



2013
TOWN OF NANTUCKET
ANNUAL REPORT

JULY 1, 2012 – JUNE 30, 2013

Cover Photograph: Foggy Brant Point Morning

Photograph courtesy of Ray Sylvia

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TOWN ADMINISTRATION (508) 228-7255.**

FISCAL YEAR 2013 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS
(for the period covering July 1, 2012 – June 30, 2013)

IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2013:

DAVID BENTLEY

RICHARD KENNETH DECKER

JOSEPH MATHEUM LOPES

CHARLES WINSLOW PEARL

H. FLINT RANNEY

WHITING R. WILLAUER

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

NANTUCKET "AT A GLANCE"

GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Selectmen, Open Town Meeting	Area: 47.8 Square Miles
2012 Population: 10,298	Population per Square Mile (2012): 215.44
Moody's Bond Rating (as of 12/2012): Aa2	Town Website: www.nantucket-ma.gov

FISCAL YEAR 2013 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.67	\$ 55,805,959.98	\$ 15,890,745,965
Open Space	\$3.51	\$ 78,722.63	\$ 22,428,100
Commercial	\$6.51	\$ 6,069,084.43	\$ 932,271,034
Industrial	\$6.51	\$ 327,930.52	\$ 50,373,351
Personal Property	\$6.51	\$ 1,336,576.10	\$ 205,311,229
TOTAL		\$ 63,618,273.66	\$ 17,101,129,679

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$ 63,618,274	56.73%
State Aid	\$ 1,675,398	1.49%
Local Receipts	\$ 40,146,351	35.80%
Other Available	\$ 6,708,692	5.98%
TOTAL	\$112,148,715	100.00%

FISCAL YEAR 2013 PROPOSITION 2-1/2 LEVY CAPACITY

FISCAL YEAR 2013 STATE AID

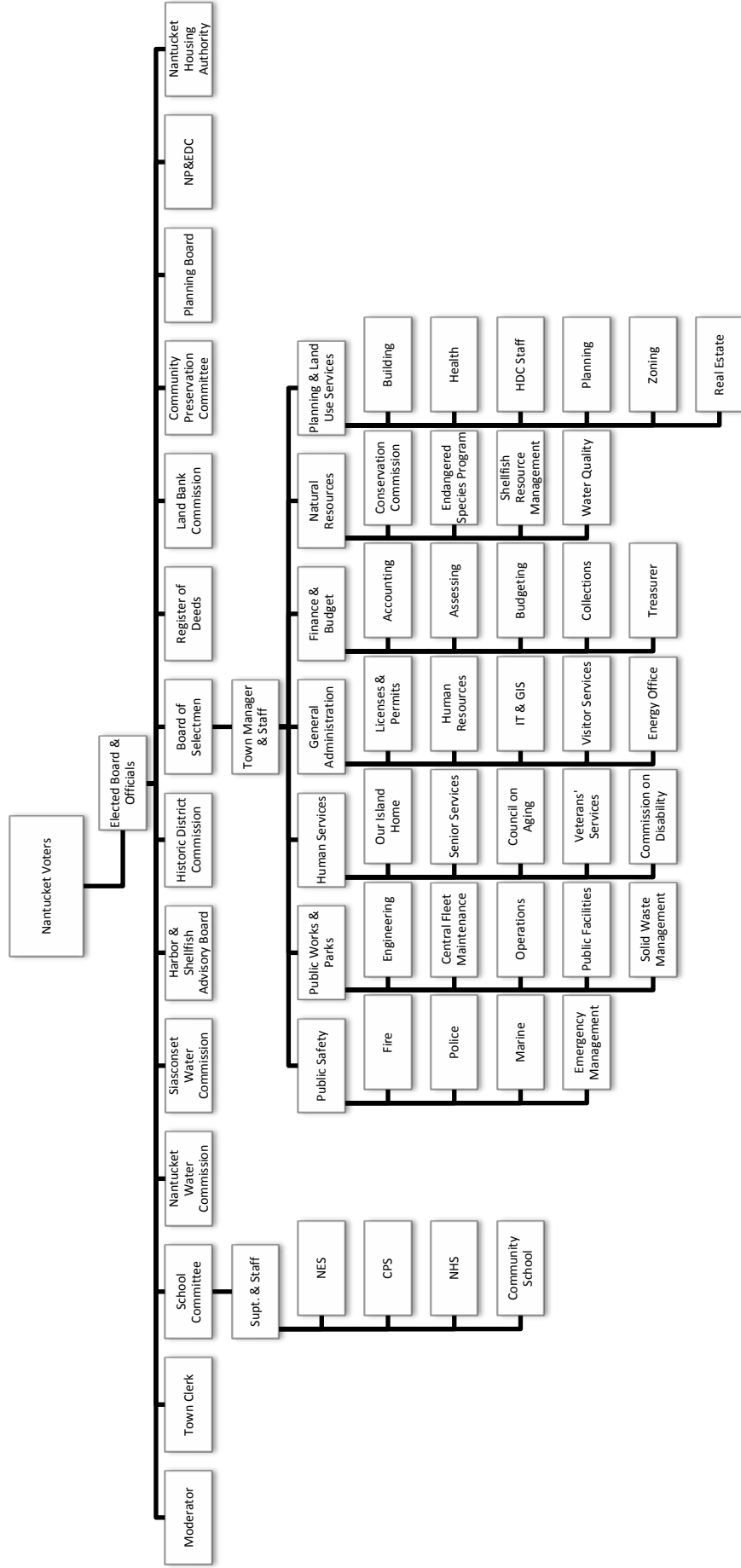
Levy Base	\$ 56,131,280	Education	\$ 1,391,561
2-1/2 % Increase	\$ 1,403,282	General Government	\$ 283,837
New Growth	\$ 859,044	Overestimates	\$ 0
Override	\$	Total Assessments	(\$ 390,886)
Levy Limit	\$ 58,393,606	Net State Aid	\$ 1,284,512
Debt Excluded	\$ 7,302,215		
Excess Capacity	\$ 2,077,548		
Ceiling	\$ 427,528,242		
Override Capacity	\$ 361,832,420		

RESERVES

REVALUATION

Free Cash (07/01/2012)	\$6,602,336	Most Recent	Fiscal Year 2013
Fiscal Year 2013 Overlay Reserve	\$1,436,973	Next Scheduled	Fiscal Year 2016

**Town of Nantucket
Organization Chart
Fiscal Year 2013**



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

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Deborah Dilworth, p. 88

GENERAL INFORMATION

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

Board of Selectmen

Rick Atherton, <i>Chairman</i>	2014
Robert DeCosta	2014
Bruce D. Miller	2015
Patricia Roggeveen (2013) – succeeded by Tobias B. Glidden	2016
Whiting Willauer (d. 7/13/2012) – succeeded by Matthew G. Fee	2016

Community Preservation Committee (at large)

Carol Dunton	2015
Richard Brannigan	2015

Harbor and Shellfish Advisory Board

Peter Brace, <i>Chairman</i>	2014
Bill Blount	2014
Charles Connors	2015
Douglas Smith	2015
Dr. Peter Boyce (2013) – re-elected	2016
Wendy McCrae (2013) – re-elected	2016
Mike Glowacki (2013) – re-elected	2016

Historic District Commission

David Barham, <i>Chairman</i>	2014
Dawn Hill-Holdgate	2014
Kevin Kuester	2015
John F. McLaughlin (2013) – re-elected	2016
Linda Williams (2013) – re-elected	2016
<i>Associate Members</i>	
Diane Coombs	2014
Jascin Leonardo	2015
Abigail c. Camp	2016

Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chairman</i>	2015
John O'Neill	2014
Norman Chaleki	2016
Vacant, <i>State Appointee</i>	2017
Linda Williams (2013) – re-elected	2018

Land Bank Commission, Nantucket Islands

Allen Reinhard (2013) – re-elected, <i>Chairman</i>	2018
John Stackpole	2014
Philip Bartlett	2015
Neil Paterson	2016
Robert L. Gardner	2017

Moderator

Sarah F. Alger (2013) - re-elected	2014
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Planning Board

Barry Rector, <i>Chairman</i>	2014
Sylvia Howard	2015
John McLaughlin	2016
Nathaniel E. Lowell	2017
Linda Williams (2013) – re-elected	2018
<i>Alternate Members (appointed by Board of Selectmen)</i>	
Joseph Marcklinger	2014
Vacant	2015
Diane Coombs (2013) – re-appointed	2016

School Committee

Timothy Lepore, <i>Chairman</i>	2014
Robin Harvey	2014
Jennifer Iller	2015
Melissa Murphy	2015
Jeanette Garneau (2013) – re-elected	2016

Town Clerk

Catherine Flanagan Stover (2013) – re-elected	2016
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Water Commission, Nantucket

Nelson Eldridge	2014
Allen Reinhard	2015
Noreen Slavitz (2013) – re-elected	2016

Water Commission, Siasconset

Gerald Eldridge	2014
Robert Benchley, III	2015
John Pearl (2013) – re-elected	2016

APPOINTED OFFICIALS

Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*
Theresa M. Smith, *Finance Director (through 09/2012)*
Stephen McCluskey, *Business Manager (through 07/2012)*
Janine Torres, *Office Manager*
Ashley Christ, *Business Manager*
Jeffrey F. Marks, *Airfield Supervisor (through 08/2012)*
David Sylvia, *Compliance/Training Coordinator*
Robert Tallman, *Terminal/Security Coordinator*
Jorene Partida, *Security Assistant*
John Grangrade, *Maintenance Foreman*
Garrett W. Allen, *Maintenance Specialist/EMT*
Peter B. Fowler, *Maintenance Specialist*
Robert Holdgate, *Maintenance Specialist*
Kristian Kieffer, *Maintenance Specialist (through 03/2013)*
Michael O'Neil, *Maintenance Specialist*
Matthew Aguiar, *Maintenance Specialist*
Chris Wilson, *Maintenance Specialist/Building Maintenance Technician*
Ted B. Muhler, *Terminal Maintenance Specialist*
John A. Davis, *Terminal Maintenance Specialist*
Leonard I. Liburd, *Terminal Maintenance Specialist*
Noe R. Pineda, *Terminal Maintenance Specialist*
Blaine C. Buckley, *Operations Supervisor*
Preston Harimon, *Operations Supervisor/EMT*
Frederick Wellington, *Operations Specialist*
Timothy D. Mooney, *Operations Specialist*
Addison Falconer, *Operations Specialist*
Shanroy Nelson, *Operations Specialist*
Debra A. Crooks, *Fixed Base Operations Supervisor/Finance Assistant*
Leisa M. Heintz, *Fixed Base Operations Representative*
Catherine Mack, *Fixed Base Operations Representative (through 12/2012)*
Laura Clagg, *Fixed Base Operations Representative*
Willma Perez, *Fixed Base Operations Representative*

Constables

F. Manuel Dias
James Perelman
Frank Psaradelis, Jr.
Robert R. Reardon, Jr.
Jerry W. Adams
Catherine Flanagan Stover
John H. Stover
David Fronzuto

Finance Department

Irene Larivee, *Finance Director/Town Accountant*
Deborah Weiner, *Treasurer*
Elizabeth Brown, *Tax Collector*
Robert Dickinson, *Assistant Town Accountant*
Deborah Dilworth, *Assessor*
Martin Anguelov, *Executive Assistant/Budget Analyst*
Pamela Butler, *Assistant Tax Collector*
Krista Lewis, *Payroll Administrator*
Ellen Trifero, *Assistant Assessor*
Maureen DiLuca, *Field Assessor*
Patricia Giles, *Senior Clerk*
Elizabeth Flanagan, *Administrative Assistant*
Kathleen Richen, *Operations Coordinator*
Patricia Murphy, *Administrative Assistant/Collection*
Kathy LaFavre, *Assistant Treasurer*
Diana Wallingford, *Accounts Payable Coordinator*
Peggy Altreuter, *Accounts Payable Coordinator*
Robin LaPiene, *Accounting Clerk*
Matt Mannino, *Accounting Clerk*

Fire Department

Mark McDougall, *Chief*
Edward Maxwell, *Deputy Chief*
Max Nicholas, *Second Call Deputy Chief*
Nelson Eldridge, *Third Call Deputy Chief*
Jeanette Hull, *Office Administrator/EMT*
Elizabeth Shannon, *Fire Prevention Officer/Firefighter/EMT*
Robert Bates, *Fire Alarm Superintendent/Firefighter/EMT*
Thomas Holden, *Captain, Firefighter/EMT*
Francis Hanlon, *Captain, Firefighter/EMT*
Stephen Murphy, *Captain, Firefighter/EMT*
Matthew Dixon, *Captain, Firefighter/EMT*
Earl Eldridge, *Firefighter/EMT*
Peter Cavanagh, *Firefighter/EMT*
Christian Ray, *Firefighter/EMT*
Corey Ray, *Firefighter/EMT*
Christopher Beamish, *Firefighter/EMT*
John Allen, *Firefighter/EMT*
Shane Perry, *Firefighter/EMT*
Fire/EMT Call Personnel
Rob Benchley
Ryan Webb
Brian Gray
John Grangrade
David Gray
George Vollans

Jeffrey Allen, *Firefighter/EMT*
Shawn Monaco, *Firefighter/EMT*
Charles Kymer, *Firefighter/EMT*
Sean Mitchell, *Firefighter/EMT*
Nathan Barber, *Firefighter/EMT*
David Pekarck, *Firefighter/EMT*
Beau Barber, *Firefighter/EMT*

Carol Moffitt
Danny Haynes
Gerald Eldridge
Neil Paterson
Christopher Holland
Kenneth Gullicksen

Ralph Hardy
Norman Gauvin
Kevin Ramos
Brandon Eldridge
Joe Townsend
Alex Rezendes
Justin Rogers
Anne Stearns
Charlotte Tallman
Christina Crane
Jeremy Eldridge
James Topham

Edmund Ramos, Jr.
Kristina Dagesse
Michael O'Neil
Jared Smith
Matt Aguiar
Jareb Keltz
Ariel Marcoux
Stephen Pignato
Nathaniel Ray
Christopher Gould
Kinishka Knapp

Human Resources

Patricia Perris, *Director*
Heather Pratt, *Benefits Assistant*

Human Services, Department of

Pamela Meriam, *Director*
Ann Medina, *Business Office Coordinator*
Laura Stewart, *Saltmarsh Program Coordinator*
Virginia Carrera, *Assistant Program Coordinator*
Arnold Paterson, *Veteran's Service Agent/Veteran's Graves Officer*
Mary Richrod, *Senior Day Center Director*
Jennifer Pask, *Senior Day Center Assistant Director*

Information Technology/Geographic Systems

Linda Rhodes, *Information Technology Manager*
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*
Molly Sprouse, *Information Technology Systems Technician*
Patrick McGloin, *Information Technology Systems Technician*
Jason Bridges, *Information Technology Specialist*

Nantucket Energy Office

Lauren Sinatra, *Energy Program and Outreach Coordinator*
George Aronson, *Energy Consultant*

Nantucket Islands Land Bank

Eric Savetsky, *Executive Director*
Jesse A. Bell, *Assistant Director*
Susan Campese, *Administrator/Finance Manager*
Bruce Perry, *Resource Planner/Ecologist*
Jeffrey Pollock, *Property Management Supervisor*
Robert Earley, *Property Manager*
Edward Boynton, *Maintenance Specialist*
Peter Halik, *Building Maintenance Specialist*
Brian Paonessa, *Seasonal Property Assistant*

Natural Resources, Department of

Jeff Carlson, *Natural Resources Coordinator*

Tara Riley, *Shellfish Biologist*

Our Island Home

Rachel Chretien, *Administrator*

Susan Balester, *Business Operations Coordinator*

Erika Kieffer, *Business Office Assistant*

Kathleen Maxwell, *Medical Records Secretary*

Edward King, *Maintenance Supervisor*

Colleen Kinney, *Maintenance Assistant*

Panuwatara Thairatana, *Maintenance Assistant*

Gail Ellis, *Director of Nursing*

Patricia Dargie, *RN*

Lisa Haye, *RN*

Ann Lindley, *RN*

Priscilla Worswick, *RN*

Nadene Haye, *LPN*

Nancy Koyl, *LPN*

Mary Patton, *LPN*

Bridgett Bloise, *CNA*

Alicia Briscoe, *CNA*

Marvette Ellis, *CNA*

Kerri Flaherty, *CNA*

Lilian Grimes, *CNA*

Michelle Harrison, *CNA*

Moira Leveille, *CNA*

Sophia Lyttle-Libur, *CNA II*

Denise McCarthy Ricketts, *CNA II*

Diane Otts, *CNA Mentor*

Avia Parkinson, *CNA II*

Hopie Robinson, *CNA*

Ellen Ryder, *CNA*

Sherry Souza, *CNA*

Andrea Williams, *CNA*

Juliet Dawkins, *CNA per diem*

John O'Connor, *Food Service Supervisor*

Tuki Attapreyangkul, *Cook*

Virginia Brereton, *Dietary Aide*

Karen Correia, *Cook*

Fernella Phillips, *Dietary Aide*

Maturod Thairat, *Dietary Aide*

Stormy Reed, *Dietary Aide*

Anna Isabel Sandoval, *Laundry*

Sandra Araujo, *Housekeeping*

Christina Crane, *Housekeeping*

Meris Keating, *Activities Director*

Nicole Gerardi, *RN*

Sara Jones, *RN*

Lisa Toney, *RN*

Heather Francis, *RN*

Donna King, *LPN*

Carol Matson, *LPN*

Maria Lemus, *LPN per diem*

Bernard Boswell, *CNA per diem*

Barbara Clarke, *CNA II*

Andrea Facey, *CNA*

Henry Franklin, *CNA*

Jacqueline Harrison, *CNA II*

Jenise Holmes, *CNA*

Shaunette Lindo, *CNA*

Jessica Mason, *CNA II*

Mayon McIntyre-Hall, *CNA*

Tameika Outar, *CNA*

Suzette Pike, *CNA per diem*

Karen Rowe-Thomas, *CNA*

Gloria Sanders, *CNA*

Henrick Wallace, *CNA II*

Yashuda Paudel, *CNA*

Seville Wallace, *CNA per diem*

Willard Baptiste, *Dietary Aide*

Ola Mae Coleman, *Cook*

Floris Lewis, *Dietary Aide*

Maneewan Kyomitmaitee, *Dietary Aide*

Debra Bechtold, *Dietician*

Cindy Stetson, *Laundry*

Sheila Barrett, *Housekeeping*

Sybil Nickerson, *Activities Assistant*

Lyndy Rodriguez, *Activities Assistant*
Laurie MacVicar-Fiske, *Social Worker*

Planning and Land Use Services (PLUS)

Andrew Vorce, *Director of Planning*
Leslie Woodson Snell, *Deputy Director of Planning*
T. Michael Burns, *Transportation Planner*
John Brescher, *Zoning Administrator*
Susan Bennett Witte, *Housing Planner*
Stephen Butler, *Building Commissioner*
Alan Noll, *Local Building Inspector*
Marcus Silverstein, *Zoning Enforcement Officer*
William Ciarmataro, *Plumbing and Gas Inspector*
William Larrabee, *Wiring Inspector*
Richard L. Ray, *Health Director*
Artell Crowley, *Assistant Health Officer*
Mark Voigt, *Historic District Commission Administrator*
James Grieder, *Assistant Historic District Commission Administrator*
Lynell Vollans, *Administrative Specialist*
Catherine Ancero, *Administrative Specialist*
Anne Barrett, *Administrative Assistant*
Karen Hull, *Administrative Assistant*
Kathleen LaFavre, *Administrative Assistant*

Police Department

William Pittman, *Chief*
Charles Gibson, *Deputy Chief*
Jerry Adams, *Lieutenant*
Thomas Clinger, *Sergeant*
Jared Chretien, *Sergeant*
Travis Ray, *Sergeant*
Kevin Marshall, *Sergeant*
Kevin Rogers, *Officer (retired 03/2013)*
Jerome Mack, *Officer*
Christopher Carnevale, *Officer*
Steven Tornovich, *Officer (promoted to Sergeant)*
Janine Mauldin, *Officer*
Michael Nee, *Officer*
Robert Hollis, *Officer*
John Hubbard, *Officer*
Douglas Landry, *Officer*
Michael Brown, *Officer*
Brandon Whiting, *Officer*
Cassandra Thompson, *Officer*
Sheila Clinger, *Office Administrator*
David Fronzuto, *Emergency Management Coordinator*
Melinda Burns-Smith, *Emergency Communications Supervisor*
Angus MacVicar, *Lieutenant*
Brendan Coakley, *Sergeant*
Daniel Mack, *Sergeant*
Daniel Furtado, *Sergeant*
John Muhr, *Officer*
Keith Mansfield, *Officer*
Suzanne Gale, *Officer*
Brett Morneau, *Officer*
William Sullivan, *Officer*
John Rockett, *Officer*
Michael Cook, *Officer*
Ryan Killeen, *Officer (resigned 09/2012)*
Jacquelyn Mason, *Officer*
Daniel Welch, *Officer*
Derek Witherell, *Officer*
Jennifer Erichsen, *Information Technology*

Catherine Tovet, *Office Administrator*
Jessica Norris, *Dispatcher*
Theresa Eger-Andersen, *Dispatcher*
Gwen Comatis, *Dispatcher*
Matthew Sullivan, *Dispatcher*
Michelle Malavase, *Dispatcher*
Hillary Ray, *Dispatcher (resigned 08/2012)*

Aaron Hull, *Dispatcher*
Marissa Affeldt, *Dispatcher*
Patricia Hainey, *Dispatcher*
Megan Smith, *Dispatcher*
Cassandra Thompson, *Dispatcher (resigned 08/2012)*

Marine and Coastal Resources
Sheila Lucey, *Harbormaster*
Kenneth Lappin, *Assistant Harbormaster*
Jonathan C. Johnsen, *Assistant Harbormaster (transferred to NRD 03/2013)*
Dwayne Dougan, *Deputy Shellfish Officer (resigned 07/2012)*
Dan Blount, *Assistant Harbormaster*

Public Works Department

Kara Buzanoski, *Director*
Mohamed Nabulsi, *Assistant Director*
Diane Holdgate, *Administrator*
Anne Marie Crane, *Office Administrator*
John Braginton-Smith, *General Foreman*
James P. Manchester, *Facilities*

Hartley Batchelder
Perry Butler
Richard Decker
Nicky Duarte
Kenneth Hammond
Paul Berard
Hendy McKenzie
Richie O'Neil
Nathaniel Ray
Scott Williams
Richard Perry

Paul Boucher, Jr.
Paul Clarkson
Carol Driscoll
Dale Gary
Tristram Marks
Tim Masterson
Shawn Mooney
Osagie Doyle
Raymond Sylvia
Ken Apthorp

Wastewater Treatment Facilities
Robert Inglis, *Chief Plant Operator*
Ardis Gary
James Hardy
Willy Leveille
Richard Moore

Paul Frazier
David Gray
Noah Karberg
Kevin Manning

Town Administration

C. Elizabeth Gibson, *Town and County Manager*
Gregg Tivnan, *Assistant Town and County Manager*
Diane O'Neil, *Chief Procurement Officer/Project Manager*
Anne McAndrew, *Office Administrator/Licensing Agent*
Erika Davidson Mooney, *Executive Assistant to the Town Manager*
Terry Norton, *Minute Taker*

Town Clerk's Office

Catherine Flanagan Stover, *Town and County Clerk*
Nancy Holmes, *Assistant Town and County Clerk*
Gail Holdgate, *Administrative Assistant*

Town Counsel

Kopelman and Paige, PC

Tree Warden

David Champoux

Visitor Services and Information Bureau

M. Katherine Hamilton-Pardee, *Director*
David Sharpe, *Office Administrator*

Wannacomet Water Company

Robert L. Gardner, *General Manager*
Heidi Holdgate, *Business Manager*
Linda Roberts, *Projects Coordinator*
Andrea Mansfield, *Administrative Assistant*
Christopher R. Pykosz, *Operations Manager*
Robert West, *Engineering Technician* Mark J. Willett, *Engineer*
J. Curtis Glidden, *Utilityman* Jeffrey S. Johnsen, *Utilityman*
Robert Earle, *Utilityman* Kyle Roberts, *Utilityman*

BOARDS, COMMISSIONS, COMMITTEES (appointed by Board of Selectmen for fiscal year terms)

Abatement Advisory Board

Judith Moran, <i>Chairman</i>	2014
Joseph McLaughlin	2014
H. Flint Ranney (d. 12/21/12) – succeeded by David Callahan	2014

Ad Hoc Budget Work Group

Rick Atherton, <i>Board of Selectmen</i>	2014
Robert DeCosta, <i>Board of Selectmen</i>	2014
Jenny Garneau, <i>School Committee</i>	2014
Melissa Murphy, <i>School Committee</i>	2014
Matthew Mulcahy, <i>Finance Committee</i>	2014
Tim Soverino, <i>Finance Committee</i>	2014
C. Elizabeth Gibson, <i>Town Manager</i>	2014
Michael Cozort, <i>School Superintendent</i>	2014
Irene Larivee, <i>Finance Director</i>	2014

Agricultural Commission

Dylan Wallace, <i>Chairman</i>	2014
Amy Zielinski	2014
Campbell Sutton	2014
Michelle Whelan	2015
Danny Baird	2015
Jessica Pykosz	2016
Dane DeCarlo	2016

Airport Commission

Daniel W. Drake, <i>Chairman</i>	2015
Arthur D. Gasbarro	2014
David C. Gray Sr.	2014
Andrea Planzer	2015
Jeanette Topham	2016

Audit Committee

Rick Atherton, <i>Chairman</i>	2014
Bruce D. Miller	2014
Matthew Mulcahy	2014

Board of Health

Rick Atherton, <i>Board of Selectmen</i>	2014
Stephen J. Visco	2014
Helene M. Weld, RN	2014
James A. Cooper	2015
Malcolm W. MacNab, MD, PhD	2016

Bulk Fuel Study Committee	
Robert DeCosta, <i>Board of Selectmen</i>	2014
Capital Program Committee	
Phil Stambaugh, <i>At-Large, Chairman</i>	2016
Carol Dunton, <i>At-Large</i>	2014
Joseph T. Grause, Jr., <i>At-Large</i>	2014
Peter Morrison, <i>At-Large</i>	2015
John Tiffany, <i>Finance Committee</i>	2014
Linda Williams, <i>NP&EDC</i>	2014
Cemetery Commission for the Town of Nantucket	
Allen Reinhard, <i>Chairman</i>	2014
Diane Holdgate	2014
Lee Saperstein	2015
Robert L. Gardner	2015
Barbara A. White	2016
Coastal Management Plan Work Group	
Carl K. Borchert	12/31/2013
Kirk Riden	12/31/2013
John Stover	12/31/2013
Jamie Feeley	12/31/2013
Emily MacKinnon	12/31/2013
Sarah Oktay, <i>Conservation Commission, Chairman</i>	12/31/2013
Robert DeCosta, <i>Board of Selectmen, Vice-Chairman</i>	12/31/2013
Community Preservation Committee (<i>appointed designees</i>)	
Ken Beaugrand, <i>Land Bank Commission, Chairman</i>	2016
Robert DeCosta, <i>Board of Selectmen</i>	2015
David Barham, <i>Historic District Commission</i>	2014
Ian Golding, <i>Conservation Commission</i>	2014
Linda Williams, <i>Nantucket Housing Authority</i>	2014
Barry Rector, <i>Planning Board</i>	2014
David Larivee, <i>Park and Recreation</i>	2014
Conservation Commission	
Ernest Steinauer, <i>Chairman</i>	2014
Ian Golding	2014
Michael Glowacki	2015
Sarah Oktay	2015
Andrew Bennett	2016
Leslie Johnson	2016
Jennifer Karberg	2016

Contract Review Subcommittee, Human Services	
Mary Wawro, <i>At-Large</i>	2014
John Belash, <i>At-Large</i>	2015
Christopher Kickham, <i>Finance Committee</i>	2014
Linda Williams, <i>NP&EDC</i>	2014
Holly McGowan, <i>Council for Human Services</i>	2014
Augusto C. Ramos, <i>Council for Human Services</i>	2014
Council for Human Services	
Mary Wawro, <i>Chairman</i>	2016
Holly McGowan	2014
Jeanette Garneau	2014
Margaretta Andrews	2014
Joe Aguiar	2015
Anne Stackpole Menz	2015
Vacant	2015
Augusto C. Ramos	2016
John Belash	2016
Council on Aging	
Tom McGlenn, <i>Chairman</i>	2014
Randy Wight	2014
Chuck Gifford	2014
John McLaughlin	2015
Joe Aguiar	2015
Jon St. Laurent	2015
Ella B. Finn	2016
Daryl Westbrook	2016
Glenora Kelly Smith	2016
Cultural Council	
Jordana Fleischut, <i>Chairman</i>	2016
John Belash	2014
Linda Sonnonstine Spery	2014
Amy Jenness	2015
John R. Wagley	2015
Vacant	2016
Vacant	2016
Finance Committee	
Matthew Mulcahy, <i>Chairman</i>	2014
John Tiffany	2014
Timothy Soverino	2014
James Kelly	2015
David Worth	2015
Christopher Kickham	2015
Craig Spery	2016

Clifford J. Williams	2016
Stephen Maury	2016
Harbor Plan Implementation Committee	
Leslie Johnson, <i>At-Large</i>	2013
Diane Coombs, <i>At-Large</i>	2014
Lee W. Saperstein	2015
Sarah Oktay, <i>At-Large</i>	2015
Doug Smith, <i>SHAB</i>	2013
Dr. Peter Boyce, <i>SHAB</i>	2013
Mosquito Control Advisory Committee	
Kenneth Giles	2014
Charles Stott	2014
Kara Buzanoski, <i>Department of Public Works</i>	2014
Helene Weld, RN, <i>Board of Health</i>	2014
John Braginton-Smith, <i>Conservation Commission</i>	2014
Nantucket Affordable Housing Trust	
Susan Bennett Witte, <i>At-Large</i>	2014
Vacant, <i>At-Large</i>	2015
Vacant, <i>At-Large</i>	2015
Linda Williams, <i>Nantucket Housing Authority</i>	2014
Tobias Glidden, <i>Board of Selectmen</i>	2016
Matt Fee, <i>Board of Selectmen</i>	2016
Rick Atherton, <i>Board of Selectmen</i>	2014
Robert DeCosta, <i>Board of Selectmen</i>	2014
Bruce D. Miller, <i>Board of Selectmen</i>	2015
Nantucket Historical Commission	
Deborah Timmermann, <i>Chairman</i>	2016
Philip Gallagher	2014
Diane Coombs	2015
Caroline Ellis	2015
Jascin Leonardo	2016
Nantucket Planning and Economic Development Commission	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2017
Barry Rector, <i>Planning Board</i>	2014
Sylvia Howard, <i>Planning Board</i>	2015
John McLaughlin, <i>Planning Board</i>	2016
Linda Williams, <i>Planning Board</i>	2018
Bruce D. Miller, <i>County Commission</i>	2014
Bertyl Johnson, <i>Housing Authority</i>	2014
Andrew Bennett, <i>Conservation Commission</i>	2014
Kara Buzanoski, <i>Department of Public Works</i>	2014

<i>Community At-Large Members</i>	
Charles J. Gardner	2016
Donald Visco	2014
Leslie B. Johnson	2015
Our Island Home Long-Term Plan Work Group	
David Worth, <i>Citizen</i>	6/30/2013
Phil Hubbard, <i>Citizen</i>	6/30/2013
Jim Kelly, <i>Finance Committee</i>	6/30/2013
Bruce D. Miller, <i>Board of Selectmen</i>	6/30/2013
Rachel Chretien, <i>Our Island Home Administrator</i>	6/30/2013
Chuck Gifford, <i>Sherburne Commons</i>	6/30/2013
Jim Kelly, <i>Nantucket Cottage Hospital</i>	6/30/2013
Parks and Recreation Commission	
F. Nash Strudwick, <i>Chairman</i>	2015
Charles J. Gardner	2014
Keith Yankow	2014
Tara Kelly	2015
David Larivee	2016
Registrars of Voters (terms expire March 31)	
David Goodman	2014
Carolyn Gould	2015
Janet Coffin	2016
Catherine Flanagan Stover, <i>ex officio</i>	
Roads and Right-of-Way Committee	
Allen Reinhard, <i>Chairman</i>	2016
Nathaniel Lowell	2014
Lee W. Saperstein	2014
Bert Ryder	2014
Sylvie O'Donnell	2015
John Stackpole	2015
Joseph Marcklinger	2015
D. Anne Atherton	2016
Andrew Vorce, <i>NP&EDC, ex officio</i>	
Scholarship Committee	
Jeanette Topham, <i>Chairman</i>	2015
David Fronzuto	2014
Erika Davidson Mooney	2014
Margaret Detmer	2015
Leslie W. Forbes	2015
Jeanne Miller	2016
Mark Voigt	2016
Michael Cozort, <i>School Superintendent</i>	

Tree Advisory Committee

David Champoux, <i>Chairman, Tree Warden</i>	
Paul Droz	2014
Whitfield Bourne	2014
Terry Pommert	2015
Benjamin Champoux	2015
Sam Myers	2016
Michael Misurelli	2016
Kara Buzanoski, <i>Department of Public Works, ex officio</i>	

Visitor Services and Information Advisory Committee

Gene Mahon, <i>Chairman</i>	2016
David Larivee	2014
Wendy McCrae	2014
Louise Swift	2015
Philip W. Read	2015
Diane Reis Flaherty	2016
Bevin Bixby	2016

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

Nathaniel Lowell	2015
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Zoning Board of Appeals

Edward Toole, <i>Chairman</i>	2014
Michael O'Mara	2015
Kerim Koseatac	2016
Susan McCarthy	2017
Lisa Botticelli	2018
<i>Alternate Members</i>	
Mark Poor	2014
Geoffrey Thayer	2015
Michael Angelastro	2016

APPOINTED BY THE TOWN MANAGER

Advisory Committee of Non-Voting Taxpayers

Howard Blitman, <i>Chairman</i>	2015
David Brown	2014
William Sherman	2014
Robert Lucas Fischer	2014
Richard Wolfe	2014
Roger Ernst	2015
Justin Strauss	2015
James Treanor III	2015
Louis Bassano	2016
Glenn S. Meader	2016
Susan Matloff	2016
Anthony F. Walsh	2016

Commission on Disability

Milton Rowland, <i>Chairman</i>	2014
Georgia Anne Snell	2014
Jeanette Topham	2014
Nancy Rezendes	2015
Alexandra M. Rosenberg	2015
Phil Hubbard	2016
Penny F. Snow	2016

Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>
Charles J. Gardner, <i>At-Large</i>
Arthur Gasbarro, <i>At-Large</i>
Mark McDougall, <i>Fire Chief</i>
Kara Buzanoski, <i>Public Works</i>
William Pittman, <i>Police Chief</i>
Milton Rowland, <i>Commission on Disability</i>

COUNTY AND STATE OFFICERS**County Commissioners**

Bruce D. Miller, <i>Chairman</i>	2015
Rick Atherton	2014
Robert DeCosta	2014
Tobias Glidden	2016
Matt Fee	2016

Deeds, Registry of

Jennifer Ferreira, <i>Register</i>	2018
Kimberly Cassano, <i>Assistant Register</i>	
Jessica Gage, <i>Administrative Assistant</i>	

Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2018
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District Court

Joseph I. Macy, *First Justice*
Deborah A. Dunn, *Associate Justice*
Matthew R. Quinn, *Acting Clerk/Magistrate*
John H. Mezzetti, *Acting Chief Probation Officer*
Linda Aguiar, *Probation Case Coordinator II*
Jennifer Larrabee, *Head Administrative Assistant*
Darlene Hull, *Case Coordinator II*

Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2014

APPOINTMENTS BY COUNTY COMMISSIONERS**Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board**

Robert F. Ranney	2015
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NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2018
John F. Kerry, <i>US Senator</i>	2014
William Keating, <i>US Representative</i>	2014
Timothy R. Madden, <i>State Representative</i>	2014
Daniel A. Wolf, <i>State Senator</i>	2014

GENERAL GOVERNMENT REPORTS

BOARD OF SELECTMEN

The mission of the Board is to serve the community by providing clear, concise goals and policies that ensure quality in the delivery of Town services, long-term planning, and improved efficiencies in operating Town government.

The Board's Annual Report for the year ending June 30, 2013 commenced with the Annual Town Election held in April 2012. At that time, the voters elected Bruce Miller as a new member of the Board. He joined continuing members Patty Roggeveen, Whitey Willauer, Rick Atherton and Bob DeCosta. The Board held its organization meeting and elected Ms. Roggeveen Chair and Mr. DeCosta Vice Chair.

Two months later, on July 13, 2012, Mr. Willauer passed away. Whitey had been a tireless community leader and was serving his second term on the Board of Selectmen. His commitment to Nantucket, especially in matters related to the harbor, shell fishing, sailing and preserving the quality of water, are sorely missed. After some deliberation, the Board decided to await the next election to fill Whitey's position and proceeded with four members.

The Board manages its activities by holding weekly meetings, interfacing with the Town Manager, and networking with committees established by Massachusetts General Law, the Nantucket Bylaw and its own initiative. Through a coordinating system of liaisons, attendance at meetings and designated memberships, the Board is made aware of decisions and recommendations that impact its own initiatives.

Goals for the coming year were adopted in August 2012: They included elements of fiscal planning, updating the wastewater and water quality plans and municipal-facilities planning. The goals prioritized the work of the Board, in addition to its ongoing responsibilities such as permit and license approvals, real-estate transactions, budget preparation, analysis of capital needs and, most important, responding to the ongoing concerns of Nantucket citizens.

The Board's goal related to fiscal planning led to frequent meetings of the Audit Committee and eventually the completion and submission to the Audit Committee on October 31, 2012 of an unqualified audit for the fiscal year ending June 30, 2012. This was after several years of late audits that were often qualified and included the identification of significant managerial weaknesses.

In the area of wastewater and water quality, the Town Meeting approved the commitment of \$750,000 to fund an update of Nantucket's Comprehensive Wastewater Management Plan. The expected completion date is December 2013. The Board also moved to set up a Sewer Advisory Work Group in June and tasked it to review funding options for future sewer improvements.

A study group of interested citizens undertook to prepare a Shellfish Management Plan that will help guide the Town as it moves to assure the long-term viability of the Nantucket shellfish industry. The Board approved the plan in April.

Further in regard to clean water, the local initiative developed out the Article 68 Workgroup to develop a set of regulations to limit the runoff of nitrates from the use fertilizers was approved by the newly constituted Board of Health and became effective on January 1, 2013. Nantucket has led the state in this area and should be proud of its initiative.

In June 2012 Town Administration established a Space Needs Work Group with the charge to review how to plan for the future space requirements of Town Departments, where they should be located with associated costs, and to make recommendations to the Board on how the resulting projects would be implemented. The Work Group met until October, when the new flood maps indicated possible issues with renovation of the downtown buildings.

The 2012 Annual Town Meeting voted to support an appropriation of \$3,200,000 to construct the Hummock Pond bike path, and the voters approved the override by ballot vote to complete the process. Community fundraising accounted for over \$600,000 additional financing including one anonymous contribution of \$500,000. This additional financial support is most appreciated.

In October the Grand Union grocery store in the historic downtown announced its intention to close. The community learned that the owner of the property, Winthrop Corporation, was in discussions to lease the property to CVS. However, concerned citizens and the Board communicated to Winthrop that the community desired and needed a grocery store at that location. After a few weeks of uncertainty, Winthrop came to an agreement with Stop and Shop, and the remodeled store opened for the summer of 2013.

The April 2013 Town Meeting adopted the Board and Finance Committee's recommendation for operating budgets for the Town and its Enterprise Funds. The operating budget for FY 2014 funded the Town's services within the expected revenue from recurring sources, requiring no operating override. That no operating override was necessary was helped by the vote of Town Meeting in 2010 to adopt the local options to increase the sales tax and the lodging tax. The 2014 budget followed budgets for fiscal years of 2008, 2009, 2010, 2011, 2012 and 2013 that also did not necessitate operating overrides.

The municipal airport suffered a loss of revenue, and the Town has had to subsidize the Airport Enterprise Fund to meet its commitments. The newly constituted Airport Commission is working hard to address the issues and is developing a business plan to again be self-sufficient.

During the year, several meetings included extensive discussions of entertainment licenses. Efforts were made through the licensing process to assure that balance between customer enjoyment of music on one hand and noise levels on the other that did not impair the quality of life was achieved. Attention to this matter seems to have been effective, resulting in fewer complaints received by the Board.

The issue of appropriate service standards related to the taxi business was also the subject of several meetings and public hearings. After a number of attempts of ascertain if meters would help, the Board decided not to proceed with a regulation to require meters in taxicabs.

Erosion and climate change are impacting Nantucket and its coastline. Specifically how to deal with the erosion of the bluff on the east side of Baxter Road remains a subject that presents differing approaches. The Town's responsibility to provide access and utilities has to be balanced with a respect for the impacts of erosion control structures. Because the Town owns a portion of the land below the bluff it must be

involved in the decision and approval process of any requests to the Conservation Commission to construct erosion control structures in that area. This was an agenda item on several meetings.

The Town of Nantucket's commitment to transparency has been expanded as more and more committees are meeting at the Public Safety Facility that enables high-quality video recording. The videos are archived and available on demand on the Town's website for viewing, as are all agendas, minutes and other relevant documents.

The election held in April 2013 saw two new members join the Board. Matt Fee and Tobias Glidden joined continuing members Atherton, DeCosta and Miller. Patty Roggeveen was thanked for her two terms as a Selectman including two years of serving as Chair. Mr. Atherton was elected Chair and Mr. DeCosta Vice Chair.

In order to be effective, the Board continues to solicit and welcome comments and suggestions from the citizens of Nantucket and recognizes the commitment of the staff that so ably serves the needs of our community.

Respectfully submitted,

Rick Atherton
Chairman

HUMAN RESOURCES DEPARTMENT

Benefits Administration consumed a significant portion of available time this year. Because it is self-insured the Town maintains a Health Insurance Trust Fund. The Health Trust Fund is structured in such a way that the Town can weather heavy health claims without affecting the annual operating budget. The fund balance guidelines are set by the Commonwealth's Department of Revenue. In order to meet the guidelines \$750,000 was appropriated at the April Annual Town Meeting. Employees are also required to contribute their share to maintain the fund balance. The employee share will be recaptured through a surcharge made through payroll deductions beginning June 1, 2013 and ending June 30, 2014. The Town's health insurance programs experienced a significant premium increase. As a result there was a large migration from the indemnity health insurance program known as Master Medical to the Preferred Provider Option (PPO), the less expensive insurance program. The Town began the process of working with retirees to meet the new legal requirements that retirees 65 or older enroll in the supplemental health insurance programs. This legal requirement makes Medicare or the federal government the primary insurer and the Town the secondary insurer, which results in a cost savings to the Town. The Insurance Advisory Committee (IAC), an employee group that advises Town Administration on health insurance issues, also began to meet. The Town's third annual Employee Benefits Fair was held in early May to provide educational opportunities for employees. Finally, Heather Pratt, the Town's Human Resources/Benefits Assistant left her position in early March. The position was refilled effective July 1, 2013.

While there were no formal union negotiations this year, Labor/Management meetings were held regularly with the Town's largest union group, the Laborers' International Union of North America. The purpose of these meetings was to help implement the Planning and Land Use Services department consolidation that occurred the previous year. Early in July 2013 the Town and the Union is expected to memorialize the

creation of several much needed positions in the Department of Public Works. These positions are the result of impact bargaining and will be funded through the elimination of two highly paid positions.

The Town continued to scrutinize every request to fill regular full time and part time vacant positions. Approximately 85 seasonal positions were filled in Public Safety, Marine, Natural Resources and Public Works.

Respectfully submitted,

Patricia M. Perris
Human Resources Director

INFORMATION TECHNOLOGY

The Information Technology Department is responsible for implementing and maintaining the technology infrastructure and computing environment for the Town of Nantucket. This encompasses all desktop and laptop computers, software and business applications, servers and wireless and fiber network communications equipment. Other responsibilities include the administration and management of the Town's internal email system, main municipal financial system (MUNIS), Geographic Information System (GIS), Document Management System and the Town's website, www.nantucket-ma.gov.

Our department's primary goal is to provide a reliable, secure computing environment that facilitates the use of technology to deliver a more effective and efficient government to the citizens and business community of Nantucket. The following is a summary of the initiatives that were achieved during the 2013 fiscal year.

- Jason Bridges was hired in the fall of 2012 as a part-time employee responsible for implementing and supporting technologies that enhance the Town's communications to the public. Jason's experience with social networking and online services has proven to be a great asset to the team, contributing to the implementation of SeeClickFix, a digital civic engagement application that citizens can use to report visible issues of concern and the use of social media tools, like Facebook and Twitter. SeeClickFix is currently being used by the DPW for local issues such as illegal dumpings, potholes and damaged and missing signs.
- In January, the Town developed a new Social Media Policy and by April, the Police Department started using Facebook and Twitter to post public safety information such as road closings, traffic accidents, power outages and beach closures.
- Streaming Media and On-Demand Video services are now available on our website thanks to Jeff Tocci, NCTV Director, and Jason Bridges, who coordinated the implementation. Using Earth Channel services, we are able to stream live recorded meetings and archive On-Demand videos for future reference. Indexing functionality allows viewers to find their interests quickly and efficiently. Meetings currently being taped are Board of Selectmen, Historic District Commission, Airport Commission, Conservation Commission, Zoning Board of Appeals, Planning Board and the Finance Committee.

- We continued to provide support for the Town's financial system, MUNIS, assisting with the setup of the Contract module. We also spent a significant amount of time defining hardware specifications for a new MUNIS server in preparation for a version upgrade in the fall of 2013.
- This past year the GIS department procured a new set of aerial photography. On April 15, Kucera International Inc. flew over Nantucket, Tuckernuck and Muskeget capturing the new images. The new imagery will be available in the fall of 2013 and will include a color infra-red layer along with 3" resolution color imagery. With the completion of the aerial photo acquisition, we are in the process of issuing a Request for Proposal for the updating of the Town's planimetric data. As the data layers are completed, the new data will be made available on the GIS website.
- Throughout the year, the IT Department has worked closely with the Cape Cod Commission and with Chatham and Yarmouth on the implementation of an e-permitting system. This project was initiated last year using a Regional Innovation Challenge Grant to automate the permit, license and inspection processes for three Cape pilot towns. Accela was selected as the vendor of choice offering a totally customized solution that will automate the permitting process from application submittal, inspections, fee calculations and sign-offs and allow online access to permitting information using the Citizen Access module. Many joint sessions were held throughout the year to define the Town's permitting and licensing business processes and to configure the software. This included the installation and setup of a new GIS server that integrates with Accela's GIS module and map services. IT attended intensive administrative training courses to prepare for a staggered roll-out approach starting in the summer. Approval for a new employee to manage and support this new system was approved at the 2013 Annual Town Meeting. Interviews will begin in July.
- Major network infrastructure optimization work was completed during the year, starting with building cabling upgrades for the installation of Voice over IP phones for the new PLUS organization at 2 Fairgrounds Road and the Finance Department at 37 Washington Street. Network switches at all main buildings were upgraded and re-configured to accommodate the new VOIP phone installation and to streamline communications across our network. Also of note, a new Firewall was installed and configured utilizing best practice techniques to better manage and monitor communications externally.
- A new server was configured and deployed at the Saltmarsh Center to service the Human Services Department. This department is now fully integrated into the Town's network infrastructure. A new server and network domain was also built and installed for the Nantucket Islands Land Bank.
- Sixty mobile tablets have been issued to Town employees and committee members and are proving to be helpful in facilitating the sharing of information. Additionally, IT started piloting Windows 8 tablets that can be utilized with Windows applications, such as MUNIS.
- The Town's website continues to be one of the primary sources of information for citizens and visitors, logging over three million hits this past year and averaging over 8,000 hits per day. IT recently engaged in an effort to redesign the Town's website, evaluating a number of vendor products. Our main goal is to create a new look and feel that is visually engaging, intuitive and reflects the uniqueness of Nantucket. We hope to have this in place by next spring.
- Town GIS Services had a busy year with over 74,000 visitors to the on-line GIS website. GIS prepared 27 maps for Special Town Meeting in the fall of 2012, 24 maps for the 2013 Annual Town Meeting and fulfilled 140 Map requests for other Town departments and the public.

In fiscal year 2014, we will focus resources on the Regional Permit Tracking implementation for Land Use Permitting and Business Licenses. Other major projects include the redesign of the Town's website, a new

MUNIS upgrade, wireless infrastructure upgrades and the implementation of a new data backup and disaster recovery strategy.

In closing, I would like to extend my appreciation to my staff, Margaret Sprouse, Patrick McGloin, Nathan Porter and Jason Bridges for all of their hard work throughout the year and to all Town departments for their continued support.

Respectfully submitted,

Linda Rhodes
Information Systems Manager

NANTUCKET ISLANDS LAND BANK

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the Island for the use and enjoyment of the general public. Funding for the program is derived primarily from a two percent transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2013 yielded \$15,755,033 in transfer fee revenue compared to last year's \$11,426,986. The Land Bank acquired 95.68 acres of land at a cost of \$9,925,000. The Land Bank now owns 2,916 acres with an additional 426.47 acres permanently protected by conservation restrictions. Since its inception, the Land Bank has spent \$240,680,262 on land purchases on the Island.

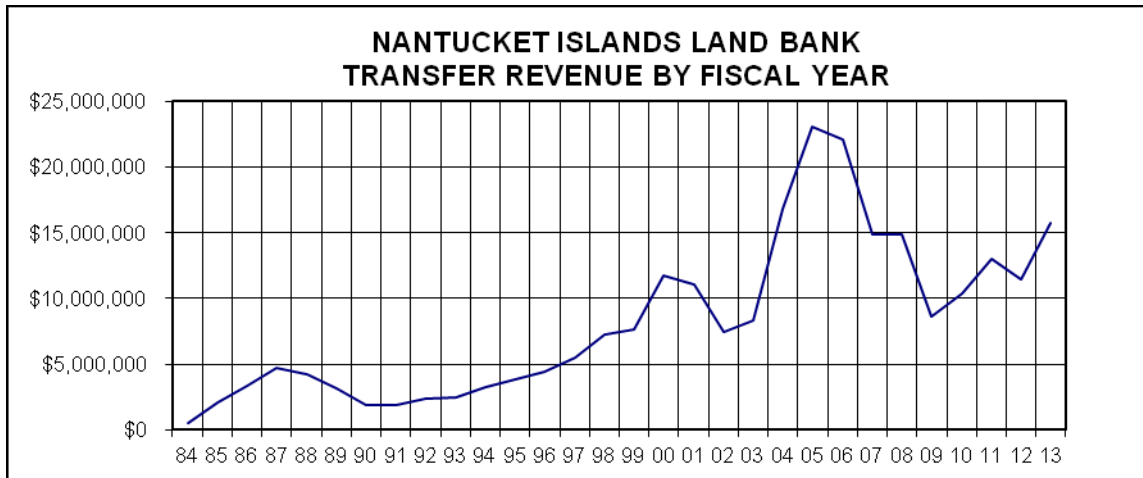
Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

John J. Stackpole	April 2014
Philip D. Bartlett	April 2015
Neil Paterson	April 2016
Robert L. Gardner	April 2017
Allen B. Reinhard	April 2018

The Commission received full-time staff support from Executive Director Eric Savetsky; Administrator/Fiscal Officer Jesse A. Bell; Resource Planner/Ecologist Bruce W. Perry; Assistant Property Manager Robert W. Earley; Property Supervisor Jeffrey W. Pollock; and Assistant Property Manager Edward Boynton. Part-time office staffing was provided by Assistant Administrator Susan Campese. Part-time seasonal property management was provided by Brian Paonessa. Additionally, in March of 2013, Peter Halik was hired as full-time Building Maintenance Specialist. Jesse Bell was promoted to Assistant Director, and Susan Campese was promoted to Administrator/Finance Manager.

REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 1,439 real property transfers having a total gross value of \$848,545,517 compared to last year's \$616,582,563. The following graph shows transfer fee revenues since the Land Bank's inception in 1984:



SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2013 financial summary is shown below:

Assets:

Undesignated Cash and Equivalents	\$4,166,123
Designated Cash and Equivalents	\$2,487,788
Designated Investments	\$8,709,391
Receivables	\$197,400
Inventory and Other Current Assets	\$846,862
Land and Conservation Rights	\$251,753,240
Buildings and Equipment	\$16,400,742
	\$284,561,546

Liabilities:

Notes Payable	\$3,200,000
Bonds Payable	\$28,332,461
Other Payables and Liabilities	\$1,063,119
	\$32,595,580

Net Assets

\$251,965,964

Revenues:

Land Bank Transfer Fee	\$15,755,033
Golf Operating	\$3,230,208
Donated Land	\$2,537,500
Other Income	\$338,955
Interest Income	\$79,753
	\$21,941,449

Expenses:	
Land Bank Operating	\$1,657,627
Golf Operating	\$3,580,742
Land Bank Interest	\$1,027,528
Golf Interest	\$98,235
Capital Asset Disposal	\$730,387
	<hr/>
	\$7,094,519
Net Income	<hr/> <hr/>
	\$14,846,930

LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 95.68 acres to its holdings during fiscal year 2013. A brief description of each new acquisition and its purchase price is listed in chronological order as follows:

31 Meadow View Drive (donation)

A one acre parcel donated by the Winters family. The property contains a portion of a small neighborhood pond which the Land Bank already owns a portion of.

166 Hummock Pond Road (\$1,400,000)

This 1.84 acre property contains the community garden which the seller, Mr. Francis Pease, graciously hosted on his property for many years. With this acquisition the community garden now has a permanent home. The property also directly abuts the Land Bank's Mt. Vernon farm fields.

41 & 45 Cato Lane (\$1,500,000)

Part one of a two part acquisition from the Trimpi family. This 8.6 acre property was zoned for 10,000 square foot lots and could have been subdivided into more than 30 lots. The family retained two acres including their house and generously sold the balance at substantially below market value to the Land Bank.

Additional Acreage in Surfside/Weweeder Valley (Transfer)

This year part two of this transfer from the Town to the Land Bank was completed. Pursuant to a 2007 Annual Town Meeting vote the Town conveyed 5.76 acres of open land consisting of several vacant lots including, paper streets and portions of the old Surfside Railroad bed. The land forms an open space corridor running from the intersection of Surfside and South Shore Roads all the way down to the ocean in Surfside.

Norwood Farm - 243 Polpis Road (\$7,000,000)

After many years of negotiations the Land Bank and Nantucket Conservation Foundation were able to complete a joint acquisition of 190 acres of this property. The Land Bank acquired 76 acres on the easterly side of the property with the Foundation acquiring 113 acres on the western side. A trail system has been opened up thru this diverse and beautiful property.

5 W. Miacomet Road (\$25,000)

The Land Bank acquired an additional 25% interest in this 1.47 acre property which it already owns a majority interest in.

Various Paper Road Parcels

The Land Bank received several no longer needed road layout parcels from the Town including a portion off Miller Lane between Old South Road and the Airport, and road layout parcels in Miacomet Park totaling 2.19 acres.

LAND DISPOSAL

15 North Liberty Street

After receiving legislative authority the Land Bank sold a 5,000 square foot lot with an old dwelling for \$806,000 rather than going through a costly renovation to make the dwelling habitable. This money was directly applied to the purchase of 41 and 45 Cato Lane.

PROPERTY MANAGEMENT

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brushcutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties. In addition to these annual activities the following projects were completed:

Cisco Beach Bike Path Extension and Parking Lot Renovation - extended the new Hummock Pond Road bike path down to the Land Bank's Cisco Beach parking area, expanded the parking area and created a bicycle parking area.

Gardner Property/Hummock Pond Road - removed the small cottage located by pond.

Lamb Property/36 Wauwinet Road - continued property improvements including boundary and parking lot delineation, clearing/pruning along road edge, and opening up views to Polpis Harbor.

Carter/27 Quaise Road – removed house from property and landscaped for public visitation, added sand to the beach as part of ongoing beach nourishment to replace sand lost in storms.

Somerset Road Maintenance Facility – a new 5-bay equipment unheated storage building was completed and an addition to the main maintenance building was also completed.

Reis/80 Miacomet Road – the extensive Japanese Knotweed removal effort continued, all foreign debris was removed from the property and the surface was top-dressed to speed up restoring the property to its natural state.

Gaillard/86 Union Street – completed year three of a five-year restoration project to eradicate Phragmites and open up views out onto the Creeks and harbor.

Crocker/29 North Cambridge Street - removed two houses from the property combining it with the abutting Latic property to form one larger property, and landscaped the property for public visitation as a park overlooking Madaket Harbor.

Sanguinetti Property/44 Almanac Pond Road – trail work continued adding additional boardwalk sections over wet areas.

Respectfully submitted,

Allen B. Reinhard
Chairman

LEGISLATIVE UPDATE

I am once again incredibly honored to be serving the Island of Nantucket in the Massachusetts House of Representatives. I would like to thank Senator Wolf's office for their assistance in achieving Nantucket's local legislative agenda in addition to the staff of the Land Bank regarding its home rule petition and Richard Brannigan and Ken Beaugrand for their work on the CPA turf legislation.

In July of 2012, *An Act authorizing the Nantucket Islands Land Bank to sell, convey or otherwise dispose of certain land in the town of Nantucket* was signed by the Governor. Its passage allows the Nantucket Memorial Airport to acquire an adjacent piece of land, the use of which is currently restricted, from the Land Bank. In return, the Land Bank will acquire 10 acres of open land to be used as playing fields for the community.

In February of 2013, legislation amending Chapter 139 of the Acts of 2012 was passed permitting Nantucket to construct artificial turf on playing fields using CPA funds, as per a 2012 Town Meeting vote on Article 32.

In July of 2013, two amendments affecting Nantucket are to be included in the final FY2014 budget. An amendment for shellfish propagation in Nantucket County allocates funds to be administered jointly by the Director of Marine Fisheries and the County. A second amendment added to an Executive Office of Health and Human Services line item includes language specifying that EOHHS shall take into consideration the increased costs of the provision of goods, services, housing and travel when contracting services on Nantucket and Martha's Vineyard.

Lastly, Nantucket saw increases in its CPA Trust Fund Distribution amounts for a total of \$497,080 in fall 2012, and an expected \$986,617 in fall 2013.

I would like to conclude by thanking the citizens of Nantucket for being an involved and active community. I am incredibly proud to represent our Island and the district as a whole in Boston. I would also like to thank Amy Bacon Goldberg, my previous Legislative Aide, who worked with me for four years at the State House and welcome Rebecca Rocheleau to this position.

Respectfully submitted,

Tim Madden
State Representative
Barnstable, Dukes and Nantucket

DEPARTMENT OF MUNICIPAL FINANCE

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

Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile, and verify data for the valuation of all real estate and personal property, a total of 18,249 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market based ratio studies and statistical analyses. In accordance with the triennial certification process, in fiscal year 2013 the Commissioner of Revenue certified that Nantucket's locally assessed values represented full and fair cash valuation and that all real property had been classified according to its use as of January 1, 2012.

Fiscal Year 2013 assessed values for all property were as follows:

Residential properties	\$15,890,745,965
Commercial and industrial	932,271,034
Industrial	50,373,351
Open Space	22,428,100
Personal property	205,311,229
Total taxable property	\$17,101,129,679
Exempt property	3,153,871,000
Total property assessed value	\$20,255,000,679

Total taxable property increased by \$256,959,488 or 1.53% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2013 was \$58,393,607, an increase of \$2,268,008 or 4.04%. The increase came from the allowable Proposition 2½ % increase, which yielded revenue of 1,403,282; amended 2012 new growth in the amount of \$5,682; and certified new growth which yielded revenue of \$859,044.

Levy Base (previous fiscal year's Levy Limit)	\$56,125,599
Add: Amended FY2012 New Growth	5,682
Proposition 2½	1,403,282
Revenue from Certified New Growth	\$859,044
Fiscal Year 2013 Levy Limit (next fiscal year's Levy Base)	\$58,393,607

Debt Exclusion	7,302,215
Fiscal Year 2013 Maximum Levy	\$65,695,822

The actual tax levy for FY 2013 was \$63,618,274, an increase of \$1,343,530 or 2.16% over the previous year. Property tax abatements granted on the 2013 tax levy during the abatement period totaled \$201,376.46, or 0.32% of the levy.

Tax rates for fiscal year 2013 were:

Residential	\$3.67
Open Space	\$3.51
Commercial	\$6.51
Industrial	\$6.51
Personal Property	\$6.51

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2013 was \$13.13. Nantucket's composite tax rate was \$3.72. This is the rate that would be charged if the community used a single rate structure. One penny on the composite tax rate yielded \$171,017, compared to \$175,229 in fiscal year 2012.

A residential exemption is available for year round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Board of Selectmen as part of the Tax Classification Hearing. For the fiscal year 2013 the exemption voted was 20% of the average residential value or \$303,664. There were 2,255 properties that qualified and received this assessment credit on their tax bills for fiscal year 2013. Average values and taxes on residential properties are listed in the next chart.

	Value	Less: Residential Exemption	Taxed Value	Real Estate Tax
Nantucket year-round residential	\$1,051,204	\$303,664	\$747,540	\$2,743
Massachusetts average residential ¹	\$358,687	N/A	\$358,687	\$4,711
Nantucket all residential	\$1,518,321	N/A	\$1,518,321	\$5,572

¹<https://dls.gateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=SingleFamilyTaxBill&ReportTitle=Statewide%20Average%20Single%20Family%20Tax%20Bill>. State average does not include Nantucket and the 107 other communities that have a split residential/commercial tax rate.

Collections

The Collector's office personnel (Collector plus two positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments, and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills, in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax

bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at http://www.nantucket-ma.gov/Pages/NantucketMA_Tax/index.

In 2013, tax collections using the online bill pay and in office services were \$63,749,350 or 100.2% of the levy. This amount includes collections of delinquent taxes and tax liens. Property tax revenue represented 86.16% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2013 is as follows, shown with fiscal year 2012 for comparison:

Other Revenue	2013	2012
Excise Taxes – motor vehicle, room, boat, meals	\$5,010,298	\$4,659,490
Charges for services – copies, Municipal Lien Certificates	63,892	83,315
Licenses, permits, rentals and fees	2,232,246	2,360,147
Penalties, interest, fines and forfeits	1,197,788	959,044
Other income	852,432	685,175
State funding	1,675,398	1,616,838
Total other revenue	\$11,032,054	\$10,364,009

Treasury

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

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's proposed 2013 EQV is \$18 billion, the fourth highest in the Commonwealth, and the debt limit is \$1.1 billion.

The Town's long-term debt outstanding on June 30, 2013 consists of Governmental Funds debt of \$45,677,601 and Enterprise Fund debt of \$97,363,623. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short term borrowing at year end, which was converted to long term debt prior to the issuance of the audit report, is reported as long term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP)). This chart does not follow GAAP reporting conventions.

	Audited Balance			Unaudited Balance
Description	06/30/2012	Additions	Reductions	06/30/2013
Governmental Funds	\$49,429,900	\$10,168,701	\$13,921,000	\$45,677,601
Enterprise Funds:				
Wannacomet and Siasconset Water	28,110,000	1,990,000	3,945,000	26,155,000
Nantucket Memorial Airport	8,459,000	116,300	584,000	7,991,300

Sewer	65,144,365	478,449	2,940,491	62,682,323
Solid Waste	645,000	50,000	160,000	435,000
Total Enterprise Funds	\$102,358,365	\$2,634,749	\$7,629,491	\$97,363,623
Total Long Term Debt	\$151,788,265	\$12,803,450	\$21,550,491	\$143,041,224

Governmental fund debt consists primarily of General Fund debt, and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.93%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position.

Reductions of debt include restructuring of borrowing from Massachusetts Water Pollution Abatement Trust for the Surfside Waste Water Treatment Facility, which reduced debt outstanding for the General Fund and the Sewer Enterprise Fund. The Town's debt is structured to retire 63.09% of principal within ten years.

Changes in authorized but unissued debt during fiscal 2013 were:

Authorized but unissued debt:	Balance 06/30/2012	Additions	Reductions	Balance 06/30/2013
Governmental Funds	\$2,599,250	\$106,000	\$83,699	\$2,621,551
Enterprise Funds:				
Siasconset Water	2,100,000	500,000	2,100,000	500,000
Wannacomet Water	1,100,000	1,650,000	1,100,000	1,650,000
Nantucket Memorial Airport	30,032,100	1,545,393	18,908,079	12,669,414
Our Island Home	175,000	0	175,000	0
Sewer	11,831,872	0	5,429,259	6,402,613
Solid Waste	1,633,000	500,000	1,000,000	1,133,000
Total Enterprise Funds	\$46,871,972	\$4,195,393	\$28,712,338	\$22,355,027
Total Authorized but Unissued:	\$49,471,222	\$4,301,393	\$28,796,037	\$24,976,578

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

Accounting

The Accounting office personnel consists of the Assistant Town Accountant and four full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for 70 funds totaling \$38.8 million at the beginning of fiscal year 2013. Major funds include the General Fund (\$18.5 million); Town capital projects funds (\$5.4 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$14.9 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$5.9 million) and Nantucket County (\$3 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds, and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third party independent audit firm for

both the Town and County. In FY 2013, the FY 2012 audit was completed on November 1, 2012 with a second consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion, means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity of GAAP.

During FY 2013, most of the Accounting Division's focus was on addressing internal controls which needed to be strengthened as outlined in the FY 2012 Audit Management Letter findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund, and trusts) on a monthly basis. The FY 2012 Management Letter identified five material weaknesses and eight other findings.

Material weaknesses are defined by the third party independent auditor as a significant deficiency, or a combination of significant deficiencies, that results in more than a remote likelihood that a material misstatement of the financial statements of the financial statements will not be prevented or detected by the entity's internal controls. Material weaknesses corrected in FY 2013 include Monthly Reconciliation of Airport Capital Project Funds, Re-appropriating Unspent Bond Proceeds, and Unidentified Cash Adjustments.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2013 include but are not limited to Accounting for Off Duty Details, Addressing Insurance Withholding Deficits, Documenting the 3-C Transportation Cost Allocation Process, and Reconciling the Amount Due to the County from the Land Bank.

Budget

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

The Massachusetts Department of Revenue certified the Town's FY 2013 Municipal Budget in the amount of \$110,315,935 comprised of \$72.3 million from the tax levy and other general revenues, \$3.2 million from free cash, \$3.5 million from other special revenue funds, and \$31.3 million from Enterprise and Community Preservation Funds.

The FY 2013 General Fund budget was \$61.5 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances, and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local and state legislation. The amount budgeted in FY 2013 for Revolving Funds was \$6.2 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

Capital projects for the General Fund are funded from 1% of the prior fiscal year real estate taxes, personal property taxes, and other local revenues as well as proceeds of general obligation bond issues, from federal and state grants, from certified free cash, or from transfers from the general operating fund,

authorized by Town Meeting. In FY 2013, the amount appropriated for Town-related capital projects was \$1,545,500 (\$938,236 from the tax levy and \$607,264 from free cash).

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2013 was \$5,192,450 comprised of \$2,999,000 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the General Fund in the amount of \$1,517,502 for operations and \$675,948 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our Island Home and Nantucket Memorial Airport; the FY 2013 total provided from general tax revenue was \$2,261,560 and \$1,060,728 respectively. It is important to note, the Nantucket Memorial Airport subsidy from tax revenue is anticipated to be temporary and the Airport Commission has committed to work with the Board of Selectmen on a repayment schedule to the General Fund over the next few fiscal years.

Department Highlights

In November of 2012 the entire Finance Department was relocated from 16 Broad Street and 22 Federal Street (The Robert F. Mooney Building) to 37 Washington Street. The transition was done with minimal interruptions to service and has proven to be far more efficient by having all of the Finance offices under one roof.

I would like to personally thank the entire Finance Department team for all their hard work and consistent dedication to deliver consecutive unqualified opinions on the 2011 and 2012 Audit; the achievement of the Board of Selectmen goals focused on Improving Financial Management; and soldiering through a very difficult real estate/personal property revaluation year and transition to quarterly billing.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Board of Selectmen, Finance Committee, Audit Committee, Ad Hoc Budget Workgroup, Board of Assessors, Capital Program Committee, Town, School, and Enterprise Fund departments for your continued support during FY 2013. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Irene Larivee
Finance Director

TOWN MANAGER

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

Personnel/Staffing

Department of Public Works

In Fiscal Year 2012, we consolidated the Parks and Recreation department with the Department of Public Works. In FY 2013, we reorganized the DPW to add focus on specific duties necessitated by the consolidation, and also other activities such as surveying, engineering, public buildings and public property maintenance. The position of Assistant DPW Director was eliminated and replaced with the position of Town Engineer and a new Facilities Manager position was established. Long-time Assistant DPW Director Mohamed Nabulsi left the employment of the Town and we wish him the best. Grounds Maintenance Manager, Jimmy Manchester retired and we wish him the best as well. At the close of FY 2013, we were actively advertising to fill the new positions.

Senior Services

In early FY 2013, Council on Aging Director Linda Roberts took a new job at the Wannacomet Water Company. We thank her for her years of service to the Town. Staffing for the Senior Center was reorganized, with Laura Stewart being hired as the Senior Services Director and some additional administrative focus was brought in with Anne Medina (who performs work for Senior Services and Human Services) and Pamela Meriam, the Director of Human Services relocating to the Saltmarsh Senior Center from the former Parks and Recreation building at Jetties Beach.

Information Systems/Technology

At the 2013 Annual Town Meeting, funding was appropriated in the FY 2014 budget for a part-time IT position to focus on the administration and oversight of social media for the Town. The position will also be examining the possibility of a new Town website to provide enhanced online services to the public and allow for greater communication and outreach.

Planning and Land Use Services (PLUS)

In early FY 2013, a number of the regulatory and permitting agencies were combined into one department (PLUS – includes Building, Health, Historic District Commission, Planning Board, Zoning Board of Appeals), overseen by the Director of Planning. These offices were relocated from 37 Washington Street to 2 Fairgrounds Road. As with most efforts at consolidation and change, this one was not without the expected “bumps in the road”. At this point, however, nearly all of the public feedback has been positive. This consolidation allowed for increased efficiency and reduced cost in terms of equipment, supplies, and administrative functions such as billing, purchasing and budgeting, as well as the benefit of a “one stop shop” approach. Some job descriptions were revised so that positions could take on additional functions in related areas, such as inspections. Hours of operation were expanded and an administrative staff that can respond to multiple permitting questions, not just for one area, is intended to be developed. This process was undertaken throughout FY 2013 and continues into FY 2014. Concerns were heard from the building community that a reduction in hours of the plumbing and wiring inspectors was overly burdensome and restrictive. With an increase in certain fees and some cost savings achieved through the consolidation, the hours for these positions were restored from part-time to full-time toward the end of FY 2013. An enhancement to PLUS (and the Town) that remains outstanding is e-permitting. The Town began participation in a regional grant effort two years ago with several Cape towns that was intended to introduce standard on-line permitting software for licenses that all cities and towns have in common, as well as customization for the licenses and permits that not all towns issue. The effort has turned out to be much more time-consuming and complicated than originally anticipated and while not yet complete, is still continuing.

Miscellaneous On-Going Efforts

Going into FY 2014, we are continuing to explore ways in which to consolidate services and staff to activity levels. We also secured funding for FY 2014 to conduct a wage and staffing study which will help identify benchmarks for employee salaries and compare Nantucket with other towns for equivalent positions, as well as internal equity and balance. Hopefully these results can be reported in the FY 2014 Town Report.

2013 Town Meeting/Budget

The 2013 Annual Town Meeting was held on April 2, 2013. The Town Meeting warrant contained 87 citizen and Town-sponsored articles, including appropriations, zoning, real estate dispositions, bylaw amendments and home rule petitions. Of the 87 articles, 24 were called for discussion. Approved capital projects for FY 2014 totaled approximately \$4,000,000 mostly for infrastructure repairs and maintenance and repairs and capital improvements for Town and School buildings. These expenditures were funded from free cash, unexpended prior year capital articles and the General Fund operating budget. Property taxes were not increased to cover any of these projects. Other noteworthy articles included:

- an appropriation of \$250,000 (from Free Cash) was made for the first time into the "Other Post Employment Benefits Trust Fund" (this Fund is explained later in this Report);
- two citizen articles related to employee benefits received some discussion: Article 65 was a citizen-sponsored home rule petition to cease longevity payments for town employees after a certain date. The Finance Committee Motion, which carried, was to seek non-binding "guidance" to Town Administration and the Board of Selectmen about longevity pay. Article 66, with the same citizen sponsor was a home rule petition to make Town employees hired after a certain date ineligible for participation in the Barnstable County Retirement System. The Finance Committee Motion to take no action, passed.
- Articles 78 (Town-sponsored) and 84 (citizen-sponsored) both sought authorization to lease Town-owned land at the landfill for a cell tower and wind turbine, respectively. Both were defeated.
- Proposed action from the floor of Town Meeting on Article 86, to appropriate \$500,000 into the Stabilization Fund failed – by one vote.

A complete listing of votes may be found on the Town's website at the Town Clerk's webpage www.nantucket-ma.gov/Pages/NantucketMA_TownMeeting/index.

The FY 2014 General Fund budget as approved by the 2013 Annual Town Meeting was \$64,360,408 – an increase of about 4.5% over FY 2013. While economic conditions have improved and allowed us to begin implementing items that have been put off, we remain cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY 2015-16, we are continuing to review ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

Significant Projects/Issues

Financial Management

One of the Board of Selectmen's Goals for FY 2013 was to achieve an unqualified audit opinion for the fiscal year 2012. I am pleased to report that we did achieve an unqualified audit opinion for which the Town's Finance Department deserves recognition. Additionally, the Audit Committee meets regularly with the auditor and staff to review audit issues. After having the same auditor for nearly ten years, the Town

issued a Request for Proposals for auditing services in the last half of FY 2013 to which we received several responses. Near the end of FY 2013, the firm Roselli Clark Associates was selected for a three-year engagement.

As noted earlier in this Report, the 2013 Annual Town Meeting appropriated first-time funding of \$250,000 into the Other Post Employment Benefits (OPEB; relates to health insurance for retirees) Trust Fund, which was established in 2010. Municipalities, while required to include OPEB liability in the annual financial audit, are not required to fund that liability at this time. Many towns across the state have begun to look for ways to begin funding this liability on a regular basis. Some are appropriating small amounts while others are working actively to fund or reduce the outstanding liability. Town Administration is hoping to establish a regular funding schedule for this purpose. As of FY 2013, the Town's outstanding liability for OPEB is approximately \$88,000,000.

A large employee-related cost item in the annual budget is health insurance. The Town's health insurance costs are approaching \$12,000,000 annually. There are limited ways in which Massachusetts towns can implement significant changes to health insurance costs that do not involve traditional collective bargaining. In FY 2012, the Town invoked the provisions of the state's health insurance reform act, enacted in 2011, which allows certain plan design changes which are then somewhat offset by mitigation provisions. Nonetheless, we believe some cost savings were achieved although a complete financial analysis has not been conducted. The Town will continue pursuing health insurance cost savings through available means.

Wastewater Management Planning

Considerable effort was spent, and continues to be spent, on the development of a wastewater action plan. The 2012 Annual Town Meeting approved funding to update the Town's 2004 Comprehensive Wastewater Management Plan (CWMP). This work is underway with Woodard & Curran, the Town's wastewater consultants. In FY 2013, the Board of Selectmen established a Sewer Planning Work Group to assist with recommendations on a variety of wastewater items, including financing of future capital projects. The group has had several meetings but has not yet made its final recommendations. Due to the complexity of the project and the need for information from various sources, the updated CWMP, which was expected to be complete by the end of calendar year 2013, will likely be completed in early 2014.

Collective Bargaining

The Town ended FY 2013 with one collective bargaining agreement unsettled – Service Employees International Union (SEIU) which represents many Our Island Home employees. In FY 2014, there are eight collective bargaining agreements to be negotiated. An issue likely to be contentious is health insurance. We are hoping to work together with the unions to develop ways in which to reduce costs for the town and the employees.

Airport

A significant amount of Town Administration time was spent on Airport issues again in FY 2013. In addition to regulatory issues, the Airport's budget and financial management was problematic. Many of these issues have either been resolved or are in the process of being resolved, with increased focus on Airport expenditures and funding sources by the Board of Selectmen, Finance Committee and Airport Commission. While there was still a General Fund subsidy appropriated for FY 2014 for the Airport, it was much less than the prior year. Repayment from the Airport to the General Fund remains outstanding but is at the forefront of budget related discussions. The Airport Commission and Town Finance Department have worked and continue to work very hard to improve the financial management of the Airport.

At the beginning of FY 2013, we lost Selectman Whitey Willauer, who passed away in July, 2012. Whitey's unique ways of always searching for the "value-added" components of projects and issues, are missed. On a personal note, I lost my father, H. Flint Ranney, Nantucket's Steamship Authority representative, in December, 2012. He is also greatly missed.

I would like to extend my sincere thanks to the Board of Selectmen, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Diane O'Neil (Projects Manager), Anne McAndrew (Licensing Agent) and Erika Mooney (Executive Assistant to the Town Manager); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their efforts to serve the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson
Town Manager

TOWN AND COUNTY CLERK

I can't believe that fifteen years have flown by since I was elected your Town and County Clerk in 1998. So many changes have occurred with state and federal laws regarding elections, municipalities, and workers and volunteers! I make every attempt to attend all local, state, and regional conferences (in order to remain on the good side of the law!)

I have received my third Certified Massachusetts Municipal Clerk (CMMC) recertification from the Massachusetts City and Town Clerks Associations. I have also entered my sixth year with the Master Municipal Clerk (MMC) designation as conferred by the International Institute of Municipal Clerks (IIMC). Out of 35,000 incorporated cities and towns in the United States, there are only 1,218 MMC's, with only an additional 13 in Canada, and three Clerks in other countries who have achieved this status.

Assistant Town Clerk Nancy Holmes has received her Certified Municipal Clerk designation from the IIMC. Nancy had to complete three years of rigorous coursework at the New England Municipal Clerks Institute at Plymouth State University in New Hampshire, as well as complete a number of projects in order to be eligible for this prestigious certification. We are so proud of Nancy!

Administrative Assistant Gail Holdgate has implemented a new Town Meetings and Elections filing system. She continues to amaze us with her methods to increase efficiency and order.

We are very grateful to Town Administration who moved us into new, more spacious offices. We have room for all our office equipment, and now have specific zones for each local, state, and specialized activity.

I want to thank the members of the Board of Registrars: Carolyn Gould, Janet Coffin, and David Goodman; and our Town Meeting and Election Workers. Most especially, I want to thank our Warden Frank Psaradelis, who with his son Peter works for days on end, setting up for, and dismantling, our many

elections and town meetings. Sheriff Jim Perelman and our beloved Manny Dias (an election worker for more than 51 years!) make sure that all is in order at the ballot box.

I truly appreciate all the wonderful support and encouragement the Town, the voters, and the residents of Nantucket have given to the Town Clerk's Office. Your enthusiasm has meant the world to me, and to Nancy and Gail. We look forward to serving you for another year. As always, if there is anything that we can do to serve you better, please let us know.

The bylaws and Zoning information for the Town of Nantucket are always available online at <http://ecode360.com/NA0948?needHash=true> and may be accessed directly from the Town website: <http://www.nantucket-ma.gov>.

STATE PRIMARY - SEPTEMBER 6, 2012

TOTAL BALLOTS CAST

8,216 registered voters
 779 ballots cast
 9.48% percentage voting

DEMOCRAT

SENATOR IN CONGRESS

Warren, Elizabeth 510 ballots
 Blanks: 21 ballots
 Write-ins: 1 ballot

REPRESENTATIVE IN CONGRESS

Keating, William 455 ballots
 Sutter, Samuel 68 ballots
 Blanks: 17 ballots
 Write-ins: 1 ballot

COUNCILLOR

Bernier, Nicholas 100 ballots
 Cipollini, Oliver 251 ballots
 Moniz, Walter 34 ballots
 Blanks: 149 ballots
 Write-ins: 6 ballots

[After Recount held Friday, September 14, 2012]

		DIFFERENCE
Bernier, Nicholas	100 ballots	0
Cipollini, Oliver	255 ballots	+ 4
Moniz, Walter	30 ballots	- 4
Blanks:	155 ballots	+ 6
Write-ins:	0 ballots	- 6

SENATOR IN GENERAL COURT

Wolf, Daniel 464 ballots
 Blanks: 73 ballots
 Write-ins: 4 ballots

REPRESENTATIVE IN GENERAL COURT	
Madden, Timothy	496 ballots
Blanks:	41 ballots
Write-ins:	4 ballots
CLERK OF COURTS	
Blanks:	485 ballots
Write-ins:	56 ballots
REGISTER OF DEEDS	
Blanks:	489 ballots
Write-ins:	52 ballots
REPUBLICAN	
SENATOR IN CONGRESS	
Brown, Scott	215 ballots
Blanks:	17 ballots
Write-ins:	6 ballots
REPRESENTATIVE IN CONGRESS	
Chaprales, Adam	116 ballots
Sheldon, Christopher	85 ballots
Blanks:	35 ballots
Write-ins:	2 ballots
COUNCILLOR	
Cipollini, Charles	173 ballots
Blanks:	62 ballots
Write-ins:	3 ballots
SENATOR IN GENERAL COURT	
Blanks:	216 ballots
Write-ins:	22 ballots
REPRESENTATIVE IN GENERAL COURT	
Blanks:	218 ballots
Write-ins:	20 ballots
CLERK OF COURTS	
Blanks:	216 ballots
Write-ins:	22 ballots
REGISTER OF DEEDS	
Blanks:	222 ballots
Write-ins:	16 ballots
GREEN RAINBOW	NO BALLOTS CAST

SPECIAL TOWN MEETING – OCTOBER 22, 2012

The following is a summary of the articles called and discussed, and the vote taken by the 2012 Special Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on October 22, 2012. There were 637 registered voters were in attendance.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 2, 4, 6, 7, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, and 21.

At 7:28 PM, Board of Selectmen Chairman Patricia Roggeveen moved to adjourn the October 22, 2012 Special Town Meeting. The motion was adopted by unanimous voice vote.

Article 1: Appropriation: Fiscal Year 2013 Enterprise Fund Operating Budget Amendments. (Called) adopted by majority voice vote.

Article 2: Appropriation: Fiscal Year 2013 Enterprise Fund Capital Expenditure Amendments. (Not Called) adopted with technical amendment by unanimous voice vote.

Article 3: Appropriation: Fiscal Year 2013 General Fund Operating Budget Amendments. (Called, Call Withdrawn) adopted by unanimous voice vote.

Article 4: Appropriation: Prior Year Articles. (Not Called) adopted by unanimous voice vote.

Article 5: Appropriation: Madaket Landfill Wind Turbine. (Called) motion not adopted by majority voice vote.

Article 6: Zoning Map Change: Meadow Lane R-20 to R-1. (Not Called) adopted by unanimous voice vote.

Article 7: Zoning Map Change: Industrial Land: Arrowhead Drive, Sun Island and Hinsdale Roads. (Not Called) moved to take no action by unanimous voice vote.

Article 8: Zoning Bylaw Amendment: Zoning Enforcement Officer. (Called) not adopted by hand count vote: YES - 327; NO – 195 [2/3 Majority Failed].

Article 9: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes. (Not Called) adopted with technical amendment by unanimous voice vote.

Article 10: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes. (Not Called) adopted with technical amendment by unanimous voice vote.

Article 11: Home Rule Petition: Amend Historic District Commission Act. (Called) tabled by 2/3 majority hand count vote: YES - 426; NO – 68.

Article 12: Real Estate Acquisition: Various "Paper" Streets. (Not Called) adopted by unanimous voice vote.

Article 13: Real Estate Conveyance: Various "Paper" Streets. (Not Called) adopted by unanimous voice vote.

Article 14: Real Estate Conveyance: Conveyance of Moorland Management District Property from County to Town. (Not Called) adopted by unanimous voice vote.

Article 15: Real Estate Conveyance: 17 Dave's Street. (Not Called) adopted by unanimous voice vote.

Article 16: Real Estate Conveyance: 33 New Street. (Not Called) adopted by unanimous voice vote.

Article 17: Real Estate Acquisition: William Coffin Setoff Property/44 Sparks Avenue. (Not Called) adopted by unanimous voice vote.

Article 18: Real Estate Acquisition: 42 Sparks Avenue. (Not Called) not adopted by unanimous voice vote.

Article 19: Real Estate Acquisition/Conveyance: 40 Sparks Avenue. (Not Called) not adopted by unanimous voice vote.

Article 20: Real Estate Acquisition: Various Parcels. (Not Called) adopted by unanimous voice vote.

Article 21: Real Estate Conveyance: Various Parcels. (Not Called) adopted by unanimous voice vote.

STATE ELECTION – PRESIDENTIAL – NOVEMBER 6, 2012

TOTAL BALLOTS CAST

8,443 registered voters
6,145 ballots cast
73% percentage voting

ELECTORS OF PRESIDENT AND VICE PRESIDENT

Johnson, Gary & Gray, Jim	60 ballots
Obama, Barack & Biden, Joseph	3,830 ballots
Romney, Mitt & Ryan, Paul	2,187 ballots
Stein, Jill & Honkala, Cheri	24 ballots
Blanks:	12 ballots
Write-ins:	19 ballots

SENATOR IN CONGRESS

Brown, Scott	2,653 ballots
Warren, Elizabeth	3,435 ballots
Blanks:	41 ballots
Write-ins:	3 ballots

REPRESENTATIVE IN CONGRESS

Keating, William	3,861 ballots
Sheldon, Christopher	1,651 ballots
Botelho, Daniel	274 ballots
Blanks:	335 ballots
Write-ins:	25 ballots

COUNCILLOR

Cipollini, Charles	2,076 ballots
Cipollini, Oliver	3,152 ballots
Blanks:	886 ballots
Write-ins:	19 ballots

SENATOR IN GENERAL COURT

Wolf, Daniel	4,754 ballots
Blanks:	1,322 ballots
Write-ins:	56 ballots

REPRESENTATIVE IN GENERAL COURT

Madden, Timothy	5,160 ballots
Blanks:	914 ballots
Write-ins:	58 ballots

CLERK OF COURTS

Adams, Mary	4,676 ballots
Blanks:	1,427 ballots
Write-ins:	29 ballots

REGISTER OF DEEDS

Ferreira, Jennifer	4,706 ballots
Blanks:	1,405 ballots
Write-ins:	21 ballots

QUESTION ONE – Motor Vehicle Sales

YES	4,616 ballots
NO	685 ballots
Blanks:	831 ballots

QUESTION TWO – “Death with Dignity”

YES	3,804 ballots
NO	2,029 ballots
Blanks:	299 ballots

QUESTION THREE – Medical Marijuana

YES	4,356 ballots
NO	1,439 ballots
Blanks:	358 ballots

QUESTION FOUR – Non-binding Corporations

YES	4,001 ballots
NO	1,071 ballots
Blanks:	1,060 ballots

QUESTION FIVE – Non-binding Corporations

YES	3,899 ballots
NO	1,098 ballots
Blanks:	1,135 ballots

ANNUAL TOWN MEETING – APRIL 2, 2013

The following is a summary of the articles called and discussed, and the vote taken by the 2013 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on Tuesday, April 2, 2013. There were 397 registered voters were in attendance.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 42, 43, 44, 45, 46, 48, 49, 52, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 67, 75, 76, 77, 79, 80, 81, 82, and 83.

At 10:16 PM, there was a unanimous vote to recess until Wednesday, April 3, 2013 at 6 PM. There were 242 registered voters in attendance. Eleven articles were discussed and voted.

At 9:16 PM, Board of Selectmen Chairman Patricia Roggeveen moved to adjourn the 2013 Annual Town Meeting. The motion was adopted by unanimous voice vote.

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

Article 2: Appropriation: Unpaid Bills. (Not Called) adopted by unanimous voice vote.

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

Article 4: Revolving Accounts: Annual Authorization. (Not Called) adopted by unanimous voice vote.

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

Article 6: FY 2013 General Fund Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 7: Personnel Compensation Plans for FY 2014. (Not Called) adopted by unanimous voice vote.

Article 8: Appropriation: FY 2014 General Fund Operating Budget. (Not Called) adopted by unanimous voice vote.

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

Article 10: Appropriation: General Fund Capital Expenditures. (Called) adopted with technical amendments by majority voice vote.

Article 11: Appropriation: Enterprise Funds Operation. (Not Called) adopted by unanimous voice vote.

Article 12: Appropriation: Enterprise Funds Capital Expenditures. (Not Called) adopted by unanimous voice vote.

Article 13: Enterprise Funds: Fiscal Year 2013 Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 14: Appropriation: Waterways Improvement Fund. (Not Called) adopted by unanimous voice vote.

Article 15: Authorization: Airport Aviation Fuel Revolving Fund for Fiscal Year 2014. (Not Called) adopted by unanimous voice vote.

Article 16: Appropriation: Ambulance Reserve Fund. (Not Called) adopted by unanimous voice vote.

Article 17: Appropriation: County Assessment. (Not Called) adopted by unanimous voice vote.

Article 18: Appropriation: Finalizing Fiscal Year 2014 County Budget. (Not Called) take no action by unanimous voice vote.

Article 19: Rescind Unused Borrowing Authority. (Not Called) adopted by unanimous voice vote.

Article 20: Appropriation: Ferry Embarkation Fee. (Not Called) adopted by unanimous voice vote.

Article 21: Appropriation: Collective Bargaining Agreement/Fire. (Not Called) adopted by unanimous voice vote.

Article 22: Appropriation: Collective Bargaining Agreement/Airport Union. (Not Called) take no action by unanimous voice vote.

Article 23: Appropriation: Collective Bargaining Agreement/Our Island Home. (Not Called) take no action by unanimous voice vote.

Article 24: Appropriation of Insurance Proceeds: Airport Enterprise Fund. (Not Called) adopted by unanimous voice vote.

Article 25: Community Preservation Committee: Fiscal Year 2014 Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 26: Appropriation: FY 2014 Community Preservation Fund. (Not Called) adopted by unanimous voice vote.

Article 27: Appropriation: Prospect Hill Bike Path. (Called) not adopted by majority voice vote.

Article 28: Appropriation: FY 2014 Tick-borne Disease Reduction Program. (Called) not adopted by majority voice vote.

Article 29: Appropriation: Other Post-Employment Benefits Trust Fund. (Called) adopted by majority voice vote.

Article 30: Zoning Bylaw Amendment: Permitted Uses. (Called) adopted by declared 2/3 majority voice vote.

Article 31: Zoning Bylaw Amendment: Formula Business – Definition Modification. (Not Called) adopted by unanimous voice vote.

Article 32: Zoning Map Change: Brant Point Area Plan Implementation – LC to CN and R5 and RC to R-10. (Not Called) adopted by unanimous voice vote.

Article 33: Zoning Map Change: Holdgate Property – Old South Road RC-2 to CN. (Not Called) adopted by unanimous voice vote.

Article 34: Zoning Bylaw Amendment: Town and County Overlay District Boundary Adjustments. (Not Called) adopted by unanimous voice vote.

Article 35: Zoning Map Change: R-20 to R-10 Meadow Lane. (Not Called) adopted by unanimous voice vote.

Article 36: Zoning Bylaw Amendment and Zoning Map Change: Village Height Overlay District and Hummock Pond Farms. (Not Called) take no action by unanimous voice vote.

Article 37: Zoning Bylaw Amendment: VTEC/VR Intensity Regulations. (Not Called) adopted by unanimous voice vote.

Article 38: Zoning Map Change: Siasconset SR-20 to SR-10. (Not Called) adopted by unanimous voice vote.

Article 39: Zoning Bylaw Amendment: Intensity Regulations. (Not Called) take no action by unanimous voice vote.

Article 40: Zoning Bylaw Amendment: Secondary Dwelling. (Not Called) adopted by unanimous voice vote.

Article 41: Wind Turbine Moratorium. (Called) adopted by majority voice vote.

Article 42: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer Map District Changes. (Not Called) adopted by unanimous voice vote.

Article 43: Bylaw Amendment: Board of Sewer Commissioners/Siasconset Sewer Map District Changes. (Not Called) adopted by unanimous voice vote.

Article 44: Bylaw Amendment: Committees/Capital Program Committee. (Not Called) take no action by unanimous voice vote.

Article 45: Bylaw Amendment: Council for Human Services. (Not Called) adopted by unanimous voice vote.

Article 46: Bylaw Amendment: Committees/Visitor Services and Information Advisory Committee. (Not Called) adopted by unanimous voice vote.

Article 47: Bylaw: Civil Fingerprinting Authorization. (Not Called) adopted by hand count vote: YES – 236; NO - 107.

Article 48: Bylaw Amendment: Finances. (Not Called) adopted by unanimous voice vote.

Article 49: Charter Amendment. (Not Called) not adopted by unanimous voice vote.

Article 50: Charter Amendment. (Called) take no action by majority voice vote.

Article 51: Charter Amendment. (Called) not adopted by majority voice vote.

Article 52: Home Rule Petition: Airport Revolving Fund. (Not Called) adopted by unanimous voice vote.

Article 53: Home Rule Petition: Amendment of Historic District Commission Act. (Called) voted to take no action by majority voice vote.

Article 54: Home Rule Petition: Land Bank Real Estate Conveyance. (Not Called) adopted by unanimous voice vote.

Article 55: Home Rule Petition: Real Estate Conveyance to Land Bank. (Not Called) adopted by unanimous voice vote.

Article 56: Home Rule Petition: Harbor and Shellfish Advisory Board. (Not Called) adopted by unanimous voice vote.

Article 57: Home Rule Petition: Nantucket Mosquito Control Project. (Not Called) adopted by unanimous voice vote).

Article 58: Home Rule Petition: Regulation of Fertilizer Use. (Not Called) adopted by unanimous voice vote.

Article 59: Home Rule Petition: Community Preservation Committee. (Not Called) not adopted by unanimous voice vote.

Article 60: Home Rule Petition: Conveyance of Property by the County/Smooth Hummocks – Moorlands Management District. (Not Called) adopted by unanimous voice vote.

Article 61: Home Rule Petition: Amendment of Historic District Act. (Not Called) take no action by unanimous voice vote.

Article 62: Home Rule Petition: Amendment of Historic District Act. (Not Called) not adopted by unanimous voice vote.

Article 63: Home Rule Petition: Amendment of Historic District Act. (Not Called) referred to the Board of Selectmen, Town Administration, the Planning and Land Use Services Department, and the HDC for further study and review with members of the public by unanimous voice vote.

Article 64: Home Rule Petition: Funeral Directors, Embalmers, Funeral Homes, and Crematories. (Called, Call Withdrawn) take no action by unanimous voice vote.

Article 65: Home Rule Petition: Cessation of Longevity Payments for Nantucket Town and County Employees. (Called) non-binding guidance request to Town Administration; adopted by majority voice vote.

Article 66: Home Rule Petition: Relative to Retirement Benefits for Nantucket Town and County Employees. (Called) not adopted by hand count vote: YES – 93; NO – 135.

Article 67: Reaffirm Separation of Police and Fire Departments. (Not Called) not adopted by unanimous voice vote.

Article 68: Non-Binding “Sense of the Meeting” Request for Town Support of the “Nantucket Life Foundation”. (Called) voice vote indicated no support.

Article 69: Request for Establishment of Tick-borne Disease Reduction Committee. (Called) take no action by majority voice vote.

Article 70: Request to Increase Town Meeting Quorum for Appropriations and Transfers. (Called) not adopted by majority voice vote.

Article 71: Non-Binding Resolution: Photovoltaic Solar. (Called) voice vote indicated moderate support in favor.

Article 72: Non-Binding Resolution: Renewable Energy Power Source for Electrical Vehicle Charging Stations. (Called) voice vote indicated moderate support in favor.

Article 73: Real Estate Disposition: 47 Boulevard. (Called) adopted as amended by DeCosta by 2/3 hand count vote: YES – 135; NO – 34; 2/3 = 113.

Article 74: Real Estate Acquisition: 2 Bartlett Road. (Called) adopted by declared 2/3 majority voice vote.

Article 75: Real Estate Conveyance: Industrial Land. (Not Called) adopted by unanimous voice vote.

Article 76: Real Estate Conveyance: Easements/Industry Road and Shadbush Road; Map 78 Parcel 4. (Not Called) adopted by unanimous voice vote.

Article 77: Real Estate Disposition: Long-term Lease Authorization, 14 Airport Road. (Not Called) adopted by unanimous voice vote.

Article 78: Real Estate Disposition: Long-term Lease Authorization/Town Property at Landfill. (Called) not adopted by majority voice vote.

Article 79: Public Ways: Coffin, Fayette, Meader and Francis Streets. (Not Called) adopted by unanimous voice vote.

Article 80: Real Estate Acquisition: Various "Paper" Streets and Misc. Parcels. (Not Called) adopted by unanimous voice vote.

Article 81: Real Estate Conveyance: Various "Paper" Streets and Misc. Parcels. (Not Called) adopted by unanimous voice vote.

Article 82: Real Estate Acquisition: 42 Sparks Avenue. (Not Called) adopted by unanimous voice vote.

Article 83: Real Estate Acquisition/Conveyance: 40 Sparks Avenue. (Not Called) adopted by unanimous voice vote.

Article 84: Authorization for Lease at Landfill for Community Scale Wind Turbine. (Called) not adopted by hand count vote: YES – 109; NO – 79; 2/3 = 125.

Article 85: Real Estate: Martin's Lane. (Called) take no action by unanimous voice vote.

Article 86: Appropriation: Stabilization Fund. (Called) not adopted by hand count vote: YES – 99; NO – 50; 2/3 = 99.3234.

Article 87: Appropriation: Free Cash. (Called) take no action by majority voice vote.

ANNUAL TOWN ELECTION - APRIL 9, 2013

TOTAL BALLOTS CAST

8,242 registered voters

2,640 ballots cast

32% percentage voting

MODERATOR

Alger, Sarah F. 2,258 ballots

Blanks: 366 ballots

Write-ins: 16 ballots

TOWN CLERK

Flanagan Stover, Catherine 2,221 ballots

Blanks: 393 ballots

Write-ins: 26 ballots

SELECTMAN

Roggeveen, Patricia 1,033 ballots

Dooley, Joseph 89 ballots

Dunton, Carol 139 ballots

Fee, Matthew	1,080 ballots
Glidden, Tobias	1,183 ballots
Maury, Stephen	729 ballots
Reinhard, Allen	699 ballots
Blanks:	310 ballots
Write-ins:	14 ballots
SCHOOL COMMITTEE	
Garneau, Jeannette	2,112 ballots
Blanks:	514 ballots
Write-ins:	14 ballots
HISTORIC DISTRICT COMMISSION	
McLaughlin, John	1,885 ballots
Williams, Linda	1,783 ballots
Blanks:	1,538 ballots
Write-ins:	74 ballots
HISTORIC DISTRICT COMMISSION ASSOCIATE	
Camp, Abigail	1,848 ballots
Blanks:	775 ballots
Write-ins:	12 ballots
HOUSING AUTHORITY	
Williams, Linda	1,780 ballots
Blanks:	829 ballots
Write-ins:	31 ballots
NANTUCKET LAND BANK COMMISSION	
Reinhard, Allen	2,081 ballots
Blanks:	545 ballots
Write-ins:	14 ballots
HARBOR AND SHELLFISH ADVISORY BOARD	
Boyce, Peter	1,922 ballots
Glowacki, Michael	1,498 ballots
McCrae, Wendy	1,524 ballots
Perkins, Mary-Josephine	1,238 ballots
Blanks:	1,720 ballots
Write-ins:	18 ballots
PLANNING BOARD	
Williams, Linda	1,783 ballots
Blanks:	813 ballots
Write-ins:	44 ballots
NANTUCKET WATER COMMISSION	
Slavitz, Noreen	2,101 ballots
Blanks:	531 ballots
Write-ins:	8 ballots
SIASCONSET WATER COMMISSION	
Pearl, John	2,120 ballots
Blanks:	514 ballots
Write-ins:	6 ballots

Respectfully submitted,

Catherine Flanagan Stover, MMC, CMMC
Town and County Clerk

TOWN COUNSEL

Fiscal Year 2013 represents the second full fiscal year of our firm's service as Town Counsel to the Town of Nantucket. We are honored to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.

General

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

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

Litigation

A total of 12 out of 24 previously pending cases were resolved during the fiscal year.

Labor

We have assisted the Town and Airport administrations with various personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements, and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner. We are also representing the Town on a new round of collective bargaining negotiations.

Airport Commission

We continue to assist in the successful operation of Nantucket Memorial Airport with timely and cost effective legal advice, as needed. Most significantly for this fiscal year, we have assisted the Airport Commission in its dispute with the general contractor in the construction of the new administration building and have also assisted the Commission in responding to an adverse title claim asserted against airport property.

Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including several takings by eminent domain of roadway parcels for conveyance pursuant to the Yard Sale Program, over thirty (30) Yard Sale transactions, the sale of surplus Town-owned properties for residential purposes, as well as the layout and taking by eminent domain by the County of public ways. In addition, we have prepared and reviewed license agreements, conservation restrictions and leases on behalf of the Town.

We assisted the Town in responding to the public emergency caused by the eroding bluff along sections of Baxter Road in Siasconset, including negotiating a Memorandum of Understanding with Siasconset Beach Preservation Fund to assist the Town with funding necessary to explore bluff protection measures, and relocation of the roadway threatened by the eroding bluff.

I speak for all my colleagues in saying that it is a privilege to work for and with the Town of Nantucket. We thank the Selectmen for their confidence in allowing us to serve and the Town's employees and officials for their assistance to date. We look forward to many interesting and challenging projects throughout this coming fiscal year.

Respectfully submitted,

John W. Giorgio
Kopelman and Paige, P.C.



HUMAN SERVICES REPORTS

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services includes the following entities: Our Island Home, Senior Services, Commission on Disability and Veteran's Services. Our Island Home's Administrator is Rachel Chretien; the Senior Services Coordinator is Laura Stewart (and is now responsible for the operations of the Saltmarsh Senior Center); Mary Richrod is Director of the Senior Day Center; Brenda McDonough is the Facilitator for Commission on Disability and Arnold Patterson is the Veteran's Services representative. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

The Director is the liaison between various Town and community agencies, boards, councils and commissions. Regular contact is also maintained with other cities and towns facing similar issues.

COUNCIL FOR HUMAN SERVICES

The Council for Human Services (CHS) was established in 1986 to ensure that the island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is comprised of nine community members, appointed annually for three-year terms by the Board of Selectmen. The Council works in concert with the Human Services Director to facilitate communication among local and regional helping agencies, human service providers and the community at-large.

The CHS provides a central focus for the island's varied human service activities, as well as an avenue for addressing deficiencies and gaps in the community's critical obligation to nurture and sustain a healthy and vital community for its residents.

HUMAN SERVICES CONTRACT REVIEW COMMITTEE

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

Organizations receiving funds for FY12 include: A Safe Place, Elder Services of Cape Cod and Islands, Interfaith Council Food Pantry, Interfaith Council Rental Assistance Program, Nantucket Aids Network, Family and Children's Services d/b/a Nantucket Behavioral Health Services, South Coastal Counties Legal Services, Martha's Vineyard Community Services, and Small Friends.

FISCAL YEAR 2013 HIGHLIGHTS

Human Services Direct Services to the Community

Effective July 1, 2012, the Town transferred the processing of Fuel Assistance applications to Nantucket Rental Assistance. The Department continues to assist with Food Stamp applications. Additionally, Human Services staff oversees the Senior Tax Work-Off Program and in June of 2013 became Nantucket's Passport Agency.

Nantucket Healthy Community Collaborative

The Director has been an active contributor to this island-wide collaborative which represents many of the not for profit providers on Nantucket. Through this collaborative, the human service needs of the island become even clearer.

Senior Tax Work-Off Program

Staff worked with Town department heads and senior applicants to pair residents with tasks. Each qualified senior could work a maximum of 100 hours (at \$7.50/hour) which would be deducted from their property tax. This is an ongoing program; new applications are taken in September. Out of 26 applicants, 14 were placed; and six departments applied: DPW, PLUS, Wannacomet Water Company, Assessor, Human Resources and Visitor Services.

Passports

Pam Meriam and Ann Medina became Certified Passport Agents and are available Tuesdays and Thursdays from 2:00 to 4:00 PM, by appointment to process new passports.

Community Transformation Grant/Mass in Motion

The Massachusetts Department of Public Health (MDPH) was awarded a \$60,000 per year grant to build on our Mass in Motion initiative, to increase access to healthy eating, and increase activity levels of Massachusetts citizens. Some policy and communication efforts will be statewide and intensive efforts will occur in selected communities. As a selected community, Nantucket will become part of the Mass in Motion Municipal Wellness and Leadership initiative, and work on the strategic directions of the grant application and demonstrate the ability to contribute to a strong application by MDPH. In March of 2013, the Nantucket Aids Network a/k/a Access, subcontracted with the Town to manage the projects of the grant. Funding and oversight continues to be through the Department of Human Services.

The Department of Human Services is located at 81 Washington Street at the Saltmarsh Senior Center. Effective October 5, 2012, the Department staff consists of one Director and one Business Office Coordinator. Hours of operation are generally Monday through Friday from 8:30 AM to 5:00 PM.

Respectfully submitted,

Pamela Meriam
Human Services Director

COUNCIL ON AGING

The Nantucket Council on Aging (COA) was established by voters at the 1974 Annual Town Meeting. The Saltmarsh Senior Center is located at 81 Washington Street Ext. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities, and related information are detailed in a monthly newsletter, the Saltmarsh Gazette, which is mailed to 517 seniors. The Gazette can also be viewed on the Town of Nantucket's website under the Council on Aging Department.

In FY 2013 the Saltmarsh Senior Center provided 17,767 units of services to 629 individuals over 60 years of age, with 73% of them being women. Between five and eight programs are offered daily to an average of 60 seniors visiting the center each day. There are five paid employees and one hundred and six volunteers.

The Board of Selectmen appoints nine members from the community to serve on the COA board for staggered three-year terms. The 2012-2013 board members were: Thomas B. McGlenn, Chairman; John McLaughlin, Vice Chairman; Chuck Gifford, Jon St. Laurent, Glenora Kelly Smith, Daryl Westbrook, Randall Wight, Ella Finn and Joe Aguiar. The COA board members hold regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center to discuss ways to fulfill its mission and continue improving the annual Elder Expo.

The COA board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2013 awards went to Sara Johnsen and Francis Pease. Recognition from state and local officials was given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. (NCEA) generously paid for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town Department which funds staff salaries and an operational budget. Additional funding is met through fundraising events by the Nantucket Center for Elder Affairs, Inc. and through state grants and community donations. Without these additional funds our facilities needs and the many programs offered would not be possible. This year's fundraising activities included: John Buttrick benefit concert, Cabaret, Ships Inn dinner, social game night at Sherburne Commons, December Delight and a yard sale.

The NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. The COA and NCEA sponsored highly competitive teams for the annual Friends of Nantucket Public Schools Spelling Bee and the Nantucket Historical Associations History bowl. Our fifth annual Elder Expo in September was geared toward informational sharing and awareness of support services for seniors. Other items of note that occurred this past year include:

- Serving the Health Information Needs of Elders (SHINE) counselor updated seniors on the options available under the Medicare Drug Programs and held Medicare open enrollment from October 20-December 7.
- Human Services filed applications for our seniors to participate in the Tax Work-Off Program and now processes new passport applications at the Saltmarsh Senior Center.
- Free information services or seminars were provided concerning dementia, healthy living and fitness, fall prevention and balance, grandparents role in preventing their grandchildren from drinking and using drugs and a three part series about planning to stay at home as we age with elder law attorney, Arthur Bergeron.
- Special programs included: Arts and craft classes, food preparation, facials, performances by local singers, musicians and theater groups and an Atheneum informational seminar.
- A variety of regularly scheduled programs included: aerobic and strength training instruction, Yoga, Tai Chi, internet and computer assistance, writers workshops, quilting, knitting, cribbage, Mah Jongg, bridge games and instruction.
- New programs include: Sing-a-longs, Wii Bowling, Bingo (obtained a license from the Commonwealth of Massachusetts to play for cash prizes) and the Men's Breakfast was revived.

The Senior Center is the host site for Elder Services of Cape Cod and the Islands' congregate lunch program, monthly and weekly blood pressure clinics, veteran services, Legal Services of Cape Cod and the Islands, hearing and hearing aid services. The Social Security Administration lost funding for travel and has not been able to send agents to the island since July 2011.

Goals for fiscal year 2014 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers and first responders.
- Host the sixth Elder Expo in September 2013.
- Maintain and improve our website and database of services provided to our seniors.
- Establish an email list to send the Saltmarsh Gazette.
- Reaching out to other elders on Nantucket.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. We also extend our gratitude and appreciation to the hard work of Ginny Carrera, the Program Coordinator Assistant and the dedication of our board members, family, friends, volunteers, elected officials and fellow Town departments. We are fortunate to reside in a community that values our elderly. Thank you for the opportunity to work with you and serve our senior community.

Respectfully submitted,

Tom McGlenn, Nantucket Council on Aging, Chairman
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

OUR ISLAND HOME

Our Island Home is the provider of care for individuals in need of long term care as well as short term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. Our Island Home (OIH) is dedicated to providing the highest quality care for our residents requiring 24 hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent care givers and ensuring residents are the primary participants in their care. The above is provided within the structure of the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projection. OIH staff consists of approximately 68 employees that include permanent and per diem personnel.

Surveys: The 2012 Department of Public Health annual survey resulted in no deficiencies of potential/actual harm to our residents. We received two deficiencies for patterned, no actual harm. The 2012 Life Safety Survey resulted in three deficiencies. The state of the building was a concern during both surveys. However, no deficiencies were received as the surveyors understood that action was being taken by the Board of Selectmen to address the aged building by establishing an Our Island Home Long-Term Plan Work Group. The main mission of this group is to develop and explore future options and

recommendations for OIH and associated services. The final report of the work group will be presented to the Board of Selectman in mid-July 2013.

The surveys OIH experiences are a factor in calculating what our Five Star Quality Rate is. The Centers for Medicare and Medicaid Services implemented a nursing home rating system that provides nursing homes with a score between one and five stars based upon the weighted formula of the following factors: health inspections, staffing ratios, and quality measure outcomes. Currently, OIH is rated a 4 out of 5 star facility. To review the breakdown of this rating please visit: www.medicare.gov/nursinghomecompare.

ADMINISTRATIVE MANAGEMENT

Within FY 2013 we added two key personnel to our administrative staff. One was Meris Keating who was hired as the Activities Director. The previous director, Sybil Nickerson, chose to retain her old position as the Activity Director Assistant upon the passing of Wendy Garrabrant. Wendy was a long time volunteer prior to becoming a permanent staff member for OIH and her loss was felt by all staff and residents deeply. The second key personnel hired was Heather Francis as the Staff Development Coordinator. Previously, there had been a lack of educational opportunities for staff due to this position being unfilled and fiscal restraints to send staff to off-island seminars and trainings. Having Heather on board has helped immensely in maintaining the education of staff as mandated by requirement/regulations. To further help with education of staff, we began using SilverChair learning, an educational software program, at the start of the fiscal year. This provides online tutorials of the annually mandated topics and keeps all information up-to-date. While this was a learning process for staff, it has proven to be effective.

IMPROVE FISCAL MANAGEMENT

We have maintained a steady census which resulted in the average yearly census was the same as FY 2011 and FY 2012 of 42 out of 45 (94% occupancy). Our largest payor source remains Medicaid/Mass Health at an average of 66%. The other two payor sources are private at 30% and Medicare A at 4%.

One area of focus for the industry as part of the Affordable Care Act which added a section to the Social Security Act is the reduction of hospital readmissions within 30 days of discharge. OIH only had one resident discharged/readmitted to the hospital within 30 days. OIH had a decline in discharges to home. In FY 2013, 25% of discharges were of this category which is down from 35% in FY 2012. This decline is directly related to our decrease in Medicare (or short term residents) census for the fiscal year. The remaining discharges are broken down as 67% expired at OIH, 4% to another nursing facility and 4% to the hospital/not returned. Our goal for FY 2014 will be to continue to maintain a high census, meet (or exceed) revenue projections, and maintain our percentage of our residents returning to homes!

FY 2013 overall budgeted revenue was not met and we experience a shortfall of \$360,462 at the close of the fiscal year. This budgeted shortfall was offset by the transfer of OIH Retained Earnings into the operating (expense and salaries) budget at Annual Town Meeting. With the transfers and conservative spending, the overall budgeted expense had a surplus of \$800,104. This surplus assisted in offsetting the revenue deficit. The General Fund subsidy amount for FY 2013 was \$2,261,560.

One reason for the above decrease in revenue was a lower than anticipated Medicare census. OIH continues to provide high levels of rehabilitation, improve our identification of skilled nursing qualifiers, and compete with the Nantucket Cottage Hospital swing beds that offer the same level of care. However, anticipated revenue and census of Medicare was not met. The average daily census of Medicare residents was a total of two, down from three Medicare residents per day in FY 2012. The total days, or average

Medicare clinically appropriate days, for the period was also lower than FY 2012. Our goal is to continue to provide Medicare at a level that will meet the resident needs and meet our projected revenue for FY 2014.

OIH continues to enlist the services of a legal lobbying group to provide legislation amendments to the Nursing Home User Fee legislation (commonly referred to as a 'bed tax') which we hope will result in some fiscal relief to OH. While this is still in progress, this group did assist us in filing for a Certified Public Expenditure payment in collaboration with our accountant, Kirkland Albrecht & Fredrickson. This payment is provided through Medicaid to offset a facility owned by a municipality's cost of public expenditures of providing Medicaid services to eligible Medicaid recipients. In FY 2013 we filed and were approved to receive a sum for the CPE for the calendar year of 2011. This payment is expected to be received in FY 2014.

ENHANCE QUALITY OF LIFE FOR RESIDENTS

A current long-term care industry trend is the reduction of psychotropic medication use. OIH has continued to reduce our usage of these medications with assistance from our pharmacy consultant. We remain below state, regional and national averages for three out of four measured categories of antipsychotics, anxiolytics and hypnotics for the third year in a row. Our psychotropic use was the lowest it has ever been and we have used NO hypnotics for roughly one year! The last category of psychotics, antidepressants, is in-line with the state, regional and national averages. Our medication utilization average (routine medication and those provided on an 'as needed' basis) was also far below the average compared to other facilities (OIH averages 7.2, down from FY 2012, while the overall average in 12.9) for the period of July 2012 to July 2013. Our goal for FY 2014 is to continue this trend of reducing the number of medications residents receive overall.

Our volunteer program remains very active and is imperative to successful activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable due to lack of funds such as music and art therapy. In FY 2013, the Friends of Our Island Home citizen group began to form. This group will work under the Community Foundation of Nantucket for fundraising efforts and assist in expanding our group of dedicated volunteers. We look forward to the formation of this group and the positive impact they will have on our residents!

Respectfully submitted,

Rachael Chretien
Administrator

ISLAND SERVICES REPORTS

NANTUCKET MEMORIAL AIRPORT

Nantucket Memorial Airport (ACK) is one of only two gateways to the island, and on certain days has more aircraft operations than Boston Logan. ACK is a key economic generator for the community and the state. According to a recent MASS DOT study, the airport is responsible for 4,000+ jobs generating \$121 million in total payroll (4th in state airports), and is responsible for \$401 million in economic impact, the third in state airports.

Operating essentially as a small city with its own fire, security, maintenance, operations and administrative departments, the airport provides for the transportation needs of a variety of customers. From private aircraft owners, commercial service airlines and passengers, corporate jet operators and users to freight carriers, medical transport, military training and VIP transport, the airport supplies the infrastructure and services necessary for these groups to successfully perform their functions.

In addition to providing services necessary for flight operations, the airport is a leader in supplying land for commercial, non-aeronautical businesses known as Locally Undesirable Land Uses (LULU); businesses that are better located outside of the Historic Core District. Both the airfield and its support facilities and non-aeronautical areas must be managed in an environmentally responsible manner, as the Airport actively manages over 500 acres of Priority Habitat and the associated threatened and endangered species. As part of its environmental stewardship commitment, the airport coordinated with the Nantucket Islands Land Bank and a professional contractor to implement a plan for controlled burning of portions of grassland on the airport.

Just prior to the beginning of the fiscal year, in June, 2012, a new Airport Manager began his tenure at the airport. While significant changes to the operation and management of the airport continued through the fiscal year, the airport team continued to pursue changes to improve the overall financial performance and delivery of quality services. Within the Administrative unit, organizational and procedural changes were made to enhance and encourage sustainable growth at the airport, and to improve communications with other Town Departments and the community.

In an effort to address various issues, a reorganization of the Finance/Business office was initiated with the hiring of a new Business Manager, and the Fixed Base Operations (FBO) supervisor pressed into service to support the Business Manager. Improvements made in the Finance/Business unit include improved formats and frequency of reports delivered to the Airport Commission and Board of Selectmen, such as quarterly financial updates in a user friendly format. Additionally, this department also increased the use of the MUNIS accounting system in coordination with the Town Finance Department.

To address inconsistencies and to continue efforts toward financial self-sufficiency, an initial review of the airport rates and charges was conducted internally with appropriate modifications approved by the Airport Commission. One significant change to the rates was the institution of a fee for operators providing scheduled service flights utilizing the Fixed Base Operator facilities. Other changes included the institution of landing fees for small general aviation aircraft and the elimination of several discount programs. While

this is an initial step in addressing the rates and charges, a comprehensive review and analysis will be completed as part of an overall Airport Master Plan update that will occur in FY 2014.

In consideration of the airport's financial condition and in support of the goal to become self sufficient, the airport staff members represented by a collective bargaining agreement, volunteered to forgo cost of living increases for FY 2014, allowing the new management additional time to improve the airport's financial picture. (The non-union personnel contributed similarly in FY 2013.)

Another major step in improving the finances at the airport and addressing sustainable activity began in FY 2013 with the selection of a consultant, McFarland Johnson, to prepare a Passenger Facility Charge (PFC) application. The development of the application is due to be completed and approved by calendar year end 2013 with collections anticipated to start in early 2014. Current estimates indicate that approximately \$500,000 - \$600,000 would be generated and be used to reduce debt service and provide matching funds for FAA and state capital grants.

On the non-aeronautical business front, the airport, in conjunction with Town counsel, began a review of various leases in order to standardize and update the terms of these agreements. Additionally, through a competitive Request for Proposal selection process, a new gift shop operator began service in April of 2013.

Another key organizational change took place in February of 2013 with the hiring of an Environmental Coordinator. Previously a consultant performed this function. By bringing the position in house, efficiencies and improved coordination of all environmental activities were achieved. An early accomplishment was the preparation of the winning proposal in a competition against other airports that resulted in ACK being selected by MASS DOT to become the first carbon neutral airport in the United States. Working with the Volpe Transportation Center, ACK stands to benefit through sustainability efforts and renewable energy initiatives. Additionally, the new Environmental Coordinator, working closely with the Town Energy Department, successfully implemented a lighting system upgrade in various airport buildings that has significantly reduced energy costs.

On the operational front, the winter of FY 2013 will be remembered for a number of significant weather events from several snow storms and severe nor'easters to the remnants of Hurricane Sandy that devastated much of the east coast. Although the airport only encountered some minor damage throughout these events, additional personnel time and costs were required to manage these events and maintain safe operations. In June the FAA performed their annual certification inspection, which is a thorough three-day comprehensive inspection of all facets of airport operations. This inspection is part of the FAA regulatory requirements that the airport must adhere to in order to permit commercial air service operations. The inspection this year was very favorable with only two minor observations.

Efforts continued in FY 2013 to address noise concerns at the airport and to educate the public about airport operations. In August, the airport held a public meeting to inform the community about the beginning of a Master Plan project that would look at such items as an inventory of existing conditions, passenger demand forecasts, airfield design, noise abatement and environmental stewardship, ground transportation and other capital development needs. Throughout the fall and winter months, a detailed scoping effort was coordinated with the FAA to ensure all relevant issues and funding matters were addressed.

The airport has worked closely with the revitalized Nantucket Flying Association (NFA) and the Nantucket School system to add aviation related activities into the curriculum for island children. Additionally, the airport has supported the efforts of the NFA to encourage and promote aviation and flying on the island. In June, the NFA held a successful Aviation Camp that provided educational instruction to children on various aspects of aviation. Through the NFA's efforts a flight school has begun providing the opportunity of flying lessons and sightseeing to the community.

Construction activities continued during the year with the replacement of the High Intensity Runway Lights on runway 6/24 coming in ahead of time and under budget. Unfortunately the Fixed Base Operation/General Administration building suffered a setback when the airport was forced to terminate the agreement with the contractor for failure to pay its subcontractors. However a replacement contractor was brought in and completion is anticipated in the fall of 2013. A project to realign taxiway "D" which will allow for improved traffic flow on and off the aircraft parking apron was designed and bid in the second half of the fiscal year, with construction to take place in the fall of 2013. Throughout the year discussions with various FAA divisions were held to review potential alternatives for improvements to the air traffic control tower. A number of possible solutions were evaluated and a proposed resolution is expected to be presented by the FAA to the airport in the following fiscal year.

During FY 2013 discussions also continued with the FAA on planning for navigational aids associated with the previous extension of runway 15/33. Replacement of the Visual Approach Slope Indicator (VASI) with a Precision Approach Path Indicator (PAPI) for runway 33, and the relocation of the Runway End Identifier Lights (REIL) should occur in FY 2014.

Financial performance at the airport in FY 2013 was significantly improved over the past year's performance with a turnaround from a \$1 million plus projected budget deficit to an actual profit. Through improved financial processes and prudent financial management, the Finance Department has made great strides in putting the airport back on course to become self sufficient.

In Fiscal Year 2013, the number of aircraft operations was up 5.77% over 2012 from 119,976 to 126,898. Passenger enplanements for the period were up 1% over the previous Fiscal Year from 173,906 to 175,328. The total gallons of fuel sold were down about 4% for the period with AvGas gallons going from 137,388 to 116,230, and Jet A fuel from 1,218,833 to 1,182,258.

In summary, the airport continues to provide quality service to various sectors of the aviation community, non-aeronautical land users and the general public, in an environmentally responsible manner while balancing the financial demands needed to do so.

Respectfully submitted,

Thomas Rafter, A.A.E.
Airport Manager

DEPARTMENT OF NATURAL RESOURCES

Natural Resources enjoyed another productive year and continued to develop and expand our programs in our second year as a department. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden and Water Quality Program. The department is comprised of Jeff Carlson, Natural Resources Coordinator and Tara Anne Riley, Shellfish Biologist and JC Johnsen, Natural Resources Enforcement Officer. This past year we had a number of interns during the summer of 2012. We would like to give a special thanks to Leah Cabral, Steve Heck, and Kelley Coughlan for their hard work during this season. We are looking forward to expanding all of our programs and developing a new department to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at 508-228-7230. We encourage any person with a question or concern to contact us at the office.

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Dr. Ernest Steinauer and the Vice Chair was Dr. Sarah Oktay. The other members included Dr. Jen Karberg, Michael Glowacki, Ian Golding, Andrew Bennett, and John Braginton-Smith. We would like to thank them for all of their hard work and dedication for the Commission. The Commission completed an update and revision of the Nantucket Wetland Protection Regulations. The Commission heard the following applications in this fiscal year:

Notice of Intent	Amended Order of Conditions	Request for Determination of Applicability	Minor Modifications/ Plan Changes	Certificates of Compliance
105	18	27	20	54

The Commission meets every other Wednesday at the Public Safety Facility on the second floor at 4:00 PM and the meetings are open to the public.

BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM

The Endangered Species Program had another successful season for the 2012 summer season. This past season the Town monitored all of the breeding protected bird species on Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach, Quaise Point and Madaket Beach.

SHELLFISH PROPAGATION

The Shellfish Propagation Facility was able to raise around \$25,000 in donations towards the shellfish program from various grants and private donations. As result, the facility was able to increase shellfish production from 70 million post-set bay scallop larvae to 170 million bay scallop larvae. The production

increase was largely due to having the ability to purchase more efficient equipment and the ability to retain summer interns.

Tara Anne Riley was selected for a second year to participate as a Shellfish Hatchery Consultant for the Wood's Hole Oceanographic Institute's project on the island of Zanzibar off the coast of Tanzania for six weeks in the winter. Hatchery intern Leah Cabral was also selected for the program this year. The project's goal is aimed at running East Africa's first shellfish hatchery for a local species of clam known as the blood ark. The ultimate goal is train local islanders to produce blood ark seed to supply to the local village women to continue to farm until they are market size. This initiative will serve as an additional source of protein and increase economic opportunities for the women of Zanzibar.

The Shellfish Management Plan board met frequently and finalized a draft of the first Shellfish Management Plan, which is a plan to protect and manage Nantucket's shellfish resources. The plan seeks to incorporate all stakeholders input, provide historical knowledge, and serve as a guide by prioritizing future research.

WATER QUALITY PROGRAM

The Department of Natural Resources continued its water quality efforts of Nantucket Harbor, Madaket Harbor, Long Pond, Sesachacha Pond, Miacomet Pond, and Hummock Pond. The samples are collected and processed from May through October. Monthly water samples are also collected for the Division of Marine Fisheries from both harbors, Sesachacha Pond and Coskata Pond.

Respectfully submitted,

Jeff Carlson
Natural Resources Coordinator



DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is comprised of six major divisions: 1) wastewater collection; 2) wastewater treatment; 3) solid waste (both recycling and solid waste disposal); 4) urban forestry; 5) stormwater management; and 6) general street and sidewalk maintenance. This annual report will provide an overview of each division and its accomplishments during FY 2012.

Wastewater Collection

During FY 2012 the Town continued to make progress in achieving the recommendations contained in the Comprehensive Wastewater Management Plan and the goals established for Wastewater Capital Improvement. The Town has contracted with Woodard and Curran to study the feasibility of constructing a wastewater treatment facility in Madaket and updating the Comprehensive Wastewater Management Plan. The CWMP should be completed by December 2013. The DPW continues to provide daily maintenance of the sewer collection system.

Wastewater Treatment

The DPW is responsible for the operation and maintenance of two wastewater treatment plants: Surfside and Siasconset. Both facilities are advanced treatment plants, including nitrogen reduction and are in compliance with federal and Commonwealth regulations.

Solid Waste

The solid waste facility took in approximately 33,710 tons for all categories of waste in 2012 and recycled approximately 3,550 tons of recyclables. Landfill mining continued in 2012. This mining activity will provide future lined landfill space; reclaim valuable buried materials, while at the same time significantly reducing the potential for groundwater contamination.

Nantucket has been recognized as a National leader for its recycling efforts.

Urban Forestry

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 13th Tree City Award.

Stormwater Management

During FY 2012 the DPW installed several new drainage structures across the island which will help to lessen localized flooding.

Streets

The DPW obtained a thermoplastic paint machine and is using it extensively to do crosswalks and parking spaces. SeeClickFix was added to enhance citizen's ability to report defects that need fixing.

Respectfully submitted,

Kara Buzanoski
Director

WOODS HOLE, MARTHA'S VINEYARD, AND NANTUCKET STEAMSHIP AUTHORITY

The Woods Hole, Martha's Vineyard, and Nantucket Steamship Authority (SSA) was created in 1960, in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or new boats; fares paid by customers constitute most of the income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket has a 35% vote.

The SSA's five members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2012 and June 2013, at the Whaling Museum's Discovery Room courtesy of the Nantucket Historical Association. The seven member Port Council also meets monthly, alternating between Hyannis and Woods Hole.

The SSA management's goal is to maintain vital service levels at the most efficient cost. A major expense has always been fuel oil. The SSA's fuel hedging program has successfully managed to keep fuel expenses at around 10% of our entire budget. Other major expenses include wages, health care benefits, and maintenance of vessels and terminals.

Total operating revenues for the year were close to \$85 million, as of the end of June 2013, passenger traffic was up 4.1% on the Nantucket route, with autos down 3.6% and trucks up 2.1%. 2012 ended with the passing of H. Flint Ranney, long time SSA Member from Nantucket, a staunch customer service advocate and diplomatic influence on the board. In December, Robert F. Ranney, Flint's eldest son, was appointed to replace Flint on the SSA Governing Board, pledging to continue his father's work as a representative for Nantucket's traveling public.

2013 began with the winter workhorse on the Nantucket route, the M/V Nantucket, requiring emergency repairs due to worn hull plating, accomplished in a remarkable two-days, during a period of very strong winter storms.

During some periods of astronomically low tide cycles, the Hyannis Channel had become impassable to the M/V Eagle after its return to service in the spring, due to shoaling from Hurricane Sandy and a seemingly continuous barrage of strong winter storms. With the cooperation of the SSA, the towns of Nantucket and Barnstable, the Army Corps of Engineers, and state and local representatives navigating a myriad of permitting and environmental issues, maintenance dredging of the Hyannis Channel was begun at the end of June as a temporary fix. Between the SSA and Hyline, over 1,000,000 passengers a year pass through the Port of Hyannis.

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

Respectfully submitted,

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

VISITOR SERVICES

The Nantucket Visitor Services and Information Department was established to provide a quality experience for island visitors and residents. The department's budget consists of funding allocated from a percentage of the Local Room Occupancy tax paid by all licensed guesthouses and hotels. These licensed guest houses and hotels must collect state tax (5.7%) and local tax (6%) which totals 11.7%. The local share of 6% is then returned to the Town and the Nantucket Visitor Services Department budget is based on 30% of the 4% of the local amount.

The Visitor Center at 25 Federal Street continues to be the main office for providing up-to-date information on events, activities, services, clubs, organizations, museums, businesses, lodging and restaurants as well as special events. The office is open year-round to the public and is a gateway for both visitors and residents on island. The office welcomes over 60,000 people a year and serves as a daily referral service for available rooms including the helpful seasonal one night list and cancellations for holiday and event weekends. The office maintains lists of restaurant openings and closings and also keeps menus available to the public. For those traveling by boat, a satellite kiosk on Straight Wharf provides information to visitors and residents seven days a week during the summer season.

The department produced the annual Travel and Lodging brochure in partnership with the Nantucket Lodging Association. This brochure is available free to the public and lists all licensed bed and breakfasts along with general island information. It is available at the 25 Federal Street office, calling (508) 228-0925, e-mailing towninfo@nantucket-ma.gov or downloading from our website: www.nantucket-ma.gov/visitor.

Visitor Services helps to sponsor and organize the Fourth of July fireworks exhibition at Jetties Beach. Although fundraising has been done in the past, Nantucket Visitor Services is grateful to the Town of Nantucket for funding them this year.



Visitor Services produced and facilitated all Town events and activities at Children's Beach. This included the Tie-Dye Clinic, Friday Night Checkers, Kickball and the Summer Breeze Concert Series including Tuesdays with Tony. Nantucket Visitor Services handled all PR and outreach to the community and media outlets with press releases, e-mails and updates on its website.

Visitor Services along with assistance from ReMain Nantucket created the first Nantucket New Year's celebration for 2013. Held over four days, it consisted of community events available for all ages including a laser light show, a gala ball, cabaret and children's activities including a craft workshop and concert.

Visitor Services maintains a social media account on Twitter with NantucketBuzz. With over 700 followers it tweets out information to the public regarding public announcements and fun community events on the Island.

Visitor Services once again held the Island Christmas Light Decorating Contest. In its 7th year, the public votes for their favorite home light up for the holiday season and the Inquirer and Mirror newspaper prints photographs of the winning entries.

Respectfully submitted,

Kate Hamilton Pardee
Director

SIASCONSET WATER DEPARTMENT

The following activities are highlights of the fiscal year for the Siasconset Water Department.

The Water Commission awarded a contract to Winston Builders for upgrade of the pumping station electrical and chemical feed systems, installation of a SCADA (Supervisory Control and Data Acquisition) system to allow for constant monitoring and control of the Sconset system from Wannacomet Water Co. as well as other remote locations. Additional work under the contract includes the renovation of the dug well pumping station, generator building and the summer office.

An external electrical connection was installed at the pump station as a means of providing backup electrical service until the pump station work is completed in the fall of 2013. The cooperation of the Nantucket Memorial Airport staff made this possible. They allowed their portable generator to be upgraded to supply the power supply to the pumping station if necessary. The Commission would also like to thank David Fronzuto, Emergency Management Coordinator, for his assistance in this project.

The Water Commission authorized their General Manager to begin negotiations with various cellular service providers for the installation of cellular transmitting equipment on the Milestone Road water tank. A proposal was received from Verizon and an agreement is expected to be reached in the fall of 2013.

Total production for the fiscal year was 66,220,000 gallons. This is an increase of 4,274,000 gallons (6.5%) over Fiscal Year 2012. The highest recorded consumption ever recorded for a single day was 632,000 gallons registered on July 16, 2012.

The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

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

Respectfully submitted,

Siasconset Water Commission
Gerald Eldridge, Chair
Robert Benchley, III, Clerk
John Pearl

WANNACOMET WATER COMPANY

The following are highlights that were achieved during Fiscal Year 2013.

Total fiscal year production from all of the wells was 570,861,000 gallons. This represents a 2.92% increase from the previous fiscal year. The increase was due to record production in the first quarter of the year. For the first time more than 4,000,000 gallons was pumped in a day and it happened nine times. The wet weather in the last quarter of the fiscal year resulted in production being significantly under the average. The peak production day for the fiscal year was 4,327,732 gallons on July 6, 2012. This was the highest production day ever for Wannacomet.

Phase III of the system extension to Madaket (Madaket Road, Ames Avenue, Starbuck Road and Washington Avenue) was awarded to Holdgate Partners, Inc. and the project was completed in the spring of 2013.

Under the direction of Chris Pykosz, Operations Manager, Wannacomet continues to strengthen its distribution system by replacing aging water mains, valves and services. Much of the work for FY 2013 was done in conjunction with the Phase IIB sewer work being done in the core district and administered by the Department of Public Works.

Under the direction of Mark Willett, staff engineer, Wannacomet undertook the development of a unidirectional flushing system to optimize the benefits of the annual flushing of the system. This system is linked to the hydraulic computer model of the system and is managed using cloud technology. All field work is logged into and recorded on iPads.

Customer Service Supervisor Janice Davis retired from Wannacomet after 35 years of loyal service. Jan's warm smile and "how can I help you" attitude will be missed and we wish her well in retirement. Upon Jan's retirement an internal reorganization was undertaken and Linda Roberts was hired as project coordinator.

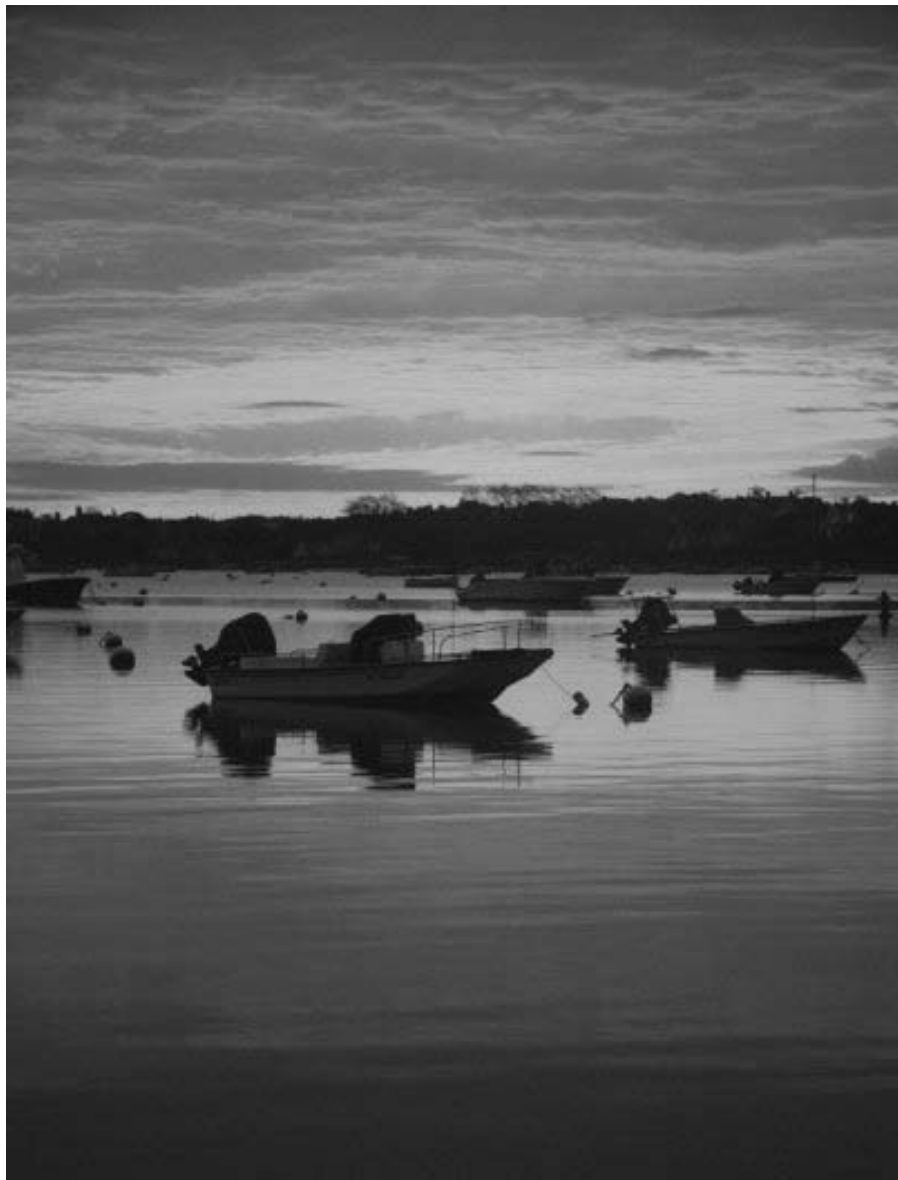
The MassDEP conducted a sanitary survey of the Wannacomet System including source protection, operations and maintenance procedures and programs, water storage facilities and emergency response

procedures. This survey is conducted on a three year rotation and once again Wannacomet received excellent ratings in all categories.

I would like to take this opportunity to thank the employees of the Wannacomet Water Company for their dedication and commitment to providing our customers with the safest and highest quality drinking water possible and excellent customer service. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance.

Respectfully submitted,

Robert L. Gardner
General Manager



PLANNING AND LAND USE SERVICES REPORTS

The department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013. PLUS contains five divisions, including: Building, Health, Historic District Commission, Planning, and Zoning. The former "Code Enforcement" department was consolidated with the offices of Planning and Zoning and placed under the leadership of the Director of Planning. This reorganization has resulted greater staffing and monetary efficiency, improved customer service, expanded hours of operation, combined staff functions, and implementation of a "one-stop-shop" approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

BUILDING DIVISION

In coordination with the Health Division and Fire Department, the Building Division reviews applications, performs inspections, and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning, and public safety. Building division staff includes the Building Commissioner, Local Building Inspector, Plumbing and Gas Inspector, Wiring Inspector, and Zoning Compliance Officer. The Building Division continued to see an increase in inspection requests, permit applications, and code compliance activities from recent fiscal years.

HEALTH DIVISION

In January of 2013, local Fertilizer Regulations became effective with the intent of further reducing nutrient loading to our harbors and ponds. Both the Administrative Consent Order Regulations and the Septic Repair Management Fund provided relief from extensive septic repairs and a means to initially fund these repairs within our harbor recharge districts as a means of further reducing nutrient loading. Funding was secured for both mosquito and tick-borne disease remediation and public education and the Board of Health initiated a program of public and environmental health symposiums. Future anticipated activities center around increasing public education efforts for tick-borne disease and additional symposiums on island and national public and environmental health topics.

HISTORIC DISTRICT COMMISSION

The Historic District Commission (HDC) was established by the Massachusetts legislature in 1955. Its purpose has been to promote the general welfare of the inhabitants of the Town of Nantucket (1) through the preservation and protection of historic buildings, places and districts of historic interest, (2) through the development of an appropriate setting for these buildings, places and districts, and (3) through the benefits resulting to the economy of Nantucket in developing and maintaining its vacation-travel industry through the promotion of these historic associations. The original Act has been amended a number of times in order to address community issues regarding HDC policies and procedures. In accordance with its statute, the HDC is responsible for reviewing exterior architectural features of all structures proposed to be altered, moved, constructed, or demolished. Guidelines for review are included in *Building with Nantucket in Mind* and in *The Nantucket Sign Book*.

The HDC continued its 58th year by holding 82 meetings. The number of Certificates of Appropriateness issued and the inspections requested continued on an upward trend. The HDC issued the 59,866th Certificate of Appropriateness (COA) at the close of the fiscal year.

PLANNING AND ZONING DIVISIONS

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. The Planning Board successfully advanced warrant articles for the 2013 ATM to implement objectives of the 2009 Master Plan. Application requests to both Boards increased from recent fiscal years in FY 2013, with the Board of Appeals experiencing a significant increase in all types of applications and the Planning Board experiencing an increase in secondary dwelling and other types of small scale project applications.

Respectfully submitted,

Andrew Vorce, AICP
Director of Planning



PUBLIC SAFETY REPORTS

FIRE DEPARTMENT

The Nantucket Fire Department (NFD) personnel were challenged in FY 2013 with incidents such as a large scale fire at the landfill involving the construction and demolition (C&D) building along with several heavy equipment vehicles parked inside the building. C&D fires take a large amount of time, staffing and apparatus to extinguish. Timing was very important to mitigate this fire due to an approaching nor'easter storm with concerns of high winds, reigniting and spreading of the fire.

The NFD also responded to a considerable building fire in the downtown location at 56 Center Street. This was a fast moving fire that was started due to flammable fumes that built up and ignited from interior propane heaters.

Members of the NFD, Police Department, Harbormaster and dispatchers were involved in a difficult water rescue that saved a life in Polpis Harbor. Some of the challenges to overcome during this rescue were high winds, currents and low visibility while trying to locate the individual in the water.

Our fire calls were up 28% compared to last year. Fire alarm activations were up by 10%, inspectional services were up by 2%, and ambulance calls were comparable to last year resulting in a 6% increase in total runs for FY 2013.

Members of the NFD, in conjunction with the Barnstable Fire Academy, Cape and Islands Emergency Services completed training and updating of the following: Office of Emergency Medical Services 28-hour refresher; on-going EMS training of several required curriculum; and certifications and fire training covering building ventilation and application of hand tools.

Maintaining a high level of training is crucial for the NFD. This enables us to safely and professionally handle various emergencies we encounter through the year.

Future Initiatives

As the Chief of the department I feel that this is the year to discuss the need for a new fire station and that it be reviewed seriously. In September, 2013 the NFD will switch over to Central Public Safety Dispatching. This is the next step to accomplish before designing and building a new fire station. Discussion with the Board of Selectmen resulted in the agreement to form a citizen advisory committee for the following fiscal year to investigate and review all options for a new fire station. There is a lot of work still ahead and I believe the need and justification for a new station will become evident in the year to come.

Fire Suppression/EMS Responses/Inspections

The Fire Department responded to 3910 requests for assistance in FY 2013.

Calls for FY 2013

Fire	57
EMS	1,276
Hazardous Condition	389

Service Call	362
Alarm Activations	1,102
Inspections	724

Fire Prevention/Fire Alarm/Code Enforcement

Fire Prevention

Risk reduction benefits an entire community; the NFD uses a wide range of prevention resources and messages to communicate the importance of taking action to protect both firefighters and civilians from the dangers of fire. Highlights of fire prevention outreach include the SAFE program (Student Awareness of Fire Education for children ages 3-18). During the 2013 Fire Prevention Week, classroom presentations and station visits with educational sessions utilizing NFPA's "Learn Not to Burn" curriculum were utilized. Program successes are measured with formal evaluation tools to discern students' level of fire safety knowledge in 3rd grade.

Workplace fire safety programs have expanded beyond housing facilities and municipal organizations to private businesses and hospitality organizations.

The department also continues to partner with other organizations in outreach for fire and life safety. Working closely with the Nantucket Conservation Foundation, wildfire prevention and safeguarding of our islands' conservation properties and nearby homes have been the focus of presentations to a variety of homeowner organizations and public events.

The department continues to improve its ability to respond to community members with cognitive and physical disabilities. The ever increasing population of older adults (65 and older) who live independently, though admirable, is also concerning from a fire and life safety standpoint. Recently, in less than one week's time, several cooking accidents occurred at homes where residents were over 80 years old, which could have resulted in serious personal injury. Fire Prevention is working closely with other organizations and senior residential living facilities to identify residents who are at risk of fire and implement proper safeguards and education.

Fire Alarm

Continuation of upgrades to the municipal fire alarm system is still an ongoing process. As of June 30, 2013 all properties were removed from the Siasconset Gamewell Fire Alarm System and the process of overhead wire removal has begun. Residential and commercial properties that were on the system have been converted to either private alarm companies or connected to the Town's upgraded radio reporting system (SIGCOM). The NFD will continue working with existing building owners and new commercial property project owners to ensure that they receive the best possible coverage and response from the NFD.

The Fire Alarm Superintendent, along with employees of National Grid, Verizon and Comcast worked with local contractors to help facilitate the movement of repurposed buildings over the streets of Nantucket. This repurposing of buildings allows families to obtain a useable structure for less than normal construction cost and also results in a reduction in construction debris waste within our landfill. This trend in repurposing buildings seems to be steady year to year. As you have read in the beginning of this report the NFD responded to a considerable size fire at the landfill involving C&D waste. Every house repurposed diminishes the potential of overloading storage of this material on the island before being shipped off island.

Code Enforcement

Permits Issued FY 2013	
Above/Underground Tank Removal	63
Black Powder	5
Cannon	1
Clambake	7
COI Inspections	236
Fire Alarm	11
Fireworks	2
Grill Permits	259
LP Tanks/Fuel Storage	147
Oil Burner	33
Open Burning	41
Smoke/CO Detector	365
Sprinkler System Installation	2
Tank Truck Inspection	17
Permit Total	1,189

Inspections FY 2013	
Smoke Detector Inspections	314
Certificate of Occupancy Inspections	223
Fire Alarm Inspections	13
General Safety/Hazard Inspections	118
Sprinkler System Installation Inspections	11
Other Inspections	45
Inspection Total	724

Special Achievements

Sawyer Phillips, a 6th grader at the Cyrus Peirce School submitted an entry for the 28th Annual Arson Watch Poster Contest. Sawyer's entry placed third in the state amongst over 1,300 submissions. This was the first time Nantucket County had a state winner. The Department received recognition for promotion of the contest as well as education for middle school students on fire prevention.

Respectfully submitted,

Mark C. McDougall
Fire Chief

POLICE DEPARTMENT

DEPARTMENT OVERVIEW

The Police Department is the primary law enforcement agency for the Town of Nantucket, charged with the responsibility to insure the safety of all persons in the Town through the enforcement of the criminal and

civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

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

The Police Department is divided into three divisions under the supervision of the Chief of Police: the Administrative Support Division, the Operations Division and the Marine Safety Division. The Operations Division provides direct services to the general public and is responsible for the enforcement and prevention objectives. The Administrative Support Division provides support functions for those direct services for members of the department and the general public including oversight of the Emergency Communications Center (e911), the Public Safety IT network, and the Town-wide telecommunications systems. The Marine Safety Division is responsible for the supervision of waterways operations, public beaches, moorings, the Town pier, aids to navigation, and the lifeguard program. The Police Department also oversees the Emergency Management function for the Town of Nantucket.

CAREER MILESTONES

Retirements

- Kevin Rogers, Police Officer, March 31, 2013

Promotions

- Steve Tornovish, Sergeant, February 11, 2013

New Employees

- Cassandra Thompson, Police Officer, August 10, 2012
- Derek Witherell, Police Officer, August 10, 2012
- Daniel Blount, Assistant Harbormaster, October 29, 2012
- Patricia Haney, Dispatcher, June 10, 2013
- Matthew Sullivan, Dispatcher, June 10, 2013

Separations

- Dwayne Dougan, Shellfish Warden, July 20, 2012
- Hilary Ray, Dispatcher, August 12, 2012
- Ryan Killeen, Police Officer, September 20, 2012

Individual Accomplishments

- Jonathan Johnson, Assistant Harbormaster, accepted a transfer to the Natural Resources Department as a Natural Resources Enforcement Officer on March 4, 2013
- Lt. Jerry Adams attended the FBI National Academy, 252nd Session in Quantico, VA, graduating March 22, 2013

DEPARTMENT ACCOMPLISHMENTS

Expanded Services: During the summer months we expanded the hours that the general public could purchase permits from eight hours per day to 12 hours per day, seven days a week.

Community Policing: We graduated three sessions of the Citizen's Police Academy. Our Volunteer program VIP's provided 2,457 hours of volunteer service which represents over \$64,700 in volunteer time to the Department

Public Safety Emergency Communications: The Public Safety Radio system authorized by voters at the 2006 Annual Town Meeting finally became fully operational facilitating communications between all Town departments and partner agencies. A remote fire alarm panel was installed in the central dispatch center in preparation for assuming dispatching responsibilities for the fire department scheduled to occur early in FY 2014.

Public Safety Information Technology: We successfully installed a VOIP phone system into 37 Washington Street and 2 Fairgrounds Road allowing us to significantly reduce the amount of Verizon phone lines that the Town pays for monthly. We also fully mapped the Town and the Public Safety IT networks which will provide us a guide to future hardware needs and consolidation opportunities as well as identify potential holes in our network security systems.

Lifeguard Program: Acting on a petition from residents with support of the Board of Selectman we opened Dionis Beach as a lifeguarded beach for the 2012 summer season. Also, the Board of Selectman adopted a new policy to be implemented at the lifeguarded beaches in the event of confirmed shark sightings near those beaches.

Town Pier and Floating Docks: An engineering study was conducted on the Town Pier and floating docks following the storms of the 2012/13 winter season. The study recommended replacement of the floating docks with a more robust system made of floating concrete sections. A Request for Proposal will be prepared and a contract awarded to replace the floating wooden docks with a concrete floating dockage system. The manufacturing, permitting and installation of these docks is expected to be completed in FY 2014.

Aids-to-Navigation (ATON): Staff set 104 buoys, marking all the channels in Nantucket Harbor, Children's Beach Auxiliary Channel, Polpis Harbor, Madaket Harbor and all major rock hazards were marked. All of the positions of the local aids to navigation are properly registered with the U.S. Coast Guard and are updated annually in the USCG Light List. We were unable to mark the channel to Tuckernuck due to shoaling which occurred during the winter storms.

Maritime Search and Rescue (SAR): The department responded to 104 search and rescue calls logging over 500 hours underway on the departments vessels in FY 2013.

Emergency Management: Emergency responders successfully implemented the Comprehensive Emergency Management Plan (CEMP) for the approach of hurricane Sandy, October 22, 2012. This storm event proved to be a real life drill for the island in hurricane preparations allowing us to identify strengths and weaknesses in our planning. Working with the Massachusetts Emergency Management Agency (MEMA) we developed procedures to be used for Town departments for preparation of the initial damage

assessment documents necessary to be filed with MEMA to obtain reimbursement for federally declared disasters.

FY 2014 GOALS

Police Operations

- Capital Planning: with the added infrastructure responsibilities that came along with the consolidation, the department will develop a long-term capital plan to help identify future budgetary needs.
- Policies and Procedures: We will continue to update departmental policy manuals to reflect the protocols that must be in place for the Police, Marine and Emergency Communications personnel. The objective of the updated manual will be to provide guidance to employees in the execution of their missions.
- Staffing: We will complete the staffing plan for the central dispatch facility by hiring two additional dispatchers which will allow us to become operational as a central dispatch facility for all police, fire, medical and marine calls island-wide in FY 2014.
- VOIP Telephone System: We will continue forward with expansion of the Town VOIP phone system by expanding it into the Town building campus, 34 Washington Street and exploring our options for installation into the enterprise fund departments.

Marine Operations

- Dredge the Polpis Harbor entrance channel to improve navigation and safety.
- Improve safety on the South Shore beaches by making enhancements to the Lifeguard program.
- Develop a capital improvement plan for the Town Pier and floating dock systems.

Emergency Management

- Update the Comprehensive Emergency Management Plan (CEMP) and submit it to the Massachusetts Emergency Management Agency (MEMA) for approval.
- Receive designation from the National Weather Service as "Storm Ready Community."
- Update the Town's compliance with NIMS mandates and submit the annual report to MEMA.
- Conduct at least one table top disaster exercise based on real life scenarios for the island.
- Conduct a needs analysis to determine whether the Town should invest in an island-wide emergency alert system.

SUMMARY OF CRIME STATS

ARRESTS	FY 2010	FY 2011	FY 2012	FY 2013
Drug Offenses	28	28	39	43
DWI Offenses	72	38	73	87
All Other Offenses	369	340	356	479
Total Arrests	469	406	468	609

PART 1 REPORTED CRIMES	FY 2010	FY 2011	FY 2012	FY 2013
Homicide	0	1	0	0
Rape (includes unfounded and included offenses)	12	7	7	4
Robbery	2	4	3	1

Assault	59	64	69	58
Burglary	87	72	90	55
Larceny	379	344	304	353
Auto Theft	20	7	3	18
Arson	3	0	3	1
Total Part 1 Crimes	716	499	479	490

OTHER OFFENSES	FY 2010	FY 2011	FY 2012	FY 2013
Weapons/carry/possess	2	7	9	7
Forgery	4	1	3	1
Property Reported Lost or Stolen	355	317	284	339
Property Damage - Vandalism	196	127	156	139
Drug Offenses Reported	32	38	29	26
Family Offenses - Domestic	144	180	171	93
General Police Services	14,939	13,389	15,052	18,001
Disturbance – Noise Complaints	525	485	508	450
Disturbance - General	305	271	300	322
Fish and Game Violations	48	40	9	32
Public Service	811	790	812	1,013
Total Other Offenses	23,428	15,645	17,333	20,423

MOTOR VEHICLE STOP/CRASHES	FY 2010	FY 2011	FY 2012	FY 2013
Motor Vehicle Hit Deer	29	19	32	35
Motor Vehicle Stops	2,471	2,174	2,625	3,039
Motor Vehicle Crash Reports	409	407	337	395
Motor Vehicle Fatalities	1	0	0	0

FEES COLLECTED	FY 2010	FY 2011	FY 2012	FY 2013
Beach Permits	\$360,525	\$386,760	\$407,895	\$337,826
FID/Pistol Permits	\$5,675	\$5,325	\$3,375	\$1,868
Taxi Permits	\$7,450	\$7,225	\$7,825	\$6,940
Parking Permits	\$43,540	\$82,837	\$51,775	\$46,175
Parking Fines	\$221,010	\$236,435	\$234,180	\$215,470
Alarm Registration Fees	\$123,150	\$26,922	\$220,730	\$105,989
All Other Fees	\$6,349	\$3,887	\$6,575	\$21,187
Total Fees Collected	\$767,699	\$749,391	\$932,355	\$735,454

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

Respectfully submitted,

William J. Pittman
Chief of Police

SCHOOL REPORTS

This report is a summary of school departments for FY 2013: July 1, 2012 to June 30, 2013 and was prepared by Superintendent W. Michael Cozort with input from each school or department.

NANTUCKET PUBLIC SCHOOLS

*World Class Learning: We Learn, Grow and Care
Through Rigor, Relevance and Relationships*

2012-2013 was another outstanding year for the Nantucket Public Schools! The administrative team remained intact throughout the year, providing the consistency so important in directing the local, state and federal initiatives that will improve the academic performance of our students. We are now into our second full year of the district's Strategic Plan and continue to tackle and accomplish many of the actions outlined in that plan. The Common Core State Standards and the eventuality of a new assessment system designed to correlate with those standards will be the driving force for our work in the next five years.

We are fortunate to have students who demonstrate daily excellence in the classroom, on the playing fields and in their extra-curricular and volunteer activities. We are extremely proud of all of our graduates. Our students do a number of things after graduation: some travel; a few take an extra year of prep school; some go directly into the world of work; and many of our students have been accepted to a number of prestigious universities this year. While we are proud of those being accepted to schools such as Harvard, Dartmouth and Middlebury, we are equally proud of those students who are the first in their family to go to college. Clearly, students who go through the Nantucket Public Schools can, if they work hard, go anywhere!

While our schools have had many successes, we are also faced with challenges, none as great as our dramatic increase in enrollment. We have exploded from 1,233 students in October of 2009 to 1,386 in October of 2012 and an additional 100 students added over the summer of 2013, resulting in a count of 1,481 in October of 2013.

School Enrollment Academic years 2013-2014 vs. 2012-2013 vs. 2011-2012:

	NES	CPS	NHS	Total
October 2011	633	300	397	1,330 students
October 2012	656	306	424	1,386 students
October 2013	683	348	450	1,481 students

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

We are also fortunate to have so many caring and gifted educators and support staff. They give generously of their time and expertise, both inside the classroom and out. In addition to knowing and teaching their subjects well, they often are club and activity sponsors, coaches and confidants. They care deeply about

our children and take pride in providing a learning atmosphere that promotes intellectual challenge and emotional well being. A school system is only as good as its teaching faculty.

Nantucket Public Schools MCAS Scores

The Massachusetts Comprehensive Assessment System (MCAS) is the Commonwealth's state-wide assessment program, developed as part of the Education Reform Act of 1993. MCAS has three primary purposes: 1) to inform and improve curriculum and instruction; 2) to evaluate student, school and district performance according to the Massachusetts curriculum framework content standards; and 3) to determine whether a student has met the state requirements for the Competency Determination, i.e. whether a student is eligible for a high school diploma. Every public school student, including students with disabilities, must participate in the MCAS.

Results on the MCAS tests are reported by achievement levels that describe a student's knowledge and skills as they relate to the MCAS performance standards and the state content standards. Students receive a separate score and attain a separate achievement level in each subject area. School and district results are reported according to the percentage of students attaining each achievement level in each grade level or subject area tested.

Students in grades 5 and 8 also participate in the science and technology/engineering assessment. Students in grades 9 and 10 have the option of choosing one science test in the areas of Biology, Chemistry, Introductory Physics, or Technology/Engineering to earn a proficient score to meet state graduation requirements.

Highlights of Nantucket's achievements as a district in the 2011-2012 school year resulting from the MCAS given during the spring of 2012 are as follows:

A review of groups of students moving through the schools shows that, over time, students improve their MCAS scores between grade 3 and grade 10.

95% of high school sophomores scored Proficient or higher for ELA. 80% scored Proficient or higher in Math.

- Results in mathematics for grades 3-8 were disappointing and this must be an area of improvement.
- Our high needs subgroups (ELL, Special Needs and low income students) are below targets and we must do a better job to help them improve their achievement scores.
- Nantucket High School has been designated a Level 1 (highest) school indicating that all students have met their MCAS targets.
- CPS has been designated a Level 2 school indicating that students met most, but not all, of their MCAS targets.
- NES has been designated a Level 2 school indicating that students met most, but not all, of their MCAS targets.
- On a scale of 1-5, Level 1 indicates that a district is performing proficiently, while Level 5 may call for a state take-over or mandate to contract with an outside agency to turn the district around. Our designation by the state as a Level 2 District indicates that we are performing adequately, but need to help our "high needs" students perform at a higher achievement level.

Nantucket Elementary School

2012-2013 was another busy year at Nantucket Elementary School. The administrative team in place continues to be: Kimberly Kubisch, Principal; Nina Slade, Associate Principal Pre-K – 2; and Michael Horton, Associate Principal 3-5. Nina Slade provides English Language Arts support across Pre-K through fifth grade classrooms and Michael Horton provides Math support across Pre-K through fifth grade. The three of us spent a great deal of time in classrooms formally observing teaching and learning. The staff and students continued to embrace Responsive Classroom as the classroom management model for the school. The Standards based report card was refined even further. We implemented Math Expressions for the fourth year as the core math program, and for the second year the Language Arts Program Houghton-Mifflin Journeys is used. Both of these resources were utilized, refined, and expanded upon to support the teaching and learning of the Common Core State Standards and the Massachusetts Frameworks.

To support staff with boosting student engagement in their learning, all classrooms have SMART interactive whiteboards and these were added to most of our special area classrooms this past year as well. Professional development was provided and teachers worked together to support all of their learning in using this very innovative technology. We also had professional development sessions for teachers creating SMART goals for their own professional practice, for student learning goals, for differentiated instruction and for co-teaching.

The NES staff collected and utilized a great deal of student performance data. The web-based data warehouse, AIMS web, was used to collect and analyze reading and math student performance data throughout the year. Teachers also began to utilize assessments with the Journeys resource, as well as Fountas and Pinnell Reading Benchmark Assessments. The Fountas and Pinnell tool allows NES teachers to use the same assessment tool across all grade levels. MCAS results also helped to provide necessary student performance information.

Our school provides support for learning for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. The data mentioned above helped us to create co-teaching classrooms at every grade level with students who have special needs and the support of a Teaching Assistant and a certified Special Education teacher in those two rooms at every grade. In addition, we have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges. Nantucket Elementary School continues to utilize an Options Program in collaboration with the Walker Partnership designed to meet the needs of students diagnosed with emotional disabilities. This program provides the opportunity to receive a modified educational program on the island. Students who receive ELL services were grouped by ability in classrooms so that ELL staff was able to better schedule students and push in to classrooms. Nantucket Elementary School hired after-school MCAS tutors through Title I Grant funds. Students were selected based upon low MCAS performance. In addition, we had an afterschool ELL tutor who worked with some of our non-English speaking students in the testing grades. In collaboration with the Nantucket Community School, we also held an after school homework club. The population requiring these services continues to grow. Francie Baskett continues to be the school's ISLE program teacher for students with special talents or areas of interest.

Our students had the opportunity to participate in the long standing traditional field trips again. The third grade, in conjunction with their Social Studies content, went to Plimoth Plantation; the fourth grade had their annual sleepover at the Boston Museum of Science; and the fifth grade did their three-day pilgrimage to Yarmouth Port, MA for Nature's Classroom learning experiences. In addition, our fourth grade students

reaped the benefits of our new community partnership with the Nantucket Historical Association. They had the opportunity to live like whalers and enjoy a sleepover at the Whaling Museum in the fall. This night included learning about all aspects of living on a whale ship: the food, the culture, the work, and the travel.

We were sad to say goodbye to Karen Olszewski and Kit Fruscione who served our students with heart and soul for 25 years and 21 years respectively.

Cyrus Peirce Middle School

The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive, yet challenging environment and to provide them with 21st century skills for success in high school and beyond. In order to carry out this mission the faculty, parents and community members continued to examine and assess current programs, identify areas of improvement and establish goals in areas we need to improve. Overall strengths identified through the school improvement process characterized Cyrus Peirce Middle School as a strong student-centered middle school with a solid sense of community for all and a positive environment for students and the community. As a school, we therefore set forth to maintain initiatives which support our school's mission.

During the 2012–2013 school year our staff continued the school's focus on instruction, as well as relevant programming which serves to foster a positive school climate for students in the difficult transition years. Positive Behavioral Interventions and Supports (PBIS) is a school-wide system of support that includes proactive strategies for defining, teaching, and supporting appropriate student behaviors to create positive school environments. The staff has developed a continuum of positive behavior support for all students within the school in areas including the classroom and non-classroom settings (such as hallways, buses, and restrooms). This program has helped to build consistency for students in the school so that they can work and achieve in an environment conducive to learning. We also continued using Measures of Academic Progress (MAP) which is an adaptive assessment system designed to determine student strengths and weaknesses in language arts and math. Teachers use this data to inform their instruction and focus on remediation in areas where student performance is low.

Transitions continue to be a focus for the school just as they are for middle school students entering the sixth grade or leaving for high school. Staff at Cyrus Peirce Middle School held a Sixth Grade Registration Fair for parents to inform them of the programs offered in middle school. To assist in preparing the rising sixth grade students, we continued with our successful Jump-Up Day. Both events serve as a way to orient incoming students and their families to the building and to the staff.

At the end of the school year, we were sad to learn that Principal Scott Meadows and his family were returning to Virginia. We were also sad to lose Karla Butler to her well-earned retirement. We wish them the best.

Nantucket High School

Whaler Pride continues as the mission of Nantucket High School. As an acronym Whaler Pride articulates – We, as a NHS learning community, value and believe in: High standards and challenging curricular coupled with appropriate support, Academic achievement, Learning as a collaborative, creative and adaptable process, Effort, Responsibility, Providing opportunities for 21st century academic, social and civic success, Respect, Integrity, Dedication, determination, and self-discipline, and Engagement as diverse learners and involved citizens. Fulfilling our mission, Nantucket High School had a solid year of achievement. For the second year in a row, 100% of students taking the English Language Arts MCAS test passed on their first

try. Tests in mathematics and science also showed growth in scores, with the number of students achieving the highest two levels – advanced and proficient - increased. Several students were recognized outside of NHS for their academic achievement, including five, the largest number in recent history, earning the opportunity to participate in the National Merit Qualifying Program. One NHS Junior student achieved a perfect score on both the critical reading and writing sections of the SAT test. The Principal's List Breakfast continued to grow with a record number of students qualifying each quarter. Our School to Career program continued to see the "island as our campus." Nearly a third of the graduating class participated in this program, benefiting both the students and the various community partners willing to provide these extended learning opportunities. We are grateful to the Chamber of Commerce, Nantucket Historical Association, Maria Mitchell, Nantucket Comedy Festival, Nantucket Community Television, and countless businesses and organizations for their support. As a learning community, the faculty and staff spent the year working on curriculum development through Understanding by Design. Our Advanced Placement program expanded by three courses, had a record number of students participate and saw very impressive scores, the highest in years, in English and United States History. Our School Council continued to monitor academic achievement after implementing the change in our athletic eligibility standard. The increase required that a student fail no course, a higher metric than required by the Massachusetts Interscholastic Athletic Association. As a result, we saw fewer failures and the average GPA per sport per season improved across the board. In addition to academic issues, the Council, through the school improvement plan monitors the safety and security of our school, staff, students and programs, our communication and outreach as well as issues relating to accreditation.

John J. Buckey completed his fifth year as principal of Nantucket High School. In June, Mr. Buckey led 83 graduates through graduation exercises, replete with a keynote address from John Shea, actor and island director of the Theatre Workshop of Nantucket. The class of 2013 enjoyed much success both in and out of the classroom. Post-secondary plans for the class were diverse with over 80% of our students continuing on to further education. These plans included, prestigious colleges and universities, fine, applied and performing arts schools and technical institutes. Nantucket High School seniors Joseph "Jojo" Zieff and Wisima "Sam" Nipatnantaporn were named the 2013 Nantucket Scholars. Nantucket High School graduates from 2013 and numerous alumni once again benefited greatly from the unending benevolence and generosity of our island community in terms of scholarships, which totaled well in excess of a half million dollars.

We want to offer our heartfelt thanks to two teachers who retired this year, Elaine Russell and Marilyn Barrett, whose commitment to our schools and our students was extraordinary and greatly appreciated.

Special Services

The Special Services Department at Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our regular education classrooms and co-curricular activities whenever possible. This approach is not only mandated by the Department of Elementary and Secondary Education, but helps all of our students learn as a community of individuals with unique strengths and challenges. When special services are provided in classrooms, in our activities, and on our playing fields, all students benefit.

System-wide services for students, ages 3 – 22, include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy,

speech and language therapy, physical therapy, behavioral therapy, parent consultation, counseling, social skills instruction, early intervention support, extended school year services, assessment and diagnosis.

The focus for the Special Services Department during the 2012-2013 school year was the Coordinated Program Review. Every six years, the Department of Elementary and Secondary Education (DESE) conducts a comprehensive audit of Special Education, Civil Rights, and English Language Learners. The audit is extensive and analyzes all aspects of service delivery for compliance with state and federal regulations. In addition to reviewing district documents, policies, handbooks, IEPs, 504 Accommodation Plans, translated documents and letters, discipline procedures, bullying and harassment procedures, Title IX, facilities, and parent advisory councils (just to name a few), DESE sent a visiting team (April 22-April 25, 2013) to the district to interview staff, parents, community members, administrators, and students. The visiting team toured all facilities, observed classrooms and conducted a parent survey. In August of 2013, DESE issued its formal report regarding compliance in two of the three audited areas: Special Education and Civil Rights. The formal report regarding compliance in English Language Learners will not be available until January of 2014.

In the report, Special Education and Civil Rights was found to be in full compliance with 92 of 98 federal statutes. The district was found to be in partial compliance with the remaining six statutes. The district was not found to be fully out of compliance in any area. Areas of partial compliance included the following: one CPS classroom needed to be relocated, one NES classroom needed to be relocated, the district needed to convene Special Education Parent Advisory Council meetings on a monthly basis, and several narrative sections of IEPs needed to be more explicit and detailed. The full report of the Coordinated Program Review is available on the website and in the Superintendent's office.

In response to the final report, the district has until June, 2014 to correct the areas of partial compliance and implement the recommendations of DESE. Many of DESE's recommendations have already been implemented.

During 2012-2013, Special Services provided a range of professional development activities including workshops on Co-Teaching, Proloquo (augmentative communication), Language-Based Strategies for the Classroom, Behavioral Strategies for the Classroom and Transitions to Adult Services.

Approximately 217 students were provided services in our local schools through an Individualized Education Plan (IEP) during 2012-2013. This represents about 15.5% of our student body and is slightly below with the state average of 17%. In addition, approximately nine students were provided services in residential treatment facilities. Students are placed in residential schools when their learning and safety needs are so significant that the local schools are unable to provide appropriate services.

In addition to students who have Individualized Education Plans, there are approximately 72 students who receive classroom accommodations in accordance with 504 Accommodation Plans.

Technology Department

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordination of mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. The technology department provides the technology infrastructure as well as administrative and classroom tools to enrich the experience of our students. There are four primary areas that the district technology

department focuses on: Educational Technology; Infrastructure; Professional Development; Data Collection and Reporting.

Educational Technology

Technology purchases are aligned with the educational and administrative needs of the school community. Educational technology initiatives included adding SMART Boards, traditional desktop computers, laptop computers, iPads and Chromebooks to classrooms at all schools. Google Apps for Education was introduced as a method for collaborating and sharing of documents. The high school introduced a bring your own device (BYOD) policy for staff and students and the technology department provided a registration process to allow these devices to connect to the district wireless network.

Infrastructure

The district was able to acquire new technology tools in all three schools as follows: 168 desktop computers; 148 laptops; 20 iPads; 16 Chromebooks; and 11 SMART Boards with projectors. These acquisitions allowed for the replacement of aging equipment and the move toward mobile computing. FONPS generously funded the purchase of some Chromebooks and iPads. A voice over IP (VOIP) phone system was installed, the new location for the Community School at First Way was connected to the main campus via fiber optic cable and the first year of a two-year project to replace network switches was initiated.

Professional Development

The focus for professional development is to provide high quality training for using technology in the classroom. Sessions included SMART Board interactive whiteboards, SchoolCenter website development and Google Apps for Education.

DESE Data Collection

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

Facilities Department

This department works diligently to keep our buildings and grounds clean and safe for the use of our students, staff and community. We have been fortunate to receive a capital budget which allows us to maintain our buildings adequately. Projects completed in the 2012-2013 school year include the complete renovation of our Large Group Instruction (LGI) space in the high school; bathroom upgrades at NHS; a new fitness center in the high school; safety and security measures at all three schools; the fire pump replacement; roof replacement at NES; the pool adult locker rooms; and the renovation of the photo lab into a computer lab for art classes at the high school. In addition to all of these projects, we procured an additional modular classroom for the ever increasing enrollment population in that school. Projects we expect to complete in the 2013-14 school year include the re-surfacing of the gym floors in all three schools; air conditioning of the Mary P. Walker auditorium; and completing the Backus Lane storage unit.

Nantucket Community School

The Nantucket Community School experienced tremendous and exciting change throughout the 2012-2013 school year beginning with a transition in directorship from Pauline Proch to Caitlin Waddington and ending with a physical move to their new office located at 32 First Way in the former Teen Center.

The Adult Education and Enrichment, Community Pool, Early Childhood Education, Children's Enrichment, Extended Day and Summer ACKventure programs remained exceptionally busy throughout the year. The Community School's Early Childhood Education team provided 102 different programs to our youngest islanders (infants through age five/six) and their families. While some of those 102 programs were one-time events, most met multiple times. For instance, each of the three Ready, Set, School! Kindergarten readiness "cohorts" met weekly for 10+ weeks. Clearly, our Early Childhood Center located within the Nantucket High School continued to serve as a community gathering space for many of our young families with close to 2,000 drop-in visits by our children during the 2012/13 school year.

Our Extended Day after-school program expanded to provide 36 children with more than 475 hours of safe, fun, nurturing and quality childcare within their familiar and trusted school environment. Our Driver's Education program was offered three times over the course of the year with an "islander preferred" intensive option offered in early summer.

The Nantucket Community School's Community Pool provided a variety of fitness, competitive and recreational aquatic opportunities for children, teens and adults. Additionally, all public school students enrolled in third through twelfth grade benefited from swim classes that were incorporated into their P.E. curriculum during their regular instructional day. Our Nantucket Community Pool's youth swim team, the Dolphins, provided our younger swimmers with six months of a competitive swim experience in the Southeastern Massachusetts Swim League. Our team continues to shine with a high number of team wins and personal bests. The Community Pool also served as home to the Nantucket High School's Varsity Swimming and Diving team, and as a rental space for birthday parties, summer camp and baptisms.

We sincerely appreciate ReMain Nantucket's steadfast support and commitment to the Nantucket community. ReMain rallied to continue the remodel of 56 Centre Street with an emphasis on preserving history in their ongoing effort to create a downtown home for many of our Nantucket Community School programs. Their comprehensive vision and planning facilitated a streamlined offering of Adult Education and Enrichment classes at the Greenhound Building throughout the year.

Your insight is always appreciated. Please share your ideas, questions and suggestions with the Director of the Nantucket Community School, Caitlin Waddington at waddingtonc@nps.k12.ma.us or 508-228-7285. Please remember to visit the website www.nantucketcommunityschool.org regularly, as new programs for all ages are posted as they arise.

The Nantucket Public Schools have improved each and every year, thanks to a stable administration, a dedicated faculty, supportive parents and students who strive to excel. However, we understand that we cannot afford to stand still or we risk getting left behind. We must continue to enhance our facilities, expand our programming for all students and provide meaningful professional development for our faculty. In short, we must raise the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community at-large. I thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort
Superintendent

COUNTY REPORT

REGISTRY OF DEEDS

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

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

Our statistical report for fiscal year 2013 is as follows:

- The total number of instruments recorded was 8,475.
- The total revenues received and disbursed was \$4,573,940.05

Revenues disbursed to the County were as follows:

Recording fees and copies	\$209,450.72
Interest	45.57
Minus bank charges	-
Other monies	-
Deeds Excise Fund ¹	645,761.90
Total	\$855,258.19

Revenues disbursed to the state were as follows:

Deeds Excise ²	\$3,079,055.86
CPA Surcharge ³	156,340.00
Technology Fee ⁴	42,330.00
State Recording Fees ⁵	440,956.00
Total	\$3,718,681.86

Our total number of instruments recorded increased 14% from last fiscal year. Our total revenues from recording fees increased 18% from last fiscal year. Our total revenues from Deeds Excise increased 38% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

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

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

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

⁴Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2016.

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

Accomplishments for fiscal year 2013 include the following:

- Increased efficiency of document storage.
- Increased efficiency of microfilm processing and storing.

Our goals for fiscal year 2014 are:

- Upgrades to office space.

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Cassano, and Administrative Assistant Jessica Gage.

Respectfully submitted,

Jennifer H. Ferreira
Register of Deeds



TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS

ABATEMENT ADVISORY COMMITTEE

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

During the fiscal year 2013 the Committee was able to assist the Assessor in the timely review and disposition of 305 real property abatement applications.

In February of 2013 David Callahan was appointed to fill the vacant seat of H. Flint Ranney who passed away in December of 2012 after a brief illness. The Committee is extremely grateful for his 18 years of dedicated service.



Respectfully submitted,

Judith A. Moran
Chairwoman

ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS

The purpose of the Advisory Committee of Non-Voting Taxpayers (ACNVT) is to convey to the Nantucket Board of Selectmen the concerns of seasonal Nantucket residents who vote in other jurisdictions. Those domiciled in places other than Nantucket pay approximately 70% of the residential real estate taxes collected by the Town.

During fiscal year 2013, six public meetings of the ACNVT were held beginning July 14, 2012 and the last June 29, 2013. During these meetings, the committee had the opportunity to hear from two members of the Board of Selectmen and the Town Manager regarding issues facing the Town.

The committee members brought to the meetings reports of issues raised by seasonal residents. For a two-way exchange directly between Town officials and seasonal residents, the committee also co-sponsored (with the Nantucket Community Association) a fifth Summer Forum which was well attended.

The committee reviewed the following matters/issues brought to its attention:

- Wastewater management: options for Madaket, mandating septic pumpouts
- Preservation of natural vegetation on lots undergoing development
- Room Occupancy Tax: possibility of extension to seasonal vacation home rentals
- Sconset bluff armoring: assessment of pros and cons
- Adequacy of housing for summer residents
- Sewer system: cost allocations, recovery of charges unpaid after hookups
- Undergrounding of utility wires in the Core District
- In-town parking: proposed improvements
- Town alternative energy initiatives: cost justification of on-island wind generators
- Priority bike paths: In-town, Quaker-Prospect Street, First Way, and Tom Nevers
- Nantucket Hunting Association: pros and cons
- Town's tourism policies: top priority to interests of year-round, then summer residents
- Sustaining harmony between year-round and summer residents

Respectfully submitted,

Howard N. Blitman, P.E.
Chairman

AGRICULTURAL COMMISSION

The Nantucket Agricultural Commission has worked diligently this past year to fulfill its mission of promoting, preserving and revitalizing Nantucket's agricultural-based industry and lifestyle. Our membership is currently full and regular meetings well attended.

During the fall of 2012 we had a productive meeting with Director of Planning Andrew Vorce. Based on his advice we formed three work groups that include Animal Education/Permitting, Grants/Community Preservation and Mapping Agricultural Land. Each of these groups have been working to form a better understanding of the topic, having met with appropriate town stakeholders and continue to refine recommendations to move forward

On December 13th, members attended a meeting with our local National Resource and Conservation Service (NRC) members hosted by the Nantucket Conservation Foundation and learned of many opportunities available to our agriculture community – grants for organic farming and aquaculture among others

This spring our motion to encourage appropriate agriculture uses on underutilized Town-owned land was accepted by the Board of Selectman and is excited to continue this conversation.

Dylan Wallace has been acting as our Chairperson and Amy Zielinski as our Secretary. In the coming months we will continue the task of updating meetings agendas and minutes online and continuing to set our work plan priorities in motion.

Thank you for your support and for the opportunity to advocate for agriculture on Nantucket.

Respectfully submitted,

Dylan Wallace
Chairman

CEMETERY COMMISSION

The purpose of the Nantucket Cemetery Commission is to:

1. Provide adequate space for the town's burial needs.
2. Provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket.
3. Provide complete and accurate records of those buried in Town controlled cemeteries.
4. Develop record keeping procedures, systems, a plot and services price list, and regulations in order to assure the respectful committal of human remains on Nantucket.

During FY 2013, the Cemetery Commission continued its work to determine the location of available burial space within the Town controlled cemeteries focusing on Newtown and Polpis Cemeteries. We have received several requests of burial plots at Polpis and the Colored Cemetery and, working with our cemetery consultant, have located space for plots in these three cemeteries. We have ordered numbered and lettered metal pins to mark plot corners and plan to survey and lay out burial plots for sale by the Town in the fall of 2013.



Our committee has also developed draft regulations for the Town's cemeteries and has begun developing procedures and forms needed for cemetery operations including prices, procedures for recording and selling or leasing lots and other issues. We met with DPW Director, Kara Buzanoski, regarding establishment a cemetery department and superintendent within the DPW to oversee operation and maintenance of Town cemeteries, Cemetery Commission policy and legal authority. We have also been working to develop a brochure describing the cemeteries and services provided by the Town.

A berm was created between Newtown Cemetery and the high school athletic fields through the generous donation of time, planning and resources by Atlantic Development Corp. and Toscana Corp., Bracken Engineering, The Sconset Gardner, Water Works Irrigation, Wannacomet Water Company, the school system and others. The Town is also proceeding with the taking of three adjacent lots to Newtown, which will provide additional cemetery space and an improved entrance.

Our committee met with the Lewis family who very generously allowed us to copy their records and provided information about burials and cemetery procedures over the years, plot sizes, regulations, monument arrangements, forms and other issues. We also met with Carmen Barrett in March regarding the consequences of the sale of the Lewis Funeral Home.

In the coming year, the Commission plans to undertake a Cemetery Improvement Plan which will assess the condition and needs of each of the Town's eight cemeteries. We use our existing CPA grant to restore grave monuments in need of repair. At the end of FY 2013, two commissioners, Ted Anderson and Georgen Charnes retired from the Commission and were replaced with Barbara White and Lee Saperstein. The Commission is grateful for the important and dedicated service Ted and Georgen gave over their years of service.

Respectfully submitted,

Allen B. Reinhard
Chairman

COMMISSION ON DISABILITY

The Nantucket Commission on Disability represents and advocates for the needs and interests of the disabled community living on or visiting Nantucket Island. It is the goal of this Commission for the disabled population to fully integrate and participate in the Nantucket Community. "Access for All" is our Commission's objective. The Commission worked to accomplish the following goals in the fiscal year 2013:

- Continued to work with the Town to improve access for disabled pedestrians on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for disabled, Nantucket residents.
- Continue to communicate with Island businesses to raise accessibility awareness, and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of new and renovated commercial structures.

- Periodically provide information on services and products that may be helpful to the disabled, Nantucket population.
- Purchased portable ramps for disabled visitors to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these eight-foot, ten-foot, and threshold ramps allow disabled visitors to more easily access their Nantucket vacation home.

The Commission has set several priorities for fiscal year 2014. The Commission will continue to further the community's awareness of accessibility issues, and strive to improve day-to-day living for the disabled population on Nantucket. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry in regards to accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.

Respectively submitted,

Milton C. Rowland
Chairman

COMMUNITY PRESERVATION COMMITTEE

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community Preservation Trust Fund drawn from a surcharge of \$20 on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to Town Meeting for the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$24 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 37% for affordable housing, 35.6% for historic preservation and 24% for open space and recreation. 3.4% was used for administration purposes.

In fiscal year 2013, the CPC reviewed, assessed and ranked 14 applications for CPA funding for fiscal year 2014. Funding for 11 projects, totaling \$2,300,000 was approved by the citizens of Nantucket at the 2013 Annual Town meeting as follows:

Open Space, Conservation and Recreation

Town of Nantucket	
<ul style="list-style-type: none"> Funds to pay the interest and principal in the first year of the bond authorized at the 2012 Nantucket Town Meeting for the creation of an artificial turf playing field at Nobadeer Farm Road 	\$125,000
Open Space Reserves	
<ul style="list-style-type: none"> Reserve for future years 	\$230,000
Sub-total	\$355,000

Undesignated Reserves

Allocation to Undesignated Reserves for future use	\$100,000
Sub-total	\$100,000

Community Housing

Interfaith Council	
<ul style="list-style-type: none"> Housing and rental assistance program 	\$120,000
Habitat for Humanity Nantucket Inc.	
<ul style="list-style-type: none"> Construct new Habitat for Humanity house 	\$200,000
Sub-total	\$320,000

Historic Resources

Nantucket Firemen's Association	
<ul style="list-style-type: none"> Restoration of the 1937 American LaFrance truck 	\$80,000
St. Paul's Church	
<ul style="list-style-type: none"> Restoration of exterior vestibule and creation of the handicap accessible walkway, lift and stairway 	\$416,685
Nantucket Historical Association	
<ul style="list-style-type: none"> Preservation of the Old Goal Jail 	\$62,425
Nantucket Maria Mitchell Association	
<ul style="list-style-type: none"> Preserving the Historic Façade of the Nantucket Maria Mitchell Association's Science Library 	\$243,795
First Congregational Church	
<ul style="list-style-type: none"> Restoration of the Old North Vestry 	\$195,125
Two Center Street Restoration Project	
<ul style="list-style-type: none"> Preservation of the Historic Methodist Church Building 	\$160,163
Nantucket Islands Land Bank	
<ul style="list-style-type: none"> Restoration of historic barn on Sconset Golf Course 	\$205,000
University of Florida	
<ul style="list-style-type: none"> 3D Laser scanning of historic buildings for public access 	\$68,596
Sub-total	\$1,431,789

Administrative

Community Preservation Committee	
<ul style="list-style-type: none"> Administrative and operating expenses 	\$93,211
Sub-total	\$93,211

Total	\$2,300,000
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By the time that this report is printed, many of the above projects will be on their way to completion. Many more projects beckon in the future to preserve our precious community. The Community Preservation Act continues to offer a unique opportunity to fund community projects that would probably never be realized or take several years and significant financial burdens to complete.

Respectfully submitted,

Ken Beaugrand
Chairman

CULTURAL COUNCIL

The Nantucket Cultural Council was allocated \$5,300 from the state to put towards local arts, humanities, and science based projects. There was \$1,730 unutilized from the 2011 allocations for a total of \$5,300. There were nineteen applicants and nine grants approved.

Nantucket Cultural Council 2013 Approved Applicants

- Artists Association of Nantucket - \$685 - Free senior art classes
- Nantucket Community Music Center - \$275 - free concerts
- Friends of Nantucket Public School - \$685 - Walden family Players
- Nantucket Arts Council - \$1,000 - Free concerts for seniors
- Montessori School - \$670 - Purchase of Montessori Bells
- Nantucket Historical Association - \$400 - Brown Bag Lunch Series
- Screen Writers Guild - \$400 - NHS partnership artist in residence
- Nantucket High School Drama - \$685 - winter drama program
- Nantucket Athenaeum - Poetry partnership with Spoken Word
- Administration Fees

Total funds distributed for the 2013 granting cycle - \$ 5,300

Allocation of funding has increased \$500 by the state over the last year to \$4,250 for 2014. This is one of the highest allocations to date for Nantucket. This has increased based on the Council's history of giving and making impact within our community. Council members include: Linda Spery, John Belash, David Billings, Amy Jenness, John J Mc Dermott, John Wagley and Jordana Fleischut.

Respectfully submitted,

Jordana Fleischut
Chairman

FINANCE COMMITTEE

The primary responsibility of the Finance Committee, pursuant to the Town Charter, is to provide recommendations to the Annual Town Meeting on the current and next fiscal year budgets and all warrant articles. The budget is a culmination of a year round process developed and administered by Town Administration and presented to the Board of Selectmen and Finance Committee for review and recommendations. The Committee consists of nine members from various walks of life appointed by the Board of Selectmen to three-year terms. Though the committee functions in synergy with Town Administration, Town departments, local boards and commissions and the Board of Selectmen, ultimately the goal of the committee is to make recommendations that are in the best interest of the community at large, with an emphasis on equity and responsibility to the tax payers and residents. The committee meets in open session throughout the year and encourages public participation throughout the process.

Municipal services are partially funded from local revenue collected - primarily property taxes. This revenue provides Nantucket's citizens with education, protection, safety, health, and infrastructure to enrich our lives and maintain high standards as a community, in addition to providing for the needs of a premium resort destination. In addition, our local government provides year-round services normally found in cities or regions impacted by seasonal peak populations, including trash processing, sewer services, water distribution, public safety, visitor services, and airport services. Being that Nantucket is 26 miles out at sea, it has to be self sufficient in providing these services. This provides a unique challenge that sets Nantucket aside from most other municipalities in the Commonwealth.

The committee reviews all aspects of personnel compensation. This year the issues of longevity pay and retirement benefits have been discussed in response to citizen sponsored warrant articles. Specifically, the committee encourages the continued examination of longevity pay by the Board of Selectmen and Town Administration as a way of controlling costs in the future. Also, the committee recommends that the overall compensation strategy be developed for retirement benefits to compare with other public entities and the private sector.

This year, for the first time, the committee recommended an appropriation of \$250,000 from Free Cash to be deposited into a trust fund to begin the process of setting aside funding for Other Post-Employment Benefits for future financial planning purposes. The committee advocates long term financial planning in this area and this deposit is a first step towards meeting the Town's obligations for the future.

Nantucket has been fortunate to maintain current levels of service in recent tight economic times and has made prudent adjustments to control costs. However, Town government does not operate in a vacuum. Each year the cost of these services has experienced pressure to increase while local growth and other revenues remained stagnant or has decreased. The challenge going forward is to establish equilibrium to provide a level of service and maintain costs without increasing taxes over the allowable 2.5% increase allowed every year. The Finance Committee works diligently to evaluate these financial stresses and make its recommendations, while maintaining this delicate balance.

The Committee would like to express its gratitude to Town Administration, led by Town Manager Libby Gibson, and the Finance Department for their valuable contributions throughout the budget development and Town Meeting preparation processes.

The goal for presenting the Fiscal Year 2014 budget, as directed by the Board of Selectmen, is to “live within projected revenue”. Overall expenditures in the general fund are projected to increase by 1.9%, driven mostly by insurance cost and wage increases and additional subsidies to enterprise operations. Personnel costs including salaries, medical insurance, workers compensation, unemployment, laborers union pension, and retirement comprise 70.6% of the General Fund operating budget. In FY 2014, salary expenses for the Town, School, and Community School are projected to increase by 3.89%. The Solid Waste Enterprise, Our Island Home Enterprise, and Airport Enterprise Funds are projected to continue to require general fund subsidies in FY 2014. The Solid Waste Enterprise Fund subsidy has been voted twice via overrides in 1999 and 2006 and remains supplemented by the General Fund in FY 2014 with projected increases of 1.49%. The Our Island Home Enterprise Fund subsidy from the General Fund is projected to decrease by -28.6%, while the subsidy to the Airport Enterprise Funds is forecasted to decrease by 71.28% over FY 2013.

Municipal Operating Budget

The proposed Town of Nantucket municipal operating budget for FY 2014, including Enterprise Funds, is \$100,019,296. The FY 2014 municipal operating budget has increased \$5,085,535 or 5.36% over FY 2013, primarily due to increases in insurance and debt service costs. A notable increase is the \$1,397,902 increase in the insurance category in the General Fund, predominately due to rising health insurance costs. Debt service has also increased in the Airport Enterprise and Water Enterprise Funds by \$1,105,010 and \$462,130 respectively. The General Fund School FY 2014 budget is \$23,396,275, a \$955,006 or a 4.26% increase over FY 2013.

This year’s municipal budget includes the following projections:

- 2.5% Increase in real estate and personal property tax revenue
- 6.5% Increase in allowance for abatements due to revaluation year
- 2.5% Reduction in state revenue
- 7.6 % Increase in personnel costs (salaries, health insurance, retirement)
- 15.5% General (non-health) insurance increase

Municipal Operating Budget Categories	FY2013 Budget	FY2014 Recommended Budget	\$ Change From Last Year	%Change From Last Year
General Fund				
General Government	\$ 5,848,539	\$ 6,108,561	\$ 260,022	4.4%
Safety & Protection	\$ 7,374,120	\$ 7,685,945	\$ 311,825	4.2%
Marine & Coastal Resources	\$ 849,040	\$ 701,885	\$ (147,155)	-17.3%
Maintenance	\$ 3,454,460	\$ 3,475,204	\$ 20,744	0.6%
Human Services	\$ 497,120	\$ 470,951	\$ (26,169)	-5.3%
Culture & Recreation	\$ 957,040	\$ 979,034	\$ 21,994	2.3%
Contractual Obligations	\$ 376,381	\$ 301,201	\$ (75,180)	-20.0%
Education	\$ 22,441,269	\$ 23,396,275	\$ 955,006	4.3%

Debt Service	\$ 7,613,980	\$ 7,605,899	\$ (8,081)	-0.1%
Insurances	\$ 9,009,500	\$ 10,407,402	\$ 1,397,902	15.5%
Assessments	\$ 3,113,746	\$ 3,228,051	\$ 114,305	3.7%
Subtotal General Fund	\$ 61,535,195	\$ 64,360,408	\$ 2,825,213	4.6%
Enterprise Fund Departments				
Nantucket Memorial Airport	\$ 7,805,370	\$ 8,568,592	\$ 763,222	9.8%
Our Island Home	\$ 6,968,000	\$ 7,173,960	\$ 205,960	3.0%
Sewer	\$ 5,607,735	\$ 6,507,305	\$ 899,570	16.0%
Siasconset Water	\$ 1,147,045	\$ 1,149,933	\$ 2,888	0.3%
Solid Waste	\$ 7,793,916	\$ 7,782,377	\$ (11,539)	-0.1%
Wannacomet Water	\$ 4,076,500	\$ 4,476,721	\$ 400,221	9.8%
Subtotal Enterprise Funds	\$ 33,398,566	\$ 35,658,888	\$ 2,260,322	6.8%
TOTAL MUNICIPAL OPERATING BUDGET	\$ 94,933,761	\$ 100,019,296	\$ 5,085,535	5.4%

The Finance Committee recommends a municipal operating budget for FY 2014 in the amount of \$100,019,296. The recommended budget represents a \$5,085,535 increase (5.4%) over the FY 2013 operating budget (\$94,933,761).

FY 2014 RECOMMENDED BUDGET HIGHLIGHTS

General Fund

Revenues in FY 2014 are expected to increase from \$73,121,276 to \$74,499,924, a 1.9% increase over FY 2013. Currently, 86.7% of total projected General Fund revenues in FY 2014 are derived from property and personal taxes. Our local property tax revenues increase annually by 2.5%, in accordance with the legal limitations of Proposition 2 1/2. This amount is based on a FY 2014 assessed property valuation of \$17,199,700,000. Nantucket's assessed property valuation is a good indicator of the way our community has weathered the recession and still continues to improve its valuation, while other communities in the Commonwealth are still experiencing the impacts of depressed property values.

State revenues are projected to continue to experience a minimal decline of 3% in FY 2014 to \$1,633,513. Due to FY 2013 being a real estate and personal property revaluation year, we anticipate we will continue to see requests for abatements resulting in a projected increase of 6% in FY 2014 over FY 2013.

Local revenues, which include excise taxes, license and permit revenues, as well as fees and rentals for different services, are currently projected to increase negligibly by less than a percentage point.

Payroll expenses which include salaries, health insurance, and retirement, continue to represent the largest part of our expense projections in accordance with being a service driven organization. For FY 2014, personnel related expenses represent 70.6% of the total general fund projected budget. There has

been a town-wide consolidation effort, most recently at Planning and Land Use Services (PLUS) that has proven very successful in eliminating redundancies, while also meant to improve service quality by clustering related services in single locations. These consolidations have required increased flexibility and cooperation between employees of previously separate departments, but it is our belief that in the long run we are better served as a community and tax payers by a more consolidated and focused government, the trend is expected to continue in the near future.

Operating expenses are projected to increase by 1.27% in FY 2014 over FY 2013, a direct result of the aforementioned consolidations, where currently departments share costs of utilities and office supplies that previously burdened separate budgets. On the other hand, this modest increase emphasizes what has been a long-standing concern of the Finance Committee that several Town-owned buildings and equipment are in need of repair and in some cases, renovations or replacement. As a result, there has been an increased focus to better fund and manage repair and maintenance to avoid such issues in the future, where major capital outlays may be needed.

Debt service expense as a whole is projected to decrease by 0.1%. The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the General Fund debt service is at 11.8% of the total general fund operating budget.

Capital Expense: The Town of Nantucket's infrastructure requires significant financing to keep it from deteriorating, as already mentioned in this report. To keep up with the growing needs of our expanding community, we, as a Finance Committee, face the delicate task of balancing different needs and prioritizing capital projects. For FY 2014, we are recommending \$3,937,480 of spending, a 137.8% increase, compared to \$1,655,920 in FY 2013. Of the \$3,937,480 capital appropriation, \$2,599,083.96 is projected to come from Free Cash, \$903,048.04 is projected to come from re-appropriation of prior years completed capital articles, and \$435,348 from the FY 2014 tax levy and other general revenues of the Town.

Enterprise Funds

Revenue forecasts for enterprise funds, across the Commonwealth, have been closely scrutinized by the Department of Revenue (DOR). Guidelines that have been issued by the DOR have indicated "the bureau will not allow estimated revenue (increases) for user charges based upon the government's intent alone to raise the charges in the future. These charges must be raised before the tax rate recap is submitted for tax rate certification to the Bureau (in the fall). When revenues are estimated based upon consumption alone, the Bureau will continue to require reasonable supporting documentation for this claim." (Source: DOR Bulletin 2012-02B). For Fiscal Year 2014, the only enterprise fund projecting an increase is Nantucket Memorial Airport due to fuel sales. In FY 2013, Town Meeting established the Airport Fuel Sales Revolving Fund under MGL Chapter 44, Section 53E1/2 which has a spending limit cap. The forecast for fuel sales in FY 2014 exceeds the cap for the revolving funds, therefore the revenues and expenses are shown proportionally in the Airport's operating projections. A home rule petition has been put forward to eliminate the revolving fund spending limit cap specifically for Airport fuel sales.

Operating expenses as a whole, including payroll and debt service are expected to increase by \$2,260,322 or 6.7% over FY 2013. A majority of the increase is attributed to debt service increases in the Airport Enterprise and Water Enterprise Funds by \$1,105,010 and \$462,130 respectively.

Debt Service Expense: The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the enterprise funds are at 20.1% of

the total enterprise fund operating budget. Debt service in the enterprise funds is projected to be 12% for the Airport, 77% for Siasconset Water, 53% for Sewer, and 51% for Wannacomet Water. It is important to note, Our Island Home currently does not have expenses related to debt service and the Solid Waste Enterprise Fund debt service is less than 1% of its operating budget.

Capital Expense: For FY 2014, we are recommending \$4,798,327.85 of spending, a 48.19% decrease, compared to \$9,262,731 in FY 2013. Of the \$4,798,327.85 capital appropriation, \$2,045,393 is projected to come from new borrowing, \$500,000 is projected to come from transferring prior authorizations to borrow funds, \$1,062,897.85 is projected to come from re-appropriation of prior years completed capital articles, \$503,000 is projected to come from retained earnings and Free Cash in the Treasury of the Town, and \$687,037 from the FY 2014 tax levy and other general revenues of the Town for the landfill mining item.

LOOKING FORWARD

While we continue to be cautiously optimistic, as Nantucket shakes off the residual effects of the prolonged recession, we approached our FY 2014 budget's process by exercising fiscal restraint in a conscious attempt to balance our Town's needs in a responsible and sustainable way. We will continue to work together with various boards and committees, as well as Town departments and Administration alike, to ensure taxpayers' interests remain at the forefront and the quality of services provided remains at a high level. We are committed to working collaboratively with the Board of Selectmen, Airport Commission, and Water Commissions to identify potential solutions to address the Town's unfunded future liabilities such as health insurance and pension plans. We, as a committee, feel confident that the FY 2014 budget we are recommending will allow Nantucket to continue to provide services that are both beneficial to island residents, but also maintain and improve the island's image as a top destination for summer recreation.

Note: Fiscal Year 2014 figures contained within the report are subject to change based upon technical amendments presented at the 2013 Annual Town Meeting.

Respectfully submitted,

Matthew Mulcahy
Chairman

HARBOR AND SHELLFISH ADVISORY BOARD

The Harbor and Shellfish Advisory Board (SHAB) is a seven-member elected board whose mission is to advise the Board of Selectmen on the duties of the Harbormaster, Shellfish Warden and Natural Resources Coordinator, and "other duties and responsibilities as may be necessary for the proper use and management of the water and Shellfish of the Town of Nantucket."

On the prompting of Nantucket Police Chief Bill Pittman, SHAB created a Shellfish Bylaw Review Work Group to review, and revise where needed, Nantucket's shellfish regulations. The SHAB appointed members Bill Blount, Doug Smith and Peter Brace to this work group in addition to Ron Shepard, Carl Sjolund, Jo Perkins, Matt Herr, Steve Estabrooks and Ted Lambrecht. The work of this committee will continue into FY 2014.

SHAB also appointed a subcommittee of Dr. Peter Boyce, Peter Brace and Michael Glowacki to generate recommendations for SHAB on how to proceed in getting the Town to fill the vacant position of Town Biologist primarily for the purpose of water quality sampling and analysis as outlined in the Natural Resources Department's strategic plan approved by the Board of Selectmen in April 2013. On this front, SHAB is motivated by the Massachusetts Department of Environmental Protection's mandate of meeting the total maximum daily load numbers for Nantucket's harbors and ponds as determined by the Massachusetts Estuaries Project in conjunction with MassDEP; the potential for the annual August blooming of the algae, *Cochlodium polykrikoides*, which clogs the feeding/breathing gills of shellfish; and the steady deterioration of shellfish habitat in the harbors by the smothering of eelgrass by the *Lyngbya* sp. algae.

Several times throughout the year, members of SHAB pushed this agenda during the public comment section of various Selectmen's meetings. SHAB also appointed Michael Glowacki to the Sewer Planning Work Group and re-appointed Doug Smith, Dr. Peter Boyce and Bam LaFarge to the Harbor Plan Implementation Committee.

SHAB heard a request from commercial fisherman Dan Pronk who, seeking a recommendation from the board, wanted to go commercial quahogging in Nantucket Sound. SHAB recommended to the Selectmen that Mr. Pronk be permitted to harvest 20 bushels of quahogs per day and submit weekly catch reports to Town Shellfish Biologist Tara Riley but be prohibited from landing any conch (smooth and knobbed whelk snails) as bycatch.

On the aquaculture front, SHAB recommended that the Selectmen grant Gordon Frasier a permit to raise oysters in Nantucket Harbor and that they renew Simon Edwards' existing aquaculture permit. Our board also recommended that the Board of Selectmen revoke Bruce Murray's aquaculture permit. And, the board supported Shellfish Biologist Tara Riley's efforts with the Massachusetts Department of Marine Fisheries to carve out more space in Nantucket Harbor for aquaculture leases and space for Nantucket oyster farmers to overwinter their shellfish.

Getting clerical, the SHAB stressed the need for bilingual signage informing English- and Latino-speaking islanders alike of current shellfishing and fishing regulations pertaining to daily limits and shellfish bed closures. SHAB set a policy requiring all materials being discussed at its meetings be distributed to its members prior to meetings with these materials being sent to the chairman no later than by the end of the day on the Thursday before the upcoming meeting. It also adopted a policy pertaining to public comment during SHAB meetings based on Robert's Rules of Order and those procedures followed by Nantucket's Board of Selectmen.

SHAB supported Ms. Riley and Leah Cabral's trip to Zanzibar, Tanzania to continue to Riley's work helping village women grow and market blood ark clams. It recommended that the Selectmen grant a late-start commercial shellfish license to Michael Lindley, and in response to the November 15 and 16 seed stranding event due to a nor'easter that week, SHAB supported and advised shellfisherman Matt Herr in his efforts to create a more organized scallop seed stranding team and protocol. The board also recommended to the Selectmen that it grant the Great Harbor Yacht Club permission to mark its southern-most float mooring with winter sticks.

When the Selectmen began discussing the possible rearranging of the Town parking lot such that Town Pier slip permit holders' permitted parking spots would be relocated and possibly reduced in number, SHAB unanimously opposed the proposed redesign of this parking lot.

In April 2013, incumbents Michael Glowacki and Wendy McCrae were re-elected to the board for another three years, and SHAB elected Peter B. Brace as its chairman, Doug Smith as vice chairman and Chuck Connors as secretary.

Respectfully submitted,

Peter B. Brace
Chairman



NANTUCKET HISTORICAL COMMISSION

In 2013 we received permission from the Board of Selectmen to add two additional members to our commission. The move not only brings us in line with Massachusetts law, which allows for seven members, but has improved the operations of the Nantucket Historical Commission. With two additional members, our group will be able to get more work done and serve our community on a more professional way. Our current members are Diane Coombs, Caroline Ellis, Jason Finger, Phil Gallagher, Susan Handy, who holds a degree in archeology, Kevin Kuester, and Deborah Timmermann.

MGL Chapter 40, Section 8(d) states our governed scope: For the preservation, protection and development of the historical or archeological assets of Nantucket. Such commission shall conduct researches for places of historic or archeological value, shall cooperate with the state archeologist in conducting such researches or other surveys, and shall seek to coordinate the activities of unofficial bodies organized for similar purposes. For the purpose of protecting and preserving such places, it may make recommendations as it deems necessary to the Board of Selectmen, and, subject to the approval of the BOS, to the Massachusetts Historical Commission, that any such place be certified as an historical or archeological landmark. It shall report to the state archeologist the existence of any archeological, paleontological or historical site or object discovered in accordance with Section 27(C) of Chapter 9, and shall apply for permits necessary pursuant to said Section 27(C). The commission may hold hearings, may enter into contracts with individuals, organizations and institutions for services furthering the objectives of the commission's program; may enter into contracts with local or regional associations for cooperative endeavors furthering the commissions program, may accept gifts, contributions and bequests of funds from individuals, foundations and from federal, state or other governmental bodies for the purpose of furthering the commission's program; may make and sign any agreements and may do and perform any and all which may be necessary or desirable to carry out the purposes of this section. Said commission may acquire in the name of the town, by gift, purchase, grant, bequest, devise, lease or otherwise the fee or lesser interest in real or personal property of significant historical value and may manage the same.

This historical commission is the official agent of municipal government responsible for community-wide historic preservation planning. In the future, the NHC will continue to work with other municipal agencies, including the BOS, Building Inspector, Planning Board, Zoning Board of Appeals and Conservation Commission, to ensure the goals of historic preservation are considered in the planning and future development of the community of Nantucket.

Respectively submitted,

Deborah Timmermann
Chairman

ROADS AND RIGHT OF WAY COMMITTEE

The purpose of the Roads and Right of Way Committee is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietors roads, footpaths and any other ways throughout Nantucket County, and to make recommendations to the Board of Selectmen/County Commissioners to ensure and improve public access over them.

Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites. Access is one of the greatest gifts the Town of Nantucket can protect for our current and future citizens.

Fiscal Year 2013 was another busy year for our committee. Members assisted the reactivated Streets and Sidewalks Committee in examining the condition and potential improvements to sidewalks resulting from the replacement of sewer and water lines in the core area of town. Work on this project led to discussion and consideration of a Sidewalk Survey Project that would compile a list of sidewalks and their condition with recommendations for improvement of pedestrian access throughout Nantucket town. We also

recommended the Town take action to install the sidewalk planned from the end of the multi-use path on Prospect Street to Upper Vestal Street creating a pedestrian route connecting via Winn Street to the Madaket Bike Path. This would address the safety problem that exists as pedestrians must walk in the roadway along Quaker Road past the Quaker Cemetery.

Our committee has also worked with Transportation Planner Mike Burns to develop a bike route connecting the Madaket, Surfside and Hummock Pond Road bike paths. Joe Marcklinger from our committee worked with Selectman Bruce Miller to identify additional parking spaces on public streets in the downtown area.

Joe Marcklinger and Lee Saperstein have been working on a project to identify the route of the Nantucket Railroad beginning in the 1880's to 1918 with the goal of creating a walking trail along sections of the way on property open to the public. Much of the elevated berm still exists and provides an interesting glimpse into the island's transportation history.

Neil Paterson generously donated six new granite Public Way monuments to the Town to mark newly created public access to the Sconset Foot Path and the new cross island trail on Town property at Dionis. This trail from the beach at Dionis to the south shore is one of three north/south trails crossing conservation and Town-owned land, part of our committee's Greenway Project.

Our committee also worked with the DPW to draft a new Town policy to deal with encroachments on public ways including streets, sidewalks and other public property. The draft policy classifies encroachments in three categories of urgency and incorporates specific enforcement penalties. Public safety is the most significant violation and deals with sight lines at intersections, sidewalk and other encroachment issues.

We continued our work with implementation the management plan for the Sconset Foot Path to address issues of signage and commercial use. The update of the Town's Open Space Plan financed by part of our committee's CPC grant has been developed over the past year with the final draft of the update and trail systems due in the fall of 2013. This project includes a sweep of the island to identify remaining "gaps" in public-access ways with the purpose of protecting and preserving public access, increasing public access in areas where it is needed, and ensuring that no public access be "lost" going forward, due to lack of oversight by the Town and County.

Through the generosity of Harbor Fuel Oil Corporation, *Ways Off Shore, A History of Roads and Ways in Nantucket County*, by Dr. Frances Karttunen was updated through 2013 and published. The book is available in local bookstores and tells the history of the development of Nantucket's ways from Indian trails between settlements through the 1799 roads, Proprietors and later subdivision roads of the island.

Our committee has a presence on the Town's website www.nantucket-ma.gov under committees, on which can be found minutes of our meetings, the ROW Improvement Plan, "A History of Roads and Ways . . ." and other reports and information. Our meetings are open to the public and usually held on the third Tuesday of each month at 2 Fairgrounds Road at 4:00 PM.

Respectfully submitted,

Allen B. Reinhard
Chairman

SCHOLARSHIP COMMITTEE

The Town of Nantucket Scholarship Fund is funded by many generous taxpayers who contribute to the fund. Typically the fund receives between \$4,000 and \$6,000, annually. The number and amount of awards are based on funds received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the funds will be awarded to.

For the second year in a row, we have the good fortune to receive very generous donations from the Nantucket Triathlon LLC which enabled the committee to award more and larger scholarships.

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

The following scholarships were awarded with fiscal year 2013 funding:

Brittany Beal	Lesley University	\$2,000
DuVaughn Beckford	University of Massachusetts Amherst	\$2,000
Mary Jean Caro	Manhattanville College	\$2,000
Alexisse Clinger	Salve Regina University	\$2,000
Kaitlyn Clinger	Salve Regina University	\$2,000
Ella Finn	Excelsior College	\$2,000
Shawn Hennessy	Regis College	\$2,000
Grace MacLellan	University College Dublin, Ireland	\$2,000
Drew Moore	Manhattanville College	\$2,000
Therese Robishaw	Regis College	\$2,000
Cooper Voigt	Penonni Honors College at Drexel University	\$2,000
Emily Wendelken	Massachusetts College of Pharmacy & Health Sciences University	\$2,000
Camilla Woodley	Stonehill College	\$2,000
Brianna Beaumont	Boston College	\$1,000
Katherine Colpitts	Stonehill College	\$1,000
Parin Darden	Mount Ida College	\$1,000
Sean Davis	The College of the Holy Cross	\$1,000
Alexa Dragon	Wheaton College	\$1,000
Brooke Larrabee	Mount Ida College	\$1,000
Nikolay Nakov	University of Massachusetts Amherst	\$1,000
Tanner O'Keefe	University of Massachusetts Amherst	\$1,000
Benjamin Parker	Dartmouth College	\$1,000
Dylan Perry	Stonehill College	\$1,000

Aleksandra Popova	Wheaton College	\$1,000
Soneka Samuels	Newbury College	\$1,000
Eleanor Smith	University of Massachusetts Amherst	\$1,000
Mariah Smith-Jones	Brandeis University	\$1,000
Marissa Smith-Jones	Rochester Institute of Technology	\$1,000
Morgan Smith-Jones	Lesley University	\$1,000
Allan Travaglione	Sacred Heart University	\$1,000
Andrew Trott-Kielawa	University of Massachusetts Dartmouth	\$1,000
Benjamin Parker (Thomas F. Curley Scholarship)	Dartmouth College	\$1,000

Respectfully submitted,

Jeanette Topham
Chairman



COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2013. The figures include regular pay and gross income. Shift differentials, overtime, longevity, certification pay, educational benefits, retroactive pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>SHIFT DIFFERENTIAL</u>		<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>		<u>3rd PARTY</u>		<u>TOTAL</u>
		<u>WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>			
AGUIAR, MATTHEW	AIRPORT	65,228			4,199	376	1,269	838					71,910	
ALLEN, GARRETT	AIRPORT	76,966			3,267		2,335	1,450					84,019	
ALMODOBAR, ZACHARIAH	AIRPORT	6,600			1,434								8,034	
ATKINS, SEAN	AIRPORT	3,465											3,465	
BUCKLEY, BLAINE	AIRPORT	87,971		551	13,505	1,172	2,683						105,882	
BURNETT-MORLE, MAKIESHA	AIRPORT	375											375	
CHRIST, ASHLEY	AIRPORT	72,254						37					72,291	
CLAGG, LAURA	AIRPORT	42,859			924	1,442		890					46,115	
CROOKS, DEBRA	AIRPORT	86,632			4,919	202	2,637	101					94,490	
CUNNINGHAM, THOMAS	AIRPORT	7,604			1,170			523					9,297	
DAVIS, JOHN	AIRPORT	67,331		646		3,441	3,544						74,962	
DUGAN, JOHN	AIRPORT	15,511			359			50					15,920	
DWYER, MARK	AIRPORT	8,186			270			558					9,014	
FALCONER, ADDISON	AIRPORT	65,656		1,255	8,372	3,400		966					79,649	
FOWLER, PETER	AIRPORT	71,564			2,774		2,172	812					77,322	
GRANGRADE, JOHN	AIRPORT	85,836			5,393		4,268	1,871					97,368	
HANNIFORD, SHANTEL	AIRPORT	7,592			683			545					8,819	
HANSON, LARA	AIRPORT	56,496		1,835	4,917	3,859		381					67,488	
HARIMON, PRESTON	AIRPORT	83,410		483	12,156	4,186	1,653	81					101,970	
HEINTZ, LEISA	AIRPORT	73,711			3,130	2,468	2,238	869					82,416	
HENDRICKSON, RICHARD	AIRPORT	3,255			520			257					4,032	
HOLDGATE, ROBERT	AIRPORT	73,366					1,817	750					75,933	
JOHNSON, CLEMENT	AIRPORT	10,332											10,332	
KARBERG, NOAH	AIRPORT	68,203			652			47					68,901	
KIEFFER, KRISTIAN	AIRPORT	28,918			2,146			100					31,164	
KING, BRUCE	AIRPORT	4,113					683						4,796	
LABELLE, ALLISON	AIRPORT	4,550			63								4,613	
LIBURD, LEONARD	AIRPORT	71,373		847	1,455	3,643	2,885						80,202	
MCKELLOP, SHANNRE	AIRPORT	3,472						248					3,720	

*Other pay is retro, merit, or stipend pay and is indicated in the notes column on far right.

EMPLOYEE NAME	DEPT	REGULAR			CERTIFICATION			HOLIDAY			OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL		GROSS	NOTES	
MOONEY, TIMOTHY	AIRPORT	74,323		2,319		7,954	4,567	2,308	28			91,499		
MORAN, JACK	AIRPORT	8,055				113			542			8,709		
MUHLER, TED	AIRPORT	71,103			746	304	3,643	2,874				78,669		
NELSON, SHANROY	AIRPORT	60,085		1,381		4,875	3,240	1,252	1,392			72,224		
O'NEIL, MICHAEL	AIRPORT	72,938				3,056	423	3,010	3,151			82,578		
PARTIDA, JORENE	AIRPORT	62,869						1,241	32			64,142		
PEREZ, WILMA	AIRPORT	42,820				2,754	1,843		674			48,090		
PINEDA, NOE	AIRPORT	69,561		1,284		1,204	1,179	2,134				75,362		
RAAB, DREW	AIRPORT	9,408				168			684			10,260		
RAFTER, THOMAS	AIRPORT	141,778							74			141,852		
RAY, LAWRENCE	AIRPORT	67,555				4,341		2,083	950	720		75,649		
RODRIQUEZ, KOCHÉ	AIRPORT	10,528				924			796			12,248		
SMITH, RASHEED	AIRPORT	10,740				101			693			11,534		
SPENCE, DURAND	AIRPORT	17,293		16		2,058						19,367		
SPENCE, NOLAN	AIRPORT	29,648		479		3,127	586		214			34,054		
SYLVIA, DAVID	AIRPORT	110,293						5,547	57			115,897		
TALLMAN, ROBERT	AIRPORT	100,903						2,932	51			103,886		
TOPHAM, JAMES	AIRPORT	5,835				636			25			6,496		
TORRES, JANINE	AIRPORT	97,583						1,927	51			99,561		
TRUE, LINDA	AIRPORT	27,127				106			113			27,347		
WATSON, ANDREA	AIRPORT	1,047										1,047		
WELLINGTON, FREDERICK	AIRPORT	69,700		1,038		11,198	4,390	1,452	1,201			88,979		
WILSON, CHRISTOPHER	AIRPORT	46,764				2,267			650			49,681		
WRAY, NORRIS	AIRPORT	12,150				2,019			907			15,076		
MCDONOUGH, BRENDA	COD	7,829										7,829		
RICHEN, NEVILLE	CPC	17,280										17,280		
STOKES-SCARLETT, GLENA	CPC	26,260										26,260		
APTHORP, KENNETH	DPW	50,331						15,088	879			66,297		
BATCHELDER, HARTLEY	DPW	68,442				20,750		2,159	2,695			94,046		
BERARD, PAUL	DPW	45,072				5,140			721			50,933		
BOUCHER, PAUL	DPW	70,908				6,165		2,196	1,610			80,879		
BRAGINTON-SMITH, JOHN	DPW	73,808				11,312		2,265	2,049			89,433		
BUZANOSKI, KARA	DPW	119,707							156			119,863		
CHATTI-FILHO, JOSE	DPW	2,874				366						3,240		
CLARKSON, PAUL	DPW	70,566				12,864		1,498	4,727			89,656		
CRANE, ANNE MARIE	DPW	68,475				2,815		1,319	163			72,773		
DECKER, RICHARD	DPW	3,015						627				3,642		

*Other pay is retro, merit, or stipend pay and is indicated in the notes column on far right.

EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		OVERTIME	HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	WORKED		LONGEVITY	PAY*		DETAIL	GROSS	
DOYLE, OSAGIE	DPW	43,585					4,272			280			48,137
DRISCOLL, CAROL	DPW	19,317											19,317
DUARTE, DOMINIC	DPW	70,566					4,762		3,572	280			79,180
EGAN, MICHAEL	DPW	8,655					461						9,116
GARY, WILLIAM	DPW	66,842					2,294		3,408	140			72,685
GENAO, SILVIO	DPW	20,777											20,777
HAMMOND, KENNETH	DPW	59,643					2,500		3,016	133			65,292
MANCHESTER, JAMES P	DPW	109,263			180					2,979			112,423
MARKS, TRISTRAM	DPW	53,812					4,294		1,488	133			59,728
MASTERSON, TIMOTHY	DPW	28,629					90			21			28,740
MCCOLL, PETER	DPW	17,767					1,133						18,900
MCCOLL-HOLDGATE DIANE WB	DPW	81,024							3,631	42			84,697
MCKENZIE, HENDY	DPW	59,935					1,032		2,412	84			63,463
MOONEY, SHAWN	DPW	53,207					5,233			105			58,545
NABULSI, MOHAMED	DPW	74,355			540				3,003	100,000			177,899
PERRY, RICHARD	DPW	33,172					460			2			33,634
SYLVIA, RAY	DPW	59,628					922		2,412	133			63,095
WILLIAMS, SCOTT	DPW	50,611					2,015		1,013	134			53,773
BARRETT, WILLIAM	DPW SEAS	7,232											7,232
BOUCHER, VICTOR	DPW SEAS	11,763					473						12,236
COOTE, PERCIVAL	DPW SEAS	5,624											5,624
DOYLE, ERWIN	DPW SEAS	18,896					1,645						20,541
JONES, BROOKS	DPW SEAS	16,568					428						16,996
WOODARD, ETHAN	DPW SEAS	19,706					743						20,448
WRIGHT, ANDRIC	DPW SEAS	13,990					1,539			108			15,637
ALTREUTER, MARGARET	FINANCE	49,449					80		949	43			50,521
ANGUELOV, MARTIN	FINANCE	55,746					201						55,947
BROWN, ELIZABETH	FINANCE	90,487		1,520					2,628	87			94,722
BUTLER, PAMELA	FINANCE	76,000							2,945	40			78,985
DICKINSON, ROBERT	FINANCE	83,421							1,626	5,292			90,339
DILUCA, MAUREEN	FINANCE	69,744		520					3,408	575			74,247
DILWORTH, DEBORAH	FINANCE	98,762							4,585	51			103,398
FLANAGAN, ELIZABETH	FINANCE	65,275							1,271	34			66,580
GILES, PATRICIA	FINANCE	51,292							1,509	27			52,828
LAFAVRE, KATHLEEN	FINANCE	66,296		790					2,071	36			69,193
LAPIENE, ROBIN	FINANCE	57,232							1,110	29			58,371
LARIVEE, IRENE	FINANCE	155,364							2,817				158,181

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EMPLOYEE NAME	DEPT	REGULAR			SHIFT			CERTIFICATION			HOLIDAY			OTHER		3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES						
LEWIS, KRISTA	FINANCE	76,381			520	659				2,251			42		79,853			
MACDONALD, LINDA	FINANCE	21,798													21,798			
MANNINO, MATTHEW	FINANCE	51,276											39		51,315			
MURPHY, PATRICIA MARY	FINANCE	68,819			520					2,688			36		72,063			
RICHEN, KATHLEEN	FINANCE	79,343								3,095			41		82,479			
TRIFERO, ELLEN	FINANCE	77,466			520					3,477			41		81,504			
WALLINGFORD, DIANA	FINANCE	34,929											23		34,952			
WATSON WEINER, DEBORAH	FINANCE	96,415			1,000					2,816			50		100,281			
ALLEN, JEFFREY	FIRE	65,608		1,621	6,200	9,615	1,269			2,229	2,323				88,865			
ALLEN, JOHN	FIRE	61,697		1,161	2,100	15,846	2,131			1,332	1,339				85,606			
AVIS, MATTHEW	FIRE	23,991		518		3,321								900	28,730			
BARBER, BEAU	FIRE	52,410		1,286	1,560	13,707	2,384			1,371	1,233			720	73,300			
BARBER, NATHAN	FIRE	58,026		1,141	3,640	16,983	6,117			4,771	3,083			1,440	90,010			
BATES, ROBERT	FIRE	85,981			6,204	52,073	3,911			1,294	1,361			1,080	157,103			
BEAMISH, CHRISTOPHER	FIRE	60,360		1,224		12,955	3,334			1,351	1,361			1,440	81,968			
CAVANAGH, PETER	FIRE	61,257		1,191	3,020	24,279	2,436			2,592	2,835			2,835	98,961			
DIXON, MATTHEW	FIRE	75,877		1,184	3,640	21,364	7,233			2,633	1,867			1,800	115,598			
ELDRIDGE, EARL	FIRE	67,701		1,360	3,640	8,701	2,309			3,746	1,730			720	89,907			
HANLON, FRANCIS	FIRE	75,955		1,210	5,200	38,834	5,530			3,535	1,850			3,735	135,849			
HOLDEN, THOMAS	FIRE	84,280		1,176	2,080	28,219	2,919			4,524	2,409			540	126,148			
HULL, JEANETTE	FIRE	76,381			1,560					3,045	65				81,050			
KYMER, CHARLES	FIRE	63,358		1,587	6,200	25,368	3,520			2,193	2,806			1,800	106,832			
MAXWELL, EDWARD	FIRE	118,601			5,160	1,041	904			4,853	1,079				131,638			
MCDUGALL, MARK	FIRE	128,237									1,134				129,371			
MITCHELL, SEAN	FIRE	59,695		1,122	4,080	12,267	3,999			1,382	1,921			1,620	86,086			
MONACO, SHAWN	FIRE	64,954		49	1,560	690				1,990	1,027				70,270			
MURPHY, STEPHEN	FIRE	84,900		890	5,200	15,953	3,379			4,715	1,843				116,880			
PEKARCIK, DAVID	FIRE	62,173		1,132	2,080	7,816	1,520			1,327	1,200				77,248			
PERRY, SHANE	FIRE	53,726		1,302	2,520	26,331	1,068			2,186	2,854			2,160	88,449			
RAY, CHRISTIAN	FIRE	62,055		1,276	4,640	42,067	4,997			2,186	2,854			4,781	124,857			
RAY, COREY	FIRE	60,006		1,178	2,080	12,941	3,065			1,338	1,334			720	82,662			
SHANNON, ELIZABETH	FIRE	86,329		112	5,200	18,779	1,013			3,711	2,050			540	117,735			
TOWNSEND, JOSEPH	FIRE	52,976		1,268		8,121	464				2,162			1,935	66,926			
BENCHLEY, ROBERT	FIRE CALL	880													880			
CHADWICK, JARED	FIRE CALL	30													30			
DAGESSE, KRISTINA	FIRE CALL	30													30			
ELDRIDGE, BRANDON	FIRE CALL	1,120													1,120			

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
ELDRIDGE, GERALD	FIRE CALL	2,460										2,460
ELDRIDGE, JEREMY	FIRE CALL	1,405										1,405
ELDRIDGE, NELSON	FIRE CALL	7,100										7,100
GAUVIN, NORMAN	FIRE CALL	215										215
GOULD, CHRISTOPHER	FIRE CALL	2,080								360		2,440
GRAY, BRIAN	FIRE CALL	865										865
GRAY, DAVID	FIRE CALL	726										726
GULLICKSEN, KENNETH	FIRE CALL	395										395
HAYNES, DANIEL	FIRE CALL	125										125
HOLLAND, CHRISTOPHER	FIRE CALL	1,735										1,735
KELTZ, JAREB	FIRE CALL	100										100
MARCOUX, ARIEL	FIRE CALL	830								900		1,730
MOFFITT, CAROL	FIRE CALL	295										295
NICHOLAS, MAX	FIRE CALL	5,075										5,075
PATERSON, NEIL	FIRE CALL	250										250
RAMOS, KEVIN	FIRE CALL	3,430								720		4,150
RAMOS, SHERYL	FIRE CALL	240										240
REZENDES, ALEXANDER	FIRE CALL	105										105
ROGERS, JUSTIN	FIRE CALL	8,603			394							8,997
SMITH, JARED	FIRE CALL	985										985
TALLMAN, CHARLOTTE	FIRE CALL	150										150
VOLLANS, GEORGE	FIRE CALL	440										440
WEBB, RYAN	FIRE CALL	445								1,260		1,705
JOHNSON, AMANDA	HR	22,000			347							22,347
PERRIS, PATRICIA	HR	94,732										94,732
PRATT, HEATHER	HR	11,014										11,014
CARL, DEBORAH	HUM SER	8,262										8,262
CARRERA, VIRGINIA	HUM SER	76,091		1,040			290	1,499	40			78,960
HARDY, RALPH	HUM SER	803							150			953
MEDINA, ANN	HUM SER	67,980		780				1,952	36			70,748
MERIAM, PAMELA	HUM SER	109,786						3,294				113,080
PASK, JENNIFER	HUM SER	34,135		95	274			562				35,066
PATERSON, ARNOLD	HUM SER	2,520										2,520
RICHROD, MARY	HUM SER	18,990							15			19,004
STEWART, LAURA	HUM SER	64,880		560					102			65,542
BRIDGES, JASON	IT/GIS	25,122			241							25,122
MCGLOIN, PATRICK	IT/GIS	85,492						1,640				87,373

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EMPLOYEE NAME	DEPT	REGULAR	SHIFT	CERTIFICATION	OVERTIME	HOLIDAY	OTHER	3 rd PARTY	TOTAL
		WAGE	DIFFERENTIAL	EDUCATION		WORKED	PAY*	DETAIL	GROSS
						LONGEVITY			NOTES
PORTER, NATHAN	IT/GIS	87,124				1,699			88,823
RHODES, LINDA	IT/GIS	96,659				2,823			99,482
SOWER, ENOCH	IT/GIS	14,340							14,340
SPOUSE, MARGARET	IT/GIS	88,230				1,715			89,945
BELL, JESSE	LAND BANK	84,831							84,831
BOYNTON, EDWARD	LAND BANK	66,190					13		66,204
CAMPESE, SUSAN	LAND BANK	64,188							64,188
EARLEY, ROBERT	LAND BANK	79,890			1,123		62		81,075
HALIK, PETER	LAND BANK	51,307					35		51,341
PAONESSA, BRIAN	LAND BANK	12,941							12,941
PERRY, BRUCE	LAND BANK	80,658					3,676		84,334
POLLOCK, JEFFREY	LAND BANK	91,905							91,905
SAVETSKY, ERIC	LAND BANK	121,790					4,811		126,601
STRANG, DORIS	LAND BANK	11,869							11,869
ANNESE, JEFFREY	LIFEGUARD	13,241			162				13,403
BARTHOLOMAE, CHARLES	LIFEGUARD	13,870							13,870
BARTLETT, KEEGAN	LIFEGUARD	6,936			255				7,191
BECK, SERENA	LIFEGUARD	7,480			383				7,863
BURRUS, PETER	LIFEGUARD	5,760			192				5,952
CILFONE, VINCENT	LIFEGUARD	8,160			281				8,441
COHEN, TREVOR	LIFEGUARD	5,274							5,274
CORNOG, PHOEBE	LIFEGUARD	6,171							6,171
DONNELLY, GORDON	LIFEGUARD	6,528							6,528
DRISCOLL, EDWARD	LIFEGUARD	7,905			255				8,160
FINLEY, ALICEN	LIFEGUARD	6,400			48				6,448
FINLEY, SETH	LIFEGUARD	25,389							25,389
GARUFI, CARA	LIFEGUARD	6,400			288				6,688
HEGGIE, KATHERINE	LIFEGUARD	5,760							5,760
IVAS, EMILY	LIFEGUARD	6,912							6,912
JOYNER, MATTHEW	LIFEGUARD	7,488			432				7,920
KELEHER, MEGHAN	LIFEGUARD	4,272							4,272
LAMBE, STEPHEN	LIFEGUARD	5,760			96				5,856
LINTON, DAVID	LIFEGUARD	6,480			108				6,588
MARSHALL, JOHN	LIFEGUARD	5,248			96				5,344
MCDONOUGH, TIMOTHY	LIFEGUARD	7,480			204				7,684
MILES, PATRICK	LIFEGUARD	7,200			864		170		8,234
MURPHY, MEGAN	LIFEGUARD	6,442							6,442

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		OVERTIME	HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	WORKED		LONGEVITY	PAY*		DETAIL	GROSS	
O'HARA, SEAN	LIFEGUARD	7,769					204						7,973
PERRY, COLLIN	LIFEGUARD	8,041					255						8,296
RUSO, SALVATORE	LIFEGUARD	6,144											6,144
STOCK, MEGHAN	LIFEGUARD	9,158											9,158
STONE, CAMERON	LIFEGUARD	6,688											6,688
STONE, GRAYLAN	LIFEGUARD	14,345					456			170			14,971
SULLIVAN, CASEY	LIFEGUARD	8,512					342						8,854
THORSEN, PATRICK	LIFEGUARD	7,168					72						7,240
TOFFEY, STEPHEN	LIFEGUARD	7,344					408						7,752
TORAN, MICHAEL	LIFEGUARD	8,937											8,937
WILCOX, JOSHUA	LIFEGUARD	3,200					96						3,296
WILLIAMS, PEARL	LIFEGUARD	5,760											5,760
BLOUNT, DANIEL	MARINE	64,469						745		34			65,247
LUCEY, SHEILA	MARINE	98,964						2,559		84			103,422
CROSBY, DILLION	MARINE SEAS	4,830											4,830
DAVIS, SEAN	MARINE SEAS	3,952											3,952
FUSARO, RILEY	MARINE SEAS	6,123											6,123
GRAY, HUNTER	MARINE SEAS	4,620											4,620
LAPPIN, GARRETT	MARINE SEAS	10,491					1,740						12,231
LAPPIN, KENNETH	MARINE SEAS	27,630					9,473						37,103
LEWIS, LAURA	MARINE SEAS	5,193											5,193
SIBLEY-LIDDLE, JOSHUA	MARINE SEAS	5,453											5,453
SULLIVAN, OWEN	MARINE SEAS	5,681											5,681
VIERA, JAMISON	MARINE SEAS	9,481											9,481
ALGER, SARAH	MODERATOR	175											175
CARLSON, JEFFREY	NAT RES	89,909						423		1,089			93,153
JOHNSEN, JONATHAN	NAT RES	67,053					187	400		726			68,366
RILEY, TARA	NAT RES	75,065					1,398			43			76,506
BERRY, DAVID	NAT RES SEAS	8,076											8,076
CABRAL, LEAH	NAT RES SEAS	20,591					263						20,854
LAFFERTY, SEAN	NAT RES SEAS	10,509											10,509
MENDEZ, BREENANA	NAT RES SEAS	8,680											8,680
RIVARD, STARR	NAT RES SEAS	6,665											6,665
SMITH, DOUGLAS	NAT RES SEAS	9,827											9,827
ARAUJO, SANDRA BEIRUTE	OIH	48,198					552	1,096		2,416			52,262
ATTAPREYANGKUL, TUKI	OIH	52,819					2,600	2,134		1,581			59,751
BALESTER, SUSAN	OIH	74,514					1,489	520		1,449			78,011

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EMPLOYEE NAME	DEPT	REGULAR			CERTIFICATION			HOLIDAY			OTHER PAY*	3 rd PARTY	TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	DETAIL	GROSS			
BAPTISTE, WILLARD	OIH	47,958		615		3,771		2,293		2,449		57,086	
BARRETT, SHEILA	OIH	47,250				711		3,083		2,349		53,393	
BECHTOLD, DEBRA	OIH	25,688						497			13	26,198	
BLOISE-SMITH, BRIDGETT	OIH	28,910		916		1,586		1,212		1,551		34,175	
BOSWELL, BERNARD	OIH	1,273										1,273	
BRERETON, VIRGINIA	OIH	47,793		539		3,100		3,110		1,449		55,991	
BRISCOE-CIVIL, ALICIA	OIH	32,365		1,306		7,555		2,195			14	43,435	
CHRETIEN, RACHEL	OIH	87,220			520					1,713	1,730	91,182	
CLARKE, BARBARA	OIH	50,045		2,068		15,870		2,803		1,674	18	72,478	
COLEMAN, OLA LEWIS	OIH	54,438		499		4,267		3,513		2,749		65,466	
CORREIA, KAREN	OIH	55,768		299		3,488		1,258		2,787		63,600	
CRANE, CHRISTINA	OIH	18,884		18		1,009		223			25	20,159	
DARGIE, PATRICIA	OIH	92,740				1,684		478		4,243	61	99,206	
DAWKINS, JULIET	OIH	8,422				14		228				8,664	
ELLIS, GAIL	OIH	121,712								4,779	62	126,554	
ELLIS, MARVETTE	OIH	46,951		306		12,700		2,685		933	16	63,591	
FLAHERTY, KERRI	OIH	47,661		224		5,322		2,253		943	959	57,362	
FRANCIS, HEATHER	OIH	42,000		138		6,296		1,324			333	50,091	
GERARDI, NICOLE	OIH	2,887									9	2,896	
GRIMES, LILIAN	OIH	32,780		978		547		1,436		638		36,379	
HARRISON, JACQUELINE	OIH	55,728		88		8,727		1,078		1,676		67,297	
HARRISON, MICHELLE	OIH	44,497		2,680		2,927		524			20	50,648	
HAYE, LISA	OIH	30,276										30,276	
HAYE, NADENE	OIH	64,026		288		5,070		2,656		1,908		73,948	
HOLMES, JENISE	OIH	46,517		904		7,892		1,077			38	56,428	
JONES, SARA	OIH	70,656		60		2,174		4,210		1,516	1,071	79,687	
KEATING, MERIS	OIH	64,621				507		377			34	65,538	
KIEFFER, ERIKA	OIH	61,811				177				2,000	68	64,055	
KING, DONNA	OIH	49,415		1,884		6,177		1,153		978	52	59,659	
KING, EDWARD	OIH	68,324				951		99			58	69,432	
KINNEY, COLLEEN	OIH	49,883		661		636		3,048		1,030	43	55,303	
KOYL, NANCY	OIH	66,779		1,113		22,884		4,199		1,373		96,348	
KYOMITMAITEE, MANEEWAN	OIH	33,142		272		3,469		274		616		37,773	
LEMUS, MARIA	OIH	28,999				805		332				30,136	
LEVEILLE, MOIRAR	OIH	1,061		34						307		1,402	
LINDLEY, ANN	OIH	93,530				1,253		3,999		3,999	48	98,830	
LINDO, SHAUNETTE	OIH	49,971		192		13,582		2,571		978		67,294	

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EMPLOYEE NAME	DEPT	REGULAR			CERTIFICATION			HOLIDAY			OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL		GROSS	NOTES	
LOWE, AVRIL	OIH	6,826				7	228						7,061	
LYTTLE-LIBURD, SOPHIA	OIH	53,591		336		15,206	3,482	1,639	211				74,465	
MACVICAR-FISKE, LAURIE	OIH	56,351				199		1,075	54				57,679	
MASON-WILSON, JESSICA	OIH	54,211		223		10,215	2,206	1,629					68,484	
MATSON, CAROL	OIH	66,419				2,967	2,735	2,653					74,774	
MAXWELL, KATHLEEN	OIH	48,383				10			36				48,429	
MCCARTHY RICKETTS, DENISE	OIH	55,246		2,666		8,753	2,839	1,730					71,234	
MCINTYRE-PENNYCOOKE, MAYON	OIH	28,600		835		3,273	294		6				33,008	
NICKERSON, SYBIL	OIH	49,962					3,266	1,137	32				54,397	
O'CONNOR, JOHN	OIH	67,618				504	174		50				68,346	
OTTS, DIANE	OIH	55,888				225	1,930	2,779					60,822	
OUTAR, TAMEIKA	OIH	48,975		1,083		10,494	1,395		50				61,997	
PARKINSON, AVIA	OIH	45,677		1,268		2,848	2,523	1,580					53,896	
PATTON, MARY	OIH	44,012		1,177		7,245	2,081	2,365	9				56,889	
PAUDEL, YASHUDA	OIH	28,012		847		2,308	1,551						32,719	
PHILLIPS, FERNELLA	OIH	42,796		140		678	822	1,323					45,760	
REED, STORMY	OIH	49,106		388		3,938	582	1,486					55,500	
ROBINSON, HOPIE	OIH	52,535		291		9,426	2,758	1,581					66,591	
RODRIGUEZ, LYNDY	OIH	33,880		1,216		7,123	965						43,184	
ROWE THOMAS, KAREN	OIH	47,627		340		10,621	3,027	945	11				62,571	
RYDER, ELLEN	OIH	53,128		2,059		1,911	2,738	2,183					62,019	
SANDERS, GLORIA	OIH	52,901		256		10,927	2,166	2,645					68,895	
SANDOVAL, ANA ISABEL	OIH	30,670				1,430	988						33,088	
SOUZA, SHERRY	OIH	38,913		187		1,549	2,131		2,082				44,862	
STETSON, CINDY	OIH	48,894				141	2,114	2,433					53,582	
THAIRAT, MATUROD	OIH	47,758		534		3,832	2,320	776	494				55,714	
THAIRATANA, PANUWATARA	OIH	46,113		415		110	642	921					48,201	
TONEY, LISA	OIH	87,921		340		6,360	1,644	2,440	657				99,362	
WALLACE, HENRICK	OIH	55,886		2,294		10,733	1,899	1,736					72,548	
WALLACE, SEVILLE	OIH	24,760											24,760	
WILLIAMS, ANDREA	OIH	4,718		50		17							4,785	
WORSWICK, PRISCILLA	OIH	63,663		144		21	2,703	1,947	405				68,883	
ANCERO, CATHERINE	PLUS	66,576				1,887		1,913	34				70,410	
ANTONIETTI, ELEANOR	PLUS	9,416				54							9,470	
BARRETT, ANNE	PLUS	69,964				50		2,047	36				72,097	
BEDELL, KATIE	PLUS	11,990											11,990	
BRADFORD, KAREN	PLUS	13,061											13,191	

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
BRESCHER, JOHN	PLUS	24,712								1,059		25,771
BURNS, T MICHAEL	PLUS	97,283		520	962					2,821		101,586
BUTLER, STEPHEN	PLUS	107,738		520	1,500				81	4,269		114,108
CIARMATARO, WILLIAM	PLUS	83,567							46	1,893		85,506
CROWLEY, ARTELL	PLUS	92,837		1,590					47	4,158		98,632
GRIEDER, JAMES	PLUS	78,445							41	2,244		80,730
HULL, KAREN	PLUS	69,863			175				37	2,726		72,801
LARRABEE, WILLIAM	PLUS	81,746							45	1,236		83,027
NOLL, ALAN	PLUS	86,370		1,580					91			88,041
PATERSON, THOMAS	PLUS	675										675
RAMOS, EDMUND	PLUS	3,540										3,540
RAY, RICHARD	PLUS	118,296		1,560				4,979				124,835
SILVERSTEIN, MARCUS	PLUS	87,079						2,549	46			89,674
SNELL, LESLIE	PLUS	107,384						3,129	192			110,705
SWAIN, JOSEPH	PLUS	2,190										2,190
VOIGT, MARK	PLUS	96,627		520	574				50	2,856		100,627
VOLLANS, LYNELL	PLUS	57,683		20	1,381				41			59,125
VORCE, ANDREW	PLUS	118,182							19	5,785		123,986
BELANGER, PAUL	PLUS SEAS	2,835										2,835
NICHOLSON, JEFFREY	PLUS SEAS	1,898										1,898
ROSS, HENRY	PLUS SEAS	14,112										14,112
ADAMS, JERRY	POLICE	123,452		12,103	673	6,904	4,928		139			148,199
BROWN, MICHAEL	POLICE	51,695	2,540	1,505	4,203	4,308			77	25,883		90,212
CARNEVALE, CHRISTOPHER	POLICE	71,751		3,893	6,857	653	2,050		89	1,260		86,553
CHRETIEN, JARED	POLICE	90,914		9,022	13,126	745	2,562		123	5,648		122,139
CLINGER, SHEILA	POLICE	73,809		1,560	774		2,958					79,100
CLINGER, THOMAS	POLICE	92,933	66	4,297	4,891	3,660	4,927		114			110,888
COAKLEY, BRENDAN	POLICE	87,817	400	20,102	4,489	2,562			162	3,659		119,191
COOK, MICHAEL	POLICE	58,383	1,812	1,600	6,627	4,302			122	21,649		94,494
DAVIS, MARIA	POLICE	53,527			167				51			53,745
FRONZUTO, DAVID	POLICE	110,448				159	5,353					115,960
FURTADO, DANIEL	POLICE	90,304	2,581	9,022	15,306	1,251	2,562		117	2,745		123,888
GALE, SUZANNE	POLICE	69,390		400		3,514	3,253		90	14,174		90,821
GIBSON, CHARLES	POLICE	140,841		34,200			9,396		150	495		185,082
HOLLIS JR, ROBERT	POLICE	68,677	2,389	400	1,685	1,143	1,327		87	9,512		85,220
HUBBARD, JOHN	POLICE	65,415	777	1,600	2,430	493			2,176	13,526		86,417
KELLY, CHRISTOPHER	POLICE	38,736	198		1,482				9,023			49,439

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EMPLOYEE NAME	DEPT	REGULAR			CERTIFICATION			HOLIDAY			OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL		GROSS	NOTES	
LANDRY, DOUGLAS	POLICE	25,437		947	738	1,254	1,809					10,176	40,362	
MAC, DANIEL	POLICE	91,412		87	9,453	9,974	5,120			115		10,766	126,926	
MAC, JEROME	POLICE	71,387			7,470	433	4,300	2,801		134		8,346	94,870	
MACVICAR, ANGUS	POLICE	122,278			6,497	436	5,554	6,160		139		13,998	141,064	
MANSFIELD, KEITH	POLICE	73,426		5,100	7,470	7,757	596	2,733		87			111,166	
MARSHALL, KEVIN	POLICE	85,990		1,860	4,605	18,305	4,144	2,440		185		2,970	120,498	
MASON, JACQUELYN	POLICE	55,134		2,195	1,600	2,081	2,147			68		19,423	82,648	
MAULDIN, JANINE	POLICE	66,902		2,158	6,969	2,416	2,478	1,301		90		21,059	103,373	
MORNEAU, BRETT	POLICE	71,174			6,975	7,713	378	1,301		79		10,919	98,539	
MUHR, JOHN	POLICE	75,716		2,904	400	7,874	2,102	3,516		93		19,003	111,609	
NAGLE, KEVIN	POLICE	38,616		198		1,063						5,583	45,460	
NEE, MICHAEL	POLICE	69,793		771	3,504	6,030	2,711	1,301		340		10,666	95,116	
PITTMAN, WILLIAM	POLICE	143,201			20,123		10,277						173,601	
RAY, TRAVIS	POLICE	85,825		2,640	8,811	13,259	6,317	2,440		129		10,676	130,097	
ROCKETT, JOHN	POLICE	67,154			5,280	13,054	4,199	1,301		92		11,212	102,292	
SHAW, JOSHUA	POLICE	37,748		70		599						8,058	46,474	
SULLIVAN, WILLIAM	POLICE	69,056		727	6,969	5,134	1,339	1,301		88		20,668	105,282	
THOMPSON, CASSANDRA	POLICE	50,737		1,490	1,680	435	3,794			67		11,047	69,249	
TORNOVISH, STEVEN	POLICE	83,419		2,205	400	15,829	2,194			786		4,523	109,355	
TOVET, CATHERINE	POLICE	70,816			520			1,362		67			72,765	
WELCH, DANIEL	POLICE	53,563		2,130	1,600	324	3,562			73		23,069	84,320	
WHITING, BRANDON	POLICE	54,940		1,454	1,600	1,401	2,132			71		22,213	83,811	
WITHERELL, DEREK	POLICE	54,622		2,272		2,032	2,573			69		25,989	87,557	
ANDERSEN, CHRISTIAN	POLICE CSO	9,792				434						1,284	11,510	
AVANT, COLIN	POLICE CSO	5,944				192						372	6,508	
BLASZCYK, JUSTIN	POLICE CSO	6,656				540						1,266	8,462	
BLOUNT, CHRISTOPHER	POLICE CSO	7,936				24						1,266	9,226	
DRISCOLL, SEAN	POLICE CSO	7,016				24						574	7,614	
DUNCAN, KING	POLICE CSO	7,168				588						918	8,674	
FERRAILOLO, JACQUELINE	POLICE CSO	8,320				948						1,650	10,918	
GALE, JORDAN	POLICE CSO	7,936				588						2,184	10,708	
GERIETS, GREGORY	POLICE CSO	7,680				192						1,278	9,150	
GOMES, CAIO	POLICE CSO	8,640				810						1,302	10,752	
HAGERTY, JOHN	POLICE CSO	8,704				144						1,818	10,666	
HARRINGTON, RICHARD	POLICE CSO	8,320				192						1,272	9,784	
HENDERSON, EDWARD	POLICE CSO	9,792				1,094						1,530	12,416	
HILLIARD, KEVIN	POLICE CSO	2,816				192							3,008	

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EMPLOYEE NAME	DEPT	REGULAR			SHIFT CERTIFICATION			HOLIDAY			OTHER		3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL	SHIFT	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES			
HURLEY, MATTHEW	POLICE CSO	24,388				921						10,382	35,692		
MAROU LIS, SCOTT	POLICE CSO	8,192				264					190	552	9,198		
MCCABE III, DONALD	POLICE CSO	896											896		
MINIHAN, JULIA	POLICE CSO	9,384				421						1,880	11,684		
MURPHY, COLLEEN	POLICE CSO	9,120				527						1,464	11,111		
MURPHY, GERALD	POLICE CSO	5,168				1,026						1,089	7,283		
O'CONNOR, PATRICK	POLICE CSO	21,358				1,693					190	13,934	37,175		
PERRY, DANIEL	POLICE CSO	20,951				1,471					380	15,835	38,637		
RIVERA, JONATHAN	POLICE CSO	7,552				24						1,654	9,230		
ROJAS, CARLOS	POLICE CSO	6,784				504						918	8,206		
ROSE, NICHOLAS	POLICE CSO	7,680										1,520	9,200		
SCHWENK, AMANDA	POLICE CSO	7,680										1,272	8,952		
SKERRETTE, TERRELL	POLICE CSO	1,368										428	1,796		
SOUZA, CHRISTOPHER	POLICE CSO	18,589				200						7,690	26,478		
STEMBER, WILLIAM	POLICE CSO	8,960				360						1,520	10,840		
TIRONE, JOSEPH	POLICE CSO	19,425				1,179					190	17,252	38,046		
VERMETTE, TYLER	POLICE CSO	14,112				851						3,894	18,857		
WHITIS, MATTHEW	POLICE CSO	8,832				276						1,464	10,572		
WILLEMANN, DANIEL	POLICE CSO	10,944				356						2,196	13,496		
AFFELDT, MARISSA	POLICE DIS	47,106				6,173			614		59		55,019		
BURNS, MELINDA	POLICE DIS	73,623							97		156	2,464	76,340		
COMATIS, GWEN	POLICE DIS	53,997				7,642			1,808		36		64,902		
EGER-ANDERSEN, THERESA	POLICE DIS	53,523				4,050			2,414		36		60,149		
HAINNEY, PATRICIA	POLICE DIS	28,609				3,561			899		35		33,626		
HULL, AARON	POLICE DIS	53,501				1,904			1,771		36		58,350		
MALAVASE, MICHELLE	POLICE DIS	56,460				2,332			740		49		59,589		
MOREIRA, JOAO	POLICE DIS	806											806		
NORRIS, JESSICA	POLICE DIS	55,917				3,762			2,146		35		62,377		
SMITH, MEGAN	POLICE DIS	55,813				7,147			3,119		156		67,417		
SULLIVAN, MATTHEW	POLICE DIS	28,509				2,059			1,201		35		32,377		
ERICHSEN, JENNIFER	POLICE IT	98,215				819			4,593		709		104,335		
CASSANO, KIMBERLY	ROD	82,243							1,553		53		83,848		
FERREIRA, JENNIFER	ROD	93,383									870		94,253		
GAGE, JESSICA	ROD	53,922							1,018		40		54,981		
ARENT, DREW	SCH COACH	0									2,093		2,093	COACHING	
BAZILIO, PHILIPPE	SCH COACH	0									6,422		6,422	COACHING	
BRANNIGAN, RICHARD	SCH COACH	0									10,206		10,206	COACHING	

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
CALNAN, KIMBERLY	SCH COACH	0							5,653			5,653 COACHING
COCKER, NEIL	SCH COACH	0							4,422			4,422 COACHING
CONSIDINE, SHANNON	SCH COACH	0							5,217			5,217 COACHING
DAY, MICHAEL	SCH COACH	0							5,407			5,407 COACHING
FERREIRA, CHRISTOPHER	SCH COACH	0							7,903			7,903 COACHING
HUDSON, CHARLES	SCH COACH	0							2,440			2,440 COACHING
HUGHES, JAMES	SCH COACH	0							2,093			2,093 COACHING
KORN, KEVIN	SCH COACH	0							2,750			2,750 COACHING
LATTER, MARK	SCH COACH	0							5,194			5,194 COACHING
MACHADO, VAUGHAN	SCH COACH	0							4,100			4,100 COACHING
MACKAY, PETER	SCH COACH	0							6,526			6,526 COACHING
MAURY, ELIZABETH	SCH COACH	0							5,194			5,194 COACHING
MITCHELL, KATY	SCH COACH	0							2,093			2,093 COACHING
MORAN, LORI	SCH COACH	0							7,131			7,131 COACHING
OSONA, RAFAEL	SCH COACH	0							9,996			9,996 COACHING
PENROSE, COLEY	SCH COACH	0							2,038			2,038 COACHING
ROETHKE, JILL	SCH COACH	0							540			540 COACHING
ROJAS, JORGE	SCH COACH	0							7,131			7,131 COACHING
WELCH, CHRISTOPHER	SCH COACH	0							4,422			4,422 COACHING
ADAMS, KATHY	SCHOOL	72,134										72,134
AGUIAR, CATHERINE	SCHOOL	36,242					1,000					37,242
AGUIAR, DAVID	SCHOOL	3,893										3,893
AGUIAR, JOSEPH	SCHOOL	480										480
AGUIAR, MARCIA	SCHOOL	5,406										5,406
AHLERS, KATIE	SCHOOL	6,111										6,111
ALBERTSON, KIMBERLY	SCHOOL	93,507					1,700					95,207
ALLEN, DOREEN	SCHOOL	27,905					190		7,290			35,385 COACHING
ALLEN, RYAN	SCHOOL	3,657										3,657
ALMODOBAR, DARIAN	SCHOOL	83,265					1,700		12,216			97,181 COACHING
ALOISI, LYNNE	SCHOOL	87,227										87,227
ANDRADE, CLAIRE	SCHOOL	3,776										3,776
ARAUJO, RAFAEL	SCHOOL	1,593										1,593
AUSTIN, URSULA	SCHOOL	22,096					591					22,687
AUSTIN, URSULA	SCHOOL	2,385										2,385
AVERY, DEANNA SLAYTON	SCHOOL	93,507					1,700		1,875			97,082
BARNES-HARRINGTON, MAEVE	SCHOOL	36,702					705					37,406
BARONE, JONATHAN	SCHOOL	19,420										19,420

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
BARRETT, LINDA	SCHOOL	4,879										4,879
BARRETT, MARILYN	SCHOOL	62,888						980	750			64,618
BARTLETT, SEANDA	SCHOOL	34,668						500	1,522			36,690
BASKETT, FRANCES	SCHOOL	96,847						3,400				100,247
BATCHELDER, BRYN	SCHOOL	2,596										2,596
BAULD, ANDREW	SCHOOL	8,135										8,135
BAYER, KAROLE-ANN	SCHOOL	9,796							2,038			11,834
BELANGER, SUZANNE	SCHOOL	20,411										20,411
BELL, FOREST	SCHOOL	9,184										9,184
BELL, JONATHAN	SCHOOL	18,589							7,131			25,720 COACHING
BENSON, KATHLEEN	SCHOOL	85,158										85,158
BERRUET, JOYCE	SCHOOL	3,098										3,098
BIGGS, SARAH	SCHOOL	10,945										10,945
BILLINGS, ALYSSA	SCHOOL	91,836						346	1,038			93,220
BIXBY, LUCY	SCHOOL	13,261										13,261
BLASI, ELLA	SCHOOL	824										824
BLASI, KATHERINE	SCHOOL	35,615						500				36,115
BOPP, PETER	SCHOOL	402										402
BOYCHEV, DIMO	SCHOOL	76,691										76,691
BOYCHEVA, VERONIKA	SCHOOL	65,048			1,340							66,388
BRANNIGAN, JANET	SCHOOL	93,507						3,400	3,543			100,450
BRANNIGAN, MICHELLE	SCHOOL	86,994										86,994
BROBECK, AMANDA	SCHOOL	900										900
BROWNE, MAEBH	SCHOOL	1,994										1,994
BUCCINO, ROBERT	SCHOOL	83,488							1,880			85,368
BUCKEY, JOHN	SCHOOL	137,882										137,882
BURKE, KAITLYN	SCHOOL	750										750
BUTLER, KARLA	SCHOOL	54,887										54,887
BYRNE, LAURA	SCHOOL	33,940										33,940
CABRE, HALEY	SCHOOL	6,615										6,615
CALABRESE, STEVEN	SCHOOL	815										815
CALANTROPO, VANESSA	SCHOOL	540										540
CAMPBELL, ELYSE	SCHOOL	29,619										29,619
CAMPBELL, ERIN	SCHOOL	1,936										1,936
CARLSON, KARA	SCHOOL	96,968						2,395	2,250			101,613
CARO, CELSO CHAVEZ	SCHOOL	49,525			4,041				38			53,604
CARON, DENNIS	SCHOOL	41,184										41,184

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY	OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME			WORKED	LONGEVITY	
CASPE, JEANNE	SCHOOL	1,703									1,703
CATON, CAROL	SCHOOL	37,487					1,500				38,987
CHITESTER, SHERRY	SCHOOL	28,237					341				28,578
CLARK, JEANNE	SCHOOL	91,878					1,000				92,878
CLARKSON, EMILY	SCHOOL	34,401					500				34,901
CLUNIE, CHARLES	SCHOOL	41,166									41,166
COBURN, LAURA	SCHOOL	96,847									96,847
COFFIN, CHERYL	SCHOOL	45,914					1,250	1,150			48,314
COFFIN, DAUNA	SCHOOL	90,790									90,790
COHEN, PETER	SCHOOL	52,885									52,885
COLBY, JANET	SCHOOL	63,350									63,350
COLLEY, CHARLES	SCHOOL	78,270					1,593				79,863
COLLINS, MEGAN	SCHOOL	883									883
COLLUM, JAIMIE	SCHOOL	2,213									2,213
CONDIT, NICOLE	SCHOOL	720						1,700			2,420
CONDON-MORLEY, BARBARA	SCHOOL	46,462					591	750			47,803
CONNON, BARBARA	SCHOOL	4,358									4,358
CONNON, ROBERT	SCHOOL	11,842									11,842
CONNORS, MARY BETH	SCHOOL	96,847					1,000				97,847
CONSILVIO, HOPE	SCHOOL	19,483									19,483
CORBETT, KELLY	SCHOOL	24,583									24,583
COSTAKES, ADRIENNE	SCHOOL	4,868									4,868
COZORT, WILLIAM	SCHOOL	162,370						9,000			171,370 HOUSING
CRANE, CHARLOTTE	SCHOOL	22,061									22,061
CRITCHLEY, JEAN	SCHOOL	91,836					3,988	1,750			97,575
CRONIN, PAULINE	SCHOOL	24,488						1			24,488
CROWLEY, ALICE	SCHOOL	92,422						4,114			96,536
CROWLEY, ELIZABETH	SCHOOL	20,237					295				20,532
DAILY, SUNNY	SCHOOL	300									300
DALZELL, ANN	SCHOOL	91,836					5,100	1,668			100,335
DALZELL, JAMES	SCHOOL	720									720
DALZELL, SARAH	SCHOOL	17,961									17,961
D'APRIX, AMANDA	SCHOOL	1,164									1,164
D'APRIX, JANELLE	SCHOOL	51,284						50			51,334
DAUME, ELIZABETH	SCHOOL	90,168					1,700				91,868
DAVIDSON, ELIZABETH	SCHOOL	85,158					3,400	5,211			93,769
DAVIDSON, MARGARET	SCHOOL	89,205						367			89,572

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT DIFFERENTIAL	CERTIFICATION			HOLIDAY		OTHER PAY*	3 rd PARTY		TOTAL GROSS NOTES
		WAGE			EDUCATION	OVERTIME	WORKED	LONGEVITY	DETAIL				
DAVIDSON-CHRISTIE, NANCY	SCHOOL	86,828							346			87,174	
DAVIS, CHARLES	SCHOOL	91,836										91,836	
DAVIS, DEBORAH	SCHOOL	90,168										90,168	
DAY, ROBERT	SCHOOL	88,937							5,100	3,543		97,580	
DECKER, JACK	SCHOOL	1,733										1,733	
DEHEART, KATHY	SCHOOL	36,972							1,000	750		38,722	
D'ELIA, RICHELLE	SCHOOL	89,965										89,965	
DERAS, FRANCISCO	SCHOOL	63,819			1,965					49		65,833	
DIAMOND, ALLISON	SCHOOL	1,695										1,695	
DILWORTH, TARYN	SCHOOL	1,440										1,440	
DORAN, DENNIE	SCHOOL	1,710										1,710	
DOUGLAS, JESSICA	SCHOOL	225										225	
DRAGON, DAKOTA	SCHOOL	1,733										1,733	
DUCE, CHARLES	SCHOOL	50,046			845					44		50,935	
DULONG, BARRY	SCHOOL	74,868										74,868	
EARLE, REBECCA	SCHOOL	64,033							1,000			65,033	
ECHVERRIA, JACQUELINE	SCHOOL	86,728								830		87,558	
EDWARDS, JACQUELINE	SCHOOL	608										608	
EDZWALD, STACEY	SCHOOL	85,343								2,168		87,511	
ELDER, BARBRA	SCHOOL	270										270	
EMACK, JANET	SCHOOL	84,634										84,634	
EMERY, CHELSEA	SCHOOL	1,740										1,740	
EUBANK, SANDRA	SCHOOL	8,063										8,063	
EVANS, JESSICA	SCHOOL	47,804										47,804	
FAIRLEY, EILEEN	SCHOOL	438										438	
FALES, MARIA	SCHOOL	29,509							500			30,009	
FALES, MONICA	SCHOOL	5,331										5,331	
FALES, TERRY	SCHOOL	37,008							1,000	275		38,283	
FEE, KATY	SCHOOL	10,055										10,055	
FERRANTELLA, LINDA	SCHOOL	54,593							1,250	1,550		57,393	
FEY, JACQUELINE	SCHOOL	87,448							3,400	375		91,223	
FIELD, GLENN	SCHOOL	137,887										137,887	
FLORES, ZOILA	SCHOOL	20,811			144					31		20,986	
FOSTER, COURTNEY	SCHOOL	78,695								4,212		82,907	
FOURNIER, ERNESTINE	SCHOOL	71,166										71,166	
FRAZIER, KAREN	SCHOOL	300										300	
FREDERICKS, AILEEN	SCHOOL	20,053			57							20,110	

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY	OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME			WORKED	LONGEVITY	
FREEDMAN, LAURA	SCHOOL	465									465
FRONZUTO, SUZANNE	SCHOOL	86,799									86,799
FRUSCIONE, KATHRYN	SCHOOL	50,026					3,014	1,875			54,915
FUSARO, ANASTASIA	SCHOOL	55,690			166						55,856
GAGNON, MICHAEL	SCHOOL	61,251									61,251
GALLUGI, OLIVIA	SCHOOL	1,073									1,073
GAMBERONI, RENEE	SCHOOL	89,195					1,000				90,195
GAMMONS, AMY	SCHOOL	28,974						400			29,374
GARDNER, GALEN	SCHOOL	90,168					5,100	8,734			104,002
GASNAREZ, GLORIA	SCHOOL	200									200
GAULT, SARAH	SCHOOL	73,967									73,967
GAUVIN, JESSE	SCHOOL	288									288
GELLO, KARYN	SCHOOL	68,886									68,886
GILLUM, BEATRICE	SCHOOL	3,540									3,540
GIRVIN, MICHAEL	SCHOOL	90,168					1,700	1,343			93,211
GLAZER, KRISTINE	SCHOOL	1,823									1,823
GOTTLIEB, KAREN	SCHOOL	90,281					3,400				93,681
GOTTLIEB, SETH	SCHOOL	39,976									39,976
GRANT, SUSAN	SCHOOL	23,602									23,602
GRAVES, DIANA	SCHOOL	91,837					5,100	1,125			98,062
GRAZIADEI, ALICIA	SCHOOL	0						5,970			5,970 STIPEND
GROSS, NICOLE	SCHOOL	16,036						486			16,522
GULLICKSEN, VICTORIA	SCHOOL	25,658					505				26,163
HANLON, JOHN	SCHOOL	58,992									58,992
HANSON, STEPHANIE	SCHOOL	90,838					2,000	2,400			95,238
HARDING, PATRICIA	SCHOOL	33,512									33,512
HARDY, JANE	SCHOOL	48,067					2,000	700			50,767
HARIMON, TANDI	SCHOOL	34,598					500	830			35,928
HARRINGTON, ANN	SCHOOL	33,007					500				33,507
HARRINGTON, CORINNE	SCHOOL	65,707									65,707
HARRIS, DAVID	SCHOOL	3,432									3,432
HARRIS, ELIZABETH	SCHOOL	960									960
HARVEY, STANLEY	SCHOOL	180									180
HASTINGS, HENRY	SCHOOL	53,692			841			50			54,583
HAYFORD, SUSAN	SCHOOL	38,866					1,000	750			40,616
HEAD, ROBERT	SCHOOL	80,551									80,551
HEIMAN, KIRSTEN	SCHOOL	7,316									7,316

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		OVERTIME	HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	WORKED		PAY*	DETAIL		GROSS	NOTES	
HELLER, ASHLYN	SCHOOL	1,047											1,047
HERTZ, DOROTHY	SCHOOL	1,730											1,730
HICKEY, FRANCES	SCHOOL	400											400
HICKMAN, REBECCA	SCHOOL	86,093								2,339			88,432
HICKSON, KATHLEEN	SCHOOL	74,730											74,730
HILLSBERG, JAN	SCHOOL	2,400											2,400
HITCHCOCK, ALEXANDRA	SCHOOL	5,160											5,160
HITCHCOCK, ELISABETTA	SCHOOL	59,947											59,947
HOBBY, THOMAS	SCHOOL	3,455											3,455
HOBSON-DUPONT, JANE	SCHOOL	96,847						3,988		1,063			101,898
HOLDEN, MARISSA	SCHOOL	1,150											1,150
HOLDEN, TESSA	SCHOOL	48,212											48,212
HOLDGATE, DEBORAH	SCHOOL	61,348								1,950			63,298
HOLDGATE, KRISTEN	SCHOOL	65,843											65,843
HOLDGATE, SARAH	SCHOOL	68,877						2,000		1,800			72,677
HOLMES, MICHELLE	SCHOOL	6,489											6,489
HOLTBAKK, MAIKI	SCHOOL	38,485				113				500			39,097
HOLTON-ROTH, SARAH	SCHOOL	44,699											44,699
HOOD, LISA	SCHOOL	86,749								5,100			91,849
HORTON, MICHAEL	SCHOOL	107,927								3,100			111,027
HOSKINS, TINA	SCHOOL	563											563
HUBERMAN, MATTHEW	SCHOOL	29,009											29,009
HUDAK, JUSTIN	SCHOOL	58,818											58,818
HULL, ANA	SCHOOL	26,058					216						26,274
HULL, JOAN	SCHOOL	13,037											13,037
JANELLE, BLAIR	SCHOOL	1,008											1,008
JASKULA, JOYCE	SCHOOL	5,775											5,775
JELLEME, KRISTINA	SCHOOL	700											700
JOHNSEN, JOANNE	SCHOOL	55,820								417	786		57,023
JOHNSON, STEPHANIE	SCHOOL	90,965								1,000	4,048		96,013
JONES, HELAINA	SCHOOL	96,319								1,700			98,019
JOSLIN, HALEY	SCHOOL	3,808											3,808
KAHAN, GABRIELLA	SCHOOL	473											473
KEARNS, SETH	SCHOOL	69,588											69,588
KEATING, SUZANNE	SCHOOL	360											360
KEEME-GILMAN, LISA	SCHOOL	495											495
KELLER, CARL	SCHOOL	5,114											5,114

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY	OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME			WORKED	LONGEVITY	
KENNEDY, KATHRYN	SCHOOL	51,772									51,772
KERVIN, SUSAN	SCHOOL	38,866					1,000				39,866
KESSLER, DONNA	SCHOOL	89,799					1,000				90,799
KESSLER, ROBERT	SCHOOL	36,007					500				36,507
KING, MORGAN	SCHOOL	20,715									20,715
KINGSTON, JULIE	SCHOOL	68,418						415			68,833
KINSLEY HANCOCK, KRISTINA	SCHOOL	6,200									6,200
KITSOCK, AILEEN	SCHOOL	51,290									51,290
KNAPP, AMY	SCHOOL	84,528									84,528
KONDERWICH, LINDSEY	SCHOOL	1,155									1,155
KOTALAC, MELANIE	SCHOOL	4,605									4,605
KUBISCH, KIMBERLY	SCHOOL	124,479									124,479
KURATEK, JAMES	SCHOOL	19,150									19,150
KUSLER, FINN	SCHOOL	3,543									3,543
LAFFEY, KATHERINE	SCHOOL	6,990									6,990
LAMB, LAURA	SCHOOL	34,687			47						34,734
LAMBRECHT, JESSIE	SCHOOL	495									495
LAMPERT, MOLLIE	SCHOOL	2,457									2,457
LAREAU, ABBIE	SCHOOL	51,490									51,490
LAREDO, JENNIFER	SCHOOL	96,847					1,700				98,547
LAREDO, STEVEN	SCHOOL	91,836					3,400				95,236
LARRABEE, KATHRYN	SCHOOL	32,227									32,227
LATTANZI, LARRY	SCHOOL	5,400									5,400
LATTER, CLAIRE	SCHOOL	71,813									71,813
LAVIN, SARAH	SCHOOL	1,710									1,710
LAWRENCE, DEBRA	SCHOOL	12,823									12,823
LAWRENCE, DELROY	SCHOOL	330									330
LEAHY, RYAN	SCHOOL	43,816						4,422			48,238
LEBLANC, TESS	SCHOOL	7,380									7,380
LEIGHTON, JAMES	SCHOOL	58,304									58,304
LEIGHTON, NANCY	SCHOOL	90,168									90,168
LEMAITRE, ANNE	SCHOOL	83,488					5,100				88,588
LEMUS, LUCIA	SCHOOL	39,811					2,858		27		42,696
LEONE, RICHARD	SCHOOL	540									540
LEPORE, CATHLEEN	SCHOOL	88,865					3,400				92,265
LESSNER, JESSICA	SCHOOL	24,582									24,582
LIDDLE, MATTHEW	SCHOOL	2,620									2,620

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
LIDDLE, ROBERT	SCHOOL	54,268							500	1,668		56,436
LIN, ZHI-WEI	SCHOOL	1,069										1,069
LINDQUIST, KAROL	SCHOOL	6,142										6,142
LOMBARDI, ADRIENE	SCHOOL	65,164								2,168		67,332
LOMBARDI, LAURA	SCHOOL	2,815										2,815
LOMBARDI, TRAVIS	SCHOOL	56,455								14,541		70,996
LONDON, SARA	SCHOOL	2,325										2,325
LONG, MELISSA	SCHOOL	59,245							1,250			60,495
LOUCKS, SHERRY	SCHOOL	55,727							833			56,560
LOWELL, SHERRI	SCHOOL	4,918										4,918
LUCAS, WILL	SCHOOL	24,679										24,679
LUCCHINI, JOHN	SCHOOL	102,621										102,621
MACDONALD, HEATHER	SCHOOL	70,929							2,938			73,867
MACIVER, ERIN	SCHOOL	91,346							346	4,120		95,812
MACLELLAN, GEORGE	SCHOOL	93,768							3,400	1,375		98,543
MACLELLAN, KARIN	SCHOOL	35,037										35,037
MACONOCHE, ADRIANA	SCHOOL	4,172										4,172
MACVICAR, MELISSA	SCHOOL	82,622										82,622
MAHER, ANDREA	SCHOOL	89,603								1,500		91,103
MAHONEY, KEVIN	SCHOOL	2,760										2,760
MAILLOUX, BARRY	SCHOOL	48,627							1,253	44		49,924
MAILLOUX, TRACY	SCHOOL	90,168							1,700	1,875		93,743
MAJANO, OSCAR	SCHOOL	39,754								29		39,902
MALAVASE, MAUREEN	SCHOOL	2,760										2,760
MALLOY, MONIQUE	SCHOOL	68,418										68,418
MANCHESTER, AMY	SCHOOL	43,536										43,536
MANCHESTER, WILLIAM	SCHOOL	93,507								16,702		110,209
MARTINEAU, MARTHA PAGE	SCHOOL	90,168								500		90,668
MASON, MERRILL	SCHOOL	3,690								5,194		8,884
MASON, MERRILL	SCHOOL	8,884										8,884
MAURY, ANN	SCHOOL	96,847										96,847
MAURY, CHRISTOPHER	SCHOOL	113,889							1,700	1,875		116,464
MCCANDLESS, ANDREW	SCHOOL	39,746								7,131		46,877
MCCARTHY, KADEEM	SCHOOL	1,148								1,050		2,198
MCCARTHY, KIMAL	SCHOOL	1,125										1,125
MCCLINTIC, ALASDAIR	SCHOOL	2,358										2,358
MCCLUSKEY, STEPHEN	SCHOOL	16,686										16,686

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL	
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL		GROSS
MCCONNELL, MEGHAN	SCHOOL	44,009							2,093			46,102	COACHING
MCCORMACK, DEANNA	SCHOOL	54,968										54,968	
MCCOY, JAMIE	SCHOOL	50,737					417					51,154	
McFARLAND, SUSAN	SCHOOL	95,916		5,156			3,614		1,660			106,347	
MCGONIGLE, KAREN	SCHOOL	116,674										116,674	
MCGRADY, JACQUELINE	SCHOOL	384										384	
MCGRATH, STEPHANIE	SCHOOL	3,945										3,945	
MCGUINNESS, JOHN	SCHOOL	91,836					3,400		1,875			97,111	
MCGUINNESS, MARY	SCHOOL	96,847					3,400		375			100,622	
MCLAUGHLIN, CAROL	SCHOOL	35,326			250							35,576	
MCLAUGHLIN, MEGAN	SCHOOL	63,695							375			64,070	
MEADOWS, HEIDI	SCHOOL	20,493										20,493	
MEADOWS, SCOTT	SCHOOL	60,088							7,923			68,011	
MELVILLE, JANE	SCHOOL	54,718					500					55,218	
MERLINI, KATY	SCHOOL	57,194							4,935			62,129	
MILES, CLARA	SCHOOL	4,403										4,403	
MILLER, NANCY	SCHOOL	132,585										132,585	
MINELLA, JOSEPH	SCHOOL	14,318										14,318	
MOGENSEN, WILLIAM	SCHOOL	15,284					164					15,447	
MOLTA, MIKAYLA	SCHOOL	2,608										2,608	
MOONEY, KATHLEEN	SCHOOL	88,842							1,668			90,510	
MORAN, CASSANDRA	SCHOOL	3,773										3,773	
MORGAN, JANE	SCHOOL	4,905					38					4,943	
MORRIS, ELIZABETH	SCHOOL	93,507		5,000			5,100		5,211			108,818	
MORROW, ANDREA	SCHOOL	54,903										54,903	
MOSGROBER, JULIE	SCHOOL	23,270										23,270	
MOZZER, ANDREW	SCHOOL	210										210	
MUISE, STACY	SCHOOL	12,536										12,536	
MULLIN, ANN MARIE	SCHOOL	94,639					1,000					95,639	
MURPHY, TAYLOR	SCHOOL	18,916										18,916	
MURRAY, LAUREN	SCHOOL	1,088										1,088	
MURRAY, MEGAN	SCHOOL	5,109										5,109	
MURRAY, MEGAN	SCHOOL	3,570										3,570	
MYERS, GILLEAN	SCHOOL	90,168					1,700					91,868	
MYNTTINEN, JOHN	SCHOOL	28,779										28,779	
NATCHEVA, VESSELA	SCHOOL	75,337										75,337	
NEWMAN, JODY	SCHOOL	96,847					5,100					101,947	

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		OVERTIME	HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	WORKED		LONGEVITY	PAY*		DETAIL	GROSS	
NICKERSON, CATHERINE	SCHOOL	593											593
NIELSEN, CARA	SCHOOL	18,696											18,696
NOLL, BRENDA	SCHOOL	52,839						1,250		2,150			56,239
NORMAND, JACLYN	SCHOOL	39,900				117		177		1,245			41,439
NORTON, ROBERT	SCHOOL	90,168								2,168			92,336
O'BANION, LAURA	SCHOOL	82,043											82,043
OBREMSKI, ELIZABETH	SCHOOL	406											406
O'CONNOR, LOGAN	SCHOOL	69,915								4,800			74,715
O'DWYER, DANIELLE	SCHOOL	936											936
O'KEEFE, BETH	SCHOOL	93,507						1,700		1,668			96,875
O'KEEFE, KELLY	SCHOOL	173											173
O'KEEFE, TRACY	SCHOOL	38,991						1,205		1,580			41,776
OLIVER, ERNEST	SCHOOL	12,764				292				55			13,111
OLSON, MICHELLE	SCHOOL	84,150						3,013		960			88,123
OLSZEWSKI, KAREN	SCHOOL	50,954						2,009		11,875			64,838
O'NEIL, DIANE	SCHOOL	93,215				121							93,336
ORELLANA-EGAN, IRENE	SCHOOL	99,606						1,700		1,875			103,181
PANCHY, PETER	SCHOOL	96,847						5,100		5,546			107,493
PARIZEAU, SAMUEL	SCHOOL	945											945
PATTERSON, MELISSA	SCHOOL	705											705
PENOTTE, CODY	SCHOOL	5,243											5,243
PERALES, KATY	SCHOOL	69,761											69,761
PERHAM, HANNAH	SCHOOL	345											345
PERRY, CODIE	SCHOOL	1,640											1,640
PERRY, JOSEPH	SCHOOL	64,149						2,020		34			66,203
PERRY, MORGAN	SCHOOL	1,120											1,120
PHANEUF, ANNE	SCHOOL	91,836						1,700		3,218			96,754
PHILLIPS, FERVON	SCHOOL	3,531											3,531
PIGNATO, JAMES	SCHOOL	74,000								16,288	223		90,511
PIGNATO, KIMBERLY	SCHOOL	71,813											71,813
PIGNATO, STEPHEN	SCHOOL	16,046								25	180		16,251
PINEDA VIVAS, SAUL	SCHOOL	44,321				499				34			44,854
PITTS, EMILY	SCHOOL	9,962											9,962
POPOVA, SOFIYA	SCHOOL	33,621						500					34,121
PORTILLO, MICHELLE	SCHOOL	5,757											5,757
POTTER, BRIAN	SCHOOL	8,257								20			8,277
POTTER, MARGARET	SCHOOL	2,160											2,160

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
PROCH, MICHAEL	SCHOOL	3,519										3,519
PSARADELIS, JENNIFER	SCHOOL	91,677	4,969					588				97,234
PSARADELIS, TIMOTHY	SCHOOL	69,360							8,306			77,666
RAMOS, BLANCA	SCHOOL	4,276										4,276
RAY, BONNIE	SCHOOL	83,488						3,400				86,888
RAY, CRYSTAL	SCHOOL	1,064										1,064
REINEMO, ELIZABETH	SCHOOL	73,203							500			73,703
REINEMO, MATTHEW	SCHOOL	34,244										34,244
REIS, ROBIN	SCHOOL	31,421						500				31,921
RICHARDS, SUSAN	SCHOOL	31,546							10			31,556
ROBERTS, MARGARET	SCHOOL	81,224							1,750			82,974
ROBERTS, SALLY	SCHOOL	4,375										4,375
ROGERS, KEVIN	SCHOOL	36,221	135			834		2,690		180		40,060
ROMERO, NATHALI	SCHOOL	4,696							438			5,134
ROSE, SHERI	SCHOOL	40,047						705				40,751
ROSSI, JENNA	SCHOOL	4,116										4,116
RUSSELL, ELAINE	SCHOOL	23,385										23,385
RUSSELL, ELAINE	SCHOOL	450										450
SAGER, LOIS	SCHOOL	52,433						591				53,024
SAKSURIYONG, SUPACHOKE	SCHOOL	38,757			439				27			39,223
SAMANIEGO, CRYSTAL	SCHOOL	42,939										42,939
SANDOLE, JILL	SCHOOL	3,925										3,925
SCARLETT, MARITA	SCHOOL	2,066										2,066
SCAVILLA, ELIZABETH	SCHOOL	520										520
SCHUSTER, HANA	SCHOOL	750										750
SCHWARTZ, REBEKAH	SCHOOL	625										625
SCOTT, BERTA	SCHOOL	240										240
SCOTT-MURTAGH, JEAN	SCHOOL	96,147						3,400				99,547
SEAL, CARA	SCHOOL	88,842										88,842
SEAQUIST, CHRISTINE	SCHOOL	22,372										22,372
SEARS, COLIN	SCHOOL	1,176										1,176
SHEA, SCOTT	SCHOOL	12,053							58			12,111
SHEEHY, NANCY	SCHOOL	86,228						1,000	500			87,728
SHEPARD, SUSAN	SCHOOL	2,768										2,768
SHEPPARD, STEPHEN	SCHOOL	60,747										60,747
SIBLEY, ELIZABETH	SCHOOL	58,108						208				58,315
SIEGEL, DAVID	SCHOOL	93,041						1,500	1,803			96,344

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
SIMMONS, DANA	SCHOOL	770										770
SINGLETON, THERAN	SCHOOL	83,253										83,253
SJOLUND, ROBERT	SCHOOL	57,036			2,784			1,000	44			60,864
SJOO, TERESA	SCHOOL	2,513										2,513
SLADE, NINA	SCHOOL	109,163										109,163
SLAVITZ, JEREMY	SCHOOL	90										90
SMITH, CHRISTINE	SCHOOL	10,082										10,082
SMITH, HEIDI	SCHOOL	27,032					500					27,532
SORTEVIK, STEVEN	SCHOOL	90,168		1,731			5,100	1,000				97,999
SPENCER, SHIRLEY	SCHOOL	40,908					1,500					42,408
SPLAINE, JEREMIAH	SCHOOL	87,659						2,440				90,099 COACHING
STEADMAN, ELIZA	SCHOOL	5,816										5,816
STEARNS, ANNE	SCHOOL	270								180		450
SULLIVAN, MARGARET	SCHOOL	71,420		3,860								75,280
SUPPA, ANTHONY	SCHOOL	14,396										14,396
SURPRENANT, JILL	SCHOOL	93,711					3,400	3,768				100,879
SWAIN, NANCY	SCHOOL	4,650										4,650
TARPEY, MARY KATE	SCHOOL	87,227						1,668				88,895
TASCH, ZOE	SCHOOL	17,961						6,392				24,353 COACHING
TAVERAS, EILEEN	SCHOOL	47,454					757					48,211
TAVERAS, EILEEN	SCHOOL	43,632					757					44,389
TAYLOR, SUSAN	SCHOOL	2,925										2,925
TEJADA CHAVEZ, TERESA	SCHOOL	17,602										17,602
TEJADA, AMELIA	SCHOOL	41,721			378			33				42,132
TEJADA, ARNOLDO	SCHOOL	59,548			4,158			44				63,750
TEJADA, ELIDA	SCHOOL	39,415			666			27				40,109
TEJADA, JOSE SAMUEL	SCHOOL	36,422										36,422
TEJADA, MAXIMO	SCHOOL	39,382						28				39,410
THOMPSON, DOROTHY	SCHOOL	86,828					3,988	1,875				92,691
THOMPSON, NATALIE	SCHOOL	41,978						13,722				55,700 COACHING
THOMPSON, ROBERT	SCHOOL	15,208										15,208
TIFFANY, SARAH	SCHOOL	473										473
TOPHAM, ROSEMARY	SCHOOL	92,422					1,700	1,375				95,497
TORNOVISH, GRACE-ANNE	SCHOOL	12,131										12,131
TRAMONTOZZI, ANN	SCHOOL	26,280										26,280
TRAVAGLIONE, RICHARD	SCHOOL	11,726					337					12,063
TRIFERO, JANET	SCHOOL	18,168										18,168

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT DIFFERENTIAL	CERTIFICATION		HOLIDAY		OTHER PAY*	3 rd PARTY		TOTAL GROSS NOTES
		WAGE			EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
TROTT-KIELAWA, ANDREW	SCHOOL	2,460										2,460
TURCO, PEGGY	SCHOOL	1,165										1,165
TURNER, KELLY	SCHOOL	12,323										12,323
TYLER, REBECCA	SCHOOL	270										270
TYRIE, CHRISTINE	SCHOOL	66,430							3,300			69,730
UBALDINO, LAURA	SCHOOL	89,947							1,668			91,615
UPSON, SETH	SCHOOL	5,483							5,653			11,136
VAITES, AMY	SCHOOL	91,836						1,000				92,836
VANVORST, JOYCE	SCHOOL	34,674						1,000				35,674
VISCONTI, TERESA	SCHOOL	945										945
VISELLI, ANDREW	SCHOOL	83,401							1,121			84,522
VIVAS, JORGE	SCHOOL	41,886			612				32			42,530
WADDINGTON, CAITLIN	SCHOOL	95,950										95,950
WAGNER, ANGELA	SCHOOL	11,334										11,334
WAREHAM, ROBIN	SCHOOL	965										965
WATSON, MARIA	SCHOOL	180										180
WEAVER, LINNEA	SCHOOL	89,205						1,700				90,905
WEBB, DAVID	SCHOOL	460							4,746			5,206
WEBSTER, NOELLE	SCHOOL	379										379
WELCH, MOIRA	SCHOOL	4,284										4,284
WELD, CAROLINE	SCHOOL	1,343										1,343
WENDELKEN, ERIK	SCHOOL	85,158						1,700	3,543			90,401
WHITE, MARK	SCHOOL	0							2,500			2,500 STIPEND
WILLIAMS, JENNIFER	SCHOOL	470										470
WILLIAMS, KARENNLYNN	SCHOOL	11,512										11,512
WILLIAMS, STACEY	SCHOOL	40,187										40,187
WILLIAMSON, SALLY	SCHOOL	270										270
WOLFF, BRIANNE	SCHOOL	66,424							1,668			68,092
WOODLEY, BONNIE	SCHOOL	36,401						500				36,901
WORMALD, JODELLE	SCHOOL	17,344										17,344
WORMALD, RANDY	SCHOOL	58,955										58,955
ZAYAS, CARMEN	SCHOOL	21,704										21,704
ZHU, YEPING	SCHOOL	20,429										20,429
ZODDA, MARIA	SCHOOL	128										128
ATHERTON, JOHN	SELECTMEN	4,625										4,625
DECOSTA, ROBERT	SELECTMEN	3,500										3,500
FEE, MATTHEW	SELECTMEN	2,625										2,625

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY	OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME			WORKED	LONGEVITY	
GLIDDEN, TOBIAS	SELECTMEN	2,625									2,625
MILLER, BRUCE D	SELECTMEN	3,500									3,500
ROGVEEEN, PATRICIA	SELECTMEN	1,250									1,250
BAUER, HEIDI	TOWN ADMIN	13,728			330						14,058
GIBSON, C ELIZABETH	TOWN ADMIN	125,803									125,803
MCANDREW, ANNE	TOWN ADMIN	57,034			350		1,140				58,524
MOONEY, ERIKA D	TOWN ADMIN	57,841			1,523		1,145				60,509
NORTON, TERRY	TOWN ADMIN	56,549					1,146				57,695
TIVNAN, GREGG	TOWN ADMIN	95,048									95,048
HOLDGATE, GAIL	TOWN CLERK	63,268		1,040	1,117		1,256	36			66,717
HOLMES, NANCY	TOWN CLERK	60,768		520	1,212			248			62,748
STOVER, CATHERINE	TOWN CLERK	89,970		1,040				60			91,070
HAMILTON, MARY KATHERINE	VIS SERV	97,902					4,702				102,604
SHARPE, DAVID	VIS SERV	69,846			2,050		2,726	62			74,685
BUCKLEY, STEPHEN	VIS SERV SEAS	128									128
BURNS, SUSAN	VIS SERV SEAS	7,310									7,310
CATON, CAROL	VIS SERV SEAS	6,843									6,843
CICERELLA, ANNE	VIS SERV SEAS	10,659									10,659
CONLON, HUGH	VIS SERV SEAS	2,992									2,992
DUANE, SUSAN	VIS SERV SEAS	4,816									4,816
DUGAN, PATRICK	VIS SERV SEAS	4,230									4,230
HARDY, JANE	VIS SERV SEAS	9,233									9,233
PERELMAN, A STEVEN	VIS SERV SEAS	4,896									4,896
ROCHE, JANE	VIS SERV SEAS	13,813									13,813
TODD, VINCENT	VIS SERV SEAS	3,398						25			3,423
BUTLER, PERRY	WASTEWATER	62,923			26,845		2,770	7,412			99,949
FRAZIER, PAUL	WASTEWATER	54,321			4,519			33			58,872
GARY, ARDIS	WASTEWATER	64,193			12,914		1,299	293			78,698
GRAY, DAVID	WASTEWATER	63,362			18,935			6,953			89,250
HARDY, JAMES	WASTEWATER	55,024			2,981			469			58,474
INGLIS, ROBERT	WASTEWATER	66,591			8,566		3,988	11,709			90,853
LEVEILLE, WILLY	WASTEWATER	66,225			12,950		1,960				81,135
MANNING, KEVIN	WASTEWATER	73,714			1,933		1,468	223			77,337
MOORE, RICHARD	WASTEWATER	63,325			21,039			7,432			91,796
O'NEIL, RICHARD	WASTEWATER	49,119			1,400		4,304				54,823
EARLE, ROBERT	WWCO	64,063			4,142		2,351	12,188			82,744
GARDNER, ROBERT	WWCO	141,128					5,643				146,771

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EMPLOYEE NAME	DEPT	REGULAR		SHIFT	CERTIFICATION		HOLIDAY		OTHER	3 rd PARTY		TOTAL
		WAGE	DIFFERENTIAL		EDUCATION	OVERTIME	WORKED	LONGEVITY		PAY*	DETAIL	
GLIDDEN, J CURTIS	WWCO	66,760							30	3,301		70,091
HOLDGATE, HEIDI	WWCO	103,400							40	5,121		108,561
JOHNSEN, JEFFREY	WWCO	66,760			143				580	3,307		70,790
MANSFIELD, ANDREA	WWCO	69,350							123	1,984		71,458
PYKOSZ, CHRISTOPHER	WWCO	106,776							42	5,287		112,105
ROBERTS, KYLE	WWCO	66,760			3,422				12,588	1,654		84,423
ROBERTS, LINDA	WWCO	70,812			78				34	3,895		74,819
WEST, ROBERT	WWCO	74,616							391	1,478		76,485
WILLETT, MARK	WWCO	100,414							38	2,959		104,004

KEY:

- COD Commission on Disability
- CPC Community Preservation Committee
- DPW Department of Public Works
- DPW SEAS Department of Public Works Seasonal Employee
- HR Human Resources
- HUM SER Human Services
- IT/GIS Information Technology/Geographic Information Systems
- MARINE Marine and Coastal Resources
- MARINE SEAS Seasonal Marine Employee
- NRD Natural Resources Department
- NRD SEAS Natural Resources Department Seasonal Employee
- OIH Our Island Home
- PLUS Planning and Land Use Services
- PLUS SEAS Seasonal PLUS Employee
- POLICE CSO Police – Community Service Officer
- POLICE DIS Police – Dispatch
- POLICE IT Police – Information Technology
- ROD Registry of Deeds
- SCH COACH School Coach
- TOWN ADMIN Town Administration
- VIS SERV Visitor Services Department
- VIS SERV SEAS Visitor Services Department Seasonal Employee
- WWCO Wannacomet Water Company

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