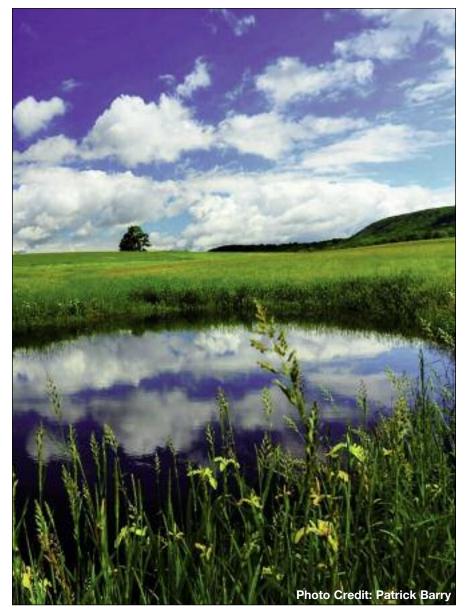
TOWN OF RICHMOND MASSACHUSETTS



ANNUAL REPORT 2020



RICHMOND TOWN HALL

Monday through Thursday – 8:30 am – 4:00 pm Friday – 8:30 – 12:30 pm (413) 553-7793

Town Administrator - Danielle Fillio

Treasurer/Tax Collector – Paul A. Lisi, Jr. Monday through Wednesday – 8:30 – 4:00 Friday – 8:30 – 12:30 pm

Town Clerk - Angela Garrity

Town Accountant - Angela Garrity

Administrative Asst. - Claudia Ryan

COA Director – Phyllis LeBeau Monday through Thursday – 9:00 am – 3:00 pm

> **Board of Selectmen** 2nd and 4th Wednesday – 6:00 pm

> > **Board of Assessors** 2nd Wednesday – 6:00 pm

Board of Health 1st Tuesday – 6:00 pm

Planning Board 2nd Monday – 6:30 pm

Conservation Commission 2nd Tuesday – 7:00 pm

Building Inspector/Zoning Enforcement Officer – Paul Greene 1st, 2nd and 4th Wednesday – 10:30 am - 12:00 pm

> Chief of Police – William Bullett (442-3693) 2nd and 4th Wednesday – 7:30 pm

> > Animal Control Officer John Drake 413-464-2148



Each year we honor town officers and employees who have passed away.

In 2020 we lost the following:

Gail Boling Assessor

Julian Litchman School Committee

Barbara Rawson Broker Richmond Librarian

This town report is dedicated to their memory.

Town of Richmond

Massachusetts

ANNUAL REPORTS of the Town Officers



For the Year Ending December 31, 2020

FY 2021 Tax Rate – \$ 12.72 FY 2020 Total Valuation – \$ 422,360,856 FY 2020 Total Tax Levied – \$ 5,368,206

Population Local Census – 1,477 Population Federal Census 2010 – 1,475 Registered Voters – 1,249 Area of Town – 19.07 Square Miles



TABLE OF CONTENTS

A.S.

Board of Assessors 28
Board of Health 29
Board of Selectmen/ Sewer Commissioners
Building Department
Cemetery Superintendent
Community Health Association 33
Conservation Commission
Council on Aging 36
Cultural Council
Department of Public Works
Directory of Town Officials 4
Emergency Management Director 40
Employee Earnings History
Fence Viewers
Field Drivers41
Finance Committee 42
Fire / Ambulance Department 44
Free Public Library 45
Friends of the Richmond Library47
Historical Commission 49
Historical Society

Municipal Building Comittee 51
Planning Board 52
Police Chief
Recreation Committee 54
Richmond Consolidated School55
Richmond Land Trust 56
Richmond Pond Association 57
Scholarship Committee 59
School Committee 60
Tax Collector 61
Town Administrator 62
Town Clerk 63
Town Meeting (Annual)
Warrant, May 19, 2021 8
Explanations15
Town Meeting (Annual)
Warrant, June 17, 2020 77
Town Meeting (Special)
Warrant, September 23, 2020 83
Treasurer 64
Town Accountant 65
Tree Warden 74
Zoning Enforcement Officer





DIRECTORY OF TOWN OFFICIALS

ELECTED TOWN OFFICIALS

Selectmen

Neal Pilson, 2022

Alan B. Hanson, 2021 Chair

Roger W. Manzolini, 2023

Berkshire Regional Transit Authority Delegate

Alan B. Hanson

Board of Health

Anthony Segal, 2021 Andrew Fisher, 2021 Fred Schubert, 2022 Chair

Louise Maron, 2022

Peter Cohen, 2023

School Committee

Adeline Ellis, 2023

Dewey Wyatt, 2021 Chair

Ina Wilhem, 2023

Finance Committee Robert Gniadek, 2023

Chair

John Mason, 2022 Patricia Callahan, 2022

Planning Board

Katherine Keenum, 2022 Douglas Bruce, 2023

Robert Yodelman, 2021

Stevan Patterson, 2021

John Hanson, 2023 Chair

Richard Bell, 2024 Peter Lopez, 2021

Berkshire Regional Planning Commission Delegate

Frederick Schubert (Alternate)

Library Trustees

Katherine Keenan, 2021

Kathryn Wilson, 2023 Chair

Nanci McConnell, 2023

Moderator William Martin, 2021

Deputy Moderator

vacant

* The date following each name denotes the expiration of the term of office.

APPOINTED TOWN BOARDS/COMMISSIONS

Board of Appeals

William Martin, 2021 Chair

Richard Stover, 2022

Wendy Laurin, 2022

Assessors Jeffrey Daigle, 2021 Chair

Budget Advisory Committee

Board of Selectmen Alan B. Hanson, 2021 Roger W. Manzolini, 2023 Neal Pilson, 2022

Finance Committee John Mason, 2022 Patricia Callahan, 2022 Stevan Patterson, 2021 Robert Yodelman, 2021

Ina Wilhelm, 2021

Conservation Commission

Patrick Seckler, 2021 Adam Weinberg, 2021-Vice Chair Harly Keisch (alternate) 2020

Council on Aging

Kathleen McMahon, 2022 Betsy Bemis, 2022 Joanna Stengle, 2021

Peter Cohen, 2022 Chair

Patricia Malnati, 2022 Linda Mitchell, 2022

Shep Evans 2021

Robert Dahlen, 2021

Cultural Council

John Zick, 2022 Emily Cohen, 2021 Paula Farrell, 2021

Doug Bruce, 2021

Claudia Ryan, 2021

Catherine Gamberoni, 2021 Chair

Theresa Fasano, 2021 Sara Novack, 2021 Susan Sacher, 2022

Historical Commission

William Edwards, 2021 Virginia Larkin, 2022 Melanie Masdea-Digum, 2021 Gloria Morse, 2021 Chair

Recreation Committee

Jeff Konowitch, 2022

Chair

Registrars of Voters

Allison Edwards, 2021 Frieda Pilson, 2022 Amy Diamond, 2022

Mike Harke

John Ryan, 2021

Co-Chairs Ron Veillette, 2021

Diane Pero, 2022

APPOINTED TOWN BOARDS/COMMISSIONS (Continued) Road Advisory Committee

Chairman, Board of Selectmen – Alan Hanson Chairman, Conservation Commission – Ron Veillette Chairman, Planning Board – John Hanson Chairman, Finance Committee – Robert Gniadek DPW Superintendent – Peter Beckwith Tree Warden – Adam Weinberg

TOWN OFFICERS

* As of January 1, 2020

Town Administrator - Danielle Fillio Administrative Assistant - Claudia Ryan Animal Control Officer - John Drake Assessors' Clerk - Mary Stodden Board of Health Agent - John Olander Chief Procurement Officer - Danielle Fillio **Conservation Agent** - Shep Evans Constables - Eric Latimer, Thomas Grizey, Francis Malnati, Ryan Malumphy Custodian of Town Hall - Jessica Lisi **Emergency Management Director - Steve Traver** Emergency Management Assistant Director - Chris Porter Fence Viewers - Alan B. Hanson, Roger W. Manzolini, Neal Pilson Field Driver - Vacant Fire Chief - Steve Traver Hazardous Waste Response Coordinator - Steve Traver Highway Department - Peter Beckwith - Superintendent, Brian Hoskeer Jr., Edward Flynn, Jason Joyner Inspector of Buildings - Paul Greene; Assistant - Brian Duval Inspector of Gas and Plumbing - Robert Gennari Asst. Inspector of Gas and Plumbing - Robert Krupski Inspector of Oil Burners - Steve Traver Inspector of Wiring - Thomas Grizey Library Director - Kristin Smith Police Chief - William Bullett Sewer Operations - Thomas Grizey, Horice Brazie, Danielle Fillio Superintendent of Cemeteries - Stephen Parsons Superintendent of Dutch Elm and Gypsy Moth - Peter Beckwith Town Accountant - Angela Garrity

APPOINTED OFFICERS (Continued)

Town Clerk - Angela Garrity Town Collector - Paul A. Lisi, Jr. Town Counsel - Elizabeth Goodman Treasurer/Custodian of Tax Title Property - Paul A. Lisi, Jr. Tree Warden - Adam Weinberg Veterans' Agent - John Herrera Zoning Enforcement Officer - Paul Greene

Seres.

WARRANT FOR THE ANNUAL TOWN MEETING

Commonwealth of Massachusetts Berkshire, ss



To any of the Constables of the Town of Richmond in said County, Greetings:

In the name of said Commonwealth, you are hereby directed to notify and warn the inhabitants of the Town of Richmond qualified to vote in town affairs to meet in the Consolidated School of said Richmond on **May 19, 2021, at 7:30 PM**, and then and there to act upon the following:

[Consent Calendar- Articles 1-3]

ARTICLE 1 - To see if the Town will vote to authorize the Selectmen to determine the manner of repairing the highways and caring for the cemeteries for the year.

ARTICLE 2 - REVOLVING FUND LIMITS. To see if the Town will vote, pursuant to the provisions of Section 53E 1/2 of Chapter 44 of the General Laws, to authorize the spending limits of the revolving funds outlined below. Expenditures from said funds shall not exceed the amount of funds received in the respective accounts or authorized below, shall come from any funds received by the respective boards and officers for performing services, shall be used solely for the purpose of coordinating and carrying out the programs delineated and shall be approved by a majority vote of the respective boards or officers.

Inspectional Services - \$20,000 Council on Aging - \$5,000 Board of Health - \$2,500 Wetland Protection - \$5,000 Municipal Building or Property Rental - \$10,000

ARTICLE 3 - To see if the Town will vote to appropriate and accept any monies appropriated for use by the Massachusetts Highway Department for Chapter 90 highway aid and to fund the appropriation by transferring said amounts from available funds. Said funds shall carry over from year to year until spent by the Town and shall be reimbursed by the Commonwealth of Massachusetts in accordance with Chapter 90 of the General Laws. (*Recommended for Approval by the Finance Committee*)

ARTICLE 4 - To see if the Town will vote to raise and appropriate such sums of money as shall be deemed necessary for the upkeep and repair of the buildings, equipment, highways and cemeteries and for all other charges and expenses of the Town for the year and to set the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the General Laws. [Fiscal Year 2021 amounts are shown for comparative purposes. Please see the Explanations section following this warrant for more information] (*Recommended for Approval by the Finance Committee*)

[LINE ITEMS]

General Government	Final FY 2021	Draft FY 2022	Increase Decrease	% Change
Assessors Salaries	3,600	3,600	-	0.0%
Assessors Expenses	18,700	18,700	-	0.0%
Assessor's Contracted Services	38,200	38,200	-	0.0%
Audit	15,000	15,000	-	0.0%
Longevity	-	800	800	#DIV/0!
Moderator Salary	500	500	-	0.0%
Selectmen Salaries	5,250	5,250	-	0.0%
Selectmen Expenses	4,500	4,500	-	0.0%
Town Clerk and Assistant Salary	20,600	21,219	619	3.0%
Town Clerk Expenses	8,670	8,670	-	0.0%
Treasurer/collector Salary	72,737	72,737	-	0.0%
Treasurer/Collector Expenses	20,800	23,000	2,200	10.6%
Tax Collector/Treasurer Assistant	6,500	6,500	-	0.0%
Town Accountant Salary	56,070	57,752	1,682	3.0%
Town Accountant Expenses	1,500	1,600	100	6.7%
Administrative Assistant	17,539	18,065	526	3.0%
Town Counsel/Legal Services	30,000	30,000	-	0.0%
Town Report	4,000	4,000	-	0.0%
Town Hall	27,500	27,500	-	0.0%
Elections and Voter Registration	10,000	6,600	(3,400)	-34.0%
Town Admin	80,000	82,400	2,400	3.0%
Town Admin Expenses	3,000	3,000	-	0.0%
Conservation Commission Expenses	4,100	4,600	500	12.2%
Conservation Agent Salary	21,218	21,218	-	0.0%
Historical Commission	500	500	-	0.0%
Planning Board	285	285	-	0.0%
IT Services	23,000	23,000	-	0.0%
Technology Hardware	10,000	10,000	-	0.0%
COA Director & General Admin Assistant	27,268	28,086	818	3.0%
Council on Aging	4,800	4,800	-	0.0%
Tax Collection Services	1,500	-	(1,500)	-100.0%

Richmond A	Annual Town Rep	ort - 2020		
Veteran's Agent Salary	500	500	-	0.0%
Stationery and Office Supply	9,000	9,000	-	0.0%
Banking Services	200	200	-	0.0%
Town Facility Maintenance	20,000	25,000	5,000	25.0%
Legal Advertising	5,000	5,000	-	0.0%
Training	10,000	10,000	-	0.0%
Office Equipment/Software Support	20,700	20,700	-	0.0%
Website Hosting	1,900	1,900	-	0.0%
General Government - Subtotal	604,637	614,382	9,745	1.6%
PROTECTION				
Police Chief Salary	1,885	1,942	57	3.0%
Deputy Police Chief Salary	1,300	1,300		0.0%
Police Department Expenses	1,000	1,000	-	0.0%
County Communications	13,111	13,111	1	0.0%
Constable Salaries	1,367	1,300	(67)	-4.9%
Constable Expenses	1,250	1,250	-	0.0%
Animal Control Officer Salary	5,000	5,000	-	0.0%
Animal Control Officer Expenses	1,000	1,000	-	0.0%
Fire Department Stipend & Expenses	63,514	65,500	1,986	3.1%
Fire House Rent	14,400	14,400	-	0.0%
Emergency Management	5,900	5,000	(900)	-15.3%
Fire Chief Salary	15,914	16,391	477	3.0%
Tree Warden	7,500	7,500	-	0.0%
Build ing Inspec tor Salary	7,449	7,673	224	3.0%
Building Inspector Expenses	4,500	4,500	-	0.0%
Alternate Building Inspector	300	300	-	0.0%
Zoning Enforcement Officer	3,989	4,109	120	3.0%
Zoning Enforcement Expenses	1,000	1,000	-	0.0%
Inspection Services	100	100	-	0.0%
Protection- Subtotal	150,479	152,376	1,898	1.3%
HEALTH & HUMAN SERVICES		-	-	
Board of Health Salaries	850	850	-	0.0%
Board of Health Expenses	2,400	5,485	3,085	128.5%
Board of Health Agent Salary	4,800	-	(4,800)	-100 .0%
Board of Health Agent Expenses	1,140	1,200	60	5.3%
Board of Health Contracted Services	11,500	12,650	1,150	10.0%
Animal Inspector	217	200	(17)	-7.8%
Stray Animals	100	100	-	0.0%
Rubbish Disposal	202,733	215,000	12,267	6.1%
Community Health Services	26,050	27,100	1,050	4.0%
Veterans' Aid	9,000	9,000	-	0.0%

Richmond Annual Town Report - 2020

Nuisance Abatement	500	500	-	0.0%
Health- Subtotal	259,290	272,085	12,795	4.9%
HIGHWAYS			-	
Machinery Maintenance	57,500	60,000	2,500	4.3%
Road Construction	125,000	125,000	-	0.0%
Road Maintenance	30,000	30,000	-	0.0%
Town Garage	11,250	11,250	-	0.0%
Winter Roads	140,000	140,000	-	0.0%
Gravel Roads	55,000	55,000	-	0.0%
Salaries	245,950	253,052	7,102	2.9%
ОТ	18,500	18,500	-	0.0%
Fuel	33,500	30,000	(3,500)	-10.4%
Utilities	10,000	9,460	(540)	-5.4%
Private Roads	3,500	3,500	-	0.0%
Beaver Control	3,500	3,500	-	0.0%
Town Beach	15,600	18,000	2,400	15.4%
Highways- Subtotal	749,300	757,262	7,962	1.1%
		-		
CULTURE & RECREATION				
Recreation Committee	3,750	3,750	-	0.0%
Memorial Day	200	200	-	0.0%
Library	63,576	65,483	1,907	3.0%
Library Rent	12,000	12,000	-	0.0%
Culture & Recreation- Subtotal	79,526	81,433	1,907	2.4%
EMPLOYEE BENEFITS				
Berkshire County Retirement	221,710	222,338	628	0.3%
Group Insurance	120,000	95,256	(24,744)	-20.6%
Employee Benefits- Subtotal	341,710	317,594	(24,116)	-7.1%
TOWN INSURANCE				
Insurance and Bonding	100,000	120,000	20,000	20.0%
Town Insurance- Subtotal	100,000 100,000	120,000 120,000	20,000 20,000	20.0% 20.0%
Town Insurance- Subtotal	100,000	120,000	20,000	20.0%
UNCLASSIFIED			-	
Berkshire Regional Planning Commission	1,205	1,175	(29)	-2.4%
Cemetery Superintendent Salary	8,783	9,047	264	3.0%
Cemetery Expenses	2,000	2,000		0.0%
Unemployment Reserve	2,500	2,500	-	0.0%
Medicare	35,000	42,000	7,000	20.0%
Group Purchasing	600	600	-	0.0%
Richmond Pond Ramp Monitors	7,500	10,000	2,500	33.3%
	. ,= = 0		_,	2.2.10 /0

Unclassified- Subtotal	58,288	68,022	9,735	16.7%
Misc Expenses	700	700	-	0.0%

Dishmand Annual Town Danant 2020

ARTICLE 5 - To see if the Town will vote to borrow or otherwise provide a sum of money up to \$6,800,000.00 for the design, engineering, development, construction, of a new Town Hall, Library Community Center, and for the payment of all costs incidental and related thereto; to determine whether this amount should be raised by borrowing or otherwise, or to take any other action relative thereto. (*Recommended for Approval by the Finance Committee*)

TWO-THIRDS MAJORITY REQUIRED

ARTICLE 6 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$145,000 for the purchase of a new Highway Department Dump Truck (*Recommended for Approval by the Finance Committee*)

ARTICLE 7 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$25,000 for the purchase of a new Fire Department Chief's Car (*Recommended for Approval by the Finance Committee*)

ARTICLE 8 - To see if the Town will vote to transfer and appropriate the sum of \$50,000 from the ambulance receipts account to the ambulance expense account for the operation of the Richmond Ambulance service, the maintenance of the town ambulance, and for payments to Comstar and to other ambulance services providing backup and advanced life support to the Richmond Ambulance service, with any unexpended balance to be returned to the ambulance reserve account. (*Recommended for Approval by the Finance Committee*)

ARTICLE 9 - To see if the Town will vote to transfer from available funds the sum of \$225,571 to operate the sewer enterprise fund. (*Recommended for Approval by the Finance Committee*)

ARTICLE 10 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$20,000 to the reserve fund. (*Recommended for Approval by the Finance Committee*)

ARTICLE 11 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$35,000 to the Other Post-Employment Benefits Liability Trust Fund, established under the provisions of M.G.L. Ch. 32B, Section 20. (*Recommended for Approval by the Finance Committee*)

ARTICLE 12 - To see if the Town will vote to raise and appropriate the sum of \$3,970,267 for the support of the school. (*Recommended for Approval by the Finance Committee*)

ARTICLE 13 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$500 for the conservation land fund. (*Recommended for Approval by the Finance Committee*)

ARTICLE 14 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$5,000 for a fuel emergency assistance program administered under a contract with Berkshire Community Action Council for the benefit of low-income Richmond residents. (*Recommended for Approval by the Finance Committee*)

ARTICLE 15 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$15,000 for the treatment of weeds in Richmond Pond. (*Recommended for Approval by the Finance Committee*)

ARTICLE 16 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$600 to support the Town's contribution to the All-Pond Goose Management Plan for Richmond Pond. (*Recommended for Approval by the Finance Committee*)

ARTICLE 17 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$7,500 which will be applied to the shortfall in the sewer enterprise account. (*Recommended for Approval by the Finance Committee*)

You are also directed to notify and warn the inhabitants of Richmond qualified to vote in town affairs to meet in the Town Hall on Saturday, May 22, 2021, at 11:00 AM, to bring in votes for the following Town Officers:

One Member of the Board of Selectmen- 3-year term One Members of the Board of Health- 3-year term Two Members of the Finance Committee- 3-year term One Member of the School Committee- 3-year term One Member of the Board of Library Trustees- 3-year term One Member of the Planning Board- 3-year term Town Moderator- 1-year term

Ballot Question - Shall the Town of Richmond be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to pay costs of designing, engineering, development, construction, originally equipping and furnishing a new Town Hall, Library Community Center, and for the payment of all costs incidental and related thereto?

And the polls may close at 7:00 PM.

And you will serve the warrant by posting up true and attested copies hereof, one at the Richmond Town Hall, one at the Richmond Post Office, one at the Bartlett's Orchard bulletin

board and one at the Richmond Shores Civic Association bulletin board, seven days at least before the time of said meeting.

Given under our hands this th day of May 2021. Alan Hanson, Chairman

Neal Pilson Roger Manzolini Board of Selectmen

I have posted up true and attested copies hereof, one at the Richmond Town Hall, one at the Richmond Post Office, one at the Bartlett's Orchard bulletin board, and one at the Richmond Shores Civic Association bulletin board.

Constable

Date



Introduction

As is the custom, we are providing a brief explanation of each article and line item in the warrant.

Budget Summary

The proposed Fiscal Year 2022 budget, including the operation of the sewer system, the ambulance, school and several proposed capital improvements, is \$7,660,024, or an increase of \$442,232 6.1%. The Selectmen and the Finance Committee continue to present to you a balanced budget or between the amount and the percentage that does not rely on the use of reserves to fund operational costs while providing the services residents expect from town government. This year's budget includes a 3% salary increase for all non-school employees as well as increases in our pension assessment. However, once again you will see that many of our non-salary related line items have been level funded (or even reduced in some cases) from their Fiscal Year 2021 levels. The School Committee's Fiscal Year 2022 request from the town budget is \$3,970,267, an increase of \$332,023, or 9.1% over total school appropriations in Fiscal Year 2021. In September 2020 the Town held a Special Town Meeting to raise and transfer funds in the amount of \$240,000 to cover unforeseen Special Education costs. Those costs are now built into the budget. If you add those costs into last years budget, the School budget has increased by 3.4%

The proposed Fiscal Year 2022 Sewer Budget is \$225,571 This budget funds the costs of operating the system as well as debt payment associated with the system's design and construction. Almost all these costs are borne by the users of the system.

The breakdown of the revenues that will be required to meet the proposed expenditures for Fiscal Year 2022 are as follows:

	Source of Revenue	Percentage of Total Revenue
Real and Personal Property Taxes (Tax Levy) Non-Property Tax (State Aid, Local Receipts, Other)	\$5,835,835 \$1,824,189	76% 24%
Total	\$7,660,024	100%

Again this year, Town Meeting consideration of the warrant articles will be done using the "consent calendar" approach. The Moderator will ask the town meeting attendees for permission to consider Articles 1-3 together, which will allow discussion of any of the articles under a single motion and will ask for a vote on all three articles on the same motion. In addition, in order to save time at the town meeting, the Moderator will not read all of the line items, but will read the heading of each section of line items and ask for any "holds" for each section. He will

reserve any held line items for further discussion after seeking approval of any "non-held" line items and then proceed to discuss and vote on any held line items individually. For more information about the town budget process, please contact the Selectmen's Office.

Consent Calendar- Articles 1-3

Article 1 - Repair highways and care for cemeteries

This is a standard article from year to year authorizing the Selectmen to supervise the highways and cemeteries.

Article 2 - Revolving Funds

This article establishes revolving funds that receive certain revenues and it authorizes expenditure of these funds without further appropriation. This article also establishes the limits of each revolving fund.

Article 3 - Transportation Bond

This is a standard article allowing the Town to spend a state grant for road construction and repair. The Town's share for fiscal year 2021 was \$164,389.00

Article 4 - Line Items

This article raises and appropriates the funds for the general operational expenses of the town. Only items that are raised and appropriated from taxes appear in this article. Items that call for other methods of funding, such as transfers between accounts, require separate articles. Also, pursuant to Section 108 of Chapter 41 of the General Laws, we have shown each elected officer's salary below each applicable line item on the warrant.

GENERAL GOVERNMENT

1. Assessors Salaries: \$3,600 - These are the annual salaries of the Assessors with \$1200 per Assessor. No change from Fiscal Year 2021.

2. Assessors Expenses: \$18,700- This account pays for the Assessors' office supplies, map updating, contracted services, software licenses, and other expenses. No change from Fiscal Year 2021.

3. Assessor Contracted Services: \$38,200- This account pays for the contract between the Town and Regional Resource Group (a private contractor), for the Assessing services it provides to the Town. This is year three of a three-year contract.

4. Audit: \$15,000- To be used to fund the annual audit of the town's books using the town's outside auditor, Thomas P. Scanlon, CPA. No change from Fiscal Year 2021.

5. Longevity- We now offer longevity stipends to employees after a certain number of years of service. We now have one eligible employee that we need to budget for.

6. Moderator Salary: \$500- The Moderator is entitled to a \$500 salary in FY20.

7. Selectmen Salaries: \$5,250- These are the annual salaries of the Selectmen at \$1,750 per Selectman. No change from Fiscal Year 2021.

8. Selectmen Expenses: \$4,500- This account pays for meetings, mileage, trainings, dues, and other expenses of the Selectmen. No change from Fiscal Year 2021.

9. Town Clerk Salaries: \$21,219- This is the salary line for the Town Clerk, who is the town's official record keeper and license issuer. This includes the assistant salary and a 3% increase.

10. Town Clerk Expenses \$8,670- This pays for software licensing, maintenance of voting machines and poll pads, mileage, dues, and other Town Clerk expenses. No Changes from Fiscal Year 2021

11. Treasurer/Collector Salary: \$72,737- This is the annual salary of the contracted Treasurer/Collector, who manages the town's financial transactions, provides benefits management for all employees including payroll, and oversees properties placed in Tax Title, and collects all personal and property, motor vehicle excise taxes and sewer fees.

12. Treasurer/Collector Expenses: \$23,000- This account pays for meetings, conferences, mileage and other expenses of the Treasurer/Collector. Tax Collection services was added to this budget line rather than keep it separate for more accurate accounting.

13. Tax Collector Assistant Salary: \$6,500- This is the base salary for the Assistant to the Tax Collector, who assists the Tax Collector with some of the basic functions of the collector's office including database management, and the collection of taxes. No change from Fiscal Year 2021.

14. Town Accountant Salary: \$57,752- This is the annual salary of the Town Accountant, who maintains the town's accounts, prepares the weekly warrant that the Selectmen sign to approve payment of the town's bills, and who files regular reports with the Department of Revenue. This figure includes a 3% increase.

15. Town Accountant Expenses: \$1,600- This account pays for training, meetings, mileage, and other expenses of the Town Accountant.

16. Administrative Assistant: \$18,065- This is the annual salary of the Administrative Assistant, who answers the phones at Town Hall, assists residents, and serves as general clerical staff for all offices and now includes the Board of Health. This figure includes a 3% increase.

17. Town Counsel: \$30,000- This amount is used for Town Counsel and Special Town Counsel services, who advise and defend the town in legal matters. No change from Fiscal Year 2021.

18. Town Report: \$4,000- This is the cost of printing the annual town report.

19. Town Hall: \$27,500- This account pays for utilities, routine maintenance, cleaning, septic pumping, and other goods and services at the Town Hall. No change from Fiscal Year 2021.

20. Elections and Board of Registrars: \$6,600- This account pays for the expenses involved in conducting elections, registering voters, and maintaining the street list. This is a decrease of \$3,400.00 based on the number of elections held in the prior fiscal year.

21. Town Administrator: \$82,400- This is the annual base salary of the Town Administrator, who oversees the day-to-day operations at Town Hall, supervises Town Staff and Sewer personnel, serves as the Harbormaster, and the Sewer Administrative Officer. Work related to the oversight of sewer operations is compensated from the sewer enterprise budget. This is a contracted position.

22. Town Administrator Expenses: \$3,000- This account pays for meetings, conferences, mileage and other expenses of the Town Administrator. No change from Fiscal Year 2021.

23. Conservation Commission: \$4,600- This account pays for meetings, conferences, mileage, supplies and other expenses of the Conservation Commission. This account has been increased by \$500 to accurately reflect town needs.

24. Conservation Agent: \$21,218- This line item is to fund the services of the Conservation Agent. No change from Fiscal Year 2021.

25. Historical Commission: \$500- This account pays for copying, membership, meetings and other expenses of the Historical Commission. No change from Fiscal Year 2021.

26. Planning Board: \$285- This account pays for annual subscriptions, meetings, and other expenses of the Planning Board. No change from Fiscal Year 2021.

27. IT Services: \$23,000- This account is for our contracted IT services. It covers the expenses related to server maintenance and support, workstation maintenance and support, and overall IT support for all town owned buildings. No change from Fiscal Year 2021

28. Technology Hardware: \$10,000- This account is used to pay for the replacement and/or repair of workstations, copiers, printers, etc., in all town owned buildings. No change from Fiscal Year 2021.

29. COA Director/Administrative Assistant-\$28,086- This is the annual salary for the Council on Aging Director/Administrative Assistant position. The Administrative Assistant provides office support to the Town Administrator, Treasurer, Board of Health, as well as others as needed.

30. Council on Aging: \$4,800- This account pays for the various programs offered by the COA, including senior lunches, health programs and the van program. No change from Fiscal Year 2021. The council also receives funding from a state grant and has access to a revolving fund.

31. Veterans' Agent Salary: \$500. This is the annual salary for the Town's Veterans' Agent, now contracted through the City of Pittsfield.

32. Stationery and Office Supply: \$9,000- This account pays for paper, pens, pencils, postage,

toner, and similar expenses at Town Hall. No change from Fiscal Year 2021.33. Banking Services: \$200- This account pays for banking fees and charges. No change from Fiscal Year 2021.

34. Town Facility Maintenance: \$25,000- This account helps to pay for routine maintenance for all town facilities. This includes an increase for required maintenance to landfill per Department of Environmental Protection.

35. Legal Advertising: \$5,000- This account pays for the many legal ads that the town runs each year, ranging from invitations for bids to notices of public hearings. No change from Fiscal Year 2021.

36. Training: \$10,000- This pays for most training/continuing education opportunities for town officers and employees. No change from Fiscal Year 2021

37. Office Equipment and Software Support: \$20,700- This pays for regular software purchases, service contracts, office equipment and furniture, and related expenses. No change from Fiscal Year 2021.

38. Website Hosting: \$1,900. This is the annual cost of hosting our Town's website and includes technical support. No change from Fiscal Year 2021.

PROTECTION OF PERSONS AND PROPERTY

39. Police Chief Salary: \$1,942- This is the annual salary of the Police Chief, who issues firearms permits, arranges traffic details, and other matters. This includes a 3% increase

40. Deputy Police Chief Salary: \$1,300 This is the annual salary of the Deputy Police Chief, who issues firearms permits, arranges traffic details, and other matters under the supervision of the Police Chief. No change from Fiscal Year 2021

41. Police Department Expenses: \$1,000- This account pays for the equipment and supplies used by the department, such as badges and firearm licensing supplies. No change from Fiscal Year 2021.

42. County Communications: \$13,111- This account pays Richmond's share of the Berkshire County Sheriff's Department to operate the 911 emergency dispatch system. This is a 3% increase from Fiscal Year 2021.

43. Constable Salaries: \$1,300- This is the salary account from which we pay the Constables if they are needed to direct traffic or for performing similar duties on Town owned Roads.

44. Constable Expenses: \$1,250- This account pays for Constable mileage, shirts, radios, and other expenses.

45. Animal Control Officer Salary: \$5,000- This is the annual salary for the Animal Control Officer.

46. Animal Control Officer Expenses: \$1,000- This pays for snares, gloves, rabies shots, boarding of animals and other expenses of the Animal Control Officer. No change from Fiscal Year 2021.
47. Fire Department: \$65,500- This account pays for fuel, truck and equipment maintenance, training, stipends and other expenses of the Fire Department. This is a \$2,000 increase to cover the increase in costs of hose testing

48. Fire House Rent: \$14,400- This account pays the rent to the Trustees of the Volunteer Fire Department for use of the building. No change from Fiscal Year 2021.

49. Emergency Management: \$5,000- This account pays for equipment and supplies for this department, which provides assistance and direction during natural disasters, storms and other emergencies. \$900 reduction from FY20

50. Fire Chief/EMD Salary- \$16,391. This is the annual salary of the Fire Chief/EMD which is a part-time, non-benefit eligible position. 3% increase from Fiscal Year 2021.

51. Tree Warden: \$7,500- These funds are used for contracting with a tree service to remove problem trees. No change from Fiscal Year 2021.

52. Building Inspector Salary: \$7,673- This is the Building Inspector's annual salary. This is a 3% increase from Fiscal Year 2021.

53. Building Inspector Expenses: \$4,500- This account pays for training, expenses and mileage of the Building Inspector and Assistant. No change from Fiscal Year 2021.

54. Assistant Building Inspector: \$300- This is the annual salary of the Assistant Building Inspector, who fills in if the Building Inspector is not available or has a conflict of interest. No change from Fiscal Year 2021

55. Zoning Enforcement Officer Salary: \$4,109- This is the annual salary of the ZEO, who ensures that building projects and proposed uses conform to the Zoning Bylaw. 3% increase over Fiscal Year 2021.

56. Zoning Enforcement Officer Expenses: \$1,000- This account pays for meetings, mileage and other expenses of the ZEO. No change from Fiscal Year 2021.

57. Inspection Services: \$100- This is for inspections by the plumbing, wiring, gas and oil burner inspectors and their alternates on projects, such as town projects, where there is no fee tendered. They receive \$30 per inspection. All other compensation for the inspectors comes from the revolving inspection account, where fees for services are paid to the town and are turned around and paid to the inspectors. No change from Fiscal Year 2021.

HEALTH & HUMAN SERVICES

58. Board of Health Salaries: \$850- This is the annual salary account to be divided among five board members. No change from Fiscal Year 2021.

59. Board of Health Expenses: \$5,485- This account pays for meetings and other expenses of the Board of Health. \$2,500 increase for private well testing & \$500 increase for more accurately reflecting the Town needs.

60. Board of Health Agent Salary: Has been deleted- Services previously done by the agent will now be done by Public Health Alliance.

61. Board of Health Agent Expenses: \$1,200- This pays for the mileage, supplies and other expenses of the agent. This will be used by the Public Health Alliance.

62. Board of Health Contracted Services: \$12,650- This account covers the cost of additional inspectional services provided to the Board of Health by the Berkshire Public Health Alliance. \$1,150 contractual increase.

63. Animal Inspector: \$200- This pays for the salary of the Animal Inspector, who performs the annual farm animal census and also is responsible for the quarantine of animals suspected of having rabies.

64. Stray Animals: \$100- This account will help pay any costs associated with retrieving stray animals, usually farm animals. No change from Fiscal Year 2021.

65. Rubbish Disposal: \$215,000- This account pays for the collection and disposal of the town's garbage and recyclables, as well as participation in the regional Household Hazardous Waste collection days. This is a \$12,267 increase from Fiscal Year 2021 due to a re-negotiated one year contract extension for trash collection and HHW fees.

66. Community Health: \$27,100- This account funds the contract between the Community Health Association and the Town for Public Health Nurse Services.

67. Veterans' Aid: \$9,000- This account pays for financial assistance to veterans as required by state law. The State reimburses the Town for 75% of the assistance costs incurred assisting veterans.

68. Nuisance Abatement: \$500- This account provides funds to address public health matters that are an immediate threat to public health and safety. No change from Fiscal Year 2021.

HIGHWAYS

71. Machinery Maintenance: \$60,000- This account pays for the upkeep and repair of equipment and trucks. \$2,500 increase to accurately reflect town needs.

72. Road Construction: \$125,000- This account, combined with state transportation bond funds, pays for road construction and re-construction. No change from Fiscal Year 2021.

73. Road Maintenance: \$30,000- This account pays for routine road maintenance. No change.

74. Town Garage: \$11,250- This account pays for heating fuel, and other expenses at the Town Garage. No Change

75. Winter Roads: \$140,000- This account pays for the plowing and sanding of the roads, including the costs of salt and sand. No Change

76. Gravel Roads: \$55,000- This account pays for the maintenance of the gravel roads. No change from Fiscal Year 2021.

77. Salaries \$253,052- This account is used to pay the road crew salaries and includes summer help and sick and vacation pay. This includes 3 salary increase.

78. Overtime: \$18,500 – This account covers costs of overtime in the department. No change

79. Fuel: \$30,000 This account tracks the costs of fuel reduced by \$3,500 to more accurately reflect the town needs.

80. Utilities: \$9,460 – This tracks the costs of utilities such as electric, cable, phone, and internet. Reduced by \$540 to more accurately reflect the town needs.

81. Private Roads: \$3,500- These funds are used to help Richmond Shores and the Whitewood Association maintain their private roads, pursuant to Chapter X of the Town Bylaws. No change from Fiscal Year 2021.

82. Beaver Control-\$3,500- This is the account to handle the beaver related problems that the town has had in recent years. Much of this funding pays for an agreement with a contractor to maintain several water control devices in water bodies where beavers have set up housekeeping. No change from Fiscal Year 2021.

83. Town Beach: \$18,000- This account pays for the lifeguards and equipment costs involved in running the Town Beach.

CULTURE & RECREATION

84. Recreation Committee: \$3,750- This account pays for the various recreation programs offered by the town, except for the Town Beach, which is operated by the DPW and funded under a separate line item. The committee also has access to a type of revolving fund that allows it to receive and expend program fees. No change from Fiscal Year 2021.

85. Memorial Day: \$200- This account pays for flowers, markers and flags for Memorial Day. No change from Fiscal Year 2021.

86. Library: \$65,483- This account pays the salaries and operating costs of the Library. This account has been increased by \$1,907 over Fiscal Year 2021.

87. Library Rent: \$12,000- This is for the annual rent for the library building. The Town is entering year 3 of a 3-year lease in July. No change from Fiscal Year 2021.

EMPLOYEE BENEFITS

88. Berkshire County Retirement: \$222,338- This account is Richmond's share paid to the Berkshire County Retirement System to cover the town's municipal employees. Teachers are covered under a separate retirement system administered by the state. This is a \$628 increase from Fiscal Year 2021 due to an increase in the annual assessment.

89. Group Insurance: \$95,256- This account pays for the town's share of the health insurance, dental insurance, life insurance for non-school employees. The cost for school personnel is included in the school budget. This account was decreased by \$24,744 from Fiscal Year 2021. This line is estimated based on the number of anticipated policies for the coming year. Rates went down and the Town received a premium holiday.

TOWN INSURANCE

90. Insurance and Bonding: \$120,000- This account pays for the Town's insurance policies, including motor vehicle, property, public liability, worker's compensation, and officers' bonds. This account was increased by \$20,000 this year to cover the costs of our policy for the coming year.

UNCLASSIFIED

91. Berkshire Regional Planning Commission: \$1,175- This is the county's regional planning agency that reviews projects and assists cities and towns on planning and zoning matters. This account was decreased by \$29 over Fiscal Year 2021.

92. Cemetery Superintendent Salary: \$9,047- This is the annual salary of the Cemetery Superintendent who maintains the town's cemeteries. This is an increase of 3% from Fiscal Year 2021.

93. Cemetery Expenses: \$2,000- This account pays for the equipment and supplies in maintaining the cemeteries. No change from Fiscal Year 2021.

94. Unemployment Reserve: \$2,500- This amount will help to cover the town's liability if a non-school employee files an unemployment claim. No change from Fiscal Year 2021.

95. Medicare: \$42,000- This account pays the town's matching share of Medicare costs. This is an increase of \$7,000

96. Group Purchasing: \$600- This pays for the town's membership in the regional group purchasing program. No change from Fiscal Year 2021.

97. Richmond Pond Ramp Monitors: \$10,000- This pays the wages for the summer boat ramp monitors who under state regulation are required to certify that all water vessels launched from the state boat ramp are free from weeds and zebra mussels. The State of Massachusetts provides funding to offset some of the costs associated with the administration of this program.

98. Miscellaneous Expenses: \$700: This pays for miscellaneous expenses that cannot be justified by any other funding source. No change from Fiscal Year 2021.

Article 5 To see if the Town will vote to borrow or otherwise provide a sum of money up to **\$6,800,000.00** for the design, engineering, development, construction, of a new Town Hall, Library Community Center, and for the payment of all costs incidental and related thereto. This also includes authorization to raise and appropriate up to \$340,000 for the debt service payment that would be due in May FY22.

Article 6- Highway Dept. Dump truck \$145,000

This article will fund the purchase of a new Dump truck to replace the existing truck which is in complete disrepair.

Article 7- Fire Chief Car \$25,000

This article will fund a new car for the Fire Chief. The total cost is being shared with West Stockbridge.

Article 8- Ambulance Account: \$50,000

The Ambulance Account is composed of the fees received from operating the Ambulance Service and pays for vehicle replacement, maintenance, training, stipends, and payments to County Ambulance when it sends an ambulance in lieu of or to supplement our service and for other Ambulance Service expenses.

Article 9- Sewer Enterprise Fund: \$225,571

This will fund all expenses, salaries and debt service associated with the operation of the sewer system. A detailed breakdown of the budget is included in the Warrant. The revenues to fund the sewer come from fees and betterments from the users (department receipts). Any funds not expended in upcoming fiscal year will revert to the sewer enterprise and become the retained earnings in future fiscal years.

Article 10- Reserve Fund: \$20,000

This funds any unexpected and unbudgeted expenses with the approval of the Finance Committee. Decrease of \$20,000 from Fiscal Year 2021.

Article 11- OPEB: \$35,000 This will continue to fund the Other Post-Employment Benefits Liability Trust Fund, established under the provisions of M.G.L. Ch. 32B, Section 20

Article 12- School Budget: \$3,970,267

This represents a 4% increase over the Town's Fiscal Year 2021 school appropriation. While the total school budget exceeds the amount to be voted, the difference will be made up through the use of School choice monies, grants, and other school revenues. Below is a comparison of the accounts between the Fiscal Year 2021 budget and the proposed budget for Fiscal Year 2022. Each account group has several sub-accounts which are not shown for space reasons. A full breakdown of the budget can be viewed on the school's web-site: www.richmondconsolidatedschool.org

	FY 2021	FY 2021
School Committee Accounts	\$14,330	\$14,330
Superintendent Accounts	\$99,226	\$109,985
Special Education Accounts	\$513,575	\$548,262
Principal Accounts	\$148,552	\$146,451
Supply Accounts	\$35,275	\$37,275

Richmond Annual Town Report - 2020

Amount raised and appropriated by the town	\$3,638,244\$	\$3,970,267
Total	\$4,063,244	\$4,465,267
Contingency Accounts	\$35,000	\$10,992
Unemployment Accounts	\$5,000	\$5,000
Employee Benefits and Insurance Accounts	\$635,833	\$581,569
Operations & Maintenance Accounts	\$256,920	\$263,590
Food Service Supervisor	\$60,828	\$61,972
Tuition Accounts	\$374,616	\$644,007
Activity Advisor	\$16,850	\$20,000
Transportation Accounts	\$243,763	\$279,696
Health Accounts	\$58,487	\$59,881
Technology Accounts	\$40,000	\$20,000
Professional Development Accounts	\$30,800	\$31,300
Library Services	\$10,900	\$10,910
Teaching Accounts	\$1,483,249	\$1,620,049

Amount raised and appropriated by the town	\$ 3,03 8,244\$	\$3,970,20
School choice, grants and pre-school revenue	\$425,000	\$495,000

Article 13- Conservation Land Trust Fund: \$500

This appropriation goes into a fund that can purchase land for conservation purposes.

Article 14- Fuel Emergency Assistance Program: \$5,000

This is a fund to help low income Richmond residents in times of emergency. We were able each winter to supplement the amount given to low income residents who receive federal fuel assistance funds through Berkshire County Community Action.

Article 15- Treatment of Weeds in Richmond Pond: \$15,000

Systemic and spot treatment of Richmond Pond to control invasive species. No change from Fiscal Year 2021.

Article 16- All Pond Goose Management Plan: \$600

This article will fund a potion of the Richmond Pond Association's Goose Management Plan to be implemented in the summer of 2021.

Article 17- Sewer short fall: \$7,500

This article will go towards the shortfall of the final Sewer bond payment

Town Election Notice Town Hall on Saturday, May 22, 2021, at 11:00 AM, to bring in votes for the following Town Officers:

One Member of the Board of Selectmen- 3-year term One Members of the Board of Health- 3-year term Two Members of the Finance Committee- 3-year term One Member of the School Committee- 3-year term One Member of the Board of Library Trustees- 3-year term One Member of the Planning Board- 3-year term Town Moderator- 1-year term

Ballot Question - Shall the Town of Richmond be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to pay costs of designing, engineering, development, construction, originally equipping and furnishing a new Town Hall, Library Community Center, and for the payment of all costs incidental and related thereto?

TOWN DEPARTMENTS



BOARD OF ASSESSORS

The Board of Assessors, along with our assessing staff provided under contract by Regional Resource Group, continues to assure the fair taxation of all Richmond properties. Regional Resource Group came on board June 1, 2017 and is handling the day to day management of the office as well as evaluation and tax rate setting.

During the past year, we continued to reorganize and update assessment records. Our GIS/Public Access System is online and offers access to town maps, property record cards and sales information. Other efforts included inspecting property after building permits are processed, auditing property files for accuracy and completeness and updating map changes.

Our Board strives to build and maintain good public relations. We provide our residents with:

- Abutters lists required for any property additions or alterations;
- Mailings to those eligible for special tax classifications and exemptions;
- Assistance in completing forms for residents who are eligible for exemptions;
- Current property ownership information by processing registered deeds, name and address changes and other related information.
- Motor Vehicle Excise Abatements;
- Information on a host of tax and property assessment issues.

As the town's principal revenue generator, the Assessors continue to review properties subject to taxation. We plan to enhance tax revenues by:

- Identifying second homeowners and businesses whose personal property are subject to taxes;
- Making sure that new construction is monitored and assessed, and that property given a certificate of occupancy is correctly assessed and taxed accordingly;

Other office activities included:

- Processing parcel divisions and other map changes;
- · Processing and reviewing all abatement requests;
- Processing personal property forms, chapter land applications, exemption applications;
- Preparing various Department of Revenue Reports.

Respectfully submitted

Jeff Daigle, Chair Richmond Board Of Assessors

BOARD OF HEALTH

For the majority of 2020, the work of the Board was heavily influenced by the ever-changing COVID-19 situation. As information on the scope and severity developed, one of the challenges was to provide residents with accurate information separating fact from fantasy and mis-information. Cases of COVID-19 in Richmond were first identified in March 2020 and new cases were identified throughout the year for a total of twenty-six. It should be noted that new cases have been identified in 2021. The Board notes, with thanks, the support of Ms. Emilie Jarrette ((RN, BSN) of the Community Health Association with respect to COVID-19 and the general health of Richmond's residents.

During the year, the transfer from John Olander to the Berkshire Public Health Alliance of the responsibilities and day-to-day activities of the Board of Health Agent continued. By year-end, the Agent's functions were being fully borne by the Alliance. John had served as Agent for many years, brought an extraordinary level of knowledge and competence to the position and was instrumental in a methodical transfer. The Board extends its thanks to John for his service.

The Agent's field work was somewhat hampered by the COVID-19 restrictions. Regardless, the following provides an indication of the work done: Percolation tests witnessed (13), Title 5 septic system inspections (9), septic system installation permits (9), permits issued to food preparation establishments (2); and housing inspections (3). In addition, a range of policy and site-specific issues were addressed by the Agent and the Board. Included in these are a review of fees charged for Board services and the options for enforcement of Board-issued requirements that such as septic system issues be addressed.

Work on transition to on-line permitting was largely completed in 2020. Efforts on this were largely handled by the Town's Administrative Assistant, Claudia Ryan, in concert with the software vendor and the Berkshire Public Health Alliance. The Board asks that all requests for permits and on-site test witnessing be done using the on-line system.

Respectfully submitted,

Peter Cohen Andrew Fisher Louise Maron Anthony Segal Fred Schubert

BOARD OF SELECTMEN / SEWER COMMISSIONERS

It continues to be an honor to serve the residents of Richmond as your Selectmen. The Pandemic impacted our Town in many unforeseen ways, the isolation, the zoom meetings, and the sudden large increase in outdoor activities which has created parking concerns in some town locations. We are trying our best to resolve these issues and we continued to ensure that the Town remains an affordable and hospitable place to live. Accomplishments and highlights of the past year include:

- Continued development of the new town hall/library/community use facility.
- Continued work on the Dublin Road Bridge Replacement Project (construction to begin (2021)
- Worked on Updating the Town's Hazard Mitigation Plan (to be completed in Spring of 2021)
- Continued the Ramp Monitoring Program to keep Richmond pond Zebra Mussel free.
- Continued Household Hazardous Waste Collections program.
- Received the new Town Ambulance.
- Received the new Grader for repairing gravel roads.
- Began sharing Services with the West Stockbridge Fire Department including a shared Fire Chief.
- Maintained a marketing campaign for the town by working with local real estate agents, noting the availability of good homes at modest prices, focusing on the success of our school, the attraction of Richmond for young families with children, access that the town residents have to culture, entertainment and shopping.

We thank all the hard-working employees, elected, and appointed officials who help to make Richmond the town that we are all proud of.

Alan Hanson, Chairman Roger Manzolini Neal Pilson Board of Selectmen/Sewer Commissioners

BUILDING DEPARTMENT

For the calendar year 2020 the Town of Richmond approved 91 building permits.

Cross payments from permits: \$24,705.00

•	New Homes	3
•	Additions	9
•	Renovations	8
•	Roofing	18
•	Garages/Barns	8
•	Solar	6
•	Woodstoves	12
•	Insulation	15
•	Tents	12

Most of those building permits were for repairs and renovations.

Please remember to get a permit before you start any new construction. Changes to State Building Code have increased the number of things that might trigger a need for a building permit.

If you have any questions or are unsure if you need a permit, please feel free to call me at 413-446-0964.

Respectfully Submitted

Paul Greene Richmond Building Inspector

××

CEMETERY SUPERINTENDENT

 ${f T}$ here were 7 burials and 2 lots were sold this year.

Respectfully submitted,

Steve Parsons Cemetery Superintendent

SAN S

COMMUNITY HEALTH ASSOCIATION

Since the beginning of the COVID-19 pandemic in March 2020, my function as the public health nurse for Richmond and West Stockbridge has expanded to include the COVID-19 case investigator and contact tracer for the two towns. I have been working closely with The Massachusetts Department of Public Health and local boards of health in providing up-to-date guidance and safety education for our residents, and I will continue to do so.

The Community Health Association of Richmond and West Stockbridge (CHARWS) had to put many of our in-person programs on hold due to the pandemic, but we are hopeful that they will resume them once it is deemed safe. I continue to hold weekly blood pressure screenings and office visits by appointment only. Home visits are continuing, but are limited and only for specific medical needs.

In September, CHARWS, in conjunction with the Richmond Public Library, held an online educational event with Dan Doyle, M.D, Medical Director of the Berkshire Health Alliance. Dr. Doyle presented a lecture titled "COVID-19 in the Berkshires".

Because of the high demand for the influenza vaccine, we ordered extra doses and started the flu clinics in September. Between home visits, school clinics and public-based clinics, we administered 369 vaccinations. As of this writing, the COVID-19 vaccine is now being administered to residents of Massachusetts based on a phased approach. For more information: https://www.mass.gov/info-details/when-can-i-get-the-covid-19-vaccine

There continue to be two blood pressure and health promotion clinics weekly, every Wednesday and Thursday at the CHARWS office in West Stockbridge, between 9:00am - 10:00am (by appointment only).

I completed 142 office and clinic evaluations and made 179 home visits in 2020. From March through December there were 22 confirmed COVID-19 cases in Richmond and 23 confirmed cases in West Stockbridge.

From January through December 2020, contributions totaled \$47,994.31. Thank you very much to everyone who contributed and continues to support us. We, and those we serve, deeply appreciate your loyal support.

Respectfully submitted,

Emilie Jarrett, RN BSN, Director

CONSERVATION COMMISSION

The mission of the Richmond Conservation Commission is to administer the Mass Wetlands Protection Act and Regulations (MGL Ch.131 Sec40 and 310 CMR 10.00), the Richmond Local Wetland Bylaw and the Richmond Regulations adopted under the Berkshire Scenic Mountains Act (MGL Ch.131 Sec.39A). The Commission serves to protect and conserve the quality of the environment, fisheries and wildlife habitat, natural communities, and aesthetics of the Town by regulating activities that could negatively impact sensitive resource areas, including wetlands, streams and ponds, riparian areas, steep slopes and mountain tops.

Permit applications and overall activity: In 2020, the Commission activities in 2020 increased in spite of the constraints associated with the COVID 19 pandemic. In all, there were 59 filings and miscellaneous discussions, compared to 63 in in 2019, plus the creation and enactment of an entirely new non-criminal enforcement Bylaw and associated written citation and fine imposition capability. As a result, the Commission has been able to resolve four minor infractions and has initiated a significant enforcement effort on a large and serious Scenic Mountain violation. The Commission issued an Enforcement Order and Non-criminal Citations carrying substantial fines against the Mass Department of Conservation and Recreation (DCR) and its two subcontractors for building a road up through the Lenox Mountain forest and watershed to upgrade the power lines to the Fire Tower. This was done without a permit or any advance communication. DCR and their contractors claim their work was exempt under the Scenic Mountain Act. However, the Richmond Regulations designate that only the Commission can grant any claimed exemption(s). We have asked for restoration of the major damage created. The Commission anticipates commencing other enforcement efforts in the months ahead to deal with serious Bylaw violations for which, until now, there have not been any efficient cost-effective remedies available.

<u>Requests for Determination of Applicability (RDA)</u> accounted for 12 of this year's filings. These requests all involve site visits by Commission members and advertised deliberations by the Commission following presentation by the applicant. In each case, the Commission determines whether a relatively simple project may go forward as proposed, perhaps with a few conditions. In complex or large-scale projects, where serious alteration of sensitive areas may be expected, the Commission may require the Applicant to file a Notice of Intent.

<u>A Notice of Intent (NOI)</u> is a more extensive presentation of proposed work, including detailed calculations of sensitive area impacts, steps to be taken to repair or compensate for these impacts, often including complex engineered solutions for storm water management and repair or replacement after resource area damage. In the most complex cases, the Commission has the authority to require applicants to provide for independent consultants to advise the Commission, to suggest special permit conditions and to propose alternative solutions to the most serious issues.

In 2020 the Commission received and processed 7 new or amended Notices of intent. When an NOI is processed, the Commission holds an advertised public hearing and issues an Order of Conditions (OOC) which spells out the conditions under which the work might go forward. <u>Certificates of Compliance (COC)</u>. When a permitted project has been completed, the permit holder is required to request a certification from the Commission that all the conditions in the permit have been fulfilled. In 2020, the Commission received 9 such requests and issued 8 Certificates of Compliance.

<u>Emergency Certifications</u> have frequently been issued by the Commission to protect human health/safety and public property. Most of these have involved work to control and/or limit damage to public or private infrastructure by beavers. In 2020, the Commission issued one beaver related Emergency Certification.

<u>The Commission is an advisor</u>, when called upon by the Board of Selectmen or Zoning Board of Appeals concerning applications for Special Permits, Variances or Appeals of earlier decisions by other Town permit granting authorities. In 2020 the Conservation Commission considered and issued comments or made recommendations on four such matters.

Resident Education & Assistance: The Commission would like to ask all residents, whether full or part-time residents and landowners, to use the resources of the Commission to educate themselves on the Wetlands Protection Act, the Richmond Wetlands By-law and the Berkshire Scenic Mountains Act regulations adopted by Richmond. To this end, The Richmond Conversation Commission prepared and mailed to all property owners a summary educational brochure on the Mass Wetlands Protection Act including Richmond's own unique regulations. Through education, the Commission can help residents plan and execute projects as expeditiously as possible while ensuring compliance with regulations that safeguard our natural environment and promote scenic beauty.

Conservation Land: In 2020 the Commission joined with the Richmond Land Trust and the Berkshire Natural Resources Council to purchase approximately 325 acres of the Berkshire Farm land, along the ridge at the New York border. This land contains the headwaters of both Sleepy Hollow Brook and Scace Brook. This will protect two of our major watersheds, one of which feeds Richmond Pond as well as preserve the scenic value of the mountainside, and provide recreational opportunities for hiking and wildlife viewing. In the Fall, the Commission asked for and received agreement from the Board of Selectmen to turn over to the Conservation Commission for permanent conservation a wetland parcel on the shore of Richmond Pond that had been scheduled to be sold at auction. The property had been identified as habitat of state-listed rare wildlife by the Mass Division of Fisheries & Wildlife (DFW) Natural Heritage & Endangered Species Program.

Respectfully submitted,

Ronald Veillette - Chairman Adam Weinberg - Vice Chairman Bob Dahlen - Member Pat Seckler - Member Dan Scorpa - Member Harley Keisch - Member John Scorpa - Associate Member Shepley W. Evans - Agent

COUNCIL ON AGING

The Council on Aging provides diverse services to the senior population of Richmond. Among these is transportation, which provides rides to and from medical appointments, social engagements, shopping expeditions and others. This important aspect of the Council's commitment to the health and well-being of Richmond's seniors is made possible only with the dedication of its volunteer drivers.

The Council owes a debt of gratitude to them and to Peter Beckwith, the Highway Superintendent, who keeps the vehicles in top running condition, maintains the garage where they are kept and whose invaluable assistance helps to assure the successful, smooth running of the Annual COA picnic.

The bi-monthly newsletter, Just Older Youth, published by the COA Director, Phyllis LeBeau, and made possible with funding from the Massachusetts Executive Office of Elder Affairs, provides an ongoing source of important information on topics of particular interest to seniors, as well as announcements of upcoming special events hosted by the COA. During this unusual time of Pandemic, the newsletter has been dedicated to providing information on staying safe, staying healthy and updates on official notices from the Governor's office.

The following changes to the normal operation of the COA were in response to the restrictions imposed by the COVID-19 Pandemic.

2020, the COA was able to hold only one event in cooperation with the West Stockbridge Council on Aging: we created a Grab & Go Holiday Dinner on December 22, 2020, provided by Pleasant and Main restaurant in Housatonic.

The COA has had to suspend exercise classes as a result of the Pandemic.

The weekly blood pressure clinic, provided by Ms. Emilie Jarrett, R.N. of the Community Health Association, normally held every Thursday AM at the Richmond Congregational Church, is now available every Wednesday and Thursday from 9:00 - 10:00 AM by appointment only at the CHA office in the West Stockbridge Town Hall.

Special Friends of the Third Grade Program. The COA and the Richmond Consolidated School match seniors with a third grader to encourage interaction between the two age groups. The group meets monthly at the school for a planned activity and lunch, designed to broaden mutual understanding.

The members of the Council on Aging Committee are: Ms. Betsy Bemis Ms. Patricia Malnati Ms. Linda Mitchell Ms. Joanna Stengel

Respectfully submitted,

Phyllis LeBeau, Director

Cultural council

The Richmond Cultural (RCC) received 21 grant applications for the 2021 cycle. The Council awarded 18 grants totaling \$5,900.00 for local cultural programs. These grants will support a range of projects throughout Berkshire County including concerts, plays, and art exhibits. The Council has also provided support for projects sponsored by Richmond entities including the school, the library and the Council on Aging. A complete list of recipients can be found below.

The Richmond Cultural Council is part of a network of 329 Local Cultural councils (LCC's) serving all 351 cities and towns in Massachusetts under the umbrella of the Massachusetts Cultural Council (MCC). The MCC program is the largest grassroots cultural funding network in the nation, supporting thousands of community based projects in the arts, sciences and humanities every year. The state legislature provides an annual appropriation to the Massachusetts Cultural Council which then allocates funds to each community based on the size of its population. Decisions regarding who receives the grants are made at the community level by a board of municipality appointed volunteers.

The Richmond Cultural Council is always interested in feedback and input from our town residents. The RCC meets approximately two times a year to conduct general business and to vote on the annual grant awards. Please contact our chairperson or any other members of the council to discuss your ideas. If you would like to get involved the RCC is looking for interested people to join the council.

The fiscal year 2021 grant awards are:

Berkshire Theatre Group for a school based summer program	\$250
IS183 Art School for ARTcentreic at Richmond School	\$500
Music in Common for Berkshires worldwide	\$200
West Stockbridge Historical Society for the Jazz Concert Series	\$250
Shakespeare & Company for Fall Festival	\$400
Dewey Memorial Hall for Dewey presents	\$200
West Stockbridge Chamber Players for spring concert	\$300
Berkshire Music School for Global Influences on American Music	\$500
Pittsfield Shakespeare in the park for 2021 Season	\$300
New Stage Performing Arts CenterInc for Rites of Passage:20/20 vision	\$500
Dewey Memorial Hall for Dewey Sessions Concerts	\$200
The Stockbridge Sinfonia Inc. for 2021 Concert Series	\$200
Amy Bretano for the Dramatic Question Theatre: American Woman Project	\$500
Ann Jon to support for The Mount	\$300
MUSICDance.edu/ COA for Hip Hop Dance Chair Exercise for Seniors	\$280

Fractured Atlas/BRNC for Art Close to Home	\$500
Berkshire Children's Chorus for Take the lead!	\$100
Richmond Free Public Library for World of Owls	\$425

TOTAL OF GRANTS

\$5,900.00

Respectfully submitted by:

Cathy Gamberoni, Chairperson

Current Cultural Council Members Theresa Fasano, Treasurer Emily Cohen, Member Susan Sacher, Member Sarah Novak , Member

Ser and a series of the series

DEPARTMENT OF PUBLIC WORKS

The winter of 2019/2020 went as follows:

- November: 5.25" snow fall. High of 66 and low of 11. First Snowfall was on 11/12 of 1,3".
- December: 18" snowfall with a high of 53 and low of 1.
- January: 5.5" snow fall with a high of 64 and low of 6. February: 7.5" snow fall with a high of 56 and low of -4. March: 4" snowfall with a high of 70 and low of 13.
- April: 2.64" snow fall with a high of 63 and low of 26. Last snowfall was on 3/18 of 1.3". A total of 43 inches.

In February, the Highway Department welcomed a new employee, Jason Joyner. Jason has many years of experience driving trucks. He Previously owned his own trucking company and most recently worked for D. Condron Excavation. Along with his truck driving knowledge, he also brings years for excavator, backhoe, and loader experience.

Over the course of the winter, temperatures fluctuated drastically. This resulted in multiple midseason thaws for the second year in a row. In March the gravel roads became nearly unpassable and 500 tons of stone was added throughout the grave I roads. It took almost 2 weeks for the roads to recover from that thaw.

In April, the Highway Department quickly transitioned from winter repair to spring maintenance by adding gravel, and stone to all gravel roads and grading them for the summer. This year we once again rented a 12-ton vibrating roller to compact our gravel roads. During this time, we also performed all preparations needed to open the Town Beach for the residents.

After grading was completed the crew focused on roadside mowing using the two bush hogs and boom mower and all the guardrails were trimmed.

Wilkinson and Son's Excavation was hired in the month of June to assist the Highway Department on East Road with the installation of a Subsurface Geogrid project. A previous Geogrid project was performed as a test in a notoriously muddy section of West Road and was a success. In August, the Town highway crew inhouse installed a small section of Geogrid on Perry's Peak Road.

ThroughoutOctoberand into November the Highway Department blew leaves out of ditches, waterways, and along roadsides for drainage purposes. They also prepped all the winter equipment for the upcoming Winter.

I want to extend my thanks to the highway crew, Brian Hoskeer, Edward Flynn and, Jason Joyner and Rick Latimer for all their continued hard work. I also would like to thank our two Lifeguards, Katherine Wilson and Rain Hajjar, for keepinga watchful eye out at our Town Beach.

Respectfully Submitted,

Peter Beckwith, Jr. Highway Superintendent

EMERGENCY MANAGEMENT DIRECTOR

As the director the sirens are tested the last Saturday of the month I did miss a few Saturdays due to Fire calls. Again this year we received \$2700.00 grant from MEMA in which I bought two chain saws and a radio. Still urge everyone to sign up for code red if we have A emergency in town you will be notified by phone cell or your home phone. Information on this can be found on the town web site.

Respectfully submitted,

Stephen Traver Director, Richmond Emergency Management

Ser and a series of the series



The fence viewers were not called this year to help resolve any fence-line dispute. Given that there were no calls is indicative of Richmond's good neighbor relationships for which we are grateful. Your fence viewers are available to help resolve any fence-line dispute; however, determining boundaries (lines) is not within our job description. Should you encounter a fence-line issue, please call and we'll do whatever we can to bring about a solution.

Respectfully submitted,

Alan Hanson Roger Manzolini Neal Pilson

SASS -

INTERIM FIELD DRIVERS

 \mathbf{T} wo thousand twenty was a quiet year. All towns' horses, cows, goats and other animals remained contained as appropriate.

A filed driver position remains open to anyone interested in having fun when you can least expect it!

Respectfully submitted,

Alan Hanson Roger Manzolini Field Drivers

S.S.S.

FINANCE COMMITTEE

The Budget Advisory Committee, consisting of the Finance Committee and the Selectmen, worked with our new Town Administrator, Danielle Fillio and Town Hall staff to develop the Town's Fiscal Year 2021 Operating and Capital budgets over a series of meetings. We began with great optimism in mid-February 2020 with face-to-face meetings in the Town Hall. With the on-set of the Covid-19 pandemic, our optimism quickly turned to concern (both financial and health) as we moved our meetings to Zoom in March. These meetings continued until May, far beyond the normal deadline we face to present a budget at the May Town Meeting. The challenges we faced this year were unprecedented. We had to learn a completely new (to some of us) meeting technology using inadequate home equipment often over unreliable broadband. We then had to tackle the unique budget challenges brought about by Covid-19 and a somewhat larger than expected budget increase submitted by the School Committee. Along with every other Massachusetts city and town, we tried to predict the pandemic's impact on both our State Support and Local Revenues.

Meeting weekly until mid-May, we were finally able to put together a budget that the Finance Committee agreed to present to the Town Meeting held on June 17th, a little over a month later than normal.

The FY21 budget, approved by voters, included a modest (less than 1%) increase in total Departmental and Unclassified budgets with a larger increase (3.9%) in Articles to be Raised (from Property Taxes). The bulk of the increase resulted from a 4% increase in the School budget. Due to the overall uncertainty built into our revenue projections, Articles that we've customarily funded from various funding sources were eliminated or reduced in FY21. They included funds for a future expected shortage in the Sewer Enterprise Fund, Town Hall Repairs, funding for the Stabilization Fund and the Other Post-Employment Benefits (OPEB - Retiree Health Insurance) Trust Fund.

With the approved budget, property taxes were estimated to increase by 2.9%. At the Annual Tax Classification Hearing, the Selectmen approved, based on the recommendation of the Board of Assessors, an FY21 tax rate of \$12.71 an increase of 2.7%. After our FY21 budget was set and approved, the State released their state aid to cities and towns which they surprisingly level funded from FY20. As a result, State funding will be more (by about \$50,000) than we expected, so if Town spending is controlled we should be able to transfer that amount to Free Cash for future spending.

Subsequent to the Annual Town Meeting, a Special Town Meeting was held on September 23, 2020, primarily to seek voter approval for a previously unforeseen Special Education expense totaling \$240,000. The purpose of this expense is to fund the tuition cost of a Special Needs student, new to town, who requires a special residential education program. The Town has a legal as well as moral obligation to provide funding for this program. Town voters approved funding the initial year (FY'21) expense with \$50,000 from raised property taxes and

\$190,000 from the Town Stabilization Fund.

Due to the high cost of this Special Education Residential program there will be an annual calculated amount of additional financial assistance from the State. This partial reimbursement of the expense will be received during the fiscal year following the year of expenditure and will allow us to apply the reimbursement to the FY22 program cost. The School Committee expects Richmond's ongoing share of the annual expense to be approximately \$124,000.

The Committee would like to thank Danielle for guiding us through all of challenges we encountered during the FY21 budget development and approval process. We appreciate the efforts of all town employees during this stressful time in all of our lives. Town Hall employees, additionally, must be recognized for working in Town Hall conditions that, even in the best of times, leave much to be desired.

Respectfully submitted,

Robert Gniadek, Chair Pat Callahan John Mason Stevan Patterson Bob Youdelman

×××



FIRE DEPARTMENT & AMBULANCE SERVICE

In 2020 we responded to 342 calls. 174 Fire calls, 68 Ambulance calls, 88 medical calls in town, 64 in West Stockbridge. Balance of calls split in Hancock- Pittsfield-and Lenox. This year we are in a one year trial with West Stockbridge in which I am Chief in both towns and all calls Fire or Medical both departments go together so far its working very well gives both towns more people on calls .Would like to thank the town residents for your support in the letter fund and helping with the New Ambulance. And all the members for all the training and being on call 24-7 all year GOOD JOB!!

Stephen Traver, Chief

Ser and a series of the series



FREE PUBLIC LIBRARY

In 2020, the Richmond Free Public Library weathered the global pandemic Covid-19.

In the first few months of 2020, the library operated as it had in past years. Patrons browsed the shelves and chatted with our friendly library staff about local events, shared interests, and, of course, book and movie recommendations. Patrons used our public computers, our copier and read magazines in our leather chairs. Children played with our Legos and trains. Students got off the bus and waited for their families to pick them up. Our young volunteers helped find our Interlibrary Loan materials and put away returned items.

We offered programs for adults including Candy's Tech Talks, our monthly film club and our monthly book discussion group. In January, Ruth Bass and the Lively World Series brought Jazz musicians, Charlie Tokarz and Nana Simopoulos, to the library for a lovely musical performance. We offered special programs including "The Little Book of Hygge" community read. As part of this program, we offered a card making workshop hosted by Holly Freadman, we offered coloring therapy and board game activities. Last winter, the library was a lively place for Richmond residents seeking library materials, programming and community. And then, on March 17th, library service as we knew it came to a sudden halt as Covid-19 permeated Berkshire County.

From the middle of March until May 31st the library was closed to the public. During this stressful time of uncertainty, librarian Kristin Smith worked alone in the library answering the phone and responding to email. Patrons who were unfamiliar with e-books and audiobooks were now calling the library asking for help accessing our online digital content through C/WMars and the Boston Public Library. While the building was closed, Kristin weeded and culled the library collection and developed plans to reopen safely with limited services.

On June 1, all library staff returned to working in the building and we initiated our curbside service. On October 6th, we opened by appointment and we continued to provide our curbside service as well.

During the summer, we were able to offer children an Independent Reading program promoting summer reading! Children picked up reading logs and recorded the books that they read. All the children who turned in their logs received a certificate and a small prize.

Kathryn Wilson, a library Trustee, volunteered to host Zoom programs for the library. In June, our book club starting meeting online and our film club resumed meeting online in December. One of our Zoom programs included a collaboration with The Community Health Association. On September 4th, via Zoom, we held the program, "Covid-19 in Berkshire County with Dr. Daniel Doyle M.D. and Emilie Jarrett RN, BSN." We also offered on-line Zoom one-on-one tutorial help. In the fall we held live programs outside. On a warm, sunny morning in September, we held the program, "Learn ukulele with Julie". It was wonderful! Even though we were outside and socially distanced, our patrons had a lot of fun learning how to play the ukulele, including how to play "Happy Birthday". Next, on a cold, wet morning in October, we hosted another live program, Nature Matters. Jen Leahey from Nature Matters Inc. brought her furry rescued animals and shared information about her creatures. This program was held outside, and we were at the mercy of the weather. Despite the rain, our patrons enjoyed seeing and learning about the interesting animals. Both programs were funded by the Richmond Cultural Council.

In November, the Friends of the Richmond Library, created a Thanksgiving-themed give-away basket raffle. All patrons who came into the library were entered into the raffle. Mary Mullen was the winner. The Friends also provided a holiday-themed give-away basket raffle and Dolores Rocha was our winner.

In December, the library collected items for St Joe's Homeless Shelter in Pittsfield. Library patrons generously gave needed items. Nanci McConnell drove two pick up loads of donations to the shelter.

On December 10th, Ruth Bass hosted an online Lively World Series Program and the featured guest was Berkshire County's District Attorney, Andrea Harrington.

The library wishes to thank our wonderful 2020 volunteers: Holly Freadman, Katherine Keenum, Nanci McConnell, Lily Rotenberg, Rosie Rotenberg and Kathryn Wilson.

The library wishes to thank the following volunteer organizations for their ongoing support: the Budget Advisory Committee, the Board of Selectmen, the Finance Committee, the Friends of the Richmond Library, the Library Board of Trustees, the Richmond Building Committee, the Richmond Cultural Council, the Richmond Garden Club and the Richmond Record.

As always, I wish to thank the 2020 Richmond Library staff: Lucy Bruce, Peter Cohen, Deborah Evans (who retired in June), Emily Helleskov, Monique Mielke and Candy Mountain.

Respectfully submitted,

Kristin Smith Director

×××

FRIENDS OF THE RICHMOND LIBRARY

 \mathbf{T} he Friends of the Richmond library is a 501(c) (3) Ch.180 tax exempt corporation whose sole purpose is to support and enhance library service at the Richmond Free Public Library by fundraising and volunteering.

As of the end of December 2020 we had eighty-one members. The board meets annually in June, although this year we met in August outside on Kathryn Wilson's porch, because of Covid-19. We also meet virtually via email to discuss projects and purchases for the library throughout the year.

The present board members are:

Candy Mountain	 President
Jan Hartford	 Vice President
Nanci McConnell	- Treasurer
Kathryn Wilson	– Clerk
Melissa Roller	- Member at large
Karel Fisher	- Member at large

This year we raised money by selling Richmond photo cards, 01254 hats, Deneen Pottery mugs, birdhouses built by a local craftsman, and of course our annual membership drive. The book sale area was closed due to Covid-19.

For our activities we renewed the library's website and paid for the tech services necessary to update it. We bought the library ten best seller books, a book by local author Jane Whitney and books in memory of Barbara Brouker, a past library director. We provided seasonal raffle baskets and also purchased two Winx Air Purifiers.

And lastly we sent financial support to the Richmond Garden Club to thank them for the lovely planters that they maintain in the front of the library

Respectfully Submitted,

Candy Mountain Friends of the Richmond Library President

Library Time Line Highlights

- 1892 The Richmond Free Public Library is established. The Rev. T.C. Luce is Librarian and the books are kept in the parsonage's study.
- 1902 Mrs. Abbie Barnes is appointed Librarian and the books are moved to her living room.
- 1908 First year library rent is recorded.- \$70.00 to Mrs. Barnes for care and rent for the library.
- 1914 Abbie Barnes dies. Ida Barnes is appointed Librarian.
- 1933 A tea party is held on the library lawn
- 1937 The four rural schools are closed and the new Consolidated School is opened in September. School is just south of the library.
- 1943 Ida H. Barnes resigns due to illness.

It is hoped that the town will vote to build a wing on the new school for the library.

- 1943 Books are moved to the south room of the Consolidated School, with the understanding that this arrangement is only for the duration of the war.
- 1944 Katherine Annin appointed librarian.
- 1946 Committee appointed at Town Meeting to plan for new library building. Which was approved, but no money was appropriated.
- 1946 Francis Wright appointed librarian.
- 1948 Library moved from school to the Moore house. Library room needed for classes.
- 1959 Library moves to the basement of the Consolidated School. Library closed for 6 months.
- 1960 Library reopens in new room in the Consolidated School.
- 1964 Francis Wright retires.
- 1964 Katherine Annin reappointed librarian.
- 1965 Mrs. Jane Hooker is hired as assistant.
- 1967 Library hires part time typists.
- 1969 A new checkout desk is acquired.
- 1971 School committee needs the library space for classrooms. Library future uncertain.
- 1973 Library is moved to two upstairs rooms on the north side of the Consolidated School.
- 1975 Katherine Annin retires.
- 1975 Barbara Rawson is appointed librarian.
- 1979 Library closed for month of January, for weeding of the adult collection. The rooms are also insulated and a drop ceiling installed.
- 1987 "Project Caring" grant received, books on tape, music and tape players purchased.
- 1989 School Library Program ended cause of lack of funds.
- 1990 Barbara Rawson Brouker retires.
- 1990 Rebecca O. Spencer appointed Director.
- 1990 Bookmobile visits cut back to every 9 weeks.
- 1992 English Author Lynn Reid Banks comes to Richmond Free Public Library.
- 1992 Rebecca Spencer resigns.
- 1992 Lynn G. Sciacca appointed library Director.
- 1993 Lynn G. Sciacca resigns.
- 1993 Mary Ann Sicotte appointed Director.
- 1993 Candy Mountain hired as Assistant Director.
- 1993 School Library program reinstated.
- 1995 Completion of the first Long Range Plan.
- 1996 Library moved from school to former gas station/ craft shop. School needed the room the library was in for classes.
- 1996 The Friends of the Richmond Library is established.

HISTORICAL COMMISSION

T his has been a very slow year for the Commission due to the Coronavirus. We managed to have one meeting, before things shut down. Some work has still been done, even though we can't work together.

We placed the flags for Memorial Day, at all the deceased Veterans stones. We had trouble getting flags and thank Bob Barnes, for getting the flags we needed, and thank those who helped place them.

We had interesting requests for family members who might have lived in Richmond and also a few house requests, along with information needed as to where someone might be buried in the town cemeteries.

Respectfully submitted,

Gloria Morse, Chair Virginia. Larkin William Edwards Allison Edwards Melanie Masdea Degum Frieda Pillson Amy Diamond

HISTORICAL SOCIETY 2020 - Our Twenty Eighth Year

The year 2020, our Twenty Eighth Year, certainly took us by surprise – an unprecedented year due to the COVID-19 virus. This virus imposed social restrictions issued by the Commonwealth of Massachusetts. We followed these restrictions; canceled our yearly annual open meeting that would have included election of officers required by our bylaws, a planed speaker, and postponed a special photograph exhibit. Were also unable to host the annual visits of the second graders from Pittsfield's Stearns School and the Richmond Consolidated School third graders.

But the year ended with an incredibly positive response to our annual appeal letter. We are very grateful for your interest in preserving our small town history.

Donations:

- Robin Stephens a gavel believed to have been made by Samuel G. Colt. A silver toned band wraps around the hammer end. This was presented to Mrs. Rebecca Gibbs, Rock Ridge Farm, and may have been used several years ago when she served as chairman of the very active Garden Club of Richmond..
- Elizabeth A. Petty a fine rather uncommon vintage double school desk. Just the right size for a first grader.

Gifts:





OUR PURPOSE: "To promote and foster a greater knowledge and appreciation of the history of the Town of Richmond, Massachusetts, through research, lectures, exhibits, acquisitions and preservation of historical materials and sites, and other means".

We are a fully tax deductable 501(c)3 non- profit organization. The Northeast Schoolhouse is listed on the National Register of Historic Places.

Officers:

Virginia Colton Larkin, *President*, Gloria Smith Morse, *Vice President Treasurer*, Stedman Stephens *Secretary*, Janice Hartford

Board Members:

William Edwards John Hamilton Margaret McMahon Martyn McMahon Kristen Smith Carol Stephens

MUNICIPAL BUILDING COMMITTEE

The Municipal Building Committee completed the plans for a new Town Building in 2020, including Town Offices, Library and Community Meeting Room. Through 14 meetings and with the help of our project manager, Dan Pallotta and designer, Curtis Edgin, and with the support of the Board of Selectmen, Finance Committee and Library Trustees, a plan was finalized, financing was understood and presentations to the town began. The project had been put on hold in April 2020 because of Covid, but was restarted with energy and optimism in November 2020. A letter explaining the project was mailed to all residents in the Town in December 2020. By the end of 2020, the presentations to townspeople, held on Zoom, had begun, with a series of five or more additional presentation scheduled in early 2021. The Committee's intention is to bring the plan for funding the building to the town meeting in May 2021.

As of this writing, presentations are continuing and more are being scheduled. Technology tools such as Zoom, Facebook Live, and email, as well as paper mail and phone calls, are being used to reach as many residents as possible. The Building is planned for the town owned lot North of the Richmond Consolidated School. It will replace the run down and deteriorating 100 year old current Town Hall, which is not handicap accessible and in need of a great deal of repair, and the too small, rented space we currently use for a library.

Vote on approval for the needed borrowing will be included in the items presented at the May 2021 Town Meeting. Information about upcoming presentations can be found on the town website richmondma.org. Questions can be set to MBC@richmondma.org.

Respectfully submitted,

Pat Callahan, Chair Stephanie Beling Peter Cohen Mark Gross Brad Havill Roger Manzolini Gloria Morse Melissa Roller Kristin Smith Dick Stover Kathryn Wilson



- 1. New Residential Home Construction A review of housing construction trends for the last 15 years shows an average of two houses built per year. This rate is below the desired rate for a health community growth rate. This rate continued this year with two new houses built. The rate of new residential home construction continues to be lower than the long term historical average and lower than neighboring communities.
- 2. Building Lots Endorsed three land plans that created two additional lots by subdividing an existing lot on Town roads. This rate of lot subdivision was the same as last year and less than the average rate for the past fifteen years.
- 3. Zoning By- Law Changes None

Respectfully submitted,

John Hanson, Chairman Richard Bell Katherine Keenum Douglas Bruce Peter Lopez

SASS.



In accordance with the Massachusetts gun control act of 1998 I have issued Fire Arms Identification Cards or Licenses to Carry Firearms to all qualified applicants during the period of January 1, 2020 and December 31, 2020.

Thanks to all our constables for their support and cooperation in the handling of town warrants and voting day observations.

As always, our thanks to the Massachusetts State Police for their continued quick response and the professional handling of all the towns law enforcement requirements.

I will continue to hold office hours at the town hall every 2nd and 4th Wednesday of each month from 7:30 PM to 9:00 PM so that residents can bring any questions they have, obtain permits and any other information they may require.

I look forward to continuing to be of service to the town as Chief of Police.

Respectfully submitted,

William H. Bullett Chief of Police

S.

RECREATION COMMITTEE

The Richmond Recreation Committee (RRC) this year's members have been Jeff Konowitch (Chair). Doug Bruce and Mike Harke are getting processed by the town to join us but due to the pandemic this has not been able to be completed. Unfortunately, due to the state of the world and the town of Richmond the RRC has not been able to run any of our programming. Last year we had to cancel several events and this year we have not been able to plan any either. We at the RRC hope that families have been able to get outside and enjoy the great spaces we have to offer here in the town of Richmond and surrounding areas in order to encourage the Richmond community to live healthy lives. The programs of Richmond Youth Basketball and middle school volleyball have all been put on hold and we hope to get back to them next fall and winter.

These lifelong values help to keep all involved in fitness and healthy lifestyles. We would like to thank the Selectmen and School Committee for keeping our children safe throughout the year.

We all look forward to next fall when we can begin again making plans and have the ability to gather again for our programs and events. We miss all of you, especially the staff at RCS.

Respectfully Submitted,

Jeff Konowitch Chairman

SAN S

RICHMOND CONSOLIDATED SCHOOL

Richmond Consolidated School Shaker Mountain School Union #70

The 2020-21 School Year has been a challenging one. With the exception of one week at the beginning of the school year, we have kept our school open throughout this pandemic. That's a testament to the hardworking staff, thoughtful students, and our wonderful families. Thank you all for your tremendous efforts in keeping our school and community safe.

Before the start of the New Year, our principal Jill Pompi announced her resignation. We will miss her. We're conducting a search now and Rob Putnam has stepped in as interim principal. We're also in the midst of planning for next year.

The School Committee has been meeting on-line. Please feel free to join our monthly meetings.

Please also feel free to reach out to me by phone or email. I look forward to working with you and the School Committee to support students.

Respectfully submitted,

Peter W. Dillon, Ed.D. Superintendent

SAN S

RICHMOND LAND TRUST

To call 2020 an unusual year is a serious understatement. For the Richmond Land Trust it was a time for holding spring and summer meetings outdoors at a small triangular plot the land trust owns on Summit Road before moving on to Zoom meetings as the temperature dropped. The land trust and our co-sponsors were forced to cancel the annual pie social and to change the character of the annual Charles and Mary Kusik Citizenship Award from honoring an individual to recognizing the first responders, medical personnel, town officials, school personnel, and all the individuals who took common-sense steps to help contain the virus. We call this year's awardee the Coronavirus Corps, and we are proud of all that the citizens of Richmond have done to hold the virus in check. At the October meeting with acorns falling around us, the board enjoyed the autumn's beauty and warmth, and we conducted the organization's annual meeting, which is usually a part of the pie social. Rebecca Augur was elected a director; and Christopher Magee accepted the task of leading the land trust, following in the footsteps of predecessors Carter White, John Mason, Dick Stover, and John Keenum.

The trails at Stevens Glen, Olivia's Outlook, and Hollow Fields saw increased usage as people took to the outdoors to combat "cabin fever" induced by the pandemic lockdown. It is a tribute to the foresight of those who have supported the land trust's mission and have contributed land to be preserved that these properties are available and open to the public. Our partners at Berkshire Natural Resources provide the professional expertise and manpower to work with volunteers to maintain the properties and develop their recreational value.

The land trust continues to offer advice and cooperation to individuals who are interested in preserving property and adding to Richmond's open space. We are grateful to our members and donors for their extraordinarily generous support of the annual fund this year.

Respectfully submitted,

Christopher Magee, President John Mason, Treasurer Glenn Novak, Clerk Ruth Bass, Assistant Clerk



RICHMOND POND ASSOCIATION

With COVID-19 preventing meeting in person this year, the RPA was very successful with moving all meetings to a Zoom format with good attendance. The annual meeting picnic format in July at Camp Russell could not be held, so the annual meeting also moved to Zoom format. Camp Russell was able to operate a safe and successful summer camp, opening a week late with reduced capacity.

After 40 years on Richmond Pond, Lakeside Christian Camp announced its permanent closure, effective April 1st. As the property was placed on the market, the RPA strongly encouraged Lakeside's parent entity, Converge Northeast, to consider sale of the property to a similar organization, to preserve the character of the pond. The successful bidder, Pittsfield's Mill Town Capital, was announced by press release on December 18. The RPA immediately reached out to the new owners, and RPA's executive board met, by Zoom, with their Managing Director. We introduced each other, learned more about their plans, discussed our concerns, and invited The Camp by Bousquet to become a voting member of the RPA. Their plans to retain its rustic camp character appear very compatible with the values of the RPA.

With the Town's financial support, the RPA and the Town continued the vendor's management of invasive weeds. The pond was treated on June 11th and then re-treated on August 26th with good success. However, the native tape-weed has become more prolific this year, causing late-season concerns for swimmers and boaters. Plans are underway to address this in 2021.

Work continues to enact a cyanobacteria bloom prevention/management/communication plan in collaboration with the Town and other Berkshire lakes and ponds. The RPA is also collaborating with the Town to get the detention basins cleaned at Camp Russell.

Development of a canal restoration plan is in progress, involving collaboration with the Town, ConCom, RPA and the Richmond Shores Civic Association. Strategies under study include adding alternative weed treatments such as hand-pulling a channel of the native weeds (in 2021) and hydro-raking (in a subsequent year).

The Town has jurisdiction over farm function permits at the relatively new and locally popular Balderdash Cellars Winery, across the railroad tracks from the Richmond Pond boat launch. The RPA has become an additional forum for expression of both concerns of some near-corner Richmond Shores residents about noise from their live music, and support from others, including regular patrons, about this nearby family-oriented amenity. Following several related discussions, the RPA opted not to take a pro or con position regarding their live music, but to serve in a neutral role to facilitate related discussion.

Two new at-large board members were elected, filling both vacancies. The RPA contracted for Directors & Officers Insurance this year, covering its board members and volunteers for the

first time. The RPA also endorsed the ConCom's recommendation to have parcel #142, the northern corner of Shore Road and Town Beach Road, be turned over by the Town to the Conservation Commission to be preserved in perpetuity as conservation land.

Ongoing:

- RPA volunteers conducted tributary monitoring, and all readings were within "safe" parameters.
- The RPA expressed concerns that active dam management continue during Lakeside's "for sale" period. Lakeside's on-site property manager stayed on to manage the dam and the pond's annual drawdown and has been retained by the new owners.
- The Town funded and managed the public boat ramp monitors, though it was challenging this year to get the positions filled. The Town also staffed the Town Beach, which needed more monitoring this summer due to increased use, as most other area beaches were closed.
- RPA's goose management plan was continued for its second year, preventing expansion of the resident goose population and reducing their impact on the pond's beaches. There were no E.coli readings at any of the beaches around the pond that exceeded safe levels for swimming. RPA expects to hire Wild Goose Chase, NE again next year, and include Whitewood and The Camp by Bousquet in their rounds.
- The RPA website and Facebook page were regularly updated, and monthly pond updates were submitted for the Richmond Record. There were no local, regional or state pond management seminars this year.
- The annual "Developments at Richmond Pond" funding solicitation newsletter was distributed in July; contributions starting July 1, 2020 were up from last fiscal year, excluding the fall 2019 large donation from Balderdash.
- A Richmond Pond history project (a picture book) is well on its way to a target publication and sale date in early summer 2021. There have been more volunteers helping with this project, and its funding has been approved. Its Table of Contents is posted on the RPA's website, www.richmondpondassociation.org.

Respectfully submitted,

Ken Kelly, President Susan Benner, Vice President Carl Foote, Treasurer Doreen Donovan, Secretary

SCHOLARSHIP COMMITTEE

The Anita Chapman Scholarship Fund was established in 1971 with the sole purpose of assisting young people with their education or training following high school graduation. The awards may be used for education or training at a college, junior college, or vocational school or any other full time program considered appropriate. Presently the committee oversees the administration of eight named scholarships. The 12 awards given this year totaled \$12,350.

Three awards were given from the Anita Chapman Scholarship Fund: The Thomas M. Mooney Scholarship in memory of Barbara L. Morey in the amount of \$3,000 went to William Serkin. A \$2,000 award was given to Cara Freadman and another \$2,000 award went to Micaela Bartlett.

The Joyce C. Spence Award of \$500 was awarded to Mollie Herrick. A special thanks to the Richmond PTO for their continued support of this award. An \$800 William A. and Hazel B. Dickson Scholarship went to Emily Helleskov. Mrs. Dickson was a founding member of the Anita Chapman Scholarship Committee and is remembered for her work in Richmond Community Health.

The Sara MacDonald Scholarship, established in honor of a teacher who first taught at a one-room school in Richmond, and the Mildred Wheeler Memorial, named for a former Richmond Consolidated School art teacher, and are both invested by the town. Jenna Salvatore received the \$750 MacDonald award and Sara Rawson won the Wheeler award of \$300.

The remaining scholarship funds are privately invested. Two scholarships of \$1,250 each were given by the Richmond Volunteer Fire Department/Malnati Family Fund. These went to Seth Wyatt and Molly Weinberg. Two awards of \$200 each were given from the Helen and Harold Kingsley Memorial Scholarship and went to Siena Gamberoni and Evan Smith. Noah Hoffman received the \$100 George Kingsley Scholarship. The Fire Department/Malnati awards are funded in part by proceeds from the annual chicken barbecue.

An awards committee, made up of representatives from five Richmond civic organizations, chooses the winners for all of the scholarships. All recipients are full-time Richmond residents who are either entering college or are already enrolled. The awards committee's decisions are based mainly on academic achievement and community service.

The Anita Chapman Scholarship Committee, which administers the awards procedure and is in charge of investing the monies for three of the funds, wishes to thank the Richmond Congregational Church and the Richmond Civic Association for their continued, generous support of these scholarships. We thank those of you who have contributed this past year as well.

In accordance with IRS regulations, donations made to the Anita Chapman Scholarship Fund, Inc. are tax deductible based on the organizations 501(c)(3) status as a public charity. More information is available from Elizabeth Gniadek, treasurer or from Jan Hartford.

Respectfully submitted,

Jan Hartford Chair, Anita Chapman Scholarship Committee

SCHOOL COMMITTEE

It goes without saying the past year with the COVID-19 pandemic has been a challenge for all of us. This was especially the case for those in and around the school. Teaching and learning in so many ways had to be reinvented to deliver on the unchanged goal of providing a full, enriching educational experience to our students. Relatively speaking, Richmond did a fantastic job rising to the challenge of figuring out how to sustain a safe environment for students and staff to be able to conduct as much in-person learning as possible. We don't know when the end of the COVID related challenges will be over. But we'll continue to focus on providing a learning environment for our students to grow and become cooperative, thoughtful citizens who will be positive contributors to society.

The year was a very busy one with far more meetings compared to previous years. In addition to COVID planning related discussions, time was spent on various contracts. The School Committee decided to continue being served for the next three years under a Superintendency shared service agreement with Berkshire Hills. The SMSU#70, which Richmond was a part of since 2008, has been reconfigured to be Hancock and New Ashford.

Ina Wilhelm joined the School Committee last spring, taking the seat previously held by Susan Benner. I appreciate being able to work with her. Adeline Ellis was re-elected for another term.

Dr. Dillon is convening a search for a new principal as Jill Pompi resigned to take a teaching job closer to home. We appreciate the great contributions she made to our school, and we wish her well.

A key component to the educational experience for our students is the connection to our community. The students are all looking forward to getting back to the in-person events such as Veterans Day celebration, field trips to our local orchards, the Thanksgiving lunch, the meetings with Senior friends.

The School Committee sincerely appreciates the continued efforts put forth by so many for our students.. From the dedicated staff, to the PTO's tireless fundraising, the parents /guardians who have been supportive and cooperative in setting workable schedules in this new time, to each Richmond taxpayer, we appreciate all who make our students' successes possible.

As always, we welcome everyone to our School Committee meetings on the second Tuesday of each month at 6pm.

Respectfully submitted, Dewey Wyatt School Committee Chairman

TAX COLLECTOR UNAUDITED

 \mathbf{T} he table below shows the outstanding receivables as of June 30, 2020 – the end of fiscal year 2020. These figures are drawn from the Collector's records as of June 30, 2020.

Real Estate Taxes

Total	\$253,129.02
Levy of 2018	\$12,345.52
Levy of 2019	\$37,464.65
Levy of 2020	\$203,318.85

Personal Property Taxes

Levy of 2020	\$4,591.83
Levy of 2019	\$137.12
Total	\$4,728.95

Motor Vehicle Excise Taxes

Total	\$16,162.22
Levy of Prior Years	\$412.08
Levy of 2017	\$610.00
Levy of 2018	\$873.92
Levy of 2019	\$3,321.02
Levy of 2020	\$10,945.20

Sewer Betterment Quarterly Payments

Total outstanding for all levy years \$2,367,551.84

Sewer Operation & Maintenance Annual Payments

Total outstanding for all levy years \$17,146.96

Respectfully submitted,

Paul A. Lisi, Jr. Treasurer/Collector

TOWN ADMINISTRATOR

This past year was anything but ordinary. With Covid shutting down most of the country it was a challenge to continue business as normal and as safely as possible. We held a drive-in Town Caucus, a socially distanced annual Town Meeting and a Drive-in Special Town Meeting. Board meetings were briefly put on hold and continued through zoom in order to still allow for public participation.

During the shutdown I was able to see exactly how community oriented this Town is. Everyone came together to get information out there regarding food and fuel assistance as well as set up a food pantry and provide free meals to those who need it from the School. A special thank you to Bartletts for setting up a food pantry and to Tammy Jervas and the school lunch program for offering the free meals to those in need.

The Town has made significant progress regarding the \$500,000 Small bridge Program grant to replace the culvert on Dublin Road. The work is scheduled to take place in summer of 2021.

The Town also completed the majority of the work to update their hazard mitigation plan and incorporate into a Municipal Vulnerability Program which we were able to do from grants received. By taking this step the town will be eligible for more grant funds to repair roads and culverts.

As my first full-year in Richmond comes to an end, I would like to thank to Angela Garrity, Phyllis Lebeau, Claudia Ryan, Paul Lisi and Peter Beckwith for all their assistance. Peter and his crew were extremely helpful with rearranging our town offices to meet CDC guidelines and to make sure everything was spaced correctly for Town Meetings. Everything was truly a group effort, and I could not have done any of it without them.

Respectfully submitted,

Danielle Fillio Town Administrator



There was one Annual Town meeting, one Special Town Meeting, one Presidential Primary, one State Election, one Presidential Election and the Annual Town Election.

June 17, 2020	Annual Town Meeting	52 out of 1163voters attended (4%)
September 23, 2020	Special Town Meeting	48 out of 1207 voters attended (4%)

The clerk's office registered 2 birth, 7 marriages, and 15 deaths in the Town of Richmond. We also licensed 203 dogs for the fiscal year. At the end of the fiscal year Richmond had 1249 registered voters and a total of 1477 residents. Thank you to our townspeople who responded to the Annual Street Listing/census.

This was my first year as Town Clerk of Richmond and I would like to thank the staff at Town Hall for all their help. I would also like to thank all the friendly residents as well as the election workers who helped get me through a very busy election year in Richmond.

I would like to acknowledge the assistance of Administrative Assistant Claudia Ryan and Marie Ryan, and especially our Town Administrator Danielle Fillio and our Highway Superintendent Peter Beckwith and his staff for helping to keep our voting area safe to protect our workers and residents. I would have never been able to do it without them. We have a great team working for you at Town Hall!

It has been an honor to serve the Town of Richmond.

Respectfully submitted,

Angela Garrity Town Clerk



Beginning Balance 07/01/2019	\$4,029,437.13
Receipts	\$8,329,156.82
Payments	\$8,624,701.49
Ending Balance 06/30/2020	\$3,733,892.46

Outstanding Loans

School Project	\$145,000.00
Sewer Project	\$2,320,383.00

Respectfully submitted,

Paul A. Lisi, Jr. Treasurer/Collector

ŚŚ



To the Honorable Board of Selectmen and Citizens of Richmond.

Following is the Town Accountant's Annual Report for the Fiscal Year ending June 30, 2020. The Individual reports provided are listed below:

Unaudited Combined Balance Sheet Expense Report Revenue Report

Respectfully submitted,

Angela Garrity Town Accountant

SASS.

		Unaudited Co	TOWN (TOWN (TOWN OF RICHMOND ed Balance Sheet 07/01/	TOWN OF RICHMOND Unaudited Combined Balance Sheet 07/01/2019 - 06/30/2020	2020		
STEPS	General Fund	Special Revenue Funds	Govern Grant Funds	Capital Project Funds	Sewer Fund	Trust Fund	Agency Fund	Long Term Debt Group
Cash Cash Receivables Pronecty Tayes	1,089,488.26 7,675,77 262.053.64	644,319.95 3,750.00 0.00	-70,956.13 0.00 0.00	-8,078.00 -415,244.63 0.00	768,019.16 2,370,521.97 0.00	1,286,134.28 0.00 0.00	24,970.46 0.00 0.00	00.0
Allowance for Abate & Exempt Tax Liens	-58,084.05 101.491.17	0,00	0.00	0.00	0.00 0,00	0.00	0.00	0.00
Motor Vehicle Excise A - User Charges I Liens	15,986,37 0.00	0.00 39,588,96	0.0	0.00 0,00	0.00 54,933.51	0.00	0.0	0.00 0.00
Aints frov for fay of builds TOTAL ASSETS I LARILITIES	0.00 1,418,611.16	00.00 687,658.91	0.00 -70,956.13	0.00 -423,322.63	0.00 3,193,474.64	0.00 1,286,134.28	0,00 24,970.46	2,465,383.00
Other Liability Payroll Withholdings	7,675.77 0.00	3,750.00 0,00	0.00	-415,244.63 0.00	0.00 0.00	0.00 0.00	0.00 -178.48	0.00
Tailings Def Rev Prop Tax	2,066.87 203,986.12	0.00	0.00	0.00	0.00	0.00	1,985.76 0.00	0.00 0.00 Def
Rev Tax Liens Def Rev MV Excise	101,491.17 15,969.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L - User Charges I Liens Bonds Payable TOTAL LIABILITIES	0.00 0.00 331,189.77	39,588.96 0.00 43,338.96	0.00 0.00 0.00	0.00 0.00 -415,244.63	54,933.51 2,370,521.97 2,425,455.48	0.00 0.00 0.00	0.00 0.00 1,807.28	0.00 2,465,383.00 2,465,383.00
Reserved for Encumbrances Reserved for Expeditures Reserved for Deficits	430,457.72 321,629.00 0.00	00.0	00.0 00.0	0.00	0,00 0.00 0.00	00.0	00.0 00.0	00.0
Designated Undesignated TOTAL FUND BALANCES	0.00 335,334.67 1,087,421.39	644,319.95 0.00 644,319.95	-70,956.13 0.00 -70,956.13	-8,078.00 0.00 -8,078.00	560,957.10 207,062.06 768,019.16	1,286,134.28 0.00 1,286,134.28	23,163.18 0.00 23,183.18	00.0 00.0
TOTAL LIABILITIES & Fund Balances	1,418,611.16	687,658.91	-70,956.13	-423,322.63	3,193,474.64	1,286,134.28	24,970.46	2,485,383.00

Richmond Annual Town Report - 2020

TOWN OF RICHMOND All Departments Revenue Report 7-01-19 to 6-30-20

General Property Taxes	
Personal Property Tax	\$ 282,459.96
Real Estate Tax	\$ 4,751,541.27
Motor Vehicle Excise Tax	\$ 247,946.44
Interest on Taxes & Excise	\$ 20,010.75
Sub-Total General Taxes	\$ 5,301,958,42
Permits for Services	
Fire Permits	\$ 275.00
Building permits	\$ 19,285.00
Wire Permits	\$ 180.00
Plumbing Permits	\$ 1,768.00
Highway Permits	\$ 125.00
Board of Health Permits	\$ 7,350.00
Fire Arm Permits	\$ 712.50
Sub-Total Pemits for Services	\$ 29,695,50
Other Charges & Miscellaneous	
Tax Collector	\$ 4,108.36
Municipal Lien Fees	\$ 2,046.00
Earnings on Investments	\$ 17,989.89
Town Clerk	\$ 1,760.00
Dog Licenses	\$ 1,285.00
Zoning Board	\$ 400.00
Planning Board	\$ 100.00
Fire Dept	\$ 2,760.00
Out of District Tuition	\$ 30,916.00
Miscellaneous Rev	\$ 56,408.59
White Good Collection	\$ 854.38
Other Dept Rev	\$ 160.00
Liquor License	\$ 200.00
Sub-Total Other Charges & Miscellaneous	\$ 118,988.22
Revenue From State (Cherry Sheet)	
Abate-Vets Blind	\$ 502.00
Chapter 70	\$ 376,505.00
State Owned Land	\$ 14,957.00
General Govt. State Aid	\$ 114,890.00
Sub-Total State Revenue	\$ 506,854,00

Revenue from other Governments	¢ 2 212 02
Fine and Forfeits Local Room Tax	\$ 3,312.83 \$ 32,006.32
Veteran's Reimbursement Benefits	\$ 12,330.00
Sub-Total other Governments	\$ 47,649.15
	\$ 17,017 He
Total General Fund Revenues	\$ 6,005,145.29
SEWER ENTERPRISE	
Enterprise Revenue	¢ 50 055 22
Sewer User Charges	\$ 50,955.32
Other Departmental Rev Investment Income	\$ 141,347.95 \$ 256.96
Total Revenue	\$ 192,560.23
	φ172,500.25
Stabilization Fund As of 06/30/2020	
Stabilization	\$ 487,032.70
Town Building Repair	\$ 68,751.99
Stabilization Fund Balance	\$ 555,784.69
General Government	
Treasurer	
Treasurer Salary	\$ 57,100.54
Treasurer Expenses	\$ 5,192.98
Treasurer Assist/Tax Coll Assistance	\$ 4,564.62
Treasurer Tax Title	\$ 4,471.25
Banking Services	\$ 49.00
Sub-Total Treasurer	\$ 71,378.39
Selectmen	
Selectmen Salaries	\$ 5,250.00
Selectmen Expense	\$ 1,050.00
Training	\$ 2,178.00
Audit of Books	\$ 14,500.00
IT Services	\$ 19,520.00
Sub-Total Selectmen	\$ 42,498.00
Town Administrator	
Town Administrator Salary	\$ 77,903.15
Administrative Assistant	\$ 16,359.59
Town Administrator Expenses	\$ 2,498.97
Miscellaneous Expenses	\$ 576.24
Web Site Hosting	\$ 1,900.00

Town Report Expense Sub-Total Town Administrator	\$ 4,005.68 \$ 103,243.63
Town Accountant	
Accountant Salary	\$ 54,436.00
Accountant Expense	\$ 256.38
Sub-Total Town Accountant	\$ 54,692.38
Assessors	
Assessors Salary	\$ 3,600.00
Assessors Expenses	\$ 9,104.03
Assessors Contracted Services	\$ 38,916.66
Sub-Total State Revenue	\$ 51,620.69
Tax Collector Salary	\$ 15,975.19
Tax Collector Expense	\$ 9,664.89
Sub-Total Tax Collector	\$ 25,640.08
Town Counsel	
Town Counsel	\$ 23,032.85
Legal Advertising	\$ 5,933.46
Sub-Total Town Counsel	\$ 28,966.31
Town Clerk	
Town Clerk Salary	\$ 17,889.30
Town Clerk Expenses	\$ 5,197.34
Board of Registrars	\$ 6,600.62
Sub-Total Town Clerk	\$ 29,687.26

TOWN OF RICHMOND All Departments Expenditure Report 7-01-19 to 6-30-20

Conservation Commission	
Con Comm Salary	\$ 20,972.74
Con Comm Expense	\$ 482.00
Sub-Total Conservation Commission	\$ 21,454.74
Planning Board/ZBA	
Berkshire Reg Plan	\$ 1,175.24
Zonning Officer	\$ 3,872.04
Sub-Total Planning Board/ZBA	\$ 5,047.28

Town Hall	
Town Building Maintenance	\$ 19,118.76
Town Hall	\$ 32,806.21
Stationary & Office Supply	\$ 6,712.55
Office Equipment	\$ 18,411.57
Sub-Total Town Hall	\$ 77,049.09
Town Meeting Articles	
Emergency Assistance	\$ 5,000.00
Richmond Pond Ramp Monitors	\$ 10,258.44
Town Hall Repair	\$ 27,974.82
Town Barn	\$ 107,275.59
Goose Pond	\$ 533.00
Copier/Printer	\$ 7,956.26
Consultant	\$ 42,089.88
Sub-Total Special Articles	\$ 201,087.99
Education	
School Salaries	\$ 1,762,075.89
School Expenses	\$ 1,613,719.00
Total Education	\$ 3,375,794.89
Total General Government Expenses	\$ 4,088,160.73
Total General Government Expenses	φ 1 ,000,100.75
-	φ 1,000,100.70
Public Safety	\$ 1,000,100 <i>112</i>
-	\$ 1,830.00
Public SafetyPolice DepartmentPolice Chief Salary	
Public Safety Police Department	\$ 1,830.00
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept Expense	\$ 1,830.00 \$ 1,473.22
Public Safety Police Department Police Chief Salary Police Dept Expense Deputy Police Chief Salary	\$ 1,830.00 \$ 1,473.22 \$ 650.00
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police Department	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police DepartmentFire Dept/EMD	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police Department	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67
Public Safety Police Department Police Chief Salary Police Dept Expense Deputy Police Chief Salary Constable Expenses SubTotal Police Department Fire Dept/EMD Fire Chief/EMD	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00
Public Safety Police Department Police Chief Salary Police Dept Expense Deputy Police Chief Salary Constable Expenses SubTotal Police Department Fire Dept/EMD Fire Dept Expense Fire Dept Expense	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38
Public Safety Police Department Police Chief Salary Police Dept Expense Deputy Police Chief Salary Constable Expenses SubTotal Police Department Fire Dept/EMD Fire Chief/EMD Fire Dept Expense Fire House Rent	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38 \$ 14,400.00
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police DepartmentFire Dept/EMDFire Chief/EMDFire Dept ExpenseFire House RentCounty Communications	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38 \$ 14,400.00 \$ 12,728.63
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police DepartmentFire Dept/EMDFire Chief/EMDFire Dept ExpenseFire House RentCounty CommunicationsEmergency ManagementSub-Total Fire Dept	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38 \$ 14,400.00 \$ 12,728.63 \$ 2,908.69
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police DepartmentFire Dept/EMDFire Chief/EMDFire Dept ExpenseFire House RentCounty CommunicationsEmergency Management	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38 \$ 14,400.00 \$ 12,728.63 \$ 2,908.69
Public SafetyPolice DepartmentPolice Chief SalaryPolice Dept ExpenseDeputy Police Chief SalaryConstable ExpensesSubTotal Police DepartmentFire Dept/EMDFire Chief/EMDFire Dept ExpenseFire House RentCounty CommunicationsEmergency ManagementSub-Total Fire DeptFire Dept Special Articles	\$ 1,830.00 \$ 1,473.22 \$ 650.00 \$ 118.67 \$ 4,071.89 \$ 15,450.00 \$ 61,292.38 \$ 14,400.00 \$ 12,728.63 \$ 2,908.69 \$ 106,779.70

Ambulance Dept	
Ambulance Expense	\$ 39,207.75
Ambulance Intercept Charges	\$ 4,011.70
Amulance Special Article	\$ 232,666.00
Sub-Total Ambulance	\$ 275,885.45
Building Inspector	
Building Inspector Salary	\$ 7,232.04
Building Inspector Alt	\$ 240.00
Building Inspector Expense	\$ 2,955.00
Sub-Total Building Inspector	\$ 10,427.04
Animal Control	
Animal Control Salary	\$ 2,400.75
Animal Control Exp	\$ 262.00
Animal Inspector	\$ 158.22
Sub-Total Animal Control	\$ 2,820.97
	<i> </i>
Tree Warden	\$ 7,150.00
Total Public Safety Expenses	\$ 429,679.61
Public Works	
Beach	
Town Beach	\$ 13,759.11
Weed Control	\$ 19,700.00
Sub-Total Total Beach	\$ 33,459.11
Highway Dept	
Vacation & Sick Pay	\$ 40,523.97
Machinery Maintenance	\$ 46,094.95
Road Construction	\$ 117,422.36
Road Maintenance	\$ 169,724.90
Town Garage	\$ 19,348.50
Gravel Roads	\$ 55,000.00
Private Roads	\$ 2,596.47
Winter Roads	\$ 208,065.49
	¢ 200,000119
Sub -Total Highway Dept	\$ 658,776.64
Highway Special Article	
Mini Excavator	\$ 25,695.70
Engineering RHD	\$ 18,000.00
Sub - Total Highway Special Article	\$ 43,695.70

Sanitation	
Rubbish Disposal	\$ 198,702.93
Sub -Total Sanitation	\$ 198,702.93
Cemetery Dept	
Cemetery Supt Salary	\$ 8,526.96
Cemetery Expenses	\$ 1,440.04
Cemetery Tree Removal	\$ 9,000.00
Sub - Total Cemetery	\$ 18,967.00
Total Public Works Expenses	\$ 953,601.38
Public Health	
Board of Health	
Board of Health Salaries	\$ 850.00
Board of Health Agent Salaries	\$ 4,800.00
Board of Health Expenses	\$ 1,700.15
Board of Health Contracted Services	\$ 11,500.00
Beaver Control	\$ 3,500.00
Sub - Total Board of Health	\$ 22,350.15
Community Health	\$ 25,750.00
Veterans	
Veterans Agent Salary	\$ 500.00
Veterans Aid	\$ 9,015.15
Sub - Total Veterans	\$ 9,515.15
Council on Aging	
COA Director	\$ 26,574.66
Council on Aging Expenses	\$ 2,992.22
Sub - Total Council on Aging	\$ 29,556.88
Total Public Health Expenses	\$ 87,182.18
Culture And Recreation	
Library	\$ 59,240.00
Library Rent	\$ 12,000.00
Recreation Committee	\$ 1,575.00
Memorial Day	\$ 140.00
Historical Commission	\$ 365.14
Total Public Health Expenses	\$ 73,320.14

Debt Services	
Principle School	\$ 135,000.00
Interest School	\$ 11,200.00
Total Debt Services Expenses	\$ 146,200.00
State And County Charges	
State Assessments - School Choice	\$ 101,071.00
State Assessments - Mosquito Control	\$ 19,881.00
State Assessments - Air Pollution	\$ 762.00
State Assessments - Non Renew Surcharge	\$ 678.00
State Assessments - BRTA	\$ 1,124.00
Total Debt Services Expenses	\$ 123,516.00
Unemployment/Insurance	
Berkshire County Retirement	\$ 206,034.00
Group Insurance	\$ 77,539.44
Medicare -Town Share	\$ 40,786.87
Insurance & Bonding	\$ 101,889.72
Total Unemployment/Insurance	\$426,250.03
Total General Fund Expenditure	\$ 6,325,509.32
Sewer Enterprise	
Salaries	\$13,751.22
Sewer Expenses	\$ 8,303.38
Debt Payments	\$ 171,339.54
Total Sewer Enterprise Expenditure	\$ 193,394.14

Series



This past fiscal year's tree budget was exhausted dealing with dead and dying trees. We continue to be proactive in identifying trees in town that seem to be declining with a separate budget that allows us to do so. Should you notice distressed trees in the town right of way please contact the tree warden.

A big thank you to the town highway crew for their help as well as the tree contractors involved over the past year.

We welcome new town administration Danielle Fillio and thank the town highway crew for their help as well as the tree contractors involved over the past year.

Respectfully submitted,

Adam Weinberg Richmond Tree Warden

Sec.



There were two petitions presented to the Zoning Board of Appeals in 2020 as follows:

- 1679 Swamp Road On September 25, 2020, the ZBA issued a Special Permit to construct a 19' x 20' addition to the existing house and an 18' x 22' addition to an existing outbuilding on the property as the expansion of pre-existing non-conforming structures. The approval was unanimous, and there were no members of the public who spoke in opposition to the application.
- 2. 350 Lenox Road On September 25, 2020, the ZBA issued a Variance under Section 7.2.2 to for the construction of a new attached garage at the property. The garage was needed, in part, to provide sheltered parking and permit additional living space to accommodate the petitioner's handicapped grandchild. The approval was unanimous, and there were no members of the public who spoke in opposition to the application.

On October 2, 2019, the ZBA issued its decision upholding the Zoning Enforcement Officer's refusal to issue an enforcement order compelling the property at 508 Canaan Road owners to cease using the property for special events and to cease using amplified music. The Board found that any new special events would require a Special Permit under the Farm Function By-Law, and that there was no showing that the music was in violation of the Noise By-Law. In any event, the music was ancillary to the non-conforming use of the property may continue. The petitioner appealed the ZBA's decision to the Berkshire County Superior Court. The appeal was dismissed on March 30, 2020.

There are two vacancies for alternate members on the Board. The Board encourage interested parties to contact the Board of Selectmen.

Respectfully submitted,

William E. Martin, **Chair** Peter Killeen Wendy Laurin Dick Stover Ina Wilhelm

2020 TOWN MEETING WARRANTS





TOWN OF RICHMOND MINUTES FOR ANNUAL TOWN MEETING JUNE 17, 2020



Noting there was a quorum, Moderator William Martin called the Annual Town Meeting to order at 7:37 p.m.. Moderator introduced the head table, Selectmen: Roger Manzolini, Al Hanson, Neil Pilson, Town Accountant/Town Clerk Angela Garrity, Asst. Town Clerk Marie Ryan, Town Administrator Danielle Fillio, and Town Counsel Elisabeth Goodman. Town Clerk Angela Garrity confirmed that the warrant was posted in a timely manner. The Moderator stated the meeting will go by the rules of Town Meeting Time. He also stated the rules of this meeting: approach the microphone and state name and address; only address the Moderator not the audience; non-voters need to make it known they are not voters before they speak; the Moderator will have Selectman Neil Pilson make the motions and Selectman Roger Manzolini will make the seconds on all articles.

The Moderator introduced Articles 1 through 4. *Motion by Roger Manzolini and seconded by Neil Pilson.*

[Consent Calendar- Articles 1-3]

ARTICLE 1 - To see if the Town will vote to authorize the Selectmen to determine the manner of repairing the highways and caring for the cemeteries for the year.

ARTICLE 2 - **REVOLVING FUND LIMITS**. To see if the Town will vote, pursuant to the provisions of Section 53E 1/2 of Chapter 44 of the General Laws, to authorize the spending limits of the revolving funds outlined below. Expenditures from said funds shall not exceed the amount of funds received in the respective accounts or authorized below, shall come from any funds received by the respective boards and officers for performing services, shall be used solely for the purpose of coordinating and carrying out the programs delineated and shall be approved by a majority vote of the respective boards or officers.

Inspectional Services - \$20,000 Council on Aging - \$5,000 Board of Health - \$2,500 Wetland Protection - \$5,000 Municipal Building or Property Rental - \$10,000 **ARTICLE 3** - To see if the Town will vote to appropriate and accept any monies appropriated for use by the Massachusetts Highway Department for Chapter 90 highway aid and to fund the appropriation by transferring said amounts from available funds. Said funds shall carry over from year to year until spent by the Town and shall be reimbursed by the Commonwealth of Massachusetts in accordance with Chapter 90 of the General Laws. (*Recommended for Approval by the Finance Committee*)

Articles 1-3 Approved Unanimously at 7:39 PM

ARTICLE 4 - To see if the Town will vote to raise and appropriate such sums of money as shall be deemed necessary for the upkeep and repair of the buildings, equipment, highways and cemeteries and for all other charges and expenses of the Town for the year and to set the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the General Laws. [Fiscal Year 2019 amounts are shown for comparative purposes. Please see the Explanations section following this warrant for more information] (*Recommended for Approval by the Finance Committee*)

Article 4 Approved Unanimously at 7:45 PM

ARTICLE 5 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$40,000 to the reserve fund. (*Recommended for Approval by the Finance Committee*) Article 5 Approved Unanimously at 7:46 PM

ARTICLE 6 - To see if the Town will vote to raise and appropriate the sum of **\$3,638,244** for the support of the school. (*Recommended for Approval by the Finance Committee*) **Article 6 Approved Unanimously at 7:48 PM**

ARTICLE 7 - To see if the Town will vote to transfer from Certified Free Cash the sum of **\$500** for the conservation land fund. (*Recommended for Approval by the Finance Committee*) **Article 7 Approved Unanimously at 7:48 PM**

ARTICLE 8 - To see if the Town will vote to transfer from Certified Free Cash the sum of **\$5,000** for a fuel emergency assistance program administered under a contract with Berkshire Community Action Council for the benefit of low-income Richmond residents. (*Recommended for Approval by the Finance Committee*)

Article 8 Approved Unanimously at 7:49 PM

ARTICLE 9 - To see if the Town will vote to raise and appropriate the sum of **\$150,800** for a principal and interest payment on the school bond. (*Recommended for Approval by the Finance Committee*)

Article 9 Approved Unanimously at 7:55 PM

ARTICLE 10 - To see if the Town will vote to transfer from available funds the sum of **\$225,000** to operate the sewer enterprise, as follows:

Salaries	\$21,855		
Expenses	\$27,805		
Emergency Reserve	\$4,000		
Debt Payment	\$171,340		
Total	\$225,000		
And that \$225,000 to be raised as follows:			
Department receipts	\$225,000		
Total	\$225,000		
(Recommended for Approval by the Finance Committee)			

Article 10 Approved Unanimously at 7:50 PM

ARTICLE 11 - To see if the Town will vote to transfer and appropriate the sum of **\$50,000** from the ambulance receipts account to the ambulance expense account for the operation of the Richmond Ambulance service, the maintenance of the town ambulance, and for payments to Comstar and to other ambulance services providing backup and advanced life support to the Richmond Ambulance service, with any unexpended balance to be returned to the ambulance reserve account. (*Recommendation Approved for by the Finance Committee*) **Article 11 Approved Unanimously at 7:56 PM**

ARTICLE 12 - To see if the Town will vote to transfer from Certified Free Cash the sum of **\$15,000** for the treatment of weeds in Richmond Pond. (*Recommended for Approval by the Finance Committee*)

Article 12 Approved Unanimously at 7:57 PM

ARTICLE 13 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$600 to support the Town's contribution to the All-Pond Goose Management Plan for Richmond Pond. (*Recommended for Approval by the Finance Committee*) **Article 13 Approved 7:58 PM (2 Opposed**)

ARTICLE 14 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$150,000 for the purchase of a new Highway Department Grader (*Recommended for Approval by the Finance Committee*)

Article 14 Approved Unanimously at 7:58 PM

ARTICLE 15 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$45,000 to offset the tax rate. (*Recommended for Approval by the Finance Committee*) **Article 15 Approved Unanimously at 7:59 PM**

ARTICLE 16 - To see if the Town will vote to transfer from Certified Free Cash the remaining sum of \$65,529 to into the General Stabilization Account (*Recommended for Approval by the Finance Committee*)

Article 16 Approved Unanimously at 7:59 PM

ARTICLE 17 - To see if the Town will vote to re-allocate the funds approved at Annual Town Meeting May 15, 2019 Articles 26 and 27 for replacement of the HVAC control system at the Richmond Consolidated School, to be used for Maintenance and Upgrades to the HVAC system at the Richmond Consolidated School. (*Recommended for Approval by the Finance Committee*) **Article 17 Approved Unanimously at 8:00 PM**

ARTICLE 18 - To see if the Town will vote to transfer from Certified Free Cash the sum of \$800 to fund the payment of two prior fiscal year bills for the Berkshire Regional Planning Commission and Water Testing. (*Recommended for Approval by the Finance Committee*) **Article 18 Declared 9/10 Majority Approved at 8:01 PM (Unanimously)**

9/10 Majority Vote Required

ARTICLE 19 - To see if the town will vote to amend Chapter IV of the General Bylaws Financial Affairs section 1.1 by replacing the words "Board of Selectmen" with "Town Administrator" to read as follows:

Article 19 Approved Unanimously at 8:02 PM

Section 1.1 - Office established; powers and duties. The office of Tax Collector/Treasurer of the Town of Richmond is hereby established. The Tax Collector/Treasurer shall act as the collector of taxes of the Town and shall exercise all the powers and duties of such office as well as the powers and duties of the treasurer. The office of the Tax Collector/Treasurer shall be under the direction and control of the Town Administrator.

ARTICLE 20 - To see if the town will vote to delete Chapter IV of the General Bylaws Financial Affairs section 8.1 and replace it with a new Section 8.1 as follows.

Section 8.1 – List furnished by Tax Collector/Treasurer.

The tax collector or other municipal official responsible for records of all municipal taxes, assessments, betterments and other municipal charges(the "tax collector"), shall annually, and may periodically, furnish to each department, board, commission or division,(a "licensing authority"), that issues licenses or permits including renewals and transfers, a list of any person, corporation, or business enterprise, that has neglected or refused to pay any local taxes, fees, assessments, betterments or other municipal charges. The tax collector also shall provide all licensing authorities with a statement indicating whether any such person, corporation or business enterprise on the list has filed in good faith a pending application for an abatement of such tax or a pending petition before the appellate tax board.

Article 20 Approved Unanimously at 8:04 PM

ARTICLE 21 - To see if the town will vote to delete Chapter XI of the General Bylaws Penalties and replace it with the following:

CHAPTER XI

Penalties

Section 1. Whoever violates any bylaw of the Town shall pay for each offense a fine not exceeding one hundred dollars unless some other penalty is expressly provided by law or by some bylaw of the Town. Each continuing day of such violation may be considered a separate offense.

Section 2. Any bylaw of the Town, or any rule or regulation of any town officer, board or department, the violation of which is subject to a specific penalty, may, in the discretion of the town official who is the appropriate enforcing person, be enforced in the noncriminal disposition method provided in M.G.L. c.40, §21D. The term "Enforcing Person," as used in this Article, shall mean any police officer with respect to any offense; the Building Inspector, Animal Control Officer, Board of Health or Health Officer, Parks and Recreation Commission, Board of Sewer and Water Commissioners, Tree Warden, Conservation Commission or Conservation Agent, Historical Commission and any such other official as the Board of Selectmen may from time to time designate, each with respect to violation of bylaws and rules and regulations within their respective jurisdictions. If more than one official has jurisdiction in a given case, any such official may be an Enforcing Person with respect thereto.

Article 21 Approved Unanimously at 8:13 PM (1 Opposed)

Without limiting the generality of the foregoing, the following bylaws are to be included within the scope of this Article, and the specific penalties and enforcing persons listed herein shall apply in such cases:

Zoning Bylaw Sections 1-9	All zoning bylaws
Penalty:	\$200
Enforcing Persons:	Zoning Enforcement officer (ZEO)
Zoning Bylaw, Section 6.4	Flood Prone & Wetland Areas
Penalty:	\$200
Enforcing Persons:	ZEO, Board of Health Agent, Conservation Agent
Zoning Bylaw, Section 6.5	Stream and Pond Protection
Penalty:	\$200
Enforcing Persons:	ZEO, Board of Health Agent, Conservation Agent
Chapter VIII, Section 3-4	Sewage and Trash Disposal - Recycling
Penalty:	\$200
Enforcing Persons:	Board of Health Agent
Chapter X Section 1-2	Moving Structures and Steel Tractors on Public Ways
Penalty:	\$100
Enforcing Persons:	Road Superintendent

Chapter X Section 4	Refuse Disposal and Junk Motor vehicles
Penalty:	\$100
Enforcing Persons:	ZEO, Board of Health Agent
Chapter X Section 5	Driveways
Penalty:	\$100
Enforcing Persons:	Road Superintendent
Chapter X Section 6	Swimming Pool
Penalty:	\$100
Enforcing Persons:	ZEO
Chapter X Section 8	Animal Control
Penalty:	\$100
Enforcing Persons:	Animal Control Officer
Board of Health	All Rules and Regulations
Penalty:	\$100
Enforcing Persons:	Board of Health Agent
Conservation Commission	All Rules and Regulations
Penalty:	\$100 for each
Enforcing Persons:	Conservation Agent

On a motion by Roger Manzolini and seconded by Neil Pilson, the meeting adjourned at 8:14 PM.

A True Copy Attest: June 20, 2020

Respectfully submitted,

Angela Garrity Town Clerk

Total Registered Voters -1163 Total Voters that Attended – 52

WARRANT FOR THE SPECIAL TOWN MEETING

TOWN OF RICHMOND MINUTES FOR SPECIAL TOWN MEETING SEPTEMBER 23, 2020



Noting there was a quorum, Moderator William Martin called the Special Town Meeting to order at 6:00 PM The Moderator stated the subject of each article and asked for the vote on each article and the results were as follows:

ARTICLE 1- To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of up to \$240,000 for Special Education Expenses. (Approved by Finance Committee) Majority vote required

Neal Pilson moved that the Town vote to raise and appropriate the sum of \$50,000 for the Special Education Expenses and seconded by Nancy McConnell There was a short debate and the vote was taken.

Article 1 Approved Unanimously to raise and appropriate

Neal Pilson moved that the Town vote to transfer the sum of \$190,000 from stabilization fund for the Special Education Expenses and seconded by Holly Stover. There was a short debate and the vote was taken.

(Approved by Finance Committee) (2/3 majority vote required) Article 1 Declared 2/3rds Majority Approved

ARTICLE 2 - To see if the Town will vote to appropriate from Sewer Enterprise Fund, the sum of \$474.18, for FY20 unpaid salaries. **Majority vote required**

Neal Pilson moved that the Town vote to appropriate the sum o/\$474.18/rom the Sewer Enterprise Fund for FY20 unpaid salaries and seconded by Nancy McConnell There was no debate and the vote was taken.

(Approved by Finance Committee) Majority vote required

Article 2 Approved Unanimously

ARTICLE 3 - To determine if the Town will vote to authorize the Board of Selectmen to transfer the care, custody, and control, and management of the following parcels of land from the Board of Selectmen for the purpose for which they are currently held, to the Board of Selectmen to be held for the purpose of disposal by sale or lease, and to authorize the Board of Selectmen to sell, lease, or otherwise dispose of such parcels of land pursuant to Massachusetts General Laws, Chapter 30B, Section 16 on such terms and conditions as the Board of Selectmen determine to be in the best interest of the Town; or take any other action relative thereto.

0 Shore Road - Parcel 101.0-0142-0000.0
0 Elm Road - Parcel 104.0-0014-1000.0
0 Oak Road - Parcel 101.0-0025-0000.0
0 Oak Road - Parcel 101.0-0026-0000 .0
0 Walnut Road - Parcel 101.0-0004-0000.0 (2/3 majority vote required)

Neal Pilson moved and seconded by Nancy McConnell

Article 3 Declared 2/3rds Majority Approved

ARTICLE 4 -To see if the Town will vote to amend the Town Bylaws Chapter X Miscellaneous Provisions SECTION 7."Areas designated as the Richmond Town Beach and Richmond Tennis Court shall be for the sole use of Town residents and the Selectmen may charge a fee or establish a no-fee system for stickers for use of the Town Beach and Town Tennis Court" to read as follows:

"Areas designated as the Richmond Tennis Court shall be for the sole use of Town residents and the Selectmen may charge a fee or establish a no-fee system for stickers for use of the Town Tennis Court"

Majority vote required

Neal Pilson moved and seconded by Nancy McConnell

Article 4 Approved Unanimously

On a motion to adjourn by Neal Pilson and seconded by Nancy McConnell, the meeting adjourned at 6:25pm PM.

There were 48 voters that attended out of 1207 registered voters in Richmond. (4% of voters)

Respectfully submitted,

Angela Garrity Town Clerk



EMPLOYEE EARNINGS HISTORY

ADLER, STEPHANIE V.	SCHOOL	SUBSTITUTE NURSE	150.00
ALIBOZEK, DEBRA J	SCHOOL	TEACHER	92,044.92
ALLEN, THOMAS R.	FIRE	FIRE FIGHTER	828.00
ANDREJCO BATH, MARY	SCHOOL	CAP TEACHER	1,950.00
ARACE, CAMERON G.	SCHOOL	TEACHER	5,636.61
ARNOLD, AMY S.	SCHOOL	CAFETERIA	255.00
BABICH, MEGAN E.	SCHOOL	PARAPROFESSIONAL	21,160.57
BAEHR SMITH, KRISTIN	SCHOOL	LIBRARIAN	22,897.65
BARTLETT, CYNTHIA A.	SCHOOL	PARAPROFESSIONAL	17,085.96
BARTLETT, ELIZABETH J.	PARKS & RECREATION	LIFEGUARD	4,050.00
BECKWITH JR., PETER C.	PUBLIC WORKS	HIGHWAY	71,692.69
BEEKER, ROBERTA	SCHOOL	SUBSTITUTE	3,525.00
BELL-DEVANEY, GEOFFREY	SCHOOL	SPED TEACHER	92,090.41
BEMIS, BETSY A.	TOWN	SENIOR WORK-OFF	42.00
Bovard, Catherine A.	SCHOOL	TEACHER	39,950.21
BRAZIE, HORACE	PUBLIC WORKS	SEWER DEPT.	6,277.24
BRENTANO, AMY A	SCHOOL	PLAY DIRECTOR	2,000.00
BRUCE, LUCY C.	LIBRARY	LIBRARY	3,481.14
BULLETT, TRACEY A.	SCHOOL	CUSTODIAN	31,957.70
BULLETT, WILLIAM H	POLICE	POLICE CHIEF	1,890.00
CALLAHAN, LISA R	SCHOOL	TEACHER	68,156.94
CHESTNA, PHOEBE L	SCHOOL	SPED TEACHER	22,754.71
COCHRANE HANDEREK, ZACHARY		CUSTODIAN	8,509.86
COCHRANE-HENDEREK, ZACHARY	FIRE	FIRE	2,053.00
COHEN, PETER	BOARD OF HEALTH	BOARD OF HEALTH	170.00
COHEN, PETER C	LIBRARY	LIBRARY	1,296.75
CRERAR, SUZANNE M	ELECTIONS	ELECTIONS	141.25
CZERWINSKI, ROBERT K.	FIRE	FIRE	792.00
DAIGLE, JEFFREY	ASSESSORS	ASSESSOR	1,200.00
dean, laddie a	SCHOOL	NIGHT CUSTODIAN	12,074.38
DEINLEIN, CHRISTOPHER B	FIRE	FIREFIGHTER/EMT	893.00
DESANTIS, KATHERINE	FIRE	FIRE	125.00
Desormeaux, Amanda L	FIRE	FIREFIGHTER/EMT	100.00
DUNN, TRACY A.	POLICE	POLICE ADMISTRATIVE	650.00
duval, brian p	INSPECTORS	ALTERNATE BUILDING	240.00
edelman III, L. William	FIRE	FIREFIGHTER	504.00
EURQUHART, CHAMPAGNE L	SCHOOL	PARAPROFESSIONAL	18,518.50
EVANS, DEBORAH	LIBRARY	LIBRARY	7,874.12
EVANS, DEBORAH M	ELECTIONS	ELECTIONS	96.63
EVANS, SHEPLEY W.	CONSERVATION	CONSERVATION COMM.	20,972.74
FABER, CHRISTINE M.	COUNCIL ON AGING	COA FITNESS INSTRUCTOR	1,462.50
FANCHER, TRACY	SCHOOL	TEACHER	28,369.46
FILLIO, DANIELLE V.	EXECUTIVE	TOWN ADMINISTRATOR	71,443.57
FISHER, ANDREW	BOARD OF HEALTH	Board of Health	170.00

FLYIN, EDWARD M. PUBLIC WORKS HIGHWAY DEPT. 55,423,41 FUNK, SUSAN N. FINANCE ASST. 871,64 GARRITY, ANGELA B FINANCE TOWN ACCOUNTANT 70,457,36 GENNARI, ROBERT L INSPECTORS GAS INSPECTOR 3,217.00 GINGRAS, NATALE SCHOOL SUBSTITUTE 400.00 GODDRICH, JEANNE M. SCHOOL SUBSTITUTE 400.00 GREENE, PAUL INSPECTORS BUILDING INSPECTOR 11,104.08 GRIZEY, THOMAS G PUBLIC WORKS EMERGENCY MGMT. DIR. 11,153.98 HAJJAR, RAIN ROSE PARKS & RECREATION LIFE GAURD 1,760.00 HANSON, ALAN EXECUTIVE SELECTIMEN 1,750.00 HANSON, ALAN B. TOWN SENIOR WORK-OFF 267.00 HARTFORD, JANCEA ELECTIONS ELECTION WORKER 137.07 HILLMAN, JOSHUA D. FIRE FIREFIGHTER/EMT 175.00 HOLCOMB, TRACY L SCHOOL SPECH PATHOLOGIST 32,800.00 HOSKEER, MARY ANNE TOWN SENIOR WORK-OFF 22.00 <t< th=""><th></th><th></th><th></th><th>FF 400 41</th></t<>				FF 400 41
GARRITY, ANGELA BFINANCETOWN ACCOUNTANT70,457.96GENNARI, ROBERT LINSPECTORSGAS INSPECTOR3,217.00GINGRAS, NATALIESCHOOLPRINCIPAL'S ADMIN. ASST.35,951.90GOODRICH, JEANNE M.SCHOOLSUBSTITUTE400.00GRIZEY, THOMAS GPUBLIC WORKSEMERGENCY MGMT. DIR.11,104.08GRIZEY, THOMAS GPUBLIC WORKSEMERGENCY MGMT. DIR.11,113.39HAJJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD1,440.00HALL, DION MSCHOOLCUSTODIAN10,282.50HANSON, ALAN B.TOWNSENIOR WORK-OFF12.60.0HARTFORD, JANICE AELECTIONSELECTON WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2.976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KIMBERLY J.SCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JEZAK, JESSICA R.SCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JEZAK, JESSICA R.SCHOOLTEACHER68,363.03JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER73,426.49KOKOEFR, SHARON MSCHOOLCCUPATIONA	,			
GENNARI, ROBERT L INSPECTORS GAS INSPECTOR 3,217.00 GINGRAS, NATALIE SCHOOL PRINCIPAL'S ADMIN. ASST. 35,91.90 GOODRICH, JEANNE M. SCHOOL SUBSTITUTE 400.00 GREENE, PAUL INSPECTORS BUILDING INSPECTOR 11,104.08 GRIZEY, THOMAS G PUBLIC WORKS EMERGENCY MGMT. DIR. 11,163.98 HAJJAR, RAIN ROSE PARKS & RECREATION LIFE GAURD 1,440.00 HALL, DION M SCHOOL CUSTODIAN 10,282.50 HANSON, ALAN EXECUTIVE SELECTMEN 1,750.00 HANSON, ALAN B. TOWN SENIOR WORK-OFF 267.00 HILLMAN, JOSHUA D. FIRE FIREFIGHTER/EMT 175.00 HOLCOMB, TRACY L SCHOOL SPECH PATHOLOGIST 32.800.00 HOLCOMB, TRACY L SCHOOL SPECH PATHOLOGIST 32.800.00 HOSKEER JR, BRIAN H. PUBLIC WORKS HIGHWAY 57,572.42 HOSLEY, KELSEY J. SCHOOL SCHOOL LUNCH 52,672.00 JERVAS, TAMMY J SCHOOL SCHOOL LUNCH 52,672.00				
GINGRAS, NATALIE SCHOOL PRINCIPAL'S ADMIN. ASST. 35,951.90 GOODRICH, JEANNE M. SCHOOL SUBSTITUTE 400.00 GREENE, PAUL INSPECTORS BUILDING INSPECTOR 11,104.08 GRIZEY, THOMAS G PUBLIC WORKS EMERGENCY MGMT. DIR. 11,163.38 HAJJAR, RAIN ROSE PARKS & RECREATION LIFE GAURD 1,440.00 HALL, DION M SCHOOL CUSTODIAN 10,282.50 HANSON, ALAN B. TOWN SELICTIONE WORK-OFF 126.00 HANSON, ALAN B. TOWN SENIOR WORK-OFF 26.70 HILLESKOV, EMILY Z. LIBRARY LIBRARY AIDE 2.976.75 HICKS, MARY ANNE TOWN SENIOR WORK-OFF 26.00 HOSLEY, KIMBARILY J. SCHOOL SPECH PATHOLOGIST 32.800.00 HOSLEY, KIMBERLY J. SCHOOL SPECH PATHOLOGIST 32.800.00 HOSLEY, KIMBERLY J. SCHOOL SCHOOL LIWCH 52,672.00 JZZAK, JESSICA R. SCHOOL SCHOOL LIWCH 52,672.00 JZAK, JESSICA R. SCHOOL RAPAPROFESSIONAL 21,4	,			,
GOODRICH, JEANNE M.SCHOOLSUBSTITUTE400.00GREENE, PAULINSPECTORSBUILDING INSPECTOR11,104.08GRIZEY, THOMAS GPUBLIC WORKSEMERGENCY MGMT. DIR.11,163.98HAJJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD1,440.00HALJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD1,440.00HALL, DION MSCHOOLCUSTODIAN10,282.50HANSON, ALAN B.TOWNSELICTINEN1,750.00HANTFORD, JANICE AELECTIONSELECTION WORK-OFF26.00HARTFORD, JANICE AELECTIONSELECTION WORK-OFF267.00HILLBAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32.800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KILSEY J.SCHOOLSCHOOLSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00303.00JERVAS, TAMMY JSCHOOLSCHOOLTEACHER88,669.06KEITH, KIMBERLY J.SCHOOLTEACHER88,069.0668,630.08JONES, JEANNE LSCHOOLTEACHER73,426.49KANZ, RACHEL JSCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLCAFETERIA11,200.30KANZ, RACHEL JSCHOOLTEACHER73,426.49KONGER L.SCHOOLCAFETERIA11,200.30LAMKE, MIGHAUA<				
GREENE, PAULINSPECTORSBUILDING INSPECTOR11,104.08GRIZEY, THOMAS GPUBLIC WORKSEMERGENCY MGMT. DIR.11,163.98HAJJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD11,400.00HALL, DION MSCHOOLCUSTODIAN10,282.50HANSON, ALANEXECUTIVESELECTMEN1,750.00HANSON, ALAN B.TOWNSENIOR WORK-OFF126.00HARTFORD, JANICE AELECTIONSELECTION WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTERVEMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PUBLIC WORKSHIGHWAY21,655.93JOYNER, JASON ZPUBLIC WORKSHIGHWAY3,030.00KEUTH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUTH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KUNTER, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KUNTER, KIMBERLY J. <td></td> <td></td> <td></td> <td>•</td>				•
GRIZEY, THOMAS GPUBLIC WORKSEMERGENCY MGMT. DIR.11,163.98HAJJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD1,440.00HALL, DION MSCHOOLCUSTODIAN1,0282.50HANSON, ALANEXECUTIVESELECTIMEN1,750.00HANSON, ALAN B.TOWNSENIOR WORK-OFF126.00HARTORD, JANICE AELECTIONSELECTINEN1,750.00HELESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOLSCHOOL26,672.00JEZAK, JESSICA R.SCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER68,363.00JOYNER, JASON ZPUBLIC WORKSHIGHWAY22,962.80KOHLER, ROGER L.SCHOOLTEACHER73,426.49KORGEFER, SHARON MSCHOOLCAPETERIA22,962.80KOHLER, ROGER L.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLY JPARS & RECREATIONBOAT RAMP MONITOR36,768.48LANE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48 </td <td></td> <td></td> <td></td> <td></td>				
HAJJAR, RAIN ROSEPARKS & RECREATIONLIFE GAURD1,440.00HALL, DION MSCHOOLCUSTODIAN10,282.50HANSON, ALANEXECUTIVESELECTMEN1,750.00HANSON, ALAN B.TOWNSENIOR WORK-OFF126.00HANTFORD, JANICE AELECTIONSELECTION WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KIMBERLY JSCHOOLSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSCHOOLLINCH52,672.00JERVAS, TAMMY JSCHOOLTEACHER83,03.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY3,030.00KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KUEMA-HIPWELL, CAROLSCHOOLCAFETERIA2,962.80KOHCEFR, SHARON MSCHOOLCAFETERIA2,962.80KOHLER, ROGER L.SCHOOLCAFETERIA3,030.00KUEMA-HIPWELL, CAROLSCHOOLCAFETERIA3,030.00KUMTAR, RINGERLEYSCHOOLCAFETERIA				
HALL, DION M SCHOOL CUSTODIAN 10,282.50 HANSON, ALAN EXECUTIVE SELECTMEN 1,750.00 HANSON, ALAN B. TOWN SENIOR WORK-OFF 126.00 HARTFORD, JANICE A ELECTIONS ELECTION WORK-OFF 126.00 HARTFORD, JANICE A ELECTIONS ELECTION WORK-OFF 267.00 HILLMAN, JOSHUA D. FIRE FIREFIGHTER/EMT 175.00 HOLCOMB, TRACY L SCHOOL SPEECH PATHOLOGIST 32,800.00 HOSKEER JR, BRIAN H. PUBLIC WORKS HIGHWAY 57,572.42 HOSLEY, KIMBERLY J SCHOOL TEACHER 79,200.61 HYDON, WILLIAM M. TOWN SENIOR WORK-OFF 72.00 JEZAK, JESSICA R. SCHOOL TEACHER 68,363.08 JONES, JEANNE L SCHOOL TEACHER 68,363.08 JONES, JEANNE L SCHOOL TEACHER 88,069.06 KETH, KIMBERLY J. PARKS & RECREATION BOAT RAMP MONITOR 3,030.00 KEUMA-HIPWELL, CAROL SCHOOL TEACHER 88,069.06 KETH, KIMBERLY J.	GRIZEY, THOMAS G	PUBLIC WORKS	EMERGENCY MGMT. DIR.	
HANSON, ALANEXECUTIVESELECTMEN1,750.00HANSON, ALAN B.TOWNSENIOR WORK-OFF126.00HARTFORD, JANICE AELECTIONSELECTION WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSLEY KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLTEACHER68,363.08JONES, JEANNE LSCHOOLTEACHER88,069.06KETTH, KIMBERLY J.PARIS & RECREATIONBOAT RAMP MONITOR3,030.00KEUTH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KOHCER, SHARON MSCHOOLTEACHER73,426.49KONCHER, SHARON MSCHOOLCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLTEACHER73,426.49KONGER L.SCHOOLCAFETERIA13,20.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETEASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARARA	Hajjar, rain rose	PARKS & RECREATION	LIFE GAURD	1,440.00
HANSON, ALAN B.TOWNSENIOR WORK-OFF126.00HARTFORD, JANICE AELECTIONSELECTION WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KIESEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLTEACHER83,009.06KUILAR, ROGER L.SCHOOLTEACHER38,019.12KORTER, SHARON MSCHOOLTEACHER53,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.40LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,700LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARAALDERT, MARIANA E.SCHOOLAUTSIN SPECIA	HALL, DION M	SCHOOL	CUSTODIAN	10,282.50
HARTFORD, JANICE AELECTIONSELECTION WORKER137.07HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLCAFETERIA22,962.80KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KORTER, HALEY A.SCHOOLCAFETERIA23,50.00LAPKANY JFINANCETEASURER2,355.00LAPLANTE, KIMBERLEYSCHOOLCAFETERIA11,200.30LARA MIY JFINANCETEASURER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LAPLANTE, KIMBERLEYSCHOOLCAFETERIA11,200.30LARARIP JFINANCETEASURER5,317.02LARKIN, VIRGINIA	HANSON, ALAN	EXECUTIVE	SELECTMEN	1,750.00
HELLESKOV, EMILY Z.LIBRARYLIBRARY AIDE2,976.75HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLTEACHER68,363.08JONES, JEANNE LSCHOOLTEACHER88,069.06KANZ, RACHEL JSCHOOLTEACHER88,069.00KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOKOEFER, SHARON MSCHOOLCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLSUBSTITUTE85.00KUSTER, KIMBERLY A.SCHOOLTEACHER53,477.02LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKA, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,700.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00 <td< td=""><td>HANSON, ALAN B.</td><td>TOWN</td><td>SENIOR WORK-OFF</td><td>126.00</td></td<>	HANSON, ALAN B.	TOWN	SENIOR WORK-OFF	126.00
HICKS, MARY ANNETOWNSENIOR WORK-OFF267.00HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLCACHER73,426.49KOKOEFER, SHARON MSCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER53,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKEN, MIRANA E.SCHOOLALTES SPAINSH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LA	Hartford, Janice A	ELECTIONS	ELECTION WORKER	137.07
HILLMAN, JOSHUA D.FIREFIREFIGHTER/EMT175.00HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JEZAK, JESSICA R.SCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLTEACHER68,363.08JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER80,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,000LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKE	Helleskov, emily Z.	LIBRARY	LIBRARY AIDE	2,976.75
HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL UNCH52,672.00JERVAS, TAS, TASINY JSCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMAN, VJ GIRINATOWNSENIOR WORK-OFF36.00LARMAN, MERIANA E.SCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, WIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, WIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, NIRGINIASCHOOLAUTISM SPECIALIST8,730.00<	HICKS, MARY ANNE	TOWN	SENIOR WORK-OFF	267.00
HOLCOMB, TRACY LSCHOOLSPEECH PATHOLOGIST32,800.00HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOKOEFER, SHARON MSCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANKA, AMY JFINANCETREASURER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMNE, MICHAELPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIASCHOOLSCHOOLTUTO	HILLMAN, JOSHUA D.	FIRE	FIREFIGHTER/EMT	175.00
HOSKEER JR, BRIAN H.PUBLIC WORKSHIGHWAY57,572.42HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JERVAS, TAMMY JSCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORDEFE, NARON MSCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETEASURER2,355.00LARA ALBERT, MARIANA E.SCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02 <td></td> <td>SCHOOL</td> <td>SPEECH PATHOLOGIST</td> <td>32,800.00</td>		SCHOOL	SPEECH PATHOLOGIST	32,800.00
HOSLEY, KELSEY J.SCHOOLPARAPROFESSIONAL17,915.22HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLAUTISM SPECIALIST8,730.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, NIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, SCHO		PUBLIC WORKS	HIGHWAY	
HOSLEY, KIMBERLY JSCHOOLTEACHER79,200.61HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KONCEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLAFANER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARANDN, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LARKIN, VIRGINIATOWNSCHOOL NURSE57,567.06LISI, JESSICA L.TUVNSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTUTOR580.00LENFEST, CRISTINA M.SCHO		SCHOOL	PARAPROFESSIONAL	17.915.22
HYDON, WILLIAM M.TOWNSENIOR WORK-OFF72.00JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLCAFETERIA23,042.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIASCHOOLAUTISM SPECIALIST8,730.00LARKIN, VIRGINIACOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLGOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LEISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00	,			
JERVAS, TAMMY JSCHOOLSCHOOL LUNCH52,672.00JEZAK, JESSICA R.SCHOOLPARAPROFESSIONAL21,463.38JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIASCHOOLAUTISM SPECIALIST8,730.00LARHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI J.R., PAULFINANCETREASURER73,615.73MACDONALD, PAMELA <td></td> <td></td> <td></td> <td></td>				
JEZAK, JESSICA R. SCHOOL PARAPROFESSIONAL 21,463.38 JONES, JEANNE L SCHOOL TEACHER 68,363.08 JOYNER, JASON Z PUBLIC WORKS HIGHWAY 21,655.93 KANZ, RACHEL J SCHOOL TEACHER 88,069.06 KEITH, KIMBERLY J. PARKS & RECREATION BOAT RAMP MONITOR 3,030.00 KEUMA-HIPWELL, CAROL SCHOOL CAFETERIA 22,962.80 KOHLER, ROGER L. SCHOOL TEACHER 73,426.49 KOKOEFER, SHARON M SCHOOL OCCUPATIONAL 38,019.12 KORTE, HALEY A. SCHOOL TEACHER 73,426.49 KOKOEFER, SHARON M SCHOOL OCCUPATIONAL 38,019.12 KORTE, HALEY A. SCHOOL TEACHER 55,407.30 LAMKE, MICHAEL PUBLIC WORKS HIGHWAY DEPT. 36,768.48 LANE, AMY J FINANCE TREASURER 2,355.00 LAPLANTE, KIMBERLY A SCHOOL CAFETERIA 11,200.30 LARA ALBERT, MARIANA E. SCHOOL SPANISH TEACHER 5,317.02 LARKIN, VIRGINIA TOWN SENIOR WORK-OFF 36.00 LARMON, ANDREA L. SCHOOL AUTISM SPECIALIST 8,730.00 LATIMER, ERIC PUBLIC WORKS HIGHWAY DEPT. 18,044.02 LEBEAU, PHYLLIS COUNCIL ON AGING COA DIRECTOR 27,081.81 LENEHAN, LOIS A. SCHOOL TUTOR 580.00 LENFEST, CRISTINA M. SCHOOL SCHOOL NURSE 57,567.06 LISI, JESSICA L. TOWN TOWN CUSTODIAN 10,920.00 LISI JR., PAUL FINANCE TREASURER 73,615.73 MACDONALD, PAMELA SCHOOL FRENCH TEACHER 57,140.24 MAKOWSKI, JAMES F. PARKS & RECREATION BOAT RAMP MONITOR 165.75	,			
JONES, JEANNE LSCHOOLTEACHER68,363.08JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLOCCUPATIONAL38,019.12KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LARIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI J., FAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165				,
JOYNER, JASON ZPUBLIC WORKSHIGHWAY21,655.93KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI J.R., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75	-			,
KANZ, RACHEL JSCHOOLTEACHER88,069.06KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI J., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				,
KEITH, KIMBERLY J.PARKS & RECREATIONBOAT RAMP MONITOR3,030.00KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENFEST, CRISTINA M.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
KEUMA-HIPWELL, CAROLSCHOOLCAFETERIA22,962.80KOHLER, ROGER L.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENFEST, CRISTINA M.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
KOHLER, ROGER L.SCHOOLTEACHER73,426.49KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI J.R., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
KOKOEFER, SHARON MSCHOOLOCCUPATIONAL38,019.12KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
KORTE, HALEY A.SCHOOLSUBSTITUTE85.00KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
KUSTER, KIMBERLEYSCHOOLTEACHER55,407.30LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENFEST, CRISTINA M.SCHOOLTUTOR580.00LISI, JESSICA L.TOWNSCHOOL NURSE57,567.06LISI J.R., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LAMKE, MICHAELPUBLIC WORKSHIGHWAY DEPT.36,768.48LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LANE, AMY JFINANCETREASURER2,355.00LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LAPLANTE, KIMBERLY ASCHOOLCAFETERIA11,200.30LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LARA ALBERT, MARIANA E.SCHOOLSPANISH TEACHER5,317.02LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARKIN, VIRGINIASCHOOLAUTISM SPECIALIST8,730.00LARKIN, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LARKIN, VIRGINIATOWNSENIOR WORK-OFF36.00LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				,
LARMON, ANDREA L.SCHOOLAUTISM SPECIALIST8,730.00LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LATIMER, ERICPUBLIC WORKSHIGHWAY DEPT.18,044.02LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LEBEAU, PHYLLISCOUNCIL ON AGINGCOA DIRECTOR27,081.81LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LENEHAN, LOIS A.SCHOOLTUTOR580.00LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75	,			
LENFEST, CRISTINA M.SCHOOLSCHOOL NURSE57,567.06LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LISI, JESSICA L.TOWNTOWN CUSTODIAN10,920.00LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
LISI JR., PAULFINANCETREASURER73,615.73MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
MACDONALD, PAMELASCHOOLFRENCH TEACHER57,140.24MAKOWSKI, JAMES F.PARKS & RECREATIONBOAT RAMP MONITOR165.75				
MAKOWSKI, JAMES F. PARKS & RECREATION BOAT RAMP MONITOR 165.75				
IVIALIVATI, FRANCIO FIRE FIRE 10.00	Malnati, Francis	FIRE	FIRE	18.00

MANZOLINI, ROGER W	EXECUTIVE	SELECTMEN	1,750.00
MANZOLINI, ROGER W.	TOWN	SENIOR WORK-OFF	81.00
MARCANTEL, KYLE W	FIRE	FIRE	208.00
MARION, BEVERLY J.	TOWN	SENIOR WORK-OFF	84.00
MARKEL, ROBERT T.	EXECUTIVE	INTERIM TOWN	4,800.00
MARON, LOUISE	BOARD OF HEALTH	Board of Health	170.00
MARZOTTO, KELSEY A	SCHOOL	SUBSTITUTE	542.50
MASTERS, KYLE R.	SCHOOL	CUSTODIAL HELP	2,096.50
MCLAUGHLIN, JAMIE M	SCHOOL	SPEECH ASSISTANT	6,238.05
MCMAHON, MARGARET M	ELECTIONS	ELECTIONS	89.25
MCMAHON, MARGARET M.	TOWN	SENIOR WORK-OFF	90.00
MCMAHON, MARTYN M.	ELECTIONS	ELECTIONS	133.88
MIELKE, JOHN R.		BOAT RAMP MONITOR	3,120.00
MIELKE, MONIQUE M	LIBRARY	LIBRARY	182.00
MOORE, BRIDGETTE A.	SCHOOL	CAP PROGRAM	1,250.00
MORSE, GLORIA D	ELECTIONS	ELECTIONS	378.88
MORSE, LAWRENCE P.	FIRE	FIRE	68.00
MOUNTAIN, CANDACE F	LIBRARY	LIBRARY	7,216.12
MULLEN, JOY C	SCHOOL	MUSIC TEACHER	
,	TAX COLLECTOR	ASST.	95,188.20
MULLETT, KATARA JOLEE			952.50
NAVENTI, BRIGID M.	SCHOOL	CAFETERIA	1,292.50
NAVIN, ROBERT E	FIRE	FIRE	450.00
O'DONNELL, ANNA M.	SCHOOL	TEACHER	47,612.85
Oggiani, Michael L.	SCHOOL	SUBSTITUTE	400.00
OLANDER, JOHN	BOARD OF HEALTH	BOARD OF HEALTH AGENT	4,800.00
ONEIL, LINDA	SCHOOL	SUBSTITUTE TEACHER	3,397.50
OSTRANDER, HEATHER M.	SCHOOL	SCIENCE TEACHER	82,576.22
Padilla, julia a.	SCHOOL	TEACHER	39,171.57
Palardy, david N.	TOWN	SENIOR WORK-OFF	828.00
PALARDY, MATTHEW	PARKS & RECREATION	BOAT RAMP MONITOR	3,924.75
PARSONS, STEPHEN	CEMETERY	CEMETERY SUPER.	8,676.96
PERKINS, HEATHER G.	FIRE	FIREFIGHTER	54.00
PERO, DIANE S	ASSESSORS	ASSESSOR	1,200.00
Phelps, Jay F	FIRE	FIRE	4,131.00
PHELPS, JOYCE E	ELECTIONS	ELECTIONS	235.88
PHELPS, TROY A.	FIRE	FIRE FIGHTER	1,584.00
PILSON, NEAL H.	EXECUTIVE	SELECTMEN	1,750.00
POMPI, JILL A.	SCHOOL	PRINCIPAL	105,999.92
PORTER, CHRISTOPHER P	FIRE	FIRE	846.00
POTTER, THEODORE W.	TOWN	SENIOR WORK-OFF	45.00
REED, JESSICA A	SCHOOL	SPANISH TEACHER	8,835.00
RENFREW, SHARON	SCHOOL	TEACHER	94,384.37
RENTON, MICHAEL T.	FIRE	FIRE	72.00
ROMANO, GILL L.	SCHOOL	TEACHER	67,859.84
RYAN, CLAUDIA A.	EXECUTIVE	ADMIN. ASSISTANT	17,586.36
			11,000.00
ryan, marie y.	FINANCE	ASST. TOWN CLERK	3,119.00
,			-,

Sabourin, Julia B. Sadlowski, Daniel S	SCHOOL SCHOOL	TEACHER TEACHER	61,364.93 5,521.07
SAGENDORPH, GARY W.	FIRE	FIRE	1,139.00
SCHUBERT, FREDERICK W	BOARD OF HEALTH	BOARD OF HEALTH	170.00
SCHULTZ, BRIAN S	FIRE	FIRE	1,650.00
SCOTT, AMY M.	SCHOOL	ADMINISTRATIVE	26,144.04
SEGAL, ANTHONY	BOARD OF HEALTH	BOARD OF HEALTH	170.00
SHOOK, MARY E.	SCHOOL	SPED TEACHER	51,106.38
SILLS, LILIANA	SCHOOL	TEACHER	6,083.52
SILVAGNI, CHRISTOPHER A	FIRE	FIRE	900.00
SILVAGNI, MICHAEL J.	FIRE	FIRE	72.00
SILVEIRA, MANUEL E	SCHOOL	CUSTODIAL HELP	2,250.00
SKINNER, BETH	SCHOOL	CAP PROGRAM	2,000.00
SMITH, BRETT J.	FIRE	FIRE FIGHTER	180.00
SMITH, ELIZABETH T	SCHOOL	TEACHER	80,978.45
SMITH, ERIC N	FIRE	FIRE	954.00
SMITH, MICHELLE	SCHOOL	TEACHER	88,709.22
Stengle, Joanna H	ELECTIONS	ELECTIONS	76.00
STORIE, MICHAEL	FIRE	FIRE	360.00
STROCK, JENEVRA	SCHOOL	DIRECTOR OF SPEC. ED.	26,540.02
SUPRANOWICZ, RAYMOND	ASSESSORS	ASSESSOR	1,200.00
SUTERS, JONATHAN M	SCHOOL	CAP TEACHER	1,500.00
TRAVER, STEPHEN H	FIRE	Fire Chief	15,540.00
TRICERI, DANIELLE M	SCHOOL	SCHOOL LUNCH	8,567.66
WARFIELD, KRISTINE A.	SCHOOL	SUBSTITUTE	4,690.00
WATERMAN-SPTIZER, KIMBERLY	SCHOOL	CAP PROGRAM	2,100.00
WEEDEN, ERIN M	SCHOOL	PARAPROFESSIONAL	24,581.44
WENTWORTH, DOUGLAS S.	SCHOOL	SCHOOL PSYCHOLOGIST	86,440.03
WHEELER, ALLISON M	SCHOOL	SUBSTITUTE	210.00
WHITE, AUSTIN M.	FIRE	EMT	2,028.00
WHITNEY, JOHN H.	TOWN	SENIOR WORK-OFF	597.00
WILSON, KATHERINE S.E.	PARKS & RECREATION		5,227.50
WILSON, SEAN C	FIRE	EMT	120.00
Wojtkowski, Sandra J	SCHOOL	PARAPROFESSIONAL	22,788.48
WYATT, DAVID M.	FIRE	FIRE FIGHTER	4,333.00
ZIGMAND, RONNA E.	SCHOOL	TEACHER	62,760.59
	Number of Records	173	3,060,055.55