



TOWN OF HANOVER ANNUAL REPORT

For Fiscal Year Ending June 30, 2019

**The painting which graces this year's cover is titled:
"First Congregational Church"**

Created by Artist Mary Gilmartin

Ms. Gilmartin received the "Hanover Excellence Award"
at the Hanover Cultural Council Juried Art Exhibit in June of 2019.

ONE HUNDRED
AND
SIXTY SEVENTH
ANNUAL REPORT
of the
OFFICERS AND COMMITTEES
of the
TOWN OF HANOVER
WWW.HANOVER-MA.GOV



FOR FISCAL YEAR ENDING JUNE 30, 2019

In Memoriam

CLAIRE M. MITCHELL

October 14, 2018

Hanover Middle School Office Manager

LOUISE R. EGOWIN

October 28, 2018

Hanover VNA President

DONNA M. HYNES

October 31, 2018

VNA Secretary

FRANCES F. BATES

November 29, 2018

Hanover School Department Employee

In Memoriam

THOMAS YOUNG

December 5, 2018

Former Treasurer for the Council on Aging

ILENE LANDERS

December 30, 2018

Employee of the Hanover School Department

ROBERT "BOB" ALLEN HOOPER

January 30, 2019

Hanover Police Officer

ARNOLD ITZ

February 5, 2019

Chairman of the Planning Board

Member of the Economic Development Commission

Member of the Route 53 Corridor Joint Study Committee

In Memoriam

DONALD BRINTON VIRTUE

February 11, 2019

Principal Hanover High School
Teacher Hanover School Department

ALLEN P. JONES

February 21, 2019

Hanover Police Officer

MICHAEL P. CHATSKO

April 13, 2019

Hanover Facilities Department Employee

TOWN OF HANOVER

PLYMOUTH COUNTY, MASSACHUSETTS

ELECTED OFFICIALS AS OF JANUARY 1, 2019

SENATOR IN CONGRESS

Elizabeth A. Warren, Cambridge
Edward J. Markey, Malden

GOVERNOR

Charles D. Baker, IV, Swampscott

LIEUTENANT GOVERNOR

Karyn Polito, Shrewsbury

ATTORNEY GENERAL

Maura Healey, Charlestown

SECRETARY OF STATE

William Francis Galvin, Brighton

TREASURER

Deborah Goldberg, Brookline

AUDITOR

Suzanne M. Bump, Great Barrington

REPRESENTATIVE IN CONGRESS

Ninth District
William Richard Keating, Bourne

COUNCILLOR

Fourth District
Christopher A. Iannella, Jr., Boston

SENATOR IN GENERAL COURT

Second Plymouth and Bristol District
Michael D. Brady, Brockton

REPRESENTATIVE IN GENERAL COURT

Fifth Plymouth District
David F. DeCoste, Norwell

TOWN OF HANOVER

PLYMOUTH COUNTY, MASSACHUSETTS

ELECTED OFFICIALS AS OF JANUARY 1, 2019

DISTRICT ATTORNEY

Plymouth District
Timothy J. Cruz, Marshfield

COUNTY TREASURER

Plymouth County
Thomas J. O'Brien, Kingston

REGISTER OF PROBATE

Plymouth County
Matthew J. McDonough, Marshfield

REGISTER OF DEEDS

Plymouth District
John R. Buckley, Jr., Brockton

CLERK OF THE COURTS

Plymouth County
Robert S. Creedon, Jr., Brockton

SHERIFF

Plymouth County
Joseph D. McDonald, Jr., Kingston

COUNTY COMMISSIONERS

Plymouth County
Gregory M. Hanley, Pembroke
Daniel A. Pallotta, Hanover
Sandra M. Wright, Bridgewater

Population

Federal Census - 13,879 (as of 2010)
Town Census - 14,816 (as of January 2, 2019)
Registered Voters – 10,578 (as of January 2, 2019)

**ELECTED TOWN OFFICERS
AS OF JANUARY 1, 2019**

BOARD OF SELECTMEN

Emmanuel J. Dockter, Chair	2020
John C. Tuzik, Vice Chair	2019
David R. Delaney	2021
Jocelyn R. Keegan	2020
John S. Barry	2021

BOARD OF ASSESSORS

Nancy C. Lyons, Chair	2019
Elaine J. Shea (appointed)	2019
David R. Delaney	2020

BOARD OF HEALTH

John D. Dougherty, Chair	2019
Gabrielle E. Mahoney	2020
Delshaune Flipp	2021

BOARD OF PUBLIC WORKS

Robert P. Heywood, Chair	2019
Louis Truscello	2020
John L. Benevides	2021

MODERATOR

Douglas T. Thomson	2019
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PLANNING BOARD

Maryann Brugnoli, Chair	2019
Richard V. Deluca	2020
Jeffrey Puleo	2021
Kenneth L. Blanchard	2022
Meaghan Neville Dunne	2023

Appointed Associate Members

Bernie R. Campbell
Giuseppe Fornaro

SCHOOL COMMITTEE

Leah B. Miller, Chair	2019
Ruth A. Lynch	2020
Kimberly Mills-Booker	2020
Elizabeth R. Corbo	2021
John T. Geary	2021

TOWN CLERK

Catherine G. Harder-Bernier	2019
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TRUSTEES OF PUBLIC LIBRARY

Emily S. Blampied	2019
Elaine J. Shea	2020
Jeanne M. Cianciola, Chair	2021

APPOINTED BOARDS AND COMMITTEES

As of January 1, 2019

AFFIRMATIVE ACTION COMMITTEE

Jeffrey R. Blanchard, Fire Chief	2019
Joe Colangelo, Town Manager	2019
Gregory Nihan, Lieutenant, HPD	2019

AFFORDABLE HOUSING TRUST

Thomas M. Burke, Chairman	2019
Susan M. Setterland	2020
Kristen Zwicker Young (Citizen at large)	2019
Denise Quirk (Citizen at large)	2020
Jocelyn Keegan (Selectwoman)	2020
Kevin Dyer	2020

BOARD OF REGISTRARS OF VOTERS

Nancy J. Goldthwait	2019
Pamela D. Ferguson	2020
Katherine DiSabato	2021
Catherine Harder-Bernier, Town Clerk	2019

BOARD OF TRUST FUND

COMMISSIONERS

Carol Mattes	2020
Heather Freedman	2021

CONSERVATION COMMISSION

James Vaille	2021
Lisa Satterwhite, Vice Chair	2021
Frank Brierley	2020
Brian McLoone, Chair	2020
Robert Sennett	2019
Otis Magoun, Associate Member	2019

COMMUNITY ACCESS & MEDIA COMMITTEE

(BOS appoints 2 members, Moderator appoints 3 members, the School Superintendent appoints 1 member and the School Committee appoints 1 member.)

Tom Kane, Chairman	2019
Michael O'Connor	2019
Amy Lipman-White	2019
Sue Glover	2019
Stephen Ryerson	2019
Pamela Manning	2019
James Tedeschi	2019

COUNCIL ON AGING ADVISORY

BOARD

Richard Farwell, Chairman	2019
Leslie Molyneaux, Vice Chairman	2019
Claire M. Flynn	2019
Carol Mattes	2019
Eleanor M. Kimball	2019
Roger Leslie	2019
Donald Buckley	2019

CULTURAL COUNCIL

Karen Cass, Chair	2021
Diane Campbell	2020
Patricia Laidler	2019
Katie Duff	2020
Christopher Haraden	2021
Meghan Walsh	2021
Derek Schipper	2021

DESIGN REVIEW BOARD

William J. Dooley, Co-Chair	2021
Bruce Nordstrom, Co-Chair	2021
Peter Clapsaddle	2021
Jonathan Ruiz	2021
Christopher Alexander	2021

EDUCATION FUND COMMITTEE

Joan T. Port-Farwell	2019
Carol Mattes	2019

EMERGENCY MANAGEMENT AGENCY

Jeffrey Blanchard, Director	2019
Jason Cavallaro	2019

Sandy Adami	Beth Laurie
Michael Assad	Richard Laurie
Michael Barry	Pam Manning
Ellen Blanchard	Carol Mattes
Kenneth Blanchard	Richard Mattes
Jared Blum	Scott McPherson
James Browning	Charlie Minott
John Calabro	Kathleen Murray
Liz Doyle	Denna Poirer
James Dunphy	Jean Pongratz
Joan Port-Farwell	David Ranieri
Richard Farwell	Matthew Reynolds
Pamela Ferguson	Lynn Richardson
Nancy Foster	Jan Shortall
Sharon Gannon	Suzanne Stevens
Margie Garity	Karen Tripp
Beverly Gilmartin	Patricia Weinard
Frances Hahn	Peter White
Catherine Harder-Bernier	David Vaughn
Kenneth Kehoe	Sandra Vaughn
Barbara Lancissi	

FIREWORKS SITE FOCUS**COMMITTEE**

George Mallard	2019
Sandra MacFarlane	2019
William Cass	2019
Kevin Zygodlo	2019

HISTORICAL COMMISSION

Peter Johnson, Chairman	2020
Christopher Haraden	2020
John Goldthwait	2021
Caleb Estabrooks	2019
Charles Minott	2019

REPRESENTATIVE TO METROPOLITAN AREA PLANNING COUNCIL

Joseph Colangelo	2021
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REPRESENTATIVE TO NORTH RIVER COMMISSION

Daniel C. Jones	2019
John O' Leary	2019

INFORMATION TECHNOLOGY**STUDY COMMITTEE**

(BOS appoints 2 members, Moderator appoints 1 member and the School Committee appoints 2 members.)

Thomas Raab, Chairman	2019
Donald White	2019
Brian Ciccolo	2019
Patrick O'Brien	2019
Sunny Gleason	2019

MASTER PLAN IMPLEMENTATION**COMMITTEE**

Emmanuel Dockter, Chairman, Board of Selectman
 John Barry, Vice Chair, Citizen at Large
 Kenneth Blanchard, Planning Board
 John Geary, School Committee
 Thomas Burke, Affordable Housing Trust
 Donald White, Bylaw Review Committee
 Mary Dunn, Community Preservation Committee
 Robin McLaughlin, Parks and Recreation Committee

PLANNING BOARD**Appointed Associate Members**

Bernie Campbell	2020
Giuseppe Fornaro	2020

PUBLIC CONSTABLES

Robert S. Barlow	2021
Kevin J. Dalton	2021
Michael C. Moore	2021

REPRESENTATIVES TO OLD COLONY ELDER SERVICES

Tammy Murray 2019

REPRESENTATIVE TO OLD COLONY PLANNING COUNCIL AREA AGENCY ON AGING ADVISORY COMMITTEE

Jennifer Dunn 2019

REPRESENTATIVE TO SOUTH SHORE REGIONAL SCHOOL DISTRICT COMMITTEE

Robert Heywood 2021

SOUTH SHORE RECYCLING COOPERATIVE

Victor Diniak 2019

SYLVESTER /SALMOND SCHOOL REDEVELOPMENT COMMITTEE

Douglas Thomson
Joseph Rull
John Galluzzo
Andrea Sweeney
David Delaney
Michaela Shoemaker

TAXATION AID COMMITTEE

Nancy Lyons, Chair	2019
Joan T. Port-Farwell	2019
Maureen Cooke	2019
Carol Mattes	2019

TOWN CONSTABLES

Thomas Hayes	2019
Walter Sweeney	2019

TOWN MANAGER

Joseph Colangelo

ZONING BOARD OF APPEALS

Matthew Perkins, Chairman	2019
David Connolly	2021
Brian Callow	2019
Christopher Bernard, Associate Member	2021
Glen Openshaw, Associate Member	2020
Frederick Adami, Associate Member	2019

**BOARDS AND COMMITTEES
APPOINTED BY THE MODERATOR**

As of January 1, 2019

ADVISORY COMMITTEE

Edward Hickey, Chairman	2019
Nick Morwood	2021
Steven Kmito	2020
James Hoyes	2021
Gerard O'Hearn	2019
Gavin Little-Gill	2019
Sandra Hayes	2020
Joan Port-Farwell	2020
Steven Freedman	2021

BYLAW REVIEW COMMITTEE

Stephen Tucker, Chairman	2020
Eric Grund	2021
Donald White	2020
Robert Quirk	2021
David Ladd	2019

COMMUNITY PRESERVATION COMMITTEE (Moderator appoints at-large members)

James Coulter, Chairman	2020
Richard Deluca (Planning Board)	2020
William B. Scarpelli	2019
Jonathan Chu (Citizen-at-large)	2021
John S. Goldthwait (Historical Commission)	2021
Mary Dunn (Open Space Committee)	2019

OPEN SPACE & RECREATION PLANNING COMMITTEE

Mary E. Dunn, Co-Chair	2019
Harold D. Thomas, Co-Chair	2019
Julia Traggorth	2020
Judy Grecco	2020
John Ferraro	2019
Robert Meader	2020

PARKS & RECREATION COMMITTEE

Debbie Sullivan, Chairwoman	2020
Bevin Gray	2021
Jeffrey Poirier	2019
Jonathan Bruno	2019
Steve Geddes	2020
Robin McLaughlin	2019
Mark Miller	2019

REPORT OF THE BOARD OF SELECTMEN

For Fiscal Year July 1, 2018 – June 30, 2019

We wish to express our deepest appreciation and to acknowledge the commitment of our Town employees for their exemplary efforts, and for all their hard work.

BOARDS/COMMITTEES

The Board of Selectmen gratefully acknowledges the time our residents donate to the community by serving on the various Town Boards and Committees. The Board values the knowledge and expertise that they contribute to our community. During the year the Board appointed Donald White and Sunny Gleason to the Information Technology Study Committee; Hal Thomas and Julia Traggorth to the Open Space Committee; and Heather Freedman to the Board of Trust Fund Commissioners.

In October, the Board met in a joint meeting with the Board of Assessors to fill the vacancy created by the resignation of Frank Grecco; the Selectmen and Board of Assessors members voted to appoint Elaine Shea to fill the vacancy.

The Board approved the charge of the Master Plan Implementation Committee; Board of Selectman Chairman Emmanuel Dockter will be the Board's representative.

TRAFFIC SAFETY COMMITTEE

Throughout the year the Board met with members of the Traffic Safety Committee regarding various areas of concern in Town including the Broadway/Cross intersection which will designate the intersection as a four-way stop; the elimination of the feeder road from Broadway (West) to Cross (South), remove the pavement to tighten the intersection, remove a tree on the island to improve sight line and add crosswalks with appropriate ADA landing pads. The Board voted to implement the Committee's recommendations and supported an engineering study for the Broadway/Elm Street intersection. In October, the Board approved an electronic four-way Stop sign at Mill Street/Mall Connector and YMCA intersection and a similar Stop sign was installed at the historic Four Corners. In January, the Board voted to support a traffic initiative on the Rte. 139 corridor.

FIREWORKS DISTRICT

Town resources continue to be utilized and various methods are being used to notify residents when detonations are scheduled at the site. The Town continues to receive monthly updates from the Department of Environmental Protection to monitor the ongoing work at the Fireworks Site; it is apparent the clean-up of the Site will take longer than originally estimated. They are looking at bringing electrical power to the site. In December, the Board met with representatives from the Department of Environmental Protection for a presentation on the Phase 2 portion of the cleanup. The Phase 3 report is expected to be completed in May which will detail the extent of the clean-up efforts required at Factory Pond.

HANOVER CROSSING

In January, the Board held a public meeting with residents, representatives from PICO Real Estate partners and representatives from the Hanover Company on the proposed apartment buildings for Hanover Crossing. In May, the Board signed a Memorandum of Understanding

regarding the TIF Agreement with PREP that the residential project will not fall under the Tax Increment Financing and acknowledging the funds invested in the residential portion do not apply to the redevelopment of the Mall.

SYLVESTER SCHOOL

In July, the Board met with members of the Sylvester School Redevelopment Committee who reported on the Bid Response from Traggorth Companies for the redevelopment of the Edmund Q. Sylvester School. The Committee chose a residential redevelopment for the site noting further negotiation will take place on the affordable housing component. In September, Mr. Traggorth met with the Board to highlight the addition of office space for the School Administration offices to be included in the redevelopment. In December, the Board met with Mr. Traggorth and reviewed the terms of the agreement for 29 units; Mr. Traggorth would pay \$300,000 for the building and \$1.00 for the 99 year lease on the ground after 99 years the asset would return to the ownership of the Town. In January, the Board voted to direct a subgroup to negotiate an agreement with Traggorth Company which would include an age restriction on the units to be submitted to Town Meeting. The Board agreed not to move forward with a demolition alternative. If the housing option is voted down at Town Meeting the issue will be referred back to the study committee. In March, the Board reviewed the proposed agreement for Town Meeting with Traggorth Companies, LLC, Traggorth will pay \$300,000 to the Town for the Sylvester School Building and \$1.00 for the Ground Lease on the property for 65 years, and there will be no more than 28 residential units. All units will be age restricted and no less than seven units and no more than seventeen units are to be negotiated with the Affordable Housing Trust; the remaining units will be unrestricted with regards to affordability limitations. In April, documents stored in the basement of Town Hall were transferred to the vacant Sylvester building for storage. In May, Article 35 on the Annual Town Meeting Warrant successfully transferred the Sylvester School property from the School Committee to the Board of Selectmen. Article 36 was successful as it approved the sale or disposition of the Sylvester School property. The Board, based on information received, canceled the Request for Proposals that was issued on April 18, 2018 to obtain an appraisal of the Sylvester property to include the building and land identified in the language of Article 36, the Board will issue a new Request for Proposals for the redevelopment of the Sylvester School building.

LICENSES

During the year, the Board approved two Block Parties, one on Larchmont Lane, and one for Tecumseh Drive. The Board conducted numerous Public Hearings throughout the year for various liquor license amendments. In December, the Board renewed eight Class I Automobile Licenses; eight Class II Automobile Licenses; two Class III Automobile Licenses; seven Automobile Lease Licenses; eleven Entertainment Licenses; three Sunday Entertainment Licenses; seven Automatic Amusement Licenses and one General License; eight All-Alcoholic Beverages Restaurant Licenses; five Wines & Malt Beverages Restaurant Licenses; one Club License for All Kinds of Alcoholic Beverages; three All Alcoholic Beverages Retail Package Goods Store Licenses; six Wines & Malt Beverages Retail Package Goods Store Licenses and one Farmer Brewery License and in April the Board renewed four Junk Dealer licenses and the Bowling Alley License to Boston Bowl. In June, the Board approved the Carnival License for Hanover Day.

CABLE TELEVISION RENEWAL LICENSE

The Board conducted meetings regarding the Cable Television Renewal License for Comcast and Verizon which expired on December 31, 2018. Both licenses' have two sources of funding on being public, education and public access and the other is capital; the operating support will increase from 3% to 5% which is a 40% increase in the operating support. The Verizon license is for five years and will have a high definition channel, the Comcast license is for ten years.

BUILD THE BOARDS

The Build the Boards project continues; the boards have been ordered for the large rink. Currently no date for a start of the smaller rink has been chosen. The Town has allocated \$110,000 thru Community Preservation funds. The total cost of the boards is \$58,720; the small rink boards are budgeted for \$42,445. The Build the Boards Committee has raised approximately \$78,200. for the project.

GRANTS

In July, the Planning Office received a Grant in the amount of \$19,840 from the Executive Office of Energy and Environmental Affairs which expires on June 30, 2019. This Grant allows the Town to review the Zoning Bylaws and look into developing cluster/cottage zoning.

POLICIES

During the year, the Board compiled all Board policies into one searchable document and it is posted on the Town's website. The document is similar to the Town Bylaws. The Board approved/updated the following policies during the year: Hanover Procurement Card Policy; Budget Process Policy; Warrant Articles Policy; Electioneering Policy; Licensing Policy; Traffic Safety Policy; Recognition Policy; and Disposal of Nominally Valued Surplus Property.

RECOGNITIONS

In October, the Board proclaimed Visiting Nurse Week October 7nd through October 13th. In April, the Board also recognized the Hanover Visiting Nurses Association 90th anniversary. The Board recognized Leslie (Les) Molyneaux as the recipient of the 2019 Spirit of Hanover Award. Throughout the year the Board recognized Jake Sledziewski, Steven Roche, James Parry, Daniel Tiedtke, William Sabin, and James Sabin as Eagle Scouts.

ROAD RACES

Throughout the year, the Board approved Road Races for the South Shore Habitat for Humanity - Ride for Habitat; the Hanover High Sports Boosters Road Race held on Thanksgiving morning; the Annual Ride for Habitat to benefit the South Shore Habitat for Humanity; and the Hanover Chamber of Commerce/Hanover Cultural Council 5k Road Race.

TAX CLASSIFICATION

In November, the Board in conjunction with the Board of Assessors conducted a Public Hearing regarding tax classification. The Board voted that a selected Residential factor of .9913 (a 1.05 shift) be adopted for the FY19 Tax Rate Computation; that no discount be granted to Open Space for FY19; that no residential exemption be adopted for FY19 and that no small business exemption be granted for FY19.

MISCELLANEOUS

The Board and the Town Manager created an Interview Committee to fill the Director of Community Development Municipal Inspections position. There were 45 applicants for the position and in November the Interview Committee and the Board concurred Justin DeBruin was the successful candidate.

In July, Weymouth Police Sergeant Michael Chesna, who was a resident of Hanover, was tragically murdered while on duty. The Board recognized the acts of kindness that were provided by both residents and businesses in our supportive community.

In November, the Fire Department was able to enhance on-duty staffing with the addition of Thomas Dugan and Jonathan Goodwin which will add to a positive impact on the ability to deliver effective and efficient emergency services.

In December, the Board reviewed and voted to approve changes to the Personnel Regulations, which clarifies the difference in earned sick and personal time for full time employees hired prior to April 7th 2014 and post April 7th 2014. The amendments reinstate the Personnel Regulations in place prior to April 7, 2014. During the year, a classification study was completed by MRI which included the preparation of employee job descriptions.

In March, in response to a Request for Proposals, the Board held interviews with three qualified law firms seeking to provide legal services for the Town. At the conclusion of the interviews the Board appointed the law firm of Feeley & Brown as Town Counsel.

In closing, the Board would like to extend their gratitude to the Department Heads for their dedication to providing the absolute highest level services to the residents of the Town. Our sincere thanks are extended to Police Chief Walter L. Sweeney, Fire Chief Jeffrey Blanchard, Director of Public Works Victor Diniak, Robert Murray Facilities Engineering Manager, Finance Director Lincoln Heineman, Director of Community Services Tammy Murray and Library Director Virginia Johnson.

Respectfully submitted,
John C. Tuzik, Chairman
Emmanuel J. Dockter, Vice-Chair
David R. Delaney
Jocelyn R. Keegan
John S. Barry

REPORT OF THE TOWN MANAGER

For Fiscal Year July 1, 2018 – June 30, 2019

Fiscal Year 2019 was a year of considerable organizational changes here in Hanover. The Town Manager proposed, approved, and implemented an organizational change which divided the Community Services Department into three (3) separate and distinct departments: (i) Community Services, (ii) Library, and (iii) Community Development and Municipal Inspections.

Furthermore, the Town Manager proposed, approved, and implemented an organizational change which brought the Buildings and Facilities Department under the Department of Public Works. The transition has gone smoothly and the feedback received has been positive.

Modifications to the budget development and adoption process (for the Fiscal Year 2020 budget) were implemented during fiscal year 2019. These changes included jumpstarting the review of the capital improvement plan and approval of a capital budget during the fall of 2018 in advance of the 2019 Annual Town Meeting, and the presentation of an initial draft of the FY2020 operating budget in early January for the purpose of soliciting feedback from various stakeholders during the entire month of January prior to the required submission of the Town Manager's recommended budget in the beginning of February.

On July 20, 2018, as a Community, we gathered and honored the life of Hanover resident and Weymouth Police Sergeant Michael C. Chesna who was killed in the line of duty. Hanover will continue to honor Sergeant Chesna forevermore.

The new Center School opened to students in January of 2019 which lead to the inevitable closing of the Sylvester School building. The future use of the Sylvester School – which was transferred from the School Committee (for educational use) to the Board of Selectmen (for municipal use) at the May 2019 Annual Town Meeting – will be a decision the town will need to wrestle with over the next few years. The building is currently being utilized for storage and regional public safety trainings.

Cleanup of the National Fireworks site continued to move forward during the year.

Throughout Fiscal Year 2019 the redevelopment of Hanover Crossing remained a focal point. In early January of 2019 the Town Manager – with the assistance of key staff – presented information to the public regarding the impacts of the project on municipal services and followed up with a letter in July 2019 outlining the impacts along with recommended mitigation steps to hedge against them.

The Merchant's Row project neared completion as Fiscal Year 2019 came to a close and it is expected that tenants will begin opening to the public at the beginning of Fiscal Year 2020.

Thank you to all the dedicated employees and volunteers who make the Town of Hanover a wonderful place to live and work.

Respectfully Submitted,

Joe Colangelo
Town Manager

REPORT OF THE HANOVER FIRE DEPARTMENT

For Fiscal Year July 1, 2018 – June 30, 2019

I hereby submit the following report to the Board of Selectmen and the citizens of Hanover.

The Fire Department in the Town of Hanover is charged with the protection of life, property and the natural environment. To this end, our responsibilities include the prevention, suppression, and investigation of fires, the provision of Emergency Medical Services, public assistance in the event of natural, accidental or intentional disasters and the enforcement of all codes and regulations pertaining thereto. The Department is committed to the provision of these and other public services to all persons with the Town's corporate limits in the most compassionate and professional manner possible.

The Hanover Fire Department responded to 2932 incidents between July 1, 2018 and June 30, 2019. The breakdown of calls is as follows:

Total number of Fire Incidents: 1160 (39.6%)

Total number of Rescue and/or Emergency Medical Incidents: 1772 (60.4%)

The Department collected \$1,241,334.04 in ambulance fees and \$19,250.00 in permit fees.

FIRE – RESCUE SERVICES

The Fire Department responds to fires of all types in Hanover. Additionally, through extensive mutual aid plans, we are often called to assist our neighbors during fire incidents that tax their own resources. The Hanover Fire Department operates four pumping engines, an aerial tower, a squad, three ambulances and two forest fire trucks. Fire incidents are extremely labor intensive and often require a significant number of personnel to mitigate safely and efficiently.

We continue to respond to incidents in homes that do not have working smoke alarms. Protect your home and your family by having working smoke alarms on every level of your residence, outside bedrooms, at the top of open stairs and at the base of cellar stairs. Maintain alarms in accordance with manufacturer recommendations and test them monthly. If the alarm uses regular batteries, change them twice per year.

EMERGENCY MEDICAL SERVICES

The delivery of top quality Emergency Medical Services (EMS) continues to be a goal of the Hanover Fire Department. The Department operates three Advanced Life Support transporting ambulances and one Advanced Life Support engine, Engine 7. Two ambulances and Engine 7 are staffed on a daily basis. The third ambulance is staffed by on-duty and off-duty personnel. Off-duty members respond on call-back when there are multiple calls.

The occurrence of multiple and simultaneous EMS calls continue to increase. At the same time we have reduced our reliance on mutual aid to handle these calls. It is not unusual for all three of our ambulances to be working incidents at the same time. This is a result of additional on-duty staff, the commitment of off-duty firefighters to respond on callback. Being able to utilize our in-town ambulances instead of mutual-aid results in shorter response times and generates additional ambulance revenue.

The Department spent a considerable amount of time working with internal and external health care delivery stakeholders in an effort to determine the feasibility of starting a Mobile Integrated Healthcare Program to the Town of Hanover. Mobile Integrated Health Care (MIH) and Community EMS are new programs that utilize mobile resources to deliver care and services to patients in an out-of-hospital environment in coordination with healthcare facilities or other healthcare providers. The Hanover Fire Department is currently working in collaboration with local & regional healthcare delivery agencies as well as South Shore Hospital to determine the feasibility of delivering a MIH Program in the Town of Hanover. In June of 2019, our Fire and Burn Prevention and Education Program were formally recognized by the Massachusetts Department of Public Health as a Community EMS Program.

FIRE PREVENTION

The Department's Fire Prevention Division is responsible for several activities including (but not limited to): code enforcement, oversight of alarm and sprinkler system installations, flammable and hazardous material storage, commercial occupancy inspections, school safety inspections, residential smoke and carbon monoxide alarm inspections, and building & plan review. The majority of all residential and commercial building and development projects must have oversight by the fire department. The ability to oversee existing code enforcement and other related fire prevention activities is challenged by the need to oversee the volume of new building projects that are occurring. One full-time Captain works Monday through Friday and is directly responsible for managing the Fire Prevention Division.

The Department has made attempts to enhance our Community Risk Reduction (CRR) efforts. Community Risk Reduction includes programs, actions, and services used by a community, which prevent or mitigate the loss of life, property, and resources associated with life safety, fire, and other disasters within a community. The Department has several CRR programs in place including Community CPR Programs, Sharps Collection Program, and the promotion of residential sprinkler systems. One of our most active CRR Programs is our Home Safety Visit Program. This Program provides home safety checks to our most vulnerable residents and includes the installation of smoke and/or carbon monoxide alarms free of charge.

The Hanover Fire Department conducted 601 inspections, created 150 correspondences and issued 353 permits between July 1, 2018 and June 30, 2019.

PERSONNEL

The Department employs twenty-two Career Firefighters, five Career Captains, fourteen On-Call Firefighters, two On-Call Lieutenants, a Deputy Chief, a Fire Chief and a civilian Administrative Assistant. Current full-time staffing levels include four groups that work rotating twenty-four hour shifts. Two groups consist of a Captain and six Firefighter/Paramedics and two groups consist of a Captain and five Firefighter/Paramedics. Additionally, a Captain works Monday through Thursday and is assigned to the Fire Prevention Division. On-Call Firefighters are paid an hourly rate when they are requested to respond to emergencies as needed.

The Department was able to enhance on-duty staffing through the successful awarding of the FEMA SAFER Grant. This Grant award provided financial assistance for the hiring of four Career Firefighter/Paramedics. This highly competitive federal grant covers a three year period and reimburses salary and benefit costs of up to 75% for years one and two and 35% in year three. Our ability to enhance staffing levels through this mechanism has had an immediate

positive impact on the ability to deliver effective and efficient emergency services in a timely fashion. It has reduced the department's reliance on overtime to maintain adequate shift strength and reduced the need for call-back overtime during multiple calls.

TRAINING

The fire service has become an all-hazards type emergency response organization. The role and responsibility of the fire department has changed throughout the years and we continue to adapt to the needs of the community as necessary. Maintaining a high level of readiness through training is paramount for our firefighters to be able to safely and effectively mitigate any number of different emergency situations they could be called to deal with. Career Firefighters are expected to engage in training on a daily basis. Call Firefighters conduct training on a weekly basis. Increased calls for emergency service significantly impact our ability to conduct meaningful on-duty training evolutions. While a substantial component of our training program consists of on-duty training, it is critical that firefighters have an ability to train when off-duty. During the fiscal year, department members participated in 5,550 hours of fire and EMS training.

FIRE DEPARTMENT FACILITIES

The Fire Department responds apparatus out of two different locations, Fire Headquarters and Station 3. Construction of Fire Headquarters was completed in 1987 and is located at 32 Center Street next to Town Hall. All career and half of the call firefighters are assigned here. Three ambulances, two pumpers, a tower ladder, squad and rescue boat are housed inside. A forest fire truck is also stationed here but is kept outside as there is no room inside for it. Station 3 was built in 1961 and is located at 925 Circuit Street in West Hanover. Half of the call firefighters are assigned here and provide staffing for two pumping engines. This station is basically a garage with a restroom. It has no kitchen or bunk room for staff.

The Department utilizes a third location in North Hanover for storage and to garage a forest fire truck during the winter months. Station 1 was completed in 1968. The garage bays are not large enough to accommodate a modern fire pumper or ambulance.

The National Fire Protection Association (NFPA), the Insurance Services Organization (ISO) and the American Heart Association all recognize that emergency responders must arrive within six minutes to limit fire damage and provide the best chance of survival in the event of cardiac arrest. The time measured begins when the need for emergency services is discovered and ends when emergency responders arrive on scene. The Northern third of Hanover lies outside of the area that can be reached within six minutes from Fire Headquarters. The Town has taken the necessary steps to acquire a parcel of land on Webster Street across from Hackett's Pond so that a new fire substation can be constructed to serve the North Hanover area. A smaller area, in the Southwest corner of Town, also lies outside the recommended six minute response from Fire Headquarters.

IN CLOSING

I would like to take thank Hanover resident Kathy Murray, who continues to donate countless hours planting and maintaining the landscape at Fire Headquarters.

Residents are urged to check the Town's website "www.hanover-ma.gov" where you can find more information about the department and the services we provide. You will also find useful

information and safety tips throughout the year on our Facebook account “Hanover MA Fire Department” and on our Twitter account “@HanoverFire.”

Please remember to dial 911 if you have an emergency. The department’s non-emergency business line is 781-826-3151. To speak with me directly you may call 781-826-7727 or send me an e-mail at jeffrey.blanchard@hanover-ma.gov.

I want to thank the members of the Hanover Fire Department for their continued dedication to serving our community. I would also like to thank the Town Manager, Department Heads, Town Boards, Town Committees and the Citizens of Hanover for their support and cooperation during this past year.

Respectfully submitted,

Jeffrey R. Blanchard
Fire Chief

Hanover Fire Department Incident Reporting 7/1/18– 6/30/19

1 Fire

111 Building fire	21
113 Cooking fire, confined to container	14
114 Chimney or flue fire, confined to chimney	2
116 Fuel burner/boiler malfunction, fire confined	31
131 Passenger vehicle fire	17
132 Road freight or transport vehicle fire	21
140 Natural vegetation fire, other	8
141 Forest, woods or wildland fire	1
150 Outside rubbish fire, other	2
151 Outside rubbish, trash or waste fire	1
162 Outside equipment fire	<u>2</u>
Total	60

2 Overpressure Rupture, Explosion, Overheat

200 Overpressure rupture, explosion, overheat other	3
210 Overpressure rupture from steam, other	1
251 Excessive heat, scorch burns with no ignition	<u>6</u>
Total	10

3 Rescue / Emergency Medical Service Incident

311 Medical assist, assist EMS crew	1
320 Emergency medical service incident, other	5
321 EMS call, excluding vehicle accident w/ injury	1479
322 Motor vehicle accident with injuries	104
323 Motor vehicle/pedestrian accident (MV Ped)	4
324 Motor vehicle accident with no injuries.	169
340 Search for lost person, other	1
341 Search for person on land	2
342 Search for person in water	1
352 Extrication of victim(s) from vehicle	3
353 Removal of victim(s) from stalled elevator	2
381 Rescue or EMS standby	<u>1</u>
Total	1772

4 Hazardous Condition (No Fire)

400 Hazardous condition, other	13
410 Combustible/flammable gas/liquid condition, other	2
411 Gasoline or other flammable liquid spill	9
412 Gas leak (natural gas or LPG)	44

413 Oil or other combustible liquid spill	3
420 Toxic condition, other	1
421 Chemical hazard (no spill or leak)	5
422 Chemical spill or leak	3
423 Refrigeration leak	1
424 Carbon monoxide incident	18
430 Radioactive condition, other	1
440 Electrical wiring/equipment problem, other	20
441 Heat from short circuit (wiring), defective/worn	1
442 Overheated motor	8
443 Breakdown of light ballast	1
444 Power line down	65
445 Arcing, shorted electrical equipment	11
451 Biological hazard, confirmed or suspected	11
461 Building or structure weakened or collapsed	6
463 Vehicle accident, general cleanup	6
471 Explosive, bomb removal	<u>62</u>
Total	291

5 Service Call

500 Service Call, other	5
511 Lock-out	168
512 Ring or jewelry removal	5
520 Water problem, other	9
522 Water or steam leak	6
531 Smoke or odor removal	4
542 Animal rescue	2
550 Public service assistance, other	18
551 Assist police or other governmental agency	17
552 Police matter	3
553 Public service	20
5531 Home Safety Visit	2
554 Assist invalid	27
555 Defective elevator, no occupants	4
561 Unauthorized burning	9
571 Cover assignment, standby, moveup	<u>96</u>
Total	395

6 Good Intent Call

600 Good intent call, other	24
611 Dispatched & canceled en route	55

621 Wrong location	2
622 No incident found on arrival at dispatch address	30
631 Authorized controlled burning	37
650 Steam, other gas mistaken for smoke, other	1
651 Smoke scare, odor of smoke	8
652 Steam, vapor, fog or dust thought to be smoke	1
671 HazMat release investigation w/no HazMat	<u>5</u>
Total	127

7 False Alarm & False Call

700 False alarm or false call, other	14
710 Malicious, mischievous false call, other	2
714 Central station, malicious false alarm	5
721 Bomb scare – no bomb	2
730 System malfunction, other	14
731 Sprinkler activation due to malfunction	9
733 Smoke detector activation due to malfunction	36
734 Heat detector activation due to malfunction	2
735 Alarm system sounded due to malfunction	26
736 CO detector activation due to malfunction	18
740 Unintentional transmission of alarm, other	45
741 Sprinkler activation, no fire - unintentional	5
743 Smoke detector activation, unintentional	24
744 Detector activation, no fire - unintentional	15
745 Alarm system activation, no fire - unintentional	40
746 Carbon monoxide detector activation, no CO	<u>4</u>
Total	261

8 Severe Weather & Natural Disaster

800 Severe weather or natural disaster, other	4
813/815 Severe Weather assessment/standby	5
814 Lightning strike (no fire)	<u>2</u>
Total	11

9 Special Incident Type

911 Citizen complaint	<u>5</u>
<u>Total</u>	<u>5</u>

Total Incidents 7/1/18 – 6/30/19:	Totals	2932
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REPORT OF THE HANOVER EMERGENCY MANAGEMENT AGENCY

For Fiscal Year July 1, 2018 – June 30, 2019

I hereby submit the following report to the Board of Selectmen and the citizens of Hanover.

The Hanover Emergency Management Agency (HEMA) leads the Town in planning, preparedness, communication, response, and recovery for daily emergencies, large-scale town wide events and major disasters. HEMA is a vital link in emergency communications between the public and first responders, and provides key coordination and leadership to Town departments, stakeholders, residents, and visitors.

The goal of HEMA is to make our community more aware of and prepared for potential hazards. Members of HEMA meet quarterly to develop strategies towards creating resilience. Our focus over the past few years has been to enhance our ability to provide emergency shelter during an emergency. HEMA has the capability to open and staff an emergency shelter for more than 100 individuals at the Hanover High School. HEMA also has the capability to open a comfort station at the Senior Center. A comfort station is a location where residents can come to warm up, cool off, and charge electronic devices during protracted power outages. A comfort station does not have dormitory capabilities. The installation of an emergency back-up generator at the Senior Center will strengthen the Town's ability to help those in need during emergencies.

We would not be able to open a comfort station or shelter without assistance. We work together with the Hanover School Department, Community Services, Police Department, DPW and Facilities Department, Hanover's Community Emergency Response Team (CERT team), the Medical Reserve Corp (MRC) and other volunteers to ensure that we are prepared to provide 24 hour support for emergencies.

HEMA participates in quarterly South Coastal Emergency Management Team meetings. During these meetings representatives from American Red Cross, Salvation Army, the Massachusetts Emergency Management Agency (MEMA), Medical Reserve Corp, Department of Public Health, Health and Medical Coordinating Coalition and South Shore Hospital share best practices to enhance our emergency preparedness.

When there are emergencies, we anticipate residents will stay in their homes (shelter in place), if possible. In making that decision, it is important to be sure each resident has the necessary supplies to last at least 3 days. Recommended items to have in their Basic Emergency Supply Kit should include. (water, food, battery-powered or hand crank radio, flashlight and extra batteries, first aid kit, whistle to signal for help, dust mask, to help filter contaminated air and plastic sheeting and duct tape to shelter in place, moist towelettes, garbage bags and plastic ties for personal sanitation, wrench or pliers to turn off utilities, can opener for food, and local map). Additional Item should include : prescription medication and glasses, infant formula and diapers, pet food and extra water for pet, important family documents such as insurance policies, identification and bank account records in a waterproof portable container, cash or travelers checks and change, sleeping bag or warm blankets, complete change of clothing including a long sleeved shirt, long pants and sturdy shoes, household chlorine bleach and medicine dropper, fire extinguisher, matches in a waterproof container, feminine supplies, paper products, paper and

pencil, books, games, puzzles or other activities for children. Candles and gas lanterns are not a safe source of light during a power outage.

The Hanover Emergency Management Agency continues to be successful obtaining grant funds for projects related to public safety and emergency management at no cost to the Town. During this fiscal year, HEMA was awarded a total of \$6,650 in grants. All grants awarded were from the Massachusetts Emergency Management Agency (MEMA) who oversees federal funding provided by the Federal Emergency Management Agency (FEMA) for allocation at the local level. Typically, grants related to emergency management are reimbursement type grants; existing operating budget funding is utilized and then reimbursed at the conclusion of the project.

An Emergency Management Planning Grant (EMPG) was awarded in the amount of \$3,000.00. This funding allowed the fire department and emergency communications center to make necessary upgrades to our Computer Aided Dispatch (CAD) system.

A Citizen Corps Program Grant (CCP) was awarded in the amount of \$2,500.00. This funding provided the ability to deliver Community Emergency Response Team (CERT) training.

A Hazardous Materials Emergency Planning Grant (HMEP) was awarded in the amount of \$1,150.00. This funding allowed the fire department to allow a member, who is also a hazardous materials response technician, to attend a national conference in Baltimore, Maryland.

Communication is an important component when there is an emergency. Please visit the Town of Hanover's web page at www.hanover-ma.gov. Please visit our Twitter sites @HanoverEMA and @HanoverMA for important information before, during and after emergencies. These sites also provide useful information and safety tips throughout the year. WATD, 98.5 FM is the radio station that will have up-to-date information to keep Hanover residents informed during an emergency. We urge you to check the following websites where you can find more information on emergency preparedness www.fema.gov and www.mass.gov/orgs/Massachusetts-emergency-management-agency." Residents who are interested in joining CERT or becoming a shelter volunteer are urged to contact HEMA at 781-826-3151, ext. 3500.

I want to thank the members of HEMA, volunteers, CERT and MRC members for their continued dedication to serving our community. I would also like to thank the Town Manager, Department Heads, Town Boards, Town Committees and the Citizens of Hanover for their support and cooperation during this past year.

Respectfully submitted,

Jeffrey R. Blanchard
Emergency Management Director

REPORT OF THE HANOVER LOCAL EMERGENCY PLANNING COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

I hereby submit the following report to the Board of Selectmen and the citizens of Hanover.

The Local Emergency Planning Committee (LEPC) meets at least twice a year to identify facilities that use, companies that produce and transportation routes that are used to move extremely hazardous materials. The committee works to develop mitigation and response plans to make the community safer.

The LEPC has representation from thirteen categories that include an Elected Local Official, Law Enforcement, Emergency Management, Fire Service, Emergency Medical Service, Board of Health, Conservation, Hospital, Transportation, Media, Community Group, Public Works and a representative from a local generator of hazardous materials.

Respectfully submitted,

Jeffrey R. Blanchard
Chairman

REPORT OF THE HANOVER POLICE DEPARTMENT

For Fiscal Year July 1, 2018 - June 30, 2019

I hereby submit the following report of the Hanover Police Department from July 1, 2018 to June 30, 2019.

The Hanover Police Department provided residents and businesses with professional and dedicated service during fiscal year 2019. This was achieved with funding from our annual budget appropriation, annual town meeting public safety training article and supplemented by federal and state grants. Grant funding has been reduced significantly and, in many cases, eliminated on both state and federal levels and the competition for the remaining funds is strong. The Hanover Police Department continues to pursue every possible opportunity for grant funding. Once again, the Hanover Police Department has been the recipient of a private grant. The Copeland Family Foundation awarded the department a grant to support the DARE program. This funding was essential in order to continue to offer this program to all Hanover Public Schools fifth grade classes. Funding was sought under the Governor's Highway Safety Bureau grant and the department was successful in obtaining funding for three enforcement initiatives. These initiatives included seat belt usage, distracted driving and impaired operation. This year's application included a reimbursement for highway safety equipment. The town was awarded funding to enable the purchase of traffic safety equipment which included a traffic count/speed measurement device and window tint meters. Both items will enhance the ability to provide for greater highway safety.

The Mission of the Hanover Police Department is to prevent crime, preserve order, and to protect the rights, lives and property of the citizens of Hanover. We will cultivate partnerships within our community to identify and effectively respond to the diverse, ever-changing social and cultural demands. Together we will accomplish this with emphasis on integrity, fairness and professionalism.

Residents are urged to take advantage of the MedReturn prescription drug drop box located in the lobby of the police station. The drop box may be accessed 24 hours a day, 7 days a week. Through a partnership with the Plymouth County District Attorney's Office, Plymouth County Sheriff's Department, Massachusetts Department of Public Health and Covanta Energy, prescription medication is deposited in the secure kiosk and transported by the police department for destruction at no cost to the Town of Hanover. We are fortunate for this partnership. The department continued the Town of Hanover's participation in the National Drug Take Back Initiative. This has been a highly successful partnership with the Hanover Board of Health and the Drug Enforcement Administration. The department looks forward to continuing this important collaboration. The event is hosted by the Hanover Senior Center and provides a significant opportunity for outreach to the entire community.

The department's commitment to the Project Outreach program continues to be a priority. Project Outreach is a proactive response to the opioid abuse epidemic. This unique program partners police departments with members of the recovery community and provides outreach services to individuals who have overdosed on opiates. The program

includes a follow-up visit with victims, and their families, an offer of assistance for treatment options and regular drop-in centers offering resources for families who find themselves in need of assistance. This has proven to be a successful program and the department was honored to be selected for participation in the first group of communities following the successful pilot program. Please visit www.projectoutreachplymouth.com The department remains committed in collaborating with our public health partners and medical providers to ensure appropriate treatment for any individual seeking assistance.

The Hanover Police Department demonstrates its commitment to the community by providing various programs that enhance the quality of life for the citizens of Hanover. Based on the philosophy of community oriented policing, the Hanover Police Department reaches out to the community with initiatives that will be positive and productive. Officers who have expertise in their respective disciplines provide specialized programs. The programs that are provided by these officers include crime prevention, school safety, participation in the senior center programs, child safety seat installations, firearm permits, fish and game enforcement and many others. The police department has provided child identification packets during numerous events at the YMCA, Hanover Park and Recreation Program, and Old Navy. The department has also provided child safety seat and bicycle safety information at the Touch a Truck event in September. The department participates in the Hanover High School student internship program. This program provides an opportunity for a HHS student to learn about law enforcement and criminal justice by participating in the daily activities of Hanover Police Officers. Once again the RAD program was presented to students at Hanover High School in partnership with the physical education staff. The department has worked with numerous non-profit organizations in the planning and coordination of 5K road races in town.

The DARE program was once again an important aspect of the Hanover Police Department's youth outreach program. Officer Michael McKeever or "Officer Mike" to his students has the knowledge and ability to interact with the youth of our community. This is accomplished in both a classroom environment and while performing his duties as a patrol officer. In collaboration with the Hanover School Department students complete a ten-week course of instruction in drug, alcohol and violence prevention. The department also participates in the Plymouth County District Attorney's annual summer camp. This provides an opportunity for approximately 17 Hanover students to participate in a one-week program which brings school age children and police officers from the area together for a week of mentoring and drug abuse and violence prevention education. I would like to thank the Hanover Visiting Nurse Association for their continued support of the summer camp. The generosity of the Association has made it possible for campers to attend once again this year.

During the school year, members of the department trained administrators and staff of the Hanover Public School District in the program known as ALICE. This program trains individuals how to respond to the threat of an armed intruder in a building. The ALICE program was recently endorsed by the Commonwealth of Massachusetts as the preferred response to these situations if they occur in a school. The police department appreciates the support of the school administration in providing this level of commitment to the safety of the school environment.

Officer John Voelkel (Officer John) continues to bring energy and innovation to his position as the School Resource Officer for the Hanover Public Schools. Officer John exemplifies the community policing philosophy of the department with his approach to proactive problem solving and collaboration in his daily activities. During the school year Officer Voelkel partnered with Hanover Public Schools Administrator Joel Barrett to provide the schools with a vibrant SRO and school safety program.

Training remains an important aspect of the professional development of each and every member of the department. Each officer trains a minimum of 40 hours per year in order to be in compliance with the Municipal Police Training Committee's regulations. Additionally, with the funding provided by the Public Safety Training appropriation at the Annual town meeting, officers have attended specialized training in the following areas. Field Training Officer certification, interview and interrogation techniques, street survival skills, and numerous specialized legal updates. Members of the command staff have trained with the International Association of Chiefs of Police, Massachusetts Chiefs of Police Association and the Municipal Police Institute. The officers and citizens are well served by these training investments.

On Sunday July 15, 2018 tragedy struck the Hanover and law enforcement communities when Sergeant Michael Chesna, Weymouth PD and resident of Hanover was murdered while on duty. In the days which followed, wake and funeral services were planned and held at St. Mary's of the Sacred Heart Church. The community provided an incredible amount of support for the family of Sergeant Michael Chesna, Weymouth PD, and his brother and sister police officers. It would not be possible to find a more welcoming and supportive community.

The thoughts, prayers and infinite acts of kindness that were displayed in our community deeply affected attendees at the wake and funeral services. The decorations, blue light displays, offers of cold drinks and food as well as many simple kind words of appreciation and support were most helpful during a difficult time. These acts of kindness were provided by both residents and businesses in the community. Thank you to anyone who helped in any manner during this difficult time. Words cannot express the support and concern that was received from this wonderful community so many of us call home.

I would like to remind residents of several ways to obtain emergency information from the Town of Hanover. Please visit our website www.hanoverpolice.org or follow our Twitter account: HanoverPolice or Facebook HanoverPolice Dept. Our webpage and social networking sites are updated on a regular basis with upcoming events. Up to the minute safety information is posted on the social networking sites during critical events. During 2014 the department was recognized by the International Association of Chiefs of Police for having the 5th most followers on its Twitter account for a department of less than 50 sworn officers. The feed is updated on a regular basis with important information for residents.

Residents may also sign up for CODE RED alerts for public safety messages. This service is offered by the Town of Hanover Emergency Communications department. Hanover town officials have the ability to send reverse 911 notifications to all individuals who have signed on for this service. Alerts are sent to your home phone, cell phone or email it is your choice. Please sign up via the link at www.hanover-ma.gov

The Emergency Communications Center (ECC) has responsibility for all equipment and personnel necessary for the call taking and call dispatching for Police, Fire and EMS services in the town. This includes the operation of E911 as well as other business and emergency telephone lines. ECC personnel demonstrate their professionalism and commitment on a daily basis.

During fiscal year 2019, The ECC competed for and was awarded a training grant from the Executive Office of Public Safety. This grant enabled the Town of Hanover to train and certify each full time and part time dispatcher for emergency medical dispatch duties. This is an extremely important first step in the town's emergency medical services plan. All dispatchers have also completed the required certification in the National Incident Management System (NIMS) and Incident Command System (ICS100). The ECC is in compliance with the regulation requiring 16 hours per year of continuing education for each dispatcher. This is being accomplished in a variety of ways including on-line computer based learning as well as hands on classroom training for skills such as CPR. Local training is held on a quarterly basis to keep dispatchers up to date on policies and best practices. Since May of 2018 the ECC has been receiving wireless direct calls at the Public Safety Answering Point (PSAP) located at the Hanover Police Department. This technology allows residents on cellular phones and others traveling through the town to connect directly with Hanover E911 operators.

The ECC would like to remind all residents of the outdoor burning permit line, which is staffed from January 15 through May 1 each year. The phone number is 781-826-7850. Residents are reminded to please utilize this phone line when requesting outdoor burning information.

Serving on the Emergency Communications Center Committee during fiscal year 2019 were, Deputy Chief Jason Cavallaro and Lieutenant Gregory Nihan. Their individual efforts and expertise contributed to the efficient operation of the town's E911 and Police, Fire and EMS dispatch service.

We wish to express our appreciation and recognition to the Dispatchers for their continued efforts to provide efficient, dedicated and skilled services to the residents of Hanover.

I would like to personally thank the members of the Hanover Police Department both sworn officers and civilian employees. Their collective efforts provide the professional delivery of police services to the citizens of Hanover. I would also like to recognize the efforts of all Town of Hanover departments as well as elected and appointed officials for their cooperation throughout the year. The police department's daily interaction with these departments and individuals helps to provide the town with a true sense of community.

Respectfully submitted,

Walter L. Sweeney, Jr.
Chief of Police

REPORT OF THE HANOVER POLICE DEPARTMENT

Annual Court Report – July 1, 2018 to June 30, 2019

Sgt. Daniel A. Salvucci – Court Prosecutor

Days in Court	249
Arraignments.....	524
Arrests (including warrant arrests).....	403
Cases Cleared.....	399
Motor Vehicle Citations issued.....	2,771
Monies Collected:	
Fines, Fees from District Court and the Registry of Motor Vehicles	\$93,501.44
Monies Collected for Marijuana Citations.....	\$0
Monies Collected for Police Reports, Solicitors, Detail Admin Fee	\$85,438.95
Monies Collected for Parking Tickets	\$260.00

Respectfully submitted,

Sgt. Daniel A. Salvucci
Hanover Police Prosecutor

Firearms Licenses – July 1, 2018 to June 30, 2019

Sergeant David Zemotel – Firearms Officer

License to Carry Firearms – Class A	281
License to Carry Firearms – Class B	0
Firearms Identification Card	8
License to Sell Ammunition	4
License to Perform as a Gunsmith	0

All firearms licensing fees are collected and reported by the Town of Hanover Tax Collector.

Respectfully submitted,

Sergeant David Zemotel
Firearms License Officer

Fish and Game Violations – July 1, 2018 to June 30, 2019
Officer David W. Tyrie – Environmental Officer

Environmental Citations Issued	6
Fish and Game Violations Cited	7
Fish and Game Violations Arrests	0
Fish and Game Criminal Complaints/Summonses	0
Total Fines for Above Citations.....	\$350.00

Recreational Motor Vehicle Violations – July 1, 2018 to June 30, 2019

Chapter 90B Violation Citations Issued	0
Recreational. MV Violations Cited.....	0
Summonses	0
Total Fines for Above Citations.....	\$0

Respectfully submitted,

Officer David W. Tyrie
Environmental Officer

MAJOR/MINOR INCIDENTS – July 1, 2018 to June 30, 2019
UNIFORM CRIME REPORT

Missing Person-Adult	6
Missing Person-Juvenile	4
Missing Person-Small Child	2
Sexual Force-Rape	1
Assault-W/SA Aggravated	1
Assault-Simple	6
Assault-Intimidation	2
Assault-W/Knife	1
Assault-W/ODW (Dangerous Weapon)	3
Disturbance-General	125
Disturbance-Fight	17
Disturbance-Neighbors	6
Disturbance-Noise Complaints	83
Keep the Peace	19
Suspicious Activity-Persons	293
Suspicious Activity-Motor Vehicle	137
Suspicious Package	3
Phone Calls-Harassing	16
Business/Residence/Area Check	2415
Motor Vehicle Accident Investigated	418
Motor Vehicle Accident Not Investigated	100
Motor Vehicle Accident Hit-Run/Property Damage	49
Motor Vehicle Accident Hit-Run/Not Investigated	19
Motor Vehicle Accident/Police Vehicle	6
Motor Vehicle Accident/Town Vehicle-Non Police	3
Motor Vehicle General-Traffic Enforcement	1160
Motor Vehicle General-Towed by Police	648
Motor Vehicle General-Towed by Private Party	5
Motor Vehicle General-Disabled	91
Motor Vehicle General-Abandoned	6
Motor Vehicle General-Traffic Violation	556
Motor Vehicle Mini Bike/ATV/Snow Mobile	1
Investigation-Outside/Inside	245
Medical-General	1239
Medical-Overdose	8
Medical-Sudden Death	4
Medical-Suicide/Atmp-No Lck-up	4
Medical-Mental Health	33
Medical-Well Being Check	99
Public Assist-Fire/Police	70
Fire-Commercial	14
Gas Odor	22
Fire-Notified Fire Department	4

Fire-Residential	23
Fire-Vehicle	9
Fire-Woods/Grass/Other	10
Burglary/B & E	3
Burglary/B & E Motor Vehicle	6
Burglary/Residence	2
Burglary/Business	1
Burglary/Unlawful Residence	1
Burglary/Attempt Business	1
Burglary/Attempt Residence	1
Larceny-Pick Pocket	2
Larceny-Purse Snatching	3
Larceny-Shoplifting	91
Larceny-Theft From Building	15
Larceny-From Motor Vehicle	8
Larceny-Theft MV Part	6
Larceny-All Others	32
Larceny-Attempted	3
Motor Vehicle-Theft	2
Motor Vehicle-Theft Other Vehicles	1
Motor Vehicle-Theft/Recovered Veh-Local	2
Motor Vehicle-Theft/Recovered Local Stolen Other	1
Counterfeiting/Forgery	2
Fraud-Conf. Game/Swnd/Flse/Prt	38
Fraud-Credit Card/Auto Teller	40
Fraud-Impersonation	4
Fraud-Wire	1
Stolen Property-General	8
Vandalism-Destruction/Damage Property	49
Arrest-Adult	214
Arrest-Juvenile	7
Arrest-Loc Warrant By Other PD	75
PC-Adult	5
Community Policing	1101
Safety Officer Request	20
Crime Prevention	5
Computer Data Specialist	10
Narcan Administered Local	2
Project Outreach Notify	5
Drug/Narcotic Offense	16
Sexual Non Force-Other	1
Civil	42
Intelligence-Criminal	1
Roadway Hazard	17
Open Door-Business/Residence	31
Lost or Recovered Property	51

DPW Call Out	11
Safe Keeping Property	4
Transfer-Money/Persons	30
Safe Keeping Property	4
Minor With Alcohol	5
Police Information	8
Trash Dumping	7
Town Property Damage	1
Road Kill Deer	26
Animal Control-Deer	5
Animal Control-Dog Complaint	19
Animal Control-All Others	20
Assist Municipal Agency	98
Metro Star Activation	13
Animal Control-ACO Page Out	48
Assist to Cardinal Cushing	19
Town ByLaw-Violations	1
Town ByLaw-Dilap/UnReg Vehicle	1
Inspect License Business	4
Code Enforcement Inspections	4
Weapons Law Violation	4
Fish And Game Violation	6
Fish And Game Enforcement	6
Warrants-Summons Service	27
Warrants-209A Service	29
Warrants-Reciprocal Service	7
Warrants-Fugitive From Justice	1
Harassment-Non Domestic	60
Juvenile Matters-Other	29
Threats-Bomb	3
Threats-Simple	14
Threats-To Kill	3
Alarms-Commercial	429
Alarms-Residential	247
Alarms-School	62
Alarms-Fire	177
Alarms-MV	2
OCPAC Task Force Operation	3
Roster-Officer Injured	8
Assist to the General Public	135
Cruiser Maintenance	107
Checks-Bad	1
Loitering/Curfew/Vagrancy	1
OUI-Alcohol or Drugs	34
Domestic-Drunkenness	3
Domestic-Abuse/Neglect	33

Trespass Real Property	25
Child Abuse/Neglect	2
Domestic Abuse/209A Violation	18
Police-General Request	42
911-Hang Up Call	123
Parking Complaint-Handicap	3
Parking Complaint-General	11
911-Unknown Emergency	30
911-General Check (Wrong #'s)	138
Total - Major/Minor Incidents (July 2018-June 2019)	<hr/> 12063
Total - Non-Classified Calls for Service (July 2018-June 2019)	<hr/> 1109
Grand Total – All Calls for Service (July 2018-June 2019)	<hr/> <hr/> 13172

***Statewide Warrant Management System:**

Hanover warrant arrests made by other departments are not reportable as Hanover Police arrests.

Please Note:

Non-classified calls for service are calls, which do not meet the criteria of the Uniform Crime Reports.

Effective January 1, 2009 possession of less than 1 ounce of marijuana is a non-criminal civil offense. Prior to this date this offense was most often an arrest.

Report of the Dog Officer/Animal Control Officer

For Fiscal Year July 1, 2018 to June 30, 2019

DOGS

Killed by Automobile	7
Injured by Automobile	12
Reported Lost	70
Returned to Owner	70
Died of Natural Causes	unknown
Removed from Town	0
Bites with Human Injury	06
Bites to or from other Animals.....	31
Quarantined	37
Strays Impounded	21
Strays Returned to Owner or Placed	21
Strays Destroyed	0
General Information Calls	1,729
Police Calls	579

CATS

Killed by Automobile	13
Complaints of Strays	38
Bites/Scratches to Humans	39
Quarantined	39
Cats Destroyed by Veterinarian	unknown
General Information Calls/Complaints	1,251

WILD ANIMALS

Killed by Automobile	281
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General Information/Complaints:

Squirrel.....	37
Coyote	151
Skunks	07
Raccoon	52
Fox	39
Woodchuck	15
Turtle	13
Deer	31
Bird	05
Duck	02
Rabbit	06
Bat	12

I remind all dog and cat owners there is an Animal Control Law in Hanover (General Bylaws Section 6-10). This law will be strictly enforced. Owners of dogs unlicensed after April 30 will be fined \$35.00 plus License Fee. The fine for a dog or cat that is not vaccinated for rabies is \$50.00. The owner of any dog that is impounded will be fined plus all kennel fees.

Special thanks to the Town of Rockland Police and A.C.O Patty Whittemore for coverage and assistance.

Respectfully submitted,
Brian J. Golemme
Animal Control Officer
&
Inspector of Animals

REPORT OF THE BUILDING COMMISSIONER

For Fiscal Year July 1, 2018 – June 30, 2019

The following permits were issued and fees collected by the Building Department during the period July 1, 2018 through June 30, 2019.

<u>Description</u>	<u>Valuation</u>	<u>Permits Issued</u>
New Business/Commercial	11,673,361	8
Business Alterations/Remodels	2,524,496	36
Demolitions/Business/Residential	255,001.00	13
New Homes	5,250,000.00	20
Foundation	403,972.00	9
Pools & Decks	876,638.00	38
Reroof/Reside Residential	1,678,003.00	127
Reroof/Reside Business	192,125.00	6
Residential Addition	3,009,784.00	34
Commercial Addition	876,300.00	7
Residential Alteration/Remodels	3,624,799.00	229
Sheds/Barns/ Tents/fences/windows & Doors	888,581.00	68
Stoves: Coal/Wood, etc. /Chimney	70,325.00	15
Fees Certificate of Inspections	7,450.00	165
Sign Permits Issued: Business/Political/Yard	82,108.00	57
Solar Panel Install	282,905.00	11
Cell Towers	80,000.00	2
Construction Trailer/Mobile home//Relocate Bldgs.	52,000.00	3
Multi-Family Dwelling	2,133,750.00	14
Insulation	17,618.83	4

<u>Description</u>	<u>Fees</u>
Fees for Building Permits Issued	331,138.05
Fees for Sign Permits Issued	4,900.75
Fees for Occupancy Permit	3,300.00
Fees for Gas Permits	13,205.00
Fees for Plumbing Permits	32,010.00
Fees for Electric Permits	50,117.00
Fees for Weights and Measures	11,430.00
Fees for Mechanical Permits	11,402.88

The Building Department is responsible for ensuring that buildings are constructed and repaired safely and used properly. The Building Department issues building, electrical, mechanical and plumbing permits. These permits allow the construction, reconstruction, repair, alteration and demolition of buildings and structures as well as the installation of equipment. The Department enforces the Commonwealth of Massachusetts Building Code

and the Hanover By-Laws. The Department is responsible for the occupancy and the uses of all buildings, structures and land.

Churches, restaurants, theaters and public buildings with a seating capacity of over fifty must be inspected annually. The Department is also responsible for enforcing the Zoning By-Laws, Sign By-Laws and the General Town By-Laws.

While our total number of inspections continues at a steady pace we are now seeing more additions and remodeling projects with fewer new homes. The revitalization of Route 53 continues as we look to improve our commercial corridor, with daily requests for information and zoning determinations as to acceptable uses. With the redevelopment of the Hanover Mall in the near future we are excited to help in the permitting process for this project. The redevelopment of several properties along Rt. 53 to include, Brothers Restaurant, Merchant Row, Sconset Landing, and Prevites. The retail shop at the Cardinal Cushing center and a First Citizens Federal Credit Union Bank on Washington St. Highlight that Hanover continues to be a desirable location to do business in. Our "Open for Business" philosophy and superior customer service has made Hanover a place where businesses want to be. The Department of Municipal Inspections continues to assist and work with our current and potential new business owners to make the permitting process an enjoyable experience.

There is a constant demand to supply records, review plans, and check the Assessors' maps and Zoning maps for the general public. We enforce the Re-Inspection Bylaw for Commercial spaces for the Town. All applicants must show us their current License(s) and proof of insurance and we are responsible to verify that they are current and valid. The Building Department enforces M.G.L., Chapter 40, Section 57, which affects a delinquent taxpayer's access to building permits and certificates of occupancy. All complaints concerning signage, building and zoning violations may be referred to this department.

At this time, I would like to thank the Department of Municipal Inspections staffs for their continued professionalism in addressing the various concerns and questions that are submitted throughout the day. The combined staff of Building, Conservation, Health and Planning continues to work hard and provide superior customer service to the residents and business owners of the Town of Hanover.

The Building Permit Applications, Zoning By-Laws and Regulations are available on-line at: www.hanover-ma.gov.

We want to thank all applicants, residents and businesses for their cooperation and support this past year. In addition, we thank all Town departments for their continued cooperation.

Respectfully submitted,

Joseph Stack
Manager CDMI
Building Commissioner
Zoning Enforcement Officer, Sign Officer

REPORT OF THE GAS/PLUMBING INSPECTOR

For Fiscal Year July 1, 2018 – June 30, 2019

We issued 240 gas permits, and collected fees in the amount of \$13,205.00. We also issued 307 plumbing permits and collected fees in the amount of \$32,010.00.

We would like to take this opportunity to thank all of the residents, as well as the business establishment in town, for their continued support. In addition, we want to thank all of the installers and contractors for their cooperation this past year. We would like to extend our thanks to the various Town departments for their continued good will.

Respectfully submitted,

Gary A. Young
Gas/Plumbing Inspector

Edward Geswell
Alternate Gas/Plumbing Inspector

REPORT OF THE INSPECTOR OF WIRES

For Fiscal Year July 1, 2018 – June 30, 2019

We hereby submit the Wiring Inspector's report for the period July 1, 2018 through June 30, 2019.

During this period we issued 410 Wiring Permits and collected fees in the amount of \$50,117.00.

As always, we are most appreciative of the cooperation we receive from contractors and electricians we have worked with this past year. We also thank the residents and the businesses for their continued goodwill. Finally, we thank the various Town departments for their support.

Respectfully Submitted,

Dan Condon
Inspector of Wires

Robert W. Stewart
Alternate Inspector of Wires

William F. Laidler
Alternate Inspector of Wires

REPORT OF THE SEALER OF WEIGHTS

For Fiscal Year July 1, 2018 – June 30, 2019

To the Board of Selectmen and the Citizens of Hanover:

The function of the Sealer of Weights and Measures is to protect the consumer, provide service to the business community, and ensure accuracy is present for both the consumer and the business community for every transaction whether it is by the individual unit, the pound, yard or gallon.

The following is a summary of activities reported for the period covering July 1, 2018 to June 30, 2019.

Scale	88
Scanners	303
Gas Meters	120
Reverse Vending Machine	5

Fees collected and returned to the Town Collector from the above noted inspections were \$11,430.00.

Respectfully Submitted,

Robert S. O'Rourke
Sealer of Weights and Measures

REPORT OF THE ZONING BOARD OF APPEALS

For Fiscal Year July 1, 2018 – June 30, 2019

The Zoning Board of Appeals held fifteen (15) posted meetings during the 2019 fiscal year. There were fourteen (14) petitions filed. The Board issued four (2) Special Permits and nine (9) Variances.

The Zoning Board of Appeals wishes to express its appreciation to all personnel of the Boards and Commissions of the Town of Hanover.

Respectfully submitted by the Town of Hanover
Zoning Board of Appeals

Matthew W. Perkins, Chairman

Board Members:

David Connolly

Brian Callow

Glen Openshaw

Frederick Adami

Christopher Bernard - Associate

REPORT OF THE COUNCIL ON AGING

For Fiscal Year July 1, 2018 – June 30, 2019

Tammy Murray the Director of Elder Services was promoted to the Department Head for the newly organized Community Services Department in addition to her duties as Director of Elder Service.

KEY AREAS OF THE STRATEGIC PLAN –

The Strategic Plan is being updated to reflect where we are today as compared to 2017 when it was written. This took place due to Tammy's enrollment in a Massachusetts Councils on Aging (MCOA) Director's Certification Program.

Programs - We continue to work towards our programs touching on 6 key areas: Physical, Social, Intellectual, Emotional, Spiritual and Occupational. The Author Series in collaboration with the John Curtis Free Library continues to be a success. Our exercise programs resulted in over 9,387 individual check-ins. Over 5705 meals were delivered including COA meals and Meals-on-Wheels. Our late afternoon dinners remain to be very popular. We started to participate in a food distribution initiative where once a week food is picked up at South Shore Community Action council and distributed to our residents at the COA Building.

Transportation – Tammy wants the 2 vans running all day Monday-Friday. One of the initiatives this year was to be sure our transportation brochure was up-to-date and reflected who was eligible to request transportation. The number of rides provided exceeded 5,106 for the Fiscal Year. This is an increase of over 1660 rides.

Marketing – We have hired a consultant to help us create a new logo. She is also helping us expand our communication reach via broadcast media, social media and redesigning our newsletter. We are working on updating all of our brochures.

Partnerships – Along with the Library, we have strengthened our partnerships with the Veterans Service Officer, Police, Fire, Historical Society, Board of Health and Park & Recreation. We continue strong partnerships with charitable organizations in the community – Tri-Town Rotary, Lions, Garden Club and Altrusa. We also have partnerships with Cardinal Cushing and Friendship Home where students provide services at the Center.

Volunteers – With the addition of a strong Volunteer Coordinator. There was a focus throughout the year to expand the number of volunteers. We focused on how we were utilizing our volunteers and what we needed help with from volunteers. We have increased our volunteer numbers to include volunteers who are willing to help during evening programs. The volunteers saved the town over \$48,222.00.

Community Outreach – Our outreach efforts include Mobile Senior Center, which brings the senior center staff out to the senior housing sites to people who cannot get out and come to programs at the center, as well as in-home visits. We now also visit and drop off our newsletters at many businesses in town.

Staffing – The staff at the Senior Center consists of our full-time Director, full-time Administrative Assistant & Client Services Coordinator, full-time Transportation & Programming Assistant, full-time Volunteer Coordinator & Client Services Assistant, one full-time and one part-time Van Driver.

Fund Raising – Many of the long term members of the Friend's Group decided to retire at the calendar year end. There is now a full new board of members who continue to help support programs and events. All donations and monies raised go directly to services and programs for our seniors and the needs of the facility. We are extremely thankful for their support.

Respectfully submitted,

Richard Farwell, Chairman
Leslie Molyneaux, Co-Chair
Carol Mattes, Secretary
Donald Buckley
Claire Flynn
Eleanor Kimball
Roger Leslie
Tammy Murray, Director

REPORT OF THE JOHN CURTIS FREE LIBRARY

For Fiscal Year July 1, 2018 – June 30, 2019

To The Citizens of Hanover:

John Curtis Free Library Mission Statement:

It is the mission of the John Curtis Free Library to meet the informational, educational, and recreational needs and interests of the citizens of the town of Hanover. To this end, the library will work to provide a varied collection of materials in print and non-print formats, programs relevant to its patrons' needs and interests, and an atmosphere that is professional, supportive, and friendly.

The Board of Trustees endorses the *Freedom to Read* statement of the American Library Association and The Association of American Publishers along with the *Library Bill of Rights* adopted by the American Library Association. The library's purpose is not to take positions but to provide citizens with information on all sides of an issue so that informed and intelligent decisions can be made.

General Services:

The library maintained a variety of established services, including access to over 75,000 locally-held books, audiobooks, music CD's, DVD's, magazines, newspapers, and downloadable titles, museum passes, and a new collection of kits, as well as the materials available at the member libraries of the Old Colony Library Network (OCLN), a consortium of twenty-five public and 3 academic libraries. Member libraries share a web-based catalog that allows anyone holding a valid library card to borrow materials from any Network members. Routinely, the library staff provided access to computers, printing, scanners, online research databases, specialty work stations for children, and access to the internet via wireless connectivity. Additional services include one-on-one assistance with technological questions, with software questions, and with general queries via phone, email, or in-person. New to the Library this year – a printer that allows copying, scanning, and faxing, as well as the ability to print remotely via our WiFi.

Programming:

The Children's Department continues to be active and vibrant, hosting 308 programs for 4,112 attendees. Programs included pre-school and toddler story times, a summer reading program, craft and language classes, book clubs, musical and theatrical performances, programs which encourage children to move and be active, and holiday specialty events. The library also hosted 78 adult and young adult programs for nearly 1,200 attendees including internet, computer, and mobile device instruction, author presentations, travel slide shows, a writing workshop, movie nights, musical and theatrical performances, yoga classes, Wii game console events, and an annual spelling bee. Hanover Cultural Council supported several of our programs for both Children and Adults, and we are grateful for their support.

Friends of the Library:

The Friends of the Library sponsored a number of programs including workshops and performances for children and adults, an annual book sale, and fundraising raffles. The Friends also purchased several museum passes:

- New England Aquarium
- Zoo New England

- Harvard Museum of Natural History
- Institute of Contemporary Art (in conjunction with the Hanover Cultural Council)
- Historic New England
- Edaville Railroad (in conjunction with the Library)
- Roger Williams Zoo

Other passes available in the library are paid through the library's budget unless otherwise stated. These include the Boston Children's Museum (donated by Artistic Dentistry of Hanover), Children's Museum of Easton, The Hall at Patriot Place, Museum of Fine Arts, John F. Kennedy Museum, Edward M. Kennedy Institute, Isabella Stewart Gardner Museum, the Museum of Science, the Peabody Essex Museum, and the South Shore Natural Science Center. We are also thankful to the Hanover Cultural Council for supporting the following passes: The Institute of Contemporary Art, The Heritage Museum, and Plimoth Plantation. Last year the passes were reserved more than 1,500 times by Hanover residents.

Support and Collaboration:

The library is fortunate to have a number of dedicated volunteers who contribute their time on a weekly basis to help the library run smoothly. In FY2019, this civic-minded group donated more than 1,000 hours. During National Library week in April, the trustees and staff honored these volunteers with a breakfast that was graciously hosted by the Hanover Woman's Club, Jrs. The library's meeting rooms continue to be popular places for community organizations to meet and have become a regular location for a number of civic groups.

A number of organizations made donations to the library during the fiscal year. The Friends of the Library, The Hanover Lions, Hanover Rotary, Hanover Woman's Club, Jrs., Hanover Garden Club, Walnut Hill Garden Club, and individual members of the community donated library materials or made contributions toward the purchase of library materials. The trustees and staff are most grateful for this continued support which is instrumental in the library's pursuit of providing the best resources and services.

<i>MISCELLANEOUS STATISTICS</i>	
Number of items in the collection	122,630
Number of print subscriptions	125
Electronic collections	182
Number of items RECEIVED FROM OTHER libraries	11,326
Number of items PROVIDED TO OTHER libraries	11,470
Number of registered borrowers	5,991
Number of public computers	19

Respectfully submitted,

Board of Library Trustees
 Jeanne Cianciola, *Chair*
 Elaine Shea, *Treasurer*
 Emily Blampied, *Secretary*

REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

The Town of Hanover Community Preservation Committee is proud to submit its year-end report for fiscal year 2019. This report includes an update of all projects approved by Town Meeting in 2019 as well as a brief history of the Act in Massachusetts.

The Commonwealth of Massachusetts adopted the Community Preservation Act (CPA) in September, 2000. Since that time the Act has been amended five times. The CPA gives municipalities the opportunity to raise funds through a surcharge of up to 3% of local property taxes. Under the Act, locally raised funds are matched by the Commonwealth of Massachusetts from fees for the registration of deeds for real property. These funds are to be used by municipalities for open space preservation, creation of community housing, and preservation of historic buildings and landscapes. The Act requires that 10% of the funds raised in each fiscal year be spent or reserved annually for each of the CPA's main purposes. The remaining 70 percent of CPA funds in each fiscal year are available to be appropriated or "banked", according to the Community Preservation Committee's (CPC) recommendations and Town Meeting approval for one or more of the three purposes listed above and for public recreational uses. This gives each community the opportunity to determine its priorities for public benefit, plan for its future, and have the funds to bring those plans to completion.

The Town of Hanover adopted the CPA in May of 2004, established the Community Preservation Committee in 2005 and approved a 3% surcharge for residents beginning in 2006. The Hanover Community Preservation Committee Bylaw established a nine member Community Preservation Committee (CPC). Three members are appointed by the Town Moderator and the other six members are representatives of the following Boards or Committees and are appointed by their respective committees:

- Conservation Commission
- Historical Commission
- Housing Authority
- Parks and Recreation Commission
- Planning Board
- Open Space Committee

The Community Preservation Committee's responsibilities are to:

- collectively determine priorities,
- recommend projects to Town Meeting,
- administer the approved projects and
- pursue outside grants.

Many worthwhile projects have been funded after being recommended by the Community Preservation Committee and subsequently voted at Town Meeting. The following shows the projects funded by the CPA in May of 2019.

INVENTORY OF HISTORICAL/CULTURAL RESOURCES

The Town voted to appropriate \$31,250 dollars, from the Town's Community Preservation Fund to support phase III of the community-wide inventory of historical and cultural resources in the Town of Hanover.

SHIPYARD MARKERS

The Town voted to appropriate \$8,800 dollars, from the Town's Community Preservation Fund for the reconstruction of the two historical shipyard markers along the North River.

TENNIS COURTS AT HIGH SCHOOL

The Town voted to appropriate \$668,000.00 from the Town's Community Preservation Fund for the reconstruction of eight tennis courts located at the High School.

CPC REVENUES FOR FY19

The Town voted to appropriate from the Community Preservation Fund FY2020 estimated annual revenues the sum of \$64,468 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee; and further to reserve for future appropriation from the Community Preservation Fund estimated revenues the sum of \$128,936 for the acquisition, creation and preservation of open space excluding land for recreational use; \$128,936 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$128,936 for the acquisition, creation, preservation and support of community housing; \$443,124 for the creation of a budgeted reserve and \$394,958 to provide for Community Preservation Fund debt obligations.

The Community Preservation Committee meets once a month and accepts applications for funds thru October. Any individual, non-profit organization, Town Board, Committee or Commission may apply for funds. All applicants meet with the Committee to discuss their requests. After reviewing applications the Committee makes recommendations to Town Meeting, which votes to appropriate the funds. Since fiscal 2005, the Commonwealth has provided a match of the Town's CPA surcharge. The match is based on the prior year's actual surcharge.

Additional information about the work of the Community Preservation Committee is provided on the Town's Website at **www.hanover-ma.gov** or by contacting the Planning office staff. Community Preservation Act Grant applications, instructions and forms also are available on the website.

Respectfully submitted by the Town of Hanover
Community Preservation Committee

James Coulter, Chairperson

Board Members:

Richard Deluca, Planning Board

John Goldthwait, Historical Commission

Mary Dunn, Open Space

Steven Louko, Conservation Commission

William Scarpelli, Member at Large

Jonathan Chu, Member at Large

REPORT OF THE CONSERVATION COMMISSION

For Fiscal Year July 1, 2018 - June 30, 2019

The Conservation Commission membership and officers remained the same during this fiscal year with Brian McLoone as Chairman/Commission Representative to the Board of Selectmen, Lisa Satterwhite as Vice Chair, Frank Brierley as Hearing Officer, Robert Sennett and James Vaille as full members, and Duke (Otis) Magoun as an Associate Member/Open Space Committee liaison. The second Associate Member seat remained vacant throughout the fiscal year.

The Commission continued to be supported by Conservation Agent Sandra MacFarlane and Administrative Assistant Derek Vozzella. With the continued decrease in administrative support hours in the Conservation Office, the staff instituted additional efficiencies and new ideas to office procedures that not only resulted in meeting all deadlines for MA DEP, but also greatly benefited each applicant that came before the Commission. Once again, for their exemplary efforts and successes, we wish to thank our staff for all their hard work.

Several topics of community interest reviewed at the Commission's meetings included Eagle Scout presentations for trail improvements and boardwalk projects on Hanover's Open Space parcels. Each of these completed projects allows for a more enjoyable experience for all who wish to trek through Hanover's many acres of natural beauty. A part of Hanover's ship building history was preserved with the permitting of a project to replace historic signage along the North River. The National Fireworks Site cleanup continued with removal of munitions and other metal debris from inland soils and from within wetland areas. Due to the finding of such materials within Factory Pond, MA DEP was asked to review an expanded scope of work for which additional permitting will be required through the Conservation Commission. The submission of Notice of Intent applications is pending for early 2020 to cover these activities.

Other business conducted by the Conservation Commission included permitting for residential and commercial septic and site upgrades, swimming pools, additions, and subdivisions. At the corner of Broadway and Columbia Rd., the construction of a new market and bakery structure was permitted and at Assinippi Corner, the former Merchants Row building was permitted for demolition and installation of a new retail complex. The Conservation Agent continued her review and inspections regarding protection of sensitive resource areas during the demolition of the Hanover Mall and the construction process of a new mall complex. This is a particularly important project to the Commission due to its proximity to the Third Herring Brook, which was recently designated as an Outstanding Resource Water. With the Commission's permitting of the Mill Pond Dam and Peterson Pond Dam removal projects and the pending installation of a new walking bridge for access to the NSTAR towers, both located at the rear of the Mall property, the brook's status and health continues to be a top priority.

In order to permit such residential, commercial, and municipal projects throughout town, the Commission once again voted to maintain their annual meeting schedule of each first and third Wednesday of the month, planning for 24 open meetings, barring holidays and summer schedules. Due to unforeseen circumstances, the fiscal year wrap up shows that the Commission met in open meetings a total of **14** times prompting consideration of a change to next fiscal year's schedule.

During the meetings, 145 general requests generated 44 public hearings and numerous discussions as follows:

- 16 *Request Minor Activity Permits* applications were reviewed resulting in 16 permits issued;
- 33 *Request for Determination of Applicability* applications were reviewed in 18 public hearings resulting in the issuance of 18 *Determination of Applicability* permits, while 16 of the projects, were re-designed by applicants with the aid of the Conservation Agent, to meet the criteria of a *Determination for Minor Activities*;
- 18 *Notice of Intent* applications were reviewed during 21 public hearings resulting in the issuance of 18 *Orders of Conditions*;
- 0 *Request to Amend an Order of Conditions* were received this fiscal year;
- 2 *Emergency Orders* were issued for environmental safety issues;
- 3 *Requests to Review Revised Plans* resulted in 3 discussions at public meetings;
- 1 *Requests for Extension* of time to complete work was received with 1 *Extension Permits* issued;
- 12 *Requests for Certificate of Compliance* for completed projects were reviewed with 12 issued;
- 49 requests from various community groups and individuals for use of Luddams Ford Park, Clark Bog Conservation Parcels for various events such as fishing derby's, cookouts, scout and family events, and educational trainings were issued *Conservation Land Use Permits*;
- 4 violation issues were discussed at 4 meetings resulting in the issuance of 2 *Enforcement Orders* which were heard at 4 public hearings for restoration of disturbed resource areas;
- 4 *Conservation Restrictions* were reviewed and approved in cooperation with the Planning Board.
- 1 *Donation of Land* offer was reviewed and supported in cooperation with the Open Space Committee.

Following is a summary of Departmental Income:

Misc. Bylaw Fees:	\$12,665.00
Conservation plaques:	\$
Town's portion of State Fees:	\$ 5,262.50
Total Income from Application Fees, inspections, and misc.:	<hr/> \$18,180.00

The Conservation Agent investigated more than 120 non-application issues that resulted in educational opportunities for residents, 5 warnings of violations, and 2 Enforcement Orders. The Agent and Commission Members conducted over 300 site inspections related to applications, complaints, post-permitting reviews, oversight of public lands, and similar. Site inspections on public trails, during which dirt bike riders were encountered, served the dual purpose of educating riders of Hanover's Open Space Land Use Regulations and the prohibition of motorized vehicles on town-owned lands. Pre-application inspections also served to educate homeowners, realtors, and business owners in the care and maintenance of landscaping with nearby protected resource areas, safe removal of invasive species, and proper protection and preservation of backyard wetlands and wildlife.

Respectfully Submitted by
Hanover Conservation Commission and Staff:

Brian McLoone, Chairman
Lisa Satterwhite, Vice Chairman
Frank Brierley, Hearing Officer
Robert Sennett, Commissioner
James Vaille, Commissioner
Sandra MacFarlane, Conservation Agent
Derek Vozzella, Administrative Assistant

REPORT OF THE HANOVER PARKS AND RECREATION COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

Organized under General Town Bylaw 4-18, the Parks and Recreation Committee is the policy board charged with developing goals, objectives, policies and programs with respect to the recreational facilities of the community, including the Bandstand. The reorganization to a Town Manager form of government in August of 2010 placed day-to-day oversight of recreational staff and activities under the direction of the Director of Public Works. As of July 1, 2015 Parks and Recreation moved under the Director of Community Services. Recreational programs are now a major service of the Community Services Department, run by the Recreation Director and Community Services Director. The recreation programs employ approximately 40 seasonal playground workers. The Recreation staff continues to work closely with the Parks and Recreation Committee and Town Manager to ensure that the goals of the committee are met.

The Hanover Parks and Recreation Program is dedicated to providing active and passive recreation opportunities for people of all ages through the use and enjoyment of the town's extensive natural land, parks, and water resources. While our major programs occur in the summer, we do develop, promote, and oversee year-round programs and activities with our neighboring communities and business partners to stimulate good health, lifelong learning and a sense of community among our citizens bringing recreation to everyone. We are dedicated to meeting the diverse needs of residents of all ages as well as the preservation and maintenance of open space.

BUDGET

The primary operation of the Recreation Program falls under a revolving fund for 100% self-supporting programs which have no direct cost to the taxpayers. During FY 19, the Recreation Program was able to generate income to run all three summer programs. Via this financial methodology, program participants underwrite 100% of the costs to run all of our programs. At the May 2016 Annual Town Meeting it was approved to fund the Recreation Administrator's salary from the General Fund in FY17.

RECREATIONAL PROGRAMS

2018 Summer Park and Rec, Teen Extreme and Little Rec were huge successes in FY 19. The combined programs serviced roughly 500 families. Our partnership with Office of Family and Community Engagement (FACE) grew allowing families the option of registering for both Park and Rec and a FACE Enrichment class with transportation (walking) throughout the day providing families with more opportunities. This partnership proved very successful and we look forward to growing and partnering more with FACE. We thank the Hanover School Department for allowing the Park and Rec program to utilize school buildings as we moved to the Hanover Middle School in Summer 2017. We would like to thank the Middle School

Principal Dan Birolini and Superintendent of Schools Matthew Ferron for this opportunity. We would also like to thank all the DPW and Facilities employees who kept our fields in perfect condition for the children, maintaining the fields and facilities and providing support services whenever they were needed. Enrollment was good during the summer. Our programs gave parents and guardians a cost effective, fun and safe place to send their children during the summer months. We had many returning staff members and some new faces to add to our team.

Hanover Parks and Recreation registration was approximately 85% online. Many programs still use in person registration for convenience, but most of our programs are using online registration.

Due to no longer having access to the Rec Center new partnerships within Town formed to continue some of our programs. We are very grateful for the support of the Hanover COA for allowing us to use their facility as our office and a place to offer programs. Our popular Blue Hills program grew once again with the partnership with the Office of Family and Community Engagement. Free programs such as our Concert Series continued as well. We continued our partnership with Cardinal Cushing Centers to provide free Thursday night events in the summer. We continue to bring new programs into our line-up and welcome ideas from our community.

BANDSTAND

With the grant from the Hanover Cultural Council the department coordinates a six week Summer Concert Series, a wide range of quality musical performances for the benefit and enjoyment of the entire community. The Recreation Department moved the concert series to Forge Pond Park due to construction around the bandstand and based on resident feedback kept the series there. Residents enjoyed the outdoor series and we found there to be a larger audience this year with more families in attendance. This series truly has all ages in attendance. We thank the staff of the DPW for keeping the area maintained and ready for each concert. While the performances are free to the public, the actual cost to present the Concert Series was approximately \$3000, funded through various sources including the grant from the Hanover Cultural Council.

MASTER PLAN

Forge Pond Park (King Street Fields) was very active over the course of Fiscal Year 2019. Forge Pond Park continues to be a popular walking and running location for residents of Hanover and surrounding towns. We continue to work on our beautiful design which includes three baseball fields, three softball fields, three multi-purpose fields, a pavilion, concession stand, un-programmed open space, a canoe launch and over a mile and half of walking trails. All fields were open for use in 2015 with minor repairs and projects to be completed while the park was open for use. We would like to thank the DPW employees for their continued hard work on the project. We would also like to thank the Eagle Scouts who have helped to improve Forge Pond Park.

The Parks and Recreation Committee wishes to acknowledge the many individuals, schools, sports groups, civic and business organizations, town boards, committees, and departments who have lent their support and assistance in our efforts to best serve the recreational needs of residents of all ages. While too numerous to mention none are forgotten and all are sincerely appreciated. We pride ourselves on working cooperatively with other organizations and groups in town.

Respectfully submitted,

Bevin Gray, Chairperson
Jeffrey Poirier, Vice-Chairperson
Steve Geddes
Robin McLaughlin
Frank Sidoti

REPORT OF THE COMMUNITY ACCESS AND MEDIA COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

On May 11, 2009 the Hanover Community Access and Media (CAM) committee was created at the Annual Hanover Town Meeting to establish an organization responsible to provide Public, Educational and Governmental (PEG) television services to the cable television subscribers of the TOWN OF HANOVER. The funds are overseen by the Town Manager. The committee is constituted annually as follows: one member appointed by the School Committee, one member appointed by the Superintendent of Schools, two members appointed by the Board of Selectmen, and three members appointed by the Town Moderator. Both Verizon and Comcast/Xfinity air three (3) channels of Educational, Government and Public programming for the Town.

Education Channel: Since 2015-2016 HCTV with the High School (HHS) created an elective class in Broadcast Journalism at HHS. The course continues to be fully enrolled. A CAM goal continues to be to have a more advanced class created to build on the current class. HCTV's equipment upgrades have allowed HCTV to provide quality broadcasts in a variety of HHS events including but not limited to sports, music and theater.

Government Channel: Consists of the School Committee meetings, Board of Selectmen meetings and Town meetings broadcast live. Sound and clarity improvements have been made to the station equipment for quality viewing and listening. A goal of the station is to have more committee meetings broadcasted to keep the residents more informed of what is happening in their local Government.

Public Channel: CAM wants more community involvement with HCTV and the creation of more new programs. CAM's goal continues to be quality produced content on our channels.

HCTV studio is located inside HHS with a production office, editing station and area for live broadcasts. CAM's goal for improved visibility with signage at its current location was completed last year with signs at both entrances inside the school. HCTV renewed Franchise agreements with both Comcast and Verizon to secure funding for the future of HCTV.

Respectfully Submitted by its Members:

Tom Kane
Pam Manning
Stephen Ryerson
Susan Glover
Jamie Tedeschi
Michael O'Connor

REPORT OF THE BOARD OF HEALTH

For Fiscal Year July 1, 2018 – June 30, 2019

The Board of Health respectfully submits the following report for the period of July 1, 2018, through June 30, 2019, to the citizens of Hanover. The current Board Members are: Mr. John Dougherty, Mrs. Gabrielle Mahoney and Ms. Delshaune Flipp.

The Board meets two times each month and all meetings are posted on the town website. The Health Agent oversees day-to-day operations of the Health Office, under the umbrella of the Department of Municipal Inspections (DMI). The office is staffed by: Kimberly Dixon, Health Agent; a full time Assistant Health Agent/DMI Inspector, William Barrett, Assistant Health Agent, Joseph Stack, and Public Health Nurse/Food Inspector, Nancy Funder RN. Dr. Richard W. Ashburn, MD provides medical oversight to the Board of Health. The staff performs inspectional services, which may include: sanitary inspections, food inspections, camp and pool inspections, percolation tests, septic plan review and Title 5 installation inspections. The Board has approved new sauna and spa regulations and added amendments to our body art regulations and reviewing amendments possible to tobacco regulations. The BOH holds influenza immunization clinics each fall and rabies immunization clinics for dogs and cats each spring in conjunction with VCA/Roberts Animal Hospital.

REVENUE:

Fees for the Board of Health licenses, permits and septic system inspection fees produced \$86,919.54

SEPTIC PERMITS AND TESTS:

Disposal Works Permits:	103
Percolation Tests:	63
Observation Holes:	132

LICENSES/PERMITS ISSUED:

Septic Installer	57	Common Victualler License	46
Sewage Pumpers	19	Public/Private camps	2
Rubbish Collectors	11	Public Swimming Pools	9
Food & Milk	168	Barns/Stables	38
Catering/Mobile	7	Body Art	2
Frozen Food Dessert	9	Tanning Salon	2
Funeral Director	1	Dorms/Group Homes	13
Tobacco Sales	21	Title 5 Inspectors	37
Well Permits	19		

REGULATIONS:

FOOD

The Board of Health continues to emphasize food safety practices that play a critical role in preventing foodborne illness. We continue to work with management to enforce safe food handling. Most food establishments are inspected twice a year.

TOBACCO

The Board of Health continues to enforce the regulations governing smoking in food establishments and the workplace. The Town of Hanover, along with four other communities; Norwell, Pembroke, Rockland, and Weymouth applied for and received a tobacco grant from the Massachusetts Department of Public Health.

The Tobacco Control Coordinator, Kathleen Mahoney, attends meetings & trainings. She is reviewing each of the five town's tobacco regulations and continues to meet with BOH members and attends their meetings when needed within the towns. Hanover has also updated their website tobacco page and we are planning to share the template with the other four towns. Each quarter, Kathleen meets with the Health Agents of the five towns, holds a meeting to discuss regulations and shares what works in each community. She is presently hiring youths for tobacco compliance checks and continuing to educate the community & retailers.

BODY ART

Body Art regulations encompass the regulations for tattooing, micropigmentation, scarification and body piercing. There are three establishments with Body Art licenses in town.

SEPTIC

The Board of Health continues to review numerous domestic and commercial septic systems. The Board of Health monitors commercial groundwater discharge permits on a monthly basis. This office also monitors the performance of alternative treatment facilities and non-industrial holding tanks.

POOLS AND CAMP

The office continues to inspect and permit all camps, as well as semipublic and public pools in town. These inspections are governed by DPH regulations and include requirements for camp facilities, medical information and medical oversight (including immunization histories) on campers and staff and expanded (SORI and CORI) checks on all adolescent, adult staff and volunteers. This year the office permitted two (2) summer camps, seven (7) semi-public pools and two (2) special purpose pools.

DISEASE:

WEST NILE VIRUS/EEE/LYME

Mosquito and Tick-borne illnesses continue to cause serious concern for Hanover and all of Southeastern Massachusetts, and have in the past necessitated the closure of public fields and playgrounds between sunset and sunrise, a public health measure aimed at minimizing the potential for exposure to mosquitoes carrying disease. There were no positive tests in Hanover for EEE or WNV through July 1, 2019, therefore, no field closures were ordered. The Town posts guidelines to minimize the risk of tick-borne illness on its website and also works closely with the Department of Public Health and the Plymouth County Mosquito Control Project.

EMERGENCY PLANNING: The Hanover Board of Health continues to update and add to its Local Emergency Management Plan (LEMP), which outlines responsibilities and actions in response to: Infectious disease outbreaks, bioterrorism, chemical or

radiological incidents, public health emergencies and natural disasters, and any other emergency requiring a response from the Board of Health. This plan outlines procedures to protect and maintain public health and safety, conduct disease investigation, distribute mass prophylaxis (vaccines and antibiotics) and provide support for other emergency response actions.

The Hanover Board of Health continues to recruit volunteers for a regional Medical Reserve Corps (MRC) who can serve during local emergency health situations in the community. Volunteers don't need to have a medical background, all volunteers are welcome and will be trained to assist their communities during public health emergencies. Anyone interested in volunteering is encouraged to contact the Hanover Board of Health.

CLINICS:

In October, the annual adult immunization clinics were held at the Hanover Senior Center and residents were offered immunizations for seasonal influenza virus.

The Board held a rabies clinic in cooperation with Roberts Animal Hospital where 48 dogs and cats were vaccinated; 38 total dogs (36 in town & 2 out of town) and 10 cats (9 in town & 1 out of town).

DISEASE REPORT:

The following cases of communicable diseases and animal bites were reported to the

State:	7	Communicable diseases (mumps, measles, chicken pox, pertussis)
	5	Foodborne
	58	Tickborne Illness (Lyme, Babesiosis, anaplasmosis, etc.)
	42	Influenza
	27	Animal Bites

COMPLAINTS:

	2	Unsanitary conditions (business)
	10	Restaurant (uncleanliness)
	2	Landlord (repairs, etc.)
	6	Debris around business and homes
	2	Odor

HOUSING:

	17	Housing Inspections
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Following the most recent election, Delshaune Flipp was elected for a three year term on the Board of Health.

Respectfully submitted,

Gabrielle Mahoney, Chairperson
Delshaune Flipp
John Dougherty

REPORT OF THE VISITING NURSE

For Fiscal Year July 1, 2018 to June 30, 2019

The Hanover Visiting Nurse Association continues to provide health care to all residents and has since its inception in 1929. The agency has a long and proud legacy of community care and commemorated its 90 year anniversary on January 15, 2019. Nursing services are provided at no charge to residents. The Hanover Visiting Nurse Association remains committed to our founding objective of professional home nursing care.

The agency continues to provide case management, chronic disease management, a variety of health promotion and illness prevention programs for residents.

The Hanover Visiting Nurse Association works closely with the Council on Aging, Fire and Police Department, School Nurses, and other town departments, Old Colony Elder Services and the Hanover Food Pantry. We also work with the various departments of area hospitals, medical centers and rehabilitation centers. We network and collaborate with other healthcare organizations/agencies, to provide comprehensive services to Hanover residents.

The Hanover Visiting Nurse Association Board works in conjunction with the V.N.A. to provide services to Hanover residents. The Board awards scholarships, funds camperships, and provides assistance to residents at the Holidays and throughout the year, as well as provides educational programs for the community.

We were able to provide assistance to more than 255 people during the 2018 Holiday season. The Visiting Nurse Association is most grateful to the Hanover community for its generosity and support. It is because of the generosity and support of the community that we are able to be of greater good to the residents of Hanover.

More than 1,861 clients were served this past year. There were 985 home nursing visits, and more than 876 clients were seen at the VNA office, various clinics, health fairs or for social services. Numerous telephone calls were received as well as made throughout the year to manage the Hanover community's needs.

This year we were fortunate to have the opportunity to partner with Mobility plus Physical Therapy to provide three "Fall Prevention" presentations for the community. The Hanover V.N.A. Board provided an excellent presentation on "Lymes Disease", at their annual open meeting as well.

I extend my deepest appreciation to the Hanover V.N.A. Volunteer Board, for their dedicated and tireless work on behalf of the agency and the Hanover Community. Sadly we lost our long time devoted secretary, Donna Hynes, who passed away in October of 2018. I extend my thanks and deep appreciation to Kate Heitman, RN, Karen Lynch, RN, Robin McLaughlin, RN, Rosalind Nunes, RN, Julie Owens, RN, Angela Powers, RN, and Sheila Buonaugurio, our secretary for their dedicated, skilled and compassionate service in the Hanover community. I am privileged to serve as the current Nurse Administrator for the Hanover V.N.A.

SCHEDULE OF HANOVER V.N.A. CLINICS

Barstow Village

Third Wednesday of each month, 1:00PM – 2:00 PM

No clinic in July and August.

Cardinal Cushing Residence

First Thursday of each month, 9:30AM-10:30AM, in the Library of Building 1

No clinics in July and August.

Hanover Senior Center

Fourth Monday of each month, 11:00AM-12:00Noon

Legion Housing

Second Wednesday of each month, 9:30PM – 10:30 AM

No clinic in July and August.

Services Provided in the Office:

Adult Blood Pressure screening - walk-in or by appointment

Diabetic Screening - by appointment.

The Visiting Nurse Office is located on the lower level of Town Hall. An answering machine will take your message when the nurse is out of the office.

Respectfully Submitted,

Doreen Zeller, RN
Nurse Administrator
Hanover V.N.A.

REPORT OF THE HANOVER VNA COMMUNITY FOUNDATION

For Fiscal Year July 1, 2018 - June 30, 2019

The Hanover VNA Community Foundation is comprised of a dedicated board of volunteers who work closely with the Hanover Visiting Nurses, which consist of visiting nurses who provide medical care and oversee the wellness of Hanover residents. The Foundation also sponsors several programs in conjunction with the Police and Fire Departments, as well as the Hanover Schools. As we celebrated our 90th anniversary this year, the mission to serve our community was renewed and continues.

The Foundation, this year as in past years, awarded three scholarships to Hanover graduates who are pursuing careers in nursing and allied professions.

In addition, we continue to support the Summer programs offered by the Park and Recreation Department by providing camperships for Hanover youngsters. This past summer, we were pleased to do so for 27 children.

During the holiday seasons of Thanksgiving and Christmas, the Hanover VNA Community Foundation reached out to families who needed support. Food baskets, gift cards and toys were offered which helped alleviate some of the stress many families were experiencing.

Emergency assistance was also provided during the year to Hanover residents who were having financial difficulties due to unforeseen circumstances, resulting in the inability to provide necessities for their families. Our organization offers assistance, especially when other means of help are not available.

Although the main objective of the Hanover VNA Community Foundation is to reach out to residents in need, an Open Meeting is held annually. All in the community are invited to attend and expand their knowledge of current issues affecting their wellbeing. This year, the topic of Lyme Disease was addressed. We were pleased to have Elena Monarch from the Lyme and PANS Treatment Center in Cohasset as the guest speaker. She and her staff explained the causes and effects of this complicated disease, as well as various treatments. Over a hundred people attended.

The yearly Fund Drive held in October, is our primary source of support for the Foundation. The organization is extremely grateful for the generosity of Hanover residents, businesses, churches and schools which make all that we do possible. The Board members thank all who responded so generously to our Fund Drive in 2018 and to the present Fund Drive of October, 2019. Your continued support enables us to serve you.

Respectfully submitted,

Josephine Koelsch, President
Hanover VNA Community Foundation, Inc.

REPORT OF THE OPEN SPACE COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

The Open Space Committee (OSC) was chartered to ensure that the Town's rural character is maintained and enhanced both through protection of existing resources and acquisition of new properties.

The OSC continues to work with Town Officials from Hanover and Norwell as well as local and state conservation groups concerning any potential development of the Cardinal Cushing property, which represents the largest piece of undeveloped land in town.

In September 2018, the Department of Conservation and Recreation awarded a grant of \$41,487 to the Towns of Pembroke, Hanover and Hanson through the Recreational Trails Program. The grant, managed by Wildlands Trust, is for the Indian Head River Greenway Trail System Project and will be used for existing trail maintenance, new trail construction, and amenity improvements, such as signage and parking. New educational signage throughout the trail system will highlight the history and ecology of the Indian Head River.

Throughout the year public walks were held in order to increase public awareness of the many trails available for the public to enjoy. Walks were held at Chapman's Landing, the Senior Center and Stasiluk/Nava Property, Morrill Allen Phillips, Forge Pond, Denham Property, and Shinglemill Brook.

The Town continues to benefit from the work of Boy Scout Troop 1 and 38. Numerous trail improvements have been made over the years through Eagle Scout projects by these two groups. During the year Eagle Scout projects included new boardwalks and bridges at Shinglemill Brook and Folly Hill as well as a new trail and signage at the Bog Iron Trail. Trail maintenance is challenging and we encourage residents to help keep the trails safe for all to enjoy. Residents who would like to volunteer can contact any OSC member or attend our monthly meetings held at the Town Hall and posted on the Town's website.

Respectfully submitted,

Harold D. Thomas, Co-Chair
Mary Dunn, Co-Chair
Judy Grecco
John Ferraro
Robert Meader
Julia Traggorth
Otis Magoun
Frank Sidoti

REPORT OF THE PLANNING BOARD

For Fiscal Year July 1, 2018 – June 30, 2019

The Planning Board for the Town of Hanover is charged with administering the approval of Subdivision Plans, Special Permits and Site Plan Approval in accordance with State statutes and local zoning and subdivision regulations. The Planning Board held Thirty Two (32) meetings in the 2019 fiscal year.

The Board issued Seventeen (17) Special Permits, Three (3) Limited Site Plan Approvals, and Three (3) Minor Modifications. The Board approved Two (2) subdivisions this year and Three (3) plans for Approval Not Required (ANR).

The Planning Board is pleased that the 2018 Master Plan was adopted. Since 2016, the Town and the Hanover Planning Office have worked with the Metropolitan Area Planning Council (MAPC) on a master plan process named “Hanover 300”. The Planning Board would like to thank the Master Plan Committee for their hard work and dedication in creating the Master Plan. The Master Plan will provide guidance to the town for important decisions for the next ten years.

The Board approved the redevelopment of Hanover Mall, the construction of Chick-fil-A, as well as a Senior Assisted Living facility approved in January 2020.

The Planning Office received a Planning Assistance Grant through the Executive Office of Energy and Environmental Affairs. The Planning Office worked with the Metropolitan Area Planning Council (MAPC) to create draft bylaw language for an Open Space Residential (OSRD)/Cluster Bylaw. The Planning Board also approved a One (1) year Moratorium of the Village Planned Development (VPUD) Zoning Bylaw.

The Board would like to take this opportunity to express its gratitude to the residents of the Town and to the various Boards, Commissions, Departments, Town officials and employees for their cooperation, support and assistance throughout the year in ensuring that Hanover remains a desirable community within the region.

The Board would like to thank MaryAnn Brugnoli who served as the Chairman for the Planning Board for this past 2019 fiscal year and for her continued dedication as a Board Member. The Board would like to also thank Jeff Puleo for his time served on the Planning Board, as well as Giuseppe Fornaro for his service as an Associate Member. Mr. Fornaro was appointed by the Selectmen to fill Mr. Puleo’s position in January 2020.

Respectfully submitted by the Town of Hanover Planning Board

MaryAnn Brugnoli

Richard Deluca

Giuseppe Fornaro

Ken Blanchard

Meaghan Neville-Dunne

Bernie Campbell –Associate Member

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

For Fiscal Year July 1, 2018 – June 30, 2019

The mission of the Department of Public Works is to protect, preserve, improve, and manage the Town's infrastructure and related assets. This infrastructure includes the Town's roadway and drainage networks, dams, cemeteries, parks, transfer station, water distribution system, and water treatment plants. The Department employs 39 full-time and seven seasonal or part-time employees. Public Works employees are either working or on-call 24 hours a day, seven days a week, 365 days a year to respond to any infrastructure related challenges that may arise.

While DPW staff is busy on a day-to-day basis responding to the operation and maintenance needs of the Town's infrastructure, they need feedback on the issues that are important to residents. The Department of Public Works welcomes your feedback on any town issue and will communicate your thoughts to the Town Manager. The Director of Public Works maintains an open-door policy and welcomes residents to contact him and speak their mind on the issues that are important. We don't always have the resources to solve every problem but will consider your concerns and do the best we can to meet your expectations.

The Facilities Department was incorporated back into the Department of Public Works in June of 2019. The Facilities Department began as a major operating group of the DPW and was later spun off as its own entity. Facilities are being brought back into DPW for FY 20 to realize administrative savings as well as to allow facility managers to dive deeper into the technical complexities of the Town's buildings without the administrative burdens of operating a department. We welcome them back into the organization, look forward to working closely with the staff of this organization, and look forward to reporting on the activities of the Facilities group in next year's report.

The DPW is organized into operating divisions. As we have done in the past, what follows is a brief description of the activities of these divisions for the fiscal year.

PUBLIC WORKS AND WATER ADMINISTRATION

The public works and water administration divisions provide overall budgeting, planning, accounts payable, payroll, water billing, public bidding, and general administrative support for all DPW operations. In addition, the divisions handle hundreds of telephone calls and emails a year and are responsible for issuing roughly 21,000 water bills and 8,000 transfer station stickers annually.

The DPW continues to experiment and develop its presence on the internet. We have tasked a senior staff member as our public information officer and converted our primary web presence to the Town website, <https://www.hanover-ma.gov/departments-of-public-works>. In addition, we have integrated web and social media postings into most of our operations. While we post regularly to various social media channels, we do not generally engage in two-way communication through these sites but instead use traditional email, telephone, and in-person contact to maintain the privacy of those who contact us.

Finally, we recognize that the public utilizes technology in a variety of ways to communicate and we need to evolve over time and use utilize the technology to meet the expectations of our constituents. We continue to use Facebook (Town of Hanover, Ma DPW) and Twitter (@HanoverDPW) as a means of communicating timely messages to residents and businesses. We encourage residents to follow both feeds. These accounts are not monitored in real-time and as such we encourage residents to use the telephone (781-826-3189) and email (office@hanoverdpw.org) as the best means for reaching us. We also encourage interested residents to view our daily newsletter which highlights activities of the department. This newsletter is available from the DPW's page on the Town website and is generally updated daily.

HIGHWAY

The highway division maintains the Town's network of roads and drainage systems, including all related structures such as bridges, sidewalks, shoulders, pavement markings, and street signs. The division is responsible for roughly 87 miles of roadway, 35 miles of sidewalks, and 55 miles of curbing. The drainage system contains roughly 2,800 catch basins, 1,300 manholes, and numerous miles of drainage pipe. The exact number of signs is not known.

The road program was busy in FY 19. Arthur Matthew Drive, Dana Drive, Graham Hill Drive, Grove Street, Greenhill Road, Hanover Street (Rte 53 to Rte 139), Henderson Lane, Kingston Road, Merritt Road, Old Washington Street, Plain Street (Circuit Street to Hanover Street), Sharon Road, Simmons Road, Stonegate Lane, Teresa Lane, Union Street (Old Washington Street to Constitution Way), and Washington Street (Oakland Ave to Broadway) were overlaid in the summer of 2018.

The DPW continued its program of improving the safety of the Town's dams in FY19. We advanced the design of repairs to the Curtis Crossing Dam which is located at the Luddam's Ford site on Elm Street. The Town of Pembroke, which co-owns the dam, has already appropriated \$100,000 to cover its share of the repairs which are estimated to be \$125,000-\$150,000. Requests by the local watershed association to consider alternatives to dam repair have put the project in a holding pattern.

Storm water management continues to be a topic of great concern to the Town. Like all other communities of our size nationwide, we are under a mandate under the Federal Clean Water Act to reduce the amount of pollutants entering the rivers and streams in our community as a result of our storm water system. Research has shown that municipal separate stormwater systems are a significant source of contamination. An update to the General Permit of the Phase II NPDES Stormwater program was released in FY 19. Annual cost of compliance is approximately \$75,000 to \$100,000 per year and has been incorporated into the operating budget. In addition, we have hired a part-time stormwater coordinator to coordinate the record keeping of all Town departments to remain compliant with the permit. The primary goal of this program is to reduce pollution and make the rivers and streams in Hanover as healthy as possible.

As we have done in years past, we wish to remind residents who live along drainage ditches and streams that these ditches and streams are an integral part of the Town's drainage system. Encroachment by abutters, often as simple as a leaf pile, grass clippings, or brush placed near the

bank of a stream, narrows the capacity of the stream, causing backups and often flooding upstream. Children's toys and plastic buckets that find their way into the streams can cause similar problems. We ask residents to help themselves and their neighbors by keeping these streams clear. Please notify the Department if you see any buildup of debris near a drainage inlet, outlet, or culvert pipe in your neighborhood.

The total cost of highway operations in FY 19 was \$642,122.

PUBLIC GROUNDS AND CEMETERIES

The public grounds division maintains the Town's three cemeteries, the Town's athletic complexes including Ellis Field, Myrtle Street Playground, B. Everett Hall Field, Gallant Field, Briggs Field, and Forge Pond Park, as well as the grounds of the Library, the Stetson House, the Luddam's Ford site, fire stations, and the DPW facilities. Facility operations personnel maintain the fields behind and adjacent to the schools with the exception of the fields behind Sylvester School and Center School which are now maintained by the DPW. The public grounds division also maintains an active tree and roadside brush control program around town. All told the division operates and maintains approximately 88 acres of facilities with a staff of six employees and is assisted in its larger projects by employees of other DPW divisions.

Public Grounds maintenance activities have become a much more important focus of public works departments, not only in Hanover but in neighboring communities and communities nationwide as organized athletic programs fill a greater role in the lives of residents. Where children once played on lawns in neighborhoods, they now play in public parks. The DPW's employees take pride in the condition of the playing surfaces and will continue to work hard in the future to work with the Parks and Recreation Committee and local groups to provide residents with high quality recreation facilities. We also actively support passive recreation and look to expand facilities such as the walking paths at Forge Pond Park to other facilities in the future.

The DPW thanks the department staff and the residents whose efforts make the Hanover Center Cemetery such a beautiful venue for the Town's annual Memorial Day Observance.

The total cost of public grounds and cemetery operations in FY 19 was \$564,037.

SNOW AND ICE

FY 19 was an average snow and ice season with eight plowable storms and 29 salting runs at a total cost of \$517,622. A "normal" year is typically six to seven plowable storms and 25-30 salting runs. The industry trend is towards plowing more and salting less. The Town utilized contractors six times in FY 18.

The Department continued the practice of utilizing road graders during several storms to combat ice pack on the roadways. Ice pack forms where heavy traffic compacts snow and ice, especially in colder storms. Once it forms, it is extremely difficult and costly to remove. Hanover's snow and ice operations are built around the concept of getting out early and treating roads early and

aggressively to minimize the formation of ice pack. Research has shown that it is 6-10 times more expensive to remove snow in a reactive mode from the top down than it is by being proactive. By getting out early, the DPW strives to develop a salt brine on the road surface, preventing snow from developing a bond with the surface of the roadway. We have been somewhat reluctant to use road graders in the past except in extreme events as the equipment can prematurely degrade the road surface and pavement markings. However, we are finding that increased traffic in the community is forcing the issue to utilize this equipment as a necessary means to meet the Town's "black road" goals.

The price of salt dropped sharply from \$61.49 in FY 18 to \$49.50 in FY 19. Overall, we purchased 3,019 tons of salt in FY 19, down from 4,081 tons of salt in FY 18. The decrease in tonnage from FY 18 was due to the reduced number of salting runs in FY 19. The department continues to apply the latest research and industry best management practices to minimize the amount of salt that we use.

The DPW wishes to remind residents that the Town needs to fully clear roads from edge-of-pavement to edge-of-pavement to ensure adequate access for public safety vehicles and to ensure that there will be adequate room, especially in January and February, for the next storm that may come through. This policy is largely driven by the need for emergency vehicles to have access to and staging areas in front of houses should the need arise. The result is a policy similar to that of the Massachusetts Highway Department regarding snow plow damage. The Town is not responsible for damage to mailboxes, fences, shrubs, etc... that are within the layout of the road as a result of the snow removal operation. The road layout, which varies from street to street, typically extends 5-8 feet past the edge of the pavement. The vast majority of snow damage is caused by the weight of the snow coming off of the plow. We do actively monitor the performance of our employees and contractors and strive to try to have supervisors investigate all reports of damage to ensure that damage isn't the result of reckless behavior.

Snow removal is a strenuous and stressful task for all of those who are involved. Our focus is public safety. While storms may leave you frustrated, we ask you to be considerate and to understand that drivers simply can not pay special attention to your driveway or mailbox as there are 5,000 driveways and 5,000 mailboxes that line the Town's streets. We thank our plow operators for their efforts. They are fully engaged from the start of every storm until the job is done so that the rest of us can lead our lives during the winter with minimal disruption.

TRANSFER STATION

The transfer station division continues to offer a cost effective means of handling the Town's solid waste needs. Through the recycling efforts of the residents, a significant percent of the total waste handled by the Town was diverted to recycling programs. Unfortunately, changes to the worldwide recycling market as well as limited local outlets for recyclables and municipal solid waste have significantly raised the cost of solid waste and recycling.

The overall amount of waste handled by the transfer station was up by 6.39% in FY 19. The table below summarizes the amounts of various categories of waste for the past three years.

	FY 17 tons	FY 18 tons	FY 19 Tons	% Change FY 18 to FY19
Municipal Waste (main pit)	4,741	4,753	4,893	2.9%
Construction and Demolition	937	1,065	1,108	4%
Bulky Furniture	218	216	210	-3%
Paper	243	163	201	23.3%
Cardboard	354	276	435	57.6%
Plastic	91	84	118	40.5%
Cans	23	19	18	-5.3%
Glass	142	81	197	243%
Metals	421	356	391	9.8%
Other Recyclables	187	188	199	5.9%
Yard Waste (estimate)	1,700	1,700	1,700	0%
Total Solid Waste	9,057	8,901	9,470	6.39%

The DPW's brush and compost piles located on Ames Way are considered part of the Town's solid waste operation. These piles divert waste which many years ago was handled through back yard brush and compost piles. As time has gone on, this type of waste found itself into landfills and incinerators as residents statewide did not want to have piles in their yards. To combat the growing problem, the state somewhat mandated that communities offer brush and compost piles to divert such waste so it could be recycled. The Town's brush pile costs \$9,950 to process in FY 19. The compost pile cost \$1,000. The cost of brush was up due to a series of wind storms that significantly increased the amount of branches and trees that fell during the year. Residents are urged to utilize extreme caution and to drive slowly when entering the highway facility as this is an active highway maintenance facility. In addition, residents are reminded that both piles may be closed at times for maintenance and are not open during or shortly after snow storms.

Total revenues from solid waste operations in FY 19 were \$97,945, down from \$117,588 in FY 18. Total expenses associated with the Town's solid waste operation in FY 19 were \$1,012,174, up from \$889,839 in FY 18. The increase was largely a result in increased transportation and disposal costs and new expenses related to the disposal of electronic waste and recyclables.

WATER TREATMENT

The water treatment division maintains and operates the Town's three water treatment plants and nine wells in four well fields. Overall, the treatment division produced 467,126,809 gallons of water during the fiscal year, down approximately 31.5 million galls from FY 18.

The Department processed 104.26 million gallons of water through the Broadway Treatment Plant in FY 19, slightly down from FY 18. The Beal Plant processed 95.14 million gallons, slightly up from FY 18. The Pond Street Plant treated 267.73 million gallons.

We wish to remind residents that Hanover receives all of its drinking water from that which falls from the sky and sinks into the ground. The Town is limited by the Commonwealth of Massachusetts in the amount of water we may withdraw from the ground over the course of the

year. This limit, known as our Water Management Act permit amount, is designed to protect the region's rivers and streams from being pumped to dangerously low levels by area water suppliers. While we have adequate supply and pumping capacity for normal human consumption, the Town is at our Water Management Act ceiling as a result of the over watering of lawns. Mass DEP has put the Town on notice through an Administrative Consent Order that we need to reduce our consumption to stay within the Water Management Act permit or we will face significant fines. To meet this directive, we have embarked on a series of steps including aggressive leak detection, auditing of water accounts, replacement of inefficient treatment equipment and enforcement of water restrictions. The preliminary results are promising. Even small leaks in services can waste a significant amount of water and impact our permit. Water restrictions will continue to be instituted and heavily enforced to meet the terms of our permit.

We encourage the use of conservation measures including environmentally friendly landscaping techniques to minimize the outside use of water. The Department continues to partner with the North and South Rivers Watershed Association (NSRWA) in co-sponsoring their WaterSmart program. Details of this program are available on the NSRWA's website at www.nsrwa.org. We encourage you to visit this website as well as those of the Environmental Protection Agency (EPA) (www.epa.gov) and the American Water Works Association (www.awwa.org) to learn more about drinking water.

Water quality complaints remained reasonably low in FY 19, although we do see seasonal complaints related to flushing. The problem seems to be most pronounced in certain neighborhoods near the center of Town and on the west side of town which we believe are the result of the flow patterns of water as it travels in our distribution system. The quality of the drinking water delivered to homes and businesses is our highest priority. We work every day to address concerns and improve operations. We encourage residents and business to contact us when you experience poor water quality. We follow up on all complaints and strive for transparency by reporting our test results to you.

As reported last year, quarterly monitoring in the distribution system for disinfection byproducts triggered a violation of the Stage 2 Disinfection Byproduct Rule. Disinfection byproducts can form when chlorine in the water reacts with residual organics. Some byproducts decay over time and some byproducts grow over time. Hanover's test results indicated that the total trihalomethanes (TTHM's), a byproduct that grows over time, had reached a level at a test site in the northwest corner of town which exceeded the locational running average level of 80 parts per billion. As a result, the Town entered into an administrative consent order with the Massachusetts Department of Environmental Protection to reduce disinfection byproducts through changes to our operating procedures as well as future capital improvements. Based on the recommendation of the Town's consulting engineers, the May 2016 Annual Town Meeting appropriated funds to design and construct improvements to the Town's three water treatment plants to reduce disinfection byproducts to below acceptable levels. Contracts were awarded and construction began on these new systems in FY 19. The systems are expected to be completely on-line in the winter of 2020.

The total cost of water treatment operations in FY 19 was \$1,534,729.

WATER DISTRIBUTION

The water distribution division manages and maintains roughly 110 miles of water mains, a thousand fire hydrants, over a thousand distribution system valves, and approximately 5,000 water services. The department fixed 16 water breaks in FY 19. While some may think this is a large number and any water break is certainly an inconvenience to those who are impacted, we remind residents that we manage over 580,000 feet of water main and some failure is to be expected as the ground shifts. We commend and thank departmental personnel for answering the call when emergency repairs are needed.

In addition to normal and emergency repairs to the water distribution system, the division stepped up its leak detection efforts in an effort to reduce the amount of unaccounted for water. We remain hopeful that the reduced quantities of water pumped is evidence that our efforts are starting to pay off. However, this will be an ongoing process to strive to live within the available resources. The DPW also maintains an aggressive program of testing of backflow prevention devices, performing 520 tests on 350 devices in 195 facilities to ensure and protect the integrity of the distribution system from cross contamination. Finally, the water distribution division performed approximately 21,000 water meter readings.

The water distribution division continued its program of installing radio read water meters. The current count is 2,625 meters, up from 2,287 meters this time last year. As we reported last year, the conversion to radio read meters is a natural progression of the Town's meter automation efforts that started in 1988 which we hope will help us perform the 21,000 meter readings we do annually in a more efficient manner. The newer meters also have additional functionality which should allow us to detect intermittent leaks in customer homes. The new technology will help us to alert customers of these leaks so that they can be resolved before they become too costly.

The Department installed a 12-inch ductile iron water main on Main Street from Plain Street to Meeting Hill Lane using Town forces in FY 19. This was the first phase of a multi-year project to increase fire flows to the center of Town.

The total cost of water distribution operations in FY 19 was \$896,130.

LAND DEVELOPMENT

The Department provides inspectional services of new subdivisions to ensure the infrastructure under construction is built to the specifications of the Planning Board's Rules and Regulations for Subdivisions. This is an on-going process as projects sometimes take multiple years to complete.

The Department is currently monitoring two subdivision projects that are under construction.

In conclusion, we wish to recognize the dedication of our employees who continue to respond whenever they are asked to solve whatever challenging problem they are asked to solve, regardless of the time of day, the day of the week, or the weather. Public works organizations nationwide take pride in making things work with whatever resources they have available, and the Hanover DPW proudly subscribes to this operating philosophy. We continue to collaborate with our colleagues in county, state, and national public works organizations to look for ways to develop and support our employees in their efforts. Our goal is to accomplish our mission with as little fanfare as possible and our employees make this goal a reality. We once again ask residents to personally acknowledge the efforts of these individuals as they see them around town.

Respectfully submitted,

Director of Public Works
Victor J. Diniak

REPORT OF THE FACILITIES DEPARTMENT

For Fiscal Year July 1, 2018 – June 30, 2019

The Facilities Department is ever mindful of the community's great investment in its schools and town facilities and its responsibility to maintain the Town's facilities to the highest standards. The department consists of 28 full time and 6 part time personnel, comprising custodial and maintenance divisions and administration, who are dedicated to maintaining the conditions and cleanliness of the 24 buildings in its charge. For FY19, the department's budget was \$3.62 million, with \$2.03 million for payroll and \$1.59 million for expenses.

Administration: The Department administration consists of the Facilities Engineering Manager, the Deputy Superintendent for Facilities, the Administrative Assistant and a part time clerk-typist (12 hours/wk). While taking phone calls and receiving the public, the Administrative Assistant performs the heavy weekly routine of processing payroll and tracking absences for all department personnel, preparing the weekly bill schedule of invoices, and processing the respective records. The part-time clerk-typist largely supports the school building rental program, managing the applications for building use and the invoicing process.

Maintenance Division: Maintenance of 24 town facilities interspersed with daily lawn care and maintenance of ball fields is a load for this 4-man unit, consisting of one Maintenance Foreman and three Skilled Maintenance Workers. In the past year, the Maintenance Division routinely repaired doors and windows, replaced ceiling tiles, maintained boilers, hung TV monitors, cleared (and cleaned up) backed-up waste drains, serviced HVAC and plumbing systems, relocated offices, painted classrooms and town offices, ran cabling for the IT department, and performed many other skilled tasks, logging 1171 completed work orders in addition to a myriad of unlogged work including maintenance of school grounds, laying out, striping and maintaining ball fields, snow plowing, road de-icing and vehicle maintenance. Particular emphasis this year was placed on interior improvements to Town Hall, including the 2nd floor conference room, in addition to extensive training on new systems in Center School.

Custodial Division: The custodial division's 26 Custodians, supervised by the Custodial Foreman, performed the daily service of cleaning and disinfecting the town's schools and municipal buildings, while also providing countless services to support the needs and activities of each building's community. While usage of school buildings for extended school programs beyond the school day increased, custodians continued to meet the challenge of cleaning the schools during the evening, while providing ongoing services. Expansion of summer programs of the school department and recreation department also challenged but did not deter summer cleaning efforts. Nonetheless, whether it be cleaning schools, the Police Station, Town Hall, Senior Center, DPW, or Forge Pond Park Pavilion, the custodians always perform the often unseen and sometimes unappreciated services that keep the town's buildings attractive, clean and healthy. They began in the summer with a thorough cleaning of all rooms in schools, removing most furniture to clean carpets and "wax" floors with state of the art floor "finishes", and then, for the remainder of the year, performed daily cleaning of every room and washing and polishing floors, while providing on-call support services to their building communities.

Custodial personnel also continued their special emphasis on combatting the spread of illness in schools and town buildings, employing the department's portable Chlorox 360 disinfection machine, which uses an ionizing technology that rapidly disperses disinfectant chemical over large areas. All custodians are trained in its use and employ the tool to disinfect classrooms,

offices and larger areas whenever requested by a school nurse or principal or heads of other town facilities. In the event of a major illness outbreak, the custodial team can disinfect an entire building in a few hours.

Projects – Capital and Other: In addition to the daily work performed by the custodial and maintenance staff, the responsibilities for performing an extensive variety of other matters are largely shared between the Facilities Engineering Manager and the Deputy Superintendent. This work included the following projects:

1. Center School Addition & Renovation. This year we witnessed the completion of the \$32 million Center Elementary School project, increasing the building size from 76,659 SF to 97,099 SF. Construction began during the summer of 2017, with P-Three of Norwell as the Owner's Project Manager (OPM) and Brait Builders of Marshfield the General Contractor. The project included construction of a new 2-story addition that included new administrative offices, cafeteria, kitchen and 21 classrooms, as well as the complete renovation of the existing portion of the school. The Center School community occupied the new addition for the start of school in September 2018, while turning the existing spaces over to the contractor for renovation. The complete project was substantially complete by Christmas 2018, allowing the School Department to begin programs in the entire building following New Year's Day 2019, with a student body incorporating the student body transferred from Sylvester School. Throughout the construction process, the Facilities Department monitored construction activity, coordinated on issues, received training on the complex building systems, and reported on construction issues requiring correction.
2. New Emergency Generator for Senior Center. Implementing the appropriation of ATM 2018 Article 17 (\$48,000), the department conducted the procurement and installation of a new emergency generator at Hanover Senior Center. Utilizing the electrical engineering support services of A/E firm McKinnell, McKinnell & Taylor, the department managed a procurement that resulted in a construction contract with New England Generator Corp. (Pembroke) for installation of the new 100 kW Kohler generator. The work included field support from both DPW/Highway and Facilities personnel to excavate, form and pour a concrete slab for the generator and rebuild the excavated sidewalk. When it's called upon, the natural gas powered generator will power the entire electrical load of the Senior Center, enabling the Town to utilize the building as a warming station for the community for prolonged periods when environmental or other emergencies come along. The project was completed in December 2018.
3. Town Hall Air Conditioning System: June 27, 2019 witnessed the Substantial Completion date of the new air conditioning system installation for the front (historic) section of Hanover Town Hall. The project was managed by the Facilities Department utilizing the engineering support services of A/E firm McKinnell, McKinnell & Taylor, with construction contractor Automatic Temperature Controls, Inc. of Cranston, R.I. which won the competitive bid award for \$264,350. The very high efficiency York VRF (Variable Refrigerant Flow) system now maintains the office spaces, conference and computer rooms at comfortable conditions throughout

the warmer months while eliminating the previous exhibit of the many air conditioners protruding from the windows of the recently renovated Historic section. The project was funded using the balance (non-CPC) of the Town Hall Historic Preservation appropriation, along with a supplemental appropriation of \$75,000 in 2018 ATM article 16.

4. **New Town-Owned LED Streetlights:** Taking full advantage of a consulting and grant offering from the state's Department of Energy Resources, facilitated through the Metropolitan Area Planning Council (MAPC), the Facilities Department completed a project involving the purchase from National Grid of all of the 504 high pressure sodium streetlights on Town roadways and parking areas and then converting the streetlights to extremely efficient, effective, low energy and long-lasting GE brand LED streetlights. Owning the streetlights changed NGRID's billing for each streetlight from NGRID's S1 rate to the much lower S5 rate; and the conversion to LED lighting is calculated to save 137,436 kWh in electricity consumption annually. The Department successfully met its commitment to the 2018 Town Meeting that the \$190,000 requested appropriation would be offset by a number of available grants and incentives. In the end, the final total project cost of \$170,455 was offset by grants and incentives totaling \$102,165, resulting in expenditure of only \$68,290 of the 2018 article 29 appropriation, with that expenditure projected to be recovered through utility savings in less than 2 years (including allowance for maintenance). The project utilized the consulting services of Tanko Lighting of San Francisco, and the installation services of Dagle Electrical Contractors, both obtained using a competitive procurement managed by MAPC.
5. **Green Communities Projects:** Again this year, we successfully qualified for a substantial grant from the Department of Energy Resources (DOER) Green Communities program, which, combined with additional grants totaling \$93,950 in utility company incentives, funded 6 energy saving projects. The projects included retrofitting interior light fixtures to LED fixtures at the Middle School and the Facilities Building; boiler control systems at schools; boiler system insulation, exhaust system modifications and improved heating controls at Salmond School; and the aforementioned funding for the streetlight project. The grant also included a \$10,000 reimbursement to the Town for the administrative labor of the Facilities Engineering Manager for managing the projects.
6. **Energy Conservation:** Contracts engaging the Town with proposed large solar photovoltaic generation facilities being constructed in Oxbridge, Westport and Mendon came to fruition this year as each of these solar facilities became operational, generating electricity into the power grid of Southeastern Massachusetts. Accordingly, the solar SREC credits from these facilities are being credited to the monthly electricity invoices of every school and major facility of the Town, resulting in projected annual savings in electricity of nearly \$100,000.

Respectfully submitted,

Robert F. Murray, P.E.
Facilities Engineering Manager

REPORT OF THE TOWN CLERK

For Fiscal Year July 1, 2018 – June 30, 2019

Fiscal 2019 brought mid-term elections to the United States and gubernatorial elections to the Commonwealth, and therefore a total of three elections to the Town of Hanover – the September 2018 State Primary, the November 2018 State Election, and the May 2019 Annual Town Election, in addition to the May 2019 Annual Town Meeting. Those Journals will appear elsewhere in this Town Report. The November State Election included 11 days of Early Voting for only the second time in Hanover's history. Tremendous progress was made during this Early Voting session in terms of staff time saved and overall cost efficiencies. Additionally, we applied for and the Town received an \$8,433 reimbursement for those unfunded mandate expenses, along with a \$1,300 Early Voting grant for Saturday hours.

Training is mandatory for new election workers and encouraged for existing staff so that we provide unquestionably accurate election results with complete integrity. We worked very diligently to try to keep up with the daily workload in-between elections, but continue to be hard-pressed to provide consistent superior service all year long with just two full-time staff. We look forward to our continued dialog with the Finance Director and Town Manager to solve that on-going problem. At the close of the fiscal year, we decided to hire some "Senior Tax Work-off" employees towards those ends.

After waiting over two years for Clear Ballot to still not receive Massachusetts certification for their voting tabulators, we decided that it was nevertheless time to replace our 18 year old Accuvote tabulators without them. The contract for our new DS200's, as manufactured and supported by Elections Systems and Software, was signed in February 2019, and our new tabulators were available for training and use at the May 2019 Annual Town Election. They worked flawlessly.

The Board of Registrars will provide a report elsewhere in this Annual Report, but some issues that we work on together deserve mention here. For the first time, residents with no changes to their census were able to file their census electronically on the town's website. The town's population stood at 14,798 residents as of June 30, 2019. Additionally 10,541 people were registered voters as of June 30, 2019.

After piloting various types of poll pads over the past few years, we were delighted to purchase 5 new KNOWiNK poll pads from LHS Associates in late June 2019. We anticipate significant election staff time reductions and a related reduction in overall election costs while using poll pads at Town Meeting and Early Voting. We look forward to State certification of their use at elections, too. Grateful thanks to Finance Director Lincoln Heineman and Town Manager Joe Colangelo for their support of this purchase.

New and renewed business filings continued to bring revenue into the town. 242 businesses brought in \$9,680 in revenue for the town in FY '18, but due to the lack of consistent administrative support, we were unable to do a mailing this fiscal year. Therefore, our 86 new or renewed businesses that filed this year brought in \$3,440 to the Town coffers.

The consumer protection that Hanover residents receive as a result of these filings remains immeasurably valuable, and the administrative time necessary can literally pay for itself in increased revenue.

The licensing of dogs helps to fulfill a public health mission of this office; licensed dogs that are verified as having been vaccinated for rabies helps to protect residents from disease. After sending letters to owners of unregistered dogs for the first time this past January, we registered a record high 1262 dogs in Fiscal 2019. We also transitioned from the “Stellar” licensing software to the new-owner “Go Petie” software in April, and approximately 28% of all Hanover dogs were registered on-line this fiscal year. Further, we updated the kennel license review process in December and added 5 new reviews from the Hanover Police Department, Hanover Fire Department, Town Planner, Health Agent and Finance Director.

It has always been a long-term goal of this office to preserve the town’s historic records for all to appreciate, research and enjoy. This year we made very significant progress towards those ends. In April 2019, hundreds and hundreds of boxes containing the documents stored in the Town Hall basement were moved over to the decommissioned Sylvester School. Upon the advice of the Massachusetts Archives and with existing CPC monies, the town will soon begin an assessment and inventory process of those records. A climate controlled space in the basement of Town Hall will likely be created, and a preservation and conservation project will begin.

A related project regarding the tracking of “board and commission” members has begun with the purchase of software to accomplish the same. This is a joint project between the Selectmen’s Office and this office that will allow us to track appointments, conflict of interest training, oaths of office and the receipt of the Open Meeting Law of board and commission members.

Our goal regarding vital records access has always been to balance access to records with the prevention of identity theft. With the addition of the federal government’s new “Real ID” requirements, we have seen a sharp 46% increase in the number of requests for vital records this year over the previous year, which has impacted our workload considerably. We are hopeful this pace slows after the October 2020 Real ID deadline. There were 132 births, 52 marriages, and 102 deaths recorded in Hanover this fiscal year; this is approximately consistent with last year.

Professionally, I am grateful to the Town for allowing me to represent Hanover at the three statewide conferences of the Massachusetts Town Clerk’s Association (MTCA) this past fiscal year. Although my term as a member of the MTCA Executive Board ended in June 2019, I began to serve that organization as a member of the Legislative Committee this fiscal year. I also continue to attend the Tri-County Clerk’s Association educational seminars and meetings. In July of 2018, I attended the second of three years at the New England Municipal Clerk’s Institute. At the completion of this program, I will be able to apply for Certified Municipal Clerk status, a level of professional certification previously unearned by a Hanover Town Clerk.

The work of the Town Clerk's Office is always a team effort, but the net reduction of 14 hours of administrative assistance this year has made it challenging to keep up with the workload. We look forward to the addition of our Senior Tax Work-off staff members in the near future. Meg Pallotta continues to serve the town well as Assistant Town Clerk. We were fortunate to have the short-term assistance of Jennifer Dunn from the Council on Aging and Dylan Burgio, a co-op student from the South Shore Vo-Tech. Student interns and volunteers are always welcome to gain valuable work experience in our office and are hereby encouraged to contact us. We also had several other Hanover students – Ethan Bush, Hildey McCorkell, Sinead Carty, Kyle Donnelly, Lily Losordo, and John Salvucci volunteer in the office, as part of their senior humanities project, and/or at the polls this past year, and we are always looking for more students with community service goals to assist us in the future. Thanks to all involved for carrying on the work of this office; we all benefit from your efforts.

Respectfully submitted,

Catherine G. Harder-Bernier
Town Clerk

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR 2018 STATE PRIMARY

Plymouth, SS.

To either of the Constables of the Town of Hanover:

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at:

Precincts 1 – 4
Hanover High School

on **TUESDAY, THE FOURTH DAY OF SEPTEMBER, 2018**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS.....	FOR THIS COMMONWEALTH
GOVERNOR.....	FOR THIS COMMONWEALTH
LIEUTENANT GOVERNOR.....	FOR THIS COMMONWEALTH
ATTORNEY GENERAL.....	FOR THIS COMMONWEALTH
SECRETARY OF STATE.....	FOR THIS COMMONWEALTH
TREASURER AND RECEIVER GENERAL.....	FOR THIS COMMONWEALTH
AUDITOR.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR.....	FOURTH DISTRICT
SENATOR IN GENERAL COURT.....	SECOND PLYMOUTH AND BRISTOL DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FIFTH PLYMOUTH DISTRICT
DISTRICT ATTORNEY.....	PLYMOUTH DISTRICT
CLERK OF COURTS.....	PLYMOUTH COUNTY
REGISTER OF DEEDS.....	PLYMOUTH DISTRICT
COUNTY COMMISSIONER.....	PLYMOUTH COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 23rd day of July, 2018.

Jocelyn Reardon Keegan
John S. Barry
David R. Delaney and
Emmanuel J. Dockter,

Selectmen of Hanover

Posted by hand,

Thomas F. Hayes, August 16, 2018
Constable

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

The meeting for the State Primary was called to order Tuesday, September 4, 2018 at 6:30 a.m. by Catherine Harder-Bernier, Town Clerk. At the meeting, the ballot boxes were opened, inspected, and found to be empty. After being locked, the keys were turned over to the police officer on duty. The polls were declared open at 7:00 a.m. and remained open until 8:00 p.m. when they were declared closed. For the first time in many years, the town experienced organized sticker campaigns from candidate Alison Demong in the Fifth Plymouth District race for Representative in General Court, and from candidate John E. Bradley, Jr. in the Plymouth County District Attorney's race. The write-in races, related stickers, and too-early publicity about the November ballot questions created voter confusion and machine jams, but Hanover's voters were extraordinarily well served by Wardens Joseph DiSabato, Carol Mattes, Rick Mattes and John Morris and legions of dedicated and talented poll workers. Republican Geoff Diehl won handily in the GOP race for Senator in Congress. Sitting Governor Charlie Baker faced a surprisingly tough challenge from Scott Lively, but will nevertheless go on to November's election. Both sticker candidates qualified for the November ballot on the Democratic side.

RECORD OF STATE PRIMARY RESULTS – SEPTEMBER 4, 2018

DEMOCRATIC BALLOT

Senator in Congress	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	74	52	62	52	240
Elizabeth A. Warren	234	203	224	203	864
All Others	4	5	2	5	16
					1120

Governor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	93	73	77	66	309
Jay M. Gonzalez	132	95	134	120	481
Bob Massie	84	81	73	71	309
All Others	3	11	4	3	21
					1120

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Lieutenant Governor					
Blank	89	80	75	76	320
Quentin Palfrey	111	100	111	95	417
Jimmy Tingle	112	78	101	89	380
All Others	0	2	1	0	3
					1120

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Attorney General					
Blank	47	35	50	35	167
Maura Healey	265	224	236	223	948
All Others	0	1	2	2	5
					1120

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Secretary of State					
Blank	14	8	10	11	43
William Francis Galvin	232	184	222	207	845
Josh Zakim	66	68	56	41	231
All Others	0	0	0	1	1
					1120

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Treasurer					
Blank	74	65	74	63	276
Deborah B. Goldberg	237	194	214	197	842
All Others	1	1	0	0	2
					1120

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Auditor					
Blank	69	60	78	57	264
Suzanne M. Bump	243	200	210	203	856
All Others	0	0	0	0	0
					1120

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

Representative in Congress	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	15	13	21	24	73
Bill Keating	265	205	231	212	913
Bill Cimbreno	27	35	34	22	118
All Others	5	7	2	2	16
					1120

Councillor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	48	52	53	44	197
Christopher A. Iannella, Jr.	195	149	180	172	696
Mark F. Rooney	69	58	55	43	225
All Others	0	1	0	1	2
					1120

Senator in General Court	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	75	63	76	68	282
Michael D. Brady	229	195	210	191	825
All Others	8	2	2	1	13
					1120

Representative in General Court	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	205	190	225	204	824
Alison Demong	104	64	58	54	280
All Others	3	6	5	2	16
					1120

District Attorney	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	272	222	275	236	1005
John E. Bradley, Jr.	33	31	10	22	96
All Others	7	7	3	2	19
					1120

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

Clerk of Courts	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	80	88	91	75	334
Robert S. Creedon, Jr.	230	172	197	184	783
All Others	2	0	0	1	3
					1120

Register of Deeds	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	73	75	87	64	299
John R. Buckley, Jr	239	185	201	196	821
All Others	0	0	0	0	0
					1120

County Commissioner	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	302	256	283	254	1095
All Others	10	4	5	6	25
					1120

REPUBLICAN BALLOT

Senator in Congress	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	4	7	7	11	29
Geoff Diehl	265	229	245	254	993
John Kingston	44	48	54	50	196
Beth Joyce Lindstrom	30	31	28	20	109
All Others	2	0	0	1	3
					1330

Governor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	9	10	8	13	40
Charles D. Baker	216	184	191	213	804
Scott D. Lively	118	121	135	110	484
All Others	2	0	0	0	2
					1330

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Lieutenant Governor					
Blank	102	95	103	102	402
Karyn E. Polito	240	216	225	231	912
All Others	3	4	6	3	16
					1330

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Attorney General					
Blank	54	50	59	61	224
James R. McMahon, III	117	101	97	101	416
Daniel L. Shores	174	164	178	174	690
All Others	0	0	0	0	0
					1330

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Secretary of State					
Blank	113	104	118	119	454
Anthony M. Amore	230	210	215	216	871
All Others	2	1	1	1	5
					1330

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Treasurer					
Blank	117	107	118	125	467
Keiko M. Orrall	226	208	215	209	858
All Others	2	0	1	2	5
					1330

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Auditor					
Blank	122	111	122	128	483
Helen Brady	223	204	211	207	845
All Others	0	0	1	1	2
					1330

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Representative in Congress					
Blank	74	62	76	85	297
Peter D. Tedeschi	269	253	257	250	1029
All Others	2	0	1	1	4
					1330

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

Councillor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	340	312	329	329	1310
All Others	5	3	5	7	20
					1330

Senator in General Court	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	123	107	116	134	480
Scott Hall	221	207	218	202	848
All Others	1	1	0	0	2
					1330

Representative in General Court	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	62	65	56	69	252
David F. DeCoste	281	249	278	264	1072
All Others	2	1	0	3	6
					1330

District Attorney	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	69	69	69	75	282
Timothy J. Cruz	276	246	264	259	1045
All Others	0	0	1	2	3
					1330

Clerk of Courts	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	337	314	329	328	1308
All Others	8	1	5	8	22
					1330

Register of Deeds	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	341	313	330	329	1313
All Others	4	2	4	7	17
					1330

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

County Commissioner	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	124	110	113	127	474
Sandra M. Wright	221	205	221	208	855
All Others	0	0	0	1	1
					1330

LIBERTARIAN BALLOT

Senator in Congress	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	1	1	0	0	2
All Others	0	2	1	0	3
					5

Governor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	0	0	0	0
All Others	1	3	1	0	5
					5

Lieutenant Governor	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	1	2	1	0	4
All Others	0	1	0	0	1
					5

Attorney General	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	1	1	0	2
All Others	1	2	0	0	3
					5

Secretary of State	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	1	1	0	2
All Others	1	2	0	0	3
					5

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Treasurer						
	Blank	0	2	1	0	3
	All Others	1	1	0	0	2
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Auditor						
	Blank	0	1	1	0	2
	Daniel Fishman	1	2	0	0	3
	All Others	0	0	0	0	0
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Representative in Congress						
	Blank	1	2	1	0	4
	All Others	0	1	0	0	1
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Councillor						
	Blank	1	2	1	0	4
	All Others	0	1	0	0	1
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Senator in General Court						
	Blank	0	2	1	0	3
	All Others	1	1	0	0	2
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> Representative in General Court						
	Blank	0	2	1	0	3
	All Others	1	1	0	0	2
						5

		Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
<hr/> District Attorney						
	Blank	0	2	1	0	3
	All Others	1	1	0	0	2
						5

JOURNAL OF THE SEPTEMBER 4, 2018 STATE PRIMARY

Clerk of Courts	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	1	1	0	2
All Others	1	2	0	0	3
					5

Register of Deeds	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	3	1	0	4
All Others	1	0	0	0	1
					5

County Commissioner	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	0	2	1	0	3
All Others	1	1	0	0	2
					5

Total voted in this election	2,455
Total registered voters	10,522
Percentage of registered voters	23.33%

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR THE STATE ELECTION

Plymouth SS.

To either of the Constables of the Town of Hanover:

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in the State Election to vote at

Precincts 1 - 4

At Hanover High School, 287 Cedar Street

on **TUESDAY, THE SIXTH DAY OF NOVEMBER, 2018**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

SENATOR IN CONGRESS. FOR THIS COMMONWEALTH
GOVERNOR and LIEUTENANT GOVERNOR. FOR THIS COMMONWEALTH
ATTORNEY GENERAL. FOR THIS COMMONWEALTH
SECRETARY OF STATE. FOR THIS COMMONWEALTH
TREASURER AND RECEIVER GENERAL. FOR THIS COMMONWEALTH
AUDITOR. FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS. NINTH DISTRICT
COUNCILLOR. FOURTH DISTRICT
SENATOR IN GENERAL COURT SECOND PLYMOUTH AND BRISTOL DISTRICT
REPRESENTATIVE IN GENERAL COURT. FIFTH PLYMOUTH DISTRICT
DISTRICT ATTORNEY PLYMOUTH DISTRICT
CLERK OF COURTS. PLYMOUTH COUNTY
REGISTER OF DEEDS. PLYMOUTH DISTRICT
COUNTY COMMISSIONER PLYMOUTH COUNTY

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would create a citizens commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A "place of public accommodation, resort or amusement" is defined

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. "Gender identity" is defined as a person's sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person's physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person's admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person's gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 15th day of October, 2018.

Jocelyn Reardon Keegan
John S. Barry
David R. Delaney and
Emmanuel J. Dockter,

Selectmen of Hanover

Posted by hand,

Thomas F. Hayes, October 18th, 2018
Constable

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

After eleven days of early voting over two weeks in late October and early November, the meeting for the November 6, 2018 State Election was called to order at 6:30 a.m. by Hanover Town Clerk Catherine Harder-Bernier. At the meeting, the ballot boxes were opened, inspected, and found to be empty. After being locked, the keys were turned over to the police officer on duty. The “central count” area for the processing of the early ballots had been set up (in addition to the regular polling booths for the traditional four precincts) for only the second time in Hanover’s history. The polls were declared open at 7:00 a.m. and remained open until they were closed at 8:00 p.m.

Whitman resident Geoff Diehl easily outdistanced Elizabeth Warren in Hanover, but Warren won the race for U. S. Senator handily state-wide. Hanover picked the next several winners – Charlie Baker and Karyn Polito for Governor and Lieutenant Governor, Maura Healey for Attorney General, William Galvin for Secretary of State, Deborah Goldberg for Treasurer and Suzanne Bump for Auditor. At the local district level, Hanover also chose victors State Senator Michael Brady and State Representative David DeCoste.

Here in Hanover, our election was masterfully managed by Wardens John Morris, Joe DiSabato, Carol Mattes, Rick Mattes and Lois Crocker, and Precinct Clerks Frank Piekut, Nancy Sage, Larry Bright, Kathy Fanning and Connie Zaylor. The town owes a debt of gratitude to those good folks, along with the Hanover Police Department, Department of Public Works and Facilities Department, School Department, Town Manager’s Office, and Board of Registrars, for their assistance and cooperation along the way.

RECORD OF STATE ELECTION, NOVEMBER 6, 2018

Senator in Congress	Precinct 1 total	Precinct 2 total	Precinct 3 total	Precinct 4 total	TOTAL
Blank	20	23	23	15	81
Elizabeth A. Warren	715	757	762	711	2,945
Geoff Diehl	1,123	1,095	1,039	1,102	4,359
Shiva Ayyadurai	51	57	46	54	208
Write- Ins	-	2	3	1	6
Totals	1,909	1,934	1,873	1,883	7,599

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

Governor and Lt. Governor					
Blank	71	78	65	58	272
Baker and Polito	1,501	1,509	1,457	1,505	5,972
Gonzalez and Palfrey	327	334	340	316	1,317
Write-Ins	10	13	11	4	38
Totals	1,909	1,934	1,873	1,883	7,599
Attorney General					
Blank	37	41	37	55	170
Maura Healey	1,030	1,053	1,057	1,028	4,168
James R. McMahon, III	841	838	778	800	3,257
Write-Ins	1	2	1	-	4
Totals	1,909	1,934	1,873	1,883	7,599
Secretary of State					
Blank	76	86	78	81	321
William Francis Galvin	1,120	1,150	1,153	1,102	4,525
Anthony M Amore	684	655	614	667	2,620
Juan G. Sanchez, Jr.	28	41	26	33	128
Write-Ins	1	2	2	-	5
Totals	1,909	1,934	1,873	1,883	7,599
Treasurer					
Blank	117	140	113	125	495
Deborah B. Goldberg	970	1,001	1,004	962	3,937
Keiko M. Orrall	797	763	726	771	3,057

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

Jamie M. Guerin	24	30	29	23	106
Write-Ins	1	-	1	2	4
Totals	1,909	1,934	1,873	1,883	7,599
<hr/> Auditor					
Blank	117	127	107	118	469
Suzanne M. Bump	852	881	891	825	3,449
Helen Brady	875	845	808	858	3,386
Daniel Fishman	50	54	55	62	221
Edward J. Stamas	15	26	12	19	72
Write-Ins	-	1	-	1	2
Totals	1,909	1,934	1,873	1,883	7,599
<hr/> Representative in Congress					
Blank	38	46	38	47	169
Bill Keating	880	892	916	840	3,528
Peter D. Tedeschi	991	995	919	996	3,901
Write-Ins	-	1	-	-	1
Totals	1,909	1,934	1,873	1,883	7,599
<hr/> Councillor					
Blank	676	661	623	639	2,599
Christopher A. Iannella, Jr.	1,217	1,264	1,237	1,229	4,947
Write-Ins	16	9	13	15	53
Totals	1,909	1,934	1,873	1,883	7,599

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

<u>Senator in General Court</u>					
Blank	93	124	96	123	436
Michael D. Brady	958	989	1,010	938	3,895
Scott Hall	856	821	767	821	3,265
Write-Ins	2	-	-	1	3
Totals	1,909	1,934	1,873	1,883	7,599
<u>Representative in General Court</u>					
Blank	50	71	53	53	227
David F. DeCoste	1,048	1,031	975	1,092	4,146
Alison M. Demong	811	832	845	738	3,226
Write-Ins	-	-	-	-	-
Totals	1,909	1,934	1,873	1,883	7,599
<u>District Attorney</u>					
Blank	54	82	71	72	279
Timothy J. Cruz	1,180	1,183	1,168	1,198	4,729
John E. Bradley, Jr.	675	668	634	611	2,588
Write-Ins	-	1	-	2	3
Totals	1,909	1,934	1,873	1,883	7,599
<u>Clerk of Courts</u>					
Blank	658	623	599	628	2,508
Robert S. Creedon, Jr.	1,237	1,280	1,262	1,244	5,023
Write-Ins	14	31	12	11	68
Totals	1,909	1,934	1,873	1,883	7,599

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

Register of Deeds					
Blank	643	636	593	629	2,501
John R. Buckley, Jr.	1,253	1,290	1,270	1,245	5,058
Write-Ins	13	8	10	9	40
Totals	1,909	1,934	1,873	1,883	7,599
County Commissioner					
Blank	576	586	575	552	2,289
Sandra M. Wright	1,320	1,337	1,283	1,320	5,260
Write-Ins	13	11	15	11	50
Totals	1,909	1,934	1,873	1,883	7,599
Question One - Patient Safety					
Blank	41	68	54	54	217
Yes	475	505	495	429	1,904
No	1,393	1,361	1,324	1,400	5,478
Totals	1,909	1,934	1,873	1,883	7,599
Question Two - Citizen Comm. for Constitutional Amendment					
Blank	90	114	102	94	400
Yes	1,111	1,154	1,131	1,161	4,557
No	708	666	640	628	2,642
Totals	1,909	1,934	1,873	1,883	7,599

JOURNAL OF THE NOVEMBER 6, 2018 STATE ELECTION

Question Three - Transgender Anti-Discrimination					
Blank	61	73	72	62	268
Yes	1,031	1,035	1,038	1,039	4,143
No	817	826	763	782	3,188
Totals	1,909	1,934	1,873	1,883	7,599
Total number of registered voters			10,685		
Turnout percentage			71.1%		

JOURNAL OF THE SPECIAL TOWN MEETING
HELD MAY 6, 2019

Commonwealth of Massachusetts

Town of Hanover

Warrant for *Special* Town Meeting

Plymouth, SS

Greetings: To any Constable of the Town of Hanover in said County.

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said town who are qualified to vote in Elections and Town Affairs to meet in the Hanover High School, 287 CEDAR STREET, HANOVER, on

MONDAY THE 6th DAY OF MAY, 2019 AT 7:00 P.M.



And you are hereby ordered to serve this Warrant posting attested copies thereof fourteen days, at least, before the time of said meeting.

Given under our hands this 1st day of April, 2019.

BOARD OF SELECTMEN

Emmanuel J. Dockter, Chairman

John C. Tuzik, Vice-Chair

David R. Delaney

Jocelyn R. Keegan

John S. Barry

Thomas F. Hayes, Constable

Posted this 19th day of April, 2019

JOURNAL OF THE SPECIAL TOWN MEETING
HELD MAY 6, 2019

INDEX OF ARTICLES FOR <i>SPECIAL</i> TOWN MEETING – MAY 2019		
ARTICLE #	ISSUE	SUBMITTED BY
1	Appropriate Funds – Design of Cedar School Security Upgrades	Facilities Engineering Manager /Town Manager
2	Transfer Meals Tax To OPEB Trust Fund – Fiscal Year 2019	Finance Director
3	Transfer Meals Tax To OPEB Trust Fund Through Fiscal Year 2024	Finance Director
4	Increase Senior Citizen Tax Work Off Exemption	Community Services Director/Finance Director
5	Transfer Funds – Special Education Reserve Fund	Finance Director/Town Manager
6	Payment of Prior Year Expenditures	Finance Director

A quorum of at least 100 voters being present at the Hanover High School, 287 Cedar Street in Hanover, Moderator Douglas Thomson called the Special Town Meeting to order at 7:02 p.m. on May 6th, 2019.

Motion to waive the reading of the articles.
So voted.

JOURNAL OF THE SPECIAL TOWN MEETING
HELD MAY 6, 2019

ARTICLES FOR ***SPECIAL*** TOWN MEETING WARRANT
Monday, May 6, 2019

ARTICLE 1. APPROPRIATE FUNDS – DESIGN OF CEDAR SCHOOL SECURITY UPGRADES

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$30,000, or another sum, to design physical security upgrades at the Cedar School, said design to be done at the direction of the Town Manager and the Superintendent of Schools, and provided that these funds may also be used for the installation of upgrades at the Cedar School, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

We move that the Town vote to appropriate the sum of \$30,000 from Certified Free Cash to be used as set forth in this Article.

So carries unanimously.

ARTICLE 2. TRANSFER MEALS TAX TO OPEB TRUST FUND – FISCAL YEAR 2019

To see if the Town will vote to transfer the meals tax funds collected to the OPEB Trust Fund for Fiscal Year 2019, or take any other action relative thereto.

Finance Director

We move that the Town vote to transfer the meals tax funds collected during Fiscal Year 2019 to the OPEB Trust Fund.

So carries unanimously.

ARTICLE 3. TRANSFER MEALS TAX TO OPEB TRUST FUND THROUGH FISCAL YEAR 2024

To see if the Town will vote to petition the General Court to enact a special act for the Town of Hanover as follows, or take any other action relative thereto:

AN ACT RELATIVE TO FUNDING THE TOWN OF HANOVER'S OTHER POST-EMPLOYMENT BENEFITS LIABILITY TRUST FUND

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

SECTION 1. Notwithstanding any general or special law to the contrary, the treasurer of the Town of Hanover shall deposit all sums received for the local sales tax upon the sale of

JOURNAL OF THE SPECIAL TOWN MEETING
HELD MAY 6, 2019

restaurant meals pursuant to section 2 of chapter 64L of the General Laws into the Town's Other Post-Employment Benefits Liability Trust Fund established pursuant to section 20 of chapter 32B of the General Laws to meet the Town's obligations for other post-employment benefits. All sums and any interest thereon shall become part of the fund and may be appropriated and expended in accordance with said section 20 of said chapter 32B.

SECTION 2. This act shall take effect upon its passage and shall expire on July 1, 2024, and on each five year anniversary after that, unless Hanover Town Meeting by majority vote approves an extension.

Finance Director

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 4. INCREASE SENIOR CITIZEN TAX WORK OFF EXEMPTION

To see if the Town will vote to accept the provisions of Chapter 59 Section 5K of the Massachusetts General Laws permitting the Town to allow a maximum reduction of the real property tax bill for the Senior Citizen Tax Work Off Program to be based on 125 volunteer service hours each year, or take any other action relative thereto.

Community Services Director
Finance Director

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 5. TRANSFER FUNDS – SPECIAL EDUCATION RESERVE FUND

To see if the Town will vote to transfer from certified free cash the sum of \$75,990 to the Special Education Reserve Fund, or take any other action relative thereto.

Finance Director
Town Manager

We move that the Town appropriate the sum of \$75,990 from Certified Free Cash to the Special Education Reserve Fund.

So carries unanimously.

ARTICLE 6. PAYMENT OF PRIOR YEAR EXPENDITURES

To see if the Town will vote to appropriate a sum of money or transfer from any available funds,

JOURNAL OF THE SPECIAL TOWN MEETING
HELD MAY 6, 2019

or to transfer from other accounts, to pay such accounts as may be presented against the Town for which an appropriation does not exist, or take any other action relative thereto.

Commonwealth of Massachusetts \$1,500.00

Finance Director
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$1,500.00 to pay certain unpaid bills.

So carries unanimously.

Motion to dissolve the Special Town Meeting.

So carries unanimously.

Meeting dissolved at 7:10 p.m.

Commonwealth of Massachusetts

Town of Hanover

Warrant for **Annual** Town Meeting

Plymouth, SS

Greetings: To any Constable of the Town of Hanover in said County.

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said town who are qualified to vote in Elections and Town Affairs to meet in the Hanover High School, 287 CEDAR STREET, HANOVER, on

MONDAY THE 6th DAY OF MAY, 2019 AT 7:30 P.M.



Given under our hands this 1st day of April, 2019.

BOARD OF SELECTMEN

Emmanuel J. Dockter, Chairman
John C. Tuzik, Vice-Chairman
Jocelyn Reardon Keegan
David R. Delaney
John S. Barry

Posted, Thomas F. Hayes, Constable

Posted by hand this 19th day of April, 2019

JOURNAL OF THE ANNUAL TOWN MEETING HELD MAY 6, 2019, THE ANNUAL TOWN ELECTION
HELD MAY 11, 2019, WITH AN ADJOURNED TOWN MEETING SESSION ON MAY 13, 2019

INDEX OF ARTICLES FOR ANNUAL TOWN MEETING – 2019		
ARTICLE #	ISSUE	SUBMITTED BY
1	Accept Reports in Annual Town Report	Advisory Committee
2	Hear/Accept Reports of Committees & State Officials	Advisory Committee
3	Authorize Treasurer to Accept Trust Funds	Treasurer-Collector/Finance Director
4	Assume Liability to Allow State DEP Work	Board of Selectmen
5	Set Pay for Elected Officials	Advisory Committee/Town Manager
6	Appropriate CPC Revenues for FY2020	Community Preservation Committee
7	General Fund Operating Budget	Advisory Committee/Town Manager
8	Water Enterprise Budget	Advisory Committee/Town Manager
9	Accept Chapter 90 Road Grant Monies	Board of Selectmen/Town Manager/ Director of Public Works
10	Set Limits on Revolving Funds	Finance Director/Town Manager
11	Amend General By-Law Section 6-31 - Departmental Revolving Funds	Town Manager/Finance Director
12	Amend General By-Law Section 6-25 - False Alarms	Finance Director/Town Manager
13	Amend General By-Law Section 6-24 – Water Use Restriction	Town Manager/Director of Public Works
14	Add to General By-Laws - Private Fire Hydrant	Fire Chief/Town Manager
15	Accept MGL Ch. 59 §5 Clause 54 - Low-Value Personal Property Tax Exemption	Finance Director/Town Manager
16	Accept Provisions of MGL Chapter 43D	Town Manager
17	PEG Access & Cable Related Fund	Town Manager
18	Amend CAM Committee Mission Statement	Town Manager/CDMI Director/ CAM Committee
19	Appropriate Funds – Inventory of Historical/Cultural Resources	CPC/Historical Commission
20	Appropriate Funds – Shipyard Markers	CPC/Historical Commission
21	Appropriate Funds – Tennis Courts at High School	CPC/Facilities Engineering Manager
22	Appropriate Funds - Cedar School Security Upgrades	School Committee/Town Manager
23	Appropriate Funds – Renovate Cedar School Bathrooms	School Committee/Town Manager
24	Appropriate Funds - Police Station Jail Cells Toilets	Facilities Engineering Manager/ Town Manager
25	Appropriate Funds - One Ton Dump Truck	Facilities Engineering Manager/ Town Manager
26	Appropriate Funds - 4x4 Pick-Up Truck	Director of Public Works/Town Manager
27	Appropriate Funds - Cemetery Dump Truck	Director of Public Works/Town Manager
28	Appropriate Funds – Ambulance	Fire Chief & Town Manager
29	Appropriate Funds - Assessing Software	Finance Director/Town Manager
30	Appropriate Funds – Town-Wide Data Cabling	IT Director/Town Manager
31	Appropriate Funds - School Wi-Fi Upgrades	IT Director/Town Manager
32	Appropriate Funds - School VOIP Phones	IT Director/Town Manager
33	Appropriate Funds - Water Service Van	Director of Public Works/Town Manager
34	Appropriate Funds - Water Main Improvements	Director of Public Works/Town Manager
35	Transfer Sylvester School Property	Board of Selectmen/School Committee

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HELD MAY 11, 2019, WITH AN ADJOURNED TOWN MEETING SESSION ON MAY 13, 2019

INDEX OF ARTICLES FOR ANNUAL TOWN MEETING – 2019		
ARTICLE #	ISSUE	SUBMITTED BY
36	Dispose, Lease, Sell Sylvester School Property	Board of Selectmen
37	Name Veterans Memorial	Veterans' Agent
38	Modify Parking Violation Fine Schedule	Police Chief /Finance Director/Town Manager
39	Establish Annual Fee Farmer-Brewery Alcoholic Beverage License	Town Manager
40	Petition General Court - 13 Additional Alcohol Licenses	Petition
41	Amend Zoning Map	Petition
42	Transfer Funds to OPEB Trust Fund	Finance Director/Town Manager
43	Appropriate Funds - Special Education Reserve Fund	Finance Director/Town Manager
	Election	

A quorum of 100 or more being present, the Annual Town Meeting at Hanover High School, 287 Cedar Street in Hanover, was called to order by Town Moderator Douglas Thomson at 7:32 p.m.

The Boy Scouts and the Girl Scouts of Hanover led the Pledge of Allegiance.

Hanover Vox Chorus sang the National Anthem.

A moment of silence for Hanover resident Police Sergeant Michael Chesna, who was killed in the line of duty, was held.

An announcement was made regarding the Postal Worker's Annual Food Drive collection for the Hanover Food Pantry on May 11th, 2019.

An announcement was made regarding the reinvigorated Hanover Spring Clean-Up Day that will be held on June 1st, 2019 beginning at 9:00 a.m.

Motion to waive the reading of the articles.

So carries unanimously.

ARTICLES FOR ANNUAL TOWN MEETING WARRANT
Monday, May 6, 2019

ARTICLE 1. ACCEPT REPORTS IN ANNUAL TOWN REPORT

To see if the Town will vote to accept the reports of the Officers and Committees as printed in the Annual Town Report, or take any other action relative thereto.

Advisory Committee

We move that the Town accept the Fiscal Year 2018 Annual Report as written.

So carries unanimously.

ARTICLE 2. HEAR/ACCEPT REPORTS OF COMMITTEES & STATE OFFICIALS

To see if the Town will vote to hear reports of the Committees and State Officials and act thereon, or take any other action relative thereto.

Advisory Committee

We move that the Town accept the reports provided under Article 2. These reports were as follows:

Report from State Representative David DeCoste:

Thank you Mr. Moderator, Board of Selectmen, town meeting members, and other elected officials for this opportunity to speak to you. First, let me just say that it is truly an honor for me to serve as the State Representative for the Town of Hanover and the residents of the Fifth Plymouth District. I know there are a lot of items on the agenda this evening, and many people who want to speak, so I will be brief.

As you know, the House just completed debate last week on the Fiscal Year 2020 budget. The figures that I will discuss tonight are tentative and based off of the House Ways and Means budget recommendations due to the fact that the House budget has yet to be released. I'm happy to report that the proposed House budget does not increase taxes, and also includes a significant increase in local aid for our cities and towns.

The House budget funds Hanover's Chapter 70 education aid at about \$7 million, which is about \$2.3 million more than the current fiscal year and \$25 thousand higher than Governor Baker's proposal, and \$5.126 billion statewide. This Chapter 70 increase will allow for a guaranteed statewide minimum of \$30 per pupil. Hanover's current Chapter 70 allocation for Fiscal Year 2019 is \$6,947,439. Governor Baker's budget called for an increase of \$50,960 in Chapter 70 aid for Hanover in Fiscal Year 2020. The House budget goes even further, allocating \$7,023,879 in education aid for the town, which represents an increase of \$76,440 over current funding levels.

The House budget also increases unrestricted general government aid by \$29.6 million statewide to a total of \$1.092 billion. Hanover's unrestricted local aid is funded in the House budget at \$2,249,434, the same as the Governor's budget. This represents an increase of \$59,138 over current levels. The House budget also includes \$328,887,071 for Special Education Circuit Breaker reimbursements, a \$4.9 million increase over current spending, which will fully fund the state's share of special education aid for local school districts at 75 percent.

In addition, the House budget provides \$113 million for charter school tuition reimbursements. Under the House budget, the charter school reimbursement received a \$23 million account increase over FY19, to a total of \$113 million. The current reimbursement schedule was also amended to reinstate the "100-60-40" schedule, as opposed to the current "100-25-25-25-25" schedule.

During the budget debate, I advocated for the reconstruction of the dangerous intersection on Route 139 in the vicinity of the Hanover Town Hall, Curtis Free Library, and the Congregational Church for \$2,000,000. Unfortunately, the amendment was withdrawn during debate last week and was not included in the consolidated amendment. Despite this withdrawal, I will continue to advocate for additional local aid for the Fifth Plymouth District.

I believe in promoting a strong state-municipal partnership, through initiatives like the Chapter 90 program, which this year will deliver \$623,038 to Hanover to fund essential repairs to local roadways. This is more than \$100,000 more than the town received in FY19. You have my word that anything I can do to help reduce the financial pressures on the town's budget and ensure the delivery of essential municipal services to Hanover's residents, I will do. Additionally, I will do everything that I can to continue assisting our first responders, particularly our police department, in ending needless deaths like Officer Chesna.

In closing, I want to thank you again for allowing me this chance to provide you with an update on what's been happening on Beacon Hill. I truly appreciate the opportunity you have given me to serve the residents of Hanover in the Legislature. My office is always open to you, and I'm only a phone call away by dialing 617-722-2460. I also want to thank each and every one of you for your dedication to the town, and I wish you nothing but the best as you deliberate tonight.

A Proclamation from the Board of Selectmen was read to honor the Hanover Visiting Nurse Association, as follows:

**TO HONOR
THE HANOVER VISITING NURSE ASSOCIATION**

On this the 6th day of May, 2019, let it be known that on January 15th, 2019 the Hanover Visiting Nurse Association celebrated their 90th Anniversary. Formed on January 15th 1929, the Hanover VNA was tasked with the mission of promoting health, individual and community, to prevent disease and to provide adequate nursing care for the sick in their homes.

Armed with the belief that all persons living in our community deserve to be treated with dignity and respect, the Hanover VNA has continuously fulfilled its role of promoting health and to the

extent possible, preventing and controlling disease through care that is clinically competent and compassionate. In addition to in home care, the Hanover VNA provides the members of our community with blood pressure monitoring, diabetes screening, health counseling, educational programs, Thanksgiving and Christmas community assistance, campership funding and award scholarships to high school students pursuing medical careers. The members of the Hanover VNA believe that coming together is a beginning, working together means progress and keeping together will result in success.

On behalf of the Town of Hanover we would like to congratulate all of the members of the Hanover Visiting Nurse Association, past and present, for your success, and thank you for your hard work, compassion, and dedication to the people of Hanover. You are all a credit to your families, your friends, your community and your country. Congratulations on 90 years of a job well done.

Dated: May 6th, 2019

BOARD OF SELECTMEN
Emmanuel J. Dockter, Chairman
John C. Tuzik, Vice Chairman
David R. Delaney
Jocelyn R. Keegan
John S. Barry

Report from the Center School Building Committee:

Elizabeth Corbo, Chair of the Center School Building Committee, gave a brief report that summarized the successful completion of the construction of the Center School addition. Sylvester School was vacated in December 2018 and the children, teachers and staff enjoyed the new Center School facility beginning that winter. Subsequently, Sylvester School was decommissioned as a school.

Report from the Multi-Use Recreational Facility Committee:

The large rink boards have been ordered and received by the town. With permission from the Town Manager, test pits were recently dug and the test results have been received. Our volunteer project manager and Hanover resident, Marc Watson, will be submitting a final budget to the town this week. At the request of the town, we'll be starting construction after Hanover Day and plan to have the project completed by Labor Day/early fall.

Submitted by: Paul Nimeskern, for the Multi-Use Recreational Facility Committee/Build the Boards

A report from the Information Technology Study Committee was made under Article 30, but appears here in the record, as follows:

The Information Technology Study Committee has been active this year meeting to discuss capital needs as well as the overall technology budget for the Town. Reinstated at last year's

Town Meeting, the committee is comprised of two members selected by the School Committee, two members selected by the Board of Selectmen, and one member selected by the Town Moderator. This year, representing the Board of Selectmen were Mr. Don White and Mr. Sunny Gleason, representing the Town Moderator, Mr. Patrick O'Brien and representing the School Committee Mr. Brian Ciccolo and Dr. Thomas Raab. Mr. Bill Hartigan, the Director of Technology Operations for the town and schools, serves as an ex-officio member. We met on October 4, October 25, and November 15 to review the technology situation for the Town and create a three-year capital plan for improvement. On December 5, 2018, we presented the Capital Plan to the Advisory Committee. The three articles together (Articles 30, 31, and 32) form year one of the three-year plan.

Submitted by: Dr. Thomas Raab, for the Information Technology Study Committee

Main motion to accept the reports carries unanimously.

ARTICLE 3. AUTHORIZE TREASURER TO ACCEPT TRUST FUNDS

To see if the Town will vote to authorize its Treasurer to accept such trust funds as may be placed in his or her hands during the Fiscal Year ending June 30, 2019, or take any other action relative thereto.

Treasurer/Collector
Finance Director

We move that the Town vote to authorize the Treasurer/Collector to accept trust funds for the Fiscal Year Ending June 30, 2020.

So carries unanimously.

ARTICLE 4. ASSUME LIABILITY TO ALLOW STATE DEP WORK

To see if the Town will vote to assume liability in the manner provided by Section 29 and 29A of Chapter 91 of the Massachusetts General Laws, as most recently amended, for all damages that may be incurred by work to be performed by the Department of Environmental Protection, or take any other action relative thereto.

Board of Selectmen

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 5. SET PAY FOR ELECTED OFFICIALS

To see if the Town will vote to fix the pay of its elective officers as required by law as follows, or take any other action relative thereto.

Town Clerk:	\$73,880 annually
Moderator:	\$100 for Annual Town Meeting

\$100 for Special Town Meeting

Advisory Committee
Town Manager

We move that the Town set the pay of its elective officers for fiscal year 2020 required by law as follows:

Town Clerk: **annual salary to be \$73,880 per year which includes any amounts due under MGL, c.41, §19G.**

Moderator: **\$100 for Annual Town Meeting, and \$100 for Special Town Meeting.**

So carries unanimously.

ARTICLE 6. APPROPRIATE CPC REVENUES FOR FY2020

To see if the Town will vote as recommended by the Community Preservation Committee to appropriate the Town's Community Preservation Revenues for Fiscal Year 2020 as follows:

- I. 10% of the said revenues to be set aside for future appropriation for open space (other than open space for recreational use);
- II. 10% of the said revenues to be set aside for future appropriation for historic resources;
- III. 10% of the said revenues to be set aside for future appropriation for community housing;
- IV. 5% of the said revenues to be set aside for administrative expenses; and
- V. the remainder of said revenues to be set aside for future appropriation for any purposes permissible under the Community Preservation Act, Chapter 44B;

said funds to be expended for the purposes stated herein within the scope proposed and approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, by the Town Manager, or take any other action relative thereto.

Community Preservation Committee

We move that the Town vote to appropriate from the Community Preservation Fund FY2020 estimated annual revenues the sum of \$64,468 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee; and further to reserve for future appropriation from the Community Preservation Fund estimated revenues the sum of \$128,936 for the acquisition, creation and preservation of open space excluding land for recreational use; \$128,936 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$128,936 for the acquisition, creation, preservation and support of community housing; \$443,124 for the creation of a budgeted reserve and \$394,958 to provide for Community Preservation Fund debt obligations.

So carries unanimously.

ARTICLE 7. GENERAL FUND OPERATING BUDGET

To see if the Town will vote to appropriate \$63,040,176 for a General Fund Operating Budget, to provide for a reserve fund, and to defray the expenses of the Town, and to meet said appropriation transfer the sum of \$750,000 from Certified Free Cash, transfer the sum of \$65,000 from the Cemetery Graves & Foundations account, transfer the sum of \$10,000 from the Sale of Cemetery Lots account, transfer the sum of \$22,029 from the Title V Receipts Reserved account, transfer the sum of \$1,200,000 from the Ambulance Receipts Reserved account, and raise \$60,993,147 from the Fiscal Year 2020 Tax Levy and other sources, or take any other action relative thereto.

	<i>FY2019 Appropriated</i>	<i>Town Manager Proposed</i>	<i>Advisory Committee Recommended</i>	<i>Difference</i>
General Government:				
Salaries	\$279,550	\$294,885	\$294,885	
Expenses	\$248,900	\$215,900	\$215,900	
Finance Department:				
Salaries	\$846,506	\$897,976	\$897,976	
Expenses	\$206,542	\$204,362	\$204,362	
Community Services:				
Salaries	\$1,578,948	\$423,536	\$423,536	
Expenses	\$407,008	\$179,910	\$179,910	
Community Development and Municipal Inspections:				
Salaries		\$686,781	\$686,781	
Expenses		\$43,400	\$43,400	
Library:				
Salaries		\$440,643	\$440,643	
Expenses		\$165,800	\$165,800	
Police:				
Salaries	\$3,836,820	\$3,968,190	\$3,968,190	
Expenses	\$273,151	\$264,869	\$264,869	
Fire:				
Salaries	\$2,963,914	\$3,083,741	\$3,083,741	
Expenses	\$279,791	\$276,686	\$276,686	
Hanover Public Schools	\$28,082,846	\$29,218,627	\$29,218,627	
Other Education - South Shore Vocational High School	\$763,328	\$750,000	\$750,000	
Public Works:				
Salaries	\$1,326,862	\$1,369,554	\$1,369,554	
Expenses	\$1,461,116	\$1,527,917	\$1,527,917	

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Facilities:				
Salaries	\$2,030,967	\$2,071,917	\$2,071,917	
Expenses	\$1,586,151	\$1,485,979	\$1,485,979	
Snow & Ice	\$550,000	\$550,000	\$550,000	
Debt	\$5,362,200	\$6,199,544	\$6,199,544	
Town Wide Expenses	\$8,175,897	\$8,492,259	\$8,492,259	
Transfers	\$277,700	\$227,700	\$227,700	
Total General Fund Operating Budget	\$60,538,197	\$63,040,176	\$63,040,176	
Certified Free Cash	\$680,000	\$750,000	\$750,000	
Cemetery Graves & Foundations	\$65,000	\$65,000	\$65,000	
Sale of Cemetery Lots	\$10,000	\$10,000	\$10,000	
Title V Receipts Reserved Account	\$38,947	\$22,029	\$22,029	
Ambulance Receipts Reserved Account	\$1,200,000	\$1,200,000	\$1,200,000	
<i>Less Total Transfers</i>	\$1,993,947	\$2,047,029	\$2,047,029	
To be raised by the Fiscal Year 2020 Tax Levy and other sources	\$58,544,250	\$60,993,147	\$60,993,147	

Advisory Committee
Town Manager

We move that the Town vote to raise and appropriate \$63,040,176 for a total General Fund Operating Budget, to provide for a reserve fund and to defray the expenses of the Town, and for the purposes listed in the budget document, and to meet said appropriation transfer the sum of \$750,000 from Certified Free Cash, transfer the sum of \$65,000 from the Cemetery Graves & Foundations account, transfer the sum of \$10,000 from the Sale of Cemetery Lots account, transfer the sum of \$22,029 from the Title V Betterment Program, transfer the sum of \$1,200,000 from the Ambulance Receipts Reserved account and raise \$60,993,147 from the 2020 Tax Levy.

So carries unanimously.

ARTICLE 8. WATER ENTERPRISE BUDGET

To see if the Town will vote to appropriate \$3,819,561 from Water Enterprise receipts to defray Water Enterprise direct costs and that \$463,395 as appropriated in the General Fund Operating Budget be used for Water indirect costs, all to fund the total cost of operations of the Water Enterprise as follows, or take any other action relative thereto.

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Personal Services	\$ 1,675,514
Other Expenses	\$ 1,494,165
Debt Service	\$ 649,882
Appropriate for Direct Costs	\$ 3,819,561
Indirect Costs - Reimburse General Fund for Shared Expenses	\$ 463,395
Total Cost - Water Enterprise	\$ 4,282,956

Advisory Committee
Town Manager

We move that the Town vote to appropriate \$3,619,561 from Water Enterprise receipts and \$200,000 from Certified Retained Earnings to defray Water Enterprise direct costs and that the \$463,395 as appropriated in the General Fund Operating Budget be used for Water indirect costs, all to fund the total costs of operations of the Water Enterprise. Each item is to be expended by the Town Manager in accordance with Chapter 67 of the Acts of 2009, the Town Manager Act, for the purposes identified and those purposes only, and each item is to be considered a separate appropriation for that purpose only.

So carries unanimously.

ARTICLE 9. ACCEPT CHAPTER 90 ROAD GRANT MONIES

To see if the Town will vote to authorize the Board of Selectmen and the Town Manager to accept such sums of money as may be distributed by the Commonwealth of Massachusetts through the Chapter 90 highway grant program, so-called, funds to be expended by the Town Manager in accordance with the guidelines and requirements of the Massachusetts Highway Department, or take any other action relative thereto.

Board of Selectmen
Town Manager
Director of Public Works

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 10. SET LIMITS ON REVOLVING FUNDS

To see if the Town will vote to set limits on the Revolving Funds set forth in Section 6-31 of the Town of Hanover General By-Laws in accordance with Massachusetts General Laws Chapter 44, §53E1/2 as follows, or take any other action relative thereto:

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Revolving Fund	Limit on Spending
Library	\$ 15,000
Recreation Fund	\$250,000
GATRA	\$110,000
Forge Pond Park	\$ 20,000
Flu Clinic	\$ 20,000
Public Safety Vehicles	\$250,000

Finance Director
Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

**ARTICLE 11. AMEND GENERAL BYLAW SECTION 6-31 – DEPARTMENTAL
REVOLVING FUNDS**

To see if the Town will vote to amend the Town of Hanover General By-Laws by amending Section 6-31 to authorize revolving funds for use by certain Town departments, boards, committees, agencies or officers under MGL Chapter 44, §53E ½, or take any other action relative thereto.

A	B	C	D	E	F	G
Revolving Fund	Spending Authority	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses	Requirements / Reports	Fiscal Year
LIBRARY	Community Services Director <u>Library Director</u>	Late Fines	Expenditures may include salaries, benefits, facility and all those in support of programs	Any expenditure over \$5000 requires additional approval of Library Trustees	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2019.
RECREATION FUND	Community Services Director	Program Fees	Expenditures may include salaries, benefits, facility and all those in support of programs	Any expenditure over \$10,000 requires additional approval of Parks & Recreation Committee	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2018.

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A	B	C	D	E	F	G
Revolving Fund	Spending Authority	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses	Requirements / Reports	Fiscal Year
GATRA	Community Services Director	Fees related to transportation programs	Expenditures may include salaries, benefits, facility and all those in support of programs	Any expenditure over \$5,000 requires additional approval of Council of Aging Advisory Board	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2018.
FORGE POND PARK	Community Services Director	Fees related to programs	Expenditures may include salaries, benefits, facility and all those in support of programs	Any expenditure of \$5,000 requires additional approval of Parks & Recreation Committee	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2018.
FLU CLINIC	Community Services Director <u>Community Development & Municipal Inspections</u>	Receipts from Medicare / Medicaid Billing	Expenditures may include salaries, benefits, facility and all those in support of programs	Any expenditure over \$5,000 requires additional approval of Board of Health	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2019.
PUBLIC SAFETY VEHICLES	Police Chief	Proceeds from Sale of Public Safety Vehicles	Furnishings, equipment, and training relating to Public Safety Vehicles.	Any expenditure over \$10,000 requires additional approval of the Town Manager	Annual financial statement of this fund shall be included in the Town Report	Fiscal years that begin on or after July 1, 2018.

Town Manager
Finance Director

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 12. AMEND GENERAL BY-LAW SECTION 6-25 - FALSE ALARMS

To see if the Town will vote to amend Subsection 3 of Section 6-25 of the Town of Hanover General Bylaws by deleting the words “and by certified mail”, or take any other action relative thereto.

Finance Director
Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

**ARTICLE 13. AMEND GENERAL BY-LAW SECTION 6-24 – WATER USE
RESTRICTION**

To see if the Town will vote to amend General By-Law 6-24 as follows, or take any other action relative thereto:

Add the following sentence to the end of section 2 (Purpose):

Furthermore, this by-law seeks to advance the sustainability of the Town’s public water supply through appropriate restrictions.

Deleted the existing section 4 and replace it with the following:

Section 4. Declaration of a State of Water Supply Conservation

The Town through its ~~Board of Public Works~~ Town Manager may declare a State of Water Supply Conservation upon a determination ~~by a majority vote of the Board~~ that a shortage of water exists and conservation measures are appropriate to ensure an adequate supply to all water consumers. Public notice of a State of Water Conservation shall be given under section 6 of this by-law before it may be enforced.

Deleted the existing section 7 and replace it with the following:

Section 7. Termination of a State of Water Supply Conservation: Notice

A state of Water Supply Conservation may be terminated by the Town Manager ~~a majority vote of the Board of Public Works~~, upon a determination that the water supply shortage no longer exists. Public notification of the termination of a State of Water Supply Conservation shall be given in the same manner as required in section 6.

Add a new Section 9 as follows:

Section 9. Prohibition of New Automatic Sprinklers

Effective with the date of approval of this section of the by-law, new automatic irrigation sprinklers connected to the Town of Hanover's Water Supply shall be prohibited. This provision will have no effect on existing automatic irrigation sprinklers. Automatic sprinklers on Town-owned properties may be allowed if in the determination of the Town Manager adequate supplies exist to support such systems and that such systems are in the best interest of the public and public causes.

Renumber the existing section 9 Penalties as Section 10 Penalties.

Renumber the existing section 10 Severability as Section 11 Severability.

Town Manager
Director of Public Works

We move that the Town vote to accept this Article as printed in the Warrant.

Motion to end debate.

So carries unanimously.

Main motion to accept the Article as printed in the Warrant.

So carries unanimously.

ARTICLE 14. ADD TO GENERAL BY-LAWS - PRIVATE FIRE HYDRANT

To see if the Town will amend the general bylaws by adding the following, or take any other action relative thereto:

6 - PRIVATE FIRE HYDRANT INSTALLATION & MAINTENANCE

Section 1. – Purpose

To establish installation and maintenance standards, for fire hydrants located on private property to insure compatibility with the public water infrastructure supporting fire protection, and related needs.

Section 2. – Definitions

Hydrant: The above ground appliance (as defined by the National Fire Protection Association (NFPA)) used to provide a water supply to fire apparatus in the event of a fire or other emergency.

Private hydrant: A fire hydrant within a private residential or commercial development, whose water is provided by the Town, but the underground piping in which the water moves and the hydrants are owned and maintained by the property owner.

Hydrant owner: The person or entity (or their designee) according to Town records, that is responsible for tax payments (or other payments to the Town) for the property on which the hydrant is installed.

Hydrant maintenance: The process of regular maintenance of a fire hydrant to determine its capability to provide the desired water supply for which it was designed; and to exercise all valves, caps, etc.; and to lubricate and paint as needed.

Applicable Standard: American Water Works Association, Manual of Water Supply Practices, M-17, Installation, Field Testing and Maintenance of Fire Hydrants, fourth edition or newer.

Section 3 – Plan Review

The plan review process by the permit granting authority for both residential and commercial building shall include an assessment of fire protection needs by the Fire Chief or his/her designee and the Director of the Public Works Department or his/her designee (“Director”). If it is determined during the assessment that the public water infrastructure is not sufficient to support the fire protection needs of the project, the Fire Chief (or designee) may require the installation of additional fire hydrants (“Private Hydrant”).

Section 4. – Initial Installation

1. The Hanover Department of Public Works (“Department”) shall oversee the installation of all Private Hydrants. Installation shall conform to all applicable standards.
2. Failure to meet these standards shall be cause to deny either a temporary or final Occupancy Permit by the Building Commissioner.
3. Upon installation and prior to the flowing of any water via a newly installed Private Hydrant the Water Division of the Department shall be contacted and shall inspect the Private Hydrant. No water shall be allowed to flow through any Private Hydrant without documentation by the Department of the inspections and a determination by the Fire Chief and Director that the Private Hydrant complies with all applicable standards, rules and regulations.

Section 5. - Identification of Private Hydrants

1. All Private Fire Hydrants shall be painted as follows:
 - a. Barrel – Safety Yellow
 - b. Caps & Stem – Black
 - c. Bonnet – White
2. All Private Hydrants shall be marked by an approved identification means.

Section 6. – Maintenance

1. Once installed, the Property Owner shall ensure any Private Hydrants are inspected regularly, but in no event less than once annually, to insure satisfactory operation.
2. The inspection shall be performed to meet the applicable standard for hydrant inspection standards, and include, at minimum:
 - a. Verify ability to find hydrant, debris cleared
 - b. Verify ability to open hydrant
 - c. Verify ability to utilize hydrant for fire protection or maintenance purposes.
 - d. Verify hydrant drains properly
 - e. Reasonably assess status of paint and repaint, if necessary

- f. Lubricate all caps with food grade grease
 - g. Confirm auxiliary valve is open
 - h. Confirm a measured clearance of no less than fourteen inches between the bottom of all connections and the ground or installed base.
 - i. Tag inoperable hydrants with a clearly visible mark.
3. The Department of Public Works – Water Division shall be contacted prior to the flowing of any water via private fire hydrants.
 4. The Fire Department shall be notified if such a water flow could also result in receipt of a false alarm from an installed fire suppression system.

Section 7 – Authorized Inspection

1. The owner of a Private Hydrant System or Hydrant (collectively, “hydrant”) located on non-Town owned property shall maintain and have such hydrant annually inspected by a qualified person or entity chosen from a list provided by the DPW.
2. Such inspection must be performed to the standards required herein and must be reported to the DPW and Fire Department in a format approved by the Town

Section 8. – Notifications and Access

1. The Fire Department shall be contacted regarding any Private Hydrant that is taken out of service immediately upon discovery of the issue placing the hydrant out of service.
2. Upon completion of any work performed on a Private Hydrant, prior to placing a Private Hydrant back in service, the Water Division of the Department shall be contacted and shall inspect the Private Hydrant. No water shall be allowed to flow through any Private Hydrant without documentation by the Department of the inspection and a determination by the Fire Chief and Director that the Private Hydrant complies with all applicable standards, rules and regulations.
3. In accordance with M.G.L. Ch.148, Section 27A no person will shut off, disconnect, remove or disable a private hydrant without Town approval.
4. The Department of Public Works shall have access onto properties containing Private Hydrants, as necessary, for the purposes of inspecting for leaks.

Section 9 – Duty to repair

1. Upon notice of required repair issued by the Fire Department, Water Department or inspecting plumber, the property owner must complete such repairs and certify that the hydrant meets the inspection standards herein, within 30 days of such notice.

Section 10. – Penalties – Failure to Inspect, Failure to Repair, Non-compliance, Fraud

1. The penalty/fines for violation of this bylaw shall be as follows:
 - a. Failure to have hydrants maintained annually - \$300
 - b. Failure to notify the Water Division, Department of Public Works, and the Fire Department of failed hydrants, and furnish a repair plan - \$300
 - c. Failure to mark and/or clear snow from hydrants - \$100
 - d. Failure to remove landscape material(s) from hydrant - \$300
 - e. Failure to notify the Water Division, Department of Public Works, and the Fire Department 24 hours prior to performing maintenance procedures - \$100

2. Prior to commencing enforcement action for a violation of this bylaw, the enforcing person shall give the property owner a 30 day written notice to comply with the bylaw. Each day a hydrant is not in compliance with this by-law, and each hydrant found to be in violation of this bylaw, shall constitute a separate offense. All penalties and fines shall be payable to the Town's General Fund. Enforcement of this bylaw may be made pursuant to the General Laws, c. 40, sec. 21D, and the Town's General Bylaws, Article I, Section 4.0, and any other applicable enforcement authority.

Fire Chief
Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

**ARTICLE 15. ACCEPT MGL CHAPTER 59 §5 CLAUSE 54 - LOW-VALUE
PERSONAL PROPERTY TAX EXEMPTION**

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 54, exempting personal property from taxation if less than \$5,000.00; and further establishing the minimum value of personal property subject to taxation as \$5,000.00 beginning in Fiscal Year 2020, or take any other action relative thereto.

Finance Director
Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 16. ACCEPT PROVISIONS OF MGL CHAPTER 43D

To see if the Town of Hanover will accept the provisions of Chapter 43D of the Massachusetts General Laws as amended pursuant to Section 11 of Chapter 205 of the Acts of 2006, and to approve the filing of an application with the Interagency Permitting Board for the designation of land at 1775 Washington Street (Map 18, Parcel 7) and 516 Mill Street (Map 18, Parcel 4) as a Priority Development Site, or take any other action relative thereto.

Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 17. PEG ACCESS & CABLE RELATED FUND

To see if the Town will vote to appropriate the sum of \$350,000 to the PEG Access & Cable Related Fund for the purpose of monitoring compliance of the Town's cable operator with the franchise agreement, preparing for renewal of the franchise license, and providing local cable

access services and programming for the Town of Hanover in Fiscal Year 2020, or take any other action relative thereto.

Town Manager

We move that the Town vote to appropriate \$350,000 from the PEG Access & Cable Receipts Reserved Fund for the purposes as set forth in this article.

So carries unanimously.

ARTICLE 18. AMEND CAM COMMITTEE MISSION STATEMENT

To see if the Town will vote to amend the action taken by Town Meeting on May 11, 2009 as follows: "We move that the Town establish a Community Access and Media Committee which will be responsible to provide Public, Educational, and Governmental (PEG) Television services to ~~the cable television subscribers of~~ the Town of Hanover with funds appropriated by Town Meeting or other applicable sources and that this committee shall be constituted ~~annually~~ as follows: 1 member appointed by the School Committee, 1 member appointed by the School Superintendent, 2 members appointed by the Board of Selectmen, and 3 members appointed by the Town Moderator. Members of this committee will be appointed to staggered 3-yr terms, effective July 1, 2019. ~~said committee to be appointed as soon as possible and no later than June 30, 2009";~~ or take any other action relative thereto.

Town Manager
Community Development & Municipal Inspections Director
CAM Committee

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

**ARTICLE 19. APPROPRIATE FUNDS – INVENTORY OF HISTORICAL/
CULTURAL RESOURCES**

To see if the Town will vote, Pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$31,250 dollars, from the Town's Community Preservation Fund (CPF) to "to support phase III of the community-wide inventory of historical and cultural resources in the town of Hanover". The described application shall be completed within the scope approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Historical Commission

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 20. APPROPRIATE FUNDS – SHIPYARD MARKERS

To see if the Town will vote, Pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$8,800 dollars, from the Town's Community Preservation Fund (CPF) for the reconstruction of the two historical shipyard markers along the North River. The described application shall be completed within the scope approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Historical Commission

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 21. APPROPRIATE FUNDS – TENNIS COURTS AT HIGH SCHOOL

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation Act), and the Hanover General Bylaws, Section 4-19, to appropriate \$668,000.00 U.S. dollars, from the Town's Community Preservation Fund (CPF) for the reconstruction of eight tennis courts located at the High School. The described application shall be completed within the scope approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Facilities Engineering Manager

We move that the Town vote to accept this Article as printed in the Warrant.

Motion to cut off debate.

Motion passes, debate is cut off.

Main motion to accept the Article as printed in the Warrant.

Main motion carries.

ARTICLE 22. APPROPRIATE FUNDS – CEDAR SCHOOL SECURITY UPGRADES

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$300,000, or another sum, to install physical security upgrades at the Cedar School, said installation to be

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done at the direction of the Town Manager and the Superintendent of Schools, or take any other action relative thereto.

School Committee
Town Manager

We move that the Town vote to appropriate \$260,000 to be used as set forth in this Article, as identified in the chart below:

SOURCE			USE	
Description	Amount		Description	Amount
Sale of Real Estate Receipts Reserved	\$231,086.73		Cedar School Security	\$260,000.00
Certified Free Cash	\$28,913.27			
	\$260,000.00			\$260,000.00

So carries unanimously.

ARTICLE 23. APPROPRIATE FUNDS – RENOVATE CEDAR SCHOOL BATHROOMS

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$130,000, or another sum, to renovate bathrooms at the Cedar School, said renovation to be done at the direction of the Town Manager and the Superintendent of Schools, or take any other action relative thereto.

School Committee
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$70,000 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 24. APPROPRIATE FUNDS – POLICE STATION JAIL CELLS TOILETS

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$17,500, or another sum, to purchase, equip, and install toilets in the Police Station jail cells, said purchase, equipping, and installation to be done at the direction of the Town Manager, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$17,500 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 25. APPROPRIATE FUNDS – ONE TON DUMP TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$60,000, or another sum, to purchase and equip a one ton dump truck, said purchase and equipping to be done at the direction of the Town Manager, who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

We move that the Town vote to not accept this Article and take no further action.

So carries unanimously.

ARTICLE 26. APPROPRIATE FUNDS – 4X4 PICK-UP TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$42,000, or another sum, to purchase and equip a 4X4 pickup truck, said purchase and equipping to be done at the direction of the Town Manager, who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Director of Public Works
Town Manager

We move that the Town vote to appropriate \$42,000 to be used as set forth in this Article, as identified in the chart below:

SOURCE			USE	
Description	Amount		Description	Amount
Factory Pond Dam Repairs ATM 5/5/14 Article 40	\$6,727.21		4X4 Pickup Truck	\$42,000.00
DPW Large Dump Truck ATM 5/1/17 Article 33	\$21,487.17			
DPW Pickup Truck w/Plow ATM 5/1/17 Article 34	\$2,367.58			
Certified Free Cash	\$11,418.04			
	<u>\$42,000.00</u>			<u>\$42,000.00</u>

So carries unanimously.

ARTICLE 27. APPROPRIATE FUNDS – CEMETERY DUMP TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$70,000,

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or another sum, to purchase and equip a dump truck for the Hanover Center Cemetery, said purchase and equipping to be done at the direction of the Town Manager, who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Director of Public Works
Town Manager

We move that the Town vote to appropriate \$70,000 to be used as set forth in this Article, as identified in the chart below:

SOURCE			USE	
Description	Amount		Description	Amount
Sale of Cemetery Lots Receipts				
Reserved	\$35,000.00		Cemetery Dump Truck	\$70,000.00
Certified Free Cash	\$35,000.00			
	<u>\$70,000.00</u>			<u>\$70,000.00</u>

So carries unanimously.

ARTICLE 28. APPROPRIATE FUNDS – AMBULANCE

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$326,000, or another sum, to purchase and equip an ambulance, said purchase and equipping to be done at the direction of the Town Manager, who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Fire Chief
Town Manager

We move that the Town vote to appropriate \$326,000 to be used as set forth in this Article, as identified in the chart below:

SOURCE			USE	
Description	Amount		Description	Amount
Ambulance ATM 5/3/11 Article 30	\$1,461.36		Ambulance	\$326,000.00
Ambulance Receipts Reserved	\$324,538.64			
	<u>\$326,000.00</u>			<u>\$326,000.00</u>

So carries unanimously.

ARTICLE 29. APPROPRIATE FUNDS – ASSESSING SOFTWARE

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$45,700, or another sum, to purchase assessing software, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Finance Director

Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$45,700 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 30. APPROPRIATE FUNDS – TOWN-WIDE DATA CABLING

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$100,000, or another sum, to purchase town-wide data cabling, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Information Technology Director
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$100,000 to be used as set forth in this Article. We further move that the Information Technology Study Committee established by Article 45 of the spring 2017 Annual Town Meeting continue its existence, and report back to the next Annual Town Meeting.

So carries unanimously.

ARTICLE 31. APPROPRIATE FUNDS – SCHOOL WI-FI UPGRADES

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$65,000, or another sum, to purchase Wi-Fi upgrades in the schools, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Information Technology Director
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$65,000 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 32. APPROPRIATE FUNDS – SCHOOL VOIP PHONES

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$42,000, or another sum, to purchase voice over internet protocol (VOIP) phones for Middle and Cedar Schools, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Information Technology Director
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$42,000 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 33. APPROPRIATE FUNDS – WATER SERVICE VAN

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$38,000, or another sum, to purchase and equip a water service van, said purchase and equipping to be done at the direction of the Town Manager, who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Director of Public Works
Town Manager

We move that the Town vote to appropriate from Water Retained Earnings the sum of \$38,000 to be used as set forth in this Article.

So carries unanimously.

ARTICLE 34. APPROPRIATE FUNDS – WATER MAIN IMPROVEMENTS

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$300,000, or another sum, to purchase water main improvements, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Director of Public Works
Town Manager

We move that the Town vote to appropriate \$300,000 to be used as set forth in this Article, as identified in the chart below:

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SOURCE			USE	
Description	Amount		Description	Amount
Water Service Van ATM 5/5/14 Article 38	\$400.94		Water Mains	\$300,000.00
Water 4X4 Pickup Truck ATM 5/5/14 Article 37	\$855.00			
DPW 4-Wheel Drive Backhoe ATM 5/4/15 Article 26	\$369.00			
Crane Utility Truck ATM 5/2/16 Article 27	\$4,553.45			
Water Retained Earnings	\$293,821.61			
	<u>\$300,000.00</u>			
				<u>\$300,000.00</u>

So carries unanimously.

ARTICLE 35. TRANSFER SYLVESTER SCHOOL PROPERTY

To see if the Town will vote, pursuant to M.G.L. c. 40, §15A of the Massachusetts General Laws, to transfer from the Town of Hanover (School Committee) to the Town of Hanover Board of Selectmen, acting by and through its Board of Selectmen for general municipal purposes, sale, etc. purposes, the care, custody, management and control of the so-called Sylvester School, located at 495 Hanover Street, Massachusetts, containing the land and all buildings and structures thereupon, as shown on the Town of Hanover Assessors' Map 47, as Lot 5, excluding the portion of Lot 5 north of the Proposed Lease Area and West of the 2006 subdivision lot line as identified in the Sylvester School Exhibit Plan by Merrill dated April 1, 2019; and further to authorize the School Committee and the Board of Selectmen to take any action required to obtain any approval necessary to accomplish the purposes of this article; or take any other action relative thereto.

Board of Selectmen
School Committee

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 36. DISPOSE, LEASE, SELL SYLVESTER SCHOOL PROPERTY

To see if the Town will vote, pursuant to M.G.L. c. 40, §15 of the Massachusetts General Laws, to sell or otherwise dispose of the so-called Sylvester School, located at 495 Hanover Street, Hanover, Massachusetts, containing approximately 1.70 acres of land and all buildings and structures thereupon, as identified as the Proposed Lease Area in the Sylvester School Exhibit Plan by Merrill dated April 1, 2019, along with an easement over 0.41 acres of land, as identified

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as the Proposed Easement in the Sylvester School Exhibit Plan by Merrill dated April 1, 2019; both areas being a portion of the Town of Hanover Assessors' Map 47, as Lot 5, in accordance with all applicable laws, rules, and regulations, including, without limitation, M.G.L. c. 30B, §16; and further to authorize the School Committee and the Board of Selectmen to take any action required to obtain any approval necessary to accomplish the purposes of this article; or take any other action relative thereto.

Board of Selectmen

We move that the Town vote to accept this Article as printed in the Warrant.

Motion to amend main motion, as follows: To delete after “dated April 1, 2019”, in the fifth line “along with an easement over 0.14 acres of land, as identified as the Proposed Easement in the Sylvester School Exhibit Plan by Merrill dated April 1, 2019; both areas”.

Motion to refer the question back to the Sylvester School/Salmond Study Committee for further to review.

Motion to close the debate on the motion to refer back to the Sylvester School/Salmond School Study Committee.

Motion to close debate on the motion to refer passes; debate on the motion to refer is closed.

The motion to refer the question back to the Sylvester School/Salmond School Study Committee was counted. The counted votes were: Yes, vote to refer back – 101; No, no referral – 112; motion to refer fails.

Motion to close the debate on the amendment to the main motion.

Motion passes to close debate on the amendment to the main motion; debate is closed.

Motion to amend, which would remove the easement from the plan, fails.

Motion to close the debate on the main motion.

Motion to close the debate passes unanimously; debate is closed.

Back to the main motion to accept the original and unamended article as printed in the warrant.

Main motion was counted. There were 145 yes votes to approve the sale or disposition of the Sylvester School property, and 64 no votes. A two-thirds quantum vote was needed for the motion to pass; the main motion carries.

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Motion to adjourn to the Annual Town Election on Saturday, May 11, 2019 from 8:00 a.m. – 6:00 p.m., followed by the resumption of Town Meeting at 7:00 p.m. on Monday, May 13, 2019. Both events to be held at Hanover High School, 287 Cedar Street, Hanover.

Town Meeting adjourned at 11:52 p.m. on Monday, May 6, 2019.

NOTICE FOR THE ELECTION OF OFFICERS

Hanover High School, 287 Cedar Street
On **SATURDAY, THE 11th OF MAY 2019**
Then and there to act on the following:

To bring in their votes for each of the following:

For at term of five years:	One Planning Board Member
For a term of three years:	One Board of Assessors Member One Board of Health Member One Board of Selectmen Member One School Committee Member One Town Clerk One Trustee of the Public Library
For a term of two years:	One Board of Assessors Member
For a term of one year:	One Town Moderator

Polls open from 8:00 a.m. to 6:00 p.m., unless otherwise ordered by the Town.
And you are hereby ordered to serve this Warrant posting attested copies thereof seven days at least before the time of said meeting.

Given under our hands this 1st day of April, 2019.

BOARD OF SELECTMEN

Emmanuel J. Dockter, Chairman
John C. Tuzik, Vice-Chairman
Jocelyn Reardon Keegan
David R. Delaney
John S. Barry

Posted, Thomas F. Hayes, Constable

Posted this 19th day of April, 2019

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The meeting for the Annual Town Election was called to order Saturday, May 11, 2019 at 7:30 a.m. by Narice Casper II, Temporary Town Clerk and Town Clerk from the Town of Marshfield. At the meeting, the ballot boxes were opened, inspected, and found to be empty. After being locked, the keys were turned over to the police officer on duty. The polls were declared open at 8:00 a.m. and remained open until 6:00 p.m. when they were declared closed. Temporary Town Clerk Casper was joined by Northborough Town Clerk Andrew Dowd and Elections Systems and Software Area Manager John Lento who assisted with the new voting tabulators, and also by Plympton Assistant Town Clerk Patricia Detterman who served in the absence of the Hanover Assistant Town Clerk. Town Clerk Catherine Harder-Bernier recused herself from the election due to the fact that she appeared on the ballot, despite the fact that state law allowed her to run the election if she so chose. The Town Clerk's race was the only contested race on the ballot, and Harder-Bernier won handily by a 2-1 margin. Selectman John Tuzik was the highest vote getter among the uncontested races, with long-time Planning Board member Maryann Brugnoli right behind. Appointed member of the Board of Assessors Elaine Shea won the vacant unexpired term on that board and will serve for the remaining two years.

HANOVER OFFICIAL RESULTS - MAY 11, 2019

Board of Assessors - three years	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	116	116	114	105	451
Nancy C. Lyons	359	309	328	266	1262
Write-Ins	1	0	2	2	5
Total	476	425	444	373	1718

Board of Assessors - to fill a vacancy	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	126	107	96	99	428
Elaine J. Shea	346	314	347	271	1278
Write-Ins	4	4	1	3	12
Total	476	425	444	373	1718

Board of Health - 3 years	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Blank	122	120	116	107	465
John D. Dougherty	349	304	326	264	1243
Write-Ins	5	1	2	2	10
Total	476	425	444	373	1718

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	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Board of Selectmen - 3 years					
Blank	109	106	88	89	392
John C. Tuzik	359	317	352	284	1312
Write-Ins	8	2	4	0	14
Total	476	425	444	373	1718

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Moderator - 1 year					
Blank	114	109	101	90	414
Douglas T. Thomson	357	312	338	278	1285
Write-Ins	5	4	5	5	19
Total	476	425	444	373	1718

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Planning Board - 5 Yrs.					
Blank	108	98	94	107	407
Maryann Brugnoli	363	326	348	266	1303
Write-Ins	5	1	2	0	8
Total	476	425	444	373	1718

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
School Committee - 3 years					
Blank	135	113	114	109	471
Leah B. Miller	337	312	328	262	1239
Write-Ins	4	0	2	2	8
Total	476	425	444	373	1718

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Town Clerk - 3 Yrs.					
Blank	2	0	1	1	4
Catherine G. Harder-Bernier	327	283	262	266	1138
Diane R. Sawin	146	140	181	106	573
Write-Ins	1	2	0	0	3
Total	476	425	444	373	1718

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Trustee of the Public Library - 3 Yrs.					
Blank	109	110	104	96	419
Emily S. Blampied	365	313	338	275	1291
Write-Ins	2	2	2	2	8
Total	476	425	444	373	1718

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Total turnout	1,718
Number of registered voters	10,555
Percentage turnout	16.28%

After the close of the Town Election, Town Meeting was reconvened two days later. A quorum of 100 or more being present, the adjourned meeting at Hanover High School, 287 Cedar Street in Hanover, was called back to order by Town Moderator Douglas Thomson on Monday, May 13, 2019 at 7:02 p.m.

The Pledge of Allegiance was led by the Hanover Girl Scouts and Hanover Boy Scouts.

A moment of silence was held in memory of Mr. Arnold Itz, a long-time volunteer in the Town of Hanover, including as a member of the Planning Board.

ARTICLE 37. NAME VETERANS MEMORIAL

To see if the Town will vote to accept the official naming from the Hanover Veterans Garden to the Hanover Veterans Memorial, or take any other action relative thereto. On May 17th, 2018, by way of a letter signed and sent to the Town Moderator and Town Clerk, the Hanover Memorial Committee concluded their duties. Although a dedication ceremony was performed on November 11th, 2017, Hanover bylaw 3-2 "Procedures at Town Meeting", section 17 (established May 3rd, 2010) states that "The naming and dedication of any public grounds, facility, or building, including Memorial Plaques, can only take place with the approval of Town Meeting".

Veterans' Agent

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 38. MODIFY PARKING VIOLATION FINE SCHEDULE

To see if the Town will vote to modify the parking violation fine schedule as follows, or take any other action relative thereto:

Parking Violation Type	Associated Fine
Handicapped Parking	\$ 50.00
Impeding Snow Removal	\$ 50.00
Double Parking	\$ 50.00
Within 10' of Hydrant	\$100.00
Wrong Direction	\$ 50.00
Obstructing Crosswalk or Sidewalk	\$ 50.00
Obstructing Driveway	\$ 50.00
Restricted or Prohibited Area	\$ 50.00
Within 20' of Intersection	\$ 50.00
Over 1' from Curb	\$ 50.00

Blocking Fire Lane or Exit	\$ 50.00
Parking Outside Lanes	\$ 50.00
Service or Loading Zone	\$ 50.00

Police Chief
Finance Director
Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

**ARTICLE 39. ESTABLISH ANNUAL FEE FARMER-BREWERY ALCOHOLIC
BEVERAGE LICENSE**

To see if the Town will vote to establish a fee of \$500 annually for Farmer-Brewery Alcoholic Beverage Licenses issued by the Board of Selectmen under the authorization of M.G.L. c. 138, § 19C, or take any other action relative thereto.

Town Manager

We move that the Town vote to accept this Article as printed in the Warrant.

So carries unanimously.

ARTICLE 40. PETITION GENERAL COURT - 13 ADDITIONAL ALCOHOL LICENSES

To see if the Town will vote to petition the General Court to adopt the following special legislation relating to the Board of Selectmen receiving authority to issue additional on-premises alcoholic beverage licenses; provided, however, that the Legislature may make clerical or editorial changes of form only to the bill; provided further, that substantive changes shall be subject to the approval of the Board of Selectmen, which Board is hereby authorized to approve amendments within the scope of the general public objectives of the petition.

An Act Authorizing the Town of Hanover to Grant 13 Additional Licenses for the Sale of Alcoholic Beverages to be Drunk on the Premises.

SECTION 1. (a) Notwithstanding section 17 of chapter 138 of the General Laws, the licensing authority of the town of Hanover may grant up to 10 additional licenses for the sale of all alcoholic beverages to be drunk on the premises pursuant to section 12 of said chapter 138 and up to 3 additional licenses for the sale of wines and malt beverages to be drunk on the premises pursuant to said section 12 of said chapter 138 to establishments located within the Planned Shopping Center District, what is now known as the Hanover Mall and to become Hanover Crossing, located east of Route 53, north of Mill Street and west of Route 3 as defined by the town's zoning map as it existed as of May 2014. A license granted pursuant to this act shall be clearly marked on its face "Planned Shopping Center District, Hanover Crossing" and shall be subject to all of said chapter 138 except said section 17.

(b) The licensing authority shall not approve the transfer of a license granted pursuant to this act to any other location outside of the Planned Shopping Center District, Hanover Crossing, but it may grant any such license to a new applicant within the Planned Shopping Center District, Hanover Crossing if the applicant files with the licensing authority a letter from the department of revenue and a letter from the department of unemployment assistance indicating that the applicant is in good standing with those departments and that all applicable taxes, fees and contributions have been paid.

(c) If a license granted pursuant to this act is cancelled, revoked or no longer in use, the license shall be returned physically, with all of the legal rights, privileges and restrictions pertaining thereto, to the licensing authority and the licensing authority may then grant the license to a new applicant to be used at an establishment located within the Planned Shopping Center District, Hanover Crossing under the same conditions specified in this act.

(d) Licenses authorized in this act shall be granted within 3 years after the effective date of this act; provided, however, that if the license is originally granted within that time period, it may be granted to a new applicant pursuant to subsections (b) or (c) of section 1 anytime thereafter.

SECTION 2. This act shall take effect upon its passage.

By Petition: Richard W. Kearney
Thomas M. Burke
John Sacchetti
Brian Barthelmes
Joshua Donovan

We move that the Town vote to accept this Article as printed in the Warrant.

So carries.

ARTICLE 41. AMEND ZONING MAP

To see if the town will vote to amend the current Hanover Zoning Map dated May 2014 so as to include within the Commercial District Assessor's Parcel No. 30-27 and a portion of Assessor's Parcel No. 30-22 and 38-11 being more particularly described as follows:

Beginning at a point on the southerly side of Old Washington Street, at the northeasterly corner of land now or formerly of Arjan Keka and the northwesterly corner of land now or formerly of 18 Old Washington Street Realty Trust;

Thence with a curve turning to the right, having an arc length of approximately one hundred and eighty nine (189+/-) feet and a radius of nine hundred and seventy five and 00/100 (975.00) feet by the southerly side of Old Washington Street to a corner and the limit of the existing Residential A District and Commercial District zone line;

Thence running southerly along the zone line and crossing the property now or formerly of 18 Old Washington Street Realty Trust and the land now or formerly of 870-880 Washington Street Realty Trust approximately three hundred and twenty five (325+/-) feet to a corner;

Thence running westerly along the zone line and crossing the property now or formerly of 870-880 Washington Street Realty Trust approximately one hundred and fifty one (151+/-) feet to a corner and the land now or formerly of 18 Old Washington Street Realty Trust;

Thence running S 43°38'00" W a distance of approximately one hundred and forty five (145+/-) feet by land now or formerly of 870-880 Washington Street Realty Trust to a corner;

Thence running N 15°21'06" W along the zone line and crossing the property now or formerly of the land now or formerly of 18 Old Washington Street Realty Trust a distance of three hundred and three and 12/100 (303.12) feet to a corner and the land now or formerly of Arjan Keka;

Thence running N 26°08'50" E a distance of one hundred and ninety two and 45/100 (192.45) feet by land now or formerly of Arjan Keka to the southerly side of Old Washington Street and the point of beginning.

Containing approximately 1.8+/- acres.

By Petition: Brian W. Davidson
Patrice Hillier
Ruth M. McGee
Ruth A. McGee
Theresa Osgood

We move to refer this article back to the Planning Board for further study.

So carries unanimously.

ARTICLE 42. TRANSFER FUNDS TO OPEB TRUST FUND

To see if the Town will vote to raise and appropriate from available funds a sum of money to the OPEB Trust Fund, or take any other action relative thereto.

Finance Director
Town Manager

We move that the Town appropriate from Certified Free Cash the sum of \$100,000 to the OPEB Trust Fund.

So carries.

ARTICLE 43. APPROPRIATE FUNDS – SPECIAL EDUCATION RESERVE FUND

To see if the Town will vote to raise and appropriate and/or appropriate from available funds the sum of \$210,000, or another sum, to the Special Education Reserve Fund established under Article 12 of the 2017 Annual Town Meeting, or take any other action relative thereto.

Finance Director
Town Manager

We move that the Town vote to appropriate from Certified Free Cash the sum of \$210,000 to be transferred to the Special Education Reserve Fund.

So carries unanimously.

Motion to re-consider Article 36, to “dispose, lease or sell the Sylvester School property”.

Motion to close debate on the motion to re-consider Article 36.

The motion to close debate carries by a Moderator-called 2/3 majority which is not challenged; debate is closed.

Main motion to re-consider Article 36.

The motion fails to achieve the required two thirds majority needed. The Moderator’s call is not challenged.

Motion to dissolve the Annual Town Meeting.

Motion carries, the Annual Town Meeting is dissolved at 8:04 p.m. on Monday, May 13th, 2019.



Town of Hanover
TOWN CLERK'S OFFICE FEE SCHEDULE
Effective May 7, 2017

Birth Certificate	\$10
Marriage Intentions	\$30
Marriage Certificate	\$10
Burial Permit	\$10
Death Certificate	\$10
“Doing Business As” 4 year Certificate	\$40
Dog License – spayed/neutered	\$10
Dog License – not spayed/not neutered	\$15
Dog License late fee	\$10
Personal Kennel License	\$50
Commercial Breeder’s Kennel License	\$75
Commercial Boarding or Training Kennel License	\$100
Street Listing	\$10
Gas Permit renewal	\$100
Record of voters list for candidates for public office	n/c
Census/VRIS extracts for Hanover Public School use	n/c
Census/VRIS extracts on CD - all other requestors	\$50
Census/VRIS extracts on paper – all other requestors	varies
Duplicate copy per page	\$.05
A reasonable hourly rate charge may be made for public records requests based on public records law. An estimate will be provided to the requestor upon receipt of the request.	

HANOVER FIRE DEPARTMENT

FEE SCHEDULE

Effective July 1, 2011

Fire Alarm Permit and Inspection			
Residential [ALL]	[MGL 148 s26B, F/F1/2&E]	50.00	per unit
Commercial – New	[530 CMR s10]	100.00	Base + 25.00 per unit
Commercial – Renovate Existing	[530 CMR s10]	50.00	per unit
Sprinkler System Permit and Inspection			
Residential – New Installation		50.00	
Commercial – New Installation	[MGL 148 s27A]	200.00	
Repair or Alteration to System [ALL]	[MGL 148 s27A]	50.00	
Fuel and Flammable Storage/Use			
Oil Burner Installation/Alteration [ALL]	[527 CMR 4, MGL 148 s10A]	40.00	
Underground Storage Tank Installation [ALL]	[527 CMR 9.05]	50.00	per tank
Maintain New/Existing Underground Storage Tank	[MGL 148 s10A, s23]	50.00	
Residential AST/UST Removal	[MGL 148 s38A]	50.00	per tank
Commercial UST Removal	[MGL 148 s38A]	100.00	per tank
Flammable Liquid Storage	[MGL 148 s10A]	30.00	
LP Gas Installation & Storage	[MGL 148 s10A, 527 CMR 6]	40.00	
Propane Cylinder for Exchange	[MGL 148 s10A, 527 CMR 6]	50.00	annually
Blasting and Explosives	[MGL 148 s10A]	50.00	
Fireworks Display – Permit	[MGL 148 s39A]	100.00	per event
Fireworks Display – Detail [4 hr min.]	[527 CMR 2.10(3)]		
Permits and Inspections			
Tank Truck Inspection	[527 CMR 8.03(2)]	50.00	
Cutting and Welding	[527 CMR 39.04]	50.00	
Misc. Permits *	[MGL 148 s10A]	30.00	
Hood Suppression System	[527 CMR 23]	50.00	
Vent-free Gas Appliances	[527 CMR 30]	40.00	

HANOVER FIRE DEPARTMENT

FEE SCHEDULE

Effective July 1, 2011

Other		
Application for License	[MGL 148 s10A,s28]	50.00
Demolition of a Structure	[MGL 148 s10A,s28]	30.00
Re-inspection [Commercial – After failed test or inspection or not ready on date scheduled]	[MGL 148 s10A,s28]	100.00
Inspections [Quarterly]	[MGL 148 s4]	50.00
Inspections [Health care facilities]	[MGL 111 s51]	50.00
Inspections [Lumberyards]	[527 CMR 17]	50.00
Details [As required – 4 hr. min.]	[MGL 148 s28]	
Plan Review		
Commercial Building Plans Review		
[Town Engineer Review]	[530 CMR 1]	Reference Schedule
Commercial/Residential Building Plans Review		
[No Town Engineer Review]	[530 CMR 1]	100.00
Site Plan Review – Commercial		100.00
Site Plan Review – Residential		100.00
[6 or more residences]		
Site Plan Review – Residential		
[Up to 5 residences]		50.00
Site Plan Review – Retreat Lot		50.00
Records Search – Public Record	[950 CMR 32.06]	25.00
Records Search – Ch. 21E Site Assessment	[950 CMR 32.06(1)(9c)]	25.00
Copies		.20 per page

* Tar Kettle, Spray Booths, Dumpster, Powder Storage, Ammunition Storage, Flammable Decorations, other.

HANOVER POLICE DEPARTMENT

FEE SCHEDULE

Effective July 1, 2010

False Alarms

Alarms # 1-3	No Charge
Alarms # 4-6	105.00
Alarms # 7-11	205.00
Alarms # 11 and over	505.00

Solicitation Permit

Groups of 1 to 4 people	25.00
Groups of 5 to 9 people	50.00
Groups of 10 or more	100.00

TOWN OF HANOVER
BUILDING PERMIT FEES

Effective July 1, 2010

***FEE OF \$10.00 PER THOUSAND IS BASED ON CONSTRUCTION COSTS SQUARE FOOT
 (\$50.00 PER UNIT INSPECTION FEE FOR MULTI-FAMILY)**

***New Construction Estimate**

COMMERCIAL	\$ 90.00 per square foot
INDUSTRIAL	\$ 90.00 per square foot
RESIDENTIAL	\$ 90.00 per square foot
MULTI-FAMILY (3 or more units)	\$ 90.00 per sq ft plus \$50.00 per unit inspection fee

***Addition Estimate**

COMMERCIAL	\$ 90.00 per square foot
INDUSTRIAL	\$ 90.00 per square foot
RESIDENTIAL	\$ 80.00 per square foot

***Alteration Estimate**

COMMERCIAL	Contract Cost
INDUSTRIAL	Contract Cost
RESIDENTIAL	Contract Cost

GARAGE 1 CAR	\$ 150.00
GARAGE 2 CAR	\$ 300.00
*OPEN DECK, FARMER'S PORCH ESTIMATE	\$ 40.00 per square foot
*SHEDS OVER 120 SQUARE FEET ESTIMATE	\$ 35.00 per square foot
CERTIFICATE OF INSPECTION	\$ 50.00
CHIMNEY	\$ 65.00
CONSTRUCTION TRAILER	\$ 50.00
DEMOLITION PERMIT ESTIMATE	\$ 10.00 per \$1,000
MOBILE HOME (30 DAYS ONLY)	\$ 50.00
OCCUPANCY PERMIT	\$ 50.00
RELOCATE BUILDING ESTIMATE	\$ 10.00 per \$1,000
*SIGNS	\$ 5.00/sq.ft.
SITE INSPECTION	\$ 75.00
(BUILDING, ELECTRIC & PLUMBING INSPECTIONS)	
STOVES	\$ 50.00
TEMPORARY OCCUPANCY PERMIT	\$ 50.00
TEMPORARY SIGNS	\$ 50.00 COM'L/IND ---- \$25.00 RES 1-2 FAMILY
❖ TENTS	\$ 50.00 COM'L/IND-----\$10.00 RES 1-2 FAMILY
❖ YARD SALES	\$ 5.00
MECHANICAL FEE	\$ 100.00
MINIMUM FEE	\$ 50.00 COM'L/IND ---- \$25.00 RES 1-2 FAMILY
❖ EXCEPT AS NOTED	

PENALTY FOR DOING WORK WITHOUT A PERMIT* DOUBLE FEE***

Fee Schedule – Department of Municipal Inspections

TOWN OF HANOVER
ELECTRICAL PERMIT FEES
Effective July 1, 2011

COMMERCIAL, INDUSTRIAL & MERCANTILE- Includes building with 3 or more dwelling occupancies

New Construction

First \$5,000. valuation	\$ 75.00
Each add'l \$1,000	\$ 5.00
Maximum Fee	\$ 2,500.00

Remodeling & Additions

First Machine	\$ 50.00
All Other – Each	\$ 30.00
Air Conditioners	\$ 5.00 per ton/maximum \$150.00

Fixtures, Switches & Receptacles

First 5	\$50.00
6-29	\$ 70.00
30-100	\$ 130.00
Over 100 outlets	\$ 2.00 per outlet
Each add'l 100 outlets	\$ 50.00
Each 4' section of fluorescent fixture shall be considered one fixture.	
Electric Signs	\$ 75.00

Transformer

5 KVA or less	\$ 50.00
15 KVA	\$ 70.00
Over 15 KVA	\$ 90.00

Services

200 Amps or less	\$ 50.00
Each add'l 100 Amps or portion thereof	\$ 30.00
Each add'l meter and sub-main	\$ 30.00

Gas Stations

Gas Pumps – Each	\$ 75.00
Pole Lighting	\$ 20.00
Pole Lighting maximum	\$ 240.00
Canopy for Service Station (Prewired)	\$ 100.00

Miscellaneous- Applies to both Residential & Commercial

Annual permits and inspections	\$ 200.00
Requests for inspections (other than usual permits)	\$ 75.00
Re Inspection Fee - 1st time	\$ 50.00
2nd time	\$ 75.00
Carnivals and Concessions	\$ 100.00
Fire & Smoke Alarm Systems	\$ 50.00

Fee Schedule – Department of Municipal Inspections

Burglar Alarm	\$ 50.00
Traffic Light	\$ 100.00
Each add'l if applied for at same time	\$ 50.00
Underground Conduit 1-5 (subdivision)	\$ 100.00
6-10 (subdivision)	\$ 125.00
Over 10 (subdivision)	\$ 150.00
Telecommunication (first 30 jacks)	\$ 50.00
Each add'l jack	\$ 2.00
Minimum Fee	\$ 75.00

Fee Schedule – Department of Municipal Inspections

TOWN OF HANOVER
ELECTRICAL PERMIT FEES
Effective July 1, 2011

RESIDENTIAL

New Dwellings	\$ 200.00
Electric Heat additional	\$ 40.00

Remodeling & Additions

Switches, Receptacles & Fixtures

First 5	\$ 50.00
6-29	\$ 60.00
30-50	\$ 80.00
51 or more	\$ 100.00

Major Appliances

Replacement Water Heater (same size)	\$ 50.00
Ranges, Counter Top Units, Ovens, Disposal & Dishwasher (each)	\$ 50.00
Hot Water Heaters	\$ 40.00
Gas or Oil Burners	\$ 50.00
Portable Air Conditioners	\$ 40.00
Stationary Air Conditioners - \$15.00 per ton maximum per unit ..	\$ 100.00/Unit
(applies to both Commercial and Residential)	

Services

Not over 200 amps connected, each 100 amps or less	\$ 50.00
Each add'l meter or sub-feed/sub-panel	\$ 30.00
Temporary Service	\$ 50.00

Swimming Pools

Above Ground	\$ 75.00
Inground	\$ 100.00
Hot Tubs and Spas	\$ 75.00
Hydromassage Tubs	\$ 50.00

Any Device not Listed

First 10KW	\$ 30.00
Each add'l KW	\$ 3.00
Septic Alarm (only).....	\$ 40.00
Pump and Alarm.....	\$ 60.00

Minimum Fee	\$ 50.00
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Fee Schedule – Department of Municipal Inspections

TOWN OF HANOVER
GAS PERMIT FEES
Effective July 1, 2011

Residential

Hot Water Tank/Tankless	\$ 40.00
(Combination with Plumbing Permit)	
First Fixture.....	\$ 45.00
Each Additional Fixture.....	\$ 20.00
Reinspection Fee	\$ 45.00
Minimum Fee	\$ 45.00

Commercial

Hot Water Tank/Tankless	
(Combined with Plumbing Permit	\$ 55.00
First Fixture	\$ 55.00
Each Additional Fixture	\$ 25.00
Reinspection Fee	\$ 75.00
Minimum Fee	\$ 55.00

**NOTE: ANY APPLICATION THAT HAS MORE THAN ONE
FIXTURE MUST CHECK OFF TEST \$ 20.00**

PENALTY FOR DOING WORK WITHOUT A PERMIT DOUBLE FEE

Fee Schedule – Department of Municipal Inspections

TOWN OF HANOVER

PLUMBING PERMIT FEES

Effective July 1, 2011

Residential

New house minimum	\$ 200.00
Hot Water Tank/Tankless (Combined with Gas Permit).	\$ 35.00
Hot Water Heater (Electric)	\$ 35.00
Back Flow Preventer	\$ 35.00
This is not 1 st fixture and must be checked off on all Boiler replacements.	
First Fixture	\$ 35.00
Each Additional Fixture	\$ 25.00
Reinspection Fee	\$ 50.00
Minimum Fee	\$ 35.00

Commercial

Hot Water Tank/Tankless	\$ 50.00
(Combined with Gas Permit)	
Hot Water Tank (Electric)	\$ 50.00
Backflow Preventer	\$ 45.00
First Fixture	\$ 55.00
Each Additional Fixture	\$ 25.00
Reinspection Fee	\$ 75.00

Minimum Fee **\$ 55.00**

Demo of any Kind **\$ 100.00**

PENALTY FOR DOING WORK WITHOUT A PERMIT DOUBLE FEE

Fee Schedule – Department of Municipal Inspections



TOWN OF HANOVER DEPARTMENT OF WEIGHTS AND MEASURES FEE SCHEDULE 4/15/2008

SCALES	FEE	MEASURING DEVICES	FEE
OVER 10,000 LBS.	\$125.00	GASOLINE METER	\$20.00
5,000-10,000 LBS.	\$ 75.00	VEHICLE TANK (OIL TRUCKS)	\$40.00
1,000-5,000 LBS.	\$ 50.00	EACH INDICATOR	\$25.00
100-1,000 LBS.	\$ 40.00	VEHICLE TANK GRAVITY	\$40.00
10-100 LBS.	\$ 20.00	BULK STORAGE	\$45.00
10 LBS – LESS	\$ 15.00		
		OTHER DEVICES	
ALL WEIGHTS	\$ 2.00	TAXI METERS	\$25.00
AVOIRDUPOIS, METRIC		ODOMETER/HUBODOMETER	\$25.00
APOTHECARY, TROY			
		LEATHER MEASURE	\$10.00
		(SEMI-ANNUAL)	
		FABRIC MEASURING	\$10.00
		WIRE/ROPE CORDAGE	\$10.00
		LINEAR MEASURES	\$ 5.00
		YARD STICKS/ TAPES	
REVERSE VENDING	\$0		
(BOTTLE RETURN)			
RETAIL CHECKOUT SYSTEMS / SCANNER UNITS			
EACH	\$ 25.00		
LESS THAN 4 UNITS	\$ 75.00		
4 TO 11 UNITS	\$150.00		
MORE THAN 11 UNITS	\$250.00		

Fee Schedule – Department of Municipal Inspections

**HANOVER BOARD OF HEALTH
FEE SCHEDULE**

Effective July 1, 2011

<u>PERCOLATION TESTS / OBSERVATION HOLES</u>	\$ 300.00	1/2 day A.M. only
	\$ 600.00	Full Day A.M. and P.M.
<u>DISPOSAL WORKS PERMIT</u> (new or repair)		
up to 500 gallons	\$ 200.00	Per System or Building
500- 999 gallons	\$ 300.00	
1,000-1,999 gallons	\$ 325.00	
2,000-9,999 gallons	\$ 450.00	
over 10,000 gallons	\$ 850.00	
<u>COMPONENT REPAIR</u>	\$ 75.00	(based upon 1 insp., add'l inspections @ \$75 per)
<u>RESUBMISSION OF PLANS</u>	\$ 55.00	Requiring add'l review time
or	\$ 25.00	Not requiring add'l review time (in house)
<u>SUBMISSION OF ESTABLISHMENT PLANS</u>	EQUAL TO COST OF THE PERMIT(S)	
<u>FOOD PERMIT</u> (Retail up to 999 S/F)	\$ 125.00	Annually
1,000 S/F to 9,999 S/F	\$ 200.00	Annually
10,000 S/F PLUS	\$ 500.00	Annually
<u>FOOD ESTABL. PERMIT - FOOD SERVICE</u>		
Seating - 0-30	\$ 150.00	Annually
Seating – 31-99	\$ 150.00	Annually
Seating- 100 Plus	\$ 300.00	Annually
<u>COMMON VICTUALLER/INNHOLDER</u>	\$ 200.00	New Application
<u>COMMON VICTUALLER/INNHOLDER</u>	\$ 75.00	Renewal
<u>MILK PERMIT</u>	\$ 10.00	Annually
<u>FROZEN FOOD DESSERT PERMIT</u>	\$ 25.00	Annually
<u>CATERING</u>	\$ 50.00	Annually
<u>MOBIL UNITS PERMIT - YEARROUND</u>	\$ 100.00	Annually
<u>MOBIL UNITS PERMIT – SEASONAL</u>	\$ 50.00	Annually
<u>TOBACCO SALES PERMIT</u>	\$ 100.00	Annually
<u>TEMPORARY FOOD PERMIT-MULTIPLE VENDOR EVENTS</u>	\$ 15.00	(Per Event, for vendors not already licensed)
<u>REINSPECTION FEE FOR FOOD ESTAB.</u>	\$ 75.00	Per Hour (one hour minimum)
<u>TITLE V INSPECTORS PERMIT</u>	\$ 100.00	Annually
<u>INSTALLERS PERMIT</u>	\$ 100.00	Annually
<u>TEST FEE FOR INSTALLERS PERMIT</u>	\$ 25.00	Per Test
<u>SEPTAGE PUMPERS PERMIT</u>	\$ 100.00	Annually
<u>RUBBISH COLLECTORS</u> (Garbage License)	\$ 100.00	Annually
<u>TANNING SALON LICENSE</u>	\$ 100.00	Annually
<u>BODY ART ESTABLISHMENT</u> (Tattooing / Body Piercing)	\$ 200.00	Annually
<u>BODY ART PRACTITIONER</u>	\$ 75.00	Annually
<u>PUBLIC/PRIVATE CAMP LICENSE</u>	\$ 225.00	Annually (\$10.00 Lic & \$215.00 Applic. & Inspect. fee)
<u>PUBLIC SWIMMING POOL PERMIT</u>	\$ 150.00	Per Pool / Annually
<u>FUNERAL DIRECTOR LICENSE</u>	\$ 25.00	Annually
<u>ANIMAL PERMIT</u>	\$ 25.00	Annually

Fee Schedule – Department of Municipal Inspections

HANOVER BOARD OF HEALTH FEE SCHEDULE (Continued)

Effective July 1, 2011

<u>TEMPORARY ONE DAY EVENT FEE *</u>	\$ 50.00	Per Event (an additional fee will be required for inspections, TBD by the BOH, based upon size of event)
<u>INSPECTION FEE FOR TEMPORARY EVENTS</u>	\$ 75.00	Per Hour (one hour minimum)
<u>CARNIVAL FEE *</u>	\$ 250.00	Per Event (based upon 5 food booths, \$50 per booth after that)
<u>FARMERS MARKET FEE *</u>	\$ 500.00	Entire Season
<u>WELL PERMIT</u> – Drinking	\$ 100.00	
<u>WELL PERMIT</u> - Irrigation	\$ 50.00	
<u>EMERGENCY INSPECTION FEE</u> - During Town Hall hours	\$ 100.00	1st hour
	\$ 75.00	Each Additional Hour (1 hour min.)
<u>EMERGENCY INSPECTION FEE</u> - After Town Hall hours, holidays & weekends	\$ 200.00	1st hour
	\$ 150.00	Each Additional Hour (1 hour min.)
<u>RE-INSPECTION</u>	\$ 75.00	1 Hour Min.
<u>COURT APPEARANCE</u>	\$ 250.00	Min. 1/2 Day / \$500 Full Day
<u>HOUSING CERTIFICATION</u>	\$ 75.00	
<u>APPLICATION FEE FOR MULTI - UNIT HOUSING</u>	EQUAL TO COST OF THE PERMIT(S)	
<u>MULTI - UNIT HOUSING LICENSE</u>		
1-9 rooms	\$ 100.00	Annually
10-23 rooms	\$ 150.00	Annually
more than 24 rooms	\$150.00 + \$15.00 For Each Additional Unit	

* The Board of Health reserves the right to charge additional fees to the applicant for temporary events to recover costs incurred. Any person or business working without a permit or license will be subject to a fine equal to double the permit fee.

Fee Schedule – Department of Municipal Inspections

PLANNING BOARD

FEE SCHEDULE & SUBMISSION REQUIREMENTS FOR PERMITS & FILINGS



AS OF JULY 1ST, 2009

Permit Type (Regulation Reference)	Permit Filing Fee †	Number of Plan Copies Required †	Consultant Review Fees & Additional Requirements †
Approval Not Required (ANR / Form A) <i>Subdivision Rules & Regs Section II.B.</i>	\$250.00 (filing) & \$250.00 (per buildable lot)	1 Mylar 5 Bond copies <i>** AutoCAD Copy Required</i>	Not Applicable
Preliminary Subdivision <i>Subdivision Rules & Regs Section III.A.1. Section III.A.2.</i>	\$1,000.00 (filing)	10 large copies (24x36) 7 small copies (11x17)	\$6000 initial Consultant Review Fee (Additional increases if necessary, all excess funds returned to applicant)
Definitive Subdivision <i>Subdivision Rules & Regs Section III.B.1.</i>	\$1,000.00 (per buildable lot)	10 large copies (24x36)* 7 small copies (11x17) <i>*1 Mylar of approved plan for signing ** AutoCAD Copy Required</i>	\$6000 initial Consultant Review Fee (Additional increases if necessary, all excess funds returned to applicant) Advertising & Notice Costs (varies)
Site Plan Review <i>General Bylaws Section 6-18: Fees Subsection 3</i>	\$2,000.00 (filing)	10 large copies (24x36) 7 small copies (11x17) <i>*Design Review Board Submission (see Note 3 below) ** AutoCAD Copy Required</i>	\$6000 initial Consultant Review Fee (Additional increases if necessary, all excess funds returned to applicant) Advertising & Notice Costs (varies)
Special Permit(s) <i>General Bylaws Section 6-18: Fees Subsection 3</i>	\$500.00 (Per Special Permit)	10 large copies (24x36) 7 small copies (11x17)	See Above Requirements for “Site Plan Review” (filed in conjunction)

† NOTES:

- 7 Small Plan Copies (11x17) are required for review and approval by seven (7) Planning Board members
- 10 Large Plan Copies (24x36”) are required for review and comment by the following:

(A) Town Planner	(F) Building Inspector
(B) Conservation Agent/Conservation Commission	(G) Health Agent/Board of Health
(C) Department of Public Works/Board of Public Works	(H) Design Review Board
(D) Police Department / Traffic Control Officer	(I) File Copy
(E) Fire Department / Fire Prevention Officer	(J) File Copy
- Only 2 copies are required for the application form, general correspondence, stormwater calculations, and additional reports and documentation.
- Filing, consultant review and permit fees may be waived for a Limited Site Plan Reviews, however, advertising and associated fees are required per state law.
- Abutter Notification shall be as follows:

<u>Definitive Subdivisions:</u> Direct Abutters w/ Certified Mail, Return Receipt Requested
<u>Special Permits & Site Plan Reviews:</u> Abutters within 300 ft. w/ Certificate of Mailing
- 2 Copies of the following items must be included for review and comment by the Hanover Design Review Board (DRB) for All New or Altered Structures proposed, including any proposed Planned Residential Development for Seniors (PRDS) or Village Planned Unit Developments (VPUD):

(A) Building Layout Plans	(C) Elevations/Building Facades
(B) Signage Details	(D) Detail on Exterior Treatment



TOWN OF HANOVER CONSERVATION COMMISSION FEE SCHEDULE
EFFECTIVE 1/18/07 (as revised by vote of the Commission on 1/17/07)

APPLICATION Type:	PROJECT Type:	FEE:	
Notice of Intent* (NOI) (NOI) (NOI) (NOI) (NOI)	Category 1	\$ 110.00	per activity
	Category 2	\$ 500.00	per activity
	Category 3	\$ 1050.00	per activity
	Category 4	\$ 1450.00	per activity
	Category 5	\$4.00	per linear ft
Notice of Resource Area Delineation* (ANRAD)	Category 6 <i>also requires establishment of Guaranteed Deposit Account</i>	\$100.00	per resource area
(ANRAD) w/ Simplified Review (ANRAD w/SR)	NO LONGER APPLICABLE Category 6a <i>also requires establishment of Guaranteed Deposit Account</i>	\$25.00 plus \$ 100.00	per resource area
Request for Determination of Applicability (RDA) (RDA) (RDA)	Category 7	\$ 100.00	per activity
	Category 8	\$ 150.00	per lot
	Category 9	\$ 250.00	per activity
Other Fees applicable to Category 1 - Category 9	Category 10	Additional 50% of applicable fee	Riverfront Area Activity
	Category 11	Additional 100% of applicable fee	After-the- Fact filings
Certificate of Compliance (COC) (COC) (COC) (COC)	<i>Prior to 10/3/93:</i> Residence	\$ 50.00	
	Non-residence	\$ 100.00	
	Subdivision	\$ 200.00	
	<i>10/4/93 to present:</i>	***No-Fee***	
Extension Permit	<i>within the first three years of issuance</i>	\$ 50.00	
	for expired permits	\$ 100.00	per expired year
Enforcement Order	<i>To recommence work:</i> Residence	\$ 100.00	
	New residence	\$ 200.00	
	Other	\$ 500.00	
Letter to Lender/Release of lot(s)		\$ 50.00	
Agent Site Visit	Residential	\$ 50.00	

<i>for other than application process or for additional site inspections.</i>	Non-residential	\$ 100.00
Emergency Certificate		\$ 200.00
Request to Review Revised Plan or Request for an Amended OOC	If app. fees were based of Category 1, 6 - 9	\$ 50.00
	If NOI fees were based on Category 2	\$ 200.00
	If NOI fees were based on Category 3 - 5	\$ 400.00
Duplicate True Attested Copies	all documents	\$ 10.00 per document

Explanation of Fees

TOWN OF HANOVER CONSERVATION COMMISSION FEE SCHEDULE EFFECTIVE 1/18/07 (as revised by vote of the Commission on 1/17/07)

Category 1 Fee for each activity is **\$110 per activity**

- a) Existing dwelling; accessory structure, addition, driveway, pool, etc.;
- b) Site Preparation, removal of vegetation, excavation, grading, house not proposed;
- c) Control of nuisance vegetation by removal, herbicides, etc. pursuant to 310 CMR 10.53(4)
- d) Resource Area improvement;
- e) Septic Upgrade, repair;
- f) Monitoring well activities;
- g) new agricultural or aquaculture projects.

Category 2 Fee for each activity is **\$500.00 per activity**

- a) Construction of single family house, site prep., detention basin, driveway (projects not pursuant to 310 CMR 10.53(3)(e));
- b) parking lot;
- c) beach nourishment;
- d) electric generating facility activities, unrelated to drainage;
- e) inland limited projects except road crossings and agriculture;
- f) each crossing for driveway to single family house;
- g) any point source discharge;
- h) control vegetation in development;
- i) water level variations;
- j) any other activity not in Category 1, 3, 4, 5 or 6;
- k) water supply exploration.

Category 3 Fee for each activity is **\$1,050.00 per activity**

- a) site preparation (for development) beyond Notice of Intent scope;
- b) each building (for development) including site;
- c) road construction not crossing or driveway;
- d) hazardous cleanup;
- e) water supply development.

Category 4 Fee for each activity is **\$1,450.00 per activity**

- a) each crossing for development or commercial road;
- b) dam, sluiceway, tide-gate (safety) work;
- c) landfills operation/closures;
- d) sand and gravel operations;
- e) railroad line construction;
- f) bridge;
- g) hazardous waste alterations to resource areas;
- h) dredging;
- i) package treatment plant and discharge;
- j) airport tree clearing;
- k) oil and/or hazardous material release response actions.

Category 5 Fee is **\$ 4.00 per linear foot**; (total fee not to be less than \$100.00 or greater than 2,000.00)

- a) work on docks, piers, revetments, dikes, etc. (coastal or inland).

Category 6 Fee is **\$ 100.00 per resource area** delineated on all property types for an Abbreviated Notice of Resource Area Delineation (**ANRAD**).

A Guaranteed Deposit Account is required (minimum amount \$500.00) for the hiring of the Commission's Wetland Consultant as established in MGL Chapter 131, Section 40 and the Town of Hanover By-Law #6-14. No site

inspections by the Commission's Wetland Consultant will take place until the account is established; there are no exceptions.

- a) each Bordering Vegetated Wetland
- b) each Isolated Wetland regardless of type and size
- c) each Riverfront Area including any FEMA Flood Zone
- d) each Vernal Pool, regardless of size
- e) each Intermittent Stream, brook, etc.
- f) each "other" area that meets State and local standards to qualify as a resource area and not listed in a. - e.

Explanation of Fees- *continued*

TOWN OF HANOVER CONSERVATION COMMISSION FEE SCHEDULE EFFECTIVE 1/18/07 (as revised by vote of the Commission on 1/17/07)

Category 6a Fee is **\$25.00 plus an additional \$100.00 per resource** area delineated on *all property types* for an Abbreviated Notice of Resource Area Delineation with Simplified Review (**ANRAD w/ SR**).

A Guaranteed Deposit Account is required (minimum amount \$500.00) for the hiring of the Commission's Wetland Consultant as established in MGL Chapter 131, Section 40 and the Town of Hanover By-Law #6-14. No site inspections by the Commission's Consultant will take place until the account is established; there are no exceptions.

- a) each Bordering Vegetated Wetland
- b) each Isolated Wetland regardless of type and size
- c) each Riverfront Area including any FEMA Flood Zone
- d) each Vernal Pool, regardless of size
- e) each Intermittent Stream, brook, etc.
- f) each "other" area that meets State and local standards to qualify as a resource area and not listed in a. - e.

Category 7 Fee is \$100.00 for work >50 ft. from resource areas or temporary activities

- a). existing dwelling; accessory structure, addition, driveway, pool, etc.;
- b). site Preparation, removal of vegetation, excavation, grading, w/ **house not proposed**;
- c). control of nuisance vegetation by removal, herbicides, etc. pursuant to 310 CMR 10.53(4)
- d). resource Area improvement;
- e). septic Upgrade, repair;
- f). monitoring well activities, irrigation wells;

Category 8 Fee is **\$150.00** for work >50 ft. from resource areas or temporary activities

- a). new single family dwelling,
- b). site preparation for new single family dwelling
- b). septic system for new residential lot
- c). landscaping in relation to new residential lot

Category 9 Fee is **\$250.00** for work >50 ft. from resource areas or temporary activities

- a). Non-residential: addition, parking lot, earthwork,
- b). new non-residential construction and site preparation,

Category 10 Fee is **an additional 50% of total fees** calculated - for projects having one or more resource areas as well as Riverfront Area.

(For projects with Riverfront Area only on the site, use standard fees as listed above.)

Category 11 Fee is **an additional 100% (double) of total fees** calculated for applications that must be submitted due to activities not approved by the Commission with or without enforcement actions and/or fines. Such applications shall be noted with:

"After-the-Fact"

NOTE: *Additional fees and fines may be applicable if a Restoration Order, Enforcement Order, or Enforcement Order with Cease and Desist is issued in addition to the requirement of filing an After-the-Fact application.*



WORKSHEET for

Town of Hanover Conservation Commission Fee Schedule

**PLEASE USE THIS PAGE TO CALCULATE YOUR FEES
and submit this form with the appropriate amount of fees
with your Application**

To find you total fees due, complete the following:

NOTE: Due to the variety and complexity of projects, six lines have been provided. Residential applications may require the use of only one or two lines, where subdivisions and commercial projects may require the use of all six.
If additional lines are necessary, please feel free to add them. Please call the Conservation Office at 781-826-6505 if you have any questions or need help to complete this form.

Column: A.	B.	C.	D.	E.
Type of Application:	Category:	Associated Fee(s):	Number of activities, feet, lots, etc.:	Subtotal for each line:
Enter what application you are filing, <i>RDA, NOI, ANRAD, etc.</i>	Enter the category number for all activities such as #1, 2, 3, etc.	Enter <u>Dollar amount</u> for one activity, foot, lot, etc. as listed in each corresponding category.	Enter <u>the number</u> of activities: for example- <i>2 each, 100 linear feet, 6 lots, or 2 resource areas, etc.</i> as listed in each corresponding category.	Multiply numbers in columns "C" and "D" for each line and enter the dollar amount below.
1. <u>ANRAD</u>	Cat. # <u>6.a.</u>	\$ <u>100.00</u>	<div style="background-color: #cccccc; width: 50px; height: 15px; margin: 0 auto;"></div>	\$ <div style="background-color: #cccccc; width: 50px; height: 15px; margin: 0 auto;"></div>
2.	Cat. # _____	\$ _____		\$ _____
3.	Cat. # _____	\$ _____		\$ _____
4.	Cat. # _____	\$ _____		\$ _____
5.	Cat. # _____	\$ _____		\$ _____
6. Total Application Fee:				\$ _____
<i>Enter the sum of items in column "E" and <u>submit this amount in full</u> with your application.</i>				

TOWN OF HANOVER
 LICENSES ISSUED BY THE BOARD OF SELECTMEN

FEES EFFECTIVE JULY 1, 2014

TYPE	FEES	TYPE	FEES
Liquor Licenses:		Motor Vehicles - Sellers' License:	\$ 200
All Alc. Bevs. - Restaurant (ComVic)	\$ 2,500	Automobile Lease/Rental	\$ 250
All Alc. Bevs. - Clubs	\$ 1,200		
All Alc. Bevs - Package Store	\$ 2,000		
Wine/Malt Bevs. - Restaurant (ComVic)	\$ 1,500		
Wine/Malt Bevs - Package Store	\$ 2,000		
		Fire Department Permits: (with approval of Selectmen)	
Special One-Day (all)	\$ 75	Gasoline (flammable) Storage:	
Charitable/Non-Profit	\$ 40	New (including public hearing)	\$ 200
Liquor License Application/Hearing fee	\$ 250	Renewal	\$ 100
Filing Fee/Alteration - Licenses:		Gasoline: Split Island	
1st Change	\$ 250	New	\$ 200
2nd Change	\$ 500	Renewal	\$ 100
3rd Change	\$ 750	UST Removal:	
		Residence	\$ 25
All Alcoholic - Druggist	\$ 300	Business	\$ 100
Other Licenses:		Miscellaneous:	
Taxi (per cab)	\$ 25	Cable TV	\$ 1
		Gravel Removal (per acre)	\$ 50
Off Duty Work Detail services per hr	10%	Public Hearing Preparation	\$ 200
		Golf Instruction Clinic	\$ 50
Auctioneer (annual)	\$ 150	Miniature Golf	\$ 50
1 day auction	\$ 100	Golf Driving Range	\$ 50
		Mini Go-Carts	\$ 50
Sunday Entertainment:		Water Boats	\$ 50
Per Event	\$ 25	Other Amusement Devices	\$ 50
P. Yr. (per screen) -not C. Vic.	\$ 25	Batting cages	\$ 25
		Christmas Tree Sales	\$ 125
Sunday Opening (after Noon)	\$ -	Carnivals, etc.	\$ 500
Holiday Opening	\$ -		
		Public Constable - New	\$ 100
Retail Sale of Beverages - vending machines	\$ -	Public Constable - Reappointments + fees set by statu	\$ 25
Mobile Lunch Carts	\$ 100		
Amusement/Theaters - Weekdays:			
Per Screen (movie theaters 7 days)	\$ 50		
Entertainment/Common Victualler	\$ 50		
Entertainment/Amusement - Weekdays,		Sworn Weigher Compliance Fee (per incident investigated)	\$ 100
Sundays after 1:00 PM	\$ 50	All other appointments, permits & licenses - minimum per	\$ 25
Automatic Amusement Devices (per device)	\$ 50		
Dance School Permit	\$ 5		
Fortune Teller	\$ 50		
Pawnbroker	\$ -		
Second Hand Articles	\$ 10		
Bowling Alley (per lane)	\$ 25		
Pool Table (per table)	\$ 25		
Junk Dealer (gold, silver, etc.)	\$ 200		
Junk Collector (gold, silver, etc.) Renewal	\$ 75		
Roller Skating Rinks	\$ -		
Lodging Houses (includes dorms)	\$ -		
* In addition to these fees, a processing charge for professional review by outside vendors will be billed at cost. Present rates are: Attorney \$125/hr, Paralegal, Law Clerk, or Legal Assistant \$60/hr. Cost to be determined by vendor at time of service.			

**REPORT OF THE TOWN'S DIRECTOR OF FINANCE
TREASURER/COLLECTOR**

For Fiscal Year July 1, 2018 – June 30, 2019

To the Board of Selectmen and the Citizens of the Town of Hanover:

The Treasurer/Collector's Office oversees the Town's investments, cash management and revenue collection. It also manages the issuance of all Town debt, prepares and files debt service compliance reports, and administers payroll and employee benefits.

Revenue collection consists of real estate, personal property, and motor vehicle excise taxes, water use charges and liens, tax title redemptions, and all other fees or charges generated by Town departments. In addition, receipts are processed for funds received by the Town electronically. Some examples of this would be state aid payments, grant receipts, and ambulance service fees.

During Fiscal Year 2019 the office processed the following tax dollars:

General Fund:

Real Estate and Personal Property Taxes	\$45,202,415.72
Motor Vehicle Excise Taxes	\$3,033,551.08

Community Preservation Fund:

CPA Tax Surcharge (3%)	\$1,102,481.39
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Department receipts are brought to the Treasurer/Collector's Office at least weekly in locked bags and then verified and entered into the accounting software system in front of the Town employee who transported the funds. A receipt is provided for the department's records. The Treasurer/Collector's Office prepares daily bank deposits.

The Town holds accounts at several different banking institutions. Below is a breakout of the cash balances in those accounts as of June 30, 2019:

Detail of Cash Balances as of June 30, 2019		
Financial Institution	Account Description	Balance
Citizens	Deputy Collector	69,536.98
PayPal	Online Payments	96,847.87
Citizens	Main Depository	1,202,020.19
Citizens	Payroll	585,651.11
Citizens	Vendor	764,830.14
Citizens	Ambulance	264,824.90
Citizens	School Lunch	260,879.48
Citizens	Student Activity - HS	56,704.23
Citizens	Student Activity - MS	63,866.42
Citizens	Student Activity - C/S	4,653.54
Citizens	Student Activity - CD	6,036.41
Citizens	Cultural Council	8,587.01
Century Bank	Lockbox Water	297,578.06
Unibank	Collector Online	644,370.29
Unibank	Park & Rec Online	82,912.95
Unibank	Before/After Online	147,693.92
Century Bank	Lockbox	1,704,881.35
Unibank	Clerk	7,377.44
Unibank	Cultural Council	59,422.86
Citizens	Investment	25,193,922.76
MMDT	Investment	5,143,944.31
Bartholomew	Investment	8,475,595.57
Citizens	Trust Investment	1,406,456.28
Commonwealth	Stabilization	2,680,307.29
Citizens	Law Enforcement	4,363.08
Century Bank	Affordable Housing	789,438.65
Rockland Trust	OPEB Trust	1,811,588.48
Rockland Trust	Library	832,945.85
Total of All Cash Balances		52,667,237.42

I want to thank the Treasurer/Collector's Office staff for their hard work, professionalism, and commitment to excellent customer service. I'm fortunate to be part of a very hard-working team, and enjoy being part of this community.

Respectfully submitted,

LINCOLN HEINEMAN

Director of Finance

Treasurer/Collector

Treasurer/Collector's Office staff:

Gayle Lowry, Assistant Treasurer

Holly Sullivan, Senior Deputy Collector

Joanne O'Connor, Senior Clerk

REPORT OF THE TOWN ACCOUNTANT

For Fiscal Year July 1, 2018 – June 30, 2019

State law requires the Town of Hanover to publish at the close of each fiscal year a complete set of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) and that are audited in accordance with generally accepted auditing standards by a licensed certified public accountant.

The report consists of management's representations concerning the finances of the Town. Consequently, management assumes full responsibility for the completeness and reliability of all of the information presented in the report. To provide a reasonable basis for making these presentations, management of the Town has established a comprehensive internal control framework that is designed both to protect the Town's assets from loss, theft, or misuse and to compile sufficient reliable information for the preparation of the Town's financial statements in conformity with GAAP. Because the cost of internal controls should not outweigh their benefits, the Town's comprehensive framework of internal controls has been designed to provide reasonable rather than absolute assurance that the financial statements will be free from material misstatement.

At the time that this report is being submitted for the Annual Town Report, the Town's financial statements are being audited by Melanson, Heath & Co., a licensed certified public accounting firm. The independent audit involves examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; assessing the accounting principles used and significant estimates made by management; and evaluating the overall financial statement presentation. The auditor's report will be available for public inspection via the Town website.

The independent audit of the financial statements of the Town is part of a broader, federally mandated "Single Audit" designed to meet the special needs of Federal grantor agencies. The standards governing Single Audit engagements require the independent auditor to report not only on the fair presentation of the financial statements, but also on the audited government's internal controls and compliance with legal requirements, with special emphasis on internal controls and legal requirements involving the administration of Federal awards. This report will be available in the Town's Audited Financial Report.

Municipal Services

The Town provides general governmental services within its boundaries including public education in grades kindergarten through twelve, police and fire protection, water distribution, public works, parks and recreation, veterans' services, public health, elder services and a public library. The water enterprise fund is self-supporting and covers its expenses through the water usage rates. In addition, the Town maintains a solid waste recycling and disposal facility.

Factors Affecting Economic Condition

The Town continues to manage its financial affairs pursuant to the constraints imposed by Proposition 2 ½. It has maintained its bond rating of Aa2 issued by Moody's Investors Service by incorporating long range planning tools such as a 5 Year Capital Plan and maintaining reserve balances.

In addition, the Town has enhanced its revenue flexibility by establishing a water enterprise fund. This has allowed the Town to shift 100% of the operating cost, capital improvements, and related debt obligations to the users of water so that no tax revenue support is required. By doing so, the Town is able to provide the maximum tax dollars available to all other services.

Internal Controls

Management of the Town is responsible for establishing and maintaining an internal control structure designed to ensure the assets of the Town are protected from loss, theft or misuse and to ensure that adequate accounting data is compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles.

Budgetary Controls

The Town Manager prepares a balanced budget and presents it to the Board of Selectmen and the Advisory Committee. The Advisory Committee holds numerous public meetings and reviews each department's portion of the budget. The Committee then formulates its recommendations to Town Meeting.

The level of budgetary control is established by Town Meeting and this approval defines the level at which expenditures may not exceed appropriations. The level is at the departmental function of salary and expense, with the exception of the school department. The school department budget is appropriated as a lump sum. The Town Accountant is responsible for ensuring that all payroll charges and invoice charges are within the budgetary control prior to authorizing payment. During the fiscal year, additional appropriations may be approved at subsequent Town Meetings. For extraordinary and unforeseen expenses, departments may ask the Advisory Committee to approve a budget transfer from its reserve fund. The reserve fund is established within the budget vote at Town Meeting. These controls ensure compliance with the budget approved by Town Meeting.

Cash Management

The cash management is handled by the Town Treasurer/Collector. The Treasurer/Collector monitors the Town's cash flow and provides for the investment of Town funds. The Treasurer/Collector seeks to maximize the return on Town funds while maintaining adequate protection and liquidity of funds. Quarterly tax billings and excellent collection rates have eliminated the need to borrow on a short-term basis to maintain cash flow. The Town's investment options are governed by Massachusetts General Laws and focus on safety, liquidity and yield.

Risk Management

The Town manages its exposures to various risks of loss related to torts, theft of, damage to and destruction of assets, errors and omissions, and natural disasters by purchasing policies that cover these events from commercial carriers. Additional information on the Town's risk management activity can be found in the notes to the financial statements or by contacting the Town Manager's office.

Pension and Other Post-Employment Benefits

The Town contributes to the Plymouth County Retirement System, a defined pension plan. An independent actuary engaged by the governing Retirement Board calculates the amount of the annual contribution that the Town must make to the pension plan to ensure that the plan will be able to fully meet its obligations to retired employees on a timely basis. As required by law, the Town fully funds each year's annual required contribution to the pension plan as determined by the actuary.

The Town also provides post-retirement health care benefits for certain retirees and their dependents. As of June 30, 2019 there were 379 retirees and spouses receiving these benefits, which are financed on a pay-as-you-go basis.

Revenues

Fiscal Year 2019 General Fund revenues (net of refunds) totaled \$60,623,040. This represented an increase of \$2,688,696; or a 4.64% increase over Fiscal Year 2018. Property taxes were the single largest revenue source, representing approximately 74.79% of the General Fund revenues. Real and Personal Property tax revenues increased \$2,493,234 to \$45,339,068 during Fiscal Year 2019. Intergovernmental revenues (State Aid) comprised the Town's next largest revenue source, representing approximately 17.05% of the General Fund. The motor vehicle excise tax, which is the third major revenue source at 5.00%, decreased by \$89,888 to \$3,034,065.

In addition to the operating revenue received, \$1,853,332 was transferred from other funds. These receipts are required to be maintained separately and can only be transferred by a vote of Town Meeting and are used to support direct expenditures within the General Fund related to each operation. These transfers were part of the overall estimated revenues needed to balance the budget approved at the Annual Town Meeting in May 2018.

Expenditures

Compared to Fiscal Year 2018, Fiscal Year 2019 General Fund total operating expenditures increased from \$58,407,856 to \$59,826,993. This represents an increase of 2.43%.

The following table presents the amounts collected and expended for Fiscal Year 2019.

Fiscal Year 2019 Actual Revenue General Fund			Fiscal Year 2019 Actual Expenditures General Fund Operating	
Revenue Source	Amount	Percent of Total	Function	Amount
Property Taxes	45,339,068	74.79%	General Government	1,546,269
Intergovernmental	10,336,860	17.05%	Public Safety	7,112,180
Excise Taxes	3,034,065	5.00%	Education	28,922,164
PILOT Agreements	103,535	0.17%	Public Works	6,289,011
Investment Income	318,979	0.53%	Community Resources	1,861,122
Licenses & Permits	629,425	1.04%	Debt Service	5,404,928
Departmental	421,079	0.69%	Assessments	661,553
Fines	108,062	0.18%	Town Wide	8,029,766
Penalties & Interest	161,237	0.27%		
Miscellaneous	170,730	0.28%		
Total Revenue	60,623,040	100.00%		
Other Financing Sources	1,853,332			
Free Cash Used	650,000			
Total Revenues	63,126,372		Total Expenditures	59,826,993

General Fund – Fund Balance

The Town ended Fiscal Year 2019 with a total General Fund Undesignated Fund Balance of \$5,237,292.

The following table presents the changes in the Town's General Fund Undesignated Fund Balance over the last five years.

General Fund		
Fiscal Year	Undesignated Fund Balance	Percent of Revenue
2019	\$5,237,292	8.3%
2018	\$3,737,638	6.2%
2017	\$3,747,428	6.4%
2016	\$3,099,522	5.1%
2015	\$2,894,641	5.5%
2014	\$3,961,808	7.9%

In connection with the operating budget, the Town annually presents to Town Meeting capital items for funding and prepares a Capital Plan. These items are requested based on the needs identified within departments.

In order to sustain the Town's financial stability while continuing to upgrade infrastructure, buildings and equipment, the Town carefully controls and plans out its debt issuance. As of June 30, 2019, outstanding general obligation bonds totaled \$51,185,200.

I would like to thank all Town Officials, Boards, Committees and employees for their assistance and cooperation during the year. I would also like to recognize and thank Senior Clerk Pegge Powers, who retired in October of 2019 after over 30 years of dedicated service to the Town. Pegge worked in the Accounts Payable office and was an asset to the Finance Department. I know I speak for everyone when I say we all miss working with Pegge and hope she is enjoying her retirement!

Respectfully submitted,
Chelsea Stevens
Town Accountant

Accounting staff:

Sheila Cotter, Accounts Payable Senior Clerk
Pegge Powers, Senior Clerk

COMMUNITY PRESERVATION FUND

ASSETS

Cash	\$ 4,181,812
Receivables:	
CPA Surcharge Receivable	\$ 10,556
Total Assets	\$ 4,192,368

LIABILITIES & FUND EQUITY

Liabilities:	
Warrants Payable	\$ 119
Deferred Revenue	\$ 10,556
Total Liabilities	\$ 10,675
Fund Balance Reserved for Expenditures	\$ 758,214
Fund Balance Reserved for Historic Resources	\$ 333,192
Fund Balance Reserved for Community Housing	\$ 435,309
Fund Balance Reserved for Open Space	\$ 435,085
Fund Balance Reserved for Continued Appropriations	\$ 344,529
Undesignated Fund Balance	\$ 1,875,365
Total Fund Equity	\$ 4,181,693
Total Liabilities and Fund Equity	\$ 4,192,368

SCHOOL LUNCH

ASSETS

Cash	\$	45,445
Total Assets	\$	45,445

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$	23,035
Total Liabilities	\$	23,035

Undesignated Fund Balance	\$	22,410
Total Fund Equity	\$	22,410

Total Liabilities and Fund Equity	\$	45,445
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SCHOOL - ALL GRANTS

ASSETS

Cash	\$	107,140
Total Assets	\$	107,140

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$	16,127
Total Liabilities	\$	16,127
 Fund Balance Reserved - MTC Green Schools	 \$	 5,000
Fund Balance Reserved - Various Grants	\$	(695)
Fund Balance Reserved - SPED Circuit Breaker	\$	86,709
Total Fund Equity	\$	91,013
 Total Liabilities and Fund Equity	 \$	 107,140

SCHOOL - REVOLVING & GIFTS

ASSETS

Cash	\$ 338,340
Total Assets	\$ 338,340

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$ 25,201
Total Liabilities	\$ 25,201

Fund Balance Reserved for Petty Cash	\$ 13,100
Fund Balance Reserved - HS Library Revolving	\$ 19
Fund Balance Reserved - Athletics Revolving	\$ 16,927
Fund Balance Reserved - Full Day Kindergarten	\$ 73,533
Fund Balance Reserved - High School Robotics Revolving	\$ -
Fund Balance Reserved - Middle School Performance Troupe	\$ -
Fund Balance Reserved - Cedar Library Revolving	\$ 242
Fund Balance Reserved - Center Library Revolving	\$ 9,486
Fund Balance Reserved - Middle School Library Revolving	\$ 5,061
Fund Balance Reserved - Student Assistance	\$ 855
Fund Balance Reserved - School Building Rental Revolving	\$ 60,368
Fund Balance Reserved - School Energy Revolving	\$ 154
Fund Balance Reserved - School Transportation Revolving	\$ 300
Fund Balance Reserved - SPED Transportation Revolving	\$ 1,070
Fund Balance Reserved - Preschool Revolving	\$ 300
Fund Balance Reserved - Summer School	\$ 654
Fund Balance Reserved - Lost Book Revolving	\$ 7,291
Fund Balance Reserved - SPED Revolving	\$ -
Fund Balance Reserved - School Store	\$ 4,080
Fund Balance Reserved - Birthday Book Revolving	\$ 2,857
Fund Balance Reserved - Center/Sylvester Birthday Book Revolving	\$ 4,383
Fund Balance Reserved - FACE Performing Arts	\$ 2,887
Fund Balance Reserved - FACE Enrichment	\$ 31,677
Fund Balance Reserved - FACE Before & After	\$ 32,719
Fund Balance Reserved - SEPAC Gift	\$ 15
Fund Balance Reserved - Local Education Fund	\$ 851
Fund Balance Reserved - MCC Stars Grant Sylvester	\$ 431
Fund Balance Reserved - Middle School PTA Gifts	\$ 918
Fund Balance Reserved - Center School PTA Gifts	\$ 1,036
Fund Balance Reserved - Cedar School PTA Gifts	\$ 1,400
Fund Balance Reserved - Cedar Other Gifts	\$ 8,940
Fund Balance Reserved - Center Other Gifts	\$ 3,438
Fund Balance Reserved - Sylvester Other Gifts	\$ -
Fund Balance Reserved - Middle School Other Gifts	\$ 11,061
Fund Balance Reserved - High School Other Gifts	\$ 6,482
Fund Balance Reserved - District Other Gifts	\$ 10,406
Fund Balance Reserved - Hanover Cultural Council	\$ 200

Total Fund Equity **\$ 313,139**

Total Liabilities and Fund Equity \$ 338,340

TOWN - CAPITAL PROJECTS

ASSETS

Cash	\$ 245,724
Total Assets	<u>\$ 245,724</u>

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$ 2,174
Bonds Anticipation Notes Payable	<u>\$ 558,903</u>
Total Liabilities	<u>\$ 561,077</u>

Fund Balance Reserved- Financial Software	\$ 37,934
Fund Balance Reserved- Road Reconstruction	\$ 69,649
Fund Balance Reserved- Factory Pond Dam	\$ 6,727
Fund Balance Reserved- Fire Breath APP SCBA	\$ 3,081
Fund Balance Reserved- Fire Port Radio Equip	\$ 5,974
Fund Balance Reserved- RES-DPW 4X4 Pickup	\$ 376
Fund Balance Reserved- RES-DPW One Ton Dump Truck	\$ 695
Fund Balance Reserved- RES-DPW Dump Truck	\$ 1,767
Fund Balance Reserved- RES- Energy MGMT Controls	\$ 69,661
Fund Balance Reserved- RES- Fire HQ Generator	\$ 9,965
Fund Balance Reserved- RES- Fire HQ Kitchen Renovation	\$ 1,017
Fund Balance Reserved- DPW Large Dump Truck	\$ 1,915
Fund Balance Reserved- DPW Multi-Tool Trailer	\$ 1,659
Fund Balance Reserved- Cedar School Roof	\$ (13,739)
Fund Balance Reserved- Fire Truck Pump	\$ 7,419
Fund Balance Reserved- Refurb Fire Pump Eng	\$ (215,556)
Fund Balance Reserved- DPW Large Dump Truck	\$ 2,352
Fund Balance Reserved- Vacuum Sweeper Truck	\$ 2,944
Fund Balance Reserved - Aerial Ladder Replace	<u>\$ (309,195)</u>
Total Fund Equity	<u>\$ (315,354)</u>

Total Liabilities and Fund Equity	<u>\$ 245,724</u>
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SCHOOL - CAPITAL PROJECTS

ASSETS

Cash	\$ 2,230,276
Due From MSBA	\$ -
Total Assets	<u>\$ 2,230,276</u>

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$ -
Deferred Revenue	\$ -
Bond Anticipation Notes Payable	\$ 2,884,218
Total Liabilities	<u>\$ 2,884,218</u>
Fund Balance Reserved - High School Construction	\$ 1,302,435
Fund Balance Reserved- Center School Renovate	\$ (1,956,378)
Total Fund Equity	<u>\$ (653,942)</u>
Total Liabilities and Fund Equity	<u>\$ 2,230,276</u>

ROADWAY IMPROVEMENTS

ASSETS

Cash	\$ (1,252,325)
Total Assets	\$ (1,252,325)

LIABILITIES & FUND EQUITY

Liabilities:	
Warrants Payable	\$ -
Deferred Revenue	\$ -
Bond Anticipation Notes Payable	\$ -
Total Liabilities	\$ -
Fund Balance Reserved - Chapter 90 Projects	\$ (1,252,325)
Total Fund Equity	\$ (1,252,325)
Total Liabilities and Fund Equity	\$ (1,252,325)

WATER ENTERPRISE

ASSETS

Cash	\$ 1,288,596
Receivables:	
Water User Charges Receivable	\$ 848,221
Water Liens Added to Taxes Receivable	\$ 14,091
Total Assets	<u>\$ 2,150,908</u>

LIABILITIES & FUND EQUITY

Liabilities:	
Warrants Payable	\$ 206,051
Deferred Revenue	\$ 862,312
Total Liabilities	<u>\$ 1,068,363</u>
Fund Balance Reserved for Encumbrances	\$ 26,354
Fund Balance Reserved for Expenditures	\$ 531,822
Fund Balance Reserved for Continued Appropriations	\$ 305,148
Undesignated Fund Balance	\$ 219,221
Total Fund Equity	<u>\$ 1,082,545</u>
Total Liabilities and Fund Equity	<u>\$ 2,150,908</u>

WATER - CAPITAL PROJECTS

ASSETS

Cash	\$ 1,388,041
Total Assets	<u>\$ 1,388,041</u>

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$ 8,628
BAN Payable	<u>\$ 1,796,000</u>
Total Liabilities	<u>\$ 1,804,628</u>

Fund Balance Reserved - Water Treatment Plant	\$ 237,957
Fund Balance Reserved - Water Mains	\$ (163,582)
Fund Balance Reserved - Broadway Treatment Plant	\$ (47,728)
Fund Balance Reserved - Water Main Upgrades	\$ (183,264)
Fund Balance Reserved - Water Treatment Plant	\$ (232,628)
Fund Balance Reserved - Pond St Water Treatment Plant	\$ (17,892)
Fund Balance Reserved - Pond St Water Treatment Generator	<u>\$ (9,450)</u>
Total Fund Equity	<u>\$ (416,587)</u>

Total Liabilities and Fund Equity	<u>\$ 1,388,041</u>
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EXPENDABLE TRUSTS

ASSETS

Cash	\$	7,819,344
Investments	\$	873,889
Departmental Receivables	\$	246,153
Total Assets	\$	8,939,386

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$	-
Due to Other Funds	\$	10,830
Total Liabilities	\$	10,830

Fund Balance Reserved - Wind Turbine Stabilization Fund	\$	66,972
Fund Balance Reserved - Stabilization Fund	\$	2,161,880
Fund Balance Reserved - School Sickleave Fund	\$	530,514
Fund Balance Reserved - Town Sickleave Fund	\$	606,700
Fund Balance Reserved - Municipal Insurance Trust	\$	40,011
Fund Balance Reserved- Capital Stabilization	\$	719,406
Fund Balance Reserved - Roswell Gardner Trust	\$	13,327
Fund Balance Reserved - Affordable Housing Trust	\$	941,764
Fund Balance Reserved - OPEB Trust	\$	2,804,752
Fund Balance Reserved - V.F.W. Trust	\$	69,560
Fund Balance Reserved - David M. Walsh Scholarship Trust	\$	14,004
Fund Balance Reserved - Florence Goss School Prize Trust	\$	2,791
Fund Balance Reserved - William Dowden Scholarship Trust	\$	3,251
Fund Balance Reserved - Ahearn Scholarship Trust	\$	2,575
Fund Balance Reserved - Sylvester School Repair Trust	\$	1,526
Fund Balance Reserved - Salmond School Trust	\$	35,273
Fund Balance Reserved - Washburn Scholarship Trust	\$	3,425
Fund Balance Reserved - Hall Playground Trust	\$	7,597
Fund Balance Reserved - George Higginson Memorial Trust	\$	186
Fund Balance Reserved - Jenkins Music Scholarship Trust	\$	3,481
Fund Balance Reserved - William B. Sides Scholarship Trust	\$	199
Fund Balance Reserved - Ellis Playground Trust	\$	18,709
Fund Balance Reserved - Cemetery Perpetual Care	\$	5,647
Fund Balance Reserved - Wilder Cemetery Trust	\$	1,118
Fund Balance Reserved - John Curtis Library Trust	\$	873,889
Total Fund Equity	\$	8,928,556

Total Liabilities and Fund Equity **\$ 8,939,386**

NON - EXPENDABLE TRUSTS

ASSETS

Cash	\$	186,460
Total Assets	\$	186,460

LIABILITIES & FUND EQUITY

Fund Balance Reserved - Florence Goss School Prize Trust	\$	1,500
Fund Balance Reserved - Ahearn Scholarship Trust	\$	20,000
Fund Balance Reserved - Sylvester School Repair Trust	\$	5,000
Fund Balance Reserved - Salmond School Trust	\$	5,000
Fund Balance Reserved - Hall Playground Trust	\$	5,000
Fund Balance Reserved - George Higginson Memorial Trust	\$	1,500
Fund Balance Reserved - Ellis Playground Trust	\$	10,000
Fund Balance Reserved - Cemetery Perpetual Care	\$	137,745
Fund Balance Reserved - Wilder Cemetery Trust	\$	715
Total Fund Equity	\$	186,460
Total Liabilities and Fund Equity	\$	186,460

STUDENT ACTIVITY

ASSETS

Cash	\$	84,837
Total Assets	\$	<u>84,837</u>

LIABILITIES & FUND EQUITY

Liabilities:		
Warrants Payable	\$	1,818
Other Liabilities:		
Cedar Student Activities	\$	(76)
Center Student Activities	\$	6,283
Middle School Student Activities	\$	22,908
High School Student Activties	\$	53,904
Total Liabilities	\$	<u>84,837</u>
Total Liabilities and Fund Equity	\$	<u>84,837</u>

LAND USE BOARDS

ASSETS

Cash

	\$	473,238
Total Assets	\$	473,238

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$	6,555
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Due to Other Governments	\$	1,453
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Guarantee Deposits Held	\$	465,230
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Total Liabilities	\$	473,238
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Total Liabilities and Fund Equity	\$	473,238
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AGENCY - OTHER

ASSETS

Cash	\$	381,090
Total Assets	\$	381,090

LIABILITIES & FUND EQUITY

Liabilities:

Warrants Payable	\$	26,104
Due to Commonwealth	\$	9,088
Other Liabilities:		
Due to Deputy Collector	\$	1,914
Due to Registry of Deeds	\$	79
Tailings and Unclaimed Items	\$	24,832
Police Off Duty Details	\$	(73,873)
Fire Off Duty Details	\$	(22,425)
School Off Duty Details	\$	-
Other Liabilities	\$	415,372
Total Liabilities	\$	381,090

Total Liabilities and Fund Equity **\$ 381,090**

GENERAL LT DEBT OBLIGATIONS

ASSETS

Amounts to be Provided For Bonds	\$ 51,185,200
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Total Assets	<u>\$ 51,185,200</u>
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LIABILITIES & FUND EQUITY

Bonds Payable:

Inside Buildings	\$ 2,980,321
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Inside Departmental Equipment	\$ 1,719,187
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Inside School Buildings	\$ 16,985,000
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Inside Sewer	\$ 45,000
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Inside Other	\$ 6,772,700
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Outside Landfill	\$ -
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Outside Water	\$ 2,613,702
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Outside Other	\$ 235,200
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Outside School Buildings	\$ 19,834,090
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Bonds Authorized - Memo	\$ 40,404,420
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Bonds Authorized - Memo Offset	\$ (40,404,420)
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Total Liabilities	<u>\$ 51,185,200</u>
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Total Liabilities and Fund Equity	<u>\$ 51,185,200</u>
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Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
122 TOWN MANAGER	5100 PERSONAL SERVICES	279,550.00	-	-	-	279,550.00	277,416.06	-	2,133.94	-	2,133.94
	5200 GENERAL EXPENSES	63,900.00	-	-	-	63,900.00	69,918.10	-	(6,018.10)	-	(6,018.10)
		343,450.00	-	-	-	343,450.00	347,334.16	-	(3,884.16)	-	(3,884.16)
										59,366.01	-
5400 CFWD ARTICLES 5400 NEW ARTICLES		-	79,621.89	-	-	79,621.89	20,255.88	-	59,366.01	-	-
		-	79,621.89	-	-	79,621.89	20,255.88	-	59,366.01	-	-
		343,450.00	79,621.89	-	-	423,071.89	367,590.04	-	55,481.85	59,366.01	(3,884.16)
		30,000.00	-	-	-	30,000.00	27,571.39	15.00	2,413.61	-	2,413.61
138 CENTRAL OFFICE SUPPLY		155,000.00	-	-	-	155,000.00	123,245.47	-	31,754.53	-	31,754.53
		279,550.00	-	-	-	279,550.00	277,416.06	-	2,133.94	-	2,133.94
		248,900.00	-	-	-	248,900.00	220,734.96	15.00	28,150.04	-	28,150.04
		528,450.00	-	-	-	528,450.00	498,151.02	15.00	30,283.98	-	30,283.98
TOTAL ARTICLES		-	79,621.89	-	-	79,621.89	20,255.88	-	59,366.01	59,366.01	-
		528,450.00	79,621.89	-	-	608,071.89	518,406.90	15.00	89,649.99	59,366.01	30,283.98
TOTAL GENERAL GOVERNMENT		2,500.00	-	-	-	2,500.00	-	-	2,500.00	-	2,500.00
		705.00	-	-	-	705.00	-	-	705.00	-	705.00
		3,205.00	-	-	-	3,205.00	-	-	3,205.00	-	3,205.00
		3,205.00	-	-	-	3,205.00	-	-	3,205.00	-	3,205.00
TOTAL ADVISORY COMM		152,134.00	-	-	-	152,134.00	150,096.91	-	2,037.09	-	2,037.09
		10,400.00	-	-	-	10,400.00	8,278.74	-	2,121.26	-	2,121.26
		162,534.00	-	-	-	162,534.00	158,375.65	-	4,158.35	-	4,158.35
		162,534.00	-	-	-	162,534.00	158,375.65	-	4,158.35	-	4,158.35
TOTAL FINANCE		137,092.00	-	-	-	137,092.00	112,875.32	-	24,216.68	-	24,216.68
		38,870.00	-	-	-	38,870.00	50,916.49	32.00	(12,078.49)	-	(12,078.49)
		175,962.00	-	-	-	175,962.00	163,791.81	32.00	12,138.19	-	12,138.19
		-	-	-	-	-	-	-	-	-	-
5400 CFWD ARTICLES 5400 NEW ARTICLES		-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
		175,962.00	-	-	-	175,962.00	163,791.81	32.00	12,138.19	-	12,138.19
		268,004.00	-	-	-	268,004.00	275,853.40	-	(7,849.40)	-	(7,849.40)
145 TREAS/COLLECTOR		48,770.00	-	-	-	48,770.00	59,569.29	612.34	(11,411.63)	-	(11,411.63)
		316,774.00	-	-	-	316,774.00	335,422.69	612.34	(19,261.03)	-	(19,261.03)
		316,774.00	-	-	-	316,774.00	335,422.69	612.34	(19,261.03)	-	(19,261.03)
		316,774.00	-	-	-	316,774.00	335,422.69	612.34	(19,261.03)	-	(19,261.03)
TOTAL TREAS/COLL		19,000.00	-	-	-	19,000.00	1,984.60	-	17,015.40	-	17,015.40
		107,733.00	-	-	-	107,733.00	99,763.65	-	2,969.35	-	2,969.35
		65,500.00	-	-	-	65,500.00	54,282.08	4,778.30	6,439.62	-	6,439.62
		107,733.00	-	-	-	107,733.00	99,763.65	-	2,969.35	-	2,969.35
148 PAYROLL/BENEFITS		107,733.00	-	-	-	107,733.00	99,763.65	-	2,969.35	-	2,969.35
		65,500.00	-	-	-	65,500.00	54,282.08	4,778.30	6,439.62	-	6,439.62
		107,733.00	-	-	-	107,733.00	99,763.65	-	2,969.35	-	2,969.35
		65,500.00	-	-	-	65,500.00	54,282.08	4,778.30	6,439.62	-	6,439.62

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
		168,233.00	-	-	-	168,233.00	154,045.73	4,778.30	9,408.97	-	9,408.97
	TOTAL PAY/BENEFITS	168,233.00	-	-	-	168,233.00	154,045.73	4,778.30	9,408.97	-	9,408.97
161 TOWN CLERK											
	5100 PERSONAL SERVICES	123,043.00	-	-	-	123,043.00	125,203.70	-	(2,160.70)	-	(2,160.70)
	5200 GENERAL EXPENSES	7,780.00	-	-	-	7,780.00	4,232.08	-	3,547.92	-	3,547.92
		130,823.00	-	-	-	130,823.00	129,435.78	-	1,387.22	-	1,387.22
	TOTAL TOWN CLERK	130,823.00	-	-	-	130,823.00	129,435.78	-	1,387.22	-	1,387.22
162 ELECTIONS/TOWN MTG											
	5100 PERSONAL SERVICES	25,000.00	-	-	-	25,000.00	35,513.37	-	(10,513.37)	-	(10,513.37)
	5200 GENERAL EXPENSES	27,817.00	-	-	-	27,817.00	28,137.93	-	(320.93)	-	(320.93)
		52,817.00	-	-	-	52,817.00	63,651.30	-	(10,834.30)	-	(10,834.30)
	5400 CFWD ARTICLES	-	32,000.00	-	-	32,000.00	31,982.40	-	17.60	17.60	(0.00)
	5400 NEW ARTICLES	-	-	-	-	-	-	-	-	17.60	(0.00)
		-	-	-	-	-	-	-	-	17.60	(0.00)
	TOTAL ELECTIONS	52,817.00	32,000.00	-	-	84,817.00	95,633.70	-	(10,816.70)	17.60	(10,834.30)
163 REGISTRARS											
	5100 PERSONAL SERVICES	36,000.00	-	-	-	36,000.00	34,821.61	-	1,178.39	-	1,178.39
	5200 GENERAL EXPENSES	6,700.00	-	-	-	6,700.00	6,821.60	-	(121.60)	-	(121.60)
		42,700.00	-	-	-	42,700.00	41,643.21	-	1,056.79	-	1,056.79
	TOTAL REGISTRARS	42,700.00	-	-	-	42,700.00	41,643.21	-	1,056.79	-	1,056.79
	5100 PERSONAL SERVICES	846,506.00	-	-	-	846,506.00	834,127.96	-	12,378.04	-	12,378.04
	5200 GENERAL EXPENSES	225,542.00	-	-	-	225,542.00	214,222.81	5,422.64	5,896.55	-	5,896.55
	TOTAL BUDGET	1,072,048.00	-	-	-	1,072,048.00	1,048,350.77	5,422.64	18,274.59	-	18,274.59
	TOTAL ARTICLES	-	32,000.00	-	-	32,000.00	31,982.40	-	17.60	17.60	-
	TOTAL FINANCE DEPARTMENT	1,072,048.00	32,000.00	-	-	1,104,048.00	1,080,333.17	5,422.64	18,292.19	17.60	18,274.59
210 POLICE											
	5100 PERSONAL SERVICES	3,203,233.00	-	-	-	3,203,233.00	3,155,164.05	-	48,068.95	-	48,068.95
	5200 GENERAL EXPENSES	199,998.00	-	-	-	199,998.00	184,403.02	14,058.67	1,536.31	-	1,536.31
		3,403,231.00	-	-	-	3,403,231.00	3,339,567.07	14,058.67	49,605.26	-	49,605.26
	5400 CFWD ARTICLES	-	10,529.02	-	-	10,529.02	6,109.97	-	4,419.05	4,419.05	-
	5400 NEW ARTICLES	-	-	-	-	-	-	-	-	4,419.05	-
		-	-	-	-	-	-	-	-	4,419.05	-
	TOTAL POLICE	3,403,231.00	10,529.02	-	-	3,413,760.02	3,345,677.04	14,058.67	54,024.31	4,419.05	49,605.26
292 ANIMAL CONTROL											
	5100 PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
	5200 GENERAL EXPENSES	4,761.00	-	-	-	4,761.00	2,224.17	500.00	2,036.83	-	2,036.83
		4,761.00	-	-	-	4,761.00	2,224.17	500.00	2,036.83	-	2,036.83
	TOTAL ANIMAL CONTROL	4,761.00	-	-	-	4,761.00	2,224.17	500.00	2,036.83	-	2,036.83
299 COMMUNICATIONS											
	5100 PERSONAL SERVICES	633,587.00	-	-	-	633,587.00	590,009.73	-	43,577.27	-	43,577.27
	5200 GENERAL EXPENSES	68,392.00	-	-	-	68,392.00	67,409.90	-	982.10	-	982.10
		701,979.00	-	-	-	701,979.00	657,419.63	-	44,559.37	-	44,559.37
	5400 CFWD ARTICLES	-	-	-	-	-	-	-	-	-	-
	5400 NEW ARTICLES	-	-	-	-	-	-	-	-	-	-

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
213 NEXTEL ELECTRICITY	TOTAL COMMUNICATIONS	701,979.00	-	-	-	701,979.00	657,419.63	-	44,559.37	-	44,559.37
	5200 GENERAL EXPENSES	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
220 FIRE	5100 PERSONAL SERVICES	3,836,820.00	-	-	-	3,836,820.00	3,745,173.78	-	91,646.22	-	91,646.22
	5200 GENERAL EXPENSES	273,151.00	-	-	-	273,151.00	254,037.09	14,558.67	4,555.24	-	4,555.24
	TOTAL BUDGET	4,109,971.00	-	-	-	4,109,971.00	3,999,210.87	14,558.67	96,201.46	-	96,201.46
	TOTAL ARTICLES	-	10,529.02	-	-	10,529.02	6,109.97	-	4,419.05	4,419.05	-
	TOTAL POLICE	4,109,971.00	10,529.02	-	-	4,120,500.02	4,005,320.84	14,558.67	100,620.51	4,419.05	96,201.46
		-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
220 FIRE	5100 PERSONAL SERVICES	2,963,914.00	-	-	-	2,963,914.00	2,857,470.90	-	106,443.10	-	106,443.10
	5200 GENERAL EXPENSES	276,791.00	-	-	-	276,791.00	252,378.15	8,845.92	15,566.93	-	15,566.93
		3,240,705.00	-	-	-	3,240,705.00	3,109,849.05	8,845.92	122,010.03	-	122,010.03
		-	38,468.69	-	-	38,468.69	453.73	-	38,014.96	38,014.96	-
291 EMERGENCY MGMT	5400 CFWD ARTICLES	-	-	-	-	-	-	-	-	-	-
	5400 NEW ARTICLES	-	38,468.69	-	-	38,468.69	453.73	-	38,014.96	38,014.96	-
		-	-	-	-	-	-	-	-	-	-
291 EMERGENCY MGMT	TOTAL FIRE	3,240,705.00	38,468.69	-	-	3,279,173.69	3,110,302.78	8,845.92	160,024.99	38,014.96	122,010.03
	5200 GENERAL EXPENSES	3,000.00	-	-	-	3,000.00	3,119.94	-	(119.94)	-	(119.94)
	5100 PERSONAL SERVICES	2,963,914.00	-	-	-	2,963,914.00	2,857,470.90	-	106,443.10	-	106,443.10
	5200 GENERAL EXPENSES	279,791.00	-	-	-	279,791.00	255,498.09	8,845.92	15,446.99	-	15,446.99
	TOTAL BUDGET	3,243,705.00	-	-	-	3,243,705.00	3,112,968.99	8,845.92	121,890.09	-	121,890.09
	TOTAL ARTICLES	-	38,468.69	-	-	38,468.69	453.73	-	38,014.96	38,014.96	-
	TOTAL FIRE	3,243,705.00	38,468.69	-	-	3,282,173.69	3,113,422.72	8,845.92	159,905.05	38,014.96	121,890.09
255 DMI	5100 PERSONAL SERVICES	709,645.00	-	-	-	709,645.00	657,204.39	-	52,440.61	-	52,440.61
	5200 GENERAL EXPENSES	43,500.00	-	-	-	43,500.00	36,652.37	846.18	6,001.45	-	6,001.45
		753,145.00	-	-	-	753,145.00	693,856.76	846.18	58,442.06	-	58,442.06
		-	208,634.00	-	-	208,634.00	108,203.75	-	100,430.25	100,430.25	-
522 VNA	5100 PERSONAL SERVICES	142,466.00	-	-	-	142,466.00	108,352.49	-	34,113.51	-	34,113.51
	5200 GENERAL EXPENSES	1,500.00	-	-	-	1,500.00	1,686.01	-	(186.01)	-	(186.01)
		143,966.00	-	-	-	143,966.00	110,038.50	-	33,927.50	-	33,927.50
		-	-	-	-	-	-	-	-	-	-
541 COUNCIL ON AGING	TOTAL VNA	143,966.00	-	-	-	143,966.00	110,038.50	-	33,927.50	-	33,927.50
	5100 PERSONAL SERVICES	175,731.00	-	-	-	175,731.00	200,101.77	-	(24,370.77)	-	(24,370.77)
	5200 GENERAL EXPENSES	49,686.00	-	-	-	49,686.00	48,881.45	-	804.55	-	804.55
		225,417.00	-	-	-	225,417.00	248,983.22	-	(23,566.22)	-	(23,566.22)
TOTAL COA		225,417.00	-	-	-	225,417.00	248,983.22	-	(23,566.22)	-	(23,566.22)
		-	-	-	-	-	-	-	-	-	-

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
543 VETERANS SERVICES	5100 PERSONAL SERVICES	44,762.00	-	-	-	44,762.00	46,667.04	-	(1,905.04)	-	(1,905.04)
	5200 GENERAL EXPENSES	129,750.00	-	-	-	129,750.00	126,291.47	-	3,458.53	-	3,458.53
		174,512.00	-	-	-	174,512.00	172,958.51	-	1,553.49	-	1,553.49
5400 NEW ARTICLES											
TOTAL VETERANS SVCS											
610 LIBRARY	5100 PERSONAL SERVICES	429,638.00	-	-	-	429,638.00	408,404.81	-	21,233.19	-	21,233.19
	5200 GENERAL EXPENSES	179,172.00	-	-	-	154,707.88	21,840.64	2,623.48	21,840.64	-	21,840.64
		608,810.00	-	-	-	608,810.00	563,112.69	2,623.48	43,073.83	-	43,073.83
5400 CFWD ARTICLES											
TOTAL LIBRARY											
630 Park & Rec	5100 PERSONAL SERVICES	76,706.00	-	-	-	76,706.00	72,029.87	-	4,676.13	-	4,676.13
	5200 GENERAL EXPENSES	3,400.00	-	-	-	3,400.00	142.10	-	3,257.90	-	3,257.90
		80,106.00	-	-	-	80,106.00	72,171.97	-	7,934.03	-	7,934.03
5400 CFWD ARTICLES											
TOTAL PARK & REC											
670 STETSON HOUSE	5400 CFWD ARTICLES	80,106.00	-	-	-	80,106.00	72,171.97	-	7,934.03	-	7,934.03
TOTAL COMMUNITY RESOURCES											
310 HPS - REGULAR EDUC	5100 PERSONAL SERVICES	1,578,948.00	-	-	-	1,578,948.00	1,492,760.37	-	86,187.63	-	86,187.63
	5200 GENERAL EXPENSES	407,008.00	-	-	-	407,008.00	368,361.28	3,469.66	35,177.06	-	35,177.06
		1,985,956.00	-	-	-	1,985,956.00	1,861,121.65	3,469.66	121,364.69	-	121,364.69
320 HPS - SPED	TOTAL ARTICLES	-	209,516.83	-	-	209,516.83	108,203.75	-	101,313.08	-	-
300 HANOVER SCHOOLS	TOTAL COMMUNITY RESOURCES	1,985,956.00	209,516.83	-	-	2,195,472.83	1,969,325.40	3,469.66	222,677.77	101,313.08	121,364.69
310 HPS - REGULAR EDUC	310 HPS - REGULAR EDUC	22,495,584.00	-	11,315.00	-	22,506,899.00	22,564,196.11	22,446.74	(79,743.85)	-	(79,743.85)
	320 HPS - SPED	5,587,262.00	-	64,675.00	-	5,651,937.00	5,535,710.13	36,483.02	79,743.85	-	79,743.85
		28,082,846.00	-	75,990.00	-	28,158,836.00	28,099,906.24	58,929.76	0.00	-	0.00
5400 CFWD ARTICLES	5400 CFWD ARTICLES	-	175,000.00	-	-	175,000.00	3,325.00	-	171,675.00	-	-
	5400 NEW ARTICLES	75,990.00	-	-	-	75,990.00	75,990.00	-	-	-	-
		75,990.00	175,000.00	-	-	250,990.00	79,315.00	-	171,675.00	-	-
380 SCHOOL MEDICAID	5400 CFWD ARTICLES	-	-	-	-	-	-	-	-	-	-
	5400 NEW ARTICLES	-	-	-	-	-	-	-	-	-	-
TOTAL SCHOOL											
TOTAL BUDGET	TOTAL BUDGET	28,158,836.00	175,000.00	75,990.00	-	28,409,826.00	28,179,221.24	58,929.76	171,675.00	171,675.00	0.00
TOTAL ARTICLES	TOTAL ARTICLES	28,082,846.00	-	75,990.00	-	28,158,836.00	28,099,906.24	58,929.76	0.00	-	0.00
TOTAL SCHOOL	TOTAL ARTICLES	75,990.00	175,000.00	-	-	250,990.00	79,315.00	-	171,675.00	171,675.00	-
TOTAL SCHOOL	TOTAL SCHOOL	28,158,836.00	175,000.00	75,990.00	-	28,409,826.00	28,179,221.24	58,929.76	171,675.00	171,675.00	0.00

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
390 SSVT	5200 GENERAL EXPENSES	763,328.00	-	-	-	763,328.00	763,328.00	-	-	-	-
192 PUBLIC BUILDINGS	5100 PERSONAL SERVICES	2,030,967.00	-	-	(76,000.00)	1,954,967.00	1,954,134.93	-	832.07	-	832.07
	5200 GENERAL EXPENSES	1,586,151.00	-	-	96,000.00	1,682,151.00	1,593,961.71	44,022.27	44,167.02	-	44,167.02
		3,617,118.00	-	-	20,000.00	3,637,118.00	3,548,096.64	44,022.27	44,999.09	-	44,999.09
5400 CFWD ARTICLES 5400 NEW ARTICLES		-	94,784.75	-	-	94,784.75	0.39	-	94,784.36	-	-
		494,500.00	-	-	-	494,500.00	309,605.58	-	184,894.42	-	-
		494,500.00	94,784.75	-	-	589,284.75	309,605.97	-	279,678.78	-	-
	TOTAL PUBLIC BLDGS	4,111,618.00	94,784.75	-	20,000.00	4,226,402.75	3,857,702.61	44,022.27	324,677.87	279,678.78	44,999.09
5100 PERSONAL SERVICES 5200 GENERAL EXPENSES		2,030,967.00	-	-	(76,000.00)	1,954,967.00	1,954,134.93	-	832.07	-	832.07
		1,586,151.00	-	-	96,000.00	1,682,151.00	1,593,961.71	44,022.27	44,167.02	-	44,167.02
	TOTAL BUDGET	3,617,118.00	-	-	20,000.00	3,637,118.00	3,548,096.64	44,022.27	44,999.09	-	44,999.09
	TOTAL ARTICLES	494,500.00	94,784.75	-	-	589,284.75	309,605.97	-	279,678.78	-	-
	TOTAL FACILITIES	4,111,618.00	94,784.75	-	20,000.00	4,226,402.75	3,857,702.61	44,022.27	324,677.87	279,678.78	44,999.09
410 TRAFFIC CONTROL		-	-	-	-	-	-	-	-	-	-
421 DPW ADMIN	5400 CFWD ARTICLES										
	5100 PERSONAL SERVICES	223,500.00	-	-	(28,000.00)	195,500.00	179,708.07	-	15,791.93	-	15,791.93
	5200 GENERAL EXPENSES	49,100.00	-	-	-	49,100.00	53,212.53	(4,112.53)	(4,112.53)	-	(4,112.53)
		272,600.00	-	-	(28,000.00)	244,600.00	232,920.60	-	11,679.40	-	11,679.40
5400 CFWD ARTICLES 5400 NEW ARTICLES			76,863.94	-	-	76,863.94	22,950.00	-	53,913.94	-	-
		-	76,863.94	-	-	76,863.94	22,950.00	-	53,913.94	-	-
	TOTAL DPW ADMIN	272,600.00	76,863.94	-	(28,000.00)	321,463.94	255,870.60	-	65,593.34	53,913.94	11,679.40
424 DPW HIGHWAY	5100 PERSONAL SERVICES	444,210.00	-	-	-	444,210.00	455,298.95	-	(11,088.95)	-	(11,088.95)
	5200 GENERAL EXPENSES	282,685.00	-	-	-	282,685.00	186,823.49	-	95,861.51	-	95,861.51
		726,895.00	-	-	-	726,895.00	642,122.44	-	84,772.56	-	84,772.56
5400 CFWD ARTICLES 5400 NEW ARTICLES			125,689.75	-	-	125,689.75	82,015.13	-	43,674.62	-	-
		278,000.00	-	-	-	278,000.00	80,997.85	-	197,002.15	-	-
		278,000.00	125,689.75	-	-	403,689.75	163,012.98	-	240,676.77	-	-
	TOTAL DPW HIGHWAY	1,004,895.00	125,689.75	-	-	1,130,584.75	805,135.42	-	325,449.33	240,676.77	84,772.56
424 STREET LIGHTING	5200 GENERAL EXPENSES	64,000.00	-	-	-	64,000.00	62,323.85	-	1,676.15	-	1,676.15
425 DPW PUBLIC GROUNDS	5100 PERSONAL SERVICES	411,407.00	-	-	-	411,407.00	423,897.33	-	(12,490.33)	-	(12,490.33)
	5200 GENERAL EXPENSES	90,171.00	-	-	-	90,171.00	140,139.50	-	(49,968.50)	-	(49,968.50)
		501,578.00	-	-	-	501,578.00	564,036.83	-	(62,458.83)	-	(62,458.83)
5400 CFWD ARTICLES 5400 NEW ARTICLES		-	6,130.50	-	-	6,130.50	-	-	6,130.50	-	-
		-	6,130.50	-	-	6,130.50	-	-	6,130.50	-	-
	TOTAL GROUNDS	501,578.00	6,130.50	-	-	507,708.50	564,036.83	-	(56,328.33)	6,130.50	(62,458.83)

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
433 TRANSFER STATION	5100 PERSONAL SERVICES	247,745.00	-	-	-	247,745.00	237,107.35	-	10,637.65	-	10,637.65
	5200 GENERAL EXPENSES	782,660.00	-	-	-	782,660.00	775,066.71	26,918.73	(19,325.44)	-	(19,325.44)
		1,030,405.00	-	-	-	1,030,405.00	1,012,174.06	26,918.73	(8,687.79)	-	(8,687.79)
	TOTAL TRANSFER STATION	1,030,405.00	-	-	-	1,030,405.00	1,012,174.06	26,918.73	(8,687.79)	-	(8,687.79)
489 TOWN GAS PUMP	5200 GENERAL EXPENSES	192,500.00	-	-	28,000.00	220,500.00	227,336.63	7,959.14	(14,795.77)	-	(14,795.77)
	5100 PERSONAL SERVICES	1,326,862.00	-	-	(28,000.00)	1,298,862.00	1,296,011.70	-	2,850.30	-	2,850.30
	5200 GENERAL EXPENSES	1,461,116.00	-	-	28,000.00	1,489,116.00	1,444,902.71	34,877.87	9,335.42	-	9,335.42
	TOTAL BUDGET	2,787,978.00	-	-	-	2,787,978.00	2,740,914.41	34,877.87	12,185.72	-	12,185.72
TOTAL ARTICLES		2,785,000.00	208,684.19	-	-	486,684.19	185,962.98	-	300,721.21	300,721.21	-
	TOTAL DPW	3,065,978.00	208,684.19	-	-	3,274,662.19	2,926,877.39	34,877.87	312,906.93	300,721.21	12,185.72
423 SNOW & ICE	5100 PERSONAL SERVICES	111,750.00	-	-	-	111,750.00	121,150.09	-	(9,400.09)	-	(9,400.09)
	5200 GENERAL EXPENSES	438,250.00	-	-	(20,000.00)	418,250.00	396,472.30	-	21,777.70	-	21,777.70
		550,000.00	-	-	(20,000.00)	530,000.00	517,622.39	-	12,377.61	-	12,377.61
	TOTAL SNOW & ICE	550,000.00	-	-	(20,000.00)	530,000.00	517,622.39	-	12,377.61	-	12,377.61
TOTAL SNOW & ICE		111,750.00	-	-	-	111,750.00	121,150.09	-	(9,400.09)	-	(9,400.09)
	5200 GENERAL EXPENSES	438,250.00	-	-	(20,000.00)	418,250.00	396,472.30	-	21,777.70	-	21,777.70
	TOTAL BUDGET	550,000.00	-	-	(20,000.00)	530,000.00	517,622.39	-	12,377.61	-	12,377.61
	TOTAL ARTICLES	-	-	-	-	-	-	-	-	-	-
TOTAL SNOW & ICE		550,000.00	-	-	(20,000.00)	530,000.00	517,622.39	-	12,377.61	-	12,377.61
		-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-
135 TOWN AUDIT	5200 GENERAL EXPENSES	54,100.00	-	-	-	54,100.00	49,750.00	4,250.00	100.00	-	100.00
	5200 GENERAL EXPENSES	3,650,375.00	-	-	-	3,650,375.00	3,855,588.40	-	(205,213.40)	-	(205,213.40)
	5200 GENERAL EXPENSES	228,000.00	-	-	-	228,000.00	306,946.00	-	(78,946.00)	-	(78,946.00)
	5200 GENERAL EXPENSES	85,000.00	-	-	-	85,000.00	14,636.36	-	70,363.64	-	70,363.64
5200 GENERAL EXPENSES		3,857,022.00	-	-	(42,728.00)	3,814,294.00	3,489,642.48	-	324,651.52	-	324,651.52
	5200 GENERAL EXPENSES	10,000.00	-	-	-	10,000.00	10,175.00	-	(175.00)	-	(175.00)
	5200 GENERAL EXPENSES	6,500.00	-	-	-	6,500.00	-	-	6,500.00	-	6,500.00
	5400 NEW ARTICLES	215,000.00	-	-	-	215,000.00	215,000.00	-	-	-	-
5200 GENERAL EXPENSES		25,000.00	-	-	-	25,000.00	30,488.18	10,324.59	(15,812.77)	-	(15,812.77)
	5400 NEW ARTICLES	-	-	-	-	-	-	-	-	-	-
	TOTAL MEDICAL	25,000.00	-	-	-	25,000.00	30,488.18	10,324.59	(15,812.77)	-	(15,812.77)
	5200 GENERAL EXPENSES	-	-	-	-	-	-	-	-	-	-

Town of Hanover
FY19 Budget to Actual Comparison
General Fund
6.30.19

Department	Description	FY19 Original Budget	FY19 CFWD Budget	FY19 Amend Budget	FY19 Municipal Relief	FY19 Adjusted Budget	YTD Expenditures	FY19 Encumbrances	Available Balance	Continued Appropriations	Amount to Close
945 RISK MANAGEMENT	5200 GENERAL EXPENSES	259,900.00	-	-	-	259,900.00	272,539.60	-	(12,639.60)	-	(12,639.60)
990 TRANSFERS	5200 GENERAL EXPENSES	277,700.00	-	-	-	277,700.00	100,000.00	-	177,700.00	-	177,700.00
TOTAL TOWN WIDE BUDGET		8,453,597.00	-	-	(42,728.00)	8,410,869.00	8,129,766.02	14,574.59	266,528.39	-	266,528.39
TOTAL ARTICLES		215,000.00	-	-	-	215,000.00	215,000.00	-	-	-	-
TOTAL TOWN WIDE		8,668,597.00	-	-	(42,728.00)	8,625,869.00	8,344,766.02	14,574.59	266,528.39	-	266,528.39
710 DEBT - PRINCIPAL	5200 GENERAL EXPENSES	3,643,449.00	-	-	-	3,643,449.00	3,627,125.38	-	16,323.62	-	16,323.62
750 MISC INTEREST	5200 GENERAL EXPENSES	-	-	-	-	-	-	-	-	-	-
751 DEBT - INTEREST	5200 GENERAL EXPENSES	1,244,518.00	-	-	-	1,244,518.00	1,242,287.14	-	2,230.86	-	2,230.86
752 DEBT - ST INTEREST	5200 GENERAL EXPENSES	464,233.00	-	-	42,728.00	506,961.00	535,515.34	-	(28,554.34)	-	(28,554.34)
755 DEBT - ISSUANCE COSTS	5200 GENERAL EXPENSES	10,000.00	-	-	-	10,000.00	-	-	10,000.00	-	10,000.00
5400 CFWD ARTICLES		-	6,515.00	-	-	6,515.00	6,515.00	-	-	-	-
TOTAL DEBT		5,362,200.00	-	-	42,728.00	5,404,928.00	5,404,927.86	-	0.14	-	0.14
820 STATE ASSESSMENTS	5200 GENERAL EXPENSES	574,438.00	-	-	-	574,438.00	606,007.00	-	(31,569.00)	-	(31,569.00)
880 COUNTY ASSESSMENTS	5200 GENERAL EXPENSES	55,546.00	-	-	-	55,546.00	55,545.69	-	0.31	-	0.31
TOTAL OPERATING BUDGET		61,187,181.00	-	75,990.00	-	61,263,171.00	60,385,917.55	184,716.38	692,537.07	-	692,537.07
TOTAL ARTICLES		1,063,490.00	855,120.37	-	-	1,918,610.37	963,404.08	-	955,205.69	-	-
GRANT TOTALS		62,250,671.00	855,120.37	75,990.00	-	63,181,781.37	61,349,322.23	184,716.38	1,647,742.76	955,205.69	692,537.07

REPORT OF THE ADVISORY COMMITTEE

For Fiscal Year July 1, 2018 - June 30, 2019

The Advisory Committee consists of nine registered voters of the Town, appointed by the Town Moderator. Committee members serve on the committee for three-year terms which end on July 15 or until a successor is appointed. No person holding an elective office of the Town is eligible to serve on this committee.

The Advisory Committee is responsible for reviewing all articles contained in the Annual and Special Town Meeting warrants. The Committee's recommendations for the action to be taken on each of these articles are presented both verbally and in written form at each of the Town Meetings.

The Advisory Committee is also responsible for making recommendations regarding the proposed expenditures presented in the Town Manager's budget. This budget was presented to the Board of Selectmen and made available to the public by February 1st as outlined in the Town Manager Act. These recommendations are included in the Town Meeting warrant along with the Town's Omnibus Budget.

In addition, the Committee submits an annual report in printed form with its recommendations relative to the financial affairs of the Town.

Property taxes, local receipts, state aid, and other financing sources fund the Town's operating budget. Each year, the Town can increase its Levy Limit by 2½ percent under Proposition 2½. In FY20, the increase of 2½% calculated to \$1,031,895. Added to this increase was New Growth at \$524,831, to formulate the FY20 Levy Limit of \$42,832,524. Adding Town Meeting-approved debt exclusions to the Levy Limit formulates the Maximum Allowable Levy, which was \$47,513,009 in FY20. The FY19 Town Meeting raised and appropriated a total of \$47,320,007, leaving an excess capacity, or the amount that could have been raised in taxes but was not, of \$193,002.

The Advisory Committee was presented with forty-three articles in the Annual Town Meeting warrant and six articles in the Special Town Meeting warrant. The Committee initiated a collaborative exercise with the Town Manager and the Town's Department Heads to determine how service levels would be impacted by increases to each of the various departmental budgets. At the conclusion of this process, the Advisory Committee determined that with the budget increases needed to fund previously-approved collective bargaining agreements, and fixed costs like pension and debt service obligations, most departmental budgets were funded appropriately in the Town Manager's proposed Fiscal Year 2020 budget.

Then, prior to the May 6, 2019 Annual and Special Town Meetings, the Advisory Committee provided recommendations with respect to each article, as it deemed was in the best interests of the Town. The articles included the General Fund Operating Budget and numerous appropriations for capital expenditures.

Major highlights of Town Meeting capital expenditures are as follows:

- Town Meeting appropriated \$668,000 from Community Preservation Act funds for the reconstruction of eight tennis courts at the High School.
- Town Meeting appropriated a total of \$290,000 to install physical security upgrades at Cedar School.
- Town Meeting appropriated \$70,000 to renovate bathrooms at Cedar School.
- Town Meeting appropriated \$326,000 to purchase and equip a new ambulance.
- Town Meeting appropriated a total of \$207,000 for technology upgrades across Town and School Departments.
- Town Meeting appropriated \$100,000 in Free Cash to the Other Post-Employment Benefits (OPEB) Trust Fund, in addition to the entirety of the Town's share of the Fiscal Year 2019 meals tax.
- Town Meeting appropriated a total of \$285,990 to the Special Education Reserve Fund.

Respectfully submitted,

Hanover Advisory Committee

Edward Hickey, Chair
Gavin Little-Gill, Vice Chair
Sandra Hayes
Steven Freedman
James Hoyes
Steven Kmito
Nick Morwood
Jerry O'Hearn
Joan Port-Farwell

REPORT OF THE BOARD OF REGISTRARS

For Fiscal Year July 1, 2018 – June 30, 2019

During fiscal year ending June 30, 2019, the Town had a slight increase of residents bringing the total population to 14,826.

The breakdown of registered voters is as follows:

Precinct	Active	Inactive	Non-Voter	Total
1	2,062	557	984	3,603
2	2,066	696	1151	3,913
3	1,940	637	977	3,554
4	1,909	710	1,137	3,756
Grand Total	7,977	2,600	4,249	14,826

Two elections and one Town meeting were held at Hanover High School. The Town Election was held in May of 2019. The annual Town meeting was in May of 2019. The State primary was in September 2018 and the State Election was in November 2018.

The census is completed through this office. An accurate count of residents is helpful, as it determines what the State will distribute to the Town from its “cherry sheet.” The Census is also an aid to the police and fire departments in case of an emergency. The school department is also assisted by being able to project present and future enrollment.

Every household in town will receive a Census every January. All residents are urged to complete the form, making any additions, corrections or deletions as soon as possible. You may drop off completed Census at Town Hall or mail.

Please note, one cannot register to vote on a census form, however failure to return the census form may result in a voter being placed on the “Inactive Voter List”.

Residents may register to vote during regular hours at the registrar’s office lower level of the Town Hall. You may drop off or you may register on line @ www.sec.state.ma.us Extended hours are held prior to Elections and Town Meetings. You must register 20 days prior to an Election or Town Meeting.

Please feel free to contact this office with any questions in regards to party affiliations or any other issues. Registrar’s office 781-826-5000 X 1082 or www.hanover-ma.gov

Respectfully submitted,
Nancy J. Goldthwait, Chair
Katherine A. DiSabato
Pamela D. Ferguson
Catherine G. Harder-Bernier, Town Clerk

REPORT OF THE BOARD OF ASSESSORS

Fiscal Year July 1, 2018 – June 30, 2019

The Assessing staff includes the Director of Assessing Elaine Boidi and Sr. Clerk Kris Minshall.

Members of the Board of Assessors are:

David Delaney, Member

Frank Greco, Chairman

Nancy Lyons, Member

The assessing department continues their proactive effort of making the public aware of the various property tax exemptions available. Property tax exemptions are available to qualifying seniors, disabled veterans, surviving spouses and blind persons. Taxpayers must meet certain requirements for each of the exemptions. ***Exemption information is available by contacting the office or on-line at www.hanover-ma.gov/assessors at the Town of Hanover website on the assessing page.*** The Board of Assessors granted a total of **\$184,337.43** worth of exemptions to qualified veterans, elderly, blind and hardship applicants.

The following is a list of the total value by property class.

Class	Value	Percentage
Residential	\$2,338,808,137	85.14
Commercial	\$285,212,785	10.38
Industrial	\$59,585,778	2.17
Personal Property	\$63,527,870	2.31
Total	\$2,747,134,570	100.00

The average single family home assessment is \$509,801. The residential tax rate is \$16.41, making the average residential tax bill \$8,366.

The staff continues to be responsible for the commitment of all Boat and Motor Vehicle Excise Tax, and administration of Boat and Motor Vehicle Excise Tax Bills as well as abatements. A taxpayer may be eligible for an abatement of all or a portion of the excise tax, if during the year, you no longer own the vehicle; and you cancel or transfer the license plate. ***Information relative to abatements is available in the office or on-line on the assessors webpage.***

The Board of Assessors continues its collaborative effort with the Town Planner, Department of Public Works Superintendent, and the Computer Coordinator to update and improve the Town-wide Geographic Information System (GIS). GIS gives the Assessor's office and other departments the ability to help maintain, organize and analyze geographic based information. ***Assessing Maps and other various maps are available in the office and on the assessing webpage.***

Frank Greco resigned from the Board of Assessors in September 2018. We would like to thank him for his service on the board and wish him well in his future endeavors. We would also like to welcome Elaine Shea to the board. Elaine was appointed by the Board of Selectmen in October 2018.

As always the staff and the Board of Assessors are always available to answer valuation and assessment questions.

Respectfully submitted,
Board of Assessors
Nancy Lyons, Chairman
David Delaney, Assessor
Elaine Shea, Assessor

REPORT OF THE HANOVER PUBLIC SCHOOLS

For Fiscal Year July 1, 2018 – June 30, 2019

It is with great pleasure that I submit the annual report for the 2018-2019 school year for Hanover Public Schools. Our students, staff, and leadership team worked exceptionally hard last year to move our school system forward. Overall, we are very pleased with the results but we strive each day to be better. Today, this report is a look into our past. We will celebrate our successes, learn from our mistakes, and remember this time fondly as the years go by. Now, we enthusiastically move forward and prepare for the challenges and opportunities before us.

2019 MCAS RESULTS

Last spring, our students in grades 3-8 participated in the MCAS assessment for English language arts and math. The goal of this next-generation assessment is to give a clearer signal of readiness for the next grade level or college and career. It was designed to focus on students' critical thinking skills, ability to apply their knowledge and to make connections between reading and writing. This next-generation MCAS assessment reports our students' scores in four achievement levels (categories) that help teachers and parents understand their performance. These achievement levels are Exceeding Expectations, Meeting Expectations, Partially Meeting Expectations, and Not Meeting Expectations. This next-generation assessment will eventually replace all prior (legacy) MCAS tests.

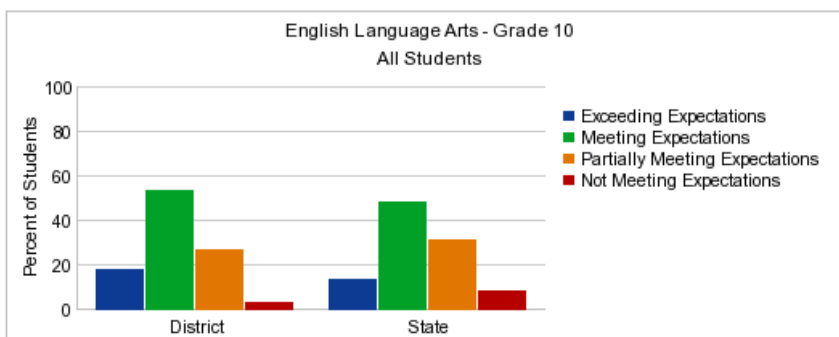
Last year the state debuted their next generation accountability system, which is designed to measure a school or district's achievement and identify what kind of support it may require. This new accountability system is more comprehensive than the previous system and complies with the 2015 federal Every Student Succeeds Act. This system will replace the Level 1-5 designation that has been in place since 2012.

This next generation accountability system includes new indicators and measures but continues to rank each school on determined measures and evaluates schools against targets set by the Department of Elementary and Secondary Education. These indicators (achievement, student progress or growth, high school completion, progress towards English proficiency for English learners, chronic absenteeism (absent more than 10% of school year) advanced coursework completion, (such as Advanced Placement courses) and provide more information about school performance and student opportunity.

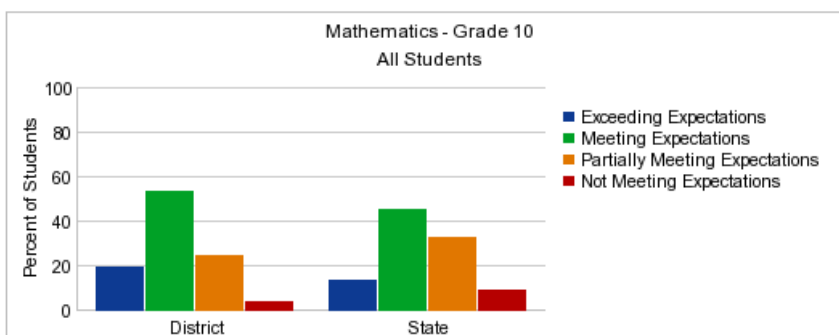
Our goal remains the same - to consistently move more students into the Meeting and Exceeding Expectation levels, while focusing on individual student growth over time. Results for the spring 2019 MCAS assessment were released to the public on September 24, 2019.

Assessment Results
Hanover Spring 2019 Results by Achievement Level
District and State Comparison
Grade 10 ELA & Math MCAS

English Language Arts	N Included	% District	% State
Exceeding Expectations	37	18	13
Meeting Expectations	113	54	48
Partially Meeting Expectations	56	27	31
Not Meeting Expectations	5	2	8
Total Included	211		

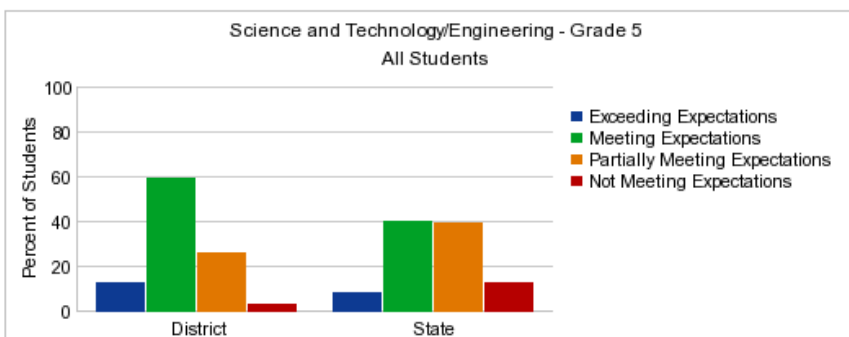


Mathematics	N Included	% District	% State
Exceeding Expectations	39	19	13
Meeting Expectations	111	53	45
Partially Meeting Expectations	51	25	33
Not Meeting Expectations	7	3	9
Total Included	208		

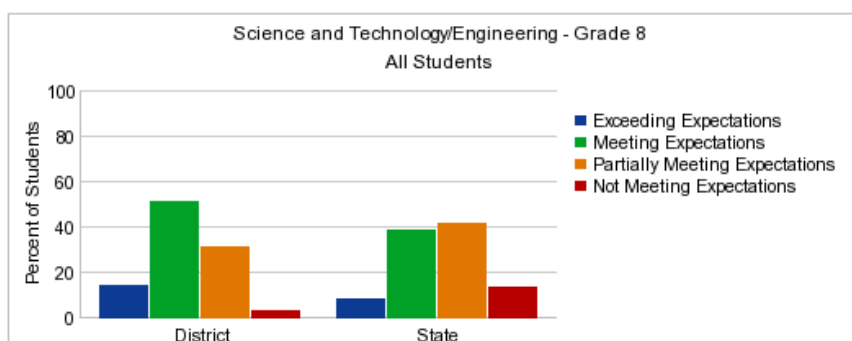


District and State Comparison
Grade 5, 8, & 10 Science and Technology/Engineering MCAS

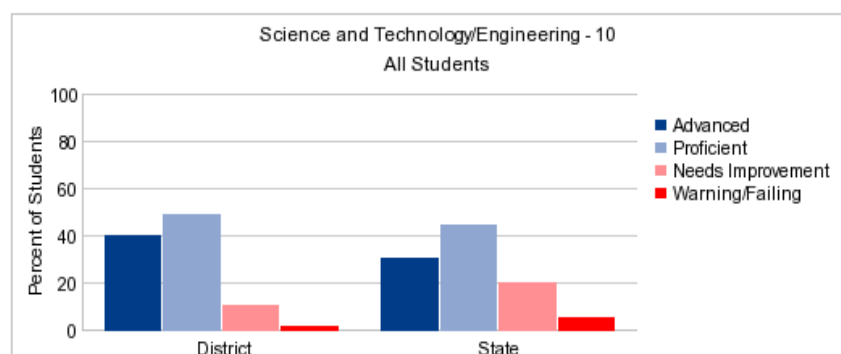
Science and Technology/Engineering	N Included	% District	% State
Exceeding Expectations	21	12	8
Meeting Expectations	107	59	40
Partially Meeting Expectations	47	26	39
Not Meeting Expectations	6	3	12
Total Included	181		



Science and Technology/Engineering	N Included	% District	% State
Exceeding Expectations	26	14	8
Meeting Expectations	94	51	38
Partially Meeting Expectations	57	31	41
Not Meeting Expectations	6	3	13
Total Included	183		



Science and Technology/Engineering	N Included	% District	% State
Advanced	81	40	30
Proficient	98	49	44
Needs Improvement	21	10	20
Warning/Failing	2	1	5
Total Included	202		

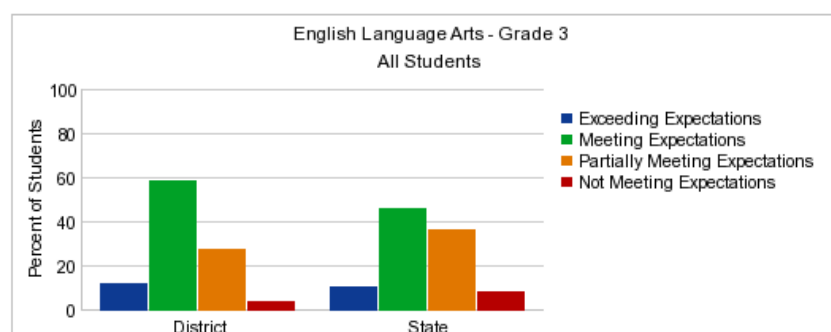


*Grade 10 Science and Technology/Engineering results represent the highest achievement level attained by Grade 10 students in any of the four subjects (Biology, Chemistry, Introductory Physics, and Technology/Engineering) assessed in grades 9 or 10.

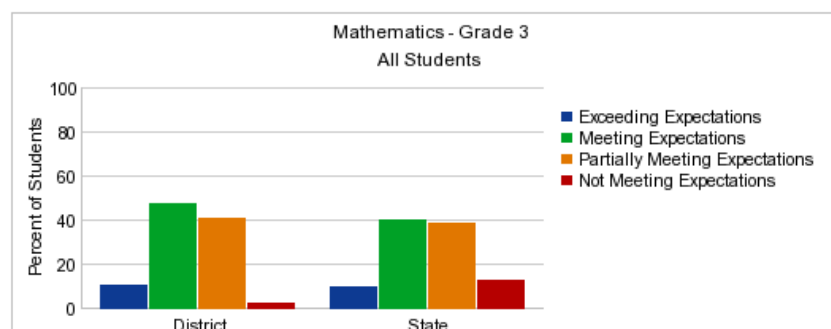
District and State Comparison

Grade 3-8 ELA & Math Next-Generation MCAS

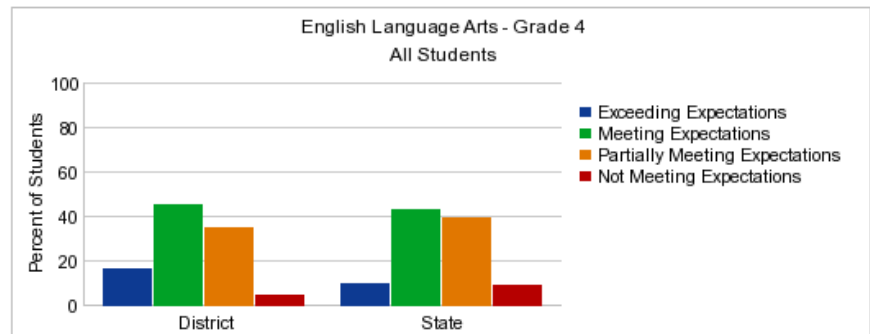
English Language Arts	N Included	% District	% State
Exceeding Expectations	22	11	10
Meeting Expectations	113	58	46
Partially Meeting Expectations	53	27	36
Not Meeting Expectations	6	3	8
Total Included	194		



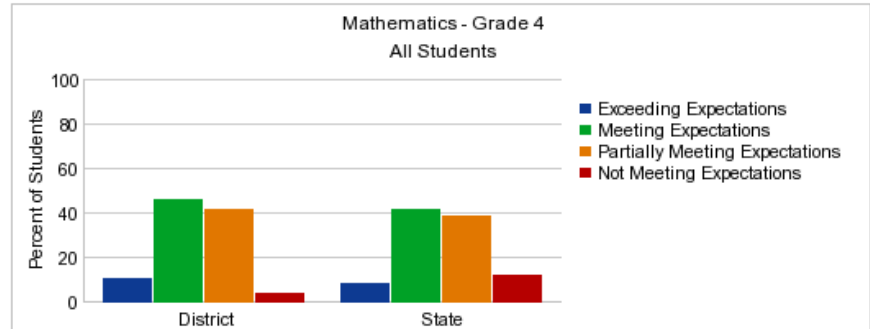
Mathematics	N Included	% District	% State
Exceeding Expectations	20	10	9
Meeting Expectations	92	47	40
Partially Meeting Expectations	79	41	38
Not Meeting Expectations	4	2	13
Total Included	195		



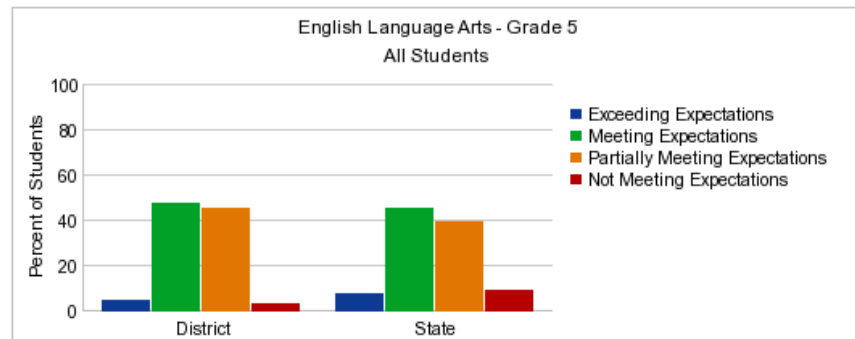
English Language Arts	N Included	% District	% State
Exceeding Expectations	33	16	9
Meeting Expectations	91	45	43
Partially Meeting Expectations	69	34	39
Not Meeting Expectations	8	4	9
Total Included	201		



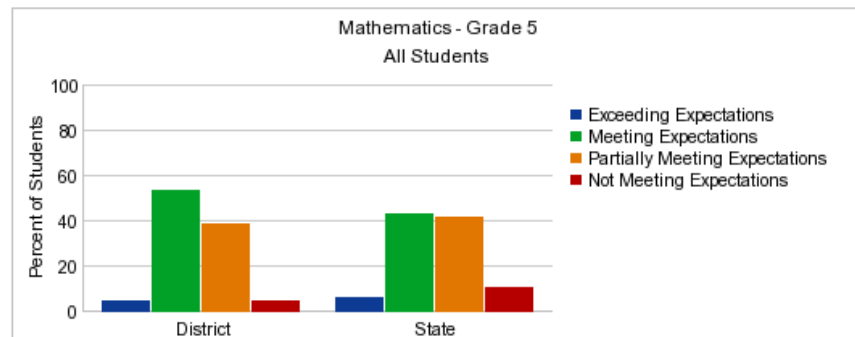
Mathematics	N Included	% District	% State
Exceeding Expectations	20	10	8
Meeting Expectations	92	46	41
Partially Meeting Expectations	83	41	39
Not Meeting Expectations	7	3	12
Total Included	202		



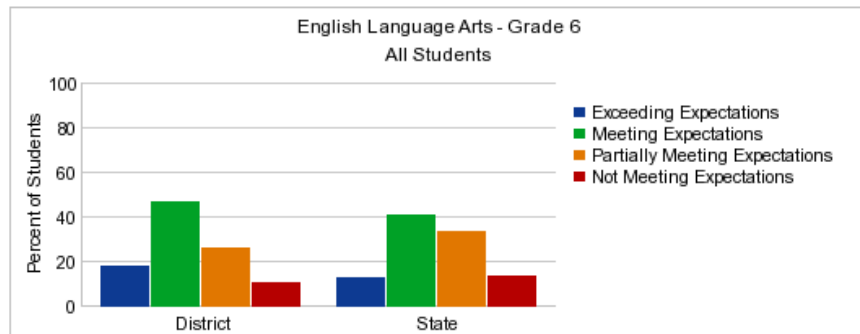
English Language Arts	N Included	% District	% State
Exceeding Expectations	8	4	7
Meeting Expectations	86	48	45
Partially Meeting Expectations	82	45	39
Not Meeting Expectations	5	3	9
Total Included	181		



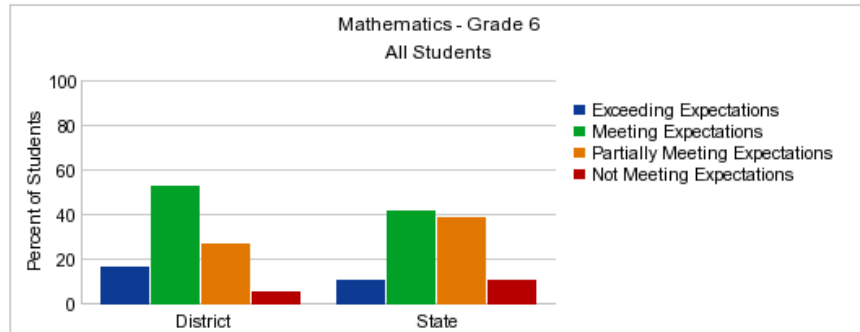
Mathematics	N Included	% District	% State
Exceeding Expectations	8	4	6
Meeting Expectations	96	53	43
Partially Meeting Expectations	70	39	42
Not Meeting Expectations	7	4	10
Total Included	181		



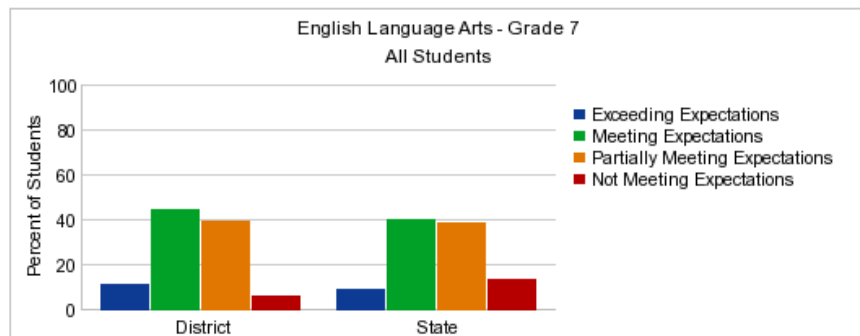
English Language Arts	N Included	% District	% State
Exceeding Expectations	38	17	13
Meeting Expectations	102	47	41
Partially Meeting Expectations	57	26	33
Not Meeting Expectations	22	10	13
Total Included	219		



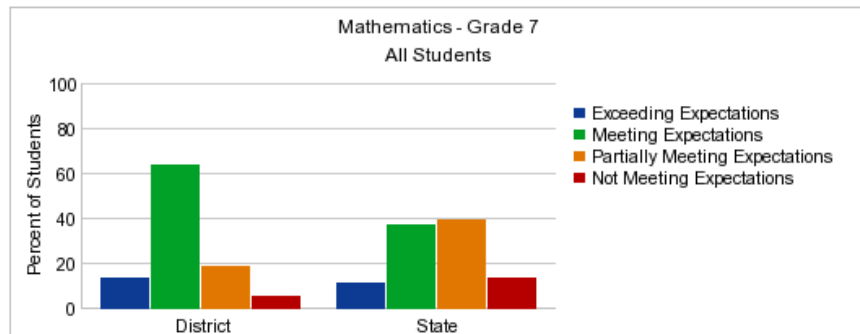
Mathematics	N Included	% District	% State
Exceeding Expectations	35	16	10
Meeting Expectations	115	53	41
Partially Meeting Expectations	58	26	38
Not Meeting Expectations	11	5	10
Total Included	219		



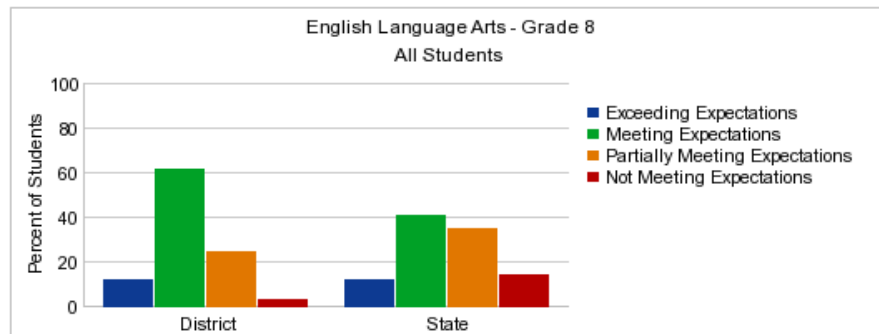
English Language Arts	N Included	% District	% State
Exceeding Expectations	24	11	8
Meeting Expectations	100	44	40
Partially Meeting Expectations	88	39	38
Not Meeting Expectations	13	6	13
Total Included	225		



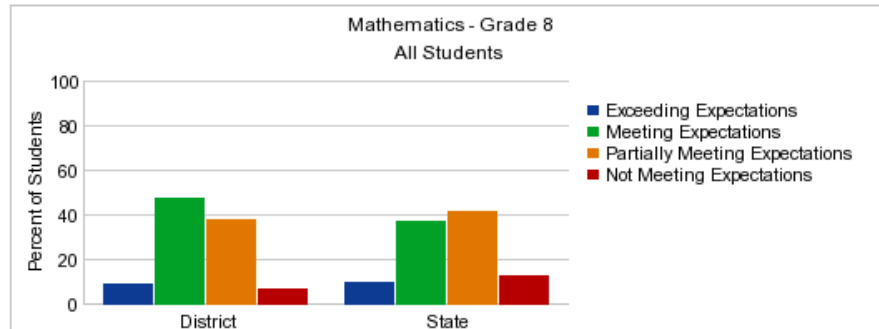
Mathematics	N Included	% District	% State
Exceeding Expectations	30	13	11
Meeting Expectations	143	64	37
Partially Meeting Expectations	41	18	39
Not Meeting Expectations	11	5	13
Total Included	225		



English Language Arts	N Included	% District	% State
Exceeding Expectations	21	11	11
Meeting Expectations	112	61	40
Partially Meeting Expectations	45	25	35
Not Meeting Expectations	5	3	14
Total Included	183		



Mathematics	N Included	% District	% State
Exceeding Expectations	16	9	10
Meeting Expectations	86	47	37
Partially Meeting Expectations	69	38	41
Not Meeting Expectations	12	7	12
Total Included	183		



DEPARTMENT OF STUDENT SERVICES

The Hanover Public Schools Department of Student Services is responsible for special education, civil rights, English language learners, homeless students, guidance, school psychologists, adjustment counselors, nursing, related services such as speech, occupational therapy and physical therapy, behavioral and psychiatric consultation, wellness, home and hospital instruction, grants (writing, acquisition and implementation), professional development, assistive technology, Medicaid, and more.

SPECIAL EDUCATION

The Department of Student Services is responsible for providing programs and services for students in preschool through grade 12, and up to the age of 22 for those students whose Special Education needs require transition programming. The department of student services includes but is not limited to the design, implementation and oversight of special education programs and services, student evaluation, team meeting process including eligibility determination for special education services, 504's, and the development of Individualized Education Programs (IEP). Additionally, the department is responsible for hiring professional staff and oversight of contracted services throughout the district. Student services coordinates with area collaboratives for transportation and programs and services, placement, and case management of students in out-of-district placements. The department monitors all special education regulations, and provides professional development and training for staff throughout the school year.

The department wrote and submitted grants to provide professional development aiding teachers in support students with diverse learning needs in all schools throughout the district. An additional integrated preschool session was added this year as was the substantially separate stars programs. The district continues to participate in the Behavioral Health Initiative in collaboration with other member districts in the North River Collaborative to support the social emotional needs of our students. Many members of our staff attended workshops and conferences on language based learning disabilities, special education, and related services and brought the information and tools back to their buildings, to embed the strategies into the classroom setting.

The collaboration between the Director of Student Services and our Special Education Parent Advisory Council (SEPAC) continues to strengthen throughout the past school year. Meetings are held on a regular basis to collaborate on upcoming topics for SEPAC presentations, develop a structure to our executive board, and schedule monthly executive board meetings in addition to the scheduled workshops.

Additionally, the Department of Student Services continues to work in partnership with Bridgewater State University in the Transition at Bridgewater (T@B) and Inclusive Concurrent Enrollment Initiative (ICEI) programs and Massasoit Community College Gateway Program to support the diverse needs of our 18-22 year old transition students.

CIVIL RIGHTS

The Department of Student Services continues to abide by the civil rights policies and procedures set forth by the Department of Elementary and Secondary Education. The scope of Civil Rights regulations is enormous and impacts every facet of our work within the public school setting. As always, we continue to work to stay compliant and responsible for each and every component of the regulations.

ENGLISH LANGUAGE LEARNERS

The Department of Student Services provides specialized instruction to our English Language Learners as prescribed by the Department of Elementary and Secondary Education. The Director of Student Services and the English Language Learner teachers work collaboratively to oversee services and make recommendations for change.

WELLNESS

The district wide wellness committee was in the 5th year of existence during the 2018-2019 school year. The wellness team collaborated with both the Hanover Police and Fire Departments to keep the Hanover Public Schools community's safety at the forefront of operations. The committee implemented a Screening, Brief Intervention and Referral to Treatment (SBIRT) for all 8th and 9th grade students. They continue to identify substance

TECHNOLOGY

The Technology Department remains focused on ensuring all Town and School departments have the technology necessary to perform their functions as required in the 21st century. Over the past 5 years the demand on the technology infrastructure has grown exponentially and we continue to work to ensure the infrastructure can stand up to the demand. Below are some

highlights of our activities of the past year, this list is far from exhaustive and is meant to give a sense of the various projects we typically undertake.

- Between October 1, 2018 and September 30, 2019 we closed 3,128 helpdesk tickets (vs 3,054 the year prior).
- Completed the installation and configuration of many technologies in the new Center School. This included infrastructure switches, WiFi hardware, Projectors, Wireless projection adapters. The Center building is well positioned to support 21st century learning both today and for the next decade.
- Completed the installation of security cameras at both Hanover Middle School and Cedar Elementary School.
- Eliminated Verizon FIOS service at Cedar Elementary School which now uses FIOS service from Hanover High School over existing Fiber Optic cabling between the buildings.
- Eliminated Verizon FIOS service at Sylvester Elementary School, we now use a wireless bridge to deliver internet from Center Elementary School over the air to Sylvester.
- Completed a significant wiring project covering both Hanover Middle School as well as Cedar Elementary School to allow for many necessary network connections.
- Migrated both Hanover Middle School and Cedar Elementary School to the the Town-Wide VOIP provider. Hanover High School is the only building remaining on legacy phone system and will be migrated over the Summer of 2020.
- Greatly expanded WiFi coverage in both Hanover Middle School and Hanover High School to ensure coverage in all areas to support MCAS, iReady and various other online assessment tools.
- Exercised the first lease of computers (200 Chromebooks) which will allow us to keep our assets current and respond quickly to changing technology needs as the equipment will be leased for 3 years and returned to the vendor for replacement at the end of the lease. This model also reduces the cash outlay thereby keeping the budget stable.
- Exercised leases to replace all computers (200 machines in total) in computer labs at both Hanover High School and Hanover Middle School.
- We continue to consolidate technology related services/expenses from other departments and realize financial savings by eliminating unused services.

CENTER/SYLVESTER

Center/Sylvester School opened the 2018-2019 school year with an enrollment of 588 students. New employees who joined our staff included Meghan Caiafa, Allison Epstein, Nicole Hardiman, Ellen Michaels, Dawnlisa Pellegrino, Ellen McLeod, Andrea Cogan and Laureen Waltman.

Each year the Plymouth County Teacher's Association recognizes teachers and those who make a difference in public education. During the 2018-2019 school year, the Plymouth County Educators Association presented awards at their spring banquet to the following staff: Christa Monahan, Honor Award; Amy Madden and Meghan Caiafa, Rookie Award; and Dorothea Bowles, Maureen Shea received Retirement Awards for years of service.

Two retirements were announced at Center/Sylvester School during the school year. Mrs. Dorothea Bowles, Speech and Language Pathologist; and Mrs. Maureen Shea, Sylvester School Nurse.

Students and teachers continued their work with Top Secret Science in grades K-4 by participating in a three part hands on science series. Student programs were generously provided by the PTA and included the New England Aquarium and Science Museum for students in grades K-4. John Galluzzo worked to bring Stetson Scholars to grade three students for a second year. This second year included time for students from each of the classrooms to work with Mr. Galluzzo and Mr. O'Neill from the Historical Society in learning about the Stetson House, becoming guides, and providing information on what they learned to their classmates. This program was a big success and one that we hope will continue to grow in the next school year. In addition to bringing Stetson Scholars, Mr. O'Neill also displayed a collection of hats from the historical society, which graced our halls for the spring of 2019. In an adjoining showcase, Mr. Roger Leslie displayed fire memorabilia from his private collection.\ John Curtis Library, Plimouth Plantation, Freedom Trail, Franklin Park Zoo, Commonwealth Museum, Seoule Homestead, Fenway Park, Hanover Movie Theatre, and South Shore Art Center in Cohasset were some of the many off site trips taken by our students during year. Some of our annual school events continued this year including the Kindergarten Magic Show, 'Grandperson' Bingo, Science Fair, Memory Day, Culture Show, Memorial Day Show, Recorder Concert, and two Chorus Concerts. Our school play, "Dinosaurs Before Dark" was performed by students in grades 2-4 under the direction of Mr. Dustin Lindsey.

On December 22, 2018, students dismissed for the last time from Sylvester School marking the end of an era. The Sylvester School served us well for many years and holds many wonderful memories for students, staff, and the Hanover Community. January 2, 2019, marked a new day for Center School. Center School opened its doors as one school and the classrooms in grade 3 and 4 were moved over from Sylvester School during the holiday break. Center School now houses 30 classrooms, special education spaces, a courtyard with garden beds, a renovated auditorium, two art rooms, a music room, media center complete with filming capabilities, OT/PT therapy space, STEAM classroom, conference rooms a cafeteria, health suite, administrative offices, conference rooms, and beautiful main lobby. The landscaping, creative play areas, and parking configuration are well under-way, creating a school setting that is surely to become the highlight of the center of town. Access to fields for play areas has an anticipated completion date of June 2020.

The school year ended with the work and anticipation of merging the elementary schools from neighborhood schools to town wide schools. Teachers in both elementary schools packed and moved to their new classrooms and so began the preparations for the 2019-2020 school year at the new and reconfigured, Grades 2-4 at Center School.

CEDAR SCHOOL

Student enrollment at Cedar School as of October 1, 2018 was 460 students. This enrollment is 43 students more than on October 1, 2017.

We experienced a number of staff changes during the 2018-2019 school year. Anastasia Frank was hired as a reading specialist and Ellen Burns moved from grade 3 teacher to reading specialist. Karen Gill was hired as a special education teacher in grade 3. Erin Miner was hired as-long term substitute in grade 3. Melissa Henry was hired as a long-term substitute special

education teacher in grade 1. Karen Cass was hired as a long-term substitute Art teacher. Sonia Frates was hired as .5 long-term substitute in preschool and Sharon DelPrete was hired as .5 long-term substitute paraprofessional in preschool. April Sheridan, Kate Peterson, Kristen DuFresne, Caitlin Burns, Stephanie O'Brien, Khara Houston, and Britton Lastowka were hired as ABA tutors.

The Cedar School continued its tradition of providing students with opportunities for community outreach. Once again, in lieu of a traditional student council, the fourth grade students helped create the Cedar Outreach Team. This team led outreach projects that raised awareness and funds for important causes. The most successful event was the Penny Wars Challenge that raised money for a Hanover High School scholarship for a senior who attended Cedar Elementary School.

Another wonderful achievement of a Cedar School student was for attendance. Charlotte Cronin was recognized for perfect attendance during the 2018-2019 school year.

During the 2018-2019 school year, many members of the Cedar School community were recognized for various achievements. Colleen Jones, an occupational therapist, received a PCEA Honors Award and Anastasia Frank, a reading specialist, earned the PCEA Rookie of the Year Award. In addition, the following staff members earned Hanover Public Schools Apple awards for 15 years of service: Maureen Atchison, Kathy Caulfield, Kelly-Ann Jordan, Kathleen Chandler, Janet Gillespie, Alicia Bryerton, and Ellen Burns.

Thanks to the support and generosity of the Hanover Parent-Teachers Alliance (HPTA) and the Hanover Foundation for Educational Enrichment (HFEE) the Cedar School was able to enjoy a variety of exciting enrichment programs including the Freedom Trail Scholars, Children's Museum of Easton, Curious Creatures, seven Museum of Science presentations, 5 Top Secret Science presentations, Mass Audubon (Coastal pre-visit), and various other wonderful enrichment programs.

In addition to supporting enrichment programs, the HPTA sponsored many wonderful family activities including Family Fun Fest, Dad Serves Pizza Night, 4th Grade Prime Time, the Science Fair and multiple Scholastic Book Fairs.

The Cedar students enjoyed numerous field trips during the 2018-2019 school year including visits to the Franklin Park Zoo, South Shore Natural Science Center, Holly Hills Farm, Hanover Police station, Hanover Fire station, the John Curtis Library, the Stetson House, Hanover Town Hall, Company Theater, Mass Audubon-Duxbury Bay, Gillette Stadium, and Plimoth Plantation.

HANOVER MIDDLE SCHOOL

The breakdown of the enrollment for the past year was as follows: Grade 5- 179, Grade 6- 217, Grade 7 - 224, and Grade 8- 183. The total number of students was 803. The Hanover Middle School welcomed the following new hires: Joel Barrett: Assistant Principal, Jason Brooks: Grade 7 Science, Mary Cullity: Grade 7 Math, Shannon Holt: Grade 8 SPED, Sarah Nantel, Grade 8 Science, Jennifer Rogerson: Grade 5 ELA/SS, Lynne Vadas: Speech. Tutors- Hailey Cahill, Julia D'Arcy, Cara Olson, Laura O'Malley, Micayla Sheehan, Vikki Wilson. Cafeteria- Justina Danick.

Professional development remains a focus Hanover Middle School. The Middle School makes it a priority to create opportunities for teachers to participate and lead in meaningful professional development opportunities as well as professional learning communities to improve instruction and ultimately student outcomes. Last year, we began using the three-step collaborate coaching model to refine and enhance instruction. Data such as iReady, MCAS, and our daily formative grade level assessments, help our teaching teams to meet the needs of our many different learners.

The Vision 2020 Math initiative is nearing the end of its planned 5 year implementation and we are happy to announce that in the 5th year of this initiative our MCAS data shows that the results and trends are highly positive. Read 2700, our new Reading Initiative to foster a love for reading in all of our students, is off to a successful start. Nine of our middle school ELA and Reading specialists worked with expert coaches from the Teachers Learning Alliance (TLA) focusing on instructional improvement in the area of reading. Students and teachers are excited about the work that has been done and our continued progress.

The Middle School's building-based Instructional Rounds Host Team was successful again in its third year of practice. Last year's Problem of Practice allowed teachers at HMS to examine how students activate prior knowledge and apply it to new learning.

The Following students received recognition for the awards they received:

- Frederick Doll Award – **Sarah Lynch & Mary Kate Vermette**
- David Sullivan History Award- **Team A: Charles Carroll, Team B: David Quinlan**
- David M. Walsh Science Award (Special interest and proven aptitude in science) **Team A: Brianna Cole Team B: Daniel Nguyen**
- Phillip J. O'Neil Citizenship Award – Demonstrates: Good Behavior, Tolerance and Understanding of others, Good Sportsmanship, Leadership, and is a role model) **Michael DeMayo & Mary Elliot**
- New England League of Middle Schools Scholars – **Jillian Farrell & Daniel Nguyen**
- Hanover Lyons Club Peace Poster Contest – 1st Place Sabrina Berkat, 2nd Place Olivia Bonfiglio, 3rd place Bella Balducci
- Mass Cultural Council - Art Awards - Evelyn Halleren & Julie Lyttle
- MSAA(Mass School Admin Assoc.) Leadership Award - Noah Andrade
- **MA SE District Jr. Band - March 2019** – Emily Dillon & Abby Lamb
- **S.E.M.S.B.A. Jr. Festival Band - May 2019**, Emily Dillon, Paulina Leskow, Cassie Lopes, Kaleigh Murphy & Aiden O'Connor
- **BSU Middle School Honor Band - October 2018** – Bradley Arnold, Alice Bussiere, Emily Dillon, Cassie Lopes, Sarah MacDonald
- **Student Council MVP** - Cassie Lopes, Erin Shea, Michael DeMayo & Mary Grace Lynch

The Hanover Middle School continued to host many special events throughout the school year. Some of these longstanding events help to raise funds for local charities such as the Visiting Nursing Association (VNA). Events held to raise funds this school year were Harvest Fest, Harvest Jam, Turkey Trot, and a Toys for Tots drive. Additionally, there were several food drives held to provide much needed food items for local charities. Other special events held at Hanover Middle School included Spirit Day, Band and Chorus concerts, and several

performance troupe shows including the 30th Winter Jam Concert. Read Across America Day, Veteran's Day, D.A.R.E Education and Graduation and Colonial Day were also celebrated.

Student Council held dances for the 7th and 8th grades as well as afternoon socials for the 5th and 6th graders. Two blood drives were held in the Fall and Spring. The sixth grade held their annual Make a Difference Day in June, where students invite individuals that have made a difference in their lives to the school for a special event. Water Day, Weathering and Erosion Day and the 8th Grade Awards and promotion ceremony along with the 8th grade Dinner Dance were all held at the middle school. Lastly, Hanover Middle School students continued to participate in curriculum-based field trips throughout the year that extended and enhanced students' learning beyond the classroom walls; this year the 8th grade made their 4th annual trip to Washington, D.C. with almost 170 students participating. Some additional examples of these types of experiences for students include: the Grade 5 Museum of Science overnight trip, the 7th Grade trip to Tree Top Adventures, the memorable 6th grade Camp Squanto trip in June and Peggotty Beach Day, and the Six Flags musical performance.

HANOVER HIGH SCHOOL

At the time of Graduation, Hanover High School's total enrollment was 802 with the graduating Class of 2019 totaling 214 students. Of these 214 students, 89% are attending four-year colleges, 3.8% are attending two-year colleges, 0.5% in college prep school and 1.4% are enrolled in the military.

One of our major points of focus this past year was once again on curriculum. Over the past two years, we designed and have begun developing a college and career preparatory curriculum that aligns with students' potential career pathways. Within this curriculum, students are able to draw connections between academic subjects and future career opportunities. As this work progresses, we intend to refine our existing curriculum with students' college and career interests in mind. We will continue to develop new educational experiences and academic courses with the same focus. Additionally, we will explore and develop educational experiences beyond the classroom that may contribute to a student's interest in a particular pathway. These experiences will include an increased partnership with local community businesses, local colleges and universities, and local public service providers. This curriculum will continue to offer a more defined relevance to students' individual career interests while providing the skills students need to succeed in the college and career environments of the 21st century.

Goal Summary: To implement a high school experience that affords each student the opportunity to learn and grow in a school community that encourages and supports their individuality.

As well, we continued to improve student learning through the use of professional learning communities (PLCs), teacher collaboration time, and professional development.

Instructional Rounds: Instructional Rounds is a collaborative process where administrators and teachers can learn more about their practice in order to develop a collective understanding of teaching and learning. This research-based practice will directly impact professional growth and student achievement. Instructional Rounds provided time for

observation, reflection, discussion, and action specifically around the teaching and learning of close reading, written communication, problem solving, and collaboration.

Professional Learning Communities: Topics included HHS Connect and data analysis and best practices centering on standardized tests and relevant student performance in the areas of close reading, written communication, and problem solving.

Teacher Collaboration Time: We continued to use time during the school day designated as teacher collaboration time, and allow teachers to identify a group of colleagues to collaborate with and address common topics of interest related to teaching and learning, specifically close reading, written communication, and problem solving.

Professional Development: During designated early release days, we focused on professional development topics similar to those addressed in Rounds, PLCs, and teacher collaboration time. Workshops were educator-led whenever possible.

Hanover High School Connect (HHS Connect) is the result of a collective effort on the part of the faculty, the administration, and the community to provide students greater choice and greater voice in their educational journeys. Our vision is to provide even more opportunities for students to increase engagement and to demonstrate their learning in ways that are relevant to their interests and futures.

To this end, we have created four “personalized pathways” among which students may choose one or more of these innovative concentrations to follow as they prepare themselves for both college and career pursuits. Within each of these pathways, students engage in courses founded on the essential skills of communication and literacy, problem solving, collaboration and the effective use of technology. Relevant educational opportunities provide further civic and social opportunities and personalized community engagement. Our students’ education is as much outside of the classroom as it is inside the classroom.

Our Innovative Pathways are as follows:

- Fine and Performing Arts
- Engineering and Technology
- Health and Human Services
- Business and Entrepreneurship

Fine and Performing Art Courses:

Music:

Concert Chorus
VOX
Symphonic Band
Jazz Ensemble
Class Piano I
Class Piano II
Class Piano III
AP Music Theory
Songwriting, Recording, & Music
Production
Music in Film & Multimedia
* Partnership in Music
* History of Western Music
Jazz Lab

Art:

Ceramics & Sculpture I
Ceramics & Sculpture II
Ceramics & Sculpture III
AP 3-D Design
Partnership in Art
Intro to Drawing
Intro to Painting
Drawing I
Drawing II
Painting I
Painting II
Honors Drawing
AP Studio Art Drawing

Drama:

Intro to Drama
Honors Drama

Technology:

Digital Media
Video Production
Game Design & 3D Graphic Design

Social Studies:

* World History Through Art
19TH and 20th Century History Through
Film

Virtual High School Courses:

American Popular Music
AP Art History
Art History
Art History: Art of the Caribbean Islands
Creating Art History
Digital Photography
Music Listening & Critique
Music Fundamentals of Composition

Summer Offerings:

South Shore Conservatory Summer Music
Festival
Summer Youth Music School (SYMS)
Drum Major Academy

Internships:

School-To-Work:

Engineering and Technology Courses

Math:

AP Calculus
Calculus
AP Computer Science Principles
* Introduction to Computer Science 1
Physics 2 - AP
Physics 1 - AP
Physics - H

Physics 1

* Math for General Contractors

Engineering:

* Engineering 1: Life on Mars
Engineering 1: Technical Drawing and
Design
Engineering 2: Design and Fabrication

Engineering 3: 3-D Modeling and Prototyping
 Engineering 4 - H
 Game Design
 Robotics
 Video Production I - H
 Digital Media
 * Technology Entrepreneurship
 * Engineering for Sustainability 1

Pending course modification:
 Drama 1
 Drama 2 - H T
 Sc
 Internship 1
 Internship 2
 sic Production

Health and Human Services Courses

English:
 AP English 11
 English 11
 Intro to Public Speaking
 Broadcast Journalism
 Humanities

Social Studies:
 AP Govt and Politics
 AP Psych
 Cedar School Aid
 *Leadership
 Life Skills Student Aid
 Developmental Psych
 Psych/Soc
 Global Studies
 Sports & Society

Science:
 Computer Science 1
 AP Biology
 AP Chemistry
 Anatomy and Physiology
 Environmental Science:
 Marine Biology
 Forensics

Foreign Language:
 French 4 Honors
 French 5/AP
 Spanish 4 Honors
 Spanish 5/AP

PE/Wellness:

Lifetime Fitness
 Team Sports and Cooperation
 Lifesaving Skills
 Strength and Conditioning

 Internship:
 School to Work
 Partnership in Art/Music/Phys. Ed

Virtual High School Courses:
 Human Geography
 BioChemistry
 BioEthics
 BioTechnology
 Climate Science
 Constitutional Law
 Criminology
 Epidemics
 Evolution and the Nature of Science
 Genes and Disease
 Health
 Kindergarten Apprentice Teacher
 The Teenage Brain
 Peacemaking
 Practical Law
 Psychology of Crime
 US Government
 World Conflict: A United Nations Introduction
 World Religions
 Your Brain: An Introduction to Neuroscience

Business and Entrepreneurship Courses

Courses Offered:

Accounting 1
Accounting 2
Algebra 3
Broadcast Journalism
Business Communications
Digital Media
Global Studies
Internship 1
Internship 2
*Leadership
Marketing & Management
Probability & Statistics
School-to-Work

* Technology Entrepreneurship

Virtual High School Courses:

AP Economics
Business & Personal Law
International Business
Economics
Entrepreneurship
Investing in the Stock Market
Marketing & the Internet
Personal Finance

Internships:

Humanities:

Student-Directed Capstone Project

As part of our curriculum reformation, Hanover High School is pleased to announce a continuation of dual-enrollment coursework opportunities through a partnership with Quincy College for the 2019-2020 school year. Dual enrollment is an arrangement whereby coursework completed at the post-secondary level is recognized on both the college and high school transcript.

Hanover High School was approved to offer dual-enrollment courses using the Quincy College syllabi and textbooks, as well as covering the content required in a college-level course. Hanover High School teachers who have been approved to teach a college course by Quincy College will teach the courses below. For the 2018-2019 school year, we offered the following courses as dual-enrollment opportunities:

Hanover High School Course Title	Quincy College Course Title	College Credit Available
Accounting 1	Accounting 101 (ACC101)	3
Accounting 2-Honors	Accounting 102 (ACC102)	3
Marine Biology	Marine Ecology (BIO160)	3
Academic Strategies	First Year Seminar (IDS167)	3

Precalculus-Honors	Precalculus (MAT113)	3
Honors Calculus	Calculus IB (MAT201)	3
Algebra 3	College Math (MAT103)	3
Anatomy and Physiology	Anatomy and Physiology (BIO131)	3
Introduction to Computer Science	Introduction to Programming (CS116)	3

Credit earned through a dual enrollment program is fully transferable to any applicable program at Quincy College and may also be accepted by other colleges or universities that would typically accept Quincy College credits. Quincy College has agreements with 20 institutions in the Boston-area and beyond to help students transition from their associate degree to a bachelor degree program. To learn more about these agreements or transferring of college credits to other institutions, go to <https://quincycollege.edu/community-collaboration/>

Please note: Hanover High School cannot guarantee credits acquired will transfer to a four-year college or university as it depends on the transfer protocol of each individual institution.

With the rising costs of college, participating in a dual-enrollment course can help to reduce future costs of a college education and provide early exposure to a college curriculum. This is a great opportunity for students to not only receive early college credit for high school courses, but also to gain confidence in knowing they can be successful in higher education.

MUSIC

Hanover High School musicians continue to gain recognition throughout the region and state for their outstanding performances. Enrollment in both performance and elective courses continues to expand with offerings in instrumental and vocal performance, music theory and composition, music in multimedia, music history, songwriting recording and performance, and interdisciplinary applications.

Festivals & Honors:

MMEA Southeastern Sr. District

Ian Morrison, Trombone
 Ian MacDonald, Trombone
 Kyle Knight, Tenor
 Peter Scribner, Bass
 Jack Thornton, Bass
 Frederick Trankels, Tenor

MMEA Southeastern Jr. District

Anna Minichino, Flute

Senior SEMSBA

Dan Butka, Trombone
Justy Carney, Timpani
Erin Foley, Alto
Ian MacDonald, Trombone
Anna Minichino, Flute
Beth Monahan, Clarinet
Ian Morrison, Trombone
Sophie Picard, Bassoon
James Sabin, Bass

The Pride of Hanover Marching Band once again entertained audiences from Hanover to Amherst with their field show “Journeys” which included music from John Denver, Journey, Stephen Paulus, and Tom Cochrane. The Symphonic Band was selected to participate in a clinic at the MMEA All-State Convention in Boston with renowned conductor and educator Charles Peltz from the New England Conservatory of Music. The Symphonic band also participated in the South Shore Wind Band Exchange Concert, which features the performances of outstanding high school wind bands from the finest programs on the South Shore.

The Jazz Ensemble, under the direction of Mr. Matt Harden, is an award-winning audition-based ensemble that also participates in evaluation festivals and community performances. In February, the Jazz Ensemble earned a Silver Medal at the Massachusetts Association of Jazz Educators (MAJE) festival and received commendations outstanding performances. The Jazz Ensemble was also selected to work with the Essentially Ellington program and received a clinic with Jerome Jennings of the Julliard School and Jazz at Lincoln Center Orchestra.

Over April vacation, the music department participated in the Heritage Festival in Williamsburg, Virginia. The chorus received a silver rating and 2nd place overall, while the Symphonic Band and Jazz Ensemble both received 1st place and an excellent rating. The department once again received the “Spirit of Williamsburg” award for its outstanding character and representation of the Hanover community.

Hanover’s auditioned vocal ensemble VOX under the direction of Mr. Michael Wade once again performed at many community events including caroling, singing at athletic events, and concert events.

STUDENT RECOGNITION

At our Undergraduate Awards Ceremony held on June 10, 2019, we recognized 106 academic awards, 33 high honors awards, 14 overall awards, and 28 book awards:

	2022	2021	2020
	9	10	11
ACADEMIC AWARDS			
English	Callia Gilligan	Abigail Brandt	Rori Jenkins
	Ava Toner	Dominic Heffron	Hailey Migre
	Ryan Wildman	Patrick Scott	Alyssa Moore
Social Studies	Elsa Little-Gill	Samuel Asnes	Hannah DeRice
	Ella Stone	Elise Falvey	Nathaniel Kinzel
	Ava Toner	Sophie McAvay	Abigail Leitaio
World	Meghan Enos	Megan Clasby	Channing Miller
	Cara Jenkins	Clare Connolly	
	Jenna Sweeney	Owen McCaffery	
World Language/French	Cara Jenkins	Emma Butzbach	Rachel Adams
	Kendall Sherwood	Emma Massey	Joseph Barresi
			Lauren Cockey
Art - 2D	Gillian Mastrocola	Sonny Avitable	Maria Almeida
	Isma Saleem	Fiona Hutchison	Juliana Gioioso
		Natasha Van Lare	Olivia Mowbray
Art - 3D	Kelsey DelPrete	Lauren Ferrarini	Lauren Baker-Tubbs
	Gillian Mastrocola	Lacy Worrall	Julia Cross
Drama	Morgan Gentile		Julia Cross
	Rose Giordani		Erin Foley
	Inka Ryter		Erin Gannon
Public Speaking	Caris Mann	Samantha Wing	Matthew Straut
Math	McKenzie Bottomley	Emma Richards	Joseph Barresi
	Daniel Lesko	Lacy Worrall	Lauren Cockey
Science	Kelsey DelPrete	Christopher Arancio	Lucas Bertoni
	Timothy Taylor	Timothy Raab	Matthew O'Hara
		Emma Richards	Cory Worrall
Engineering	Daniel Leskow	Matthew Dooley	Meghan McGurrin
	Katherine Lynch	Samuel Rowland	Sean Smith

	William McFarland	Rachel Taylor	
		Natasha Van Lare	
Computer Science	Carsten Schwarz	Brendan Connolly	Lucas Bertoni
		Thomas Riley	
Business	Carter Zielinski	Christopher Arancio	Erin Halpin
			Paige Leigh
Physical Education	Sheridan Hall	Gillian Kenney	Haley Mathieson
	Jack Johnson	Iam Killgoar	Caleb Pongratz
Wellness			Benjamin Asnes
			Emily Gallagher
Instrumental Music	Joseph Campo	James Kadra	Una Davenport
	Anna Minichino		Anthony Heffron
Vocal Music	Anna Bucchianeri	Elise Falvey	Brenna Fleming
	Abigail Jones		Erin Foley
	Madelyn Melone		Kyle Knight

High Honors			
	McKenzie Bottomley	Christopher Arancio	Joseph Barresi
	Ryan Chabot	Kerstyn Becker	Ethan Bush
	Kelsey DelPrete	Caroline Bureau	Daniel Butka
	Meghan Enos	Clare Connolly	Nicholas Colow
	Michael Greene	Grace Massey	Isabella Craft
	Cara Jenkins	Emma Richards	Julia Dunderdale
	Isabella Kelley	Kathryn Sheridan	Channing Miller
	Zachary Lawit		Ian Morrison
	Daniel Leskow		Cory Worrall
	Katherine Lynch		
	Kathryn McGillivray		
	Preston Miller		
	James Parry		
	Kendall Sheridan		
	Jenna Sweeney		
	Ava Toner		
	Carter Zielinski		

Overall ~ 9th grade	Michael Greene	Science, Social Studies, Spanish
	Julia McGillivray	English, French, 2D Art
	Preston Miller	English, Science, Spanish
	Isabella Kelley	English, Math, Science, Social Studies, French
	James Parry	English, Math, Science, Social Studies, Business
Overall ~ 10th grade	Margaret Godin	English, Social Studies, Engineering
	Kathryn Sheridan	English, Math, Social Studies, Vocal Music
	Michelle Sylvester	Social Studies, Spanish, Vocal Music, Drama
	Carolyn Bureau	Math, Science, Social Studies, French, Business
	Ian Morrison	English, Math, Social Studies, French, Instrumental
Overall ~ 11th grade	Isabella Craft	Math, Science, Spanish
	Julia Dunderdale	Science, Social Studies, French, Internship
	Daniel Butka	English, Math, Science, Social Studies, Spanish
	Nicholas Colaw	Math Science, Social Studies, Spanish, Engineering

SENIOR ACTIVITIES

As the year drew to a close, senior class activities began in earnest. The senior prom was held at Venezia in Boston. Approximately 200 students attended the prom, which was held on May 10, 2019. The annual Senior Banquet was held at the Black Rock Country Club during the evening of Wednesday, May 29, 2019.

SENIOR AWARDS AND GRADUATION

Departmental Awards were presented to the Class of 2019 graduates during our Senior Awards Ceremony on the morning of May 24, 2019.

Academic Award	Recipient
English	John Salvucci
Humanities	Karly Bruder
Social Studies	Ronan Rogier Kathryn Fallon
World Language/Spanish	Emelyn Miller Julia Leskow
World Language/French	Maggie Munroe Lauren O'Sullivan
World Language/Greek	Evan Falvey
Public Speaking	Andrew Marriner
Instrumental Music	Justus Carney Juliana Mutchler
Choirs	Bridget Fairweather

Drama	Frederick Trankels
Mathematics	Liam Sadek Lauren O'Sullivan
Science Computer Science	Emelyn Miller Michael Simon John Salvucci Christopher Acampora
Engineering	Joseph Radzik
Video/Media Technology	Alexandra Cusick Kathryn Fallon Erin Flynn Carolyn Gordon Lindsay Hillier Madelyn Kiley Katherine Lawrence Anna McCarthy Caitlin Parker Olivia Reddish
Business Technology	Emily Sullivan
2D Art	Isabella Whitney
3D Art	Emily Gilcoine
Physical Education	Maggie Munroe Ethan DaSilva
Patriot League Scholar Athlete	Maggie Munroe Joseph Clinton
High Honors	Karly Bruder Robert Heger Maggie Munroe Lauren O'Sullivan John Salvucci
Winifred Webb Award	Alexander McFarland
Massachusetts Secondary Administrators Association	Maggie Munroe
HHS Guidance Department Kindest Heart Award	Maegan Amsler
SADD	Maegan Amsler

Also, out of a class of 214 the following received recognition: 47 Academic Awards, 47 National Honor Recipients, and 185 Scholarships (some awarded to more than one student)

The total amount awarded was \$207,229.

SCHOLARSHIP	RECIPIENT & AMOUNT (if known)
Mary A. & William T. Ahearn Scholarship Fund	Wyatt Campbell Lucas Sousouris \$500
Dr. Charles Hammond Scholarship	Karly Bruder Mary Gilmartin Abigail Low Andrew Marriner Haraden Bottomley Kristen Plahn Robert Heger Ryan Sullivan Isabella Whitney Jared Rizzo \$1000 for 4 years
Lizzie and Reuben A. Grossman Awards for Leadership and Service	Margaret Munroe Lauren O'Sullivan
Robert J. Nyman Scholarship	Nicole Chetwynde Rachael Murphy Alexandra Stacy \$500
Edward M. Amaral Scholarship	Patrick McDonald \$380
Jenna A. Atturio Memorial Scholarship	Andrea Contreas \$3,740
T. Drew Bates Memorial Scholarship	Kathryn Fallon \$435
Matthew and Dana Berger Memorial Scholarship	Joseph Mignosa \$365
Margaret Burns Memorial Scholarship	Steven Gill \$786
Class of 1979 Memorial Scholarship	Robert Heger \$555

Paul F. Connors Memorial Scholarship	Emily Babin \$605
Deborah A. Culhane Memorial Scholarship	Meghan Rice \$685
Cathleen M. Driscoll Memorial Scholarship	Hailey McCorkell \$1040
Erin Dunne Memorial Scholarship	Isabella Morrill \$725
Jane Tobey Eden Memorial Scholarship	Caroline Gordon \$830
Richard J. Erickson Memorial Scholarship	Braden Glynn \$325
Jean H. Farr Memorial Scholarship	Maegan Amsler \$705
Nancy L. Guadano Memorial Scholarship	Cooper Dawson \$520
Hanover Permanent Scholarship Award	Emeline Miller Madelyn Kiley Julia Leskow John Salvucci Chloe Murphy Abigail Stone Emily Sullivan Alexander McFarland Mikayla Chabot Karly Bruder \$960
Peter J. Heffernan, Jr. Memorial Scholarship	Joshua Cormier \$1080
Willard and Norma Jocelyn Memorial Scholarship	Juliana Mutchler \$400
Kenneth R. Johnson Memorial Scholarship	Christopher Davis Jason Bishop \$843
Barbara Barker Kemp Memorial Scholarship	Nicolas Mirosoia \$575

Robert L. Kimball Memorial Scholarship	Liam Sadek \$955
Mary Moore Maglione Memorial Scholarship	Christopher Acampora Abigail Cummings \$1030
Brian A. Maxwell Memorial Scholarship	Joseph Clinton, Joseph Radzik \$1184
Claire and Martha Nagle Memorial Scholarship	Caroline Zielinski \$595
Jan O'Brien Memorial Scholarship	Haraden Bottomley \$835
John R. Schrader Memorial Scholarship	Katherine Doyle \$615
Paul Edward Setterland Memorial Scholarship	Daniel Greene Ryan Sullivan \$645
Robert C. Shea Memorial Scholarship	Brian Hoyt \$967
Lyda R. Shortall Memorial Scholarship	Ryan Kinney \$1055
Lois Thomson Memorial Scholarship	Kayla Mullane \$700
Cecelia M. Acampora Memorial Scholarship	Ryan Kinney \$500
Be Better Movement	Hannah Condon \$500
Carolyn M. Briggs School in Nursing and Hanover VNA Scholarship for Nursing & Allied Health	Abigail Stone \$2000
	Madisyn Rossi Ryan Sullivan \$1000
Mark J. Caljouw Memorial Scholarship	Andrew Ferreira \$500

Cedar School Coins for College	Kristen Plahn \$500
Cedar School "Wendy's Window" Scholarship	Kristen Plahn Katherine Doyle \$440
Sergeant Michael Chesna Fund Scholarship	Jack Lombardi Ava Wirtz \$1000
Kyle F. Dandrow Memorial Scholarship	Joseph Clinton \$200
Tim Drummey Memorial Scholarship	Braden Glynn \$2500
Mark Flaherty Memorial	Kyle Galvin \$1000
Lipsey & Clifford, PC Scholarship	Alexander Jasie \$500
Friends of Hanover Music Club	Justy Carney Abigail Bulman Shannon Kinney Peter Scribner \$500
Hanover Chamber of Commerce	Aidan Burke Emily Joy \$500
Hanover Club Scholarship	Hannah Condon Kyra Hohenleither \$500
Hanover Girl Scout Scholarship	Caroline Zielinski \$400
Hanover Hockey Hall of Fame	Chrisopher Dolan Jacqueline Manning \$500

Hanover High School Booster Sports Scholarship	Jason Bishop Kevin Buckley Andrew Carroll Ethan DaSilva \$400
Hanover Parent Teacher Association Award	Kevin Buckley Joseph Clinton Amanda Armstrong Jack Delahunt Caroline Gordon Quinn Lloyd Emily Taylor Harrison O'Brien Karly Bruder \$500
Hanover Police Boys Club John B. Lingley Scholarship	Joshua Crespi Josh Cormier Zachary DeBoer Jack Lombardi \$250
Hanover Police Relief Association Scholarship	Alexandra Cusick \$300
Hanover SNAP Inclusion Scholarship	Samuel Perkins Joseph Radzik Joseph Talkowski Daniel Tiedtke \$750
Hanover Softball	Maegan Amsler \$500
Hanover Women's Club Juniors Art Scholarship	Christopher Dolan \$1000

Hanover Youth Athletic Association Scholarship	Kevin Buckley Aidan Burke Jackson Butler Greta Calkin Andrew Carroll Christopher Davis Cooper Dawson Katherine Doyle Kathryn Fallon Erin Flynn Morgan Foley Eric Hanrahan Jacqueline Manning Hailey McCorkell Patrick McDonald Matthew McLeod Samuel Perkins Brendan Quinn Joseph Radzik Megan Rice Thomas Ryan Kevin Segalla Tyler White Caroline Zielinski
Rita B. Jenkins Memorial Scholarship	Shannon Kinney Julianna Mutchler \$500
Josselyn-Cummings American Legion VFW, Post #149	Chris Acampora Lindey Hillier Maclean Farricy Peter Scribner Michael Simon Steven Simon Daniel Tiedtke Patrick McDonald \$500

Christine J. Lopes Memorial Scholarship	Abigail Cummings \$400
Anthony Losordo Memorial	Patrick McDonald \$500
Stephen Matheny Memorial Scholarship	Colin Enos Joseph Radzik Leona Straqualuris \$1500
E.Y. Perry Trust	Emily Joy Colin Wright
Professional Firefighters of Hanover	Lindsey Hillier \$1000
T&K Asphalt Services	Christopher Dolan Emily Joy \$500
Tri-Twn Rotary Harlan Stone Memorial Scholarship	Emily Joy Leona Stracqualuris \$2000
Ruth D. Basiliere Memorial Scholarship	Mary Corbin \$500
Buckley Charitable Trust Scholarship	Drew Berard \$1000
Coastal Heritage Bank Scholarship	Brian Hoyt \$500
Conway Insurance Company Scholarship	Krisna Vo \$250
William Dowden Memorial	Katherine Lawrence \$500
Florence Goss Memorial	Nikolas Ginter \$500
Daughters of the American Revolution	Hannah Condon \$250
Hanover Garden Club Scholarship	Julie Moran \$500

Hanover High School Fashion Club	Alexandra Cusick Olivia Reddish \$500
South Shore Savings Bank Citizenship Award	Hannah Condon \$500
South Shore Tennis Association	Nikolas Ginter Sawliha Kidwai \$500
SAAD	Maegan Amsler \$150
Walnut Hill Garden Club Margaret Burns Memorial Scholarship	Kyra Hohenleiter \$500
Walnut Hill Garden Club Marie Sisk Scholarship	Gabrielle Natale \$500
Alice Washburn Memorial Scholarship	Ryan Kinney Shannon Kinney \$500
Heidra for Heroes Legacy Scholarship	Sarissa Fazio
Leland Dental	Julie Leskow
Massachusetts Elks Scholarship, Inc.	Christopher Dolan Sarissa Fazio Kevin Segalla \$750
John P Urban Memorial	Maegan Amsler Samuel Perkins \$4000 for 4 years
David M. Walsh Scholarship	Madelyn Kiley Julie Leskow Emelyn Miller Margaret Munroe Lauren O'Sullivan

Graduation exercises were held on the Harry Gerrish Memorial Field on May 31, 2019. Senior class president Steven Manolakis welcomed the audience and presented his speech. Lauren O'Sullivan delivered her Salutatorian address. Margaret Munroe delivered her Valedictorian address. Nicholas Colaw, President of the Class of 2020, accepted the class gift from Caroline

Gordon, Treasurer of Class of 2019. Mr. Matthew Paquette, Principal of Hanover High School, presented the diplomas with the assistance of the Class of 2019 officers.

OTHER ACHIEVEMENTS

The two students who participated in Boys State 2018 were Cornelius Bottomley and Harrison O'Brien. Emelyn Miller participated in Girls State.

Several students participated in the Hanover Lions Club annual speech contest on November 1, 2018 on the topic of Integrity. Honorable Mention went to Haraden Bottomley, Samantha Wing, Dan Leskow, and Julia Leskow. The first runner up was Caris Mann, and the winner was Elsa Little-Gill, who went onto compete in the Regional Competition.

Sawliha Kidwai and Morgan Foley were recognized for their artistic talents at the Art All State 2018.

The following Senior class 3-D Art students won awards at the 2019 Scholastic Art Awards:

- Karly Bruder- Honorable Mention, Sculpture
- Aidan Burke- Gold Key, Sculpture
- Gavyn Bush- Honorable Mention, Ceramics & Glass
- Emily Gilcoine- Gold Key, Ceramics & Glass

HHS students in 3-D Art II, III, and A.P. 3-D Design classes participated in the 4th Annual Empty Bowls of the South Shore, an event that brings awareness to food insecurity in our communities. Guests contributed a \$20 donation (\$15 for students), and in return chose a beautiful, hand-made ceramic bowl created by art students and teachers from seven South Shore schools. Guests also enjoyed a simple meal of soup and bread, participated in silent auctions and raffles, and listened to guest speakers from local agencies. The event was held on May 1st at Hanover High School. 100% of the proceeds from the event were donated to local food pantries. In conclusion, Hanover Public Schools continues to work toward providing equity and excellence to all students in its mission of “guiding every student to thrive in a global society.”

SUBMITTED BY THE HANOVER SCHOOL COMMITTEE

Leah Miller, Chairperson

Ruth Lynch, Vice Chairperson

Elizabeth Corbo, Member

Kimberly Mills-Booker, Member

John Geary, Member

SOUTH SHORE REGIONAL SCHOOL DISTRICT

For Fiscal Year July 1, 2018 – June 31, 2019

School Committee

The South Shore Regional School District is represented by eight appointed School Committee members from each town.

Thomas Petruzzelli – Abington

George Cooney – Cohasset

Robert Heywood, Vice Chairman – Hanover

Christopher Amico, Chairman – Hanson

Robert Molla – Norwell

Robert Mahoney – Rockland

John Manning – Scituate

Daniel Salvucci – Whitman

Vocational Technical Programs

South Shore Regional Vocational Technical High School continues to serve its 637 students and their families by providing a high quality vocational technical education, preparing its students for life's many options after high school, including direct workforce employment, college success, and a combination of the two. The school offers 13 vocational technical majors, including Allied Health, Automotive Technology, Automotive Collision Technology, Carpentry, Computer Information Technology, Cosmetology, Culinary, Electrical, Design & Visual Communications/ Graphic Communications, Heating, Ventilation, Air Conditioning & Refrigeration, Horticulture & Landscape Construction, Manufacturing Engineering Technologies, and Welding & Metal Fabrication.

Hanover Graduates

There were 41 students from Hanover who attended SSVT during the 2018-19 school year. On June 7, 2019, the following nine graduates from Hanover received diplomas and vocational certificates at the graduation ceremony held at the South Shore Music Circus:

James Dixon

Luke FitzGerald

Rachel Furtado

Paul Alfredo Lantz

Anthony Manupelli

Liam McNamara

Joseph O'Dowd

Matthew Ryan

Joseph Tannuzzo

Third-Party Credentials

Students at SSVT have opportunities to earn industry recognized credentials that give them a competitive advantage as they head into the workforce. Such credentials include OSHA Safety 10-Hour Card (all programs), ASE Certification (Automotive and Collision Repair), Power Actuated Tools (Carpentry), MTA/MCP/Networking & Windows OS, IC3 (Computer Info Tech), Cosmetology State Board Licensure, ServSafe Sanitation & Allergen Awareness (Culinary), Certified Nursing Assistant, CPR, First Aid, Home Health Aide, Feeding Assistant (Allied Health), Adobe Certified Associate for Print & Design Media (Graphics/Design & Visual Communications), EPA Universal and R410a Safety (environmental certificate) (HVAC), MACWIC Level 1 & 2 (Manufacturing Engineering Technologies), AWS D1.1 All Position & NFPA Hot Work Safety (Metal Fab Welding).

Cooperative Education

The South Shore Tech Cooperative Education program provides an opportunity for vocational students to gain real-world experience while earning an income. Through a cooperative

arrangement between the school and employers, students alternate five days of required academic courses and related vocational instruction with five days on the job in his or her specific occupational field. South Shore Tech relies on local businesses' commitment to youth, education, and community, which allows students to gain a greater awareness of the expectations of a real workplace, learn about current methods and new technology in their industry, and make connections that can lead to employment post-graduation. All senior students in good standing are eligible to participate in the Cooperative Education program at South Shore. Juniors in good standing are eligible after the first half of the school year. Over the course of the 2018-2019 school year, 111 students participated in the co-op program, collectively earning over \$460,000.

Student Organizations

The Student Council at South Shore promotes communication between the school administration and the student body. Leading by example, the members of the student council promote student leadership, democratic decision making, and student body engagement. In addition to student led activities and volunteer work, student council officers also represent the student body on the School Council and at School Committee meetings.

South Shore students also participate in SkillsUSA, a national co-curricular student organization for vocational technical students. SkillsUSA provides educational and leadership activities for students which are designed to build leadership, teamwork, citizenship, and character development. Through a carefully designed curriculum and opportunities for competition at the district, state, and national level, students build and reinforce self-confidence, work attitudes, and communication skills. Co-curricular organizations emphasize total quality of work, high ethical standards, superior work skills, life-long education and pride in the dignity of work.

Planning for the Future

In an effort to stay on top of facilities needs, we have submitted a fifth application to the MSBA's CORE program. We need to modernize our 1962 building and evaluate ways to expand. We strive to serve our students with 21st century technology and modern instructional space within the confines of a well maintained, mid-20th century building. We recently built a greenhouse and converted a barn into locker rooms and space for our Horticulture program. We are very proud of our students and staff and continue to appreciate the support of Hanover's residents and area employers.

Also, we want to thank Hanover Public Schools for use of the high school on August 13th for our student/parent athletic event. We do not have enough climate-controlled space to house such a large group. The South Shore Regional School District appreciates the ongoing strong relationship with the Town of Hanover.

Respectfully submitted,

Robert P. Heywood

Town Representative
South Shore Regional School District Committee

REPORT OF THE BYLAW REVIEW COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

I hereby submit the following report of the Bylaw Review Committee from July 1, 2018 to June 30, 2019.

Revisions, or additions, to the Town's General Bylaws may be proposed by either Resident petition; or Town Boards, Commissions, and Department Heads. They appear as Town Meeting Articles – either at scheduled Annual or Special Town Meetings.

Though we accept proposals until the Board of Selectmen close the Town Meeting Warrant, we strongly encourage parties requesting either revisions, or additions, to do so at their earliest convenience. This insures our Committee's ability to review, and provide guidance to sponsors, as well as comply with State Law and/or Town Bylaw.

Upon receipt of proposals, our Committee:

- Establishes contact with the proposal sponsor
- Reviews the proposal, and asks questions to clarify issues
- As required by State Law, holds a Public Hearing(s) to address Resident or Town concerns regarding the proposed change
- Makes a final recommendation
- Presents that recommendation to the Town's Advisory Committee
- Presents recommendations at Town Meeting, as necessary.

Proposals, approved as Town Meeting Articles, are also subject to review and approval by the Attorney General's Office, prior to final adoption.

In addition, the Committee annually reviews the Town's General, and Sign Bylaws; recommends and sponsors changes, as necessary.

During this past fiscal year, the Committee received, or sponsored, the following proposals:

BYLAW	SPONSOR	EXPLANATION
Amend Gen. Bylaw 6-31 Establish and Authorize Departmental Revolving Funds	Town Manager	Amending Section 6-31 to authorize revolving funds for use by certain Town departments,
Amend Gen. Bylaw Section 6-25 – False Alarms	Finance Director Town Manager	Deletes the words “and by certified mail” from the procedures to bill for false alarms.
Amend General Bylaw 6-24 Water Use Restrictions	Town Manage Director of Public Works	Modifies bylaw language to conform to Hanover governing structures and prohibits new lawn sprinkler connections

		to the town water supply
New Bylaw – Private Fire Hydrants	Fire Chief Town Manager	Creates new bylaw, requiring maintenance and inspection of private fire hydrants to conform to community standards.

Following our review, and comment, these proposals were subsequently adopted by Annual or Special Town Meetings.

Our Committee wishes to thank the Town Manager, Board of Selectmen, Department Heads, Town Boards, and the Citizens of Hanover for their support and cooperation during this past fiscal year.

Respectfully Submitted,

David Ladd, *Chairperson*
Stephen Tucker
Eric Grund
Robert Quirk
Donald White

REPORT OF THE AFFORDABLE HOUSING TRUST BOARD OF TRUSTEES

For Fiscal Year July 1, 2018 – June 30, 2019

In 2009 the Hanover Affordable Housing Trust was formed to provide for the creation and preservation of affordable housing in the Town of Hanover for low and moderate income households. The Board of Trustees is composed of seven (7) members including at least one (1) member of the Board of Selectmen, one (1) member of the Community Preservation Committee and three (5) at large members.

Based on the most recent data supplied (September 14, 2017) the Massachusetts Department of Housing and Community Development (DHCD) has certified 575 affordable housing units in the current state-approved Subsidized Housing Inventory, 11.9% of the total year-round housing stock in Hanover. Reaching the 11.9% affordable housing stock places Hanover above the 10% state mandated requirement, which exempts the town from Chapter 40B development projects.

As part of the approval process for the residential component of the Hanover Crossing project, the Affordable Housing Trust was able to secure a donation of \$500,000 from PREP, the developer, to help mitigate the effect of additional market-rate rental units on the Town's housing inventory.

In 2018, the Affordable Housing Trust secured a grant for \$19,840 for Cluster Cottage Zoning which resulted in a Sub-Committee formed under the Planning Board. The Sub-Committee continues to work toward a possible change to the current zoning bylaws to allow for an appropriate model for cluster cottage housing.

The Affordable Housing Trust continues to work with the Community Preservation Committee to provide the statutory 10% allocation of Community Preservation funding intended for the development of affordable housing in Hanover.

The Board of Trustees looks forward to FY2020, and working towards Hanover's affordable housing goals established and adopted in the 2013 Housing Production Plan.

Respectfully submitted by the Town of Hanover
Affordable Housing Trust Board of Trustees

Thomas Burke, Chairman

Board Members:

Jocelyn Keegan, Board of Selectman Representative
Susan Setterland
Denise Quirk
Kristen Zwicker Young
Kevin Dyer

REPORT OF THE HANOVER HISTORICAL COMMISSION

For Fiscal Year July 1, 2018 – June 30, 2019

The Historical Commission held eleven open meetings at Town Hall and one additional on-site meeting in FY 2019. The second Monday of the month is the usual meeting date, with occasional variance due to conflicts or holidays. All meetings and agendas are posted, and interested persons are invited to attend. The Commission is comprised of five members, including a realtor, an architect and three members-at-large. One member, John Goldthwait, serves as the Commission's representative on the Community Preservation Committee, and Caleb Estabrooks agreed to serve on Hanover's Master Plan Implementation Committee.

In carrying out our responsibilities, we have worked with other commissions, boards, committees, and individuals concerning the use, care and preservation of the buildings, open spaces, documents and artifacts in which are embedded the history of the Town of Hanover.

During FY 2019, the Commission carried out the following actions:

- Under Bylaw 6-26, Preservation of Historically Significant Buildings, the Commission reviewed one application for complete demolition and one application for partial demolition of a house. The Commission approved demolition in both cases.

- In October, 2018 our preservation consultant, Public Archaeology Laboratory (PAL) completed work on the first phase of the revision of Hanover's historic resources survey. This project is supported through Hanover's Community Preservation Act (CPA) funds and a matching grant from the Massachusetts Historical Commission (MHC). Originally completed in the 1980's, the survey describes and identifies nearly 400 historically significant sites and buildings in the town. In this first phase, which focused on Hanover Four Corners and its surrounding neighborhood, PAL has provided new and more detailed information for 128 structures. In addition, PAL identified three areas that could be nominated for listing as National Historic Districts, and 24 individual structures worthy of individual nomination to the National Register of Historic Places.

In March, 2019 the MHC again awarded a grant to the town to continue the second of the three phases of the historic resources survey, and in May, 2019, Town Meeting voted to match these funds. The second phase of the survey is scheduled to begin in July, 2019 and be completed within twelve months

- The Albert White Barn, which was dismantled and has been in storage at the DPW Ames Way yard, will soon be re-erected at a historic farm in Hingham. Commission members are working with the new owner of the barn as he undertakes this project in collaboration with students from the preservation carpentry program at the North Bennet Street School in Boston.

- Members of both the Historical Commission and the Hanover Historical Society have agreed to work more closely on historic preservation projects; members of each organization now attend meetings of the other organization to foster this collaboration.

- Commission member attended the Planning Board's hearings in support of the Previte's Marketplace project on the site of now-closed Sylvester Hardware. Commission members were

pleased that the owner has included the existing warehouse on the site in the new project. This 19th century structure had previously been identified as one of the iconic Hanover buildings the Commission wishes to see preserved.

- With the support of the Historical Commission, Cardinal Cushing Centers' nomination application for the Cardinal Cushing National Historic District was approved by the National Park Service. Hanover now has two national historic districts within its boundaries. Bethany Apartments, the recently completed restoration and conversion of a Cushing dormitory building into apartments, was the first project in Hanover to benefit from both state and federal Historic Tax Credit programs, due to the dormitory's inclusion in the new national historic district.

- Commission members reviewed and then voted unanimously to support Traggorth Properties' proposal to convert the Sylvester School in Hanover Center to senior apartments. This would have been the second project in town that would have had access to the Historic Tax Credit Program. Members determined that the Traggorth proposal was an appropriate use for this historic building, especially since the Historic Tax Credit Program includes rigorous historic preservation standards.

- All of the Historical Commission's files and records were moved from the Stetson House to the John Curtis Library, where they are now stored in location that includes fire protection and climate control. These papers and photographs are available to the public with notice.

- Members worked with two young men who proposed Eagle Scout projects that would focus on historic Hanover sites and buildings. The Commission will continue to work with one of these scouts as he develops his project.

- The Commission also met with owners of residential and commercial properties who sought advice about renovations and additions to their historic structures. In these instances, the Commission members offered suggestions and recommendations that would ensure that the important features and attributes of these properties would be maintained and enhanced whenever possible.

- The Commission thus carries out its formal duties and responds to requests from the community, while raising awareness of both the historic resources in the Town of Hanover and the need for protecting the unique character of as many of the historic buildings and open spaces as possible. The Town's Master Plan, which includes an updated historic preservation component, remains our guide as we define and then prioritize our goals for the coming year's work.

Respectfully submitted,
Hanover Historical Commission

Peter Johnson, Chair
Christopher Haraden, Vice Chair
Charles Minott
John Goldthwait
Caleb Estabrooks

REPORT OF THE HANOVER CULTURAL COUNCIL

For Fiscal Year July 1, 2018 - June 30, 2019

The Hanover Cultural Council is one of 329 local and regional councils that represent all 351 cities and towns in Massachusetts. Under the umbrella of the Massachusetts Cultural Council, volunteer members are appointed by the Board of Selectmen to fund cultural projects that benefit all age groups and populations in the community; this includes but is not limited to racial and ethnic groups, individuals with disabilities, veterans, and senior citizens, as well as low-income individuals and families.

The Hanover Council receives an annual allocation from the state Council for distribution in a competitive grant program each fall. The local members solicit and evaluate each application and hold a public meeting to discuss and vote on whether to support these programs. Local Councils also have the option to seek local funds to supplement the state's grant allocation. The Hanover Cultural Council uses money raised at Hanover Day to fund as many community-focused programs as possible.

The Hanover Cultural Council had a productive and successful year in FY2019. Dozens of artists from all over the South Shore participated in the Fourth Annual Hanover Day Juried Art Exhibit at the Frame Center in Hanover, which ran from June 18 to July 26, 2019. Awards were given to first prize winners in six categories and a "Hanover Excellence" award was chosen by our Selectmen. For the second year in a row, this award went to Mary Gilmartin of Hanover for her beautiful painting of the First Congregational Church in historic Hanover Center, which will be featured on the cover of this year's Annual Town Report.

This year, the Council was proud to once again sponsor the 14th Annual Hanover Day celebration on Saturday, June 22, 2019. A separate committee of volunteers works tirelessly throughout the year to plan this amazing event, which celebrates why Hanover is a wonderful place to live! As in past years, the event features local crafters and businesses, the art show and community art project, musical performances, Hanover's Got Talent, a carnival, fun kids' activities, historical exhibits at the Stetson House, a 5K road race in partnership with the Chamber of Commerce, a 3-on-3 basketball tournament, a variety of local food offerings, all topped off by a fireworks display generously sponsored by the McGee Family of Hanover. The Cultural Council and Hanover Day Committee are grateful to all of the volunteers, local businesses, and town officials and staff who collaborate to make this great event a success!

In FY19, the Hanover Cultural Council received \$4,700 from the Massachusetts Cultural Council to provide grants to applicants during our fall grant cycle, which closes each year on October 15. With the state allocation as well as funds generated from the great success of Hanover Day over the past several years, the HCC voted to support grants totaling \$23,995 for a variety of applicants.

Programs approved for funding were:

Hanover Council on Aging: Dance: Let's Get Moving!

The Massachusetts Educational Theater Guild: High School Drama Festival

Stephen Lewis: Ban the Bomb - An International Poster Exhibit

Scott Jameson: "A Universe of Stories" Library Program

Gregory Maichack: Sail Away on the Craft of Pastel Painting

Mass Audubon South Shore Sanctuaries: Your Neighborhood Fireflies

South Shore Tech Drama Club: Dinner Theatre Performance

Walnut Hill Garden Club: Hanover Traffic Islands Beautification

John Curtis Free Library: Storyteller Series, Museum Pass (ICA) Institute of Contemporary Art,

Museum Passes to Plimoth Plantation, Heritage Museum & Garden Pass, and Sally Ride:

Astronaut and Scientist

Hanover Parks & Recreation: Free Events for the Community, including the summer concerts

Hanover High School: Makerspace

Hanover Public Schools: Hanover Community Theater Startup Funds, Sustainable Performance
Space Equipment

Hanover Middle School: STEAM Lab: Engineering a Bird's Nest from Recycled Materials

Cedar Elementary School: Field Trip to South Shore Natural Science Center

We look forward to another successful year, and always welcome new members with new ideas to organize Hanover Day, and to join the Council to promote arts and culture in the Town of Hanover.

Respectfully submitted,

Christopher Haraden, Chairman

Diane Campbell

Karen Cass

Katie Duff

Derek Schipper

Meghan Walsh

REPORT OF THE HANOVER EMERGENCY FOOD PANTRY

For Fiscal year July 1, 2018 - June 30, 2019

Located at the First Baptist Church - corner of Main and Webster Streets

Donations received Monday between 9:30 and 11:30 AM

Food collection sites located at Shaws, Stop & Shop and the Hanover library

Client distributions Wednesday between 12:30 and 2:30 PM

We've completed our 28th year aiding Hanover families in need. Every Monday a dedicated team of volunteers arrives to sort, shelve and organize donations. Every Wednesday we welcome members of our community in need to distribute food and grocery items.

During FY '19, we were able to help an average of 15 families every week. Some family groups number 4 – 6 children and adults, some are singles. We met 32 families for the very first time.

Our partnership with the Simple Gesture organization continues to provide a consistent, predictable source of donated items that keep our shelves stocked. We are grateful for the generous contributions from so many Hanover families.

The Hanover Emergency Food Pantry receives no public funding. To meet the needs of our clients, we rely on the Simple Gesture collections and the generosity of the following organizations:

Copeland Family Foundation	Empty Bowls of the South Shore
First Parish, Norwell	Don Bunker Insurance Agency
Richard Housely	Lowell, Blake and Associates
Mark Frano, CPA	Hanover Churches
North River Community Church	Fellowship Baptist Church
Stop & Shop	Counsel on Aging
Walnut Hill Garden Club	Wal-Mart
Hanover Woman's Club, Juniors	Cushing Residences
Girl Scouts	The Hanover Club
Hanover High, Middle and Elementary Schools	Norwell School Bus Collection
U.S. Postal Workers Food Drive	Shaws Market
Phoenix Lodge	Lion's Club
Woman's Club	South Shore Corvette Club
Arbela Insurance Company	Bunker Insurance
Monaghan & Tinkham Insurance	Tri-Town Rotary Club

Respectfully submitted,

Sally Lovett Boutin, President
Jane Estabrooks, Secretary
Mary Deame, Treasurer

REPORT OF THE OFFICE OF VETERAN'S SERVICE

For Fiscal Year July 1, 2018 - June 30, 2019

The Hanover office of Veterans' Services continues to serve Veterans, their spouses and/or dependents by counseling, advising, and assisting in procuring Federal and State benefits or entitlements for which they may be eligible. On the State and Local levels, we seek benefits for financial assistance; medical treatment; fuel assistance; tax abatements; housing; employment and counseling to those that are qualified under MGL: Chapter 115. The program is 75% reimbursable back to Hanover.

According to census data, Hanover has a reported population of 14,814 citizens. This includes a senior citizen count of 2,153 (10.5%). The majority of the town's Chapter 115 and Federal benefits are submitted on behalf of retirees and the elderly. We are proud to be the home of nearly 650 wartime veterans (559 males/ 41 females). Our senior citizen population is nearly 250 residents, with a civilian population old enough for military service (18+) totaling 10,422. Nearly 530 residents reported income levels at the federal government's standard of poverty. Throughout the prior year, 21-23 of our veterans qualified/received MGL: Chapter 115 benefits. The process may require appointments at the office or the client's home in order to verify and justify eligibility. An investigation of assets or other sources of income is performed to seek alternative sources such as Social Security, Social Security disability, and VA pensions for which the Veteran and/or spouse and dependents may be eligible. This investigation helps limit the financial exposure to the Town and the State. The Federal Government does not automatically grant benefits to Veterans. Veterans must apply for benefits.

Hanover Chapter 115 Data

Jul'18: \$9852 (22) Aug'18: \$10,238(22) Sep'18: \$10,672(22) Oct'18: \$9976(22)
Nov'18: \$11,572 (22) Dec'18: \$11,966(22) Jan'19: \$10,253(22) Feb'19: \$9,219(21)
Mar'19: \$10,201(21) Apr'19: \$9,165(21) May'19: \$9,171(21) Jun'19: \$10,565(22)

During the fiscal cycle, the Town of Hanover paid out \$122,850 to our Chapter 115 recipients. The number of Veterans/surviving spouses ranged between 21-23 citizens. Of this figure, the town absorbed \$30,713 of unrecovered benefit payouts. The average monthly payout was \$10,237 with our highest during the month of December (\$11,966) and our lowest during April (\$9,165). During this time, the town maintained an average recipient total of 22 citizens.

This department also provides assistance in obtaining federal benefits such as service-connected disabilities, non-service pensions, enrollment in the VA Healthcare System and educational benefits. We provide Veterans and dependents assistance in obtaining military records, replacement of medals and ordering grave markers, as well as providing transportation to medical appointments for those veterans in need. The office supports town activities such as Memorial Day and Veterans Day. Many thanks to the Joselyn Cummings American Legion, the Boy Scouts and Girl Scouts of America, the Rotary Club, the town's Little League and Softball League, and Fire and Police Departments as well as our high school's senior leadership for a

fabulous Memorial Day parade in May. During our last Town Hall meeting, in compliance with our by-laws, citizens voted to officially name our memorial site the “Hanover Veterans Memorial”. We continue to receive many generous hours of volunteerism in maintaining this wonderful town memorial, in addition to updating brick/wreath placements at no cost to the town by APC Development Group and Hanover Country Florist.

The growing cost-of-living for our older veteran population, such as Korean and Vietnam, continues to raise growing concerns to include out-of-pocket healthcare costs, inflation, and transportation. The needs are growing very fast in today’s post Iraq and Afghanistan conflicts with veterans arriving home in need of transitional benefits such as employment training, job search, medical care and housing assistance. By years end, through training received from the National County Veterans Officers Association, this office will be certified to submit and adjudicate applications by qualifying as a “Representative Organization” recognized by the Department of Veteran Affairs. For the past year we have seen an increase of veterans applying and receiving benefits. The Veterans’ Service Officer is located at the Senior Center on Center Street. It is an honor to serve the community’s veterans.

Respectfully submitted,

Ben Quelle
Veteran’s Service Officer-Hanover

REPORT OF THE INFORMATION TECHNOLOGY STUDY COMMITTEE

For Fiscal Year July 1, 2018 – June 30, 2019

The Information Technology Study Committee has been active during the 2018-2019 school year meeting to discuss capital needs as well as the overall technology budget for the Town. Reinstated at last year's Town Meeting, the committee was comprised of two members selected by the School Committee, two members selected by the Board of Selectmen, and one member selected by the Town Moderator. This year representing the Board of Selectmen were Mr. Don White and Mr. Sunny Gleason, representing the Town Moderator, Mr. Patrick O'Brien and representing the School Committee Mr. Brian Ciccolo and Tom Raab. Mr. Bill Hartigan, the Director of Technology Operations for the Town and Schools, served as an ex officio member.

The Committee met on October 4, October 25, and November 15 to review the technology situation for the Town and create a three-year capital plan for improvement. On December 5, 2018, we presented the Capital Plan to the Advisory Committee. The committee met again on January 17, 2019, and February 28, 2019, to discuss the FY 2020 Technology Budget and review the presentation to the Advisory Board on March 6, 2019. The Town of Hanover has made a strong commitment to funding technology during the last few years and into the future. We have also increased the technology budget for FY 2020 in order to maintain our strong services and support and plan for the future. The budget incorporates a plan to manage and replace technology assets and a five-year plan was presented to the Advisory Board for its consideration.

One of our primary accomplishments this year was the addition of video cameras at Cedar and Hanover Middle Schools. There is now video surveillance at all schools. All 222 cameras can be viewed at Hanover Police Dept. and is available to the School Resource Officer. HPD dispatchers can pull up cameras for a call and relay what they view to first responders. Another accomplishment for this year is the successful opening of the newly renovated and expanded Center Elementary School. Planning for the future, over the next two to three years, we plan to convert the entire town and school phone system to a Voice Over Internet Protocol (VOIP) system which will allow seamless integration for the entire town. We also discussed asking high school students to take on technology projects that would help support the town. We discussed perhaps developing other projects that would be cost effective and allow students to learn how to practice and hone their technology skills. Well positioned for FY 2020, the Information Technology Committee looks forward to continuing its work next year.

Respectfully submitted,

Thomas Raab
Brian Ciccolo
Donald White
Patrick O'Brien
Sunny Gleason

REPORT OF THE PLYMOUTH COUNTY COOPERATIVE EXTENSION

For Fiscal Year July 1, 2018 - June 30, 2019

The role of Plymouth County Cooperative Extension is to deliver research-based information to Plymouth County residents through non-formal methods. The Plymouth County Extension staff work on behalf of Plymouth County residents, in concert with UMass Amherst faculty and Extension staff, and the United States Department of Agriculture, to provide valuable information in the program areas of 'Agriculture and Landscape' and '4-H Youth and Family Development'. The Extension System is supported by County, State and Federal funds, and operates under Federal and State laws and agreements. Local citizens, appointed by the Plymouth County Commissioners, serve as Plymouth County Cooperative Extension Trustees, directing the overall program. Volunteer advisory groups work with Extension staff on developing programs.

Cooperative Extension resources and programs for Plymouth County residents include: 4-H Science and Technology workshops in the areas of embryology and plant science; accredited overnight 4-H summer camps; 4-H animal science summer day-workshops; 4-H Life Skills Training, 4-H Community Service Projects, 4-H Public Speaking Training, 4-H Babysitting Program and 4-H partnerships with local farms and agricultural enterprises including the Marshfield Agricultural Society, Plymouth County Farm Bureau and Plymouth County Grange. New research findings are translated into practical applications and shared with residents and communities through workshops, lectures, conferences, office visits, phone calls, field demonstrations, radio, television, local libraries, technical assistance, and newspaper articles. Publications such as newsletters, booklets, and fact sheets bring information directly to those who need it. Additional information is delivered through UMass-Amherst Center for Agriculture and Extension web access www.ag.umass.edu

Members of the Plymouth County Extension Staff:

Molly Vollmer, Director Plymouth County Extension/ Extension Educator
Valerie Schell, Extension Educator, 4-H Youth and Family Development Program
Harley Anne Hamilton, Program Assistant, 4-H Program
Blake Dinius, Entomologist, Tick and Insect Education Program
Cathy Acampora, Administrative Assistant

Board of Trustees:

John Burnett Jr. –Whitman
Jeff Chandler – Duxbury
John Hornstra, Norwell
Aylene Calnan- Hingham

Meghan C. Riley –Chairman, Whitman
John Illingworth- Abington
Victoria Morris, Bridgewater
Janice Strojny, Middleboro

Daniel Pallotta, Plymouth County Commissioner - Hanover

The Plymouth County Extension office is located at 44 Obery Street, Plymouth, MA 02360
(774-404-7020; fax: 774-773-3184)



SSCAC works to eliminate poverty on the South Shore by working with our communities so that all people can live with dignity, realize their full potential, and contribute to the vibrancy of the South Shore.

SOUTH SHORE COMMUNITY ACTION COUNCIL'S

HANOVER

2019 PROGRAM & SERVICE IMPACT REPORT

IN 2019 SSCAC SERVED

255 
HANOVER RESIDENTS

176 
HANOVER HOUSEHOLDS

HANOVER CLIENT DEMOGRAPHICS

55% 

AGE 65 AND OVER

55% 

LIVE ALONE

68% 

FEMALE

23% 

AT OR BELOW 100% POVERTY

17% 

DISABLED

7% 

ACTIVE MILITARY OR VETERAN

60% 

HOMEOWNERS

33% 

HIGH SCHOOL GRADUATE

In 2019, South Shore Community Action Council (SSCAC) helped 29,635 low-income people living in 150 towns and communities throughout the South Shore, Cape Cod and the Islands.


PROGRAMS & SERVICES PROVIDED TO HANOVER RESIDENTS IN 2019

Consumer Aid, Energy Conservation, FEMA-Funded Emergency Food & Shelter Program, Food Resources, Heating System Repair & Replacement (HEARTWAP), LIHEAP Fuel Assistance, NGRID, South Shore Early Education (Head Start, Subsidized Preschool for Working Families), South Shore Family Network, Transportation for the Elderly and Disabled and Volunteer Income Tax Assistance (VITA)

\$96,877

SSCAC 2019 SERVICE DOLLARS
EXPENDED ON BEHALF OF
HANOVER RESIDENTS

SSCAC'S IMPACT ON HANOVER

89 
HOUSEHOLDS

FUEL ASSISTANCE

Keeping Hanover residents warm during the winter

12 
HOUSEHOLDS

ENERGY CONSERVATION

Weatherization, Appliance & Heating System Repair/Replacement

11 
RESIDENTS

TRANSPORTATION

Safe and reliable transportation for elderly and disabled people to get to medical appointments

18,115 
POUNDS OF FOOD

FOOD RESOURCES

Delivered to 20 house-bound Hanover seniors and Hanover Food Pantry to prevent food insecurity

6 
RESIDENTS

INCOME TAX ASSISTANCE

Free state & federal income tax preparation and e-filing

28 
PARENTS & KIDS

S. SHORE FAMILY NETWORK

Community-based parent-child playgroups for early literacy & STEM (Science, Tech, Engineering, Math)

4 
CHILDREN

S. SHORE EARLY EDUCATION

High quality preschool and child care, nutritious meals, health screening, and family supports

16 
HOUSEHOLDS

CONSUMER AID

Mediation of consumer complaints for low-income customers

For more information, visit www.sscac.org, follow us on social media or call 508-747-7575

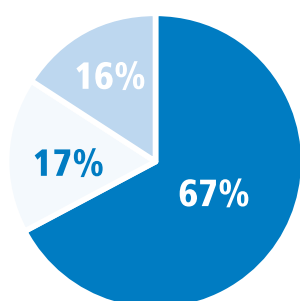


Since 1965, SSCAC has provided a range of critical services for low-income individuals and families on the South Shore.



FUNDING SOURCES

■ FEDERAL ■ STATE ■ PRIVATE



\$22,008,661
SSCAC 2019 REVENUE

29,635
INDIVIDUALS SERVED IN 2019

252
LOCALLY EMPLOYED

677
COMMUNITY PARTNERS

6%
AGENCY OVERHEAD

SSCAC is an equal opportunity provider and employer

SOUTH SHORE COMMUNITY ACTION COUNCIL AT A GLANCE

Our Mission

Founded in 1965, our mission is to eliminate poverty on the South Shore by working together with our community partners to create opportunities for education and training, the opportunity to work, and the opportunity to live in decency and dignity, so every individual has the opportunity to contribute to the full extent of his/her capabilities and to participate in the workings of our society.

Our Programs & Services

Fuel Assistance, Weatherization, Heating System Repair and Replacement, Transportation for the Elderly and Disabled, South Shore Early Education, Consumer Aid, Arrearage Assistance, Food Resources, Emergency Grocery Assistance, South Shore Family Network, and Volunteer Income Tax Preparation.

SSCAC Governance

Our Board of Directors' composition is dictated by legislation. All of our Board members are dedicated local residents from the South Shore who volunteer their time, energy, and expertise to make a difference.

For more information about South Shore Community Action Council visit www.sscac.org, follow us on social media or call 508-747-7575

AGENCY HEADQUARTERS

71 Obery Street
Plymouth MA 02360
(508) 747-7575

FUEL ASSISTANCE

71 Obery Street, Plymouth
(508) 746-6707

FOOD DISTRIBUTION CENTER

71 Obery Street, Plymouth
(508) 747-7575 Ext. 6252
M & W: 9:00AM - 12:00PM

FUEL ASSISTANCE - CAPE & ISLANDS

20 Willow Avenue, Hyannis, MA 02601
(508) 778-0870

SOUTH SHORE EARLY EDUCATION SITES

196 S. Meadow Road, Plymouth
(508) 746-0333

832 Webster Street, Marshfield
(781) 837-6837

187 Depot Street, Dennisport
Telephone: (508) 927-5776

704 Main Street, Falmouth
(508) 927-5774

979 Falmouth Rd, Hyannis
(508) 927-5771

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(508) 927-5772

367 Route 28W
West Yarmouth, MA 02673



PO Box 247
Westwood, MA 02090
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REPORT OF SOUTH SHORE RECYCLING COOPERATIVE 2019

1/27/2020

The South Shore Recycling Cooperative (SSRC) is a voluntary association of fifteen South Shore towns. It was established by Intermunicipal Agreement and Special Legislation in 1998 to help member towns improve their recycling programs, and reduce the amount, toxicity and cost of disposal.

Members of the SSRC are: **Abington, Cohasset, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Middleborough, Norwell**, new member **Pembroke, Plymouth, Rockland, Scituate, Weymouth**, and **Whitman**. Representatives from each member town are appointed by Chief Elected Official(s) (*list attached*).

The historic challenges of 2018 for our recycling programs continued through 2019. Demand for mixed paper and cardboard, our largest volume commodities, continued their record slump due to the loss of the huge China market. Values for fibers, as well as metals were deeply impacted. The cost of single stream recycling soared to that of disposal. Uncertainty around household hazardous waste services informed our decision to bid out services for 2020, which will also be more costly.

The SSRC continues to help its Member Towns navigate this new normal by monitoring and reporting the changes locally and globally, seeking out the most advantageous vendor options and pricing, and aggressively helping with resident education to improve material quality.

Despite the cost increases, SSRC welcomed new Member Pembroke in July.

In FY2019, the SSRC raised **\$116,450.74**: \$72,750 from municipal member dues, \$904.80 in sponsorships, \$27,193.24 in grant funding, \$980.00 in donations, and \$116.93 in interest. Those funds pay for the services of the Executive Director, the Recycling Education and Compliance Officer, and for waste reduction and recycling activities that benefit our member towns. In addition to technical assistance, these activities **saved /earned Member Towns \$189,766** in 2019.

MATERIALS MANAGEMENT

Household Hazardous Waste Collections - The SSRC bids and administers a contract on behalf of its Member Towns for Household Hazardous Waste Collections. It coordinates multi-town collections for ten of our Member Towns, creating further savings. Member Towns saved staff time to bid, schedule and publicize collections. The Executive Director assisted at eight of the twelve events, and administers the billing. The SSRC hired a Household Hazardous Waste Specialist to share the load of covering events.

The contract, in force through June, was similar to the State Contract with an additional 5% discount for larger volume collections. With fewer vendors and more demand, the terms for our Fall

collections were the same as the State contract, FAC82.

2,046 residents attended our **twelve collections** in 2019. The **reciprocity policy** also enabled a record **372 residents** attend other Member Towns' collections. This arrangement qualifies member towns for additional **Recycling Dividend Program** points, and earned them an extra **\$23,100** in grant money through that program.

The total cost savings and benefits of the HHW program in 2019 is estimated at **\$49,800**.

General Recyclables – Major disruption in recyclables markets continued through the year. The SSRC helped our Towns' programs and residents adapt to more stringent quality standards through the services of our grant-funded Recycling Education and Compliance Officer, multimedia outreach, and guidance by the Executive Director. (see introduction for more)

Other Materials – The SSRC has enabled its Members to save money, find better service and/or earn rebates for:

- Organic (food) waste
- Textiles
- Tires
- Brush and compost management.
- Propane tanks

PUBLIC OUTREACH:

20th Anniversary Lecture - Executive Director Galkowski presented “From Single Use to Zero Waste: What’s new with recycling” at the South Shore Natural Science Center. A standing room only crowd attended. The show was part of the North and South River Watershed Association’s Water Watch Lecture Series.

MassDEP and the House of Representatives recognized the SSRC’s twenty years of service at the event.

Recycling Education and Compliance Officer (RECO) – The SSRC hired a dedicated field staffer with a 2-year, \$82,000 grant from MassDEP in 2017. She worked with municipal staff, haulers and directly with residents to improve recycling quality and quantity. This reduced staff time, and/or disposal and processing costs for the thirteen towns that enlisted her services, and provided outreach materials and signage.

In 2019, she completed projects in seven of our Member towns. The Report can be found [here](#). The 4 page Recommendation Summary (2 pages for curbside towns, 2 for dropoff towns) is [here](#).

Radio PSAs – With funding from MassDEP and Bay State Textiles, the SSRC re-aired 4 PSAs for 6 weeks on WATD FM. They covered plastic bags and food in recycling, textiles and composting. This helped our towns to qualify for MassDEP incentive grant funding.

Signage – All our Member towns have received “Do not bag recyclables”, and many took “No Food or Liquids in Recycling” signs for transfer stations and other public areas, through a MassDEP grant. Display of these signs helps our towns earn incentive grant money. See graphics at end of report.

Website - ssrcoop.info provides both general and town-specific recycling and household hazardous waste collection information, meeting minutes and annual reports, a monthly newsletter, and links to other sites. It logged 62,000 page views in 2019, 19% more than in 2018. 74% of visitors were new.

Facebook: The SSRC posts waste reduction and recycling tips regularly on its Facebook page, which has 344 followers.

Press Contacts - The SSRC is a resource to and a presence in print, web and cable media. It was featured in or consulted for print articles, cable broadcasts and online media. They can be found in the News and media section of the website.

Resident Contacts – The Director fielded over 300 calls and emails from residents and businesses in 2019. She advised how to properly dispose of everything from adult VHS tapes to a pop-up camper.

ADVICE, ASSISTANCE AND NETWORKING

The Executive Director's help is frequently sought by the solid waste managers. She stays current on local and national solid waste issues, attending conferences, meetings and webinars, visiting local disposal and recycling facilities, and reading professional publications. She attended Selectmen, Board of Health and DPW meetings, and provided advice and help on a **wide range of issues** including recycling and disposal contracts, regulatory language, propane tanks, and much more.

Grant assistance - The SSRC helped **the majority of Member Towns** submit their DEP Data Surveys and/or DEP Grant applications. Maximizing grant funds is a frequent topic at our Board meetings as well.

Membership in SSRC qualified our Member Town's for an additional **\$36,400** Recycling Dividend Program funds, which provided a total of **\$151,700** in grants to fourteen of our Towns.

Newsletter - The SSRC publishes monthly [Updates](#), which are emailed to 625 subscribers, including many residents.

ADVOCACY

The Executive Director worked actively with the Mass. Product Stewardship Council and our Beacon Hill delegation to promote legislation the Board deems beneficial to its solid waste programs. 2019's focus legislation concerned packaging, mattress and paint producer responsibility.

The Director represents the Board on the MassDEP Solid Waste Advisory Committee.

The SSRC exists to assist its member towns in improving their solid waste disposal and recycling functions. It always welcomes suggestions on how it can better serve its Members.

Respectfully submitted,

Claire L. Galkowski, Executive Director
South Shore Recycling Cooperative Board of Directors 2019

TOWN	FIRST	LAST	C/O	POSITION
Abington	Marty	Golightly	BOH	Health Agent
	Angela	Dahlstrom	BOH	Recycling Education and Compliance Officer
Cohasset	Merle	Brown	citizen	SSRC Chairman
	Mary	Snow	DPW	Highway Dept. Admin. Asst
Duxbury	Peter	Buttkus	DPW	Director
	Gary	Glasier	DPW	Assistant Director
Hanover	Victor	Diniak	DPW	Superintendent
	Kurt	Kelley	DPW	Assistant Superintendent
Hanson	Arlene	Dias	BOH	Commissioner, SSRC Treasurer
	Gil	Amado	BOH	Health Agent
Hingham	Stephen	Messinger	Transfer Station	Foreman
	Randy	Sylvester	DPW	Superintendent
Hull	Joseph	Stigliani	DPW	Interim Director
	Joyce	Sullivan	BOH	Health Director
Kingston	Paul	Basler	Streets, Trees & Parks	Superintendent, SSRC Vice Chairman
	Jean	Landis-Nauman	Recycling Committee	Chairman, SSRC Secretary
Middleboro	Christopher	Peck	DPW	Director
	Donna	Jolin	DPW	Office Manager
Norwell	Ben	Margro	BOH	Health Agent
	Vicky	Spillane	Recycling Committee	Appointee
Pembroke	Angela	Sestito	Selectmen's Office	Principal Clerk
	open			
Plymouth	Jonathan	Beder	DPW	Director; SSRC At Large
	Rachel	Newell	DPW	Administrative Assistant
Rockland	Delshaune	Flipp	BOH	Health Agent
	Stephen	Nelson	BOH	Commissioner
	Scott	Margolis	BOH	Commissioner
Scituate	Sean	McCarthy	DPW	Asst. Director
	Kevin	Cafferty	DPW	Director
Weymouth	Kathleen	McDonald	DPW	Principal Clerk
	Fred	Happel	DPW	Solid Waste Coordinator
	Robert	O'Connor	DPW	Advisor
Whitman	Alexis	Andrews	BOH	Health Inspector
	Bruce	Martin	DPW	Director

	HHW residents to home town event	HHW reciprocity use by residents	multitown setup fee avoidance	contract cost savings- 5% discount (see below)	HHW admin, on site staff time @\$50/hr	Recycling Dividend Program HHW awarded point values	HHW total value	Bay State Textile tons (arranged by SSRC)	BST rebates, avoided disp cost	SEMASE Mercury processing subsidy, CRS direct pmts (facilitated by SSRC)	RDP textile awarded point values (radio ads, data coll, etc)	RECO services (\$40/ hour), outreach materials	equipment acquisition/disposal (\$50/ hour)	Exec. Dir. MSW consults, assistance	resident calls and emails	Total
Abington	41	39	\$850		\$290	\$600	\$1,200	\$3,020	38.5	\$6,397	\$325.51	\$600		\$200	\$10,543	14
Cohasset	36	22			\$545	\$600	\$1,200	\$2,403	38.0	\$7,100	\$146.76	\$600		\$500	\$10,750	11
Duxbury	44	50			\$290	\$600	\$2,200	\$3,184	58.2	\$9,077	\$910.13	\$1,100		\$350	\$14,621	18
Hanover	223	8	\$850	\$314	\$1,445	\$1,200		\$4,040	20.4	\$3,637				\$250	\$7,927	12
Hanson	41	8			\$900	\$600	\$1,200	\$2,749	17.4	\$2,690		\$600		\$250	\$6,289	6
Hingham	166	41		\$320	\$290	\$600	\$2,200	\$3,617	16.6	\$2,658	\$3,167.33	\$1,100		\$100	\$10,642	14
Hull	93	28			\$290	\$600	\$600	\$1,611	8.1	\$815	\$0.00			\$100	\$2,526	20
Kingston*	116	8	\$850	\$381	\$900	\$600	\$1,200	\$4,055	42.1	\$7,198	\$995.79	\$600		\$3,350	\$16,199	9
Middleboro	30	14			\$290	\$600	\$2,200	\$3,134	22.7	\$2,269		\$1,100	\$900	\$50	\$6,553	9
Norwell	30	38	\$250		\$900	\$600	\$1,200	\$3,018	11.9	\$2,060		\$600	\$40	\$125	\$5,803	13
Pembroke	0	23	\$850			\$150		\$1,023	40.4					\$400	\$1,423	11
Plymouth	275	28		\$278	\$580	\$1,200	\$1,800	\$4,161	76.5	\$12,706	\$9,520.21	\$1,800	\$760	\$400	\$28,587	36
Rockland	23	42	\$600		\$545	\$600	\$1,200	\$3,010	16.1	\$3,664	\$261.75	\$600		\$1,000	\$8,536	16
Scituate	144	22	\$850	\$525	\$900	\$600	\$2,200	\$5,241	84.0	\$15,448	\$623.04	\$1,100	\$1,160	\$150	\$22,562	23
Weymouth	304	8				\$1,200	\$3,500	\$5,012	80.0	\$15,595	\$2,010.99	\$3,500		\$50	\$26,168	21
Whitman	63	16	\$850		\$900	\$600	\$1,200	\$3,629	20.0	\$3,400		\$600		\$150	\$7,779	9
Total	1629	395	#####	\$1,818	\$9,065	\$10,950	\$23,100	\$52,907	590.9	\$94,713	\$17,961.51	\$13,900	\$2,860	\$7,425	\$189,766	242
* benefits include free roll off from Cambridge																
										HHW detail		State Contract	SSRC Contract	diff		
										>150 disc		0%	5%	5%		
										setup fee multitown		\$850	\$850			
										Trash rolloff		\$900	\$355	\$545		
										Trash & OCC rolloffs		\$900	\$555	\$345		

REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT

For Fiscal Year July 1, 2018 – June 30, 2019

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2019.

The Project is a special district created by the State Legislature in 1957, and is now composed of all Plymouth County towns, the City of Brockton, and the town of Cohasset. The Project is a regional response to a regional problem, and provides a way of organizing specialized equipment, specially trained employees, and mosquito control professionals into a single agency with a broad geographical area of responsibility.

The 2019 efforts were directed at larval mosquitoes starting with the spring brood. The Project treated over 15,000 acres for larval mosquitoes (larviciding). The pesticide used was B.t.i. (an environmentally selective bacterial agent). Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on June 3rd, 2019 and ended on September 17th, 2019. The Project responded to 17,584 requests for spraying and larval checks from residents covering all of the towns within the district.

Massachusetts Department of Public Health (DPH) has developed an “Arbovirus Surveillance and Response Plan” for the state. The Plan creates a system which estimates the human risk for contracting Eastern Equine Encephalitis and West Nile using several factors including the number of infected mosquitoes. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Project were initially at “Low Level Risk” for mammalian infection of West Nile (WNV) and Eastern Equine Encephalitis (EEE). At the end of the season 6 towns (Bridgewater, Halifax, Plympton, Kingston, Middleboro and Carver) were at moderate risk for West Nile, all other towns remained at low risk. At the end of the season the towns of Carver, Lakeville, Middleboro, Marion, Rochester and Wareham were at critical risk for EEE. At high risk for EEE were Bridgewater, East Bridgewater, Halifax, Mattapoisett, Plympton, West Bridgewater and Whitman. The District’s remaining towns were at moderate risk for EEE.

West Nile Virus activity in 2019 was significantly less than 2018. However, the district had two human cases of WNV. Mosquito surveillance is a coordinated effort between PCMCP and DPH. The District submitted 696 samples containing 23,300 mosquitoes to DPH for testing and 4 samples were positive for WNV. The positive samples were in Middleboro, Pembroke and Whitman. The Department of Public Health (DPH) also detected WNV in their mosquito samples. They had a total of 16 WNV isolations from the towns of Carver, Halifax, Lakeville and Kingston. As part of our West Nile Virus control strategy a total of 53,248 catch basins were treated with larvicide in all of our towns.

The United States saw historic activity of Eastern Equine Encephalitis Virus (EEEV). Nationwide there were 38 human cases of EEE in 10 states. Massachusetts had 12 human infections of EEEV, the most of any state. There was extensive EEEV activity within the district. One human case of EEE occurred within the district. PCMCP submitted 23,300 mosquitoes grouped into 696 mosquito samples for testing and 72 were positive for EEEV. The isolations were from Bridgewater, Cohasset, Duxbury, Hanson, Lakeville, Marion, Mattapoisett, Middleboro, Norwell, Pembroke, Rochester and Scituate. DPH also detected EEEV in 92 of their

551 samples tested. Those detections were in the towns of Carver, Duxbury, East Bridgewater, Halifax, Kingston, Lakeville, Marion, Mattapoisett, Rochester, Wareham, West Bridgewater and Whitman.

The Commonwealth of Massachusetts responded to the EEEV activity by conducting wide scale aerial adulticiding. In all, 6 applications occurred. Three of these applications were in the district. Applications of this kind are complex and involve a large number of state agencies including DPH, The Department of Agriculture and The State Reclamation and Mosquito Control Board. The Project assisted with these applications in a number of ways, including supplying equipment and helping to document efficacy of the application.

PCMCP followed the “Arbovirus Surveillance and Response Plan” and responded to the EEEV by increasing our adulticiding and mosquito surveillance. The Project conducted wide area applications by truck in locations where EEE was detected. We also submitted for testing more than 247 extra mosquito samples.

The Health threat of EEEV and WNV continues to ensure cooperation between the Plymouth County Mosquito Control Project, local Boards of Health and the Massachusetts Department of Public Health. In an effort to keep the public informed, EEE and WNV activity updates are regularly posted on Massachusetts Department of Public Health website.

In conjunction with the MDPH we have been monitoring *Aedes albopictus* expansion in the state. *Ae. albopictus* is an introduced mosquito that has the potential to become a serious pest and a vector of disease. The mosquito has been present in Massachusetts since 2009. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. We conducted surveillance at 8 sites in Plymouth, Wareham, Brockton, Pembroke, Middleboro, Rockland and Whitman. This year we did not detect the mosquito. The Project began a tire recycling program in October 2017. During the 2019 season we recycled 2,494 tires bringing us to a total of 9,290 tires for the program.

The figures specific to the town of Hanover are given below. While mosquitoes do not respect town lines the information given below does provide a tally of the activities which have had the greatest impact on the health and comfort of Hanover residents.

Insecticide Applications: Our greatest effort has been targeted at mosquitoes in the larval stage, which can be found in woodland pools, swamps, marshes and other standing water areas. Inspectors continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present. In Hanover 232 larval sites were checked.

During the summer 2318 catch basins were treated in Hanover to prevent the emergence of *Culex pipiens*, a known mosquito vector in West Nile Virus transmission.

Our staff treated 725 acres using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes reinvaded the area. The first treatments were made in June and the last in September.

Water Management: During 2019 crews removed blockages, brush and other obstructions from 1035 linear feet of ditches and streams to prevent overflows or stagnation that can result in

mosquito production. This work, together with machine reclamation, is most often carried out in the fall and winter.

Mosquito Survey: Our surveillance showed that the dominant mosquitoes throughout the district were generally *Coquillettidia peturbans* and *Cs. melanura*. In the Town of Hanover the three most common mosquitoes were *Cx. species*, *Cq. peturbans* and *Cs. melanura*

Education and Outreach: We continue to reach out to residents in a variety of ways. Our website has been recently updated and includes web pages for meetings and the annual budget. It also includes educational handouts to provide more information and better describe all the Project's services.

We encourage citizens or municipal officials to visit our website at www.plymouthmosquito.org or call our office for information about mosquitoes, mosquito-borne diseases, control practices, or any other matters of concern.

Respectfully submitted,

Stephen Gillett
Superintendent

Commissioners:
Cathleen Drinan, Chairman
John Sharland –Vice Chairman/Secretary
John Kenney
Michael F. Valenti

REPORT OF THE OLD COLONY PLANNING COUNCIL

For Fiscal Year July 1, 2018 – June 30, 2019

To the Honorable Board of Selectmen and the Citizens of the Town of Hanover.

Old Colony Planning Council (OCPC) is pleased to present this report for 2019.

The Old Colony Planning Council was established in 1967 by state statute and is authorized to prepare plans for the physical, social and economic development of the seventeen-member district. OCPC is designated as; an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities, and the Area Agency on Aging (AAA) by the Executive Office of Elder Affairs to plan, manage and coordinate elder services in a twenty-three community service area. OCPC is the designated staff of the Old Colony Metropolitan Planning Organization (OCMPO) to plan and program transportation and transit improvements for the region.

In addition to the above-designated responsibilities, the Council also assists its member municipalities with technical planning, grant application preparation and current local and regional socioeconomic information.

During the past year, the Council completed the 2019 Comprehensive Economic Development Strategy (CEDS) Updated Plan; the FFY 2020-2024 Transportation Improvement Program (TIP); the FFY 2020 Unified Planning Work Program (UPWP); 2020-2040 Long Range Transportation Plan (LRTP); the Brockton Area Transit – 2019 Fare Analysis Study, and the 2019 Ridership Report. Additionally, the Council conducted numerous Road Safety Audits, Intersection Analyses, and Transportation Technical Studies to the member communities.

The Council provided technical assistance to our member communities under the District Local Technical Assistance (DLTA) Program. Established by Chapter 205 of the Acts of 2006, the DLTA Program enables the Commonwealth's 13 Regional Planning Agencies to provide technical assistance to their member communities. Each year, OCPC receives an allocation of funds to provide this assistance. This assistance must focus on advancing municipal partnerships, planning for housing and planning for growth and is intended to encourage and enable municipalities to work together to achieve and/or enhance cost effective service delivery, or to create and sustain ongoing collaboration and consultation on issues affecting the municipalities, such as land use and planning for new economic and housing growth. Projects and activities should result in a measurable change in the municipalities, whether in law, regulation, program management, or practice.

Thirteen of the seventeen member communities have been designated Green Communities. These communities have been the recipients of \$8,862,261 from DOER since 2010. The Division of Energy Resources offers technical assistance funding to the Council to meet the annual reporting requirements of the Green Communities Program. The Council received

\$44,265 in Municipal Energy Technical Assistance funding for designation grant, competitive grant and annual reporting requirements.

The Council received \$43,000 in Regional Energy Planning Assistance Grant funding to assist the Towns of East Bridgewater and Avon seek designation and to provide technical assistance to the towns of Abington, Brockton, Halifax, Hanson, Kingston, Pembroke, Plympton, Stoughton, and Whitman.

The Old Colony Area Agency on Aging (AAA) during the past year, with assistance and guidance from member community advisory committee members, has continued the ongoing administration of over \$1.5 million dollars of Federal and State funding for elder services. The OCPC-AAA administers and oversees funding for services like transportation, homecare, legal services, nutrition, and others to the more than 100,000 people age 60 and over in the region. The OCPC-AAA continues to advocate on behalf of older persons from throughout the region. The OCPC-AAA Long-Term Care Ombudsman Program continues its efforts, with 1079 visits to nursing and rest homes, investigating over 189 issues of concern from residents or families.

In addition, OCPC continues to administer the Septic Loan Program for the Towns of Avon, Cohasset, Hanson, Kingston and Stoughton. During 2019, the Council processed approximately \$389,255.50 in loans for both septic systems and sewer connection for the communities under the Septic Loan Program.

One delegate and one alternate member represent each member community of the Council. The Council members establish policy, develop the work program, and employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 7:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. In 2019, the Council elected Christine Joy of Plympton as Council President; David Klein, of Abington as Council Treasurer; and, Sandra Wright of Bridgewater as Council Secretary. Pasquale Ciaramella served as Executive Director of the Council until December 2nd when Mary Waldron succeeded Pat as the Executive Director.

The Council gratefully acknowledges the generous support and cooperation of its member communities and the participation and involvement of the many individuals who participate as members of committees. Special thanks are extended to the Joint Transportation Committee (JTC) Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee (CEDS) Chair Maryellen Brett; and, the Area Agency on Aging Advisory Committee Chair Josephine Schofield for their commitment, dedication and leadership during the past year. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted the Council in its efforts.

Respectfully submitted,

Old Colony Planning Council

APPLICATION TO HANOVER TALENT BANK**Thank you for your interest in serving the Town of Hanover!**

Hanover's excellence as a community is due in large part to citizen participation in government and community affairs. The purpose of the Hanover Talent Bank is to register the names, interests and qualifications of Hanover registered voters willing to volunteer to serve their community. Residents who are interested in participating in Town Government are urged to complete this form.

Residents serve as volunteers on a wide variety of Town boards, committees, commissions and councils listed below. They are appointed to these organizations by the Selectmen, Moderator, or other appointing authorities as vacancies occur. We encourage you to register by completing this Talent Bank Form, indicating your occupation, background, areas of interest and organizations you would consider serving (page 2). Please return your completed form to the Board of Selectmen as indicated below. General applications will be kept on file for consideration/notification when an opening occurs.

Applicant Information

Name:	
Full Address: <i>Resident of Hanover?</i> <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Number of Years as a Resident:</i>	
Telephone:	
Fax:	
Email Address: <i>(optional but desirable)</i>	
Occupation:	
Background & Qualifications:	
Signature of Applicant	

Return Information

<i>Please Submit this form to the address shown.</i> <i>Please also send a copy of your application to the applicable Boards you wish to serve on.</i>	Hanover Talent Bank Selectmen's Office 550 Hanover Street, Suite 29 Hanover, MA 02339 Telephone: (781) 826-5000 ext. 1084 Fax: (781) 826-7499 Email: janet.tierney@hanover-ma.gov
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TOWN OF HANOVER

Boards & Services of Interest		
<p>Please Check All that Apply</p> <p><i>Please Note: Many Boards require regular attendance at weekday evening meetings, either once or several times a month.</i></p> <p><i>I wish to be notified (if possible) in the event of any vacancy on the selected Boards.</i></p> <p><input type="radio"/> Yes <input type="radio"/> No</p> <p><i>Applicants for a position on a specific committee may expect to be interviewed by the appointing body.</i></p>	<input type="radio"/> Advisory Committee	<input type="radio"/> Education Fund Committee
	<input type="radio"/> Affirmative Action Committee	<input type="radio"/> Emergency Communications Committee
	<input type="radio"/> Affordable Housing Trust	<input type="radio"/> Fireworks Site Focus Committee
	<input type="radio"/> Board of Assessors – Elected	<input type="radio"/> Historical Commission
	<input type="radio"/> Board of Health – Elected	<input type="radio"/> Information Technology Study Committee
	<input type="radio"/> Board of Library Trustees - Elected	<input type="radio"/> Multi – Use Recreational Facility Study Committee
	<input type="radio"/> Board of Registrars	<input type="radio"/> Open Space Committee
	<input type="radio"/> Board of Selectmen - Elected	<input type="radio"/> Parks & Recreation Committee
	<input type="radio"/> Board of Trust Fund Commissioners	<input type="radio"/> Planning Board - 5 Elected & 2 Appointed positions
	<input type="radio"/> Bylaw Review Committee	<input type="radio"/> School Committee - Elected
	<input type="radio"/> Community Access & Media Committee	<input type="radio"/> Sylvester /Salmond School Redevelopment Committee
	<input type="radio"/> Community Preservation Committee	<input type="radio"/> Taxation Aid Committee
	<input type="radio"/> Conservation Commission	<input type="radio"/> Town Clerk - Elected
	<input type="radio"/> Council on Aging Advisory Board	<input type="radio"/> Town Moderator - Elected
	<input type="radio"/> Cultural Council	<input type="radio"/> Zoning Board of Appeals
	<input type="radio"/> Design Review Board	
	<input type="radio"/> Other:	

Additional Comments & Information	
<p><i>Please provide additional comments here. Attach a letter, resume, or other information you would like considered in review of your application.</i></p> <p><i>Please also indicate any other areas of interest not shown above.</i></p> <p><i>Please also note any potential conflicts of interest (i.e. if appointed to serve on the Planning Board, your development projects, interests, land you own, relationship to Board, etc.)</i></p>	

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TOWN OF HANOVER MUNICIPAL SERVICES GUIDE

Main Number (781) 826-5000

Extension

BOARD OF SELECTMEN AND TOWN MANAGER OFFICES

Board of Selectmen	Alcohol and Auto Dealer Licenses; Personnel and Compliance Issues	ext. 1084
Town Manager	General Administration	ext. 1084

COMMUNITY SERVICES DEPARTMENT

Board of Appeals	Zoning Appeals; Special Permits; Variances	ext. 1026
Board of Health	Perc. Tests/Observation Holes; Septic Permits/Title V; Food Service; Tobacco	ext. 1024
Building Commissioner	Building, Gas, Plumbing & Wiring Permits; Code, Sign & Zoning Enforcement	ext. 1009
Conservation Agent	Conservation Land Management; Review Project Proposals	ext. 1019
Council on Aging	Senior Activities; Information; Transportation	924-1913 924-1921
Hanover Community TV	Government, Education and Public Programs (on Comcast and Verizon)	878-5450 ext. 2109
John Curtis Public Library	General Information Number	826-2972
Parks & Recreation	Parks & Recreation Office	ext. 1057
Parks & Recreation	Parks & Recreation Summer Trailer Office	826-7529
Passport Office	Acceptance and Processing	ext. 1006
Planning Board	Land Use; Planning	ext. 1026
Veteran's Agent	Veterans' Information; Referrals & Benefits	ext. 1038
Visiting Nurse	Nursing Services; Blood Pressure Clinics; Diabetic Testing; Flu Clinics	ext. 1039

DEPARTMENT OF PUBLIC WORKS

Administrative Offices	Highways; Public Grounds; Snow & Ice Removal; Water; Emergencies	826-3189
Cemeteries	Cemeteries; Transfer Station Information	826-3189

EMERGENCY MANAGEMENT

Emergency Management	Non-Emergency Number	826-3151
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FACILITIES MAINTENANCE

All Offices	School & Town Building Maintenance	857-5706
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FIRE DEPARTMENT

Fire Department	Non-Emergency Number	826-3151
Fire Permits	Burn Permits	826-7850

MUNICIPAL FINANCE DEPARTMENT

Treasurer/ Collector	Receipts, vendor payments and tax collection	ext. 1083
Assessor	Assessments; Exemptions; General Valuations (Real Estate, Motor Vehicle, Personal Property, Boat)	ext. 1076
Town Accountant	Vendor invoices; 1099's; Budget Information	ext. 1037
Registrar	Town Census; Voter Registration	ext. 1082
Town Clerk	Birth, Death, Marriage, Business Certificates, Elections and Dog Licenses	ext. 1079

POLICE DEPARTMENT

Animal Control	Dog Officer; Animal Control Officer; Inspector of Animals	ext. 1022
Emergency Communications Center	Non-Emergency Number	826-2335
Police	Non-Emergency Number	826-3231

SCHOOL DEPARTMENT

Superintendent & Admin.	Salmond School (Town Wide Payroll and Employee Benefits)	878-0786
	High School	878-5450
	Middle School	871-1122
	Cedar School	878-7228
	Center School	826-2631
	Sylvester School	826-3844

OTHER

Hanover Police Boy's Club		826-4869
South Shore Vo-Tech HS	Regional Vocational Technical High School Administration	878-8822
Stetson House	Tours; Historical Information	826-9575

AMBULANCE - FIRE - POLICE EMERGENCY

911

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
ABBAN	DEBORAH	\$99,077.00	\$1,505.00	\$100,582.00
ABBAN	JONATHAN	\$73,446.00	\$51,049.56	\$124,495.56
ABBAN	JONATHAN		\$8,309.00	\$8,309.00
ABORN	MAURA	\$86,303.00	\$1,406.50	\$87,709.50
ABRAMS	JACLYN	\$94,074.50	\$60.39	\$94,134.89
ADAMS	DEAN	\$36,473.44	\$9,513.36	\$45,986.80
ADAMS	JOSHUA	\$17,166.87	\$1,000.00	\$18,166.87
AHERN	PATRICK		\$8,040.00	\$8,040.00
ALEXANDER	ALFRED	\$10,347.18	\$263.83	\$10,611.01
ALFIS	MARTIN	\$82,610.96	\$57,797.54	\$140,408.50
ALLEN	DANA	\$73,795.56	\$39,129.79	\$112,925.35
ALLEN	LEE ANN	\$43,809.15	\$4,115.44	\$47,924.59
ALVARENGA	PETER	\$56,332.00		\$56,332.00
ALVEY	ALEXIS	\$20,329.92	\$2,206.19	\$22,536.11
AMONTE	RICHARD	\$65,304.00	\$1,505.00	\$66,809.00
ANASTASIADES	ALEXANDRA	\$1,278.52		\$1,278.52
ANASTASIADES	MIA	\$709.50		\$709.50
ANASTASIO	ERNEST		\$18,472.60	\$18,472.60
ANDERSON	JULIANA		\$5,460.00	\$5,460.00
ANDERSON	KAREN	\$12,975.44		\$12,975.44
ANDERSON	MARY ELLEN		\$39.00	\$39.00
ANDERSON	MINDY	\$98,785.00		\$98,785.00
ARDINI	LEAH	\$47,180.64	\$27,512.37	\$74,693.01
ARENA JR	PETER	\$5,894.74		\$5,894.74
ARENA JR	PETER	\$83,790.00	\$7,823.25	\$91,613.25
ARIENTI	ASHLEY	\$70,172.00	\$2,000.00	\$72,172.00
ARMSTRONG	MELANIE		\$3,817.75	\$3,817.75
ARRIA	MARIO		\$150.00	\$150.00
ASHTON	BARRY		\$1,891.00	\$1,891.00
ATCHISON	MAUREEN	\$23,999.36	\$1,503.81	\$25,503.17
ATKINSON	ELAINE		\$7,270.00	\$7,270.00
AZIZIAN	CHRISTOPHER	\$76,624.90	\$49,689.63	\$126,314.53
BALBONI	ROBERT	\$52,253.20	\$11,307.73	\$63,560.93
BALCH	DEBRA	\$643.01		\$643.01
BALDWIN	ABIGAIL		\$1,542.75	\$1,542.75
BANKS	KATHLEEN	\$200.00		\$200.00
BARBIERI	MARY		\$1,275.00	\$1,275.00
BARLIT	MELISSA	\$96,894.00	\$281.82	\$97,175.82
BARLOW	STACIE	\$99,517.00	\$907.50	\$100,424.50
BARRESI	AUDREY	\$53,774.76	\$444.15	\$54,218.91
BARRESI	MATTHEW		\$170.00	\$170.00
BARRETT	ELLEN	\$5,600.00		\$5,600.00
BARRETT	JOEL	\$100,073.00	\$5,080.00	\$105,153.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
BARRETT	WILLIAM	\$46,577.30	\$207.90	\$46,785.20
BARRETT	WILLIAM	\$5,296.40		\$5,296.40
BARRON	ERIC	\$76,865.48	\$30,459.54	\$107,325.02
BARRY	CHRISTOPHER	\$62,905.04	\$43,945.22	\$106,850.26
BARRY	KEVIN	\$44,173.76	\$51,247.00	\$95,420.76
BARRY	MICHAEL	\$5,010.04	\$1,107.46	\$6,117.50
BARTHELMES	JOHN	\$1,394.00		\$1,394.00
BARTLETT	STACEY	\$64,590.22		\$64,590.22
BARTOLOTTI	KATHERINE	\$100,972.00	\$281.82	\$101,253.82
BARTON	KELSEY		\$2,193.75	\$2,193.75
BEARCE	GERALD	\$53,955.23	\$28,266.25	\$82,221.48
BEATTY	MARCIA		\$3,751.00	\$3,751.00
BECKER	ALYSSA	\$17,919.00	\$30.00	\$17,949.00
BEERS	ANN	\$447.30		\$447.30
BEESLEY	DAVID	\$632.15		\$632.15
BELLANTONI	BARBARA	\$10,753.89		\$10,753.89
BELLANTONI	LISA	\$12,425.04		\$12,425.04
BELLEW	AMANDA	\$24,124.69	\$1,908.00	\$26,032.69
BEMBERY	EDWARD		\$235.00	\$235.00
BENITEZ	BENJAMIN	\$70,621.00	\$982.00	\$71,603.00
BERRY	MICHAEL	\$51,398.40	\$10,150.73	\$61,549.13
BEST	SARAH		\$1,701.00	\$1,701.00
BETHONEY	THERESE		\$4,080.00	\$4,080.00
BIROLINI	DANIEL	\$120,077.69	\$922.31	\$121,000.00
BISHOP	ALEXANDRA	\$58,020.00		\$58,020.00
BISIO	LISA	\$13,073.12	\$530.67	\$13,603.79
BLACKMUR	KEVIN		\$1,342.00	\$1,342.00
BLAKEMAN	SHAYNE	\$73,838.10	\$27,921.16	\$101,759.26
BLANCHARD	JEFFREY	\$144,967.60	\$5,560.00	\$150,527.60
BLANCHARD	MATTHEW	\$3,316.51		\$3,316.51
BLANTON	BRYCE		\$3,961.50	\$3,961.50
BLANTON	KIMMARIE	\$64,216.95		\$64,216.95
BLAUSS	CAILY		\$3,825.00	\$3,825.00
BLAZO	JESSICA		\$595.00	\$595.00
BLINSTRUB	THOMAS	\$51,398.40	\$7,854.82	\$59,253.22
BLYTHE	GARDNER	\$44,909.41	\$13,233.80	\$58,143.21
BOIDI	ELAINE	\$76,467.70	\$391.80	\$76,859.50
BOISE	AARON		\$275.00	\$275.00
BOOSSARANGSI	BENJAMIN	\$4,110.70	\$644.76	\$4,755.46
BORGESON	PAMELA	\$100,681.00	\$3,663.00	\$104,344.00
BOSTWICK	DEBORAH	\$79,485.00	\$8,964.30	\$88,449.30
BOTTOMLEY	JANE	\$23,531.29		\$23,531.29
BOWLES	DOROTHEA	\$98,785.00	\$281.82	\$99,066.82

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
BRANDMARK	DAWN		\$10,000.00	\$10,000.00
BRAUN	ANDREW	\$67,514.80	\$13,451.71	\$80,966.51
BRAY	DANIEL	\$2,092.60	\$500.04	\$2,592.64
BREAULT	LAURA	\$98,785.00		\$98,785.00
BRETON	MEGAN	\$74,447.00		\$74,447.00
BREWIN	RACHAEL	\$96,894.00		\$96,894.00
BRIGHT	LAWRENCE	\$1,266.76		\$1,266.76
BRIGHT	YVONNE	\$863.10		\$863.10
BROOKS	GREGORY	\$179.55		\$179.55
BROOKS	JASON	\$54,690.00	\$747.00	\$55,437.00
BROOKS	THOMAS	\$51,398.40	\$3,193.35	\$54,591.75
BROWN	JESSICA	\$99,517.00	\$281.82	\$99,798.82
BROWN	LEONARD	\$51,398.40	\$7,935.85	\$59,334.25
BROWN	ROBERT	\$51,398.40	\$8,372.88	\$59,771.28
BROWN	TIMOTHY	\$83,396.77	\$23,493.00	\$106,889.77
BROWNING	JAMES	\$481.03		\$481.03
BRYANT	DORIAN	\$81,347.00		\$81,347.00
BRYERTON	ALICIA	\$90,402.00	\$231.50	\$90,633.50
BUBAR	JONATHAN		\$850.00	\$850.00
BUCKLEY	JENNIFER	\$22,553.60	\$214.53	\$22,768.13
BUCKLEY	KEVIN		\$165.00	\$165.00
BUCKLEY	LINDA		\$24,990.00	\$24,990.00
BUONAUGURIO	SHEILA	\$2,837.16		\$2,837.16
BURGESS	LAUREN		\$373.50	\$373.50
BURGIO	DYLAN	\$2,830.50		\$2,830.50
BURGIO	LORRAINE	\$53,611.60	\$3,490.10	\$57,101.70
BURKE	CHERYL		\$7,192.50	\$7,192.50
BURKE	JULIE	\$51,517.55	\$630.56	\$52,148.11
BURNS	CAITLIN	\$17,820.00	\$2,281.75	\$20,101.75
BURNS	CARA		\$2,888.50	\$2,888.50
BURNS	ELLEN	\$90,402.00		\$90,402.00
BUSA	JESSICA	\$81,900.57	\$6,375.00	\$88,275.57
BUZALSKY	KARL	\$66,037.20	\$60,053.39	\$126,090.59
BYRON	KORRI	\$89,641.10	\$10,930.85	\$100,571.95
CABRAL	ALEXA		\$2,179.50	\$2,179.50
CAHILL	HAILEY	\$9,975.00	\$3,485.00	\$13,460.00
CAIAFA	MEGHAN	\$72,100.00		\$72,100.00
CALLAHAN	MEGAN	\$72,277.00		\$72,277.00
CAMPBELL	KATHLEEN		\$10,000.00	\$10,000.00
CAMPBELL	LORI	\$96,894.00	\$270.00	\$97,164.00
CAMPBELL	LYNNE	\$54,628.35	\$444.15	\$55,072.50
CAMPBELL	REGINA	\$830.11		\$830.11
CANNIFF	PAMELA		\$175.00	\$175.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
CAPONE	STEVEN		\$4,987.00	\$4,987.00
CAPRARO	KERRIE	\$78,784.00	\$315.00	\$79,099.00
CARCEO	CAITLIN	\$86,303.00		\$86,303.00
CARNEY	JUSTUS		\$346.50	\$346.50
CARPENTER	DANIEL	\$32,441.20	\$48,741.72	\$81,182.92
CARTER	ELIZABETH		\$405.00	\$405.00
CARVEN	BRENDA	\$37,645.91	\$300.00	\$37,945.91
CARVETTE	KIMBERLY		\$3,060.00	\$3,060.00
CASEY	JOELLE	\$63,399.00	\$1,820.00	\$65,219.00
CASONI	ANDREW	\$70,636.86	\$8,282.45	\$78,919.31
CASS	ANDREW	\$771.38		\$771.38
CASS	KAREN	\$35,259.00	\$150.00	\$35,409.00
CAULFIELD	KATHY	\$98,785.00		\$98,785.00
CAVALLARO	JASON	\$126,895.20	\$17,457.64	\$144,352.84
CELINO	CHRISTOPHER		\$595.00	\$595.00
CENTEIO	JOSEPH	\$70,636.86	\$25,407.61	\$96,044.47
CENTORINO	MARK	\$81,347.00	\$3,987.00	\$85,334.00
CEURVELS JR	ARTHUR	\$68,353.50	\$205.20	\$68,558.70
CHADWICK	BETH-ANN		\$1,685.00	\$1,685.00
CHAMPAGNE	VICKIE LYN	\$20,298.00		\$20,298.00
CHANDLER	KATHLEEN	\$94,072.00		\$94,072.00
CHASE	LAURA	\$86,303.00		\$86,303.00
CHASE	ZACHARY	\$2,219.04		\$2,219.04
CHEBATOR	LAUREN	\$77,325.96	\$1,253.94	\$78,579.90
CHENEY	JAKE	\$8,775.34	\$531.17	\$9,306.51
CHENEY	PAUL	\$81,420.80	\$196.61	\$81,617.41
CHIAPPINI	EDWARD	\$34.17		\$34.17
CHIARELLI	GREGORY	\$9,380.26	\$937.81	\$10,318.07
CHIARELLI	THOMAS	\$53,228.00	\$17,888.69	\$71,116.69
CIANCIOLA	KATHARINE		\$150.00	\$150.00
CICCOLO	BRIAN	\$86,303.00	\$2,168.00	\$88,471.00
CIOLKOSZ	TIMOTHY	\$3,045.14	\$752.56	\$3,797.70
CLASBY	PAULA	\$19,073.60		\$19,073.60
CLASBY	SUZANNE	\$99,517.00	\$1,164.00	\$100,681.00
CLEARY	JOSEPH	\$76,624.90	\$13,155.52	\$89,780.42
CLINTON	JOSEPH		\$110.00	\$110.00
CLOUTIER	FRANCIS	\$6,937.98		\$6,937.98
CLOUTIER	KERRY ANN	\$51,398.40	\$6,351.96	\$57,750.36
COADY	TYLER	\$18,640.50	\$7,502.00	\$26,142.50
COATES	ANN	\$99,077.00	\$4,981.00	\$104,058.00
COGAN	ANDREA	\$17,721.00	\$82.50	\$17,803.50
COLANGELO	JOSEPH	\$155,001.60		\$155,001.60
COLEMAN	JENNIFER		\$8,455.00	\$8,455.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
COLEMAN	KEVIN	\$53,157.04	\$18,366.26	\$71,523.30
COLLINS	LAURA	\$97,623.00		\$97,623.00
CONANT JR.	ROBERT	\$44,593.68	\$40,692.94	\$85,286.62
CONCANNON	SHERRY	\$99,077.00		\$99,077.00
CONDON	ERIN		\$16,528.00	\$16,528.00
CONDON JR	DANIEL	\$14,130.15	\$433.20	\$14,563.35
CONNELLY	SUZANNE	\$58,267.30	\$444.15	\$58,711.45
CONNOLLY	JAMES	\$10,968.15		\$10,968.15
CONNORS	PATRICK	\$56,686.64	\$37,205.61	\$93,892.25
CONSILVIO	JESSICA		\$3,522.78	\$3,522.78
CONVERSE	BRIAN	\$87,897.79		\$87,897.79
COOGAN	MARGARET	\$50,846.53	\$953.01	\$51,799.54
COOGAN	THOMAS	\$170.10		\$170.10
COOK	ANDREW		\$6,097.00	\$6,097.00
COOK	ANNE	\$2,524.36		\$2,524.36
COOK	SHEILA		\$1,955.00	\$1,955.00
CORBETT	BEVERLY	\$30,164.64	\$2,511.99	\$32,676.63
CORMIER	JOSHUA		\$1,532.50	\$1,532.50
CORSHIA	GARY	\$466.99		\$466.99
COSTELLO	KAREN		\$3,290.00	\$3,290.00
COTE	DOMINIK		\$18,696.75	\$18,696.75
COTTER	MELISSA	\$79,427.00	\$58.00	\$79,485.00
COTTER	SHEILA	\$42,208.25	\$2,000.00	\$44,208.25
COULL	KRISTINA		\$1,360.00	\$1,360.00
COVIELLO	CHRISTOPHER	\$62,501.20	\$13,826.99	\$76,328.19
COYNE	DONNA	\$19,606.86	\$716.00	\$20,322.86
CRAFT	JOAN	\$72,277.00		\$72,277.00
CRAIG	DONNA	\$25,482.48	\$7,674.08	\$33,156.56
CRAWFORD	DAVID	\$88,490.00	\$2,686.00	\$91,176.00
CROCKER	LOIS	\$1,740.78		\$1,740.78
CROSBY	ERICA		\$510.00	\$510.00
CROWLEY	MARK	\$62,730.80	\$37,805.27	\$100,536.07
CULLITY	MARY	\$62,347.00	\$5,162.00	\$67,509.00
CURLEY	JANET	\$79,485.00	\$968.00	\$80,453.00
CURLEY	TIMOTHY		\$910.00	\$910.00
CURRAN	DEBORAH	\$101,989.00		\$101,989.00
CURTIS	JENNIFER	\$94,072.00		\$94,072.00
CURTIS	KAELA	\$86,303.00		\$86,303.00
CYRUS	JOSEPH	\$49,282.40	\$11,324.32	\$60,606.72
CZOLADA	LAURA	\$19,865.55		\$19,865.55
DAHILL	SHANNON	\$63,921.22	\$1,077.04	\$64,998.26
DAHLSTROM	JILL	\$13,615.08		\$13,615.08
DAILEY	DANIEL		\$1,342.00	\$1,342.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
DAMON	FREDERICK		\$275.00	\$275.00
DAMON	PATRICK		\$165.00	\$165.00
D'ANDREA	NOREEN	\$70,172.00		\$70,172.00
DANE	MATTHEW	\$4,407.85		\$4,407.85
DANICK	JUSTINA	\$3,831.47	\$122.06	\$3,953.53
DANN	ELAINE	\$16,452.96		\$16,452.96
D'ARCY	JULIA	\$17,718.20		\$17,718.20
DAUDELIN	DENISE	\$182.70		\$182.70
DAVIDSON	CHRISTINA		\$150.00	\$150.00
DAVIS	JUDITH	\$43,809.15	\$4,101.75	\$47,910.90
DAVIS	ROSALIND	\$77,975.00	\$1,090.50	\$79,065.50
DEACETIS	GINO	\$82,841.96	\$64,503.63	\$147,345.59
DEBRUIN	JUSTIN	\$50,764.80		\$50,764.80
DECIE	KENNETH	\$82,726.34		\$82,726.34
DECOTIS	ANASTASIA	\$81,347.00		\$81,347.00
DEFRANZO	ANTHONY	\$102,862.00	\$7,501.00	\$110,363.00
DEGRENIER	JANE	\$127,656.00		\$127,656.00
DELLA CROCE	LISA	\$83,790.00		\$83,790.00
DELPRETE	SHARON	\$2,137.50	\$1,020.00	\$3,157.50
DELTUFO	KRISTINA		\$622.50	\$622.50
DEMITA	ELIZABETH		\$1,616.25	\$1,616.25
DEPATTO	LOUIS	\$79,485.00		\$79,485.00
DEPHILLIPS	JENNIFER	\$86,303.00		\$86,303.00
DERBY	COLLEEN		\$150.00	\$150.00
DESCISCIO	DEREK		\$75.00	\$75.00
DEVINE	BRITTANY		\$6,788.16	\$6,788.16
DEVITO	MARCO		\$6,468.50	\$6,468.50
DEWITT	TONILYNN		\$85.00	\$85.00
DEYOUNG	TRACY	\$14,084.64	\$604.20	\$14,688.84
DHOMMEE	EMELINE	\$80,322.00	\$1,505.00	\$81,827.00
DIBARA	ALICIA	\$87,033.00	\$281.82	\$87,314.82
DIBIASE	CODY	\$8,469.16	\$1,054.80	\$9,523.96
DIETLIN	DAVID	\$54,413.20	\$7,638.63	\$62,051.83
DIGAUDIO	AARON	\$68,130.00	\$4,114.50	\$72,244.50
DILORETO	KIM		\$3,155.66	\$3,155.66
DINIAK	VICTOR	\$123,256.00	\$1,894.59	\$125,150.59
DISABATO	KATHERINE	\$12,724.77	\$13.13	\$12,737.90
DISABATO JR	JOSEPH	\$1,497.72		\$1,497.72
DIXON	KIMBERLY	\$66,649.80	\$444.15	\$67,093.95
DOHERTY	MICHELLE	\$13,228.22	\$196.91	\$13,425.13
DOMEY-ALLEN	SUSAN		\$33,505.61	\$33,505.61
DONADINI	WILLIAM	\$7,910.38		\$7,910.38
DONAHUE	JENNIE		\$5,613.75	\$5,613.75

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
DONAHUE	KIMBERLY	\$9,195.31		\$9,195.31
DONAHUE	MAURA	\$64,217.00	\$315.00	\$64,532.00
DONLAN	MAURA	\$945.00		\$945.00
DONOVAN	JOHN		\$883.75	\$883.75
DOOLEY	LYNNE	\$22,888.32	\$5,416.00	\$28,304.32
DOOLITTLE	PAUL		\$1,835.00	\$1,835.00
DOUCETTE	JILLIAN		\$1,778.00	\$1,778.00
DOUGLAS	THOMAS	\$7,872.12	\$189.88	\$8,062.00
DOWLING	KATHLEEN		\$595.00	\$595.00
DOWLING	MAURA	\$65,374.00	\$4,156.25	\$69,530.25
DOWNS	ELIZABETH	\$86,088.00	\$231.50	\$86,319.50
DOYLE	HELEN	\$60,531.00	\$1,505.00	\$62,036.00
DOYLE	KIMBERLY	\$60.00		\$60.00
DOYLE	MATTHEW	\$4,478.40		\$4,478.40
DOYLE	SHAUN	\$66,537.60	\$37,746.81	\$104,284.41
DRAKE-MANNING	PAMELA		\$1,190.00	\$1,190.00
DRISCOLL	KATIE		\$450.00	\$450.00
DRISCOLL	KERI	\$79,485.00		\$79,485.00
DRUMMY	JILLIAN	\$826.38		\$826.38
DRYER	DEBRA	\$100,972.00	\$281.82	\$101,253.82
DUBOIS	TRACEY	\$83,790.00		\$83,790.00
DUCHANAY	WILHELMINA	\$2,520.00		\$2,520.00
DUFRESNE	KRISTIN	\$19,298.40		\$19,298.40
DUGGAN	THOMAS	\$66,667.86	\$15,783.68	\$82,451.54
DUNN	JENNIFER	\$36,991.15	\$2,000.00	\$38,991.15
DURAN	JENNIFER		\$590.00	\$590.00
DURFEE	JAMES		\$4,688.00	\$4,688.00
DUTTON	NANCY	\$86,303.00		\$86,303.00
EARLE	CHRISTINE	\$17,866.68		\$17,866.68
EARLE	JOHN	\$73,795.56	\$30,161.49	\$103,957.05
ECONOMOS	PAUL	\$79,485.00	\$5,362.50	\$84,847.50
EDGAR	JENNIFER		\$85.00	\$85.00
EDGAR	JOAN	\$90,402.00	\$1,611.00	\$92,013.00
EDGAR	ROBERT		\$26,279.10	\$26,279.10
EDGERLY	JAMIE	\$24,746.04	\$319.04	\$25,065.08
EGAN	SUSAN	\$101,406.00	\$7,307.00	\$108,713.00
ELKHILL	KYLE		\$335.50	\$335.50
EMERSON	SHAYLE	\$68,130.00		\$68,130.00
ENNIS	KERRY	\$100,972.00	\$281.82	\$101,253.82
EPSTEIN	ALISON	\$58,769.00		\$58,769.00
FAGERLUND	ERIC		\$3,026.25	\$3,026.25
FAHEY	COLLIN	\$33,799.00	\$6,493.00	\$40,292.00
FAIELLA	TOBY	\$29,528.96	\$13,366.09	\$42,895.05

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
FANNING	KATHLEEN	\$1,532.12		\$1,532.12
FARIA	GEORGE	\$80,156.00	\$1,350.00	\$81,506.00
FARLEY JR	ROBERT	\$53,224.00	\$14,364.23	\$67,588.23
FARRELL	KATHERINE		\$85.00	\$85.00
FEENEY	LISA	\$54,973.63		\$54,973.63
FERGUSON	CYNTHIA	\$100,972.00	\$982.00	\$101,954.00
FERGUSON	PAMELA	\$30,976.02		\$30,976.02
FERRARINI	JONATHAN	\$1,545.46		\$1,545.46
FERRON	MATTHEW	\$181,125.00		\$181,125.00
FESTA	RACHELE		\$1,622.50	\$1,622.50
FEYRER	HOLLY	\$72,277.00		\$72,277.00
FILE	MICHAEL	\$70,172.00		\$70,172.00
FISHER	BRIAN		\$8,309.00	\$8,309.00
FISKE	LEE	\$242.55		\$242.55
FITZGERALD	TIMOTHY	\$25.00		\$25.00
FLAHERTY	JESSICA	\$87,033.00	\$315.00	\$87,348.00
FLOOD	ADAM	\$57,208.32	\$32,481.71	\$89,690.03
FLY	NICOLE		\$1,445.00	\$1,445.00
FOGG JR	JOHN		\$4,037.60	\$4,037.60
FOLEY	BRENDAN		\$415.00	\$415.00
FOLEY	ERIN	\$86,088.00		\$86,088.00
FOLEY	JOAN		\$27.50	\$27.50
FOLSOM	COURTNEY	\$62,347.00	\$315.00	\$62,662.00
FONTES	JOHN	\$3,289.62	\$70.76	\$3,360.38
FORRISTALL	DAWN		\$19,911.25	\$19,911.25
FORTUNA	STEPHANIE		\$425.00	\$425.00
FOSS	JENNIFER	\$97,623.00	\$907.50	\$98,530.50
FOSTER	NANCY	\$299.25		\$299.25
FOSTER	NANCY	\$41,667.57		\$41,667.57
FRANK	ANASTASIA	\$98,784.42		\$98,784.42
FRASER	KELLY	\$64,217.00	\$405.00	\$64,622.00
FRATES	ALYSSA		\$2,282.25	\$2,282.25
FRATES	SONIA		\$3,375.00	\$3,375.00
FRATTASIO	JONATHAN		\$16,462.60	\$16,462.60
FRATUS	DONNA	\$98,785.00		\$98,785.00
FREEMAN	FREDERICK	\$91,028.70	\$55,934.90	\$146,963.60
FUNDER	NANCY	\$42,164.28	\$197.78	\$42,362.06
GALLAGHER	KATHRYN	\$52,245.37	\$629.76	\$52,875.13
GALLAGHER	MARIANNE	\$48,980.25	\$5,011.40	\$53,991.65
GALLAGHER	MARY	\$664.65		\$664.65
GALLAGHER	MICHAEL	\$14,463.82		\$14,463.82
GALLAGHER	PETER	\$68,050.78	\$1,830.11	\$69,880.89
GALLINARO	BARBARA	\$28,219.90	\$6,311.74	\$34,531.64

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
GALOTTI	ALLISON		\$8,362.00	\$8,362.00
GALOTTI	ANN MARIE	\$101,989.00		\$101,989.00
GANNON	EMMA		\$2,585.25	\$2,585.25
GARLAND	SUSAN		\$680.00	\$680.00
GATELY	ALLYSON	\$94,072.00	\$3,872.00	\$97,944.00
GENTILE	LUKE	\$412.50		\$412.50
GERRIOR	KATELYN-SHENG	\$13,211.52	\$85.00	\$13,296.52
GERRIOR	KRISTINA	\$2,203.08		\$2,203.08
GERRISH	MATTHEW	\$54,524.56	\$46,470.01	\$100,994.57
GESWELL III	EDWARD	\$2,513.43		\$2,513.43
GESWELL IV	EDWARD	\$2,990.20	\$414.08	\$3,404.28
GHOSTLAW	DEIRDRE		\$8,892.50	\$8,892.50
GHOSTLAW	ETHAN		\$1,011.00	\$1,011.00
GHOSTLAW	NORA	\$6,850.98	\$56.76	\$6,907.74
GHOSTLAW	PIERCE		\$6,708.00	\$6,708.00
GIANNETTI	CHRISTINE	\$21,834.80		\$21,834.80
GILL	DEBORAH	\$100,972.00		\$100,972.00
GILL	KAREN	\$68,130.00	\$4,361.50	\$72,491.50
GILLESPIE	JANET		\$11,103.21	\$11,103.21
GILLIS	RODERICK	\$5,607.84		\$5,607.84
GILLIS	RODERICK		\$3,049.00	\$3,049.00
GIROUX	JOAN	\$11,872.97	\$3,709.85	\$15,582.82
GLASS	KERRY	\$20,325.00		\$20,325.00
GOKEY	SHAWN	\$62,140.48	\$27,446.84	\$89,587.32
GOLDTHWAIT	NANCY	\$7,823.95		\$7,823.95
GOLEMME	BRIAN	\$47,360.16	\$21,128.49	\$68,488.65
GONSALVES	CARRIE	\$69,286.00		\$69,286.00
GOODSON	ABIGAIL		\$11,508.75	\$11,508.75
GOODWIN	JONATHAN	\$66,748.08	\$14,084.39	\$80,832.47
GOODWIN	LYNNE	\$47,835.55	\$5,035.22	\$52,870.77
GORDON	ANNE	\$85,213.00	\$315.00	\$85,528.00
GORDON	KAREN	\$76,679.00		\$76,679.00
GORHAM	JASON	\$489.50		\$489.50
GRABOWSKI	RACHEL	\$47,003.70	\$1,484.21	\$48,487.91
GRADY	COLIN	\$42,893.16	\$17,566.84	\$60,460.00
GRADY	JAMES	\$46,604.40	\$19,828.72	\$66,433.12
GRAY	DOROTHEA	\$99,517.00		\$99,517.00
GRAYBILL	COURTNIE		\$595.00	\$595.00
GREEN	LISA MARIE	\$96,894.00		\$96,894.00
GREEN	NANCY	\$51,782.00		\$51,782.00
GREENE	SEANA	\$98,785.00		\$98,785.00
GRENIER	MICHELE	\$1,349.81		\$1,349.81
GUILFOYLE	KELLY	\$8,527.20	\$80.75	\$8,607.95

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
GUYETTE	KEITH	\$105,769.18		\$105,769.18
HABBOUB	MELISSA	\$44,703.93	\$4,131.82	\$48,835.75
HACKETT	BARBARA	\$255.00	\$7,820.00	\$8,075.00
HALEY	VALERIE	\$72,277.12	\$2,715.00	\$74,992.12
HALL	MARIE	\$25,875.00		\$25,875.00
HALL	MARILYN	\$10,107.63		\$10,107.63
HALL	ROBBIN	\$83,790.00	\$281.82	\$84,071.82
HALLORAN	MEGAN	\$80,322.00		\$80,322.00
HAMBURGESS	REBECCA	\$760.00	\$3,910.00	\$4,670.00
HAMILTON	DEVIN	\$429.00		\$429.00
HAMILTON	KIMBERLY	\$5,247.86		\$5,247.86
HAMMETT	ABIGAIL	\$1,176.52		\$1,176.52
HAMZA	DANIEL		\$165.00	\$165.00
HANNIGAN	NICHOLAS	\$83,790.00	\$16,810.67	\$100,600.67
HANSEN	DANA	\$67,524.40	\$48,597.06	\$116,121.46
HANSEN	PETER		\$26,256.35	\$26,256.35
HAPP	JOHN	\$562.50	\$3,010.00	\$3,572.50
HARDEN	MATTHEW	\$86,303.00	\$10,170.00	\$96,473.00
HARDER-BERNIER	CATHERINE	\$71,400.34	\$164.23	\$71,564.57
HARDIMAN	NICOLE	\$17,919.00	\$30.00	\$17,949.00
HARDMAN	ELEANOR	\$1,525.93		\$1,525.93
HARDY	EMMA		\$1,331.25	\$1,331.25
HARRINGTON	LAURA	\$815.85		\$815.85
HARRISON	PETER		\$6,097.00	\$6,097.00
HART	KERIANN		\$4,688.00	\$4,688.00
HARTIGAN	WILLIAM	\$97,965.54	\$1,846.32	\$99,811.86
HAYES	DONNA	\$85.05		\$85.05
HAYES	THOMAS	\$201.81		\$201.81
HAYES	THOMAS	\$64,016.00	\$55,114.18	\$119,130.18
HEALEY	JOANNE		\$17,905.00	\$17,905.00
HEALY	HEATHER	\$96,894.00		\$96,894.00
HEAVERN	DENISE	\$98,785.00		\$98,785.00
HEFFERNAN	CAVEN	\$66.00		\$66.00
HEGARTY	STEPHEN	\$86,303.00	\$3,263.00	\$89,566.00
HEINEMAN	LINCOLN	\$113,728.11		\$113,728.11
HEITMAN	KATHLEEN	\$12,074.85		\$12,074.85
HENDERSON	STEVEN	\$78,980.00	\$2,376.00	\$81,356.00
HENDERSON	SUZANNE		\$150.00	\$150.00
HENRY	MELISSA	\$58,769.00		\$58,769.00
HERBERT	MARY	\$96,894.00	\$281.82	\$97,175.82
HESSION	JENNIFER		\$1,105.00	\$1,105.00
HEYWOOD JR	ROBERT		\$681.50	\$681.50
HIGGINS	EMILY	\$20,927.00		\$20,927.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
HILL	ADAM	\$64,719.20	\$77,544.62	\$142,263.82
HILLARY	DONNA		\$26,200.00	\$26,200.00
HINES	RACHEL	\$86,088.00		\$86,088.00
HIRSCH	SAMUEL	\$795.97		\$795.97
HOADLEY	CALLIE		\$3,542.75	\$3,542.75
HOADLEY	MICHAEL	\$3,546.65		\$3,546.65
HOADLEY	RYAN	\$2,890.43	\$336.00	\$3,226.43
HOAR	BRENDAN		\$75.00	\$75.00
HOBSON	JAIMEE	\$66,145.00	\$131.25	\$66,276.25
HODGES	FRANCESCA	\$23,056.20	\$397.31	\$23,453.51
HOGAN	SUSAN	\$53,428.39		\$53,428.39
HOGAN	THOMAS	\$100,972.00		\$100,972.00
HOLT	SHANNON	\$62,347.00		\$62,347.00
HOOK	JASON	\$51,398.40	\$5,551.15	\$56,949.55
HOOK	ROBERT	\$51,398.40	\$18,883.09	\$70,281.49
HOPKINS	JOHN	\$232.50	\$2,771.00	\$3,003.50
HORTON	SIOBHAN		\$7,323.58	\$7,323.58
HOUSTON	KHARA	\$7,221.60		\$7,221.60
HOWES JR	THOMAS	\$530.14		\$530.14
HOWES JR	THOMAS	\$13,702.00		\$13,702.00
HRENKO	CHRISTINE	\$82,731.00		\$82,731.00
HUBBARD	MAURA	\$5,607.84		\$5,607.84
HUGHES	ANNA	\$98,617.00		\$98,617.00
HUGHES-WALTMAN	LAURENE	\$14,137.21		\$14,137.21
HUNT	VIRGINIA		\$4,570.00	\$4,570.00
HURLEY	ANDREA	\$93,115.00	\$5,609.00	\$98,724.00
HUTCHISON	SCOTT	\$100,809.00	\$1,936.00	\$102,745.00
HYNES	DONNA	\$757.19		\$757.19
IAQUINTO	DEBORAH	\$64,059.00		\$64,059.00
INGLIS	NANCY		\$594.35	\$594.35
IRELAND	MICHELLE	\$86,303.00		\$86,303.00
JACKSON	MARY	\$891.45		\$891.45
JAKUB	DAVID		\$6,097.00	\$6,097.00
JASIE	JEFFREY		\$5,182.50	\$5,182.50
JENSEN-GALLAGHER	KRISTINA	\$22,429.50		\$22,429.50
JOHNSON	ERIC	\$79,756.24	\$24,043.68	\$103,799.92
JOHNSON	JEANNE	\$507.15		\$507.15
JOHNSON	JENNIFER		\$2,250.60	\$2,250.60
JOHNSON	JO-ANNE	\$22,955.68	\$2,127.17	\$25,082.85
JOHNSON	KAREN ANN	\$82,341.00	\$241.56	\$82,582.56
JOHNSON	KATHLEEN		\$6,080.00	\$6,080.00
JOHNSON	MARY ANN	\$100,959.04	\$231.50	\$101,190.54
JOHNSON	MICHELLE	\$55,886.47	\$774.90	\$56,661.37

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
JOHNSON	PHYLLIS	\$25,015.76	\$1,772.87	\$26,788.63
JOHNSON	ROBERT	\$812.70		\$812.70
JOHNSON	VIRGINIA	\$72,310.00		\$72,310.00
JONES	COLLEEN	\$98,785.00	\$350.00	\$99,135.00
JONES	EMILY	\$2,722.50		\$2,722.50
JONES	ERIN		\$850.00	\$850.00
JONES	MICHAEL		\$12,807.75	\$12,807.75
JORDAN	KELLY-ANN	\$89,996.46		\$89,996.46
JORDAN	REBECCA	\$2,912.00	\$1,022.48	\$3,934.48
JOY	JILL	\$97,623.00	\$281.82	\$97,904.82
JOYCE	JULIE		\$450.00	\$450.00
JOYCE	SEAN	\$2,376.28		\$2,376.28
JUDGE	ANNE	\$32,673.41	\$10,624.41	\$43,297.82
JUDGE	CHRISTINE	\$70,172.00	\$727.00	\$70,899.00
KACAMBURAS	KELLY	\$47,388.00		\$47,388.00
KAJUNSKI	DONNA	\$7,069.44	\$92.16	\$7,161.60
KANE	AINSLEY		\$2,340.75	\$2,340.75
KANE	TIMOTHY	\$81,783.20	\$77,686.57	\$159,469.77
KAPULKA	STEPHEN	\$11,378.92		\$11,378.92
KATAPODIS	GREGORY	\$1,668.18	\$3,559.00	\$5,227.18
KATSILIERIS	THERESA	\$98,785.00		\$98,785.00
KAUFMAN	PETER		\$22,468.00	\$22,468.00
KEARNS	KERRI	\$97,623.00	\$1,263.82	\$98,886.82
KEATING	KATHRYN	\$79,485.00		\$79,485.00
KEEFE	JOANNE	\$105.00	\$8,075.00	\$8,180.00
KEEFE	LISA	\$90,976.48	\$110.00	\$91,086.48
KEEGAN	DAVID	\$149.65		\$149.65
KEENAN	APRIL	\$10,397.39		\$10,397.39
KEENAN	DANIEL	\$3,113.28	\$124.20	\$3,237.48
KEENAN	JOHN		\$1,225.20	\$1,225.20
KEENAN	JOHN		\$3,910.00	\$3,910.00
KELLEHER	RYAN		\$5,200.00	\$5,200.00
KELLEY	ALLISON	\$22,685.50		\$22,685.50
KELLEY	KURT	\$60,575.20		\$60,575.20
KELLIHER	BRIAN		\$5,392.00	\$5,392.00
KELLY	JOSHUA		\$2,688.00	\$2,688.00
KELLY	JUDITH	\$46,581.50	\$5,036.27	\$51,617.77
KELSER	SARAH	\$82,731.00	\$6,960.00	\$89,691.00
KENDRICK	SCOTT	\$75,932.80	\$11,425.80	\$87,358.60
KENNEY	KARA	\$25,015.76		\$25,015.76
KENNEY	LAURA	\$64,217.00	\$3,220.00	\$67,437.00
KENNEY	ROBERT	\$88,094.46	\$53,769.93	\$141,864.39
KERSANSKE	JOHN	\$53,032.96	\$15,848.13	\$68,881.09

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
KEYES	JANET		\$300.00	\$300.00
KIELY	JENNIFER		\$5,760.00	\$5,760.00
KILLEEN	SUSAN		\$2,997.50	\$2,997.50
KIMBALL	ELEANOR	\$239.40		\$239.40
KINASEWICH	PATRICIA	\$100,097.00		\$100,097.00
KINNEY	DEBORAH	\$45,084.96	\$1,324.58	\$46,409.54
KINSMAN	SCOTT	\$51,398.40	\$8,034.94	\$59,433.34
KIRBY	ABIGAIL	\$1,628.72		\$1,628.72
KIRKLAND	NICOLE		\$1,400.00	\$1,400.00
KIRLEY	TIMOTHY	\$77,365.86	\$35,576.26	\$112,942.12
KMITO	GINA		\$4,142.50	\$4,142.50
KOSAK	LYNNE	\$68,130.00		\$68,130.00
KOSLOWSKY	PIMHATAI	\$8,764.36		\$8,764.36
KOST	JANEL	\$92,331.18	\$1,497.27	\$93,828.45
KRALL	CAROL	\$77,975.00	\$5,050.52	\$83,025.52
KRUMSCHEID	TAYLOR		\$2,040.00	\$2,040.00
LAFOND	SARAH	\$100,972.00	\$315.00	\$101,287.00
LAIDLER	WILLIAM	\$332.52		\$332.52
LALAZARIAN	NOELLE	\$20,067.50	\$15.00	\$20,082.50
LAMB	JASON	\$61,337.84	\$41,639.84	\$102,977.68
LANCASTER	INGRID		\$211.92	\$211.92
LANCASTER	MARK	\$100,972.00		\$100,972.00
LANCISSI	BARBARA	\$551.25		\$551.25
LANDOLFI	CHRISTOPHER		\$10,328.00	\$10,328.00
LANDRY	JOHN		\$275.00	\$275.00
LANGTON	TERENCE	\$103,884.00		\$103,884.00
LANOUE	ADAM	\$22,727.76	\$7,985.36	\$30,713.12
LARKIN	MAUREEN		\$1,896.00	\$1,896.00
LARUE	ALBERT	\$54,413.20	\$14,221.30	\$68,634.50
LASTOWKA	BRITTON	\$16,038.00		\$16,038.00
LAVANGIE	TODD	\$66,001.12	\$26,250.43	\$92,251.55
LAWLOR	KIMBERLY	\$21,771.15	\$1,674.74	\$23,445.89
LAWRENCE	KATHERINE	\$1,022.56		\$1,022.56
LAWRENCE	KELLY	\$66.15		\$66.15
LAWRENCE	KELLY	\$97,096.39		\$97,096.39
LEBBOSSIERE	SCOTT	\$26,329.20		\$26,329.20
LECLAIR	JUDITH	\$630.00		\$630.00
LEE	ANN	\$71,046.50	\$444.15	\$71,490.65
LEE	NANCY-SUE	\$715.05		\$715.05
LEIGH	JACK	\$1,640.73		\$1,640.73
LEIGH	JACK		\$2,584.75	\$2,584.75
LEIGH	KIMBERLY	\$1,444.73		\$1,444.73
LEIGH	PAIGE		\$1,898.75	\$1,898.75

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Last Name	First Name	Regular Earnings	Other Earnings	Total
LEONARD	MARY	\$46,028.15	\$5,042.40	\$51,070.55
LEONIDO	JANICE	\$83,582.00	\$1,370.19	\$84,952.19
LESLIE	MARK	\$51,398.40	\$7,850.01	\$59,248.41
LESLIE JR.	ROGER	\$2,263.70		\$2,263.70
LESTER	NANCY	\$46,610.55	\$4,171.00	\$50,781.55
LETORNEY	MIRIELLE	\$382.50	\$1,275.00	\$1,657.50
LEVANGIE	JACQUELINE		\$3,060.00	\$3,060.00
LEVANGIE	KRISTEN	\$27,770.67	\$605.54	\$28,376.21
LIAKOS	ARIANA	\$62,347.00		\$62,347.00
LIBBY	JEANNETTE	\$96,894.00		\$96,894.00
LICENSE	JONATHAN	\$31,796.64	\$20,291.36	\$52,088.00
LINCOLN	GAIL	\$24,006.05	\$60.96	\$24,067.01
LINCOLN	MATTHEW	\$54,413.20	\$27,190.08	\$81,603.28
LINDSEY	DUSTIN	\$70,172.00	\$2,603.52	\$72,775.52
LINGLEY-GOKEY	KRISTEN	\$50,286.91	\$291.92	\$50,578.83
LINN	ALEXANDER		\$524.00	\$524.00
LINN	MARGARET	\$22,525.80	\$4,953.97	\$27,479.77
LIPSON	ASHLEY	\$8,376.75	\$386.75	\$8,763.50
LOHAN	MARYANN	\$14,991.93	\$512.60	\$15,504.53
LONGUEIL	MAURA	\$255.15		\$255.15
LORD	RICHARD	\$6,728.52	\$999.70	\$7,728.22
LOSORDO	LILY	\$1,147.25		\$1,147.25
LOSORDO	PATRICIA		\$6,587.50	\$6,587.50
LOVELL	STEPHEN	\$96,894.00	\$315.00	\$97,209.00
LOWRY-NEE	GAYLE	\$65,264.85	\$444.15	\$65,709.00
LUCCARELLI	BETH	\$98,785.00		\$98,785.00
LUNDIN	MORGAN	\$1,286.14		\$1,286.14
LYNCH	KAREN	\$1,288.92		\$1,288.92
LYNSKY	DOROTA	\$12,682.68		\$12,682.68
MACFARLANE	PATRICK		\$8,712.60	\$8,712.60
MACFARLANE	SANDRA	\$68,835.55	\$774.90	\$69,610.45
MACKENZIE	SEAN	\$64,021.60	\$62,181.67	\$126,203.27
MACLEAN	CURT	\$12,252.50	\$487.50	\$12,740.00
MACMACKIN	WILLIAM	\$51,398.40	\$16,305.15	\$67,703.55
MACNEIL	ELIZABETH	\$12,857.52	\$1,837.50	\$14,695.02
MACNEILL	MARY	\$97,623.00		\$97,623.00
MACVICAR-WELCH	CHRISTINA	\$25,641.73	\$2,027.32	\$27,669.05
MADDEN	AMY	\$66,145.00		\$66,145.00
MAGUIRE	BETH	\$12,711.57	\$66.02	\$12,777.59
MAGUIRE	ELIZABETH	\$22,129.23	\$17,622.67	\$39,751.90
MAHONEY	ANDREW	\$91,333.00		\$91,333.00
MAHONEY	JARED		\$3,517.00	\$3,517.00
MAHONEY	KATHLEEN	\$24,900.00	\$960.00	\$25,860.00

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
MALONE	JAMES	\$369.76	\$873.12	\$1,242.88
MALOOF	DAVID	\$1,146.04		\$1,146.04
MANCUSO	RICHARD	\$51,398.40	\$7,106.82	\$58,505.22
MANISCALCO	KRISTEN		\$1,342.00	\$1,342.00
MANN	JANET	\$21,296.00	\$8,422.63	\$29,718.63
MANNING	KAITLIN	\$20,308.20	\$3,670.00	\$23,978.20
MANNING	PATRICIA	\$214.20		\$214.20
MANNING	PATRICIA	\$63,777.00	\$3,049.00	\$66,826.00
MARCHAND	TIMOTHY	\$53,015.28	\$16,949.45	\$69,964.73
MARCIELLO	MICHAEL	\$73,795.56	\$39,654.94	\$113,450.50
MARDEN	JULIE	\$23,081.20	\$2,653.99	\$25,735.19
MARTIN	DIANE		\$6,885.00	\$6,885.00
MARTIN	OLIVIA	\$1,492.27		\$1,492.27
MASSE	JESSICA		\$3,751.00	\$3,751.00
MATHESON	MARK		\$150.00	\$150.00
MATHESON	MIKAYLA		\$340.00	\$340.00
MATTES	CAROL	\$3,129.16		\$3,129.16
MATTES	RICHARD	\$2,379.53	\$10.46	\$2,389.99
MAURER	JOSEPHINE	\$17,960.24		\$17,960.24
MAY	THOMAS	\$522.50		\$522.50
MAYOTT	MICHAEL	\$51,398.40	\$11,492.14	\$62,890.54
MCCABE	KAREN	\$24,963.84	\$120.00	\$25,083.84
MCCARTHY	KEVIN	\$51,490.32	\$10,106.70	\$61,597.02
MCCORMICK	KAITLIN	\$1,318.87		\$1,318.87
MCCUSKER	TINA	\$98,785.00	\$4,981.00	\$103,766.00
MCDERMOTT	JESSICA	\$47,222.00		\$47,222.00
MCDERMOTT	ROBERT		\$340.00	\$340.00
MCDONALD	SEAN	\$70,636.86	\$29,299.84	\$99,936.70
MCDONNELL	ADRIENNE	\$86,088.00		\$86,088.00
McDONNELL	NICHOLAS	\$54,413.20	\$15,272.76	\$69,685.96
MCDONOUGH	KAREN	\$23,100.22	\$317.37	\$23,417.59
MCDONOUGH	VALERIE		\$10,000.00	\$10,000.00
MCEVOY-DUANE	MARGARET	\$53,172.97		\$53,172.97
MCGAHAN	KELLY		\$4,476.00	\$4,476.00
MCGARRY	MATTHEW	\$70,172.00		\$70,172.00
MCGILLICUDDY	CAITLYN	\$987.25		\$987.25
MCGINNIS	ANDREW		\$480.00	\$480.00
MCGINNIS	CAROL	\$100,972.00		\$100,972.00
MCGONIGLE	KEVIN	\$86,088.00	\$5,977.00	\$92,065.00
MCGRATH	SAMANTHA		\$170.00	\$170.00
MCHENRY-COSTELLO	KATHERINE	\$86,303.00		\$86,303.00
McHUGH	SUSANNE	\$88,672.00	\$5,088.00	\$93,760.00
MCINTOSH	DEBORAH	\$781.20		\$781.20

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
MCKEE	PAIGE		\$363.00	\$363.00
MCKEEVER	MICHAEL	\$68,073.60	\$59,939.03	\$128,012.63
MCKENNA	LORI	\$97,623.00	\$1,709.00	\$99,332.00
MCKENNA	LORI ANN	\$99,077.00	\$281.82	\$99,358.82
MCKINNON	IRENE		\$340.00	\$340.00
MCLAUGHLIN	ROBIN	\$2,930.09		\$2,930.09
MCLAUGHLIN	ROBIN		\$525.00	\$525.00
MCLEAN	ANDREW	\$66,145.00	\$9,376.00	\$75,521.00
MCLEOD	MAURA		\$642.50	\$642.50
MCMASTER	JEFFREY		\$425.00	\$425.00
MCNAMARA	ANDREA	\$86,303.00		\$86,303.00
MCNAMARA	BERNARD	\$98,833.00		\$98,833.00
MCNAMARA	DONNA	\$28,792.93	\$535.11	\$29,328.04
MCNAMARA	JAMES	\$63,736.08		\$63,736.08
MCNAMARA	STEPHEN	\$62,230.66	\$42,180.84	\$104,411.50
MCNULTY	CATHERINE	\$32,439.99	\$2,074.02	\$34,514.01
MCRAE	MATT	\$16,143.54	\$10,631.47	\$26,775.01
MCSWEENEY	NICOLE		\$3,615.00	\$3,615.00
MCVEY	JOAN		\$5,759.25	\$5,759.25
MEADE	BRYAN	\$228.00		\$228.00
MERCURIO	THERESA	\$780.14		\$780.14
MERRICK	CHRISANN	\$100,159.82	\$2,592.20	\$102,752.02
MERRICK	ELIZABETH	\$762.96		\$762.96
MERRITT	NEAL	\$96,755.60	\$705.20	\$97,460.80
MERRITT	THOMAS	\$4,548.79	\$202.96	\$4,751.75
MERRY JR	ROBERT		\$85.00	\$85.00
MERZBACHER	THOMAS		\$10,000.00	\$10,000.00
MESSINA JR	JOSEPH		\$6,097.00	\$6,097.00
METIVIER	BRIAN	\$110,282.00	\$26,070.63	\$136,352.63
METIVIER	JAMES		\$2,679.30	\$2,679.30
METIVIER	KRISTIN	\$67,526.40	\$22,151.82	\$89,678.22
MICHAELS	ELLEN	\$15,840.00	\$67.50	\$15,907.50
MILLER	KATHLEEN	\$204.75		\$204.75
MILLS	WENDY	\$1,138.22	\$5,575.15	\$6,713.37
MILZAREK	LORRAINE	\$107.10		\$107.10
MINER	ERIN	\$58,769.00		\$58,769.00
MINICHINO	LAUREN	\$39,274.79		\$39,274.79
MINSHALL	KRIS	\$17,036.25	\$649.60	\$17,685.85
MINSK	HANNELE	\$144.16		\$144.16
MISCHLER	HELEN	\$20,904.77	\$33.86	\$20,938.63
MISK	KIM	\$32,700.03		\$32,700.03
MOAR	STEPHEN	\$72,697.20	\$68,742.60	\$141,439.80
MOHN	DOROTHY	\$43,809.15	\$4,382.99	\$48,192.14

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
MOHN	JOEL	\$52,214.56	\$12,445.21	\$64,659.77
MOHR	AMY		\$2,050.00	\$2,050.00
MOLLOY	MARK	\$100,972.00		\$100,972.00
MOLLOY	SUZANNE	\$80,778.00		\$80,778.00
MOLNAR	JOSEPH	\$535.20		\$535.20
MOLYNEAUX	LESLIE	\$195.47		\$195.47
MONAHAN	BRIDGET		\$1,970.25	\$1,970.25
MONAHAN	CHRISTA	\$88,490.00	\$315.00	\$88,805.00
MONREAL	LILLIAN	\$360.00		\$360.00
MONTEITH	ANDREA	\$62,746.00		\$62,746.00
MONTILIO	BENJAMIN	\$337.47		\$337.47
MONTILIO	MARK	\$3,901.29		\$3,901.29
MOORE	JOHN	\$45,635.89	\$34,913.60	\$80,549.49
MOORE	SCOTT	\$22,723.20	\$1,843.93	\$24,567.13
MORAN	KERRI	\$85,213.00	\$2,660.00	\$87,873.00
MORI	LINDSAY		\$15,526.25	\$15,526.25
MORRIS	JOHN	\$1,056.42		\$1,056.42
MORRISON	JOSHUA	\$67,309.20	\$18,734.81	\$86,044.01
MORRISON	KERI	\$87,713.75	\$3,377.95	\$91,091.70
MORSE	PRISCILLA	\$18.90		\$18.90
MOSCA	SUSAN	\$223.00		\$223.00
MOUGHALIAN	DIANE	\$46,680.94	\$472.77	\$47,153.71
MULLEN	BARBARA	\$27,203.10	\$869.51	\$28,072.61
MUNROE	MELISSA		\$2,380.00	\$2,380.00
MURNEY	LYNNE	\$24,374.80	\$300.00	\$24,674.80
MURPHY	CONNOR	\$3,767.68	\$1,111.24	\$4,878.92
MURPHY	DARI	\$135.00	\$6,460.00	\$6,595.00
MURPHY	FRANCIS	\$88.20		\$88.20
MURPHY	MATTHEW	\$56.25		\$56.25
MURPHY	SEAN	\$819.57		\$819.57
MURPHY	STEPHANIE	\$98,785.00	\$982.00	\$99,767.00
MURPHY	STEPHEN	\$51,398.40	\$7,852.64	\$59,251.04
MURRAY	BRENDAN	\$539.00		\$539.00
MURRAY	IAN	\$7,660.24	\$594.86	\$8,255.10
MURRAY	RICHARD	\$49,882.18	\$4,872.19	\$54,754.37
MURRAY	ROBERT	\$118,357.60	\$5,224.55	\$123,582.15
MURRAY	TAMMY	\$89,001.20		\$89,001.20
NAMEIKA	RACHEL	\$88,490.00		\$88,490.00
NANTEL	SARAH	\$72,277.00	\$747.00	\$73,024.00
NARDONE	JOSEPH		\$510.00	\$510.00
NAYLOR	COOPER	\$98,785.00		\$98,785.00
NEE	PATRICIA		\$8,679.00	\$8,679.00
NEE	THOMAS	\$96,801.02		\$96,801.02

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
NESTI	PATRICIA	\$54,170.06		\$54,170.06
NEVILLE	COURTNEY	\$70,172.00		\$70,172.00
NEVINS	MARY	\$26,344.06	\$1,728.19	\$28,072.25
NEVINS	MARY		\$1,944.00	\$1,944.00
NEWCOMB	SHAWNA	\$17,496.63	\$5,631.00	\$23,127.63
NIHAN	GREGORY	\$114,710.00	\$34,036.83	\$148,746.83
NIXON	SALLY	\$75,712.00	\$5,923.00	\$81,635.00
NORKUS	WALTER	\$305.55		\$305.55
NORTON	SUSAN		\$170.00	\$170.00
NOTARANGELO	KIM	\$438.01		\$438.01
NUMRYCH	TOMASZ	\$52,527.55	\$6,758.20	\$59,285.75
NUNES	ROSALIND	\$2,225.75		\$2,225.75
OATES	MICHAEL	\$118,099.00		\$118,099.00
O'BRIEN	KATHERINE	\$43,038.10	\$3,050.00	\$46,088.10
O'BRIEN	KATHLEEN	\$333.90		\$333.90
O'BRIEN	KATHLEEN		\$3,770.72	\$3,770.72
O'BRIEN	STEPHANIE	\$10,893.60	\$376.75	\$11,270.35
O'BRIEN	STEPHANIE		\$85.00	\$85.00
O'BRIEN MCCARTHY	CLAUDIA	\$87,771.00		\$87,771.00
O'BRYAN	LEAH		\$1,870.00	\$1,870.00
O'CALLAGHAN	RACHAEL	\$54,763.82		\$54,763.82
O'CONNELL	JOHN	\$51,751.20	\$15,168.13	\$66,919.33
O'CONNOR	DEVIN	\$37,896.96	\$23,522.15	\$61,419.11
O'CONNOR	JOANNE	\$46,527.95	\$3,947.40	\$50,475.35
O'CONNOR	WILLIAM	\$53,549.59	\$18,692.05	\$72,241.64
O'DONNELL	KATHARINE	\$20,233.80	\$1,682.00	\$21,915.80
O'DOWD	ALEXANDER		\$3,281.25	\$3,281.25
O'DOWD	JOHN		\$1,944.00	\$1,944.00
O'HARA	CAITLIN	\$1,450.53		\$1,450.53
O'HEARN	JANICE	\$1,425.79		\$1,425.79
OLIVER	KAREN	\$48,980.25	\$300.00	\$49,280.25
OLSON	JOHN	\$37,074.73	\$39,710.83	\$76,785.56
OLSON	ROSINA	\$70,172.00		\$70,172.00
OLSSON	CARA	\$21,829.40	\$1,863.00	\$23,692.40
O'MALLEY	LAURA	\$19,953.75	\$6,992.63	\$26,946.38
O'NEIL	JULIE		\$17,400.00	\$17,400.00
OPIE	ELAINE	\$88,833.29		\$88,833.29
O'ROURKE	EVAN	\$44,023.44	\$22,621.37	\$66,644.81
O'ROURKE	ROBERT	\$8,596.90		\$8,596.90
O'SHEA	JENNIFER	\$86,303.00	\$1,610.00	\$87,913.00
OWENS	JOHN		\$25,947.98	\$25,947.98
OWENS	JULIE	\$3,489.76		\$3,489.76
PACELLA	JOSEPH	\$70,953.84	\$24,335.94	\$95,289.78

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
PAQUETTE	MATTHEW	\$126,012.00		\$126,012.00
PARFUMORSE	BARRY	\$64,725.64	\$26,190.85	\$90,916.49
PARFUMORSE	MARGARET	\$941.85		\$941.85
PARKER	STEPHANIE	\$12,767.80	\$3,400.00	\$16,167.80
PARRY	RENEE	\$98,785.00		\$98,785.00
PASOLINI	NICHOLAS		\$3,230.00	\$3,230.00
PATCH	MICHAEL	\$97,623.00	\$8,033.00	\$105,656.00
PATROLIA	RACHEAL		\$340.00	\$340.00
PATTISON	ANDREA	\$88,672.00		\$88,672.00
PAVAO	MELANIE	\$70,648.41		\$70,648.41
PELLEGRINO	DAWNLISA	\$46,350.60	\$681.58	\$47,032.18
PELLERIN	RITA	\$23,684.12		\$23,684.12
PELLETIER	JONATHAN	\$73,752.42	\$24,100.56	\$97,852.98
PEREIRA	STACEY	\$87,033.00	\$2,168.00	\$89,201.00
PERIERA	FABIANNA	\$17,391.00	\$148.75	\$17,539.75
PERKINS	JILLANN	\$23,676.97	\$4,019.54	\$27,696.51
PERRY	KEVIN	\$88,490.92		\$88,490.92
PERVANE	PATRICIA	\$13,670.56	\$3,918.25	\$17,588.81
PETERSON	ALAN	\$84,962.80		\$84,962.80
PETERSON	KATHRYN	\$13,365.00	\$1,105.00	\$14,470.00
PETROWSKI	LYNN	\$87,801.83	\$11,000.00	\$98,801.83
PETRUCELLI	KARIN	\$40,843.59	\$5,672.00	\$46,515.59
PHIFER	KAREN	\$494.55		\$494.55
PHIFER	ROSS	\$245.70		\$245.70
PHIFER	ROSS	\$195.00	\$4,750.00	\$4,945.00
PHINNEY	MARY		\$35.75	\$35.75
PICARD	SOPHIE	\$1,371.92		\$1,371.92
PICARDI	HEATHER		\$25,107.50	\$25,107.50
PICARDI	VINCENT	\$99,517.00		\$99,517.00
PIEKUT	FRANCIS	\$721.53		\$721.53
PIEROTTI	ANTHONY	\$1,610.08		\$1,610.08
PIEROTTI	BRENDA		\$150.00	\$150.00
PLUMMER	MATTHEW	\$112,475.00		\$112,475.00
POLANSKY	ELIZABETH	\$100,972.00	\$778.00	\$101,750.00
POLLOCK	MICHAEL	\$67,880.00	\$8,432.75	\$76,312.75
POLLOCK	MICHELLE	\$97,623.00	\$281.82	\$97,904.82
PONGRATZ	GEORGE	\$179.52		\$179.52
POPADIC	JEFFREY		\$1,500.00	\$1,500.00
PORZIO	LISA	\$86,303.00	\$2,143.75	\$88,446.75
POWERS	ANGELA	\$13,049.45		\$13,049.45
POWERS	JOANNE		\$9,860.00	\$9,860.00
POWERS	MARGARET	\$27,234.06	\$1,035.07	\$28,269.13
POWERS	SARAH		\$425.00	\$425.00

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Last Name	First Name	Regular Earnings	Other Earnings	Total
PRANDATO	GINA	\$46,286.28	\$83.59	\$46,369.87
PRENTICE	REBECCA		\$462.00	\$462.00
QUELLE	BEN	\$45,185.00		\$45,185.00
QUILTY	LISA	\$30,373.11	\$43.34	\$30,416.45
RAAB	THOMAS	\$138,426.00		\$138,426.00
RACICOT	TERESA	\$45,681.16	\$4,277.89	\$49,959.05
RAPALJE	JOANNA	\$87,033.00	\$1,936.00	\$88,969.00
RAY	JEFFREY		\$5,863.00	\$5,863.00
RAY	SHEILA	\$98,785.00		\$98,785.00
REARDON	JACOB	\$1,895.05		\$1,895.05
REED	JUSTIN	\$87,853.88	\$34,079.07	\$121,932.95
REIBER	EUGENE	\$88,490.00		\$88,490.00
REILLY	EVAN	\$56,686.64	\$47,013.14	\$103,699.78
REILLY	JOANNE		\$38,244.66	\$38,244.66
RICE	MARK	\$51,398.40	\$5,050.01	\$56,448.41
RICHARDS	DEREK	\$74,769.60	\$53,289.62	\$128,059.22
RICHARDS	SUZANNE	\$5,802.06	\$88.02	\$5,890.08
RICHARDSON	CHRISTINA	\$59,271.00	\$281.82	\$59,552.82
RILEY	DANIEL		\$2,432.00	\$2,432.00
RIVAS	SEBASTIAN	\$67,309.20	\$29,626.48	\$96,935.68
RODDAY	CAROL	\$50,286.91	\$1,456.32	\$51,743.23
RODDAY	LAUREN	\$58,922.15	\$444.15	\$59,366.30
RODDAY	STEVEN	\$3,551.67		\$3,551.67
RODDAY	STEVEN	\$81,148.00	\$11,590.00	\$92,738.00
RODICK	BRIAN	\$1,076.69		\$1,076.69
ROGERS	BRUCE	\$52,620.31	\$19,980.89	\$72,601.20
ROGERSON	JENNIFER	\$54,690.00	\$747.00	\$55,437.00
ROH	RIBIN	\$20,308.20	\$17.00	\$20,325.20
ROMANO-OSBORNE	VALERIE	\$274.05		\$274.05
RONCHETTI JR	DONALD	\$79,485.00		\$79,485.00
ROSE	SARA	\$8,482.39		\$8,482.39
ROWE	LINDA		\$2,975.00	\$2,975.00
RUSSELL	COLLEEN		\$10,000.00	\$10,000.00
RYAN	JEANNE	\$22,215.69	\$52.86	\$22,268.55
RYAN	NANCY		\$42,514.26	\$42,514.26
RYAN	SARAH		\$1,059.50	\$1,059.50
RYAN	THOMAS	\$100,972.00		\$100,972.00
RYERSON	STEPHEN	\$69,482.58	\$737.50	\$70,220.08
RYNNING	ALEXIS		\$2,373.00	\$2,373.00
SAGE	NANCY	\$1,082.38		\$1,082.38
SALVUCCI	JOSEPH	\$3,375.33		\$3,375.33
SALVUCCI	RICHARD	\$79,857.42	\$42,419.94	\$122,277.36
SALVUCCI III	DANIEL	\$21,597.84	\$25,822.63	\$47,420.47

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Last Name	First Name	Regular Earnings	Other Earnings	Total
SALVUCCI JR	DANIEL	\$88,235.60	\$94,792.14	\$183,027.74
SALVUCCI JR.	DANIEL	\$1,000.00	\$1,000.00	\$2,000.00
SANDA	RAYMOND	\$1,372.50		\$1,372.50
SANFORD	WILLIAM	\$49,171.20	\$21,377.32	\$70,548.52
SARGENT	JOHN	\$191.55		\$191.55
SAWIN	DIANE	\$189.00		\$189.00
SCARPELLI	JOELLE	\$84.14		\$84.14
SCHELL	DENISE	\$30,576.37		\$30,576.37
SCHIARIZZI	NICOLE	\$39,234.80		\$39,234.80
SCHIARIZZI	NICOLE		\$1,150.00	\$1,150.00
SCHNEIDER	JUDITH		\$6,097.00	\$6,097.00
SCHNEIDER	ROBYN	\$21,192.60	\$19.00	\$21,211.60
SCHREIBER	ANDREW	\$81,347.00	\$4,445.00	\$85,792.00
SCHUMACHER	JOHN	\$82,341.00	\$1,815.00	\$84,156.00
SCRIBI	DAYNA	\$99,517.00		\$99,517.00
SCRIBNER	ANNE	\$285.00	\$3,655.00	\$3,940.00
SENNETT	ALANA		\$345.00	\$345.00
SENNETT	ALEXANDER		\$4,980.00	\$4,980.00
SHANAHAN	GEORGE	\$44,858.40	\$3,393.60	\$48,252.00
SHARPE	KIMBERLY	\$83,790.00		\$83,790.00
SHAW	ERIC	\$27,175.36	\$53.37	\$27,228.73
SHAW	MICHAEL	\$73,776.36	\$10,054.97	\$83,831.33
SHEA	KATHLEEN	\$6,580.00	\$7,157.50	\$13,737.50
SHEA	MAUREEN	\$33,002.25		\$33,002.25
SHEA	THOMAS	\$9,370.22		\$9,370.22
SHEDD	SUSAN	\$86,303.00		\$86,303.00
SHEEHAN	MACAYLA	\$17,504.99		\$17,504.99
SHEEHAN	NICOLE		\$4,725.50	\$4,725.50
SHEPPARD	ERIC		\$1,950.00	\$1,950.00
SHERIDAN	APRIL	\$17,919.00		\$17,919.00
SHERWOOD	ANGELA		\$150.00	\$150.00
SHINNEY	COLLEEN	\$7,652.92	\$1,724.99	\$9,377.91
SHISLER	WYATT	\$3,507.84		\$3,507.84
SHOEMAKER	MICHAELA	\$64,992.20	\$4,083.73	\$69,075.93
SHOREY	PHILIP	\$145.66		\$145.66
SHORT	KEVIN	\$59,067.74	\$33,258.94	\$92,326.68
SHUTE	MACKENZIE	\$4,767.08	\$13.44	\$4,780.52
SIDOTI	SEAN	\$681.62		\$681.62
SILVA	SHAWN	\$53,011.28	\$18,308.17	\$71,319.45
SIMMONS	NIKKI	\$99,517.00	\$982.00	\$100,499.00
SIMON	MICHAEL	\$1,196.85		\$1,196.85
SIMON	MICHAEL		\$165.00	\$165.00
SIMON	STEVEN	\$793.06		\$793.06

Compensation Report for the Fiscal Year July 1, 2018 - June 30, 2019

Last Name	First Name	Regular Earnings	Other Earnings	Total
SIMON	THOMAS	\$768.57		\$768.57
SIMONELLI	CAITLYN	\$61,446.13	\$315.00	\$61,761.13
SINNOTT	MICHELLE	\$74,447.00	\$630.00	\$75,077.00
SIROIS	ALIA	\$16,045.12	\$502.32	\$16,547.44
SLEDZIEWSKI	JOANNE	\$17,358.55	\$348.20	\$17,706.75
SMITH	CHRISTINE		\$8,290.00	\$8,290.00
SMITH	COLLEEN	\$60,646.40	\$205.20	\$60,851.60
SMITH	COLLEEN		\$8,474.00	\$8,474.00
SMITH	DAVID	\$51,874.71	\$28,922.09	\$80,796.80
SMITH	JAMES	\$76,778.40	\$82,456.26	\$159,234.66
SMITH	NICHOLAS	\$62,730.80	\$60,419.91	\$123,150.71
SMITH	PATRICIA	\$33,247.02	\$7,527.93	\$40,774.95
SOUTHER	KATELYN		\$576.00	\$576.00
SOUZA	ADAM		\$2,450.00	\$2,450.00
SPOLIDORO	PAUL		\$1,615.00	\$1,615.00
SPRAGUE	JACOB	\$70,172.00	\$3,355.00	\$73,527.00
ST. AUBIN	ANN	\$25,889.16	\$2,254.92	\$28,144.08
ST. IVES	DEBORAH	\$131,008.00		\$131,008.00
STACK III	JOSEPH	\$81,554.20		\$81,554.20
STAMPER	MARTHA	\$100,972.00		\$100,972.00
STETLER	KYLE	\$67,309.20	\$22,188.57	\$89,497.77
STEVENS	CHELSEA	\$76,466.45	\$389.10	\$76,855.55
STEWART	ROBERT	\$5,886.66		\$5,886.66
STORELLA-MULLIN	JOHN	\$98,785.00		\$98,785.00
STOREY	KENNETH	\$62,496.48	\$14,597.73	\$77,094.21
STRACCO	LAURA		\$1,275.00	\$1,275.00
STUKENBORG	KELLY	\$87,000.05		\$87,000.05
SUCKOW	MATTHEW	\$32,800.00		\$32,800.00
SULLIVAN	DAVID		\$1,265.00	\$1,265.00
SULLIVAN	EMILY		\$2,525.00	\$2,525.00
SULLIVAN	HOLLY	\$43,392.30	\$2,016.45	\$45,408.75
SULLIVAN	MICHELLE	\$88,490.00		\$88,490.00
SWEENEY	ANNA	\$4,475.00	\$5,270.00	\$9,745.00
SWEENEY	ELLA	\$473.00		\$473.00
SWEENEY JR	WALTER	\$166,079.60	\$22,075.53	\$188,155.13
SYLVIA	JAMES		\$10,553.00	\$10,553.00
TAFT	DANIELLE		\$24.00	\$24.00
TALBOT	ANDREW		\$2,700.00	\$2,700.00
TARKANIAN	LEANNE	\$70,172.00		\$70,172.00
TAVARES	CHERYL	\$97,623.00	\$315.00	\$97,938.00
TAYLOR	ANN	\$19,130.88	\$1,071.12	\$20,202.00
TAYLOR	KYLEIGH		\$72.00	\$72.00
TAYLOR	SHANNON		\$108.00	\$108.00

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Last Name	First Name	Regular Earnings	Other Earnings	Total
TAYLOR	WILLIAM		\$3,910.00	\$3,910.00
TERENZI	MATTHEW	\$1,719.49	\$200.00	\$1,919.49
TESSITORE	AMY	\$47,143.04	\$9,000.00	\$56,143.04
THIBEAULT	GRETCHEN		\$49.50	\$49.50
THOMPSON	ELAINE	\$70,172.00	\$3,987.00	\$74,159.00
THOMPSON	JACQUELYN		\$830.00	\$830.00
THOMPSON-VOZZELLA	ANNMARIE	\$42,289.45	\$8,078.36	\$50,367.81
THOMSON	JOHN	\$496.61		\$496.61
THORNELL	JULIENNE	\$99,517.00	\$1,164.00	\$100,681.00
THORNTON	ANNE	\$60,531.00	\$562.50	\$61,093.50
THORNTON	BRONWEN	\$77,975.00	\$3,675.00	\$81,650.00
THORP	MICHAEL	\$1,124.55		\$1,124.55
TIERNEY	JANET	\$49,922.60		\$49,922.60
TIERNEY	SHAWN		\$5,672.00	\$5,672.00
TOBIAS	MELISSA	\$11,501.30	\$291.57	\$11,792.87
TOBIN	LAUREN	\$21,192.60	\$1,920.00	\$23,112.60
TONER	PAULA	\$12,724.17		\$12,724.17
TOOHEY	BARBARA		\$4,928.00	\$4,928.00
TRENT	KRISTEN	\$21,522.84		\$21,522.84
TRIFONE	CHRISTINE	\$61,776.00	\$772.20	\$62,548.20
TRIPP	HOWARD	\$51,398.40	\$13,264.90	\$64,663.30
TRIPP	KAREN	\$258.30		\$258.30
TUCKER	MARCIA	\$30,373.11	\$103.34	\$30,476.45
TURNER	DIANE	\$100,972.00	\$2,156.50	\$103,128.50
TUROCY	LESLEY	\$99,077.00		\$99,077.00
TUROCY	RONALD	\$99,077.00		\$99,077.00
TYRIE	DAVID	\$71,547.20	\$47,117.66	\$118,664.86
VADAS	LYNNE	\$32,279.91		\$32,279.91
VIEIRA	KIMBERLY	\$79,628.19	\$1,500.00	\$81,128.19
VIELKIND	BARBARA	\$34,059.49	\$2,259.30	\$36,318.79
VINCENZI	MATTHEW		\$500.00	\$500.00
VLASSAKIS	JANET	\$62,333.61	\$2,999.88	\$65,333.49
VLASSAKIS	PAUL	\$217.35		\$217.35
VOELKEL	JOHN	\$72,521.20	\$29,386.10	\$101,907.30
VOELKEL	THERESA		\$510.00	\$510.00
VOZZELLA	DEREK	\$35,651.80		\$35,651.80
WADE	MICHAEL	\$68,130.00	\$9,344.00	\$77,474.00
WADE	SHERYL	\$98,785.00	\$1,936.00	\$100,721.00
WAKEFIELD	TARA	\$2,625.00		\$2,625.00
WALBRIDGE	KATHLEEN		\$55.00	\$55.00
WALKER	ALEXANDER	\$44,443.20	\$15,404.70	\$59,847.90
WALSH	MICHELLE	\$81,347.00	\$315.00	\$81,662.00
WALSH	SHEILA	\$99,906.00		\$99,906.00

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Last Name	First Name	Regular Earnings	Other Earnings	Total
WAN	MATTHEW		\$2,940.00	\$2,940.00
WANDELL	MARGARET	\$25,641.73	\$18.00	\$25,659.73
WARD	ASHLEY		\$680.00	\$680.00
WARD	CYNTHIA	\$15,191.04	\$257.70	\$15,448.74
WARD	PAULINE	\$87,984.18	\$1,426.77	\$89,410.95
WARREN	CHRISTINE		\$9,650.00	\$9,650.00
WATERS	KAREN	\$47,025.00		\$47,025.00
WATSON	DAVID	\$65,538.00	\$24,324.49	\$89,862.49
WATTS	RACHEL	\$82,731.00		\$82,731.00
WECKBACHER	DEREK	\$22,814.25		\$22,814.25
WELCH	ABIGAIL		\$583.00	\$583.00
WELSH	LORRAINE	\$2,548.36		\$2,548.36
WESTFIELD	JOSEPH		\$2,465.00	\$2,465.00
WESTFIELD	MARGARET		\$637.50	\$637.50
WHEALAN JR	WILLIAM	\$51,398.40	\$9,855.34	\$61,253.74
WHEDBEE	ARIN		\$3,607.75	\$3,607.75
WHEELER	GREGG	\$97,623.00	\$1,342.00	\$98,965.00
WILBUR	ERIC	\$39,688.00		\$39,688.00
WILKINSON	BROOKE		\$1,241.25	\$1,241.25
WILLETT	GEORGE	\$518.25		\$518.25
WILSON	RUSSELL	\$95,717.00		\$95,717.00
WILSON	VIKKI	\$23,798.87		\$23,798.87
WINFREY	SUZAN	\$78.75		\$78.75
WINFREY	SUZAN		\$1,431.50	\$1,431.50
WINNIE	JENNIFER		\$160.00	\$160.00
WOODWARD	JOAN	\$10,726.10	\$3,412.85	\$14,138.95
WRIGHT	JOHN	\$62,501.20	\$12,403.17	\$74,904.37
YOUNG	GARY	\$12,932.12		\$12,932.12
YOUNG WORTH	ALLISON	\$77,515.00		\$77,515.00
ZAYLOR	CONSTANCE	\$1,052.88		\$1,052.88
ZELLER	DOREEN	\$69,952.75		\$69,952.75
ZEMOTEL	DAVID	\$83,480.00	\$73,321.39	\$156,801.39
ZIELINSKI	ANDREW		\$335.50	\$335.50
ZIMMERMAN	LUKE	\$70,172.00	\$945.00	\$71,117.00
ZOPPI	CHRISTINA		\$3,001.25	\$3,001.25
ZUKAUSKAS	ALYCIA	\$60,531.00		\$60,531.00
ZUKAUSKAS	MICHAELA		\$5,000.00	\$5,000.00
ZUKAUSKAS	TAMMY	\$49,256.00	\$1,604.00	\$50,860.00