413,314.02	\$441,077.50	\$490,524.15	\$519,514.02
RECREATION				
SALARIES	\$31,303.83	\$54,370.81	\$113,001.70	\$110,466.60
EXPENSES	\$9,997.97	\$8,649.33	\$58,798.30	\$58,798.00
TOTAL	\$41,301.80	\$63,020.14	\$171,800.00	\$169,264.60
HISTORICAL				
EXPENSES	\$6,523.22	\$7,184.78	\$8,993.00	\$8,993.00
TOTAL	\$6,523.22	\$7,184.78	\$8,993.00	\$8,993.00
OAK GROVE FARM COMM				
EXPENSES	\$4,980.80	\$5,641.60	\$23,055.00	\$14,260.00
TOTAL	\$4,980.80	\$5,641.60	\$23,055.00	\$14,260.00
LINE 7 CULTURE & RECREATION	\$471,863.12	\$522,337.02	\$700,472.15	\$718,131.62

FY 2024 OPERATING BUDGET

<i>Department Breakdown</i>	FY21 ACTUAL	FY22 ACTUAL	FY23 TM ADOPTED	FY24 TA/SB BUDGET
DEBT SERVICE				
PRINCIPAL	\$2,210,933.00	\$2,256,472.67	\$2,272,452.67	\$2,260,452.67
INTEREST	\$1,681,004.06	\$1,528,704.92	\$1,455,625.16	\$1,485,990.81
TOTAL	\$3,891,937.06	\$3,785,177.59	\$3,728,077.83	\$3,746,443.48
LINE & DEBT SERVICE	\$3,891,937.06	\$3,785,177.59	\$3,728,077.83	\$3,746,443.48
TOTAL BUDGET	\$35,801,742.86	\$37,805,103.18	\$39,985,320.82	\$41,855,720.87
TOTAL BUDGET	\$35,801,742.86	\$37,805,103.18	\$39,985,320.82	\$41,855,720.87
DISCRETIONARY	\$24,834,858.96	\$26,477,761.78	\$28,345,938.26	\$29,596,910.00
NON-DISCRETIONARY** Includes General Insurance, Benefits, Tri-County & Debt	\$10,966,883.90	\$11,327,341.40	\$11,639,382.56	\$12,258,810.87
	\$35,801,742.86	\$37,805,103.18	\$39,985,320.82	\$41,855,720.87

Sewer Enterprise

Sewer Department Budget Summary

	FY2019	FY2020	FY2021	FY2022	FY2023 TM	FY2024	FY2024
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ADOPTED	REQUESTS	PROPOSED
SEWER DIVISION							
<i>Personnel Services</i>							
Salary Department Head	\$28,664	\$30,405	\$31,761	\$32,691	\$35,059	\$37,849	\$37,849
Salaries Clerical	\$23,272	\$25,127	\$25,631	\$26,112	\$37,664	\$29,927	\$29,927
Salaries Clerical Overtime	\$1,460	\$2,729	\$3,448	\$2,369	\$3,000	\$3,000	\$3,000
Wages	\$168,798	\$165,848	\$183,341	\$140,865	\$191,380	\$188,811	\$188,811
Wages Overtime	\$13,350	\$11,225	\$17,932	\$11,190	\$15,392	\$193,350	\$19,350
Longevity	\$750	\$1,723	\$2,171	\$1,555	\$2,171	\$2,775	\$2,775
Sewer License Fees				\$13,380	\$0	\$15,562	\$15,562
Stipends	\$9,163	\$9,469	\$9,390	\$7,630	\$9,300	\$9,300	\$9,300
Total	\$245,437	\$246,524	\$273,674	\$235,792	\$293,966	\$306,674	\$306,574
<i>Expenses</i>							
Services Engineering	\$11,011	\$24,942	\$20,913	\$19,542	\$45,000	\$45,000	\$45,000
Maintenance Contract	\$3,583	\$7,400	\$2,252	\$0	\$0	\$0	\$0
Police Details	\$0	\$0	\$303	\$919	\$4,000	\$4,000	\$4,000
Sewer Cleaning	\$0	\$795	\$2,290	\$0	\$10,175	\$10,175	\$10,175
EQUIPMENT HIRED	\$0	\$0	\$737	\$0	\$0	\$0	\$0
Supplies & Expenses	\$19,419	\$38,311	\$40,508	\$64,313	\$45,000	\$45,000	\$45,000
Stormwater	\$1,085	\$0	\$1,024	\$1,024	\$15,000	\$15,000	\$15,000
Water/Sewer	\$661	\$684	\$600	\$844	\$0	\$0	\$0
Telephone	\$3,316	\$3,527	\$5,052	\$4,663	\$5,500	\$5,500	\$5,500
Electricity	\$20,608	\$19,180	\$15,286	\$20,646	\$21,850	\$21,850	\$21,850
Natural Gas/Oil			\$1,630	\$0	\$0	\$0	\$0
Postage	\$1,934	\$2,053	\$1,605	\$2,762	\$2,000	\$2,000	\$2,000
Clothing	\$2,813	\$2,756	\$2,513	\$2,638	\$3,075	\$3,600	\$3,600
Equipment	\$995	\$12,308	\$456	\$11,941	\$5,000	\$5,000	\$5,000
Equipment Repairs & Maintenance	\$1,629	\$554	\$30,030	\$2,695	\$20,000	\$20,000	\$20,000
Diesel Fuel	\$323	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000
Vehicle Supply/Repair					\$5,000	\$5,000	\$5,000
CRPCD O&M Costs	\$312,300	\$276,580	\$290,676	\$321,269	\$372,390	\$424,770	\$424,770
CRPCD Assessment	\$241,880	\$230,000	\$178,150	\$172,393	\$184,040	\$198,250	\$198,250
Sewer LTD Principal	\$195,000	\$253,290	\$240,000	\$226,667	\$226,667	\$161,667	\$161,667
Sewer STD Principal	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sewer LTD Interest	\$61,075	\$68,140	\$51,975	\$83,773	\$67,934	\$58,000	\$58,000
Sewer STD Interest	\$0	\$0	\$3,250	\$0	\$0	\$0	\$0
Reserve Fund	\$0	\$0	\$0	\$13,920	\$40,000	\$50,000	\$50,000
Transfer to General Fund	\$197,539	\$202,778	\$213,749	\$241,227	\$247,258	\$253,440	\$253,440
Total	\$1,075,170	\$1,143,297	\$1,102,998	\$1,191,237	\$1,322,889	\$1,331,252	\$1,331,252
Total Budget	\$1,320,627	\$1,389,822	\$1,376,672	\$1,427,029	\$1,616,855	\$1,637,826	\$1,637,826

Water Enterprise

Water Department Budget Summary

WATER DIVISION	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2024
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	REQUESTS	PROPOSED
<i>Personnel Services</i>							
Salary Department Head	\$48,967	\$51,941	\$54,259	\$56,088	\$59,892	\$37,849	\$37,849
Salaries Clerical	\$30,026	\$32,187	\$32,932	\$35,753	\$47,982	\$29,927	\$29,927
Salaries Clerical Overtime	\$1,954	\$4,379	\$5,585	\$2,213	\$5,000	\$5,000	\$5,000
Wages	\$204,280	\$193,982	\$215,248	\$188,341	\$206,117	\$165,216	\$165,216
Water License Fee	\$7,626	\$7,967	\$7,695	\$53,139	\$1,492	\$40,680	\$40,680
Wages Overtime	\$63,087	\$34,755	\$61,849	\$62,769	\$50,000	\$59,400	\$59,400
Longevity	\$0	\$2,108	\$2,591	\$1,926	\$2,591	\$2,775	\$2,775
Stipends	\$9,163	\$9,185	\$9,390	\$9,142	\$17,620	\$21,550	\$21,550
Total	\$365,102	\$336,504	\$389,548	\$409,370	\$390,694	\$362,396	\$362,396

Stormwater Enterprise

Stormwater Department Budget Summary

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2024
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	TM ADOPTED	REQUESTS	PROPOSED
STORMWATER DIVISION							
<i>Personnel Services</i>							
Salary Department Head	\$21,498	\$22,803	\$23,821	\$24,601	\$26,294	\$37,849	\$37,849
Salaries Clerical	\$7,317	\$7,725	\$7,910	\$9,626	\$15,085	\$29,927	\$29,927
Salaries Clerical Overtime			\$910	\$499	\$2,000	\$2,000	\$2,000
Wages	\$103,398	\$112,015	\$92,824	\$92,733	\$118,642	\$138,811	\$138,811
Wages Overtime	\$2,357	\$1,570	\$3,820	\$1,523	\$23,000	\$23,000	\$23,000
Longevity	\$0	\$918	\$954	\$939	\$1,000	\$1,550	\$1,550
Stormwater License Fees	\$0	\$0	\$0	\$6,103	\$0	\$11,561	\$11,561
Total	\$134,570	\$145,031	\$130,238	\$136,024	\$186,021	\$244,697	\$244,697
<i>Expenses</i>							
Services Engineering	\$34,005	\$87,072	\$66,676	\$100,596	\$84,000	\$95,000	\$95,000
Police Details	\$2,761	\$3,508	\$4,782	\$3,751	\$5,000	\$5,000	\$5,000
Training	\$5,825	\$4,066	\$3,825	\$194	\$4,000	\$4,000	\$4,000
Inspections	\$6,594	\$12,350	\$6,442	\$2,578	\$23,000	\$23,000	\$23,000
Equipment Hired	\$22,688	\$19,089	\$16,349	\$23,270	\$24,080	\$24,080	\$24,080
Supplies and Expenses	\$9,579	\$2,573	\$8,190	\$32,714	\$15,000	\$15,000	\$15,000
Heat and Fuel	\$0	\$0	\$0	\$0	\$9,563	\$9,563	\$9,563
Postage	\$2,510	\$116	\$1,329	\$1,446	\$2,500	\$2,500	\$2,500
Uniform/Cleaning	\$1,517	\$1,632	\$1,435	\$1,879	\$1,600	\$3,000	\$3,000
Public Education and Outreach	\$20,501	\$13,553	\$0	\$284	\$12,000	\$12,000	\$12,000
Vehicle Supply and Repair	\$8,206	\$9,326	\$7,499	\$4,702	\$25,000	\$25,000	\$25,000
Gasoline/Oil				\$0	\$3,000	\$3,000	\$3,000
Miscellaneous Expense	\$2,493	\$15,685	\$2,058	\$4,262	\$10,000	\$10,000	\$10,000
Short-term Debt Interest				\$0	\$14,235	\$35,587	\$35,587
Reserve Fund			\$0	\$20,318	\$50,000	\$50,000	\$50,000
Transfer to General Fund	\$129,272	\$132,266	\$139,173	\$157,340	\$161,274	\$165,306	\$165,306
Total	\$245,951	\$301,237	\$257,758	\$353,333	\$444,252	\$482,036	\$482,036
Total Budget	\$380,521	\$446,269	\$387,996	\$489,357	\$630,273	\$726,733	\$726,733

Water Enterprise

Water Department Budget Summary Continued

WATER DIVISION	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 TM ADOPTED	FY2024 REQUESTS	FY2024 PROPOSED
<i>Expenses</i>							
Testing Water	\$9,069	\$42,435	\$66,329	\$17,873	\$80,000	\$80,000	\$80,000
Services Engineering	\$14,485	\$44,152	\$58,971	\$29,596	\$50,000	\$50,000	\$50,000
Police Details	\$5,524	\$815	\$1,414	\$711	\$9,000	\$9,000	\$9,000
Training	\$2,240	\$1,016	\$925	\$2,826	\$4,000	\$4,000	\$4,000
Inspections	\$170	\$1,800	\$0	\$3,395	\$4,000	\$4,000	\$4,000
Equipment Hired	\$38,883	\$19,964	\$31,117	\$30,957	\$40,000	\$40,000	\$40,000
Supplies & Expenses	\$129,506	\$111,159	\$77,238	\$111,600	\$110,000	\$110,000	\$110,000
Propane Gas	\$5,851	\$2,505	\$5,863	\$2,933	\$7,331	\$7,331	\$7,331
Stormwater	\$3,744	\$0	\$3,532	\$3,532	\$3,744	\$3,744	\$3,744
Water/Sewer	\$661	\$684	\$600	\$1,009	\$0	\$0	\$0
Telephone	\$4,839	\$4,524	\$3,641	\$4,124	\$9,000	\$9,000	\$9,000
Electricity	\$97,156	\$96,287	\$93,139	\$84,737	\$106,651	\$106,651	\$106,651
Postage	\$2,683	\$3,326	\$3,255	\$3,032	\$4,450	\$4,450	\$4,450
Clothing	\$3,917	\$3,436	\$3,152	\$2,935	\$5,000	\$3,600	\$3,600
Advertising	\$1,068	\$495	\$5,361	\$927	\$4,000	\$4,000	\$4,000
Membership	\$895	\$1,008	\$595	\$1,299	\$1,000	\$1,000	\$1,000
Equipment	\$11,996	\$23,409	\$25,505	\$16,955	\$22,000	\$22,000	\$22,000
Vehicle Supply/Repair	\$4,742	\$7,111	\$10,600	\$3,606	\$15,000	\$15,000	\$15,000
Diesel Fuel	\$10,744	\$9,906	\$11,164	\$11,121	\$10,000	\$10,000	\$10,000
Farm & Walnut St Tank Maintenance				\$213,995	\$214,000	\$214,000	\$214,000
Miscellaneous Expense	\$22,088	\$22,346	\$39,325	\$40,172	\$28,958	\$28,958	\$28,958
Water LTD Principal	\$292,080	\$392,843	\$418,000	\$446,667	\$571,667	\$426,667	\$426,667
Water STD Principal	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Water LTD Interest	\$83,902	\$186,132	\$174,189	\$169,618	\$251,529	\$134,020	\$134,020
Water STD Interest	\$0	\$13,165	\$3,250	\$0	\$0	\$160	\$160
Special Projects					\$61,000	\$0	\$0
Reserve Fund			\$0	\$0	\$50,000	\$50,000	\$50,000
Transfer to General	\$241,436	\$247,840	\$261,248	\$294,833	\$302,204	\$309,759	\$309,759
Total	\$987,680	\$1,236,356	\$1,296,410	\$1,497,553	\$1,964,534	\$1,647,340	\$1,647,340
Total Budget	\$1,352,783	\$1,572,859	\$1,685,958	\$1,906,923	\$2,355,228	\$2,009,736	\$2,009,736

FY 2024 PERSONNEL PLAN

SCHEDULE A FY2024

7/1/23 Effective Date
 SCHEDULE A - CLASSIFICATION PLAN APPROVED @ 05/03/23 ATM
 Weekly Salary and Stipends

GRADE	POSITION	STEP									
		1	2	3	4	5	6	7	8	9	10
17	DIRECTOR OF PUBLIC WORKS PLSA/EXEMPT	\$ 2,325.50	\$ 2,385.02	\$ 2,446.18	\$ 2,506.03	\$ 2,573.53	\$ 2,637.62	\$ 2,703.80	\$ 2,771.21	\$ 2,840.29	\$ 2,911.46
18	ASSISTANT TOWN ADMINISTRATOR/HR MGR. FLSA/EXEMPT	\$ 2,098.46	\$ 2,141.44	\$ 2,184.27	\$ 2,227.96	\$ 2,272.52	\$ 2,317.97	\$ 2,364.33	\$ 2,411.61	\$ 2,459.85	\$ 2,509.04
15	VACANT										
12	VACANT										
11	COA DIRECTOR (40 Hours) FLSA/EXEMPT	\$ 1,338.79	\$ 1,370.00	\$ 1,400.39	\$ 1,432.43	\$ 1,463.23	\$ 1,498.17	\$ 1,528.68	\$ 1,566.35	\$ 1,599.61	\$ 1,638.73
9C*	PLUMBING/GAS INSPECTOR ELECTRICAL/INSPECTOR	\$6,697.00	annual stipend plus \$40 per inspection	\$6,697.00	annual stipend plus \$40 per inspection						
8A*	ALTERNATE BUILDING COMMISSIONER DEP. PLUMBING/GAS INSPECTOR 1 DEP. PLUMBING/GAS INSPECTOR 2 DEP. ELECTRICAL INSPECTOR 1 DEP. ELECTRICAL INSPECTOR 2 LOCAL BUILDING INSPECTOR	\$13,096.00	annual stipend plus \$40 per inspection	\$641.00	annual stipend plus \$40 per inspection	\$641.00	annual stipend plus \$40 per inspection	\$641.00	annual stipend plus \$40 per inspection	\$641.00	annual stipend plus \$40 per inspection
4	DISPATCHER/PART TIME	\$20.07	\$20.53	\$21.03	\$21.49	\$21.97	\$22.48	\$22.98	\$23.50	\$24.03	\$24.58
PS9	DEPUTY FIRE CHIEFEMT* Captain Annual Stipend \$1628.00 Paid June/December	\$34.61	\$35.37	\$36.19	\$36.96	\$37.83	\$38.65	\$39.54	\$40.43	\$41.34	\$42.25
PS8	Building Department Assistant (8 hours/week)	\$21.54	\$21.97	\$22.41	\$22.86	\$23.32	\$23.79	\$24.27	\$24.76	\$25.26	\$25.77
PS6	VACANT										
PS4	VACANT										
PS2	FIREFIGHTER/EMT FF Annual Stipend \$620 Paid June/December	\$22.42	\$22.93	\$23.28	\$23.95	\$24.48	\$25.03	\$25.60	\$26.15	\$26.74	\$27.37
PS2	PERM. INTER. POLICE OFFICER LOCKUP-KEEPER EMT Annual Stipend \$1223.00 Paid June/December	\$21.76	\$22.24	\$22.58	\$23.27	\$23.79	\$24.31	\$24.85	\$25.42	\$25.97	\$26.56

Capital Planning Committee Priorities for May 2023 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Well 3 PFAS design	272,900	
DPW	Chlorine/Ph Analyzer	31,200	
Library	Building envelope repairs	30,500	
Library	Lighting management system	110,000	
DPW	Dump truck	95,527	
Subtotal		\$540,127	
Medium priorities			
School	Data center upgrade	45,000	
Town buildings	HVAC upgrades	75,000	
School	Wireless upgrade	68,000	
Town buildings	Aerial boom lift	45,558	
Subtotal		\$233,558	
Lower priorities			
DPW	Heavy duty trailer	23,000	
Subtotal		\$23,000	
Total		\$796,685	

FALL 2023 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY24 Operational Budget Adjustments
3. Capital Items
4. PFAS Treatment Plant at Well #3 Borrowing Authorization
5. Road & Sidewalk Construction, Design, and Repair
6. Vactor Truck Borrowing Authorization
7. Bus Lease Borrowing Authorization
8. OPEB/Actuarial Study
9. Special Education Fund
10. MGL Ch. 41, S. 111F Injury Leave Indemnity Fund
11. OPEB Trust Fund
12. Stabilization Fund

All Articles Passed at Town Meeting on November 6, 2023.

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
MONDAY, NOVEMBER 6, 2023

The Fall Annual Business Meeting of the Town of Millis was held on Monday, November 6, 2023, in the auditorium of the Millis Middle/High School and was called to order by the appointed Moderator for the evening, James McCaffrey, at 7:34 PM.

The Town Warrant calling this business meeting was signed on October 12, 2023, by the Select Board members Craig Schultz, Ellen Rosenfeld, and Erin Underhill and was posted on October 16, 2023, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors/Tellers/Constable appointed and sworn in for the auditorium:

Christine McCaffrey	Anne Baima
Bonnie Hilton	Carole McColl
Susanne Locklin	Marsha Collins
Susan Ferzoco	Mary Shea
Susan Vara	Scott Fuzy
Nathan Maltinsky (Constable)	

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag. An announcement was made regarding the upcoming Veterans' Day celebration. State Representatives Marcus Vaughn and James Arena-DeRosa were in attendance for all or part of the meeting.

The Moderator then made opening remarks concerning the twelve 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 the Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

Moderator McCaffrey introduced Town Officials present that help to prepare the Warrant: Select Board members Craig Schultze, Ellen Rosenfeld and Erin Underhill, Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Kate Feodoroff, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith.

The Moderator then gave a brief description of the protocol 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 is as an independent official who presides over the Town Meeting to ensure a fair, orderly and 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. A 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, Joyce Boiardi, Michael Krone, Jonathan Loer, Cathy MacInnes, Sara Reyes and Jen Zarutskie.

Peter Berube made a motion asking the voters to allow the Moderator to declare a 2/3rd Voice Vote if needed. Motion was seconded. Motion passed, some in Opposition.

ARTICLE 1: To see if the Town will vote to transfer from Free Cash the sum of \$6,815.88, transfer the sum of \$71.03 from Sewer Enterprise Reserves, transfer the sum of \$1,908.19 from Water Enterprise Reserves, and transfer the sum of \$4,428.13 from Stormwater Enterprise Reserves, for a total sum of **\$13,223.23 for unpaid bills** as written in the warrant.

<u>DEPARTMENT</u>	<u>VENDOR</u>	<u>AMOUNT</u>
Select Board	Direct Energy	\$ 30.71
Board of Health	John McVeigh	\$ 30.79
Building Dept.	Tim Costello	\$ 17.03
Building Dept.	Bob Fogarty	\$ 40.22
Building Dept.	Michael Giampietro	\$ 16.38
Building Dept.	Jennifer Sweet	\$ 2.62
Building Dept.	Michael Mancini	\$ 3.93
Treasurer	Gatehouse Media	\$ 945.52
Treasurer	KP Law	\$ 448.00
Town Clerk	Donna Cabibbo	\$ 108.75
Library	Esther Davis	\$ 750.00
Fire	Joseph Sullivan	\$ 647.73
DPW	Wheelbrator	\$ 2,921.12
DPW	Commonwealth of Mass. (EZ Pass)	\$ 51.80
DPW	Norfolk Power Equipment	\$ 20.02
DPW	Steve's Auto Parts	\$ 760.64
DPW	Verizon	\$ 20.62
TOTAL GENERAL FUND UNPAID BILLS		\$ 6,815.88

DPW - Sewer	Verizon	\$ 20.62
DPW - Sewer	Verizon	\$ 39.36
DPW - Sewer	Verizon	\$ 11.05
TOTAL SEWER ENTERPRISE UNPAID BILLS		\$ 71.03

DPW – Water	Alpha Analytical	\$ 1,120.15
DPW – Water	Williamson Pump	\$ 717.02
DPW – Water	Verizon	\$ 20.62
DPW – Water	Verizon	\$ 39.36
DPW – Water	Verizon	\$ 11.04
TOTAL WATER ENTERPRISE UNPAID BILLS		\$ 1,908.19

DPW – Stormwater	Millis Police Detail	\$ 4,020.70
DPW – Stormwater	USA Bluebook	\$ 297.98
DPW – Stormwater	USA Bluebook	\$ 109.45
TOTAL STORMWATER ENTERPRISE UNPAID BILLS		\$ 4,428.13

TOTAL UNPAID BILLS **\$13,223.23**

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 \$6,815.88, transfer the sum of \$71.03 from Sewer Enterprise Reserves, transfer the sum of \$1,908.19 from Water Enterprise Reserves, and transfer the sum of \$4,428.13 from Stormwater Enterprise Reserves, for a total sum of **\$13,223.23 for unpaid bills** as written in the warrant (see list above).

ARTICLE 2: To see if the Town will vote to transfer from **Marijuana Impact Fees (Free Cash) the sum of \$210,585.03, and transfer from Opioid Settlement Funds (Free Cash) the sum of \$2,520.00, for a total sum of \$213,105.03** for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of the May 3, 2023, Annual Town Meeting, as written in the warrant.

<u>Department</u>	<u>Description of Expense</u>	<u>Total Expenses</u>
Administration	Social Work Services – Entire Community	\$ 35,000.00
Police	School Resource Officer Salary	\$ 23,299.83
Police	Marijuana Training	\$ 27,500.00
Recreation	Teen Program Coordinator	\$ 12,220.00
School	School Adjustment Counselor – 1.0 FTE	\$ 60,791.20
School	High School Paraprofessional	\$ 21,435.20
School	Middle School SEL Teacher	\$ 30,338.80
Board of Health	Substance Abuse Therapist	\$ 2,520.00
		Total \$213,105.03

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

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from **Marijuana Impact Fees (Free Cash)** the sum of **\$210,585.03**, and transfer from **Opioid Settlement Funds (Free Cash)** the sum of **\$2,520.00**, for a total sum of **\$213,105.03** for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of the May 3, 2023, Annual Town Meeting, as written in the warrant (see list above).

ARTICLE 3: To see if the Town will vote to transfer from Free Cash the sum of \$274,373, and transfer from Water Enterprise Reserves the sum of \$42,453, and transfer from Sewer Enterprise Reserves the sum of \$42,453, for a total sum of **\$359,279.00 to fund the following Capital items:**

#	Department	Item	Cost
1	Fire	Public Safety Radios/Antenna	\$ 89,373.00
2	Town Bldgs.	HVAC Repairs	\$ 75,000.00
3	Water/Sewer	Chevy Silverado Pickup Truck	\$ 84,906.00
4	Library	Phase 2/Lighting Replacement	<u>\$110,000.00</u>
			Total \$359,279.00

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

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

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of \$274,373, and transfer from Water Enterprise Reserves the sum of \$42,453, and transfer from Sewer Enterprise Reserves the sum of \$42,453, for a total sum of **\$359,279.00 to fund the following Capital items:**

#	Department	Item	Cost
1	Fire	Public Safety Radios/Antenna	\$ 89,373.00
2	Town Bldgs.	HVAC Repairs	\$ 75,000.00
3	Water/Sewer	Chevy Silverado Pickup Truck	\$ 84,906.00
4	Library	Phase 2/Lighting Replacement	<u>\$110,000.00</u>
			Total \$359,279.00

ARTICLE 4: To see if the Town will vote to appropriate **\$7,100,000** to pay costs of designing, constructing, furnishing and equipping a new Well 3 PFAS Treatment Facility, including the payment of all other costs incidental and related thereto, 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, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. All, or any portion, of the amount authorized to be borrowed by this vote may be obtained through the Massachusetts Clean Water Trust (the "Trust"), and in that regard, the Select Board and the Treasurer are authorized to execute and deliver any and all documents and agreements that may be required by the Trust and the Massachusetts Department of Environmental Protection to evidence any such borrowing. The total amount authorized to be borrowed for

this project shall be reduced to the extent of any grants or gifts that may be received by the Town on account of this project, or act in any manner relating thereto. (Submitted by Select Board)
(see Capital Planning Committee Priorities Chart attached at the end of these Minutes)

An explanation was given by the DPW Director Jim McKay that Wells 1 & 2 now have PFAS treatment and are meeting all required standards. Well 3 is currently offline because the PFAS 20 parts per trillion is too high. The cost for this treatment facility will be lower than the first one because the Town already has the plans.

Motion PASSED Unanimously (2/3rds Vote Required) that the Town appropriate **\$7,100,000** to pay costs of designing, constructing, furnishing and equipping a new Well 3 PFAS Treatment Facility, including the payment of all other costs incidental and related thereto, 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, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. All, or any portion, of the amount authorized to be borrowed by this vote may be obtained through the Massachusetts Clean Water Trust (the "Trust"), and in that regard, the Select Board and the Treasurer are authorized to execute and deliver any and all documents and agreements that may be required by the Trust and the Massachusetts Department of Environmental Protection to evidence any such borrowing. The total amount authorized to be borrowed for this project shall be reduced to the extent of any grants or gifts that may be received by the Town on account of this project.

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)

There was some discussion regarding the deplorable condition of Walnut Street, with a resident saying the last time it was paved was 1999. The DPW Director said he was aware of the condition of Walnut Street and it is on the list of streets needing repairs and would be repaved as soon as we had the necessary funds.

Motion PASSED Unanimously (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 borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$573,559 for the purchase of a Vector Truck for the Department of Public Works**, or act in any manner relating thereto.

(Submitted by Select Board)

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

There was some discussion as to whether a small town needed such an expensive truck. It was explained what this truck could do, that when emergencies caused by weather required renting such a vehicle, we would have to wait in line because many other towns would have the same need. And when we have a water main break, having this equipment speeds up the response time immensely and helps our residents.

The funding to pay for the borrowing would come from the General Fund (8.3%), Sewer Enterprise Fund (8.3%), Water Enterprise Fund (8.3%), and Stormwater Enterprise Fund (75%).

Motion PASSED by 2/3rds Vote as determined by the Moderator (there were a few in opposition) **(2/3rds Vote Required)** that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$573,559 for the purchase of a Vector Truck for the Department of Public Works.**

ARTICLE 7: 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 **\$136,100.00 for the lease/purchase of one Bus for the Millis Schools.** or act in any manner relating thereto. (Submitted by the School Committee)

It was explained that the authorization for the lease/purchase of this bus had previously been voted at the May 2023 Town Meeting, but the cost increased and there was only enough to pay for five buses, when the schools needed six.

Motion PASSED by 2/3rds Vote as determined by the Moderator (there was one in opposition) **(2/3rds Vote Required)** that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$136,100.00 for the lease/purchase of one Bus for the Millis Schools.**

ARTICLE 8: To see if the Town will vote to transfer from Free Cash the sum of **\$7,800.00 for an OPEB/Actuarial Study,** or act in any manner relating thereto. (Submitted by Select Board)

It was explained that this study is required every two years.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$7,800.00 for an OPEB/Actuarial Study.**

ARTICLE 9: To see if the Town will vote to transfer from Free Cash the sum of **\$320,784.00 to the Special Education Stabilization Fund,** or act in any manner relating thereto. (Submitted by Select Board)

It was explained that this Fund was established by a Vote at the May 2023 Town Meeting, but no funding was given at that time. This amount is 2% of the annual net school funding. The School Committee and Select Board have to approve any spending from this Fund. It would be available to cover unexpected increases in Special Education (SPED) expenses that occur during the fiscal year. The Schools do not have any other Stabilization Fund.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$320,784.00 to the Special Education Stabilization Fund.**

ARTICLE 10: To see if the Town will vote to transfer from Free Cash the sum of **\$300,000.00 to the MGL Chapter 41, Section 111F Injury Leave Indemnity Fund,** or act in any manner relating thereto. (Submitted by Select Board)

The purpose of this Fund is to cover the expense of Police and Fire Dept. employees who are injured on the job. The Town currently has 3 out on leave, which requires \$270,000 per year. This has been coming out of the General Fund as a budget line item. This Fund was originally established by a vote of the November 2021 Town Meeting. The current balance is \$134,189.56. The Town this year has an unexpectedly large amount of Free Cash from new growth and unpaid taxes which have been collected.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$300,000.00 to the MGL Chapter 41, Section 111F Injury Leave Indemnity Fund.**

ARTICLE 11: To see of the Town will vote to transfer from Free Cash the sum of **\$50,000.00 to the OPEB Trust Fund Account.** or act in any manner relating thereto.
(Submitted by Select Board)

The Town has been paying Other Post Employment Benefits (OPEB) out of the General Fund as a budget line item. The current balance in the Fund is \$259,256. To cover all OPEB costs in future would require \$50 million, but the Town is trying to deposit some funds whenever we can. Some other communities have decided to fund a bond for these expenses.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$50,000.00 to the OPEB Trust Fund Account.**

ARTICLE 12: To see of the Town will vote to transfer from Free Cash the sum of **\$700,000.00 to the Stabilization Fund.** or act in any manner relating thereto. (Submitted by Select Board)

The Finance Committee policy is to have 5% of General Fund expenditures in the Stabilization Fund, which is like a Town savings account. We withdrew \$400,000 and \$300,000 to cover the recent School Department shortfalls. This would bring the balance up to 5.5%.

Motion PASSED Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$700,000.00 to the Stabilization Fund.**

A motion was made by Peter Berube, Chair of the Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die 8:26 PM, the business of the Warrant having been completed.

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

Capital Planning Committee Priorities for November 2023 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Treatment plant for well 3	7,100,000	Federal funding expected to defray a portion of the cost
Public Safety	New antenna for communication	89,373	
Library	Upgrade lighting system	110,000	
Town buildings	Municipal buildings HVAC repair	75,000	
DPW	Pickup truck	84,906	
DPW	Vactor truck	573,559	
Subtotal		\$8,032,938	
Medium priorities			
Subtotal		N/A	
Lower priorities			
Subtotal		N/A	
Total		\$8,032,938	

BIRTHS RECORDED IN MILLIS - 2023

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 5	Konstadinos George Katsiaunis	George --- & Karissa L. Nacopoulos
Jan. 5	Chris Emmanuel Ramirez-Vieira	Flavio Fernando Vieira & Briseida Ramirez Martinez
Jan. 10	Emma Grace Young	James Merrill & Laura Kathleen Martin
Jan. 20	Edmund James Smith	Sherman Glenn & Amanda Jane Cmielewski
Jan. 20	Thomas Jacob Smith	Sherman Glenn & Amanda Jane Cmielewski
Jan. 26	Luna Mae Neville	Patrick James & Fatima Victoria Pichardo
Jan. 26	Reid William Sullivan	Robert Patrick & Maureen Louise Caulfield
Jan. 26	Cameron James Wilson	David Francis & Shayla Kathryn Guernon
Jan. 27	Isla Mackenzie Williams	Cedric Walter & Brittany Kathleen Welch
Feb. 1	Mehri --- Jalilova	Natig --- & Yulia --- Suvorova
Feb. 8	Jayden Alejandro Goncalves	Michael Francisco De Souza & Jarissa Juliette Aquino
Mar. 1	Zayaan --- Khan	Adnan -- Malik & Marva -- Khalid
Mar. 8	Daniel Patrick Graham	Matthew Peter & Carolyn Marie Stowe
Mar. 14	Robert Michael Catalano	John Armando & Hannah Petersen Weiss
Mar. 29	Samantha Kelley Mosman	Jared Alexander & Jessica Amy Savin
Mar. 30	Charlotte Anne Kroll	Daniel Charles & Caitlin Patricia Murphy
April 8	Kira Rose Lally	Liam Thomas & Tara Katherine Gorman
April 24	Lukas Randolph Prella	Brian Michael & Alexandra Karis Kuehnle
May 4	Gregory Douglas Distaso	Gregory Albert & Taylor Rae Blake
May 4	Carielis Yairelis Gonzalez Rivera	Carlos Luis Gonzalez Silva & Yarelis Marie Maldonado Rivera
May 5	Theodore Michael Gaetani	Benjamin Michael & Meghan -- Snook
May 14	Bodin --- Cooper	Julian Brent Garrett Cooper & Phattharasuda --- Suwannakat
May 30	Audrey Rose Raynor	Daniel Maxwell & Lauren Eileen Macchione
June 6	Juno Lucille Booth	Eric Paul & Katherine -- Zebedeo
June 21	Colin Alberto Hoskins	Tucker Wright & Vanessa Michele Alberto
June 27	James Wylie Beckman	David Gary & Mary Catherine Glynn
June 28	Harper Campbell Bilancieri	Mark Joseph & Mary Campbell Banis
June 29	Victoria Mae Santucci	Zachary Angelo & Katelyn Mae Atwater
July 16	Sienna Giana Diramio	Steven Robert & Olga Olivia Sahnas
July 18	Sienna Rae Coiasi	Paul -- & Natalia Maria Garcia Avila

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Aug. 4	Charmaine Sophie Kerr	Michael Robert & Durga -- Karki
Aug. 7	Declan Robert Molloy	Brendan Richard & Taylor Nichole Troy
Aug. 10	Lyla Grace Geremia	Matthew Andrea & Julianne -- Balzo
Aug. 11	Aine Elizabeth Mackenzie	Matthew Thomas & Jennifer Marie Banks
Aug. 30	Harper Marie Fahy	James – Jr. & Christine Marie Walsh
Sept. 2	Maximilian Joseph Yasuyuki Ide	Jaime Shinsuke & Kimika -- Nakaya
Sept. 3	Wynn Christine Stull	Jeremy Phillip & Wells Evley Griffin
Sept. 11	Theodore Prassert Graves	Russell Thomas & Moltka Na-Lin Johnson
Sept. 13	Harper Rose Teal	Ian Gregory & Jessica Nicole Levine
Sept. 26	Madeline Roosevelt Pasko	Cody Michael & Erika Megan Blair
Oct. 4	Layla Rose Kline	Joseph Timothy & Allison Taylor Courtney
Oct. 18	Kylen Ronan DaSilva	Ronan Antonio Jr. & Heather Florence Donovan
Oct. 24	Ania Saoirse Cotter	Eric Phillip & Crystal Ann Haddock
Oct. 26	Delila Jane Pardo	Robert Joseph Jr. & Samantha Delila Casto
Oct. 27	Chase Charles Rizzo	Stephen Charles & Kayla Marie Bedigan
Nov. 7	Judah Lev Glover-Bream	Tyler Benjamin Bream & Rebecca Catherine Glover
Nov. 10	Jacob Thomas Nolan	Gary -- & Megan Lee Shooshanian
Nov. 22	Shannon Rae Ward	Cullen Andrew & Sarah Anne Davis
Nov. 24	Rocco John Narciso	Michael John & Kristen Lynne Killen
Nov. 29	Micah Douglas Pounds	Cornal Angelo Jr. & Taylor Kelly Baker
Dec. 18	Eleanor Elizabeth Detolla	Evan John & Anna Elisabeth Swanson
Dec. 22	William Peter Tsacoyeanes	Nicholas John & Olivia Lane Zitoli
Dec. 27	Emma Mila Rose Mendelson	Saul Jonathan & Erica Christine Ghiozzi
Dec. 27	Gregory Vincent Horan	William Timothy Jr. & Danielle Elizabeth Olivier
Dec. 27	Josiah James Anderson Guerra	Diego Anderson & Jada Elaine Denise Brunson

MARRIAGES RECORDED IN MILLIS - 2023

<u>Date</u>	<u>Partv A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Jan. 12	Mariana --- Valencia Gallego Ryan Andrew Byler	27 35	239 Village St. 239 Village St.	Andrea Burke Justice of the Peace	Millis
Feb. 7	Kimberly Ann Kogut Georgios --- Kosivas	46 46	1032 Main St. #2 1032 Main St. #2	Alex Geourntas Justice of the Peace	Boston
Mar. 11	Brittiany Anne Vara Philip Luke Delaney	36 32	81 Exchange St. 81 Exchange St.	Kristina Kozak One Day Solemnizer	Millis
Mar. 25	Michelle Suzanne Blattman Jeffrey James Stewart	42 49	219 Farm St. 219 Farm St.	Jonathan Nelson Rabbi	Kingston
Apr. 15	Nancy Elaine Naughton Christopher Lawrence Marek	65 61	10 Heritage Path 10 Heritage Path	David R. Curtis, Jr. One Day Solemnizer	Millis
Apr. 28	Elizabeth Anne Duross Alexander D. Kraplin	25 25	423 Village St. 423 Village St.	Janet M. Ferguson Justice of the Peace	Newton
May 5	Allison Jean Strong Andrew James O'Connor	33 31	291 Village St. 291 Village St.	Eleanor J. Collins Member of the Clergy	Canton
May 6	Meghan Marie OToole Michael Joseph DeCoste	31 32	47 Causeway St. 47 Causeway St.	Joseph Nickley Deacon	Whitman
May 28	Jennifer Rose DiRosario Michael Scott Campbell	32 32	413 Village St. #A 413 Village St. #A	Rachel DiRosario One Day Solemnizer	Uxbridge

Date	Party A & Party B	Age	Residence	By Whom	Place
July 1	Lauren Marie Solomon Daniel Joseph Price	42 49	278 Orchard Street 278 Orchard Street	Christina McClay One Day Solemnizer	Norwood
July 17	Susan Lea Wenzel Evan --- Anagnostaras	59 62	15 Walnut Hill Rd. 15 Walnut Hill Rd.	Jessica Fumarola Justice of the Peace	Boston
July 22	Megan Kathryn McLafferty Trevor Erik Olson	29 29	47 Pleasant St. 47 Pleasant St.	Nicholas Olson One Day Solemnizer	Cambridge
Aug. 11	Jessica Lauren Maguire Tyler William Angel	27 28	95 West St., Walpole 79 Farm St.	Paul J. Adams One Day Solemnizer	Dennisport
Aug. 11	Heather Marie Kedski Andrew Paul Spurling	28 31	51 Cottage Ave. 10 J. William Heights	Sinisa Ubiparipovic Priest	Millis
Aug. 11	Dulce Maria Hidalgo Miguel R. Abreu Contreras	50 47	19 Myrtle St., Clinton 19 Myrtle St., Clinton	Michael L. Backer Justice of the Peace	Southborough
Aug. 24	Caroline Ngoc Kimmel Rainer Franz Felber	72 67	68 Meadow Cartway 68 Meadow Cartway	Nancy C. Hyde Justice of the Peace	Millis
Sept. 16	Julie Elizabeth McTernan Samuel James Morgan	33 31	11 Winterberry Way, Norfolk 11 Winterberry Way, Norfolk	John McTernan One Day Solemnizer	Boston
Sept. 23	Lauren Wagner Passaretti Jonathan David Kenney	40 43	29 Cole Avenue 29 Cole Avenue	Jessica Ann Williamson One Day Solemnizer	Sherborn
Sept. 28	Chelsea Porter Andrews Kristen Veronica Harrington	34 41	68 Ridge Street 68 Ridge Street	Jacalyn Kane Member of the Clergy	West Tisbury

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Nov. 11	Katherine Rose Hartnett Brian Thomas Bradley	31 32	6 Rosenfeld Road 6 Rosenfeld Road	Jennifer Midura Godfrey Ordained Minister	Sharon
Nov. 12	Amanda-Lee --- Healy William Joseph Tagliaferri	29 30	125 Dean Ave. #4205, Franklin 125 Dean Ave. #4205, Franklin	Matthew San Clemente One Day Solemnizer	Plymouth
Nov 17	Jennifer Suzanne Malzone Joseph Cosmo Cocuzzo, Jr.	25 27	117 Gatehouse Dr., Medfield 117 Gatehouse Dr., Medfield	Andrea Burke Justice of the Peace	Millis

DEATHS RECORDED IN MILLIS - 2023

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Jan. 1	Basil George Leussis	21 Stoney Brook Drive #8	75
Jan. 14	Rita --- Acerra	112 Orchard Street	70
Jan. 16	Mary T. Fortier	11 Clark Road	90
Jan. 29	Theodore Dwight Seager	5 Rosenfeld Road	86
Feb. 13	Richard Leon Fortier	11 Clark Road	87
Feb. 13	Deborah Ann Lundergan	6 Pine View	65
Feb. 15	Dipen --- Moitra	88 Glen Ellen Boulevard	67
Feb. 15	Maurice Charles Hothem	2 Charles Way	86
Feb. 23	Joseph --- Incardone	4 Pleasant Park	63
Feb. 24	Jacqueline Ann Anderson	43 Forest Road	86
Mar. 5	Richard G. Douglas	7 Clark Road	77
Mar. 10	Theresa Marie McKenney	5 Conway Road	95
Mar. 24	Ester Lacsina Morales	43 Ticonderoga Lane	90
Mar. 24	John Francis Adams III	14 Exchange Street #B	61
Mar. 25	Theodore L. Iorio	36 Forest Lane	84
Mar. 28	Katina --- Mouyos	136 Pleasant Street	91
Mar. 30	Patrick J. Keaney	30 Pleasant Street	59
Apr. 2	Margaret Mary McCleary	332 Kennedy Terrace	73
Apr. 6	Marilyn E. Kennedy	48 Hilltop Drive	94
Apr. 6	Dorothy A. Zonghi	23 Brookview Road	87
Apr. 10	John L. Glennon, Jr.	26 Rockville Meadows	72
Apr. 10	Jean Ann Rousseau	45 Forest Road	76
Apr. 12	Josephine --- Peiler	338 Plain Street	102
Apr. 19	James Joseph Walsh, Jr.	1279 Main Street	65
Apr. 28	Lorraine C. Tucceri	15 Rockville Meadows	93
May 2	Pamela Joy Burstyn	328 Village Street	61
May 4	Margaret A. May	156 Farm Street	88
May 11	David R. McCarter	29 Bridge Street	97
May 12	Leesa B. Themistocles	96 Ridge Street	59
May 14	Harlan --- Ketterling---	194 Ridge Street	85
May 16	Mary Elena Siegel	219 Orchard Street	73
May 19	Neil Edward Simoni	64 Key Street	66
May 20	Donna A. Collins	179 Spring Street	78
May 27	Barbara Ann Drinkwater	82 Union Street	87
June 5	Christine Louise Larose	24 Stoney Brook Drive #7	69
June 9	Carol Ann Russo	432 Union Street	78
June 21	Dennis A. Bachelder	411 Union Street #5C	74

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
June 22	Adam A. Frye	36 Heritage Path	61
June 22	Barbara A. Cellucci	22 Ticonderoga Lane	75
June 26	Sylvia M. Riley	213 Village Street	85
June 27	Wayne L. Hansen	215 Causeway Street	96
June 27	Margaret M. Jones	84 Middlesex Street	75
June 30	David --- Meuse	271 Plain Street	59
July 2	Linda --- Weigensberg	2395 Harmony Lane, Naples, FL	76
July 2	Christina M. McLellan	36 Meadow Cartway	50
July 7	Balvir --- Kaur	54 Stoney Brook Drive #9	67
July 8	Ralph F. Whelihan, Jr.	15 Birch Street	88
July 10	Robert --- Doucette	53 Heritage Path	85
Aug. 5	Lisa C. Duhamel	109 Curve Street	63
Aug. 5	Linda Ann Decker	470 Main Street	64
Aug. 6	Nicholas John DiDonato, Jr.	411 Union Street #4C	69
Aug. 8	Philip Samuel Hamwey	370 Orchard Street	70
Aug. 15	Lovie Jean Shelton	180 Exchange Street	73
Aug. 19	Carol A. McDevitt	88 Key Street	86
Aug. 24	Josephine Tina Tamuleviz	77 Dover Road	94
Aug. 25	Robert H. Bellan	29 Union Street	74
Aug. 27	Effie --- Makarios	10 Rockville Meadows	81
Sept. 3	Deborah Reece Strong	291 Village Street	69
Sept. 8	Barbara A. Doren	5 Southwoods Circle	90
Sept. 19	Gerald Francis Winkler	413 Village Street	93
Sept. 21	Diane C. Jones	125 Dover Road, 207	82
Oct. 3	Elizabeth Edith Carlson	270 Plain Street	91
Oct. 4	Pasquale --- Vaccaro	35 Crestview Drive	92
Oct. 6	Robert --- Johnson	77 Farm Street	61
Oct. 8	Jacqueline F. Dorato	330 Kennedy Terrace #A	85
Oct. 9	Sean Patrick Driscoll	102 Van Kleeck Road	27
Oct. 16	Joseph Michael Downey	1049 Main Street	58
Oct. 21	Bessie --- Sherman	5 Comiskey Road, Dover	98
Nov. 1	Eileen R. Butcher	8 Rose Road	75
Nov. 4	Mildred Eleanor Friberg	27 Hattie Lane	97
Nov. 4	Barbara B. Graham	350 Orchard Street	90
Nov. 6	Beverly Ann Smith	411 Union Street #5C	85
Nov. 9	Karen E. Phillips	27 Hattie Lane	70
Nov. 17	Michael Thomas Bevilacqua	53 South Central Street, Milford	55
Nov. 21	Dorothy Theresa Small	20 Van Kleeck Road	97
Nov. 24	Edward J. Bowles	6 Stoney Brook Drive #6	67

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Nov. 25	Frank --- Rezzuti	24 Buddy Kearney Lane	74
Dec. 1	Ronald Daniel Greco	360 Orchard Street	62
Dec. 4	Lisa --- Giallombardo	24 Daniels Street	55
Dec. 17	Douglas W. Barr, Sr.	16 McCabe Avenue	74
Dec. 17	Michael Joseph Fischella	67 Curve Street	32
Dec. 17	Tanaia M. Wilkinson	67 Curve Street	25
Dec. 20	Maren Elizabeth Tracy	368 Village Street	66
Dec. 22	Manuel --- Goes, Jr.	379 Orchard Street	95

VETERANS DEATHS RECORDED IN MILLIS - 2023

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Service</u>	<u>Age</u>
Jan. 1	Basil George Leussis	21 Stoney Brook Dr. #8	Army/Vietnam POW, Purple Heart	75
Feb. 13	Richard Leon Fortier	11 Clark Road	Marine Corp./Korea	87
Feb. 15	Maurice Charles Hothem	2 Charles Way	Air Force/Korea	86
May 11	David R. McCarter	29 Bridge Street	Navy/Korea, WWII	97
June 22	Adam A. Frye	36 Heritage Path	Air Force/Gulf War (Desert Storm)	61
June 27	Wayne L. Hansen	215 Causeway Street	Navy/WWII	96
July 10	Robert --- Doucette	53 Heritage Path	Marine Corps/Korea	85
Oct. 4	Pasquale --- Vaccaro	35 Crestview Drive	Marine Corps/Korea Purple Heart	92
Nov. 24	Edward J. Bowles	6 Stoney Brook Dr. #6	Air Force/Peacetime	67
Dec. 22	Manuel --- Goes, Jr.	379 Orchard Street	Army Air Force/WWII	95

Prospect Hill Cemetery Burials 2023

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Basil George Leussis	Millis	January 5	Army/Vietnam
Evelyn Ruth Mael	Roslindale	January 8	
Ronald Trenouth	Walpole	January 13	
Mary T. Fortier	Millis	January 19	
John Paul Kelley, Jr.	Framingham	January 20	
Kevin C. Kelley	Hyannis	January 20	
Lucille Olson	Medway	January 21	
David Spellman	Yarmouth	January 25	
Mary Theresa Swantak	Norfolk	February 8	
Richard Leon Fortier	Millis	February 17	
Elaine M. Smith	Boca Raton, FL	March 6	
Theresa Marie McKenney	Millis	March 16	
Katina Mouyos	Millis	April 3	
Maria Sia	Milford	April 4	
Theodore L. Iorio	Millis	April 5	
Jean Rousseau	Millis	April 14	
Susan Sansoucy	Logan, UT	April 20	
James J. Walsh, Jr.	Millis	April 26	
Pamela J. Burstyn	Millis	May 4	
Ester L. and Nikanor Morales	Millis	May 12	
Jacqueline Hamm Williams	Southbridge	May 13	
David R. McCarter	Millis	June 9	Navy/Korea, WWII
Richard L. Barry		June 12	Air Force/Gulf War (Desert Storm)
Adam A. Frye, Sr.	Millis	June 30	
Wayne L. Hansen	Millis	July 3	Navy/WWII
Robert A. Volpicelli, Jr.	Medway	July 7	
Helen M. Segal	Medway	July 10	
Josephine Peiler	Millis	July 26	
Lee Coldwell	Sun City Center, FL	August 3	
Linda Ann Decker	Millis	August 9	
Ellen Marie Santos	Mequon, WI	August 12	
Margaret Jones	Millis	August 18	
Josephine Tina Tamuleviz	Millis	August 30	

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Donald Armstrong	Hudson, NH	September 21	
Gerald Francis Winkler	Millis	September 29	
Joan Calabro	Millis	September 29	
Elizabeth Edith Carlson	Millis	October 7	
Daniel McBride	Milford	October 27	
Samuel Gateman	Las Vegas, NV	November 2	
John Thurston	Norfolk	November 8	
Winifred J. Brightman		December 9	
Karen E. Phillips	Millis	December 10	
Lisa Giallombardo	Millis	December 15	
Manuel Goes, Jr.	Millis	December 29	Army Air Force/WWII

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
SCHOOL - TEACHER						
ADAMS, MICHELLE	SCHOOL TEACHER	\$ 95,970.94	\$ 25.00	-	-	\$ 95,995.94
ALAM, RACHEL	SCHOOL TEACHER	\$ 90,196.08	\$ 1,162.50	-	-	\$ 91,358.58
ALCONADA, SCOTT	SCHOOL TEACHER	\$ 99,809.06	\$ 7,630.60	-	-	\$ 107,439.66
AL-HAZA, SARAH	SCHOOL TEACHER	\$ 109,256.94	\$ 10,633.10	-	-	\$ 119,890.04
AMES, SARA	SCHOOL TEACHER	\$ 109,256.94	\$ 1,073.43	-	-	\$ 110,330.37
ANNUNZIATO, KELLY	SCHOOL TEACHER	\$ 42,770.52	\$ 1,797.57	-	-	\$ 44,568.09
BAGLIONI, KRISTA	SCHOOL TEACHER	\$ 106,072.98	\$ 2,407.98	-	-	\$ 108,480.96
BAKLANOVA, MARINA	SCHOOL TEACHER	\$ 61,169.94	\$ 1,025.00	-	-	\$ 62,194.94
BALL, AMY	SCHOOL TEACHER	\$ 53,596.00	\$ 800.10	-	-	\$ 54,396.10
BARTLEY, VICTORIA	SCHOOL TEACHER	\$ 97,555.90	\$ 4,334.98	-	-	\$ 101,890.88
BASILE, CAELAH	SCHOOL TEACHER	\$ 109,256.94	\$ 4,516.10	-	-	\$ 113,773.04
BENHAM, LANCE	SCHOOL TEACHER	\$ 109,256.94	\$ 11,229.48	-	-	\$ 120,486.42
BIGELOW, STEPHEN	SCHOOL TEACHER	\$ 109,256.94	\$ 6,360.98	-	-	\$ 115,617.92
BLESSING, JOCELYN	SCHOOL TEACHER	\$ 71,283.94	\$ 280.00	-	-	\$ 71,563.94
BOTELHO, KRISTINE	SCHOOL TEACHER	\$ 106,072.98	\$ 1,071.98	-	-	\$ 107,144.96
BRODEUR, MARISSA	SCHOOL TEACHER	\$ 66,713.66	\$ 25.00	-	-	\$ 66,738.66
BROWNELL, BRADLEY	SCHOOL TEACHER	\$ 23,741.42	\$ 20.00	-	-	\$ 23,761.42
BROWNING, SARAH	SCHOOL TEACHER	\$ 89,828.18	\$ 4,953.50	-	-	\$ 94,781.68
CANTOREGGI, WENDI	SCHOOL TEACHER	\$ 101,851.88	\$ 953.98	-	-	\$ 102,805.86
CARLSON, JENNIFER	SCHOOL TEACHER	\$ 109,256.94	\$ 2,275.10	-	-	\$ 111,532.04
CARR, BARBARA	SCHOOL TEACHER	\$ 97,555.90	\$ 2,082.60	-	-	\$ 99,638.50
CARTER, MICHAEL	SCHOOL TEACHER	\$ 109,256.94	\$ 5,646.98	-	-	\$ 114,903.92
CAULFIELD, MARK	SCHOOL TEACHER	\$ 106,232.06	\$ 845.10	-	-	\$ 107,077.16
CAVE, MICHAEL	SCHOOL TEACHER	\$ 13,139.10	-	-	-	\$ 13,139.10
CHENEY, ERIN	SCHOOL TEACHER	\$ 95,970.94	\$ 1,450.83	-	-	\$ 97,421.77
CHISHOLM, JENNIFER	SCHOOL TEACHER	\$ 101,851.88	\$ 1,533.10	-	-	\$ 103,384.98
COLCORD, AMIE	SCHOOL TEACHER	\$ 109,256.94	\$ 1,382.98	-	-	\$ 110,639.92
COLE, KELSEY	SCHOOL TEACHER	\$ 70,124.08	\$ 1,000.00	-	-	\$ 71,124.08
COLLAZO-DOMINGUEZ, DANIEL	SCHOOL TEACHER	\$ 93,393.04	\$ 898.50	-	-	\$ 94,291.54
COPICE, STEPHANIE	SCHOOL TEACHER	\$ 99,809.06	\$ 11,647.43	-	-	\$ 111,456.49
DAY, AMY	SCHOOL TEACHER	\$ 85,588.88	-	-	-	\$ 85,588.88
DIGIAMMERINO, DAVID	SCHOOL TEACHER	\$ 112,533.98	\$ 750.10	-	-	\$ 113,284.08
DOHERTY, CAROLYN	SCHOOL TEACHER	\$ 44,815.08	-	-	-	\$ 44,815.08
DOHERTY, MARGARET	SCHOOL TEACHER	\$ 109,256.94	\$ 6,762.96	-	-	\$ 116,019.90
DUNN, RILEY	SCHOOL TEACHER	\$ 87,183.98	\$ 6,373.95	-	-	\$ 93,557.93
EATON, JENNIFER	SCHOOL TEACHER	\$ 109,256.94	\$ 2,224.90	-	-	\$ 111,481.84

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
FALLON, ANTHONY	SCHOOL TEACHER	\$ 109,256.94	\$ 3,378.10	-	-	\$ 112,635.04
FALLON, DAVID	SCHOOL TEACHER	\$ 109,256.94	\$ 10,498.23	-	-	\$ 119,755.17
FALLON, KILEY	SCHOOL TEACHER	\$ 59,216.04	\$ 4,498.35	\$ 66.31	-	\$ 63,780.70
FANNING, KERRY	SCHOOL TEACHER	\$ 106,072.98	\$ 1,025.00	-	-	\$ 107,097.98
FEIG, MAUREEN	SCHOOL TEACHER	\$ 71,560.06	\$ 1,025.00	-	-	\$ 72,585.06
FEMINO, MARK	SCHOOL TEACHER	\$ 97,555.90	\$ 5,859.10	-	-	\$ 103,415.00
FILBROWN, ALLISON	SCHOOL TEACHER	\$ 75,846.94	\$ 120.00	-	-	\$ 75,966.94
FITZGERALD, YVONNE	SCHOOL TEACHER	\$ 109,256.94	\$ 12,417.90	-	-	\$ 121,674.84
GATELY, DIANA	SCHOOL TEACHER	\$ 109,256.94	\$ 775.10	-	-	\$ 110,032.04
GEORGE, ARPPANA	SCHOOL TEACHER	\$ 83,027.10	\$ 1,347.00	-	-	\$ 84,374.10
GIUNTA, LINDSEY	SCHOOL TEACHER	\$ 109,256.94	\$ 1,633.10	-	-	\$ 110,890.04
GUERTIN, JENNIFER	SCHOOL TEACHER	\$ 99,809.06	\$ 4,120.98	-	-	\$ 103,930.04
HACKETT, MIRANDA	SCHOOL TEACHER	\$ 109,256.94	\$ 2,224.90	-	-	\$ 111,481.84
HAGGERTY, CAROL	SCHOOL TEACHER	\$ 93,269.02	\$ 1,705.10	-	-	\$ 94,974.12
HAYDEN, RACHEL	SCHOOL TEACHER	\$ 86,347.04	\$ 3,219.00	-	-	\$ 89,566.04
HICKEY, DEBORAH	SCHOOL TEACHER	\$ 109,256.94	\$ 1,413.10	-	-	\$ 110,670.04
HOWDEN, TIMOTHY	SCHOOL TEACHER	\$ 97,555.90	\$ 5,504.48	-	-	\$ 103,060.38
HOYE, ANGELA	SCHOOL TEACHER	\$ 106,072.98	\$ 1,524.98	-	-	\$ 107,597.96
HURVITZ, MICHELLE	SCHOOL TEACHER	\$ 57,819.06	\$ 6,159.73	-	-	\$ 63,978.79
IMBROGNA, JENNA	SCHOOL TEACHER	\$ 91,160.94	\$ 11,144.94	-	-	\$ 102,305.88
INGRAHAM, THOMAS	SCHOOL TEACHER	\$ 109,256.94	\$ 5,980.10	-	-	\$ 115,237.04
JONES, MICHELLE	SCHOOL TEACHER	\$ 75,846.94	\$ 1,687.23	-	-	\$ 77,534.17
KALAITZIDIS, CHRISTINA	SCHOOL TEACHER	\$ 92,278.94	\$ 1,000.00	-	-	\$ 93,278.94
KEANE, KRISTEN	SCHOOL TEACHER	\$ 109,256.94	\$ 855.10	-	-	\$ 110,112.04
KENDRICK, SCOTT	SCHOOL TEACHER	\$ 1,183.19	-	-	-	\$ 1,183.19
KENNEDY, SARAH	SCHOOL TEACHER	\$ 97,555.90	\$ 2,211.00	-	-	\$ 99,766.90
KEPPLER, JESSICA	SCHOOL TEACHER	\$ 109,256.94	\$ 5,684.98	-	-	\$ 114,941.92
KRABY, BRIAN	SCHOOL TEACHER	\$ 99,809.06	\$ 549.98	-	-	\$ 100,359.04
LAFFERTY, LISA	SCHOOL TEACHER	\$ 106,072.98	\$ 1,300.10	-	-	\$ 107,373.08
LAHAH, MICHELE	SCHOOL TEACHER	\$ 101,851.88	\$ 938.00	-	-	\$ 102,789.88
LANEY, SAMANTHA	SCHOOL TEACHER	\$ 99,809.06	\$ 2,201.10	-	-	\$ 102,010.16
LEMAN, APRIL	SCHOOL TEACHER	\$ 74,714.19	\$ 50.00	-	-	\$ 74,764.19
LOVETERE, KAITLIN	SCHOOL TEACHER	\$ 63,371.10	\$ 2,753.00	-	-	\$ 66,124.10
MACDONALD, EVAN	SCHOOL TEACHER	\$ 99,809.06	\$ 1,779.90	-	-	\$ 101,588.96
MAGUIRE, JANET	SCHOOL TEACHER	\$ 97,555.90	\$ 2,394.94	-	-	\$ 99,950.84
MANNION, DANIELLE	SCHOOL TEACHER	\$ 1,544.60	-	-	-	\$ 1,544.60
MCCARTHY, MEGAN	SCHOOL TEACHER					

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
MCKAY, MICHAEL	SCHOOL TEACHER	\$ 109,256.94	\$ 7,025.00	-	-	\$ 116,281.94
MELLIN, JACLYN	SCHOOL TEACHER	\$ 101,851.88	\$ 524.98	-	-	\$ 102,376.86
MERUSI, CAMILLE	SCHOOL TEACHER	\$ 109,256.94	\$ 775.10	-	-	\$ 110,032.04
MIGOS, VASILIA	SCHOOL TEACHER	\$ 93,393.04	-	-	-	\$ 93,393.04
MOLLOY, ELISE	SCHOOL TEACHER	\$ 107,583.06	\$ 1,175.00	-	-	\$ 108,758.06
MONAGHAN, LIZBETH	SCHOOL TEACHER	\$ 80,185.04	-	-	-	\$ 80,185.04
MONAGHAN, SHARON	SCHOOL TEACHER	\$ 109,256.94	\$ 5,373.42	-	-	\$ 114,630.36
MOORE, NICOLE	SCHOOL TEACHER	\$ 72,928.96	-	-	-	\$ 72,928.96
MULDOON, JULIE	SCHOOL TEACHER	\$ 93,393.04	\$ 1,741.00	-	-	\$ 95,134.04
MULLIGAN, KRISTIN	SCHOOL TEACHER	\$ 78,881.18	\$ 1,050.00	-	-	\$ 79,931.18
NARDONE, CHRISTOPHER	SCHOOL TEACHER	\$ 86,347.04	\$ 858.00	-	-	\$ 87,205.04
NASUTI, LAURA	SCHOOL TEACHER	\$ 107,901.04	\$ 2,000.00	-	-	\$ 109,901.04
NEVILLE, PATRICK	SCHOOL TEACHER	\$ 83,391.88	\$ 1,070.00	-	-	\$ 84,461.88
NEWTON, KARLEY	SCHOOL TEACHER	\$ 71,283.94	\$ 3,929.80	-	-	\$ 75,213.74
NORTON, JANICE	SCHOOL TEACHER	\$ 97,555.90	\$ 4,093.90	-	-	\$ 101,649.80
OSBORNE, ADRIA	SCHOOL TEACHER	\$ 109,256.94	\$ 1,649.94	-	-	\$ 110,906.88
PALADINO, NICOLE	SCHOOL TEACHER	\$ 109,256.94	\$ 2,875.10	-	-	\$ 112,132.04
PANCIOCCO, GLEN	SCHOOL TEACHER	\$ 109,256.94	\$ 17,316.47	-	-	\$ 126,573.41
PANCIOCCO, MICHELLE	SCHOOL TEACHER	\$ 109,256.94	\$ 1,293.48	-	-	\$ 110,550.42
PERACHIO, MOLLIE	SCHOOL TEACHER	\$ 97,555.90	\$ 2,400.98	-	-	\$ 99,956.88
PHINNEY, DEREK	SCHOOL TEACHER	\$ 106,522.00	\$ 327.50	-	-	\$ 106,849.50
POULOS, JAMES	SCHOOL TEACHER	\$ 85,316.92	\$ 25.00	-	-	\$ 85,341.92
RADCLIFFE, AMY	SCHOOL TEACHER	\$ 32,074.12	\$ 898.00	-	-	\$ 32,972.12
RAO, KELLY	SCHOOL TEACHER	\$ 115,702.86	\$ 50.00	-	-	\$ 115,752.86
RAPOSA, ANNIE	SCHOOL TEACHER	\$ 61,584.90	\$ 1,025.00	-	-	\$ 62,609.90
ROBINSON, MARA	SCHOOL TEACHER	\$ 109,256.94	\$ 2,092.98	-	-	\$ 111,349.92
ROONEY, CHRISTINA	SCHOOL TEACHER	\$ 99,809.06	\$ 4,563.10	-	-	\$ 104,372.16
SACCARDO, MOLLY	SCHOOL TEACHER	\$ 97,555.90	\$ 3,134.60	-	-	\$ 100,690.50
SAEGH, JOHN	SCHOOL TEACHER	\$ 97,555.90	\$ 1,831.98	-	-	\$ 99,387.88
SCOTLAND, LAUREN	SCHOOL TEACHER	\$ 82,035.98	\$ 1,208.25	-	-	\$ 83,244.23
SEARS, ALLISON	SCHOOL TEACHER	\$ 97,934.98	\$ 1,491.50	-	-	\$ 99,426.48
SHAUGHNESSY, DIANE	SCHOOL TEACHER	\$ 109,256.94	\$ 3,340.98	-	-	\$ 112,597.92
SHEPARDSON, MICHELLE	SCHOOL TEACHER	\$ 97,555.90	\$ 4,083.98	-	-	\$ 101,639.88
SHOCKLEY, JANET	SCHOOL TEACHER	\$ 106,072.98	\$ 3,031.10	-	-	\$ 109,104.08
SKELLY, CAROLYN	SCHOOL TEACHER	\$ 91,160.94	\$ 10,074.16	-	-	\$ 101,235.10
ST. JOHN, BOBBIE	SCHOOL TEACHER	\$ 82,295.98	-	-	-	\$ 82,295.98
STRECK, KATHLEEN	SCHOOL TEACHER	\$ 51,391.20	\$ 4,675.00	-	-	\$ 56,066.20

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
SULLIVAN, ERIN	SCHOOL TEACHER	\$ 69,919.93	\$ 550.00	-	-	\$ 70,469.93
TALLMADGE-KEIMIG, BARBARA	SCHOOL TEACHER	\$ 106,072.98	\$ 1,199.90	-	-	\$ 107,272.88
FASHIAN, KELLY	SCHOOL TEACHER	\$ 106,072.98	\$ 1,658.10	-	-	\$ 107,731.08
TENREYRO-VIANA, LELIA	SCHOOL TEACHER	\$ 45,009.96	\$ 411.75	-	-	\$ 45,421.71
TUCKER, ANNETTE	SCHOOL TEACHER	\$ 101,851.88	\$ 1,407.98	-	-	\$ 103,259.86
VALLUZZI, ANNE	SCHOOL TEACHER	\$ 109,256.94	\$ 825.10	-	-	\$ 110,082.04
WALSH, SADIE	SCHOOL TEACHER	\$ 68,541.98	\$ 1,164.00	-	-	\$ 69,705.98
WHITE, JANINE	SCHOOL TEACHER	\$ 89,011.00	\$ 3,025.00	-	-	\$ 92,036.00
WHITE, PATRICIA	SCHOOL TEACHER	\$ 109,256.94	\$ 1,020.00	-	-	\$ 110,276.94
YOUNG, MEREDITH	SCHOOL TEACHER	\$ 106,072.98	\$ 524.98	-	-	\$ 106,597.96
ZIEMBA, MARYANN	SCHOOL TEACHER	\$ 105,713.46	\$ 3,496.43	-	-	\$ 109,209.89
ZITOLI, OLIVIA	SCHOOL TEACHER	\$ 67,428.28	\$ 6,047.00	-	-	\$ 73,475.28
SCHOOL - ADMINISTRATION						
MULLANEY, ROBERT	SUPERINTENDENT	\$ 198,349.20	\$ 7,354.20	-	-	\$ 205,703.40
AWDYCKI, MARK	SCHOOL PRINCIPAL	\$ 152,790.00	\$ 8,132.50	-	-	\$ 160,922.50
DUPREY, PAUL	SCHOOL PRINCIPAL	\$ 105,217.42	-	-	-	\$ 105,217.42
GLYNN, CHRISTOPHER	SCHOOL PRINCIPAL	\$ 30,040.37	\$ 9,056.16	-	-	\$ 39,096.53
JANGO, TANNA	SCHOOL PRINCIPAL	\$ 137,564.92	\$ 2,000.00	-	-	\$ 139,564.92
GRANT, CHARLES	ATHLETIC DIRECTOR	\$ 16,175.25	\$ 12,237.84	-	-	\$ 28,413.09
KNOWLTON, MAUREEN	SCHOOL CURRICULUM DIRECTOR	\$ 147,749.23	\$ 11,480.00	-	-	\$ 159,229.23
KOUMANELIS-URQUHART, NEALY	DIR OF STUDENT SERVICES	\$ 138,900.00	\$ 6,200.00	-	-	\$ 145,100.00
CAMIRE, RYAN	TECHNOLOGY DIRECTOR	\$ 116,000.04	\$ 858.00	-	-	\$ 116,858.04
STARR, JENNIFER	TECHNOLOGY DIRECTOR	\$ 4,308.69	\$ 4,308.69	-	-	\$ 8,617.38
WIGGIN, TERRY	DIR FINANCE/HUMAN RESOURCES	\$ 129,125.89	\$ 1,200.00	-	-	\$ 130,325.89
SCHOOL - OTHER						
ABREU, DULCE	SUBSTITUTE TEACHER	\$ 3,250.00	\$ 200.00	-	-	\$ 3,450.00
ALACHI, DANIELLE	SUBSTITUTE TEACHER	\$ 150.00	-	-	-	\$ 150.00
BEAUPRE, ROSEMARY	SUBSTITUTE TEACHER	\$ 2,450.00	-	-	-	\$ 2,450.00
BICKFORD, COURTNEY	SUBSTITUTE TEACHER	\$ 2,150.00	-	-	-	\$ 2,150.00
CAHALANE, MICHAEL	SUBSTITUTE TEACHER	\$ 1,175.00	-	-	-	\$ 1,175.00
CHAMIDES, HELEN	SUBSTITUTE TEACHER	\$ 550.00	-	-	-	\$ 550.00
CHENEY, GEORGIA	SUBSTITUTE TEACHER	\$ 600.00	-	-	-	\$ 600.00
D'ESPINOSA, MARY-ELLEN	SUBSTITUTE TEACHER	-	\$ 1,824.50	-	-	\$ 1,824.50
DOHERTY, CASEY	SUBSTITUTE TEACHER	\$ 250.00	-	-	-	\$ 250.00
FLYNN, KELSEY	SUBSTITUTE TEACHER	\$ 21,751.93	\$ 685.10	-	-	\$ 22,437.03

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
GRIFFIN-NELSON, AMY	SUBSTITUTE TEACHER	\$ 750.00	-	-	-	\$ 750.00
HART, JAMES	SUBSTITUTE TEACHER	\$ 100.00	-	-	-	\$ 100.00
HILTON, SAMANTHA	SUBSTITUTE TEACHER	\$ 1,540.00	\$ 9,717.42	-	-	\$ 11,257.42
HUBBELL, STEPHANIE	SUBSTITUTE TEACHER	\$ 2,400.00	\$ 100.00	-	-	\$ 2,500.00
JEWETT, GRACE	SUBSTITUTE TEACHER	\$ 1,300.00	\$ 100.00	-	-	\$ 1,400.00
KEARNS, KAREN	SUBSTITUTE TEACHER	\$ 1,187.50	-	-	-	\$ 1,187.50
KEMP, CATHERINE	SUBSTITUTE TEACHER	\$ 12,980.00	-	-	-	\$ 12,980.00
MARTINO, ALLISON	SUBSTITUTE TEACHER	\$ 4,455.00	-	-	-	\$ 4,455.00
MCKEE, JACOB	SUBSTITUTE TEACHER	\$ 100.00	-	-	-	\$ 100.00
MCMAHON, ALISON	SUBSTITUTE TEACHER	\$ 1,900.00	-	-	-	\$ 1,900.00
MIGA, KATHERINE	SUBSTITUTE TEACHER	\$ 440.00	-	-	-	\$ 440.00
MULLALLY, ERICA	SUBSTITUTE TEACHER	\$ 165.00	-	-	-	\$ 165.00
MULLALLY, JACQUELYN	SUBSTITUTE TEACHER	\$ 2,500.00	-	-	-	\$ 2,500.00
PANTAZIS, GEORGIA	SUBSTITUTE TEACHER	\$ 5,700.00	-	-	-	\$ 5,700.00
QUINZANI, NICHOLAS	SUBSTITUTE TEACHER	\$ 1,550.00	-	-	-	\$ 1,550.00
RICE, ERYN	SUBSTITUTE TEACHER	\$ 550.00	-	-	-	\$ 550.00
ROBINSON, KYLE	SUBSTITUTE TEACHER	\$ 1,850.00	-	-	-	\$ 1,850.00
ROSAS, LIZ	SUBSTITUTE TEACHER	\$ 500.00	-	-	-	\$ 500.00
SCIALOIA, JOHN	SUBSTITUTE TEACHER	\$ 550.00	-	-	-	\$ 550.00
SELTER, LINDA	SUBSTITUTE TEACHER	\$ 7,000.00	-	-	-	\$ 7,000.00
SOARES, ANGELINA	SUBSTITUTE TEACHER	\$ 850.00	-	-	-	\$ 850.00
STRECK, COLIN	SUBSTITUTE TEACHER	\$ 850.00	-	-	-	\$ 850.00
SULLIVAN, AMY	SUBSTITUTE TEACHER	\$ 110.00	-	-	-	\$ 110.00
SULLIVAN, COLE	SUBSTITUTE TEACHER	\$ 2,400.00	-	-	-	\$ 2,400.00
TAYLOR, RYAN	SUBSTITUTE TEACHER	\$ 110.00	-	-	-	\$ 110.00
THURSTON, MARYLOU	SUBSTITUTE TEACHER	\$ 9,524.69	\$ 2,039.14	-	-	\$ 11,563.83
WAINWRIGHT, DANIELLE	SUBSTITUTE TEACHER	\$ 13,161.10	\$ 2,821.70	-	-	\$ 15,982.80
WALLACE, SUZANNE	SUBSTITUTE TEACHER	\$ 1,812.50	-	-	-	\$ 1,812.50
POULTER, DARA	LONG TERM SUBSTITUTE TEACHER	\$ 37,493.90	\$ 3,621.10	-	-	\$ 41,115.00
BOISSY, KATHARINE	PARAPROFESSIONAL	\$ 33,525.48	\$ 4,755.12	-	-	\$ 38,280.60
BOMBA, JULIANNA	PARAPROFESSIONAL	\$ 7,269.12	-	-	-	\$ 7,269.12
BURNS, DOREEN	PARAPROFESSIONAL	\$ 33,393.30	\$ 5,137.87	-	-	\$ 38,531.17
CAIRNEY, MICHELLE	PARAPROFESSIONAL	\$ 28,997.04	\$ 1,501.41	-	-	\$ 30,498.45
CASEY, LAURI	PARAPROFESSIONAL	\$ 28,276.92	\$ 1,014.27	-	-	\$ 29,291.19
DAVENPORT, LAUREN	PARAPROFESSIONAL	\$ 7,266.00	-	-	-	\$ 7,266.00
DEVINE, LIAM	PARAPROFESSIONAL	\$ 10,655.74	\$ 19,138.37	-	-	\$ 29,794.11

Employee Last Name	Job Class Desc	Salary - FV23	Other	OT	Detail	Total Gross
DOHERTY, LAURA	PARAPROFESSIONAL	\$ 30,276.74	\$ 3,212.41	-	-	\$ 33,489.15
FALTUS, THOMAS	PARAPROFESSIONAL	\$ 22,829.62	\$ 1,324.59	-	-	\$ 24,154.21
GIROUX, THERESA	PARAPROFESSIONAL	\$ 20,073.71	\$ 1,204.34	-	-	\$ 21,278.05
GLEDHILL, TRACY	PARAPROFESSIONAL	\$ 36,026.82	\$ 5,172.37	-	-	\$ 41,199.19
GRAHAM, SHANNON	PARAPROFESSIONAL	\$ 32,520.66	\$ 10,561.08	-	-	\$ 43,081.74
HIDALGO, DULCE	PARAPROFESSIONAL	\$ 38,037.46	\$ 2,138.62	\$ 256.88	-	\$ 40,432.96
HORGAN, KATIE	PARAPROFESSIONAL	\$ 27,182.37	\$ 1,993.59	-	-	\$ 29,175.96
HUBBELL, KELLYANN	PARAPROFESSIONAL	\$ 20,158.23	\$ 388.02	-	-	\$ 20,546.25
IBRAHIM, MARLINE	PARAPROFESSIONAL	\$ 30,284.68	\$ 1,673.94	-	-	\$ 31,958.62
IZQUIERDO, MONICA	PARAPROFESSIONAL	\$ 1,650.00	-	-	-	\$ 1,650.00
JANGO, MARK	PARAPROFESSIONAL	\$ 13,190.78	\$ 500.95	-	-	\$ 13,691.73
KALE, SHALAKA	PARAPROFESSIONAL	\$ 24,974.25	\$ 1,532.43	-	-	\$ 26,506.68
LAGOS, JAMES	PARAPROFESSIONAL	-	\$ 5,804.00	-	-	\$ 5,804.00
LANZINGER, DIANE	PARAPROFESSIONAL	\$ 5,900.00	-	-	-	\$ 5,900.00
LUND, AMY	PARAPROFESSIONAL	\$ 5,797.73	\$ 400.00	-	-	\$ 6,197.73
LUND, JENNIFER	PARAPROFESSIONAL	\$ 37,006.65	\$ 5,843.68	\$ 75.67	-	\$ 42,926.00
MACDONALD, CINDY	PARAPROFESSIONAL	\$ 5,784.22	-	-	-	\$ 5,784.22
MAGGOWAN, BRETT	PARAPROFESSIONAL	\$ 30,916.65	\$ 9,526.41	-	-	\$ 40,443.06
MALZONE, NANCY	PARAPROFESSIONAL	\$ 33,660.83	\$ 2,201.62	-	-	\$ 35,862.45
MONTEIRO, ADRIENNE	PARAPROFESSIONAL	\$ 23,905.20	\$ 1,232.43	-	-	\$ 25,137.63
MORRILL, ELIZABETH	PARAPROFESSIONAL	\$ 29,069.35	\$ 2,496.23	-	-	\$ 31,565.58
MUNICHIELLO, CLAIRE	PARAPROFESSIONAL	\$ 3,602.80	-	-	-	\$ 3,602.80
MUNICHIELLO, ERIN	PARAPROFESSIONAL	\$ 33,632.57	\$ 5,192.72	-	-	\$ 38,825.29
MURPHY, CINDY	PARAPROFESSIONAL	\$ 30,226.31	\$ 2,572.94	-	-	\$ 32,799.25
NAIR, SHALINI	PARAPROFESSIONAL	\$ 25,484.02	\$ 1,713.93	-	-	\$ 27,197.95
O'GARA, CHRISTINE	PARAPROFESSIONAL	\$ 12,386.20	-	-	-	\$ 12,386.20
PARDI, DIANDRA	PARAPROFESSIONAL	\$ 4,290.00	-	-	-	\$ 4,290.00
QUINZANI, KRISTIN	PARAPROFESSIONAL	\$ 34,197.27	\$ 862.47	-	-	\$ 35,059.74
RODRIGUEZ, AMANDA	PARAPROFESSIONAL	\$ 13,364.03	\$ 114.00	-	-	\$ 13,478.03
ROJEE-TAILLEFER, ROBIN	PARAPROFESSIONAL	\$ 33,189.26	\$ 5,214.79	-	-	\$ 38,404.05
SAAD, MARY	PARAPROFESSIONAL	\$ 25,175.79	\$ 733.97	-	-	\$ 25,909.76
SANTILLI, PATRICIA	PARAPROFESSIONAL	\$ 16,895.80	\$ 420.94	-	-	\$ 17,316.74
SIMPSON, SUSAN	PARAPROFESSIONAL	\$ 30,931.76	\$ 4,096.56	-	-	\$ 35,028.32
SINKS, STACY	PARAPROFESSIONAL	\$ 31,773.08	\$ 4,265.56	-	-	\$ 36,038.64
SMITH, PAIGE	PARAPROFESSIONAL	\$ 22,245.57	\$ 1,339.59	-	-	\$ 23,585.16
STARRATT, DIANN	PARAPROFESSIONAL	\$ 31,213.59	\$ 1,603.94	-	-	\$ 32,817.53
SUGRUE, HILLARY	PARAPROFESSIONAL	\$ 30,880.02	\$ 1,766.09	-	-	\$ 32,646.11

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
TOMLIN, EMMA	PARAPROFESSIONAL	\$ 22,142.40	\$ 1,080.47	-	-	\$ 23,222.87
TWOHIG, ALLISON	PARAPROFESSIONAL	\$ 3,677.57	\$ 1,641.84	-	-	\$ 5,319.41
WALSH, REBECCA	PARAPROFESSIONAL	\$ 8,513.91	-	-	-	\$ 8,513.91
WOOD, PAMELA	PARAPROFESSIONAL	\$ 42,339.91	-	-	-	\$ 42,339.91
FRANKLIN-BRIGGS, JO-ELLEN	SCHOOL TUTOR	\$ 11,253.92	-	-	-	\$ 11,253.92
GALLIVAN, NANCY	SCHOOL TUTOR	\$ 27,746.62	-	-	-	\$ 27,746.62
MANZON, SUSAN	SCHOOL TUTOR	\$ 8,260.00	-	-	-	\$ 8,260.00
MCCARTHY, JEANETTE	SCHOOL TUTOR	\$ 13,343.60	-	-	-	\$ 13,343.60
NEALON, KATIE	SCHOOL TUTOR	\$ 14,736.72	-	-	-	\$ 14,736.72
SHEA, JEAN	SCHOOL TUTOR	\$ 26,923.85	\$ 9,000.00	-	-	\$ 35,923.85
THIE, ANNE	SCHOOL TUTOR	\$ 10,085.17	\$ 3.00	-	-	\$ 10,088.17
VERDY, DOROTHY	SCHOOL TUTOR	-	\$ 8,788.00	-	-	\$ 8,788.00
BUSH, DAVID	LEAD COMPUTER TECH	\$ 69,244.50	\$ 11,389.99	\$ 5,470.00	-	\$ 86,104.49
CORCORAN, DARIUS	LEAD COMPUTER TECH	\$ 58,376.30	\$ 1,250.00	-	-	\$ 59,626.30
DAVIES, JUDITH	LEAD COMPUTER TECH	\$ 39,674.83	-	-	-	\$ 39,674.83
LIBERTY, CHAD	LEAD COMPUTER TECH	\$ 33,517.58	\$ 1,244.24	-	-	\$ 34,761.82
TIRRELL, DONALD	LEAD COMPUTER TECH	\$ 86,168.73	\$ 1,637.15	\$ 900.00	-	\$ 88,705.88
LABARGE, SANDRA	SCH TRANSPORTATION DIRECTOR	\$ 59,511.18	\$ 11,275.11	\$ 179.28	-	\$ 70,965.57
COLANTONI, JEAN	BUS DRIVER W/CDL	\$ 27,332.26	\$ 4,324.03	-	-	\$ 31,656.29
CAPRIGNO, JOHN	BUS DRIVER W/CDL	\$ 32,064.03	\$ 8,720.16	\$ 680.09	-	\$ 41,464.28
GEDDES, CATHERINE	BUS DRIVER W/CDL	\$ 25,204.40	\$ 1,297.52	-	-	\$ 26,501.92
GEDDES, ROBERT	BUS DRIVER W/CDL	\$ 24,809.40	\$ 1,362.40	-	-	\$ 26,171.80
LEBLANC-MACNEIL, LYNN	BUS DRIVER W/CDL	\$ 10,000.18	\$ 1,400.26	-	-	\$ 11,400.44
ROGERS, LISA	BUS DRIVER W/CDL	\$ 71,539.15	\$ 4,098.87	\$ 12,431.75	-	\$ 88,069.77
BANNISTER, RICHARD	BUS DRIVER /NO CDL	\$ 345.94	-	-	-	\$ 345.94
CARBEAU, CYNTHIA	BUS DRIVER /NO CDL	\$ 29,481.77	\$ 3,428.10	-	-	\$ 32,909.87
CHOW, ROGER	BUS DRIVER /NO CDL	\$ 1,261.56	-	-	-	\$ 1,261.56
DAVIS, JAMES	BUS DRIVER /NO CDL	\$ 21,881.93	\$ 1,065.74	-	-	\$ 22,947.67
ENRIGHT, WILLIAM	BUS DRIVER /NO CDL	\$ 31,175.36	\$ 1,823.99	-	-	\$ 32,999.35
GEARY, PAUL	BUS DRIVER /NO CDL	\$ 22,941.88	\$ 4,904.00	-	-	\$ 27,845.88
MALONEY, JOHN	BUS DRIVER /NO CDL	\$ 23,577.26	\$ 1,296.01	-	-	\$ 24,873.27
MALONEY, MARIANNE	BUS DRIVER /NO CDL	\$ 21,952.54	\$ 1,425.56	-	-	\$ 23,378.10
MANCUSO, JOANN	BUS DRIVER /NO CDL	\$ 23,640.70	\$ 1,932.40	-	-	\$ 25,573.10
MEEK, JANE	BUS DRIVER /NO CDL	\$ 23,091.62	\$ 1,989.76	-	-	\$ 25,081.38
MONROE, JOANNE	BUS DRIVER /NO CDL	\$ 33,580.27	\$ 2,280.02	-	-	\$ 35,860.29

Employee Last Name	Job Class Desc.	Salary - FY23	Other	OT	Detail	Total Gross
PENA, JUAN	BUS DRIVER /NO CDL	\$ 31,762.29	\$ 2,426.08	-	-	\$ 34,188.37
WIERZBICKI, KATHRYN	BUS DRIVER /NO CDL	\$ 28,772.10	\$ 1,637.60	-	-	\$ 30,409.70
BUCHANAN, JAMES	BUS/VAN MONITOR	\$ 27,254.57	\$ 514.32	-	-	\$ 27,768.89
HUME, ANASTASIA	BUS/VAN MONITOR	\$ 25,213.18	\$ 3,372.30	-	-	\$ 28,585.48
LEGER, NANCY	BUS/VAN MONITOR	\$ 17,437.46	\$ 757.20	-	-	\$ 18,194.66
PETERSON, KATHLEEN	BUS/VAN MONITOR	\$ 15,436.79	\$ 736.40	-	-	\$ 16,173.19
LAZARE, PATTEE	CAFETERIA MANAGER	\$ 33,065.22	\$ 1,200.00	\$ 1,405.89	-	\$ 35,671.11
TYNER, ANN	CAFETERIA MANAGER	\$ 25,785.38	\$ 300.00	-	-	\$ 26,085.38
BARR, JACQUELINE	CAFETERIA WORKER	\$ 23,841.54	\$ 1,800.00	-	-	\$ 25,641.54
HASENFUS, JESICA	CAFETERIA WORKER	\$ 13,009.92	\$ 300.00	-	-	\$ 13,309.92
KALIVAS, DIMITRA	CAFETERIA WORKER	\$ 14,079.45	\$ 300.00	\$ 139.13	-	\$ 14,518.58
KAZIS, JENNIFER	CAFETERIA WORKER	\$ 25,537.66	\$ 1,200.00	-	-	\$ 26,737.66
PHILLIPS, CLAIRE	CAFETERIA WORKER	\$ 16,509.51	\$ 300.00	\$ 278.26	-	\$ 17,087.77
TARARA-WOODS, GINA	CAFETERIA WORKER	\$ 15,796.66	\$ 1,200.00	-	-	\$ 16,996.66
WAINWRIGHT, ANDREA	CAFETERIA WORKER	\$ 14,543.22	\$ 300.00	\$ 139.13	-	\$ 14,982.35
WINGET, JENNIFER	CAFETERIA WORKER	\$ 6,273.96	\$ 75.00	-	-	\$ 6,348.96
RIVERA-FRANCO, GUADALUPE	CAFETERIA SUBSTITUTE	\$ 11,942.14	\$ 300.00	\$ 233.82	-	\$ 12,475.96
ENGLER, JOHN	SCHOOL DIRECTOR OF OPERATIONS	\$ 128,510.44	-	-	-	\$ 128,510.44
POSTLER, ROBERT	SKILLED CRAFTSMAN	\$ 87,385.81	\$ 4,180.94	\$ 2,513.49	-	\$ 94,080.24
ABREU, MIGUEL	CUSTODIAN	\$ 49,862.42	\$ 3,148.72	\$ 9,647.03	-	\$ 62,658.17
BOONE, ROBERT	CUSTODIAN	\$ 16,429.20	\$ 880.26	\$ 359.72	-	\$ 17,669.18
CONNOLLY, CHRISTOPHER	CUSTODIAN	\$ 54,236.22	\$ 2,158.97	\$ 8,225.91	-	\$ 64,621.10
CONNOLLY, PATRICK	CUSTODIAN	\$ 54,245.95	\$ 2,158.97	\$ 8,238.97	-	\$ 64,643.89
DIXON, MARK	CUSTODIAN	\$ 35,659.68	\$ 1,507.69	\$ 66.36	-	\$ 37,233.73
FIRTH, WILLIAM	CUSTODIAN	\$ 51,007.03	\$ 1,597.00	\$ 11,048.79	-	\$ 63,652.82
JOHNSON, ARTHUR	CUSTODIAN	\$ 56,203.32	\$ 5,934.35	\$ 6,332.08	-	\$ 68,469.75
MORAN, YON	CUSTODIAN	\$ 41,622.60	\$ 983.42	\$ 2,007.24	-	\$ 44,613.26
OLSON, DANA	CUSTODIAN	\$ 53,902.58	\$ 5,542.58	\$ 1,783.56	-	\$ 61,228.72
TINGLEY, BRYON	CUSTODIAN	\$ 55,440.29	\$ 2,984.35	\$ 5,732.45	-	\$ 64,157.09
TOWNE, ANDREW	CUSTODIAN	\$ 50,928.94	\$ 3,277.85	\$ 5,691.05	-	\$ 59,897.84
ALMEIDA, NICHOLAS	SUMMER CUSTODIAN	\$ 3,562.50	-	-	-	\$ 3,562.50
COPELAND, RONDELL	SUMMER CUSTODIAN	\$ 3,676.50	-	-	-	\$ 3,676.50
FALLON, THOMAS	SUMMER CUSTODIAN	\$ 550.00	-	-	-	\$ 550.00
HILL, NICHOLAS	SUMMER CUSTODIAN	\$ 2,009.25	-	-	-	\$ 2,009.25
MAHER, ANDREW	SUMMER CUSTODIAN	\$ 2,351.25	-	-	-	\$ 2,351.25

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
SENNOTT, PATRICK	SUMMER CUSTODIAN	\$ 3,591.00	-	-	-	\$ 3,591.00
VILANI, KATHY	PAYROLL & OPERATIONS SPECIALIST	\$ 53,094.59	\$ 2,640.58	-	-	\$ 55,735.17
SARNIE, SUSAN	EXECUTIVE ASST - SUPT OFFICE	\$ 64,107.62	\$ 1,100.00	-	-	\$ 65,207.62
BEDARD, TERI	SCHOOL SECRETARY	\$ 61,048.80	\$ 6,425.00	\$ 3,463.70	-	\$ 70,937.50
BLANCHETTE, KAREN	SCHOOL SECRETARY	\$ 62,341.92	\$ 5,500.00	-	-	\$ 67,841.92
HARKEY, ERIKA	SCHOOL SECRETARY	\$ 33,884.57	\$ 3,035.60	-	-	\$ 36,920.17
MULLALLY, CHERI-ANN	SCHOOL SECRETARY	\$ 55,772.10	\$ 6,835.00	-	-	\$ 62,607.10
GALLON, KIMBERLY	SCHOOL CLERK	\$ 31,959.86	\$ 1,481.90	-	-	\$ 33,441.76
LIOTTA, JANE	SCHOOL CLERK	\$ 61,048.80	\$ 9,465.00	-	-	\$ 70,513.80
MACOMBER, TRACI	SCHOOL CLERK	\$ 33,836.66	\$ 2,051.40	\$ 99.09	-	\$ 35,987.15
OLSEN, DANA	SCHOOL CLERK	\$ 29,525.04	\$ 1,695.54	-	-	\$ 31,220.58
REAGAN, LYNNE	SCHOOL CLERK	\$ 32,978.73	\$ 296.38	-	-	\$ 33,275.11
ROGERS, DONNA	SCHOOL CLERK	\$ 3,825.00	-	-	-	\$ 3,825.00
VOIPE, SHAILEEN	SCHOOL CLERK	\$ 36,235.44	-	\$ 359.91	-	\$ 36,595.35
WALSH, ANN	SCHOOL CLERK	\$ 29,802.20	\$ 1,000.00	-	-	\$ 30,802.20
LAUZON, REBECCA	TRANSITION PROG COORDINATOR	\$ 98,032.22	\$ 504.98	-	-	\$ 98,537.20
DUICKWORTH, COLT	JOB COACH TRANSITION PROGRAM	\$ 29,265.33	\$ 1,461.09	-	-	\$ 30,726.42
LUTTON, JEREMY	JOB COACH TRANSITION PROGRAM	\$ 19,205.88	\$ 503.38	-	-	\$ 19,709.26
SANDERS, PATRICIA	JOB COACH TRANSITION PROGRAM	\$ 28,970.37	\$ 767.60	-	-	\$ 29,737.97
KAVANAGH, KATHLEEN	SCHOOL NURSE	\$ 73,210.54	-	-	-	\$ 73,210.54
MOLINARI, LYNN	SCHOOL NURSE	\$ 81,012.78	\$ 2,000.00	-	-	\$ 83,012.78
SEYBERT, SHAWN	SCHOOL PSYCHOLOGIST	\$ 109,256.94	\$ 2,000.00	-	-	\$ 111,256.94
COWELL, NICOLE	BOARD CERT. BEHAVIOR ANALYST	\$ 63,371.10	\$ 574.00	-	-	\$ 63,945.10
LUTTON, JENNIFER	BOARD CERT. BEHAVIOR ANALYST	\$ 106,072.98	\$ 2,531.13	-	-	\$ 108,604.11
MOFFATT, TAMMY	SCHOOL ABA THERAPIST	\$ 40,790.19	\$ 4,296.86	\$ 148.64	-	\$ 45,235.69
LORTIE, SUZANNE	HEALTH OFFICE FACILITATOR	\$ 36,190.91	-	-	-	\$ 36,190.91
MCGHEE, AMANDA	SAFETY MONITOR	\$ 6,875.00	\$ 2,465.00	-	-	\$ 9,340.00
KELLY, BRENDA	SITE COORDINATOR	\$ 37,681.71	\$ 750.00	-	-	\$ 38,431.71
RYAN, CAROLYN	SITE COORDINATOR	\$ 42,059.41	-	-	-	\$ 42,059.41
NOONAN, JEANNE	EXTENDED DAY DIRECTOR	\$ 92,897.20	-	-	-	\$ 92,897.20
REILLY, JUDY	EXTENDED DAY ADMIN ASST	\$ 19,242.73	-	-	-	\$ 19,242.73

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
BENJAMIN, JULIA	GROUP LEADER 1	\$ 959.82	-	-	-	\$ 959.82
BORST, ELIA	GROUP LEADER 1	\$ 3,144.87	-	-	-	\$ 3,144.87
HAMPTON, SARAH	GROUP LEADER 1	\$ 1,773.98	-	-	-	\$ 1,773.98
HOYLAND, KAYLA	GROUP LEADER 1	\$ 964.17	-	-	-	\$ 964.17
PARKER, JUSTIN	GROUP LEADER 1	\$ 23,338.21	-	-	-	\$ 23,338.21
WORKS, JENNIFER	GROUP LEADER 1	\$ 10,035.61	-	-	-	\$ 10,035.61
AKINS, MARY ELLEN	GROUP LEADER 2	\$ 18,387.36	-	-	-	\$ 18,387.36
ELDRIDGE, ELLEN	GROUP LEADER 2	\$ 35,053.69	\$ 1,000.00	\$ 159.75	-	\$ 36,213.44
PEROS, ZOE	GROUP LEADER 2	\$ 27,703.71	-	\$ 122.02	-	\$ 27,825.73
CARMICHAEL, DOROTHY	LEADER IN TRAINING	\$ 322.20	-	-	-	\$ 322.20
CARR, AMELIA	LEADER IN TRAINING	\$ 4,798.23	-	-	-	\$ 4,798.23
CORCORAN, DECLAN	LEADER IN TRAINING	\$ 4,468.88	-	-	-	\$ 4,468.88
CYR, MARYN	LEADER IN TRAINING	\$ 243.44	-	-	-	\$ 243.44
DARON, AUSTIN	LEADER IN TRAINING	\$ 4,978.24	-	-	-	\$ 4,978.24
JOHNSON, ARIUS	LEADER IN TRAINING	\$ 1,575.20	-	-	-	\$ 1,575.20
MALONEY, RICHARD	LEADER IN TRAINING	\$ 2,402.42	-	-	-	\$ 2,402.42
ROY, JULIANNE	LEADER IN TRAINING	\$ 4,842.70	-	-	-	\$ 4,842.70
SANTOS, MONTINA	LEADER IN TRAINING	\$ 599.82	-	-	-	\$ 599.82
SHEEHAN, CLAIRE	LEADER IN TRAINING	\$ 755.72	-	-	-	\$ 755.72
TESSLER, LEAH	LEADER IN TRAINING	\$ 1,667.74	-	-	-	\$ 1,667.74
DALTON, PATRICK	ATHLETIC TRAINER	\$ 41,018.64	-	\$ 1,023.23	-	\$ 42,041.87
BREEN, MOLLY	SCHOOL COACH	-	\$ 4,374.00	-	-	\$ 4,374.00
CASSIDY, STEPHEN	SCHOOL COACH	-	\$ 3,339.00	-	-	\$ 3,339.00
CLAYTON, SIOBHAN	SCHOOL COACH	-	\$ 4,901.00	-	-	\$ 4,901.00
CYR, LISA	SCHOOL COACH	-	\$ 3,339.00	-	-	\$ 3,339.00
DIMILLA, CHRISTOPHER	SCHOOL COACH	-	\$ 4,274.00	-	-	\$ 4,274.00
DONOVAN, DANIEL	SCHOOL COACH	-	\$ 4,505.00	-	-	\$ 4,505.00
DOYLE, JOHN	SCHOOL COACH	-	\$ 3,339.00	-	-	\$ 3,339.00
GATZ, ELIZABETH	SCHOOL COACH	-	\$ 9,811.00	-	-	\$ 9,811.00
GUINAN, JOSEPH	SCHOOL COACH	-	\$ 6,072.00	-	-	\$ 6,072.00
HOFHAUG, KYLIE	SCHOOL COACH	-	\$ 5,689.00	-	-	\$ 5,689.00
HORAN, WILLIAM	SCHOOL COACH	-	\$ 2,000.00	-	-	\$ 2,000.00
KANE, BRYAN	SCHOOL COACH	-	\$ 1,000.00	-	-	\$ 1,000.00
MAGUIRE, MARK	SCHOOL COACH	-	\$ 5,609.00	-	-	\$ 5,609.00
MAHER, ALLISON	SCHOOL COACH	-	\$ 12,811.00	-	-	\$ 12,811.00

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
MARTELLIO, ALEXANDER	SCHOOL COACH	-	\$ 1,500.00	-	-	\$ 1,500.00
MARTELLIO, ROBERT	SCHOOL COACH	-	\$ 8,671.00	-	-	\$ 8,671.00
O'BRIEN, JASON	SCHOOL COACH	-	\$ 6,272.00	-	-	\$ 6,272.00
PANASUK, STUART	SCHOOL COACH	-	\$ 6,472.00	-	-	\$ 6,472.00
SALISBURY, MARK	SCHOOL COACH	-	\$ 5,609.00	-	-	\$ 5,609.00
WILCOX, REGINALD	SCHOOL COACH	-	\$ 5,905.07	-	-	\$ 5,905.07
TOWN ADMINISTRATOR						
GUZINSKI, MICHAEL	TOWN ADMINISTRATOR	\$ 178,526.75	\$ 14,926.39	-	-	\$ 193,453.14
BOURET, KAREN	OPERATIONS SUPPORT MANAGER	\$ 110,439.93	\$ 850.00	-	-	\$ 111,289.93
CANESI, MAUREEN	DEPT ASST II - SELECT BOARD OFFICE	\$ 28,385.94	\$ 589.96	-	-	\$ 28,975.90
FARRAR, KATHERINE	DEPT ASST I - SELECT BOARD OFFICE	\$ 794.58	-	-	-	\$ 794.58
SCHINDLER, VICTORIA	BENEFITS COORDINATOR	\$ 19,872.38	-	\$ 1,434.57	-	\$ 21,306.95
FINANCE DEPARTMENT						
JOHNSTON, CAROL	FINANCE DIRECTOR	\$ 133,805.67	\$ 9,997.62	-	-	\$ 143,803.29
MORIN, LISA	TOWN ACCOUNTANT	\$ 95,283.90	\$ 11,533.26	-	-	\$ 106,817.16
BROE, DEBRA	DEPT ASST III- PAYROLL	\$ 31,974.80	\$ 2,040.35	\$ 859.48	-	\$ 34,874.63
CANAVAN, SANDRA	DEPT ASST III- PAYROLL	\$ 3,845.99	\$ 3,199.35	-	-	\$ 7,045.34
ASSESSING DEPARTMENT						
GONSALVES, TERESA	PRINCIPAL ASSESSOR	\$ 96,857.14	-	-	-	\$ 96,857.14
RAND, ELIZABETH	DEPT ASST II - ASSESSORS	\$ 42,091.84	\$ 750.00	-	-	\$ 42,841.84
TREASURER/COLLECTOR DEPARTMENT						
SCANNELL, JENNIFER	TREASURER- TAX COLLECTOR	\$ 108,530.10	\$ 750.00	-	-	\$ 109,280.10
SMITH FRYE, MARY	ASST TREASURER/COLLECTOR	\$ 64,121.55	\$ 750.00	-	-	\$ 64,871.55
MCNAMARA, MARSHA	DEPT ASST II - TREASURER	\$ 39,662.32	-	\$ 136.55	-	\$ 39,798.87
MILL, STACEY	DEPT ASST II - TREASURER	\$ 36,619.23	-	\$ 194.63	-	\$ 36,813.86
INFORMATION TECHNOLOGY ADMINISTRATION						
DONOVAN, JAMES	IT DIRECTOR	\$ 81,391.54	-	-	-	\$ 81,391.54
TOWN CLERK						
HARDIN, LISA JANE	TOWN CLERK	\$ 13,783.24	\$ 731.35	-	-	\$ 14,514.59
SMITH, KATHLEEN	DEPUTY TOWN CLERK	\$ 63,883.54	\$ 950.00	\$ 11,428.03	-	\$ 76,261.57
VARA, SUSAN	DEPT ASST II - TOWN CLERK	\$ 29,604.98	\$ 750.00	\$ 9,921.53	-	\$ 40,276.51

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
ACKERMAN, JUDITH	ELECTION WORKER	\$ 258.38	-	-	-	\$ 258.38
BAIMA, ANNE	ELECTION WORKER	\$ 3,794.52	-	-	-	\$ 3,794.52
BELL, MARY	ELECTION WORKER	\$ 251.25	-	-	-	\$ 251.25
BENNETT-KOZAK, DEBORAH	ELECTION WORKER	\$ 45.00	-	-	-	\$ 45.00
BRYANT, BARBARA	ELECTION WORKER	\$ 579.01	-	-	-	\$ 579.01
CALLANAN, JAMES	ELECTION WORKER	\$ 165.75	-	-	-	\$ 165.75
CARLSON, KATHRYN	ELECTION WORKER	\$ 358.13	-	-	-	\$ 358.13
CHOTKOWSKI, BARBARA	ELECTION WORKER	\$ 256.51	-	-	-	\$ 256.51
CHOTKOWSKI, MARK	ELECTION WORKER	\$ 584.26	-	-	-	\$ 584.26
COLLINS, MARSHA	ELECTION WORKER	\$ 945.39	-	-	-	\$ 945.39
CONTE, SUSAN	ELECTION WORKER	\$ 486.38	-	-	-	\$ 486.38
DALY, HELEN	ELECTION WORKER	\$ 693.01	-	-	-	\$ 693.01
DIATELEVI, PATRICIA	ELECTION WORKER	\$ 358.14	-	-	-	\$ 358.14
FERZOCO, SUSAN	ELECTION WORKER	\$ 1,173.76	-	-	-	\$ 1,173.76
FRASER, PAULA	ELECTION WORKER	\$ 222.75	-	-	-	\$ 222.75
GALBRAITH-TRUCHON, JOANNE	ELECTION WORKER	\$ 1,004.63	-	-	-	\$ 1,004.63
HAYES, DOREEN	ELECTION WORKER	\$ 564.76	-	-	-	\$ 564.76
HILTON, BONNIE	ELECTION WORKER	\$ 7,459.02	-	-	-	\$ 7,459.02
HOWLEY, CHARLENE	ELECTION WORKER	\$ 244.13	-	-	-	\$ 244.13
JOHNSON, CAROL	ELECTION WORKER	\$ 336.75	-	-	-	\$ 336.75
JOSEPH, WENDY	ELECTION WORKER	\$ 969.00	-	-	-	\$ 969.00
LIPSETT, MICKEY	ELECTION WORKER	\$ 156.75	-	-	-	\$ 156.75
LOCKLIN, SUSANNE	ELECTION WORKER	\$ 4,015.40	-	-	-	\$ 4,015.40
MACINNES, CATHERINE	ELECTION WORKER	\$ 237.01	-	-	-	\$ 237.01
MCCAFFREY, CHRISTINE	ELECTION WORKER	\$ 5,368.38	-	-	-	\$ 5,368.38
MCCAFFREY, JAMES	ELECTION WORKER	\$ 358.13	-	-	-	\$ 358.13
MCCOLL, CAROLE	ELECTION WORKER	\$ 1,373.27	-	-	-	\$ 1,373.27
NORTON, M. PAULA	ELECTION WORKER	\$ 121.13	-	-	-	\$ 121.13
PETRUSH, JESSICA	ELECTION WORKER	\$ 242.26	-	-	-	\$ 242.26
QUERUSIO, KATHLEEN	ELECTION WORKER	\$ 45.00	-	-	-	\$ 45.00
SCOTLAND, DONNA	ELECTION WORKER	\$ 250.88	-	-	-	\$ 250.88
SHEA, MARY	ELECTION WORKER	\$ 810.02	-	-	-	\$ 810.02
SIOGREN, PATRICIA	ELECTION WORKER	\$ 400.51	-	-	-	\$ 400.51
SKILLING, MARY	ELECTION WORKER	\$ 529.14	-	-	-	\$ 529.14
SMITH, ALLISON	ELECTION WORKER	\$ 1,261.13	-	-	-	\$ 1,261.13
ST. SAUVEUR, MEREDITH	ELECTION WORKER	\$ 1,025.27	-	-	-	\$ 1,025.27
STEADMAN, SHARILYN	ELECTION WORKER	\$ 112.50	-	-	-	\$ 112.50

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
STEPNER, ENID	ELECTION WORKER	\$ 377.63	-	-	-	\$ 377.63
THOMPSON, PATRICIA	ELECTION WORKER	\$ 256.51	-	-	-	\$ 256.51
TRACY, MAREN	ELECTION WORKER	\$ 149.63	-	-	-	\$ 149.63
UNDERHILL, PETER	ELECTION WORKER	\$ 507.75	-	-	-	\$ 507.75
WALSH, JANET	ELECTION WORKER	\$ 299.26	-	-	-	\$ 299.26
WARWICK, NANCY	ELECTION WORKER	\$ 45.00	-	-	-	\$ 45.00
BOARDS/COMMITTEES						
GILMORE, DEIRDRE	DEPT ASST II - FINANCE COMMITTEE	\$	\$ 8,650.00	-	-	\$ 8,650.00
STANDLEY, CAMILLE	DEPT ASST II - CONSERVATION	\$ 47,569.71	\$ 850.00	-	-	\$ 48,419.71
SUTHERLAND, AMY	DEPT ASST II - ZONING BOARD	\$ 4,448.28	-	-	-	\$ 4,448.28
TOWN BUILDING DEPARTMENT						
WEISS, ROBERT	ENERGY MANAGER	\$ 84,185.69	-	-	-	\$ 84,185.69
RECREATION DEPARTMENT						
FOGARTY, KRISTEN	RECREATION DIRECTOR	\$ 70,448.90	\$ 1,050.00	-	-	\$ 71,498.90
LEBLANC, ERIN	DEPT ASSISTANT I - RECREATION	\$ 36,422.16	-	\$ 11.50	-	\$ 36,433.66
POLICE DEPARTMENT						
SOFFAYER, CHRISTOPHER	POLICE CHIEF	\$ 187,303.18	\$ 8,588.36	-	-	\$ 195,891.54
MAXANT, KRISTOPHER	POLICE SERGEANT	\$ 99,414.91	\$ 23,440.03	\$ 29,066.23	\$ 26,035.74	\$ 177,956.91
MELESKI, NICHOLAS	POLICE SERGEANT	\$ 100,336.64	\$ 1,025.00	-	-	\$ 101,361.64
SHEARNS, JOHN	POLICE SERGEANT	\$ 97,384.54	\$ 22,955.18	\$ 20,509.88	\$ 60,022.07	\$ 200,871.67
TIBERI, DOMENIC	POLICE SERGEANT	\$ 97,338.60	\$ 29,446.92	\$ 88,760.95	\$ 55,871.67	\$ 271,418.14
VOLPICELLI, COREY	POLICE SERGEANT	\$ 97,524.53	\$ 18,581.55	\$ 16,876.23	\$ 2,075.20	\$ 135,057.51
AFIENKO, ROBERT	POLICE PATROL OFFICER	\$ 81,905.68	\$ 4,200.00	\$ 3,301.62	-	\$ 89,407.30
ANGEL, TYLER	POLICE PATROL OFFICER	\$ 69,829.86	\$ 16,563.15	\$ 18,114.48	\$ 55,795.38	\$ 160,302.87
BICKFORD, DALE	POLICE PATROL OFFICER	\$ 82,529.68	\$ 17,785.00	\$ 263.33	\$ 518.80	\$ 101,096.81
CONLEY, KEVIN	POLICE PATROL OFFICER	\$ 69,321.74	\$ 16,973.31	\$ 5,233.02	\$ 766.88	\$ 92,294.95
FORSYTHE, ZACHARY	POLICE PATROL OFFICER	\$ 75,293.76	\$ 17,805.38	\$ 11,381.49	\$ 29,652.70	\$ 134,133.33
GONZALEZ, ARCADIO	POLICE PATROL OFFICER	\$ 83,216.36	\$ 20,381.42	\$ 26,679.69	\$ 2,658.85	\$ 132,936.32
NELSON, SEAN	POLICE PATROL OFFICER	\$ 83,078.86	\$ 18,017.08	\$ 16,967.49	\$ 9,208.70	\$ 127,272.13
O'DOWD, KELLY	POLICE PATROL OFFICER	\$ 59,569.14	\$ 17,777.67	\$ 13,907.24	\$ 33,918.29	\$ 125,172.34
ROY, COLBY	POLICE PATROL OFFICER	\$ 82,583.36	\$ 19,076.48	\$ 11,573.85	\$ 3,372.20	\$ 116,605.89
SMITH, PAUL	POLICE PATROL OFFICER	\$ 82,086.68	\$ 4,910.83	\$ 24,796.74	\$ 91,600.11	\$ 203,394.36
SULLIVAN, MATTHEW	POLICE PATROL OFFICER	\$ 75,290.16	\$ 4,921.00	\$ 21,902.76	\$ 6,703.93	\$ 108,817.85

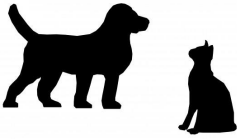
Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
THOMPSON, CRAIG	POLICE PATROL OFFICER	\$ 81,443.16	\$ 16,004.76	\$ 10,188.56	\$ 27,794.65	\$ 135,431.13
VONGSAVATH, ANGELA	POLICE PATROL OFFICER	\$ 1,884.80	\$ 192.00	-	-	\$ 2,076.80
ZITOLI, COLBY	POLICE PATROL OFFICER	\$ 64,850.43	\$ 6,339.71	\$ 8,259.45	\$ 4,304.48	\$ 83,754.07
ADAMS, PAUL	PERM INTERMITTENT OFFICER	-	\$ 8,576.60	-	-	\$ 8,576.60
DWYER, WILLIAM	PERM INTERMITTENT OFFICER	\$ 1,145.76	-	-	\$ 38,306.80	\$ 39,452.56
LOPEZ, JAMES	PERM INTERMITTENT OFFICER	\$ 1,026.08	-	-	\$ 19,579.02	\$ 20,605.10
LEAVITT, TRACY	DEPT ASST II - POLICE	\$ 60,874.60	\$ 950.00	-	-	\$ 61,824.60
FIRE DEPARTMENT						
BARRETT, RICHARD	FIRE CHIEF	\$ 154,614.31	\$ 11,576.67	-	\$ 1,500.00	\$ 167,690.98
CONRAD, ROBERT	FIRE LIEUTENANT/ALS	\$ 98,793.36	\$ 2,762.60	\$ 66,807.18	-	\$ 168,363.14
BISHOP, CHARLES	FIRE LIEUTENANT/EMT	\$ 88,158.64	\$ 2,562.60	\$ 7,031.48	-	\$ 97,752.72
SCHULZ, WILLIAM	FIRE LIEUTENANT/EMT	\$ 89,415.36	\$ 8,162.60	\$ 19,908.72	-	\$ 117,486.68
SCOTLAND, MICHAEL	FIRE LIEUTENANT/EMT	\$ 89,025.11	\$ 2,962.60	\$ 15,100.93	\$ 648.00	\$ 107,736.64
EMSWILER, CHRISTOPHER	FIREFIGHTER/EMT	\$ 75,948.00	\$ 1,806.64	\$ 22,305.86	-	\$ 100,060.50
KELLEY, JASON	FIREFIGHTER/ALS	\$ 87,863.83	\$ 3,324.16	\$ 65,891.72	\$ 432.00	\$ 157,511.71
POLIMENO, BRIAN	FIREFIGHTER/ALS	\$ 86,270.83	\$ 8,465.08	\$ 23,967.64	-	\$ 118,703.55
SANTAFE, WILLIAM	FIREFIGHTER/ALS	\$ 84,060.96	\$ 2,088.62	\$ 58,516.46	\$ 864.00	\$ 145,530.04
SULLIVAN, JOSEPH	FIREFIGHTER/ALS	\$ 83,785.55	\$ 2,592.28	\$ 35,304.37	-	\$ 121,682.20
TYNER, STEPHEN	FIREFIGHTER/ALS	\$ 89,289.72	\$ 2,038.12	\$ 30,533.62	-	\$ 121,861.46
WALLACE, ALAN	FIREFIGHTER/ALS	\$ 79,865.10	\$ 1,806.64	\$ 8,470.00	-	\$ 90,141.74
WENZEL, CAMERON	FIREFIGHTER/ALS	\$ 83,244.18	\$ 1,860.62	\$ 11,817.68	-	\$ 96,922.48
WILSON, JASON	FIREFIGHTER/ALS	\$ 75,886.12	\$ 2,206.64	\$ 52,587.01	\$ 1,296.00	\$ 131,975.77
ALGER, JOHN	FIREFIGHTER/EMT	\$ 20,434.68	\$ 4,755.24	-	-	\$ 25,189.92
GREENE, BRANDON	FIREFIGHTER/EMT	\$ 62,217.96	\$ 1,806.64	\$ 42,028.10	\$ 1,080.00	\$ 107,132.70
HENDON, MATTHEW	FIREFIGHTER/EMT	\$ 79,792.09	\$ 3,667.13	\$ 57,487.77	\$ 1,080.00	\$ 142,026.99
SHAW, PAUL	FIREFIGHTER/EMT	\$ 80,181.45	\$ 3,198.93	\$ 24,756.19	\$ 2,160.00	\$ 110,296.57
HLADICK, ANDREW	ON CALL DEPUTY CHIEF	\$ 7,912.04	\$ 2,795.68	-	-	\$ 10,707.72
BRADBURY, GAVIN	ON CALL FIREFIGHTER/EMT	\$ 22.37	-	-	-	\$ 22.37
DEANE, NICHOLAS	ON CALL FIREFIGHTER/EMT	\$ 4,900.68	\$ 1,207.04	-	\$ 648.00	\$ 6,755.72
CUTSY, RYAN	ON CALL FIREFIGHTER/EMT	\$ 11,165.84	\$ 303.72	-	-	\$ 11,469.56
DONOVAN, MATTHEW	ON CALL FIREFIGHTER/EMT	\$ 5,978.39	\$ 607.44	-	-	\$ 6,585.83
GOES, MANUEL	ON CALL FIREFIGHTER/EMT	\$ 294.60	\$ 303.72	-	-	\$ 598.32
LENEHAN, DENIS	ON CALL FIREFIGHTER/EMT	\$ 7,779.04	\$ 1,806.64	\$ 2,434.70	-	\$ 12,020.38
MARRIER, SEAN	ON CALL FIREFIGHTER/EMT	\$ 4,021.91	\$ 607.44	-	-	\$ 4,629.35
MATHEWS, BRET	ON CALL FIREFIGHTER/EMT	\$ 9,978.92	\$ 303.72	-	-	\$ 10,282.64
MEE, KYLE	ON CALL FIREFIGHTER/EMT	\$ 2,021.73	\$ 607.44	-	-	\$ 2,629.17

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
MUNGER, JAKE	ON CALL FIREFIGHTER/EMT	\$ 131.02	-	-	-	\$ 131.02
O'REILLY, ANDREW	ON CALL FIREFIGHTER/EMT	\$ 4,286.10	\$ 1,207.04	\$ 14,638.68	-	\$ 20,131.82
PERKINS, LUCAS	ON CALL FIREFIGHTER/EMT	\$ 2,150.04	\$ 607.44	-	-	\$ 2,757.48
SMITH, TIMOTHY	ON CALL FIREFIGHTER/EMT	\$ 9,319.52	\$ 303.72	-	-	\$ 9,623.24
DISPATCH						
CAHILL, ROBIN	DISPATCH	\$ 62,131.05	\$ 5,204.60	\$ 28,612.44	-	\$ 95,948.09
EISEL, GARIN	DISPATCH	\$ 61,854.61	\$ 2,500.00	\$ 11,007.56	-	\$ 75,362.17
MCLAUGHLIN, JOHN	DISPATCH	\$ 60,901.85	\$ 3,351.81	\$ 6,070.19	\$ 47,313.08	\$ 117,636.93
MORAN, MAX	DISPATCH	\$ 49,253.20	\$ 3,024.63	\$ 8,818.68	-	\$ 61,096.51
CULLEN, SEAN	P/T DISPATCHER	\$ 6,610.96	-	-	-	\$ 6,610.96
FRITTS, KELLY	P/T DISPATCHER	\$ 8,194.00	-	-	-	\$ 8,194.00
LEBLANC, TEAGHAN	P/T DISPATCHER	\$ 21,679.84	-	\$ 603.60	-	\$ 22,283.44
PIANTEDOSI, DAVID	P/T DISPATCHER	\$ 806.96	-	-	-	\$ 806.96
BUILDING DEPARTMENT						
GIAMPIETRO, MICHAEL	BUILDING INSPECTOR	\$ 109,337.66	\$ 11,116.00	-	-	\$ 120,453.66
COSTELLO, TIMOTHY	BUILDING PLUMBING INSPECTOR	\$ 7,102.42	\$ 26,490.00	-	-	\$ 33,592.42
FOGARTY, ROBERT	DEPUTY BUILDING INSPECTOR	\$ 679.25	\$ 20,986.00	-	-	\$ 21,665.25
PELLETIER, GARY	DEPUTY BUILDING INSPECTOR	\$ 3,188.67	\$ 1,240.00	-	-	\$ 4,428.67
SWEET, JENNIFER	DEPUTY ELECTRICAL INSPECTOR	\$ 679.25	\$ 11,940.00	-	-	\$ 12,619.25
COAKLEY, JAMES	DEPUTY WIRING/PLUMB INSPECTOR	\$ 679.25	\$ 80.00	-	-	\$ 759.25
MANCINI, MICHAEL	DEPUTY WIRING/PLUMB INSPECTOR	\$ 679.25	\$ 6,760.00	-	-	\$ 7,439.25
ROSE, JOHN	DEPUTY WIRING/PLUMB INSPECTOR	\$ 678.15	\$ 1,280.00	-	-	\$ 1,958.15
ZACCHILLI, JOSEPH	DEPUTY WIRING/PLUMB INSPECTOR	-	\$ 1,080.00	-	-	\$ 1,080.00
BIANCHI, STEVEN	DEPT ASSISTANT I - BUILDING CL	\$ 7,175.86	-	-	-	\$ 7,175.86
KIGGEN, JENNIFER	DEPT ASSISTANT I - BUILDING CL	\$ 36,499.99	\$ 750.00	-	-	\$ 37,249.99
SEALER WEIGHTS & MEASURES						
ALLSHOUSE, W. JAMES	WEIGHTS & MEASURES	\$ 3,783.75	-	-	-	\$ 3,783.75
ANIMAL CONTROL						
MALLETTE, ERIN	ANIMAL CONTROL OFFICER	\$ 58,992.36	-	\$ 6,108.79	-	\$ 65,101.15
WARD, KELLEY	DEPUTY ANIMAL CONTROL OFFICER	\$ 3,679.26	-	\$ 6,880.17	-	\$ 10,559.43
DPW DEPARTMENT						
MCKAY, JAMES	DIRECTOR OF DPW	\$ 153,507.12	\$ 6,237.97	-	-	\$ 159,745.09

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
RACHMACIEJ, DAVID	DPW SUPERINTENDENT	\$ 73,705.38	\$ 21,469.67	\$ 24,172.83	-	\$ 119,347.88
MCKENNEY, RONALD	WATER/SEWER SUPERINTENDENT	\$ 70,705.09	\$ 17,916.00	\$ 22,138.49	-	\$ 110,759.58
KANDOLA, KEVIN	FACILITIES MANAGER	\$ 69,994.03	\$ 13,469.60	\$ 25,982.02	-	\$ 109,445.65
WANDERS, JONATHAN	DPW FOREMAN	\$ 62,536.69	\$ 7,714.40	\$ 6,636.75	-	\$ 76,887.84
CHAMBERLAIN, JESSE	HEAVY EQUIP. OP./L-TS-OP/INOA	\$ 48,704.39	-	\$ 4,122.92	-	\$ 52,827.31
EVERETT, PAUL	HEAVY EQUIP. OP./L-TS W/CLA	\$ 55,188.09	\$ 2,242.40	\$ 4,316.01	-	\$ 61,746.50
GORGONE, BRANDON	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 54,347.60	\$ 1,162.40	\$ 7,123.64	-	\$ 62,633.64
HART, BRIAN	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 37,555.21	-	\$ 6,497.61	-	\$ 44,052.82
HILLERY, MICHAEL	HEAVY EQUIP. OP./ D2 T2 W/CL A,4G	\$ 61,756.15	\$ 20,818.40	\$ 19,577.59	-	\$ 102,152.14
LOPEZ, KYLE	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 73,194.62	\$ 2,969.04	\$ 32,723.21	-	\$ 108,886.87
LOVETT, JONATHAN	HEAVY EQUIP. OP./L-TS-OP/INOA	\$ 56,432.39	\$ 6,109.60	\$ 28,092.64	-	\$ 90,634.63
MAIN, STEPHEN	GF - HEAVY EQUIP. OP./LB TSOP/LB	\$ 63,649.95	\$ 1,200.00	\$ 6,560.86	-	\$ 71,410.81
SOUSA WAGNER, RYAN	WATER/SEWER TECH TIDII	\$ 61,601.31	\$ 8,705.60	\$ 16,228.84	-	\$ 86,535.75
BORST, JACKSON	ON CALL SNOW	\$ 465.40	-	-	-	\$ 465.40
CAFRO, MICHAEL	ON CALL SNOW	\$ 84.74	-	\$ 798.93	-	\$ 883.67
MAJKUT, JOSEPH	ON CALL SNOW	\$ 72.63	-	-	-	\$ 72.63
GOKEY, CHRISTOPHER	SEASONAL TEMP LABORER	\$ 2,166.01	-	-	-	\$ 2,166.01
NICHOLS, BRIAN	SEASONAL TEMP LABORER	\$ 2,579.25	-	\$ 798.00	-	\$ 3,377.25
ROBBINS, MARK	SEASONAL TEMP LABORER	\$ 2,498.15	-	\$ 233.90	-	\$ 2,732.05
GILMORE, DEIRDRE	DPW BUSINESS MANAGER	\$ 90,629.68	\$ 950.00	-	-	\$ 91,579.68
WILLIAMS, JOHN	DEPT ASSISTANT I - DPW CLERK	\$ 21,598.76	-	-	-	\$ 21,598.76
BOARD OF HEALTH						
MCVEIGH, JOHN	DIRECTOR PUBLIC HEALTH	\$ 93,917.00	\$ 750.00	-	-	\$ 94,667.00
GRAHAM, HEATHER	DEPT ASST III - BOH ASSISTANT	\$ 31,327.32	-	\$ 338.15	-	\$ 31,665.47
MCMANUS, ANNE	PUBLIC HEALTH NURSE	\$ 15,066.70	-	-	-	\$ 15,066.70
WARD, SARAH	PUBLIC HEALTH NURSE	\$ 17,994.42	-	-	-	\$ 17,994.42
COUNCIL ON AGING						
KAYO, PATRICIA	COA DIRECTOR	\$ 67,536.29	\$ 11,868.85	-	-	\$ 79,405.14
SAND, DEBORAH	OUTREACH WORKER COA	\$ 34,976.33	-	\$ 253.58	-	\$ 35,229.91
LIZARDI, ANDREW	DEPT ASST I - COA	\$ 4,005.54	-	-	-	\$ 4,005.54
MOORE, SANDRA	DEPT ASST I - COA	\$ 12,556.88	-	-	-	\$ 12,556.88
BUNT, ROCHELLE	COA TRANS COORD./RECEPTION	\$ 13,611.99	-	-	-	\$ 13,611.99
DALY, ROBERT	COA P/T VAN DRIVER	\$ 5,226.94	-	-	-	\$ 5,226.94
LANNON, HERBERT	COA P/T VAN DRIVER	\$ 933.39	-	-	-	\$ 933.39
MCBRIEN, JOHN	COA P/T VAN DRIVER	\$ 3,948.95	-	-	-	\$ 3,948.95

Employee Last Name	Job Class Desc	Salary - FY23	Other	OT	Detail	Total Gross
VETERANS AGENT						
MOORE, JOHN	VETERANS DIRECTOR	\$ 19,860.00	-	-	-	\$ 19,860.00
LIBRARY DEPARTMENT						
TOLSON, KIMBERLY	LIBRARY DIRECTOR	\$ 81,710.61	\$ 750.00	-	-	\$ 82,460.61
SILVERMAN, RACHEL	LIBRARIAN-CHILDREN & YOUNG ADLT	\$ 66,382.22	\$ 850.00	\$ 2,335.62	-	\$ 69,567.84
APPELBAUM, REBECCA	LIBRARY TECH COORDINATOR	\$ 30,864.86	\$ 750.00	\$ 1,173.45	-	\$ 32,788.31
BORST, KIMBERLY	LIBRARY BOOKKEEPER	\$ 27,046.89	\$ 750.00	\$ 887.40	-	\$ 28,684.29
BROOKS, DONNA	LIBRARY COLLECTIONS MGR	\$ 23,040.29	\$ 750.00	\$ 1,496.16	-	\$ 25,286.45
DAVIS, ESTHER	LIBRARY ADULT SVCS COORDINATOR	\$ 44,994.82	\$ 750.00	\$ 1,278.98	-	\$ 47,023.80
CARNEY-PHILIPS, MARY	LIBRARY ASSISTANT	\$ 9,218.93	-	\$ 1,669.51	-	\$ 10,888.44
MORTIMER, KAREN	LIBRARY ASSISTANT	\$ 7,518.10	-	-	-	\$ 7,518.10
NEVILLE, FATIMA	LIBRARY ASSISTANT	\$ 9,103.98	-	\$ 1,268.74	-	\$ 10,372.72
KAYE, ABIGAIL	LIBRARY PAGE	\$ 2,639.25	-	-	-	\$ 2,639.25
ALLISON, SUSAN	ON-CALL LIBRARY ASSISTANT	\$ 1,178.82	-	-	-	\$ 1,178.82
AYLWARD, ALEXIS	ON-CALL LIBRARY ASSISTANT	\$ 796.50	-	-	-	\$ 796.50
CONOVER, KAYCEE	ON-CALL LIBRARY ASSISTANT	\$ 3,404.00	-	\$ 85.10	-	\$ 3,489.10
DIVVER, PATRICIA	ON-CALL LIBRARY ASSISTANT	\$ 657.78	-	-	-	\$ 657.78
GOODREAU, ELIZABETH	ON-CALL LIBRARY ASSISTANT	\$ 2,214.28	-	-	-	\$ 2,214.28
HADDEN, KARA	ON-CALL LIBRARY ASSISTANT	\$ 602.30	-	-	-	\$ 602.30
WICKHAM, TERESINA	ON-CALL LIBRARY ASSISTANT	\$ 3,520.54	-	-	-	\$ 3,520.54
Grand Total		\$ 24,058,998.40	\$ 1,497,308.58	\$ 1,285,528.97	\$ 525,206.55	\$ 27,367,042.50

ANNUAL TOWN REPORT 2022
ANIMAL CONTROL OFFICER-MILLIS



The department received and acted upon 390 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, 2023 detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 955 calls, with 390 in Millis and 565 from Medway, and 5 calls to assist neighboring towns, the following is an overview of the calls handled in Millis:

INFORMATIONAL: 116

DOGS:

PICKED UP 14

REPORTED LOOSE 34

BARKING/NUISANCE COMPLAINTS 26

BITES 8

ADOPTED/ TURNED OVER 2

EUTHANIZED 0

QUARANTINES 12

HIT BY CAR REQUIRING

MEDICAL TREATMENT OR DIED 1

CATS:

PICKED UP 5

REPORTED LOST 3

REPORTED STRAY/FERAL 12

EUTHANIZED 1

QUARANTINES 2

HIT BY CAR REQUIRING

MEDICAL TREATMENT OR DIED 3

BITES/SCRATCHES 0

WILD ANIMAL CALLS 40

WILD ANIMAL REFERRALS 6

ROAD KILLS PICKED UP 50

DEER HIT BY CARS 14

LIVESTOCK CALLS/POULTRY 11

OTHER DOMESTIC ANIMALS PICKED UP 5

OTHER DOMESTIC ANIMALS ADOPTED/TURNOVER 10

REPORTS OF CRUELTY/NEGLECT 10

RABIES TESTING 5

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

Respectfully submitted,

Erin Mallette, Animal Control Officer

**Board of Assessors
Annual Report for FY2023
assessors@millisma.gov**

Millis had a single tax rate of \$17.49 for Fiscal Year 2023

Millis has resumed in person property inspections. 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.

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.

We would like to thank Diane Jurmain for her time and help while a member of the Millis Board of Assessors'.

Welcome Joy Ricciuto as a Board Member.

Fiscal Year 2023 Tax Classification

Tax Classification	Assessed Values	Percent of Tax Levy
Residential	\$1,616,096,226	90.6747
Open Space	0	0
Commercial	\$107,144,736	6.0116
Industrial	\$20,336,800	1.1410
Personal Property	\$38,723,890	2.1727
Total	1,782,301,652	100.00

Fiscal Year 2023 Average Single-Family Tax Bill

Number of Single-Family Parcels	2,244
Assessed Value of Single-Family Home	\$510,856
Average Single-Family Tax Bill	\$8,935

Respectfully Summited,
Teri Gonsalves, Principal Assessor
Elizabeth Rand, Administrative Assistant

Millis Board of Assessors:
Robert Venear, Chair
Lisa Hardin
Joy Ricciuto

Name	Nature of Business	Fiscal 2024 Assessed Value	Fiscal 2024 Tax Levy	% of Tax Levy
Milliston Common - Rosenfeld	Office- Retail-Residential	\$22,601,000	\$371,108.42	1.13%
SV InvestmentsStoneybrook Village, LLC	Apartments	\$20,631,000	\$338,761.02	1.03%
CA Senior Millis Property LLC	Asst Living	\$9,727,400	\$159,723.91	0.49%
Tresca Brothers Sand & Gravel	Concrete Manufacture	\$7,763,300	\$127,473.39	0.39%
W F Whelan Rlty Trust	Apartments	\$7,362,000	\$120,884.04	0.37%
C & A Partners, LLC	Retail Warehouse	\$4,981,600	\$81,797.87	0.25%
Emerson Place Development, LLC	Residential Developer	\$4,420,000	\$72,576.40	0.22%
AC Millis, LLC	Industrial Warehouse	\$4,095,800	\$67,253.04	0.20%
John S McDonald	Residential	\$3,564,500	\$58,529.09	0.18%
MHC 48, LLC	Self Storage	\$3,356,900	\$55,120.30	0.17%
Total		\$88,503,500	\$1,453,227.47	4.42%

**BOARD OF HEALTH
Annual Report 2023**

Public Health Director:	John McVeigh, MBA, CHO, RS
Public Health Nurse:	Sarah Ward, RN
Administrative Assistant:	Heather Graham
Board of Health Chair:	Donna Scotland
Member:	Jaikaur LeBlanc
Member:	Matthew Fuller, PHD
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 2023, the department processed 165 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 governments require that these licenses be renewed annually. The department generated \$33,032 in revenue from the issuance of licenses.

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

Food Service (All)	66
Hazardous Materials Storage	31
Septic Installers	24
Septic Haulers	18
Tobacco	8
Trash Haulers	12
Swimming Pools (public & semi-public)	3
Body Art Practitioners	0
Body Art Establishment	0
Funeral Director	1
Tanning	0
Marijuana Facility	2

Permitting

The department issued 63 permits in 2023. 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 \$6,603 from the issuance of permits.

The following is a list of notable permits issued in 2023:

Septic system construction permits	11
Temporary food event permits	18
Soil testing (both septic and stormwater) permits	9
Septic Certificates of Compliance	14
Septic abandonment permits	7
Septic Plan reviews	11
Title V reviews	24
Residential swimming pool construction permits	5
Beaver management permits	0
Permit to raise domestic fowl	4
Camp permits	2
Environmental Health Permits	0
Private Wells	3

Health Surveillance

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

The department responded to the community's complaints of air quality, noise, odor, trash, dust, and other nuisances. In 2023 the department investigated: 17 housing-related complaints, 0 food-related complaints, and 23 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 citation 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 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 diseases with several small fall Flu Clinics in 2023. 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 paperwork 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 vaccines 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 2024.

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 2024.

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 with an opportunity to dispose of used medical sharps. This program will continue in 2024. 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 a 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 2024 Larvicide spray schedule, when available, will be posted on both the Town website and the NCMCD 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 2023, 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 2023, the NCMCD performed the following:

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 disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to areas of concern 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:	10 samples submitted, with 0 isolations in 2023
Requests for service:	392

Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow.

Tire collection is a service in which we remove and recycle off-rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	13 culverts
Drainage ditches checked/hand cleaned	5,800 feet
Intensive hand cleaning/brushing*	1,500 feet
Mechanical water management	0 feet
Tires collected	8

* *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 culprits locations.

Spring aerial larvicide applications (April)	86.2 acres
Summer aerial larvicide applications (May-August)	0 acres
Larval control - briquette & granular applications by hand	5.9 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	5,741 acres
Barrier applications on municipal property	0 applications

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 pickup 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

Public Health Nurse Report

This fall the nurse organized multiple flu vaccine clinics. Included in these clinics were:

1. Town Wide Clinic-open to all residents
2. Town Employee Clinic
3. Millis Public School Employees
4. Council on Aging Clinic with High-Dose Flu Vaccine available

In addition to administrating vaccines 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 Medicare. The Town received \$ 6,271.00 in

reimbursements for the former season's Flu vaccine administration. Money received through reimbursement is then used to fund the purchase of flu vaccines for the following year, as well as any supplies needed (i.e. needles, alcohol swabs, bandages, etc.)

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 diseases are important components of this mandate.

The following communicable diseases were reported and/or investigated in 2023:

Babesiosis	4
Calicivirus/Norovirus	1
Campylobacteriosis	1
Cryptosporidiosis	1
Giardiasis	1
Group A Streptococcus	2
Hepatitis B	1
Hepatitis C	1
Human Granulocytic Anaplasmosis	3
Influenza	26
Lyme Disease	47
Novel Coronavirus	196
Salmonellosis	1
Tuberculosis	4
West Nile	1

The public health nurse is also responsible for awareness and education of public health issues. This past year the public health nurse completed educational presentations to the Council on Aging about Tickborne Illness as well as Dehydration and Heat Stroke. The nurse also started and maintains the Board of Health Facebook page as a way to raise awareness and educate about different public health issues.

This year the nurse created a Narcan Program so that Millis was able to enter into the Community Narcan Program through the state, in which we are able to obtain Narcan free of charge to train and distribute to residents. One training event was held at the library. The firefighters also assisted with training employees at the town hall. The number of doses distributed as well as the number of encounters are then reported back to the state monthly.

The Town of Millis has received funds as a part of the Opioid Abatement Settlement. The nurse is responsible for reporting on the usage of these funds on an annual basis. In 2023 the nurse worked closely with the town social worker, school nurse, police, fire, residents with lived experience, and town administrator and assistant to see that those funds get appropriated and utilized as outlined by the Opioid Abatement Settlement. The nurse has also attended many meetings/webinars to learn and understand the settlement, as well as ways to utilize the funds to best support residents of Millis.

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

REPORT OF THE BUILDING DEPARTMENT

Receipts from January 1, 2023 - December 31, 2023 were:

Building permits \$402,132
Wiring permits \$35,609
Plumbing permits \$26,831
Gas permits \$8,041

Total \$472,613

BUILDING DEPARTMENT – 711 building permits were issued for all construction categories in 2023. There was a total of: 1,836 inspections done for the year of 2023. The estimated construction value is \$46,782.82 as follows:

Permits Issued- \$472,613

New Residential Dwellings-	131
Alterations/ Additions-	91
Fire Repair	1
Bath/Kitchen Renovations	34
Window/Doors/Siding/Roof-	78
Barns, Sheds, Garages	8
Porches, Decks-	24
Swimming Pools-	9
Wood stoves, Fireplace inserts-	9
Commercial New-	1
Commercial Alterations-	18
Municipal	4
Signs-	9
Demolition-	7
Function tents-	5
106/304	7
Lost Card-	12
Sheet Metal-	72
Trench-	14
Fence-	2
Permits Amended	0
Insulation-	101
Foundation Only-	24
Basement Renovation	22
Solar Panels-	38

WIRING-	422
PLUMBING-	302
GAS-	246

The building department made approximately 48 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 continued construction growth and the challenges for ensuring code compliance in the future.

The building department, under the Mass. Department of Public Safety, 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 employees.

Respectfully submitted,

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

Jennifer Kiggen – Administrative Assistant
Robert Fogarty
Jennifer Sweet, Wiring Inspector
Michael Mancini, Wiring Inspector
Timothy Costello Plumbing/Gas Inspector
Jack Rose, Deputy Plumbing and Gas Inspector

Capital Planning Committee Report – May 2023

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for May 2023. 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, Library, 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 for 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	540,127
Medium priorities	4	233,558
Lower priorities	1	23,000
Total	10	796,685

Highest priorities include a design study for the Well 3 PFAS treatment plant, building repairs and a lighting management system for the library, and a new dump truck for the DPW. Medium priorities include HVAC upgrades for the VMB building, upgraded data center and wireless system for the Middle High School, and an aerial boom lift for town buildings.

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 for them to service the needs of the community. 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, totaling approximately \$89 million broken down as follows:

Maintenance and repair of existing capital	\$18.9M
Enterprise system related capital needs	\$26.2M
Other potential capital needs	\$44.2M
Total	\$89.3M

Included in the maintenance and repair category are items such as the replacement of vehicles and equipment that are expected to reach the end of their useful life in the next 10 years and ongoing road maintenance. Enterprise system capital needs include sewer, water and stormwater projects such as a new water treatment plant and potential stormwater remediation projects.

Other capital items include potential costs related to renovations to the Middle High School, upgrades to town athletic fields, the potential need for upgrades to the Senior Center, possible renovations to 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

Jonathan Loer (Finance Committee representative)

John Corcoran

Peter Jurmain

James McCaffrey

Marc Conroy (School Committee representative)

Craig Schultze (Select Board representative)

Capital Planning Committee Report – November 2023

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for November 2023. 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, Library, 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 for 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 2024 that the CPC considered are shown in the table below:

	# of projects	Total estimated cost
Highest priorities	6	\$8,032,838
Medium priorities	0	0
Lower priorities	0	0
Total	6	\$8,032,838

Highest priorities include the construction of a water treatment plant for Well 3, a new radio antenna for public safety communication, a pickup truck for the DPW, a lighting management system for the library, HVAC repairs for the Veterans Memorial Building and Fire Station, and a vactor truck for the DPW to be used to clean storm drains.

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 for them to service the needs of the community. 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, totaling approximately \$90 million broken down as follows:

Maintenance and repair of existing capital	\$19.1M
Enterprise system related capital needs	\$26.3M
Other potential capital needs	\$44.2M
Total	\$89.6M

Included in the maintenance and repair category are items such as the replacement of vehicles and equipment that are expected to reach the end of their useful life in the next 10 years and ongoing road maintenance. Enterprise system capital needs include sewer, water and stormwater projects such as potential stormwater remediation projects.

Other capital items include potential costs related to renovations to the Middle High School, the potential need for upgrades to the Senior Center, possible renovations to 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

Jonathan Loer (Finance Committee representative)

Peter Jurmain

Marc Conroy (School Committee representative)

Craig Schultze (Select Board representative)

**PROSPECT HILL CEMETERY
2023 ANNUAL REPORT**

Prospect Hill Cemetery had 44 burials in 2023.

Prospect Hill Cemetery sold 19 lots in 2023.

The newly constructed Section G has been laid out and numbered with 420 new lots available. The committee would like to express their appreciation to member Wayne Simpson for his tireless and precise dedication to this task. Also, thanks to Millis DPW for their efforts in accomplishing this project.

The committee is always looking for ways to make this final resting place for our families, friends and neighbors dignified and peaceful for visitors.

Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that it is today.

Respectfully submitted for the Cemetery Committee:

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

2023 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 2023, projects included appropriating \$35,000.00 for Phase II of the 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.)	Dave Baker (Member at Large)
Wendy Barry, Treasurer (Member at Large)	Pam Mustard (Recreation Comm)
Ellen Rosenfeld (Select Board)	James McKay (Member at Large)
Mary-Ellen D'Espinosa (Housing Authority)	Alan Handel (Planning Board)
James Lederer (Conservation Commission)	
Catherine MacInnes (FinCom Liaison)	
Camille Standley, Administrative Assistant	

**TOWN OF MILLIS
COMMUNITY PRESERVATION FUND
THROUGH 1/31/2023**

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$169,675.91
TOTAL CASH RECEIVED FY 2017	\$169,543.82
TOTAL CASH RECEIVED FY 2018	\$177,319.91
TOTAL CASH RECEIVED FY 2019	\$195,481.22
TOTAL CASH RECEIVED FY 2020	\$233,675.44
TOTAL CASH RECEIVED FY 2021	\$268,340.40
TOTAL CASH RECEIVED FY 2022	\$316,307.14
TOTAL CASH RECEIVED FY 2023	\$233,160.67
TOTAL LIFE TO DATE	\$2,952,424.26

FY 2023	06/30/22	appropriation	transfer	01/31/23
RESERVED FOR OPEN SPACE	\$13,161.40	\$27,469.00	\$0.00	\$40,630.40
RESERVED FOR HISTORIC RESOURCE	\$102,495.37	\$27,469.00	\$0.00	\$129,964.37
RESERVED FOR COMMUNITY HOUSING	\$154,176.00	\$27,469.00	\$0.00	\$181,645.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UNDESIGNATED FUND BALANCE	\$740,643.99			\$821,309.85
TOTAL	\$1,010,476.76	\$162,407.00	\$0.00	\$1,253,549.62

FY 2023	07/01/22 BUDGETED	EXPENDED	01/31/23 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$6,867.00	\$2,322.60	\$4,544.40
EXPENSE BUDGET	\$6,867.00	\$70.20	\$6,796.80
LONG TERM DEBT PRINCIPAL	\$20,000.00	\$20,000.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$0.00	\$0.00	\$0.00
LONG TERM DEBT INTEREST	\$8,950.00	\$8,950.00	\$0.00
SHORT TERM DEBT INTEREST	\$0.00	\$0.00	\$0.00
SUB-TOTAL	\$42,684.00	\$31,342.80	\$11,341.20
ARTICLES			
NIAGRA FIRE HOUSE PHASE 4	\$11,073.14	\$8,520.20	\$2,552.94
HOUSING PRODUCTION	\$0.00	\$0.00	\$0.00
NIAGARA HALL RECORD PRESERVATION	\$6,317.36	\$0.00	\$6,317.36
DIGITIZATION OF HINDY ROSENFELD COLLECTION	\$161.06	\$0.00	\$161.06
PRESERVATION & REHAB H.F. WALLING MAP	\$600.00	\$0.00	\$600.00
MEMORIAL FIELDS IMPROVEMENTS PROJECT	\$49.99	\$0.00	\$49.99
PRESERVATION & REHAB H.F. WALLING MAP	\$52.20	\$0.00	\$52.20
MILLIS HS DUGOUT PROJECT	\$0.00	\$0.00	\$0.00
SOUNDPROOF PICKLEBALL/TENNIS	\$1,998.85	\$0.00	\$1,998.85
OAK GROVE FARM TRAIL IMPROV. PROJ	\$16,900.00	\$386.98	\$16,513.02
SUB-TOTAL	\$37,152.60	\$8,907.18	\$28,245.42
TOTAL OPERATING BUDGET & ARTICLES	\$79,836.60	\$40,249.98	\$39,586.62

2023 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 2023, 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 2023. 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.

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, the Conway School of Landscape Design, Inc., created a publication entitled, "A Plan for Public Lands in Millis, Massachusetts" for some of the Town-owned properties. This report presents three frameworks to guide the Town's land use decision-making process. These frameworks are designed to help Millis make informed decisions about how and where to prioritize conservation or development throughout the town. This publication can be viewed on the Conservation Commission's web page at:

https://www.millisma.gov/sites/g/files/vyhlf901f/uploads/conway_school_plan_for_public_lands_final_rec_4-20-2023.pdf

It is also available in hard copies in various locations throughout Town Hall and the library.

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. Also, as part of ongoing outreach, the Commission created a brochure entitled, "Living with Wetlands, A Guide to Wetland Protection Laws in Millis" which was mass mailed to Millis residents.

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
Carol Hayes, Vice Chair
Edward Chisholm
Christine Gavin

John Steadman
Scott McPhee
David Larsen
Camille Standley, Administrative Assistant

The Council on Aging is pleased to present its 2023 Annual Report to the residents of Millis. The Millis Council on Aging (COA), located on the lower level of the Veterans Memorial Building, provided a variety of programs, events, and support services to help meet the social, emotional, health and economic needs of Millis residents, age 60 and older. The COA provided a monthly newsletter and calendar of activities, transportation for older adults and persons with disabilities, hosted the local HESSCO home delivered meals program, offered information and referrals to human services organizations, provided counseling on Medicare with the SHINE program, and assisted with applications and guidance on a variety of federal, state, and local programs including Senior Property Tax Work-Off, Fuel Assistance, SNAP (Food Stamps), Millis Public Housing, MassHealth, and The Millis Fund.

Anne-Marie Gagnon joined the Town of Millis as Council on Aging Director on August 1, 2023, following the retirement of Patricia Kayo who served as Director for over 17 years. The Council on Aging will be forever grateful for Ms. Kayo's tireless dedication and commitment to providing excellent services and programs to the thousands of older adults and families she served during her tenure. In November, Lisa Kirby was hired as Senior Services/Outreach Coordinator, a position that was granted ten additional hours for Fiscal Year 2023, from 25 to 35 hours per week, to better support the community's needs. The Council on Aging was also supported by a part-time Department Assistant, a part-time Dispatch/Receptionist, three drivers, volunteers, and a seven-member Council on Aging Board appointed by the Town Administrator. COA Board members provided guidance and worked as community ambassadors in identifying needs. The COA Board and staff worked together to promote healthy and supportive aging of Millis residents. In 2023, the COA Board and the Millis Select Board awarded the First Annual Lansing Millis Legacy Award to Herbert Lannon, Jr. for his exemplary volunteer service to older adults and to the Millis community.

In 2023, the Senior Center and Senior Fitness Room hours were Monday, Tuesday, and Wednesday from 8:30 a.m. to 4:00 p.m., Thursdays 8:30 a.m. until 2:00 p.m., and Fridays 8:30 a.m. to 12:30 p.m. Activities included daily fitness classes, presentations on topics such as frauds and scams, economic security, history, Medicare, music, art, floral design, science, and crafts. Bingo was offered monthly in addition to games groups and cribbage. Visitors helped themselves to books in the Senior Center library area and puzzles in the extensive collection, took advantage of the meeting room with a large flat screen television and piano, the fitness room with an elliptical, treadmills, stationary bikes and seven-piece hydraulic circuit system, a newly designed sewing and crafting room, and a drop-in room with complimentary coffee and pastries.

According to the COA's MySeniorCenter database, 668 Millis residents visited the Senior Center for a variety of reasons in 2023, including outreach services, Medicare counseling, presentations, exercise programs, lunch, or to just drop-in, totaling 25,151 interactions. The COA's two vans and sedan traveled 8,121 miles making 910 trips to medical appointments, shops, grocery stores, and other destinations.

The COA was supported with funding from the Town of Millis, the Massachusetts Executive Office of Elder Affairs, the Millis Cultural Council, and the Friends of the Millis COA Inc., a private non-profit organization that raises monies through a variety of events, suggested dues and donations from individuals, and proceeds from Candy's Corner to support many programs and exercise classes at the COA.

The COA was also supported by a strong cadre of volunteers who provided the energy to make the following programs possible: transportation to medical appointments and shopping, blood pressure clinics, newsletter mailings, computer tutoring, line dancing, crafty ladies, and bingo to name a few. These dedicated individuals

were honored in the Spring at the annual Volunteer Recognition Luncheon. Other groups that assisted the COA to meet its mission of helping Millis' older adults age well in the community were the Millis Police and Fire Departments, Town Hall Employees, the Millis DPW, the Millis Public Library, the Millis Recreation Department, Roche Brothers, Shaw's Supermarket, Blue Moon Café, Country Kitchen, Lovin' Spoonfuls, Main Street Podiatry, Millis Community Media, Millis community service students, and the local Girl Scout Troops.

Respectfully submitted,
Anne-Marie Gagnon, MSW
Council on Aging Director

Council on Aging Staff

Director: Anne-Marie Gagnon, MSW
Senior Services/Outreach Coordinator: Lisa Kirby
Dispatch/Receptionist: Rochelle Bunt
Department Assistant: Andrew Lizardi
Drivers: Robert Daly, Herbert Lannon, Jr., John McBrien

Council on Aging Board Members

Chairperson: Meredith St. Sauveur
Vice Chair: Herbert Lannon, Jr.
Secretary: Elizabeth Derwin
HESSCO Representative: Elizabeth Derwin
Members: Joyce Boiardi, William Brown, Helen Daly, Carol Maloof

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 2023 the Millis Cultural Council awarded fourteen grants totaling \$8,456 for cultural programs in Millis. The MCC received twenty-three grant applications with a total request of \$16,585 for 2023, with thirteen applicants from the town of Millis. Of the awarded grants, eleven were from Millis, receiving 74% of our granted funds. 100% of the grant funds funded activities right in Millis.



The 2022 Millis Cultural Council grant recipients were:

- Amy Adams, "Painting Venus" - \$500
- Cynthia Arguijo, "Mural Senior Project" - \$300
- Davis R. Bates, "A Celtic Celebration Performance for Seniors" - \$450
- Charles River Chorale, Inc. - "Charles River Chorale Spring Concert" - \$1,000
- Charles River Sinfonietta, Inc. - "Performing Chamber Music for Millis Cable TV Stations and Live Concerts at Millis Public Library" - \$750
- Amany Ferrimy - "Screen Printing Senior Project" - \$300
- Friends of Niagara Firehouse, Inc. - "Niagara Coffee Haus 2023 Concert Series" - \$900
- Scott Martell - "Magic Show by Scott" - \$400
- Pamela Means - "The Power of the Protest Song: Our Shared History and Present Day" - \$850
- Theatre Group of Millis, Inc. - "Spring Broadway Musical - Mary Poppins" - \$656
- Town of Millis Recreational Department - "Summer Concert Series" - \$600
- Town of Millis Public Library - "Paint Party with Tatiana Keating" - \$600
- Kayla Walsh - "Selkie (Senior Project to Support METG Competition)" - \$350
- Robert Zammarchi - "Yellow 45" - \$800



The Millis Cultural Council hosted its annual visual and performing arts exhibit at the Millis Public Library on June 17, 2023 entitled “The Art of Living”. Over 20 local visual artists presented work at the event and at multiple live musical acts performed outside the library under a big tent on the green during the afternoon event. This event was particularly memorable for a great turnout despite a deluge of rain in a record rainy year! Photographs of the event follow the report.

Millis Cultural Council continued to fund and assist with 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 former Member Robert Zammarchi.

Member Robert Zamamrchi rotated off the Cultural Council in late 2023. Member Amy Cohen became Clerk. We welcomed new members Nuala Barner and Judy O’Gara in 2023.

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 2023 Millis Cultural Council Members:
 Jen Zarutskie, Chairperson - 140 Causeway Street
 Melany Ferrimy, Treasurer - 2 Rolling Meadow Drive
 Amy Cohen, Clerk - 190 Village Street
 Meaghan Quilop, Member - 260 Plain Street
 Lelia Tenreyro-Viana, Member - 87 Key Street
 Edward Ginn, Member - 24 Glen Ellen Boulevard
 Nuala Barner, Member - 2 Acorn Place
 Judith Dorato O’Gara, Member - 63 Van Kleeck Road



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, (1) PFAS Treatment Plant (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 2023:

- As part of the town's Annual Catch Basin Cleaning Program, (1,128) catch basins were cleaned, and 208 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, and Prospect Hill Cemetery.
- The Department responded to 12 snow emergencies.
- Reconstructed / Replaced catch basins and manholes: on Main Street, Exchange Street, Village Street. The Town also replaces / reconstruct all catch basins, manholes and water gate boxes as part of all paving projects.
- The following streets were paved with Chapter 90 Funds/Town Meeting appropriations: Plain Street from Main Street to Village Street, Auburn Road from cemetery entrance to Main Street, Village Street from Pleasant Street to Acorn Street, Spring Street from Plain Street to Village Street. A total of 11,230 feet of roadways were paved this year.

- Replacement and the installation of sidewalk was done on Pleasant Street 4,600 feet.
- As part of the MassDEP requirements for testing of PFAS, the Water Department continued testing all Millis wells in 2023.
- In July of 2023, a new treatment plant was put online to remove PFAS from wells 1 and 2 at the D'Angelis Water Treatment Plant (WTP), located at 7 Water Street.
- At the November annual town meeting 7.1M dollars was appropriated for the construction of a new PFAS plant for well #3 located off Birch Street.
- The Water Department made repairs to the following water breaks: Village Street, Walnut Hill Road, Stoney Brook Village, Emerson Place.
- Water Department crews replaced (3) 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, 2023, to September 30, 2023.
- 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 2023
- 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.
- 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 FY23. The investigation resulted in a small amount of II that will need to be addressed in upcoming years.
- The DPW took ownership of a 2023 Vactor/Jet, this vehicle will be used by the four departments in servicing the public.

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 September 30th. The facility received (382) tons of municipal solid waste, (29) tons of scrap metal, (166) tons of commingled recyclables and paper, (4) tons of TV's and electronics for recycling, and (45) tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately (600) 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 2023, losing member Christy Lagos. We thank Christy for her participation, for her unique contribution to the committee, and for her service to the Town. The EDC gained a new member, Jonathan Sussman, and looks forward to enjoying his talents and energy.

Among the issues handled by the EDC are:

The MassDOT Complete Streets Funding Program

Having successfully complete the application process for the Complete Streets Funding Program, the Committee worked with consultant BETA Group and a Complete Streets Core Group, made up of both Millis Town staff and members of the community, to create a list master list of 20 sidewalk and street safety projects and improvements. The Committee, together with Police Chief Christopher Soffayer, Fire Chief Richard Barrett and DPW Director James McKay, prioritized the project list based upon safety concerns, financial costs, and additional potential grant options. The top priorities include the redesign of two dangerous intersections, sidewalk completion for Plain Street between Main Street and the public-school campus, a redesign of the Main Street/Exchange St. intersection, and the installation of detectable warning pads for sidewalk ramps along Main St. The Committee was able to secure \$433,125 in capital funding from the Complete Streets program towards these projects.

Earmark for the Creation of a Downtown Business Improvement District

Early in the year the Town was awarded \$170,000 from Chapter 268 of the Acts of 2022, Economic Development Bill Earmark of 2022, "for the creation of a downtown business improvement district in the town of Millis." The Committee created a referral for proposals for the funding. The RFP is expected to be published in early 2024.

Exchange Street Parking

Millis' Select Board asked the Committee to hold a public meeting for the business owners on Exchange St. who were concerned with the lack of street parking spaces at peak hours. Two stores have found that their customers, who only need a short parking time for food pick up, cannot find parking near their establishments at certain times of the day. The Police and Dept of Public Works attended the meeting. It was decided that the Town will paint "15-minute Parking Only" on one space in front of each of the stores.

Respectfully submitted:

Nicole Riley, Chair
Nate Maltinsky, Vice-Chair
Craig Schultze, Select Board Liaison
Loring Barnes, member
Amanda Borgman, member
Matt Iorlano, member
Jonathan Sussman, 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.

Community Energy Aggregation: Known as eMPowerMillis, this program gives Millis's electric power consumers the ability 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. 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.

Millis Rates: in effect from January 2023 through November 2025

Millis Regular (Default) \$0.1617;
Millis Basic \$0.1578;
Millis Plus Voluntary 100% Green \$0.1728

Green Communities Competitive Grant: This year, the Town's Green Communities Competitive Grant was smaller than in years passed. As most Green Communities have discovered, after several years the highly productive investments disappear. However, this year a beneficial project was found for the Village St sewer pump facility, which will receive a new heating and air conditioning system through a heat pump. This \$11,236 project will receive \$5,450 in Green Communities funds and \$2,500 in rebates from the utilities. It will save 341 therms of natural gas annually.

Net-Zero Energy: The committee members had several discussions regarding a Net-Zero policy for the Town. A policy statement was drafted and put forward to the Town Meeting.

It states:

"Greenhouse gas content of our atmosphere has increased alarmingly as a result of human activities with negative impact on our climate as evidenced by rising temperatures, rising sea level and ocean acidity, increased flooding with more intense and frequent storms, droughts, forest fires, other unpredictable weather patterns and increased health risks.

Therefore, the Town of Millis supports a goal of eliminating or offsetting all greenhouse gas emissions originating in the Town by the year 2050 or earlier (known hereafter as the Net Zero 2050 goal); and encourages the Select Board, all Town Boards and Committees, and residents and businesses to take action in the furtherance of Millis' Climate Goal by developing a Net Zero Action Plan by March 2024 that outlines specific strategies and sets measurable, attainable and realistic interim targets aligned with State and Federal goals, roadmaps and incentives; or do or act anything in relation thereto."

The article passed at Town Meeting, May 3rd, 2023

Climate Leaders: The Green Communities program is evolving into a more robust version with an objective to bring Massachusetts's communities into alignment with the state's Net-Zero Emissions by 2050 Policy. Through the Energy Committee the Town will work to achieve the Climate Leaders designation. Toward the end of 2023 the Committee began working on achieving that designation.

Respectfully submitted:

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

FINANCE COMMITTEE 2023 ANNUAL REPORT

During the calendar year 2023 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 Monday, May 3, 2023, which included the Fiscal Year 2024 (FY24) budget, the FINCOM held public meetings nearly every week from February until Town Meeting. FINCOM received presentations from various municipal department heads and Millis School Committee 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, the Enterprise Fund Advisory Committee, the Community Preservation Committee, and the Charter Review Committee. 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 and can be accessed online at the website [millisma.gov](https://www.millisma.gov) or <https://www.millisma.gov/finance-committee>

There were twenty articles for the 2023 ATM vote. The most notable were Article 4 which called for a transfer from Free Cash in the amount of \$538,697 and Article 5 which called for a transfer from the Stabilization Fund in the amount of \$400,000 both to be used for supplemental funding for the School Department. The School Department presented this to FINCOM prior to the town meeting and stated there would be a budget shortfall greater than \$1,000,000 and required additional funds to make up the deficit. The Town Meeting approved both articles. The FINCOM was advised that The School Department will have a significant deficit in the Fiscal 2025 budget.

FINCOM members during ATM were:

Pete Berube, Chairperson - Jodie Garzon, Vice Chairperson - Peter Underhill, Clerk
Joyce Boiardi - Jonathan Loer - Michael Krone - Cathy MacInnes - Sara Reyes - John Steadman

FINCOM also held a Fall Town Meeting on November 6, 2023. Meeting minutes and materials can be accessed at <https://www.millisma.gov/finance-committee> There were 12 articles for Fall Town Meeting (FTM) vote. The FTM contained mainly budget adjustments, discretionary spending from available funds or borrowing and capital expenditures. Article 4 was most noteworthy.

Article 4: Water Treatment Plant – PFAS. Millis' water supplies contain per- and polyfluoroalkyl substances (PFAS). PFAS are manmade chemicals that federal and state agencies mandated be removed once they are detected above a specified threshold. This article authorized appropriation of up to \$7,100,000 for construction of an advanced water treatment plant at well 3. It should be noted that the town anticipates receipt in federal funding to off-set this cost. The FINCOM voted unanimously in favor of Article 4.

FINCOM members during FTM were:

Pete Berube, Chairperson - Jodie Garzon, Vice Chairperson - Peter Underhill, Clerk
Joyce Boiardi - Jonathan Loer - Michael Krone - Cathy MacInnes - Sara Reyes - Jen Zarutskie

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for Fiscal Year ending June 30, 2023.

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

Fiscal Year 2023 was a time of change and transition for the Finance Team. During Fiscal Year 2023, the team was able to work through the departure of the former Payroll Administrator, Debra Broe while recruiting her replacement. During this time, Lisa Morin took on dual roles of Town Accountant and Payroll Administrator. Lisa is to be commended for her outstanding commitment to the Town of Millis and her ability to work tirelessly through very challenging times.

I would like to thank the staff in the Treasurer/Collector's Office and the Assessor's Office for their continued hard work and dedication to the town during this transition period.

I would like to especially thank all of the Finance Team 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 MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2023**

	<u>GOVERNMENTAL FUND TYPES</u>				<u>TRUST AND AGENCY</u>	<u>GENERAL LONG-TERM DEBT</u>	<u>TOTAL (MEMORANDUM ONLY)</u>
	<u>GOVERNMENTAL FUND TYPES</u>		<u>FIDUCIARY FUND TYPE</u>				
	<u>GENERAL</u>	<u>SPECIAL REVENUE</u>	<u>CAPITAL PROJECTS</u>	<u>ENTERPRISE</u>			
<u>ASSETS</u>							
INVESTED CASH RECEIVABLES	\$ 7,643,111.63	\$ 4,896,337.11	\$ 3,120,511.40	\$ 1,935,613.98	\$ 3,086,175.17		\$ 20,681,749.29
PROPERTY TAXES	\$ 781,097.79						\$ 781,097.79
TAX RECEIVABLES/CLOSURES	\$ 716,358.46						\$ 716,358.46
TAXES IN LITIGATION	\$ 201,821.33						\$ 201,821.33
MOTOR VEHICLE EXCISE	\$ (60.00)	424,620.28		510,368.36			\$ 934,938.64
DEPARTMENTAL							\$ -
SPECIAL ASSESSMENTS							\$ -
DUE FROM OTHER GOVERNMENTS							\$ -
STATE DEBTS PROVIDED FOR							\$ -
AMOUNTS SET ASIDE FOR RETIREMENT OF DEBT/TOWN							\$ -
AMOUNT TO BE PROVIDED BY STATE							\$ -
TOTAL ASSETS	\$ 9,344,339.23	\$ 5,320,957.39	\$ 3,120,511.40	\$ 2,445,982.34	\$ 3,086,175.17	\$ 40,675,000.00	\$ 63,992,965.53
<u>LIABILITIES</u>							
WARRANTS PAYABLE	\$ 601,508.96						\$ 708,088.52
WITHHOLDINGS	\$ 386,450.47			8,108.66			\$ 386,450.47
UNCLAIMED ITEM/SAILINGS							\$ -
MISCELLANEOUS LIABILITIES							\$ -
BANS PAYABLE							\$ -
GRANT RECEIVABLES							\$ -
PERFORMANCE DEPOSITS							\$ -
FISH & GAME							\$ -
EXCISE TAX CLEARING							\$ -
RESERVE FOR ABATEMENTS & EXEMPTIONS	\$ 166,124.37						\$ 166,124.37
DEFERRED REVENUE	\$ 1,535,103.23	\$ 424,620.28		\$ 510,368.36			\$ 2,470,091.87
GENERAL OBLIGATION DEBT PAYABLE							\$ -
NOTES PAYABLE							\$ -
TOTAL LIABILITIES	\$ 2,651,483.76	\$ 504,068.97	\$ 7,715,108.66	\$ 632,491.90	\$ 4,777.67	\$ 40,675,000.00	\$ 50,115,931.95
<u>FUND EQUITY</u>							
RESERVED							\$ 391,366.85
CONTRIBUTES	\$ 138,677.64						\$ 2,456,988.37
EXPENDITURES	\$ 1,112,669.60			\$ 253,309.31			\$ 1,080,765.24
APPROPRIATION	\$ 996,656.77			\$ 347,630.00			\$ 597,699.59
DEBT (PREMIUM)							\$ -
EXTRAORDINARY/UNFORSEEN CAPITAL	\$ 597,699.59						\$ -
DESIGNATED							\$ -
APPROPRIATION DEFICITS							\$ -
OTHER PURPOSES-FINAL COURT JUDGEMENT							\$ -
TOTAL FUND EQUITY	\$ 6,692,655.46	\$ 4,616,888.42	\$ (2,594,588.26)	\$ 1,920,493.44	\$ 3,081,397.50	\$ 40,675,000.00	\$ 13,877,033.36
TOTAL LIABILITIES AND FUND EQUITY	\$ 9,344,339.23	\$ 5,320,957.39	\$ 3,120,511.40	\$ 2,445,982.34	\$ 3,086,175.17	\$ 40,675,000.00	\$ 63,992,965.53
PROOF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2023**

	OTHER SPECIAL REVENUE
ASSETS	
INVESTED CASH	\$ 4,896,337.11
RECEIVABLES	
DEPARTMENTAL	\$ 424,620.28
DUE FROM OTHER GOVERNMENTS	
STATE/FEDERAL	
SPECIAL ASSESSMENTS	
TOTAL ASSETS	<u>\$ 5,320,957.39</u>
LIABILITIES	
WARRANTS PAYABLE	\$ 79,448.69
DUE TO OTHER GOVERNMENTS	
OTHER LIABILITIES	
DEFERRED REVENUE	\$ 424,620.28
TOTAL LIABILITIES	<u>\$ 504,068.97</u>
FUND EQUITY	
RESERVED	
ENCUMBRANCE	-
EXPENDITURES	\$ 996,656.77
DESIGNATED	-
UNDESIGNATED	\$ 3,820,231.65
TOTAL FUND EQUITY	<u>\$ 4,816,886.42</u>
TOTAL LIABILITIES & FUND EQUITY	<u>\$ 5,320,957.39</u>

PROOF \$ -

**TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2023**

	<u>CAPITAL PROJECTS</u>
ASSETS	
INVESTED CASH	\$ 3,120,511.40
DUE FROM OTHER GOVERNMENTS STATE/FEDERAL	
TOTAL ASSETS	<u>\$ 3,120,511.40</u>
LIABILITIES	
WARRANTS PAYABLE	\$ 8,109.66
BANS PAYABLE	\$ 5,707,000.00
DEFERRED REVENUE	
TOTAL LIABILITIES	<u>\$ 5,715,109.66</u>
FUND EQUITY	
RESERVED	
EXPENDITURES	
UNRESERVED	
DESIGNATED	\$ (2,594,598.26)
OTHER PURPOSES	
TOTAL FUND EQUITY	<u>\$ (2,594,598.26)</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 3,120,511.40</u>

PROOF \$ -

**TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET--ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2023**

	SEWER ENTERPRISE	WATER ENTERPRISE	STORMWATER ENTERPRISE	TOTALS
ASSETS				
INVESTED CASH	\$ 489,576.82	\$ 606,464.57	\$ 839,652.59	\$ 1,935,613.98
RECEIVABLES	\$ 185,768.52	\$ 235,339.98	\$ 89,259.86	\$ 510,368.36
TOTAL ASSETS	<u>\$ 675,345.34</u>	<u>\$ 841,824.55</u>	<u>\$ 928,812.45</u>	<u>\$ 2,445,982.34</u>
LIABILITIES				
WARRANTS PAYABLE	\$ 593.06	\$ 14,065.65	\$ 464.83	\$ 15,123.54
DEFERRED REVENUE	\$ 185,768.52	\$ 235,339.98	\$ 89,259.86	\$ 510,368.36
TOTAL LIABILITIES	<u>\$ 186,361.58</u>	<u>\$ 249,405.63</u>	<u>\$ 89,724.69</u>	<u>\$ 525,491.90</u>
FUND EQUITY				
RESERVED FOR:				
ENCUMBRANCE	\$ 24,265.56	\$ 166,543.33	\$ 62,500.42	\$ 253,309.31
EXPENDITURES	\$ 153,427.50	\$ 178,704.00	\$ 15,798.50	\$ 347,930.00
APPROPRIATION				
UNRESERVED	\$ 311,290.70	\$ 247,171.59	\$ 760,788.84	\$ 1,319,251.13
TOTAL FUND EQUITY	<u>\$ 488,983.76</u>	<u>\$ 592,418.92</u>	<u>\$ 839,087.76</u>	<u>\$ 1,920,490.44</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 675,345.34</u>	<u>\$ 841,824.55</u>	<u>\$ 928,812.45</u>	<u>\$ 2,445,982.34</u>
PROOF	\$ -	\$ -	\$ -	\$ -

**TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2023**

	<u>TRUST FUND</u>	<u>AGENCY FUND</u>	<u>TOTALS</u>
ASSETS			
INVESTED CASH	\$ 2,757,890.31	\$ 328,284.86	\$ 3,086,175.17
TOTAL ASSETS	<u>\$ 2,757,890.31</u>	<u>\$ 328,284.86</u>	<u>\$ 3,086,175.17</u>
LIABILITIES			
WARRANTS PAYABLE		\$ 3,899.67	\$ 3,899.67
MISCELLANEOUS LIABILITIES		\$ 878.00	\$ 878.00
PERFORMANCE BONDS			
FISH & GAME			
TOTAL LIABILITIES	<u>\$ -</u>	<u>\$ 4,777.67</u>	<u>\$ 4,777.67</u>
FUND EQUITY			
RESERVED			
EXPENDITURES	\$ 332.00		\$ 332.00
UNRESERVED			
DESIGNATED	\$ 2,757,558.31	323,507.19	\$ 3,081,065.50
OTHER PURPOSES			
TOTAL FUND EQUITY	<u>\$ 2,757,890.31</u>	<u>\$ 323,507.19</u>	<u>\$ 3,081,397.50</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 2,757,890.31</u>	<u>\$ 328,284.86</u>	<u>\$ 3,086,175.17</u>
PROOF	\$ -	\$ -	\$ -

MILLIS FIRE RESCUE DEPARTMENT 2023 ANNUAL REPORT



Mission Statement: The mission of the Milllis 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 Milllis 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 Milllis.

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 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.

Retirement: In 2023 Deputy Chief Andy Hladick retired from our department after 15 years of service. Deputy Hladick was instrumental in developing our departments training program and served on the Norfolk County Technical Rescue Team. His leadership and professionalism will be missed, we wish him well and thank him for his service to the residents of Milllis.



Incident: On May 24, 2023, the Department responded to Stonybrook Dr for a reported structure fire. On arrival there was visible smoke and fire showing from the 3rd floor. The Department responded with the 4 on duty Firefighter/EMT's & Chief. On arrival crews found a building with 32 apartments and 75 residents fully charged with smoke on all 3 floors with heavy fire on the 3rd floor. The crew, while trying to get hoses in place to extinguish the fire worked with our Police department to get all the residents evacuated. A second alarm was sounded and our Ladder truck, Ambulance and Engine 1 all responded with off duty and on call members. Members rescued 18 animals and worked closely with our animal control officer to try and resuscitate 3 others that sadly passed away.



A temporary shelter was set up for the residents at Town Hall. Our Police Department along with our School Department provided transportation to the shelter. Our Town Hall employees set up the shelter, provided food and worked with the Millis Fund to help house some of the residents in hotels. Our DPW was on scene and in communication with the Chief on water supply and any other needs. With all this going on there were no injuries or casualties.

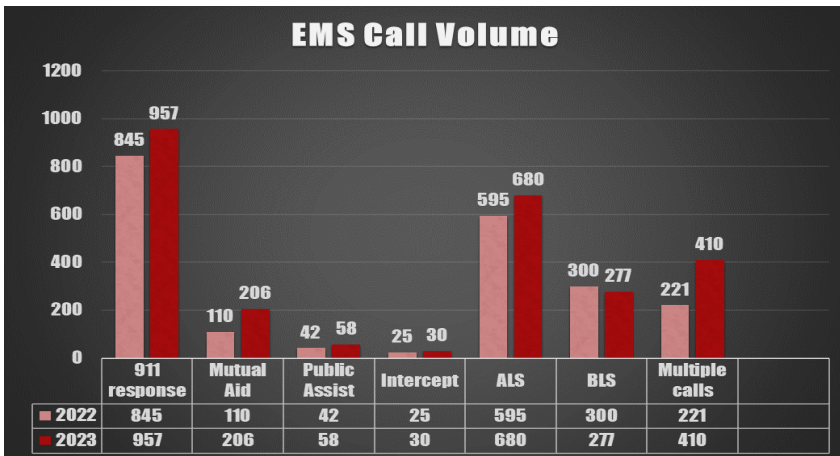
This was a great accomplishment for all the employees of the Town of Millis. I want to thank all the employees who were part of this incident and share my gratitude with you all.

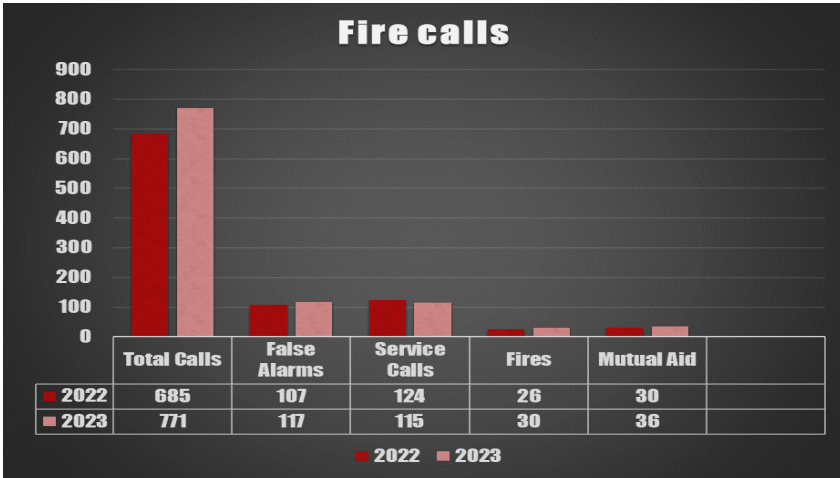
Department Growth:

The Fire Rescue Department continues to grow as does our community and we will continue to ensure that we have 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. In 2023 we hired an additional 3 new call firefighters, Ryan Smith, Damian Benitez and Sean Kubacki. These new members were enrolled in the Mass Fire Academy’s Call/Volunteer Recruit Academy and are scheduled to graduate in early 2024.

Department Call Volume:

In 2023 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 be more available to assist our mutual aid partners. We respond to Medway, Norfolk, Medfield mutual aid and provide ALS intercepts to Sherborn and Holliston. In 2023 we had 771 Fire Department responses as well as 957 Medical Responses for a total call volume of 1,728 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

Group A

- Lt. Chuck Bishop
- FF/P Brian Polimeno
- FF/P Jason Wilson
- FF/P Chris Emswiler

Group B

- Lt. Bill Schulz
- FF/P Steve Tyner
- FF/P Joe Sullivan
- FF/B Paul Shaw

Group C

- Lt. Rob Conrad
- FF/P Cam Wenzel
- FF/P Alan Wallace
- FF/B Matt Hendon

Group D

- Lt. Mike Scotland
- FF/P Jason Kelley
- FF/P Will SantaFe
- 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/EMT Ryan Deasy
- FF/EMT Tim Smith
- FF/EMT Bret Mathews
- FF Kyle Mee
- FF/EMT Ryan Smith
- FF/EMT Damian Benitez
- FF Sean Kubacki

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 2024 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.



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 Barnett

Fire Chief

The Millis Historical Commission

2023 Annual Report

The Millis Historical Commission is a municipal agency of the Millis Town Government. The six members, as well as additional associate members, are appointed as volunteers by the Millis Selectboard. They also work closely with the Massachusetts Historical Commission. Town members serve to identify, advocate, and develop the plans necessary to preserve these historical assets. Successful work allows for utilization of these merited locations and the proper preservation of the history of the Town of Millis.

Commission Members: Nathan Maltinsky (chairman), Mitch Bobinski, Joanne Gannon, Jacqueline Graci, Marc Pruffer

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

Niagara Fire Engine House:

There were several events held at Niagara this past year. We had two Millis residents join in wedlock in a beautiful ceremony held upstairs. We also hosted a wedding shower for one of our commission member's daughters on the main floor of Niagara. The building looked charming with flowers and decorations placed around the room. The commission is planning to set up regular museum hours to display many of our historic artifacts on both floors of the building.

Santa Parade:

The commission participated once again in the Santa parade in December. The Niagara hand tub and hose reel were presented. The parade was well attended by many Millis citizens, young and old, on a cool December evening. Despite losing one of the brass hubs to Niagara the crew had a wonderful evening representing the commission. Thankfully the fire department retrieved the rolling hub and returned it to Niagara.

Niagara Coffee Haus:

The Niagara Coffee Haus concert series has continued to flourish, with a wide variety of musical acts, entertaining everyone who attended. All the shows were well attended. A show was added in December to benefit the Millis Fire Department. Chief Barrett graciously accepted a donation of over a thousand dollars in honor of The Firefighter's Association.

Senior Project:

The commission assisted Millis High School senior Shea Ferrantino, along with his high school advisor Brian Kraby, with multiple tours of the historic sites around Millis in May. The event was well attended by Millis and surrounding communities' residents. Through Shane's efforts, he was able to raise over \$900 for new historic trail signs to be placed in Millis at its historic sites.

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. 2027

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. 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.

This year the Millis Housing Authority is partnering with TriCounty to have their students build a beautiful gazebo for our residents to enjoy. We will also work once again with ABCD for the final phase of the installation of minisplit heat and AC units in our family units located on Daniels Street.

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.
- 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 the communication of best practices to be employed by town employees. The department is responsible for delivering 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 be 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's prime objective is to implement core technologies that support municipal operations and recommend 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 initiatives aimed at realizing our technology objectives and achieving a more resilient infrastructure including:

Dedicated IT Director

In the past, the Town addressed its Information Technology requirements through shared resources and external support services. However, upon evaluating the department's capacity to support staff, oversee technological projects, and ensure adherence to relevant laws and regulations, it was determined that a shift in approach was necessary. Consequently, the proposal to transition the IT Director role into a full-time dedicated position for improved municipal operations was put forth and endorsed by the Select Board. With the first ever dedicated IT Director, the department has increased capacity to oversee and manage technology projects, identify potential emerging needs, and more efficiently address staff concerns in person.

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

What a busy and fun year at the Millis Public Library! The Library kept a focus on its mission to inspire lifelong learning and build community by providing a safe and 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. What did that look like this year?

- Hosted 514 programs for a wide variety of ages and interests, 11% more than 2022
- Welcomed a total of 9,851 community members to these programs, a 19% increase from 2022
- Presented the annual Millis Reads program around the novel “The Violin Conspiracy” by Brendan Slocumb. Along with book discussion events, the program included a string trio performance, and a very successful author visit and lunch, with over 60 people participating.
- Saw over 63,000 visitors in the Library building, a 20% increase from 2022
- Facilitated nearly 130,000 total checkouts of physical materials (including books, DVDs, books on CD, music CDs, magazines, tools & technology, and other unusual items). Physical circulation once again reached an all-time high, with a 2% increase from last year.
- Saw over 21,000 checkouts of downloadable materials (eBooks, eAudiobooks, online magazines, and streaming video), an 11% increase from 2022
- Celebrated 10 years in the “new” Library and 40 years since the founding of the Friends of the Millis Public Library with an Open House event, which brought in over 200 people
- Expanded the “Library of Things” to add Chromebooks, new board games, portable chargers, an induction cooktop, a radon detector, a mini projector, a pickleball set, and more
- Set up a digital library to provide online access to archived and digitized Town Reports and Millis High School Yearbooks

The Library building itself saw a long-awaited improvement, the completion of the first of two phases of a lighting repair and update project, which upgraded several areas of the building to LED lighting as well as switched the zones off of the obsolete lighting management system to a new, simpler system with wall switches.

The Library continued to creatively maintain the upkeep of library grounds in absence of a groundskeeping budget by engaging the community in volunteer cleanups, including most recently with strong and appreciated support from the Glen Ellen Garden Club.

Thank you to the small but mighty Library staff for all your hard work this year! Due to the arrival of two Library babies (Hi Luna and Mira!), we brought on Kaycee Conover to help fill in for two separate maternity leaves during the year. She continues to be a wonderful asset to the staff as an On-Call Library Assistant and Digital Archivist. We also welcomed an additional On-Call Library Assistant, Patsy Divver. Ms. Divver is familiar to many in town for her long-time role in developing young readers and library lovers as the (recently retired) Library Media Specialist at Millis High School. Rachel Silverman, our multi-talented Youth Services Librarian, took on the additional role of Interim Director, while the Director was out on maternity leave. 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, Libby Goodreau, Abigail Kaye, Karen Mortimer, Fatima Neville, and Terri Wickham.

Thank you also to the many volunteers who are involved with the Library in different roles. A special thanks to the Friends of the Millis Public Library, the fundraising arm of the Library, whose efforts make it possible for to offer so many engaging programs to the community, free of charge! 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!

Thank you to our Board of Trustees: Jennifer Farrar, Laura Satta, and Tricia Berube! These individuals offer up their time to help guide the Library in fulfilling its mission, meeting strategic goals, and using resources in the most effective ways possible.

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

Respectfully submitted,

Kim Tolson

The Millis Public Library and the Board of Trustees had a busy and exciting year working together in 2023 to serve our patrons. With a 20% increase in visitors over 2022 and double digit increases in usership of core programming and services, the Library was energized by renewed community engagement in a post pandemic world.

The Board of Trustees is thrilled the Library has been able to provide positive, impactful programming and services to our school-aged teens through the community host agreement funding, more commonly known as the marijuana impact funds. Our wonderful teen services assistant, Fatima Neville, a direct hire from these funds, grew programming in 2023, holding 20 programs for close to 200 teens on Thursday and Friday evenings. The Library was able to leverage these extended hours, as well as the additional Saturday hours in the Summer, to provide services, space and 63 additional programs to all patrons by staying open and staffed. The extended hours also enabled members of other Town departments and community organizations to reserve the Roche Bros. community room for their meetings. The Library hosted **more than 7300 visitors during the extended hours alone!**

The Board of Trustees is grateful for Town support of this initiative. We are dedicated to finding ways to continue these services long after the host agreement expires. What the Library has accomplished with these funds fulfills our chief 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.

Regarding materials, the Board of Trustees worked with our Library Director to update the Collection Development Policy for the Library, which better describes our current collection development priorities and outlines the process for responding to potential challenges to Library materials, and worked to further plans for setting up a digital library of archived materials. The Library also expanded our Library of Things to add Chromebooks, new board games, portable chargers, an induction cooktop, a radon detector, a mini projector, a pickleball set, and more. All this comes at a time when circulation is at an all-time high and digital downloads of online Library resources jumped 11 percent.

The Library's outreach increased this past year. Library Director Kim Tolson's development of The Millis Memory Cafe continued to grow in attendance and repeat participation. As noted recently in the Millis Medway News, this important program has served as a welcoming gathering for individuals and caregivers living through memory changes. Each event features a guest artist or performer, open conversation, and refreshments. We are proud of our Director's commitment to these services and additionally to the outreach efforts of the Director and our staff this year to meet our citizens where they are. This year the Library collaborated with the Council on Aging where members of our staff offered monthly Tech Time at the Senior Center. The Library looks forward to more outreach efforts across community organizations and services in the coming year.

The Board of Trustees, Library Staff and Friends of the Millis Public Library let shine our highly supportive relationships when we celebrated 10 years in our new building and the 40th anniversary of the Friends. We worked together for months to plan a thoughtful, well attended open house celebration in October and it was a blast. It was wonderful to reconnect with former Trustees, Friends, past Library Directors and community members. We'd like to extend a special thank you to Art Payne, our longest serving and founding Friend, for his leadership in planning this important milestone

event. We also give thanks to State Representative James Arena-DeRosa, State Senator Rebecca Rausch, MBLC Commissioner George Comeau, our Select Board, the Permanent Building Committee and many Friends and community members for not only celebrating this anniversary with us but also for investing your time, energy, and funding for this community institution. We look forward to welcoming you into these open doors for decades to come. Our Trustee efforts to maintain this beautiful building in downtown Millis through proactive maintenance and strategic capital investment are positioned to ensure it.

Our mission continues. Please come visit the library and consider getting involved. We have a variety of opportunities you can learn about at www.facebook.com/millislibrary or visit millislibrary.org. Sign up to receive the email newsletter. Participate in Millis Reads, our 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. This year's theme is the Language of Food and we have a full menu of interactive programming guaranteed to engage the culinary senses.

The Trustees would like to formally thank Director Kim Tolson, Youth Services Librarian Rachel Silverman, our fantastic, dedicated Library Staff of: Susan Alison, Rebecca Appelbaum, Kim Borst, Donna Brooks, Mary Carney-Philips, Kaycee Conover, Esther Davis, Patsy Divver, Libby Goodreau, Abigail Kaye, Karen Mortimer, Fatima Neville, and Terri Wickham; Library Volunteers; and the Friends of the Millis Public Library for their efforts over the past year. Our Staff in particular has gone above and beyond this past year in supporting one another. Their warmth and earnest efforts to serve our patrons is palpable and contagious. We Trustees are proud to be ambassadors and custodians of this pillar of our community and we encourage all to visit often and do the same.

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



Millis Local Emergency Planning Committee

On behalf of all the members of the Local Emergency Planning Committee I submit the Annual report for 2023. 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 2023 the LEPC worked closely with the Metropolitan Area Planning Council (MAPC) to update the Town's Hazard Mitigation Plan to assess its vulnerability to natural hazards and strategies to increase the Town's resilience.

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 Barnett

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	Sara Ward- Board of Health
Ann-Marie Gagnon-Millis COA	Erin Mallette-Animal Control

Millis MBTA 3A Advisory Committee

The Millis MBTA 3A Advisory Committee's mission is to prepare a MGL 40A/3A compliant bylaw for the Town Meeting. To that end the Committee has been working with the consulting services of the Metropolitan Area Planning Council to research and bring information to the Town's residents concerning this state-mandated zoning change.

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 multi-family housing can be built, by right, at a density of at least 15 units per acre. According to the law's requirements, Millis is considered an MBTA "adjacent" community and is required to provide the capacity for a minimum of 750 units of housing on at least fifty acres.

Nine members were appointed to the Committee by the Select Board in October of 2022. The membership includes residents from Millis as well as local business representatives. The Committee unfortunately lost one member when Dan Merrikin resigned early in the Fall. We thank Dan for his service and his unique contribution to creating the bylaw.

The Committee met six times during 2023. Meetings are open to the public and are broadcast live on Millis Community Media. A Town-wide event was held in February at Millis Middle/High School where residents heard details about the state requirements and were able to ask questions and voice their concerns. After that event, the Committee placed a survey on the Town's website allowing more residents to give their opinions on several issues related to creating a 3A bylaw.

The Committee's focus for the year was shaping the new overlying zoning districts to comply with the state's requirements. By the end of the year, the proposed zoning districts and the associated bylaw regulations had been drafted and ready for presentation to the Planning Board for further discussion in February 2024.

Respectfully submitted:

Jodie Garzon, Chair
Nicole Riley
Richard Barrett
Wayne Carlson
Craig Schultze
Owen Salerno
Madeline Yusna
Jeffrey Germagian



Millis Memorial Day Town Committee

The 2023 Memorial Day Committee is grateful for the support of the officials, Community organizations, townspeople of Millis and Thanks to the Millis High School Band members directed by Ms. Janice Norton,

Color Guard and Firing Squad are members of American Legion Post 208; AMVETS Post 495.

Line of March: Police, Fire, Grand Marshal, Selectman, Color Guard,, Purple Heart Veterans, American Legion, AMVETS, Veterans cars, Millis High School Band, Lions Club, Boy Scouts, Girl Scouts, Brownies and Cub Scouts.

Deceased Veterans passed away since last Memorial Day

Bernard T. Coffey, Army/Korea, J. Harold Crosby, Navy/ Korea, Herman F. Downing, Navy, Korea, Richard L. Fortier, Marines/Korea Constantino J. Greco, Army/Korea, Maurice C, Hothem, Air Force/Korea. Paul Howie/Army/Vietnam, Margaret E. Kerns, Air Force/Lebannon, Basil G. Leussis, Army /Vietnam, Daniel E. Lynn, Army/Vietnam David R. McCarter, Navy WWII, Korea John J. McMorrow Jr. Marine Corps /Vietnam, Paul D. Merrit, Navy/Vietnam, James J. O'Donnell, Air Force/Vietnam, Gerald Wolf, Navy/Vietnam.



**Norfolk County Registry of Deeds
2023 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026**

This year saw some significant milestones and achievements for the Norfolk County Registry of Deeds. We were proud to release our third volume of Notable Lands Records, titled "We Remember Our Veterans," in honor of the veterans of Norfolk County. Also, The Registry, in partnership with Quincy Access Television, achieved national recognition by winning the "Best of Experimental Access Center Professional" award at the 2023 Hometown Media Awards.

The release of the "We Remember Our Veterans" booklet was commemorated with an open house with keynote speaker Secretary of Veteran Service Jon Santiago. The third edition of Notable Lands Records is a tribute to the brave men and women of Norfolk County, from the Revolutionary War to present-day peacekeepers. The booklet features detailed stories of veterans all throughout the 28 communities that make up Norfolk County, including U.S. Navy Veteran, Legislator, and Diplomat John Kerry from Millis.

The "Best of Experimental Access Center Professional" award is given to individuals or teams who have demonstrated exceptional creativity, innovation, and impact in their work and was presented by the Alliance for Community Media Foundation for the segment "History Comes Alive, Norwood Town Hall," an extension of a History Comes Alive land record project at the Norfolk County Registry of Deeds.

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.

2023 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 2023, *the Registry collected approximately \$51.2 million dollars in revenue.* Out of that money, more than \$45.7 million was apportioned to the Commonwealth and more than \$5.4 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. Of that money in accordance with M.G.L. Ch. 64D Sect. 12(a) not less than 40 per cent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,363,400 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.

Oak Grove Farm Town Report 2023

Oak Grove Farm is an important piece of Millis' past and continues to play a big part in Millis today. Many residents enjoy the serenity and peace of the back trails and fields for daily walks, enjoying nature and all it has to offer. For others the property provides an area to enjoy recreational activities; to practice athletic skills, cross country ski, walk/jog the back trails or to join friends and play at the playground.

A bit of history of Oak Grove Farm; the land had been farmed by English settlers since at least 1677. In 1879/1880 the farm was purchased by Lansing Millis (the namesake of the town). He established a dairy farm on the property, and gave it the name "Oak Grove Farm". His family used the property as a summer residence until he converted the house into a boarding house for the farm workers. By 1893 the farm was reported to be the largest dairy farm in New England. The property changed hands a few times, but remained in use as a dairy farm for quite some time. In 1984, with a sale planned to a developer, the town purchased the property as one of the last open spaces near the town center. The Oak Grove Farm today consists of 108 acres including the athletic fields, playground area and all the back woods, wetlands and field areas. It does not include the farm house which is overseen by the Historical Commission.

An Oak Grove Farm trail improvement plan was initiated in 2022. Plans were submitted to CPC for funding for significant areas of improvement along Island Road, Ridge St., Orchard St., Exchange St. and the main Causeway that connects the front and back of the property. Planning for these trail renovations was done in cooperation with the Conservation Commission as OGF has wetlands that need to be protected. Trail renovations along Island Road, Ridge Street and parts of Exchange have been started, worked on and adjusted as the renovation needs arose. Island Road and Ridge Street are nearing completion. The main Causeway was fully completed in 2023. This work consisted of installing new drainage and pipes, laying down layers of new gravel and installing new boardwalks or wood chips in some areas. Trail Maps were developed and made for the trails throughout the property. These maps are posted at each parking lot. They are linked on the OGF web site. Trail marker posts were installed around the trails with designated numbers and colored discs for specific trail markings. Additional work will be along Exchange and Orchard Street.

Organized activities at Oak Grove Farm for the year 2023 included the following usage; Millis youth soccer, Millis High School cross country meets, Sparhawk Academy soccer and baseball, 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.

The Oak Grove Farm Commission's responsibility remains the same today as it has throughout the years, to continue to improve and maintain all areas of the farm so it may be safely enjoyed by all. Some of OGF maintenance is completed through the OGFC volunteer efforts or other's volunteer work. Other maintenance or improvement projects may need more specific skills, materials or equipment that require funds, some significant, to be spent. Oak Grove Farm has continued to work within their approved yearly town budget. We supplement that budget with fees collected through permitting of Oak Grove Farm usage. However, there may be certain usages that are not charged fees.

Respectfully submitted,

Oak Grove Farm Commission

John McAvoy Chairman Rob Elbery Steve Macinnes David Werner Sue McAvoy

During the past year, the Permanent Building Committee (PBC) has been focused primarily on the Feasibility Study for the Middle/High School. In this case, since the funding partner is the Mass School Building Authority (MSBA), we are required to form a School Building Committee. As key members of the School Building Committee (SBC), we have worked with school staff and members of the School Committee to meet the MSBA requirements.

In 2023 we hired an Owners Project Manager, Vertex, and went on to hire a Designer, Tappe Architects to work on the requirements of the Middle/High School Project for the MSBA. Both firms worked with the Town of Millis on the Clyde Brown School project and are busily working to meet the MSBA deadlines. The process of working with the MSBA is very detailed and time consuming.

We have continued our efforts to find contractors to give us bids to stabilize the Lansing Millis Train Station. We are close to being able to submit our funding proposal to the State during the first quarter of 2024.

Permanent Building Committee

Richard Nichols – Chair, Voting Member
Diane Jurmain – Vice Chair, Voting Member
John Larkin – Voting Member
James McCaffrey – Voting Member
Jeremy Stull - Voting Member
Jim Duffy – Non-Voting Member
John Proctor – Non-Voting Member

School Building Committee

Richard Nichols - Chair, Voting Member
Diane Jurmain – Vice Chair, Voting Member
Marc Conroy – Voting Member
Denise Gibbons – Voting Member
John Larkin – Voting Member
James McCaffrey – Voting Member
Jeremy Stull – Voting Member
Jim Duffy – Non-Voting Member
John Proctor – Non-Voting Member

2023 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 2023, 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; Emerson Place Subdivision; Rivendell Woods Subdivision.) The highlights included the Anthology of Millis Senior Living project close-out and facility opening; and a lumber mill business at 1375 Main Street where Collt Manufacturing was previously located.

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

The Planning Board extends its thanks and best wishes to Joshua Guerrero, for his service as an Associate Member, then full Planning Board member. His wealth of knowledge and expertise will be missed. The Board also thanks James McKay for his return to the Planning Board to complete Joshua's term.

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
James McKay, Member
Bodha B. Raut Chhetry, Member
George Yered, Associate Member
Camille Standley, Administrative Assistant

Millis Police Department

Millis Police Department 2023 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 who pass through. We believe law enforcement has certain values at its core. To fulfill 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, 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 the 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 including the Metropolitan Law Enforcement Council's (METROLEC) Investigative Services Unit, Crisis Negotiation Unit, Motor Unit, Special Weapons and Tactics (SWAT) Unit, and the DEA Task Force.

INVESTIGATIONS

The Investigators actively investigate past crimes; 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.



Millis Police Department

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 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.



Millis Police Department



- 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, and 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, training, informational sessions, and demonstrations. Offering such events will strengthen relationships by engaging will all groups, cultures, departments, and organizations. Our goal is to encourage a reciprocal flow of information between stakeholders, citizens, and police.



- This past year was our First Annual Stuff a Cruiser Food Drive. We filled several police cruisers thanks to the generosity of the community. All food was donated to the Millis Food Pantry.

Millis Police Department

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.



CUSTODY STATISTICS

Protective Custody	31
Assault & Battery Dangerous Weapon	3
Operating a Motor Vehicle with a Suspended License	21
Warrant Arrests	22
Domestic Assault and Battery	19
Operating Under the Influence	24
Possession of Class A drug	3
Possession of Class E drug	2
B&E Nighttime	2
A&B Over 60	3
Murder	1

ADDITIONAL STATISTICS

911 Calls	1,875
Unattended Deaths	16
Missing Persons	12
K9 Deployments	16
Fire/EMS Assists	428
Motor Vehicle Accidents	133
Traffic Stops	1981

Millis Police Department

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 who 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 concerning 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, the 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 in 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 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 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 jobs 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 researches and reviews grant solicitations regularly to help offset costs to our community for technology, equipment, staffing, and overtime.

In FY2024 we’ve received a total of approximately \$110,000 in grant funding for various programs and equipment including Bullet Proof Vest Grant, the Municipal Road Safety Grant, the 911 Training Grant, the 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.

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

MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

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

Ptl. Dale Bickford
Ptl. Brian Jewett
Ptl. Kevin Conley
Ptl. Colby Zitoli

Ptl. Paul Smith
Ptl. Angela Vongsavath
Ptl. Craig Thompson
Ptl. Tyler Angel
Ptl. Colby Roy

Det. Jason Gonzalez
Ptl. Robert Afienko
Ptl. Zachary Forsythe
Ptl. Matthew Sullivan

Detail Officers
William Dwyer
James Lopez

Communications Officers

Robin Cahill
John McLaughlin
Garin Eisele
Liana Lodola
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, Kris Fogarty, Director, Amanda Jarvis, Erin LeBlanc, Teen Program Coordinator, Sharon Locke, Pam Mustard, Paula Norton, Stephen Smith and Rose Sussman.

The Recreation Department received **Regional Community Impact of the Year Award** by the Massachusetts Recreation and Park Association. This award is given to a town or city that is a member of MRPA that has provided outstanding service and dedication to their community. The town or city will be nominated by someone in their MRPA region. Each region will be represented and will have a town or city given an award.

Erin LeBlanc, Teen Program Coordinator was named **Commonwealth Heroine Class of 2023** and was invited to the State House to accept award. This award recognizes the women across the state who make a difference in their community and volunteer endeavors. Ms. LeBlanc was nominated by State Representatives Marcus Vaughn and James Arena-DeRosa.

The Millis Rec Serves, a community service platform for local Middle and High School students that Erin LeBlanc spearheaded has grown by leaps and bounds. The program now has over 100 volunteers and clocked in over 700 hours of community service. The Department and the Millis Rec Serves were awarded a citation by State Representative Marcus Vaughn to congratulate everyone on this tremendous effort for our community.

Respectfully,
Kris Fogarty, Recreation Director



Millis Public Schools
2023 Annual Report

The Millis Public School District enjoyed a productive 2023 and is so appreciative to the Town of Millis for the support of our students and schools. At the May 2023 Town Meeting, voters approved utilizing \$538,697 in free cash and \$400,000 in stabilization funds in addition to a base budget of \$19,244,252 to help meet the needs of the schools for the 2023-2024 school year. Even with this generous support, Millis public schools had to cut \$729,357 from its level services budget proposal to balance the budget. This included eliminating 6.4 full time equivalent (FTE) positions in addition to significant salary and expense cuts. The town meeting vote to utilize an additional \$938,697 for the schools is indicative of the value placed on education by the residents of Millis. We hope and believe the Millis Public Schools provide a significant return on the investment by the town.

Over the last few years Millis Public Schools, like other Massachusetts school districts, have seen changing demographics. Comparative data from 2013 highlights some of these changes.

Millis Public Schools 2013-2014

Enrollment by Race/Ethnicity (2013-14)		
Race	% of District	% of State
African American	1.3	8.7
Asian	2.4	6.1
Hispanic	3.6	17.0
Native American	0.6	0.2
White	89.5	64.9
Native Hawaiian, Pacific Islander	0.3	0.1
Multi-Race, Non-Hispanic	2.3	2.9

Millis Public Schools 2023-2024

Enrollment by Race/Ethnicity (2023-24)		
Race	% of District	% of State
African American	1.3	9.6
Asian	3.1	7.4
Hispanic	11.5	25.1
Native American	0.4	0.2
White	78.4	53.0
Native Hawaiian, Pacific Islander	0.1	0.1
Multi-Race, Non-Hispanic	5.1	4.5

(Source Mass DESE)

There have also been some significant changes in selected populations of students over the past 10 years.

Millis 2013-2014

Title	% of District	% of State
First Language not English	0.8	17.8
English Language Learner	0.4	7.9
Low-income	17.3	38.3
Students With Disabilities	13.5	17.0
Free Lunch	14.1	33.6
Reduced Lunch	3.2	4.7
High Needs	27.6	48.8

Millis 2023-2024

Title	% of District	% of State
First Language not English	9.1	26.0
English Language Learner	3.2	13.1
Low-income	17.5	42.2
Students With Disabilities	19.5	20.2
High Needs	33.8	55.8

(Source Mass DESE)

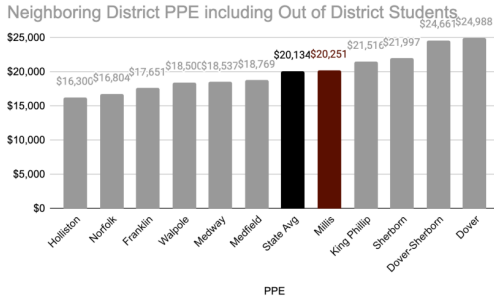
In a changing educational environment, Millis Public Schools students continue to excel both inside and outside the classroom. We welcome the unique backgrounds and cultures of all of our learners and remain committed to personalized education. Faculty and staff strive to form strong relationships with 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 students' 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 fall of 2023 the School Committee approved the Millis Public Schools Strategic Plan 2023-2026 which outlined the overarching goals of the district.

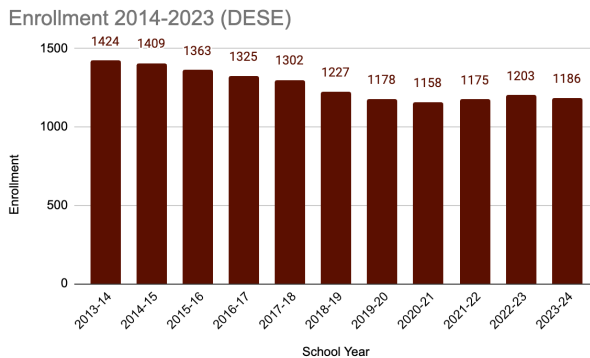
- Ensure rigorous and relevant learning for all students
- Foster outstanding professional practice
- Provide a healthy and supportive school environment
- Maximize resources and physical plant

These goals serve as guides to plan and align programs, services, and initiatives. They are the foundation for teaching and learning in Millis.

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 FY2022 was \$20,251 (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 2022).



Millis Public Schools Enrollment for the 2023-2024 school year was 1186 down slightly from 1203 in 2022 largely because a pre-kindergarten classroom was eliminated as a result of the FY24 budget cuts. The enrollment at Millis Public Schools is expected to increase slightly in the coming years.



In 2023, for the third year in a row, *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	\$625,000	18
Boston Latin School	\$577,500	25
Foxborough High School	\$605,000	38
Littleton High School	\$735,000	6
Mansfield High School	\$645,000	27
Maynard High School	\$530,000	45
Middleborough High School	\$485,000	85
Millis High School	\$598,000	24
Nashoba Regional High School	\$598,453	23
Norton High School	\$508,000	72
Westborough High School	\$705,000	7

*Schools listed alphabetically

The Millis Middle-High School building project in conjunction with the Massachusetts School Building Authority (MSBA) continued to make progress in 2023. Vertex was selected as the Owner’s Project Manager (OPM) and Tappé Architects was selected as the Project Designer. The Feasibility Study phase of the project will continue from 2023 into 2024 with an anticipated vote on funding a final project in May of 2025.

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 2023

The Millis Public Schools community continued to honor its commitment to developing all students as independent, lifelong learners and leaders who will contribute to a diverse and changing society. Millis High School staff continued working to further develop a Millis Portrait of a Graduate, with four focus areas of communication, collaboration, character and critical thinking, which will serve as a vision for every student.

Supporting mental health and social-emotional challenges facing students remained high priorities in the district in 2023. Jon Mattleman, from Minding Your Mind, gave an inspiring presentation to staff on opening day in September 2023. Several educators attended training during the year on trauma-informed practices and positive behavior intervention systems (PBIS). Millis Middle School implemented the Second Step Social-Emotional Learning program and Millis High School continued its work with the JED Foundation.

The Department of Elementary and Secondary Education (DESE) curriculum framework and standards define instruction in Millis classrooms. Educators understand the importance of providing all students with equitable access to grade level learning experiences to help them meet those standards. Learning is personalized for students, using assessment data to make instructional decisions. Screening and diagnostic assessments help to determine students' needs and to develop plans to close learning gaps. Millis schools implemented various programs within a Tiered System of Support for students, including targeted intervention in reading and math beginning in kindergarten. Students in grades 3-8 and 10 participated in annual standardized MCAS testing in the spring to measure their academic achievement, progress, and growth.

Improving instruction through use of high quality instructional materials continued to be a priority and grant funding from the MA DESE supported the district's efforts. In September 2023, educators in grades K-5 began the second school year of implementation of the Foundations and Heggerty foundational skills programs and the Great Minds Wit & Wisdom knowledge-based literacy program. Ongoing grant funding made it possible to support implementation, professional development and coaching for teachers in grades K-5. The district entered its second year of working with an implementation consultant provided by the Department of Education. Grant funding allowed the district to comply with new regulations governing early identification of Dyslexia. Educators in grades K-3 began using a new screening tool, mCLASS Dibels, which was funded by a grant. At the high school level, grant funding supported math teachers in implementing high quality instructional materials in Algebra I, Geometry, and Algebra II curriculum areas. Grants awarded in 2023 by the DESE also supported the district in improving inclusive practices as part of the Student Opportunity Act. It allowed for additional staffing for special education and English language instruction and professional development. Finally, federal grant money continued to support the Clyde Brown Title I Math Intervention program.

Millis students continued to develop Spanish language proficiency in 2023 through the Spanish Immersion program in grades 1-12 and the Spanish World Language program in grades K-12. Immersion teachers in grades 1-5 implemented new programs, Vista Listos, La Cartilla and Antologia, during the 2022-23 school year. High School students 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.

The Millis Schools' population is gradually becoming more diverse each year and the enrollment of English language learners continued to increase. In 2023, Millis educated forty English Language Learners, with home languages including Portuguese, Spanish, Hindi, Arabic, Russian, Ukrainian, Gujarati, Mandarin, Macedonian, and Tunisian. English Language Learners participated in annual standardized ACCESS for ELs testing in February to measure their progress in developing English

language proficiency. The district recognizes the importance of being responsive to the needs of this growing population by providing English language services, translated documents and interpreters.

Millis educators continue to stay informed about research and new information on best practices in the field of education. District wide professional development in 2023 included a focus on culturally responsive pedagogy and meeting the needs of a diverse population of students through evidence-

based practices for inclusion and co-teaching. Professional development to support and sustain teacher expertise and growth and ongoing curriculum review and improvements are necessary to provide optimal learning for all children in Millis.

Respectfully submitted,

Maureen Knowlton
Director of Curriculum, Instruction & Assessment

As technology continues to evolve and integrate into every aspect of our lives, our department and the school district as a whole remain committed to providing innovative solutions that enhance the educational experience for all our students.

Infrastructure and Equipment:

Over the past year, significant investments have been made to upgrade our technology infrastructure and equipment. This includes:

- 1. Network Upgrades:** We have upgraded our network infrastructure to ensure reliable and high-speed internet connectivity throughout the district, facilitating seamless access to our ever-increasing online resources and digital learning platforms. This upgrade took the form of a new fleet access points offering access to Wi-Fi 6E, installed in the middle/high school. These access points are efficient, provide less interference and offer faster data transfer speeds. The installation of new access points is step 1 regarding our network upgrade. Replacing our switches in the summer of 2024 will complete this project.
- 2. Hardware Refresh:** A comprehensive hardware refresh initiative has been undertaken, ensuring that students and faculty have access to modern devices equipped with the latest technology to support their educational needs. This refresh has been highlighted by the new chromebooks that are provided each year to students in grades 2 and 8. These chromebooks offer all the functionality of a laptop computer and tablet in one device. Offering a touch screen and dual cameras, a variety of educational projects can be undertaken.



- 3. Interactive Whiteboards:** Thanks to a Merit grant, we have installed an interactive whiteboard in a classroom at CFB Elementary School. These whiteboards foster interactive and engaging learning experiences for both students and staff. We are exploring the possibilities of these whiteboards and the hope that they may someday replace the need for projectors in the classrooms.

Curriculum and Technology Integration:

The technology department works closely with educators to integrate technology effectively into the curriculum.

- 1. Digital Literacy and STEM:** The Digital Literacy PLC group, consisting of the Director of Digital Learning, Elementary STEM teacher, and MS/HS Computer Science teacher, continue to meet on a regular basis. The focus of this group has been to vertically align their curriculum so that students continuously build upon the skills from year to year.
- 2. Coding and Robotics:** Our coding and robotics curriculum continues to grow, providing students with opportunities to develop computational thinking skills and engage in project-based learning. Students learn to code using various programming languages, from block programming in the elementary school to Python and Java in the Middle and High schools. Their programming knowledge is used to control robots and solve various challenges.

Through grants from MassCue and Merit we have been able to acquire Root robots as well as Microbits, which are tiny computers that students can program.



3. Student Technology Team: This year, SHOP (Students Helping Other People), has been fully implemented with eleven student members. These students volunteer their time during their directed study block to man the SHOP desk. Throughout the day, students and staff will be directed to the desk for guidance, troubleshooting and repair when devices are not working properly. This team works closely with IT department and has become an asset to the district. Four of the eleven students have gone to become “Acer Certified Chromebook Repair Techsperts (CRT’s)” through a self paced course offered by Acer.



Community Engagement:

The technology department along with the entire district recognizes the importance of community engagement in promoting technology literacy and digital citizenship.

- 1. Parent Presentation:** In October, we offered a parent presentation, “Navigating the Digital Jungle: Things you should know because your child already does...”. This presentation was given by the Director of Digital Learning and Technology, CFB Assistant Principal/School Counselor and MS/HS Director of Student Affairs and focused on the effects of social media on our sleep patterns, the consequences for our mental and physical well-being, and, most importantly, discovering strategies to strike a harmonious balance in this digital age.

The technology department at Millis Public Schools remains committed to providing innovative resources and solutions, fostering digital literacy and empowering students and educators to thrive in a technologically-driven world. We look forward to continuing our efforts to enhance the educational experiences for all the members of our school community

Respectfully submitted by,
Ryan Camire
Director of Digital Learning and Technology

OFFICE OF STUDENT SUPPORT SERVICES
ANNUAL REPORT 2023

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 (SEPAAC) 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 Programs (IEP) designed by a team of educators and parents. In June of 2023, 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 2023 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 2023
Millis High School Athletics
Director of Athletics: Derek Phinney

2023 winter sports included: Boys/girls basketball, boys/girls indoor track, co-op boys ice hockey, and co-op 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 6-15 season record qualifying for the MIAA Division V Tournament, hosting and winning a preliminary game before losing in the round of 32 to Hopedale. Girls basketball posted a 16-9 record and qualified for the MIAA Division V Tournament. The Mohawks were the #1 seed, won four games before falling in the state championship to Springfield International. Senior captain Mia Molinari was named a league all-star for the second consecutive year. Our indoor track team numbers continue to grow in participants, scoring and personal/school records. Our boys team posted a 0-5 record, while the girls were 0-5 as well. Jane Connors, Jack Borst, Ben McCarthy and Andrew Maher were named league all-stars. Our gymnastics co-op team continues to improve every meet. Our boys hockey co-op team continues to offer our students the opportunity to play ice hockey at a competitive varsity level with Bellingham. Millis had four student-athletes participating on the team.

2023 spring sports teams included: Girls tennis went 9-9 and qualified for the state tournament for the second straight year. They lost to Quaboag in the first round. Sophomore Olivia Fong was named a league all-star. Boys tennis was offered for the first time in over a decade with 10 student-athletes playing at the junior varsity level. Baseball went from no regular season wins in 2022, to four wins in 2023 qualifying for the state tournament and hosting a first round game which they won 3-1 before losing to Pioneer Valley in the round of 16. Senior captain Jack Catalano was named a league all-star and the team won the sportsmanship award. Softball finished 9-10 and advanced to the Sweet 16 in the MIAA Tournament. Frankie Pizzarella and Riley Caulfield were voted league all-stars for the second consecutive year. Boys volleyball finished the season at 8-9. Luke Bennett was voted a league all-star. In track & field, the boys and girls both went 0-6. Jane Connors, Ben McCarthy and Jack Borst were named TVL all-stars. The boys team were awarded the TVL Small Sportsmanship Award. We had student-athletes also participating in girls lacrosse with Bellingham, which has been an ongoing partnership providing another athletic opportunity.

2023 fall sports teams: In football the Mohawks finished 3-8 with several freshmen starting. Senior Jackson Glynn and Freshmen Liam Kraby (only freshmen all-star in the league) were named league all-stars. The team also was awarded the TVL Small Sportsmanship Award. In cross country, the boys went 1-4 and girls finished at 0-5. Shealin Conroy and Ben McCarthy were named league all-stars for the second year in a row. Girls volleyball finished with a 9-10 record

and a tournament bid where they lost in the sweet 16 to Lee. Junior Meredith Gatz was named a TVL all-star. Golf finished 3-12 and had a number of promising underclassmen participate. Girls soccer finished with a 7-11-2 record and lost in the elite 8 of the MIAA tournament to #1 Whitinsville Christian. Senior Abby Powers was named a league all-star and the team was awarded the TVL Small Sportsmanship Award. Boys soccer ended their season with a record of 2-15-2 and qualified for the state tournament hosting Neighborhood Charter in the preliminary round, falling 4-2. Junior Nick Hohman was named a league all-star and the team was awarded the TVL Small Sportsmanship Award. Though no Millis student-athletes participated, a co-op for cheerleading was added with Medway. Several current eighth graders cheer and should be a great opportunity in the fall of 2024.

Overall, 2023 had several tournament appearances, outstanding team and individual awards/accomplishments, new sports (Millis and Co-ops) and increased registrations. Go Mohawks!



The Clyde F. Brown Elementary School is the foundational building block for academic success for children in Millis. Our school is a special place for students, families and educators alike. We strive to be an inclusive community where all are welcomed.

The staff at CFB takes care to develop and build positive relationships with students and families. This continues to be the cornerstone of our school. Our staff is committed to academic excellence. They support students in attaining high academic standards through fun, engaging instruction and activities.

This year, Clyde Brown has made inclusive practices and cultural responsiveness a focus and priority. With our All School Assemblies and the use of Whole School Rewards, the building is a buzz with positive energy and excitement.

Enrollment

The total enrollment for the 2023/2024 school year is 604 students in grades Preschool through Grade 5.

Preschool - 55 students
Kindergarten - 92 students (2 in our half-day programs)
First Grade - 95 students
Second Grade - 96 students
Third Grade - 80 students
Grade Four - 99 students
Fifth Grade - 87 students

Twenty-two 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

CFB is in year two of implementing our literacy programming in both English and Spanish Immersion classrooms in grades kindergarten through 5. English instruction 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 (K-2); Foundations (K-3), which is structured reading, spelling, and writing instruction with a multisensory approach; and Heggerty (K-1), which focuses on phonological and phonemic awareness. For Spanish Immersion instruction, La Cartilla, Listos, and Spanish Heggerty are used.





Our mathematics instruction for Grades K through 5 is delivered through 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: mCLASS, STAR, AIMSweb, SEB (Social-Emotional-Behavior Screening Tool), and ESI-3 (Early Screening Inventory 3rd Edition Kindergarten only.)

mCLASS is used to screen students in grades K-3 for dyslexia as required by the Department of Elementary and Secondary Education (DESE). STAR and mCLASS are used for screening reading in grades 3 through 5. AIMSweb is used to assess math skills in the lower elementary grades. STAR is used to assess math skills in grades 3 through 5. The data collected by AIMSweb, STAR, and mCLASS 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 World Language 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 World Language program, formerly known as FLES, 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 assistance. Counselors and staff utilize these assessments as well as collaboration to 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-sixth year! The Millis Public School District is designated as an International Spanish Academy (ISA) by the Spanish Ministry of Education – students are awarded diplomas of Spanish competency at the end of Grade 5.

The World Language Program continues in all grades, Kindergarten through Grade 5, thereby providing all students at CFB with instruction in Spanish as a second language – an accomplishment that is unique to Millis among all other local districts.

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 when they are demonstrating our core values. This year the PBIS Team and CFB community continue to use school-wide 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, Silly Sock Day, etc). This 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 supports a collaborative and positive community. 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.

2023/2024 School Council Members

Parents: Farah DiPasquale, Theresa Heslin, Donna Peters, and Lauren Solomon
Community Member: Open
Staff Members: Michelle Adams, Daniel Collazo, and Carolyn Doherty
Assistant Principal/Counselor: Elise Molloy
Principal: Tanna Jango

Respectfully submitted,
Tanna Jango, Principal

Millis High School Annual Report 2023

The 2022-23 school year was a return to normalcy after battling through COVID restrictions and policies the previous couple of years. Rebounding from these COVID years, the school continued its focus on Social Emotional Learning, student and staff wellness, and quality, high impact instruction in our classrooms.

As we rounded the school year into 2023, thanks to a generous grant from the KyleCares Foundation, the staff of the high school and middle school took part in Question, Persuade, and Refer (QPR) Training. This training was put in place to ensure staff had the tools necessary to help our students get the help they need should they be dealing with depression, anxiety, suicidal ideation, or a mental health crisis. As an extension of this training, another grant from The Kyle Cares Foundation helped bring in speaker, Jon Mattleman, from Minding Your Mind, who gave a parent/caregiver evening presentation in late January to a large audience of parents from the district. This presentation was called "The Secret Lives of Teens and Tweens" and covered areas such as depression and anxiety, social media and technology, suicide, 'acting out' behaviors, and more.

In February, we had our first-ever Winter Pep Rally, where athletes, performance groups, and student achievements were recognized and celebrated. In March, MHS students competed for the first time ever in the Massachusetts Educational Theater Guild Competition, putting on a performance of the one-act play, *Selkie*. The play was directed by Kayla Walsh for her senior project, and she won the award for Excellence in Student Directing. The Night of the Arts took over the cafeteria and auditorium at the high school in early April, featuring artwork from Pre-K through 12, followed by the Band & Chorus, Solo & Ensemble night.



A school trip postponed for over three years due to the pandemic, finally took place during April break, as

56 students and 8 staff took off for Ecuador, where they visited the capital city of Quito for a couple of days, before heading to the Galapagos Islands. Before April came to a close, MHS staff and students were able to experience a school-wide health and wellness fair. This was an all day event, filled with valuable information in

various areas of both physical health and emotional well-being. Students were exposed to a wide variety of topics throughout the day.

Another highlight of April was senior Abena Ashiagbor's senior project, the first ever Cultural Concert at MHS. A large crowd was treated to a variety of performances, including a blues set from Willie J. Laws, Flamenco Dancing by Clara Ramona, a melody of Cape Verdean songs from Marius Segunda, a drum session from our own Mr. Femino and Mr. Kraby (accompanied by some of our students), Bharatnatyam Dance with Sakhi Kulkarni, and a Latin Music set by Gian Carlo Buscaglia. In addition to these spirited performances, the audience was treated to a feast of food representing a variety of different cultures including plantains, jollof rice, tostadas, churros, cannolis, baklava, Armenian sweet bread, coxinha, brigadeiro, páo de queijo, and more.



In early May, thirty-three members of the class of 2024 were inducted into the Millis High School Chapter of the National Honor Society. Also in May, the entire student body had the opportunity to see what our seniors had been doing all year for their Senior Projects. For his senior project, Andrew Maher took on the task of organizing our second annual Senior Project Showcase. All students went through four rotations, which included a showcase in the cafeteria, demonstrations outside and in the gym, film screenings in the auditorium, and a variety of small group presentations in classrooms.

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 14th annual competition in May of 2023, making it four years in a row.



Following graduation on June 1, as well as senior and underclassmen awards, the school year wrapped up in June with students taking final exams.

As we moved to late August, and the start of the 2023-24 school year, we had some staffing changes in the building. Our amazing art teacher, Mrs. Carol Haggerty, retired in mid-September after years of service to the Millis Public Schools. Taking over for Mrs. Haggerty was a familiar face in Mrs. Amy Radcliffe, who many students had as a teacher at Millis Middle School. Mrs. Radcliffe began her new role, teaching at both MHS and MMS. Officer Zachary Forsythe, took over the School Resource Officer position for the District, replacing Detective Dale Bickford, who we thanked for his years of service to our schools. Joining the Science department full-time this year was Mrs. Kathleen Steck, who stepped in as a long-term substitute after Mr. Bradley Brownell's departure during the 2022-23 school year. Finally, our award-winning television production teacher, Mrs. Danielle Mannion, retired in mid-November after more than 25 years of service to the Millis Public Schools. Taking over for Mrs. Mannion was Mr. Jesse Corwin.

The start of the 2023-24 school year saw the formation of the first ever Middle/High School Home-School Association. In November, the sophomore class participated in the annual Veteran's Day Interview Project. The 10th graders had a chance to sit down with veterans, listening intently to their stories, gaining insight into the experiences and challenges these heroes faced during their service.



Also in November, the Drama Club put on two nights of their production, *Twelve Angry Jurors!* In December, the annual *Nutcracker* performance had its three-day run, featuring over 160 Millis students from grades preK - 12, and nearly 1200 audience members.



Mr. Fallon and Mr. Kendrick's Leadership/Outdoor Pursuits classes each took a day in the fall to venture out on the Charles River in kayaks and canoes. Along the way they learned about nature, the environment, survival skills, and more, while building the teamwork and leadership qualities that are essential parts of their classes. The two groups had incredible weather days and most managed to stay dry along the way!

2023 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. 2023-24 began the last of a three-year partnership for Millis High School, during which JED has helped us assess our current mental health supports. Work in 2023 revolved around continued implementation of identified action steps for our school.

Work also continued in 2023 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 were: Communication, Collaboration, Critical Thinking, and Character. In 2023, descriptor language was created for each of the identified competencies:

Communication

1. Recognizes and uses verbal/nonverbal cues in order to foster positive and appropriate relationships.
2. Respectfully exchanges thoughts and ideas in a purposeful and effective manner.
3. Self advocates effectively.
4. Conveys ideas and information clearly in a variety of contexts.
5. Actively listens to others and responds appropriately.

Collaboration

1. Cooperates effectively to achieve common goals and contributes to a positive team dynamic.
2. Respects differing ideas and perspectives.
3. Inspires and motivates others towards a common vision.

4. Works collectively to create solutions for emerging challenges.

Critical Thinking

1. Analyzes complex information and evaluates arguments.
2. Assesses the credibility, reliability, and bias of sources to make informed decisions.
3. Utilizes effective problem-solving skills and generates solutions.
4. Asks probing questions to gain deeper understanding of complex issues.
5. Considers alternative viewpoints while maintaining a commitment to evidence-based reasoning.

Character

1. Interacts with empathy and/or compassion.
2. Appreciates differences and treats others with dignity and respect.
3. Makes responsible and ethical decisions and is accountable for their actions.
4. Employs a growth mindset to persevere through obstacles and challenges.

Before the end of the 2023-24 school year, the Vision of a Graduate committee, in conjunction with students and staff, will create rubrics to measure student growth in these competencies, which we plan to have in place for the 2024-25 school year.

When looking at 2023 as a whole, it was another successful year for Millis High School on a number of fronts. MHS was ranked in the top 12% of high schools nationwide by *US News and World Report* on its list of America's Best High Schools. In addition, the list put MHS in the top 23% of all public high schools in Massachusetts. As part of those rankings, MHS was 27th in the state and 626th in the entire nation in College Curriculum Breadth, which measures the proportions of 12th graders who took and passed Advanced Placement and International Baccalaureate exams in multiple areas.

For the second straight year, Millis High School cracked the top 25 on *Boston Magazine's* list of the Best Public High Schools in Greater Boston, ranking 24th out of 150 high schools in the Greater Boston area (last year MHS was 22nd). For the third straight year, MHS also made the list of 11 schools *Boston Magazine* ranked for Bang for Your Housing Buck. Criteria assessed by Boston Magazine included: class size, student to teacher ratio, MCAS, SAT, and AP performance, graduation rate, college attendance, and educator evaluations.

In 2023, Millis grade 10 students participated in the Next Generation MCAS exams in ELA, Math and STE. 85% of grade 10 students scored at "Meeting-" or "Exceeding-" standards on the 2023 MCAS English/Language Arts (ELA) exam. 69% scored at "Meeting-" or "Exceeding-" standards on the 2023 MCAS Mathematics exam. For grade 9, 55% of students scored "Meeting-" or "Exceeding-" on the Science, Technology, and Engineering (STE) MCAS exam in Biology. These percentages were all improvements from 2022 MCAS results. Millis High School exceeded state averages for percent of students "Meeting-" or "Exceeding-" standards on all three MCAS exams.

2023 saw 121 Millis High School students taking Advanced Placement courses, the highest number ever at MHS. 65% of exams taken by MHS students scored at 3 or higher. (AP exams range from 1-5, with 3 or higher considered passing). 63% of the Class of 2023 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.

Twenty-three members of the Class of 2024 received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2022 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

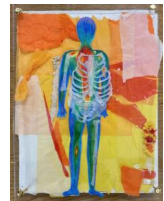
a combined MCAS score on these assessments that ranked in the top 25% of the school. Students that earned this scholarship were: Hailey Bassett, Ryan Berube, Troy Blanchette, Amelia Carr, Wilson Copice, Genesis Figueroa, Manuel Goes, Lucian Hastings, Arijus Johnson, Manasi Kale, Thidavanh Keomorokot, Emelia Leussis, Aidan Ludwig, Anthony Maestrey, Benjamin McCarthy, Lindzey Murillo, Aditya Pillai, Julianne Roy, Sophia Rubalcaba, Mason Saegh, Jennifer Scolponeti, Lucy Sisto, and Emily Steiner.

A total of 36 Millis High School students earned AP Scholar Awards in recognition of their exceptional achievement on AP Exams in the Spring of 2023. 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. 14 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: Cynthia Arguijo, Mirola Arian, John Burns, Lilly Cassidy, John Catalano, Austin Daron, Nora Jurgelewicz, Katherine LaDuke, Alexander Maher, Alexa McKersie, Ryan Petrush, Lucy Sisto, Norah Sugrue, and Kayla Walsh. Nine 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: Lillian Antony, Ryan Berube, Jackson Borst, Zoe Cabral, Eva Fabian, Amany Ferrimy, Julianne Roy, Sophia Rubalcaba, and Emily Steiner. Thirteen students qualified for the AP Scholar Award by completing three or more AP Exams with scores of 3 or higher. The AP Scholars were: Abena Ashiagbor, Troy Blanchette, Joseph Bouret, Wilson Copice, Jose Cruz, Ryan Leone, Manasi Kale, Aidan Ludwig, Daisy Lyons, Daniel Pasquantonio, Aditya Pillai, Patrick Sennott, and Olivia Sumner.

Ryan Petrush, of the Class of 2023, earned a perfect score on the Advanced Placement (AP) Spanish Language and Culture exam in 2023. Ryan not only received the top score of 5, but was also one of only 247 students (amounting to just 0.14% of 2023 AP Spanish Language and Culture Exam takers) from around the world to earn every point possible on this challenging, college-level examination.

Julianne Roy and Jennifer Scolponeti, members of the Class of 2024, were selected for the New England School Development Council (NESDEC) Award for Academic Growth and Leadership. Wilson Copice, a member of the Class of 2024, 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. In art, Ella Bender's (Class of 2023) artwork "The Pieces of Us" was selected for the Emerging Young Artists 2023 Juried Exhibition. This award celebrates the exceptional artistic merit of New England high school students through a highly competitive online exhibition. Nearly 600 submissions were received and 120 works were chosen to be in the online exhibition.



Cynthia Arguijo (Class of 2023) received a Silver Key in the 2023 Scholastic Art & Writing Awards, presented by The School of the Museum of Fine Arts at Tufts University, for her art portfolio, *Weaponization of Faith*. Since 1923, the Awards have recognized some of America's most celebrated artists and writers while they were teenagers, including Tschabalala Self, Stephen King, Kay WalkingStick, Amanda Gorman, Charles White, Joyce Carol Oates, and Andy Warhol.



The Mass Art Ed Association recognized the work of six MHS artists in their virtual exhibit, "Your Art, Your Voice." Among those artists were Andrew Miller (Class of 2024), Lilly Cellitti (Class of 2023), Emily Steiner (Class of 2024), Genesis Figueroa (Class of 2024), Kaylee Heredia (Class of 2025), and Raven Greeno (Class of 2025). Andrew Miller's colored pencil piece, "Top of the Waterfall," was selected for the President's Choice display. His piece was showcased in a special slide presentation in the MAEA YAM 23 virtual exhibit as well as the YAM Museum at the NAEA convention in San Antonio.

The work of these four artists was accepted for the juried Massachusetts Amazing Emerging Artists Recognitions Exhibit. Genesis Figueroa (Class of 2024) - *Tea Time*, Lucian Hastings (Class of 2024) - *germs all around!*, Emelia Leussis (Class of 2024) - *Weakness and War*, and Scarlett Ruggeri (Class of 2024) - *Who would ask for this?*



The Television Production department saw a number of notable student achievements in 2023.

The film, *Locked In at Millis High School*, produced by Layla Nutile and Logan Manning, was selected in the top 10 at The Salem Film Festival's *Keeping It Reel* High School Documentary contest. Their film looks at what we are doing in Millis to keep students safe at school. There are typically over 125 short films entered into this festival and they select only 10 films to screen.

Jacey Jakubowski and Vera Medvedeva had their films selected as finalists for the MetroWest Student Film Festival. Jacey's film is entitled, *It Changed Me*, while Vera's is entitled, *The Matrix is Against Smoking*. Their films were selected out of hundreds of submissions to be in the final 12.

Alandra Hall's documentary, "*Alandra*" *The Documentary*, was selected as a finalist for the FilmFreeway Funfest International Film Festival. It was screened in May at the Final Gala at Madeira Arts School, Funchal – Madeira Island, Portugal.

Dulce Abreu, MHS Class of 2022, had her film, *Signs of Silence*, nominated for Best Film about a social issue at the 2023 Student World Impact Film Festival! *Signs of Silence* stood out as one of the best out of 13,868 film submissions from 120 countries.

Student submissions to the Massachusetts Department Of Transportation's (MassDOT) Safe Streets Smart Trips PSA contest earned recognition this year. David Cranton came in second for the freshman/sophomore category, Auron Flint came in second place in the junior/senior category, and Kayla Dulac came in third in the junior/senior category.

Kayla Dulac, Diego Rosselot, Mrs. Yvonne FitzGerald, Mr. Glen Panciocco, and Mrs. Danielle Mannion, had their film, *Climate Convictions*, accepted to the FECEA Film Festival in Brazil.



Live music performances brightened the school during the year, with Cabaret, Pops Night and The Winter Concert, all performed by the MHS Chorus and Band. In addition, we experienced Solo and Ensemble night, were able to listen to the band perform at our home football games, and enjoyed performances from both the band and chorus at graduation.

On the club scene at MHS, 2023 saw the growth of the student-led Active Minds organization, expanding to over 100 members. The group is dedicated to starting the conversation around mental health in a safe and responsive environment. Among some of the highlights of the group were a trip to Patriots Place for an event called Send Silence Packing. The objective was to learn more about suicide prevention and mental health and how our school can support every student to the fullest extent. 100 backpacks were displayed representing the stories of friends and family members who had either taken their own lives, or had attempted to. The organization also sponsored a "Green Out" for varsity sports contests, raising awareness for those struggling with mental health issues, and a school-wide "No Shave November" initiative bringing awareness to men's mental health.



Distributive Education Clubs of America (DECA) launched at MHS as part of a senior project and saw much success with students qualifying for the state competition. Through competition, students in DECA learn entrepreneurial skills that will help them in their future collegiate and business endeavors. The Mock Trial club launched during the year, as did a software development club and a crochet club. Allies Inc, became Culture Club, and continued to focus on promoting diversity, cultural awareness, and giving support to students and staff on multicultural issues in the school and community. Environmental Action, Leos, Mohawk Council, Art Club, Baking Club,

Newspaper, Chem Club, and Peer Leaders, were all a part of the 26 different clubs available to students at MHS to start the 2023-24 school year. 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.

2023 saw some technological additions designed to assist teachers, students and parents. The Qustodio Parents App was made available to all parents in the district, providing full visibility on how each child is using their school devices. A new volunteer opportunity for a student run technology help desk, called S.H.O.P. (Students Helping Other People), launched during the year. This program provides students with opportunities to learn about and troubleshoot technology issues and technology integration as well as work closely with others. In October, district administrators and teachers gave a parent/guardian presentation on technology and the impact on students, covering topics such as online safety, social media usage, physical well-being, and strategies for navigating the digital world effectively. New vape detectors were installed in the Middle/High School, as we continue to find ways to ensure tobacco/drug free schools for our students, and focus on their physical, social and emotional health.

Finally, in 2023, thanks to the approval of a \$1.3 million feasibility study by the Millis community at the November of 2022 Town Meeting, Millis High School and Millis Middle School began work with the Massachusetts School Building Authority (MSBA). In March of 2023, the MSBA approved the town to enter the feasibility phase for the MS/HS building, noting our building chosen as one of 17 projects as the "most needy and urgent" of the 58 applications submitted. As we ended 2023, feasibility activities were well underway to determine next steps around a potential school building project for the district and town. Millis High School truly appreciates the Millis community's dedication to its schools and students.

Respectfully Submitted,

Mark Awdycki
Principal

The Millis High School Council for the 2023-2024 school year is as follows:

Principal	Mark Awdycki
Teachers	Rachel Alan and Erin Cheney
Parents	Brandy Chetsas, Jennifer Leach and Dyann Rice
Students	Marina Arian and Isabella Doherty



**Members of Millis High School
Class of 2023**

Millis High School's Class of 2023 consisted of 71 graduates. MHS graduation was held outside on the football field for the fourth straight year on June 1, 2023. Eighty-nine percent of the graduates are continuing their education. Eighty-six percent are attending four-year colleges, 3% are attending two-year schools, 7% are entering the workforce, and 4% were undecided at the time of graduation. Below is the Millis High School Class of 2023:

Leah Hanna Abraham	Maryn T Cyr	Graceanne Raffa McHugh
Nicholas Bitencourt Almeida	Timothy Joseph Daniel	Alexa Marie McKersie
Oscar Oliveira Alves	Austin Chase Daron	Madeleine Rose Miga
Lillian Barbara Antony	Dominic Diaz	Mia Marie Molinari
Cynthia Arguijo	Connor Michael DiBartola	John Anthony Orrico
Mirola Hany Arian	Emmanuel Nii Amoo Dodoo	Juliana Patricia Pardi
Abena Acheampoma Ashiagbor	Eva Cathryn Fabian	Daniel William Pasquantonio
Lily Grace Avakian	Shea Matthew Ferrantino	Ryan Ferguson Petrush
Aden Sammy Azzouz	Amany Maritza Ferrimy	Francesca Lucia Pizzarella
Logan Michael Barber	Samuel Jose De Oliveira Goncalves	Alexander Ramos
Ella Frances Veronica Bender	Kai Miller Greeno	Emily Anne Sanborn
Luke Gerard Bennett	Alandra Marie Hall	Lydia Anne Scanlon
Jackson Walker Borst	Adrian Francisco Heredia	Patrick Joseph Sennott
Joseph Robert Bouret	Ava Katherine Hockman	Nicholas Daniel Sergent
Mia Sofia Braccio	Olivia Maurita Hockman	Jack Robert Skerry
John Patrick Burns	Brooke Nicole Howley	Elise Spies
Zoe Blossom Cabral	Nora Ann Jurgelewicz	Lindsay Marie Suereth
Lilly Elizabeth Cassidy	Katherine Olivia LaDuke	Norah Gertie Sugrue
John Patrick Catalano	Danielle Rose Lauria	Mackenzie Katherine Sullivan
Lillian Isabella Cellitti	Ryan Charles Leone	Olivia Christine Sumner
Carlisle Elizabeth Chandler	Daisy Rosemarie Lyons	Leah Brook Tessler
Jane RYanne Connors	Alexander Patrick Maher	Kayla Marie Walsh McCarter
Lauren Marie Costa	Andrew Joseph Maher	Brooke Hope Whelan
Jose Gabriel Cruz	Aiden Brian Mahoney	Brian Douglas Zangari



MILLIS HIGH SCHOOL CLASS OF 2023 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

GRADUATION MEDALS	WINNER(S)
Valedictorian Award	Lilly Cassidy
Richard Pixley Memorial Salutatorian Award	John Burns
Art Award	Ella Bender
Band Award	Kayla Walsh McCarter
Chorus Award	Mia Braccio
English Award	Lilly Cassidy
Mary K. Galvin Award	Eva Fabian
Math Award	Lilly Cassidy
Physical Education Outdoor Pursuits Award	Andrew Maher
Physical Education Fit for Life Award	Leah Abraham
Science Award	Daisy Lyons
Spanish Immersion AP Award	John Catalano
Spanish Non-Immersion AP Award	Kayla Walsh McCarter
Student Council Award	Katherine LaDuke
Technology Award	Nicholas Almeida
Digital Media Production Award	Daisy Lyons
U.S. History Award	John Catalano
PRESIDENT'S GOLD AWARD FOR EDUCATIONAL EXCELLENCE:	Leah Abraham
Criteria = GPA of 3.50 and up	Lillian Antony
	Cynthia Arguijo
	Mirola Arian
	Abena Ashiagbor
	Lily Avakian
	Luke Bennett
	Ella Bender
	Jackson Borst
	Joseph Bouret
	John Burns
	Zoe Cabral

	Lilly Cassidy
	John Catalano
	Carlie Chandler
	Jane Connors
	Lauren Costa
	Jose Cruz
	Maryn Cyr
	Austin Daron
	Connor DiBartola
	Eva Fabian
	Shea Ferrantino
	Amany Ferrimy
	Samuel Goncalves
	Ava Hockman
	Olivia Hockman
	Brooke Howley
	Nora Jurgelewicz
	Katherine LaDuke
	Ryan Leone
	Daisy Lyons
	Alexander Mahar
	Aiden Mahoney
	Alexa McKersie
	Madeleine Miga
	Mia Molinari
	Juliana Pardi
	Daniel Pasquantonio
	Ryan Petrush
	Francesca Pizzarella
	Alexander Ramos
	Lydia Scanlon
	Patrick Sennott
	Lindsay Suereth
	Norah Sugrue
	Mackenzie Sullivan
	Olivia Sumner
	Kayla Walsh McCarter
	Brooke Whelan
PRESIDENT'S SILVER AWARD FOR EDUCATIONAL ACHIEVEMENT:	Nicholas Almeida
Criteria = GPA of 3.0 to 3.49	Logan Barber
	Mia Braccio
	John Orrico
	Jack Skerry
	Leah Tessler

SPANISH IMMERSION DIPLOMA RECIPIENTS FROM THE SPANISH MINISTRY OF EDUCATION:	
	Cynthia Arguijo
	John Burns
	John Catalano
	Dominic Diaz
	Shea Ferrantino
	Amany Ferrimy
	Ryan Leone
	Daisy Lyons
	Alexander Mahar
	Daniel Pasquantonio
	Ryan Petrush
	Patrick Sennott
	Jack Sperry
	Olivia Sumner
CERTIFICATE AWARDS	
MSAA Student Achievement Award	Jackson Borst
MetroWest Principal's Award	Ryan Leone
MetroWest Principal's Award	Joseph Bouret
SCHOLARSHIPS	
Millis Teachers' Association Scholarship	Mia Molinari
Morris C. and Judith Mushnick Memorial Scholarship	Austin Daron
James & Margaret Tabarani Scholarship	
Pauline L. Smith Medical Services Scholarship	Olivia Hockman
Frank L. "Lorry" McDonough Scholarship	Amany Ferrimy
The William and Sylvia Vellante Memorial Scholarship	Patrick Sennott
G.R.I.T. Scholarship #1	Eva Fabian
G.R.I.T. Scholarship #2	Lydia Scanlon
G.R.I.T. Scholarship #3	Mia Braccio
G.R.I.T. Scholarship #4	Olivia Sumner
Millis Police Scholarship	Mirola Arian
The Fin, Fur & Feather Club Clay & Michael Larcom Scholarship	Adrian Heredia
LuvPug Foundation Scholarship	Nora Jurgelewicz
Diane Hatch Memorial Scholarship	Eva Fabian
Middlesex Savings Bank Scholarship	Brooke Whelan
Millis School Committee Scholarship	Katherine LaDuke
Millis School Committee Scholarship	John Catalano
Mohawk Pride Boys Basketball Scholarship	John Catalano
Mohawk Pride Boys Basketball Scholarship	Adrian Heredia
Niles Rosenfeld Memorial Scholarship	Joseph Bouret
Niles Rosenfeld Memorial Scholarship	John Catalano
Dr. George C. Roy Student Council Scholarship	Katherine LaDuke

Nicholas Diamandis Memorial Scholarship	Nicholas Almeida
The Warsofsky Memorial Fund	Francesca Pizzarella
Jack Warsof Memorial Scholarship	Norah Sugrue
Aram Karoghlanian Tennis Scholarship	Nora Jurgelewicz
Amvets Ladies Auxiliary Post 495 Scholarship	Lindsay Suereth
Amvets Ladies Auxiliary Post 495 Scholarship	Norah Sugrue
Amvets Ladies Auxiliary Post 495 Scholarship	John Catalano
Ed Winiker Scholarship	Lilly Cassidy
Millis Lions Club Scholarship #1	Mirola Arian
Millis Lions Club Scholarship #2	Lilly Cassidy
Alyssa Gagne Memorial Scholarship	Mirola Arian
Novick Family Scholarship	Cynthia Arguijo
Millis Booster's Club Scholarship	Shea Ferrantino
Millis Booster's Club Scholarship	John Catalano
Coach Ernie Richards Memorial Scholarship	Mia Molinari
Bryce Matthew McCarthy Memorial Foundation Scholarship	Katherine LaDuke
Sean Caulfield Memorial Scholarship	Kayla Walsh McCarter
The Ingraham Family Scholarship	Mackenzie Sullivan
The Ingraham Family Scholarship	Austin Daron
Millis Flag Football Scholarship	Nicholas Almeida
The William and Elizabeth Carlson Family Scholarship	Mirola Arian
Mary Monaghan Memorial Scholarship	John Burns
Boggestowe Fish and Game Club Scholarship	Mirola Arian
Boggestowe Fish and Game Club Scholarship	Katherine LaDuke
Friends of the Millis Public Library Scholarship	Olivia Sumner



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

The Select Board for 2023 remained unchanged from 2022, with the re-election of Erin Underhill. Ellen Rosenfeld was voted in as Vice Chair, with Erin Underhill taking on the role of Clerk.

We bid farewell to Paty Kayo and welcomed Anne-Marie Gagnon at the COA, we wish to thank Paty for her years of service and look forward to Anne-Marie's contributions to the COA.

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. This allowed the committees to all understand the financial needs of Millis in its entirety for FY25.

Police:

The board made multiple appointments for the Police Department including Angela Vongsavath and Brian Jewett.

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 new PFAS facility for wells 1 and 2 is now on line, and our water from this plant is below the detectable levels of PFAS. The town voted to build a second PFAS plant to address wells 3 and 4. This plant should open in the fall of 2025.

Collaboration and Partnerships

The Town has entered into a new Intermunicipal agreement for a sealer of Weights and Measures and renewed the Intermunicipal agreement for the Animal Control officer.

New Committees

The Select Board has established a new Enterprise Advisory Committee. This three-person committee will assist with policies and procedures around Storm Water, Sewer, and Water.

The Select Board also appointed a committee to steer the towns compliance with the MBTA Zoning regulations. This committee is working to produce a zoning plan for the November 2025 Town Meeting.

Employment Contracts

New employment contracts were written for the Town Administrator, Library Director, and the Fire Chief. These are three-year agreements.

The town also transitioned from a part time to a full time IT director.

Thanks and Recognitions:

We would like to thank the Family of former Select Board Chair Chris Smith for the generous donation of the Soft Ball score board for town park.

The Select Board owes 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. Thank you also to Victoria Schindler for her assistance.

We will be sad to see our town Finance Director leave in July. A big Thank you to Carol Johnston for years of above and beyond service to the town! Your financial management will be missed (and I will personally miss our hours spent working over budgets).

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

Town Government is run by volunteers. Thank you to everyone who commits the time needed to make it work. There are a lot of nights away from your family, and I appreciate the time you commit to the town.

Respectfully Submitted,
Craig Schultze
Chair, Select Board



Report of the Collector

Below is a schedule of collections for the calendar year ending December 31, 2023

Taxes Collected Including Interest: **\$ 33,508,682.13**

Current Year	Real Estate FY2024	15,105,463.54
	CPA FY2024	123,922.92
	Personal Property FY2024	327,174.67
	Real Estate FY2023	15,656,270.77
	CPA FY2023	128,460.03
	Personal Property FY2023	336,447.40
Prior Years	Real Estate	245,126.02
	CPA	1,443.43
	Personal Property	11,233.43
All Years	Tax Title	81,682.19
Current Year	Motor Vehicle Excise 23	1,414,041.59
Prior Year	Motor Vehicle Excise 22	66,935.64
Other Years	Motor Vehicle Excise	10,480.50

Other Collections Including Interest: **\$ 4,191,215.57**

Water Charges Collected	1,219,784.85
Sewer Charges Collected	1,373,306.13
Water/Sewer Capital Assessment	778,099.48
Sewer/Septic Betterments	26,824.27
Water/Sewer Liens	98,159.00
Stormwater Charges Collected FY2024	560,435.32
Stormwater Charges Collected Prior Years	43,714.91
Stormwater Liens	51,430.17
All Penalties, Charges, & Fees	39,461.44

Total Collections - All Types **\$ 37,699,897.70**

Respectfully submitted,
Jennifer S. Scannell
Collector

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2023.

Library Trust Funds	\$ 78,901.51
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Griswold Trust Fund	35,194.23
Ida & Joe Warsofsky Endowment	10,779.01
George W. Wolvert Fund	4,178.95
C. Wesley Emerson Library Memorial	323.49
Sibbel Purdy Memorial Fund	2,076.90
Richard A. Housely Memorial Fund	11,200.07
Jack Warsof Endowment Fund	15,148.86

Other Trust Funds	\$ 2,510,334.17
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Conservation Commission Fund	12,352.96
Cemetery Fund	145,351.63
Stabilization Fund	2,198,126.13
Scholarship Trust Funds	154,503.45

Cash in the custody of the treasurer by purpose, is as follows:

<u>Purpose</u>	<u>01-Jan-23</u>	<u>31-Dec-23</u>
Depository & Checking Accounts	7,361,185.17	5,782,172.71
School Agency & Lunch Accounts	143,682.67	194,764.65
Investment Accounts	9,122,754.62	8,897,909.05
Other Post Employment Benefits Fund	237,413.03	274,767.80
Revolving Accounts	59,957.17	60,017.17
Trust Funds & Scholarship Accounts	715,570.66	721,529.40
Stabilization Funds	2,124,902.77	2,198,126.13
Performance Bond (Escrow) Accounts	<u>2,167.69</u>	<u>2,169.86</u>
	\$ 19,767,633.78	\$ 18,131,456.77

Respectfully submitted,
Jennifer S. Scannell
Treasurer

**MILLIS VETERANS' SERVICES OFFICE
2023**

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	104
Veterans on Chapter 115 (as of 12/31)	2
Burial Benefits Provided	1
Veteran Work Off Program	4
Massachusetts Fully Disabled Veterans Annuity	17



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. This year, the State enacted the HERO Act which includes 17 comprehensive spending and policy initiatives, tax credits, and statute changes aimed at improving veterans' welfare, in the areas of benefits expansion, a commitment to inclusivity and greater representation, and the modernization of Veterans Services. The VSO also assisted 17 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.

**Town of Millis
Zoning Board of Appeals
2023**

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 2023:

12-14 Exchange Street – Finding – Remove and rebuild storage area -Approved

171 Plain Street – Finding – Use a Two Family as Three Family – Approved

1344 Main Street – Comprehensive Permit Cobblers Knoll – 28 Town House Style Condominiums – Approved

3 Morris Street – Finding/Variance – Addition and deck – Approved

38 Winter Street– Finding – Adding Second Floor– Approved

245 Village Street – Finding – Convert Second Floor – Approved

41 Parnell Street – Finding – Replacement front porch – Approved

1060 Main Street – Comprehensive Permit 1060 Main Street– 24 Unit Apartment Building – Approved

100 Spring Street – Special Permit – Home Occupation (bakery) – Approved

77 Middlesex Street – Special Permit -Accessory Family Unit – Approved

20 Lexington Lane – Variance – Addition – Approved

46 Pleasant Street – Variance – Construct Garage – Approved

331 Village Street – Finding – Garage Storage – Approved

SPECIAL PERMIT RENEWALS

2023

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>	<u>(508) 376 - 7040</u>
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