

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



FOR THE YEAR ENDING
DECEMBER 31, 2024

MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

Table of Contents

2024 In Memoriam	1
Appointments by Select Board	2
FY25 Agents for Appointment	6
Town Clerk Report	7
Presidential Primary- March 5th, 2024	10
Presidential Election Official Results- November 5th, 2024	13
Town Election- May 13th, 2024	15
Elected Town Officers	16
Spring Town Meeting Article List- May 7th, 2024	17
Spring Town Meeting Minutes	18
- FY25 Operating Budget	28
- FY25 Enterprise Fund Budget	34
- Town Employee Salary Report	37
- Personnel Plan	54
Fall Town Meeting Article List- November 19th, 2024	56
Fall Town Meeting Minutes	57
Animal Control	78
Board of Assessors	79
Board of Assessors Top 10 Taxpayers	79
Board of Health	81
Building Department	87
Capital Planning Report- May 2024	88
Capital Planning Report -November 2024	90
Cemetery Review Committee	92
2024 Prospective Hill Cemetery Burials	93
Community Preservation Committee	94

Community Preservation Fund95

Conservation Committee96

Council on Aging98

Cultural Council100

Department of Public Works101

Economic Development Committee104

Energy Committee105

Finance Committee106

Finance Balance Sheets108

Finance Director113

Fire & Rescue114

Historical Commission118

Housing Authority119

IT Director121

Library Director123

Library Trustees125

Local Emergency Planning Committee127

MBTA 3A Advisory Committee128

Norfolk County Registry of Deeds129

Norfolk County Mosquito Control132

Oak Grove Farm Commission133

Permanent Building Committee134

Planning Board135

Police Department136

Recreation Department142

Schools143

- Superintendent's Office	143
- 2024-2025 District Curriculum, Instruction, Assessment, ELL and Professional Development	148
- 2024-2025 Digital Learning & Technology	151
- Office of Student Support Services	153
- Millis High School Athletics	158
- Clyde F. Brown Elementary School	160
- Millis Middle School	165
- Millis High School	171
Millis School Committee Chairwoman	185
Select Board Chairwoman	186
Treasurer & Collector	189
Veteran Services	191
Zoning Board of Appeals	192

2024
IN MEMORIAM

Ernestine D. Vaccaro
Election Worker
February 6, 2024

Patricia Gillis
Election Worker
March 29, 2024

Patricia P. Spearing
Election Worker
April 7, 2024

Patricia Ann Volpicelli
Election Worker
June 23, 2024

Robert H. Bryant
Former President of the COA Friends
June 28, 2024

Yolanda A. Ferzoco
Election Worker
September 23, 2024

June F. Bisson
Dog Licensing Master
December 19, 2024

Select Board and Town Administrator Appointments

Agricultural Commission

Diane Hubbard, 2025
Robert Cantoreggi, 2025
Linda Chiarizio, 2025

Regional Animal Control Officer

Erin Mallette, 2025

Deputy Animal Control Officer

Kelley Ward, 2025

Board of Assessors

Robert Veaner, Chair, 2025
Joy Ricciuto, 2026
Lisa Jane Hardin, 2027

Principal Assessor

Theresa Gonsalves, 2025

Cable TV Advisory Committee

Leonard Forman, 2025
Raymond Normandin, 2025
Madeline Yusna, ex officio, 2025
Craig Schultze, Sel. Board Liaison, 2024
Ellen Rosenfeld, Sel. Board Liaison, 2025

Capital Planning Committee

Jonathan Barry, Chair, 2026
Peter Jurmain, At Large Member, 2026
James McCaffrey, At Large Member, 2025
Wayne Klocko, At Large Member, 2026
Jonathan Loer, Fin Com Liaison, 2026
Marc Conroy, School Comm Liaison, 2026
Craig Schultze, Select Board Liaison, 2025
Michael Guzinski, ex officio, 2025

Cemetery Committee

Marsha Collins, Chair, 2025
John Doyle, 2025
James McKay, 2025
Jeffrey Mushnick, 2025
Wayne Simpson, 2025
Charles Vecchi, 2025
Ellen Rosenfeld, Select Board Liaison, 2024
Erin Underhill, Select Board Liaison, 2025

Community Preservation Committee

Nathan Maltinsky, Chair, Hist Comm Liaison, 2025
James McKay, At Large Member, 2026
David Baker, At Large Member, 2027
Jessica Monty, At Large Member, 2025
James Lederer, ConCom Liaison, 2026
Cathy MacInnes, Fin Com Liaison, 2025
Pamela Rheaume-Mustard, Rec Liaison, 2026
Alan Handel, Planning Board Liaison, 2026
Mary-Ellen D 'Espinosa, Housing Comm Rep, 2026
Ellen Rosenfeld, Select Board Liaison, 2024
Erin Underhill, Select Board Liaison, 2025

Conservation Commission

Edward Chisholm, 2025
Christine Gavin, 2026
Scott McPhee, 2026
James Lederer, 2027
David Larsen, 2025
Carol Hayes, 2027
John Steadman, 2025

Council on Aging

Elizabeth Derwin, Chair, 2026
Joyce Boiardi, Vice Chair, 2025
William Brown, 2026
Helen Daly, 2027
Meredith St. Sauveur, 2025
Herbert Lannon, 2026
Carol Maloof, 2027
Anne-Marie Gagnon, ex officio, 2025

Cultural Council

Amy Cohen, Chair, 2025
Meaghan Quilop, Treasurer, 2027
Judy O'Gara, Secretary, 2026
Nuala Barner, 2026
Christine Chambers, 2026
Edward Ginn, 2025
Jaime Stataitis, 2027
Alan Handel, 2027
Melanie Ferrimy, Resigned 2024
Marie Turley, Resigned 2024
Lelia Tenreyro-Viana, Resigned 2024
Jen Zarutskie, Resigned 2024

Economic Development Committee

Nicole Riley, Chair, 2025
Nathan Maltinsky, Vice Chair, 2025
Amanda Borgman, 2025
Loring Barnes, 2025
Matt Iorlano, 2025
Jonathan Sussman, 2025
Craig Schultz, Select Board Liaison, 2025

Energy Committee

Craig Gibbons, Chair, 2025
Jonathan Barry, 2025
Timothy Farrar, 2025
Tom O'Connell, 2025
Kathleen Streck, 2025
Peter Jurmain, 2025
Ellen Rosenfeld, Select Board Liaison, 2025
Robert Weiss, ex officio, 2025
Cullen Ward, Resigned 2024

Energy Manager

Robert Weiss, 2025

Enterprise Advisory Committee

Jim Duffy, Chair, 2025
Todd Quinter, 2025
Jim McKay, DPW Liaison, 2025
John McVeigh, BOH Liaison, 2025
Bryan De Souza, Resigned 2024

Ethics Commission Liaison

Karen Bouret DeMarzo, 2025

Fence Viewer

Michael Guzinski, 2025
Michael Giampietro, Resigned 2024

Finance Director

Jody Kurczyk, 2025
Carol Johnston, Resigned 2024

Fire Chief

Richard Barrett, 2025

Historical Commission

Nathan Maltinsky, Chair, 2026
Mitch Bobinski, 2027
Joanne Gannon, 2026
Jacqueline Graci, 2027
Cheryl Prufer, 2027
Margaret Wilkes, 2026

Rusty Cushman, Associate, 2025
Scott Fuzy, Associate, 2025
Larry Giargiari, Associate, 2025
Charles Vecchi, Associate, 2025
Carolyn McNiff, Associate, 2025
Robert Ruggeri, Associate, 2025

Local Emergency Planning Committee

Richard Barrett, Fire Chief, Chair, 2025
Karen Bouret DeMarzo, Executive Office, 2025
James Donovan, IT, 2025
John Engler, Facilities, 2025
Matthew Fuller, BOH Liaison, 2025
Michael Guzinski, Town Administrator, 2025
Sandy LaBarge, School Transportation, 2025
James McKay, DPW Director, 2025
John McVeigh, BOH Director, 2025
Christopher Soffayer, Police Chief, 2025
Erin Underhill, Select Board Liaison, 2025
Sarah Ward, Public Health Nurse, 2025

MBTA 3A Advisory Committee

Jodie Garzon, Chair, 2025
Richard Barrett, 2025
Madeline Yusna, 2025
Owen Salerno, 2025
Nicole Riley, 2025
Jeffery Germagian, 2025
Wayne Carlson, 2025
Craig Schultze, Select Board Liaison, 2025

MBTA Advisory Board Designee

Robert Weiss, 2024

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

Robert Weiss, 2025
Nicole Riley, 2025

Norfolk County Advisory Board Designee

Craig Schultze, 2025

Parking Clerk

Karen Bouret DeMarzo, 2025

Permanent Building Committee

Rich Nichols, Chair, 2027
Diane Jurmain, Vice Chair, 2025
John Larkin, 2027
James McCaffery, 2026

John McDonough, 2025
Ellen Rosenfeld, Select Board Liaison, 2025
Erin Underhill, Select Board Liaison, 2024
Jeremy Stull, Resigned 2024

Plumbing/Gas Inspector

Timothy Costello, 2025

Police Chief

Christopher Soffayer, 2025

Public Weighers

Kenneth Bianco, 2025
Michael Collins, 2025
Donald Gilleney, 2025
Paul Lapierre, 2025
Jason Lariviere, 2025
Arthur Murphy, 2025
Michael Pukanasis, 2025
Scott Rorrie, 2025
Francis Rossi, 2025
John Tresca, 2025
Robert Tresca, 2025
Steven Tresca, 2025

Recreation Committee

Michael Banks, Chair, 2025
Sharon Locke, Vice Chair, 2025
Steven Cassidy, 2025
Amanda Jarvis, 2025
Stephen Smith, 2025
Rose Sussman, 2025
Kristen Fogarty, ex officio, 2025
Pamela Rheaume-Mustard, Resigned 2024

Regional Transportation Advisory Council

Robert Weiss, 2025

Registrars of Voters

Marc Conroy, 2025
Lisa Jane Hardin, 2025
Karen Bouret DeMarzo, 2025
Robert Yeager, 2025

Right-To-Know Coordinator

John McVeigh, 2025

Safety Committee

Richard Barrett, Fire Chief, 2025
Karen Bouret DeMarzo, Executive Office, 2025
John Engler, Facilities Director, 2025

James McKay, DPW Director, 2025
John McVeigh, BOH Director, 2025
Christopher Soffayer, Police Chief, 2025
Kimberly Tolson, Library Director, 2025
Sandy LaBarge, School Transportation, 2025

School Building Committee

Rich Nichols, Chair, 2025
Diane Jurmain, Vice Chair, 2025
Marc Conroy, Voting Sch Com Member, 2025
Denise Gibbons, Voting Sch Com Member, 2025
John Larkin, 2025
Jim McCaffery, 2025
John McDonough, 2025
John Engler, Non-Voting Dir of Facilities, 2025
Paul Duprey, Non-Voting, 2025
Ana Hurley, Non-Voting Principal, 2025
Patrick Nash, Non-Voting Principal, 2025
Mike Guzinski, Town Administrator, 2025
Bob Mullaney, Superintendent, 2025
Terry Wiggan, Sch Director of Finance & HR, 2025
Mark Awdycki, Non-Voting Principal, Resigned 2024

Sealer of Weights and Measures

Erika Robertson, 2025

Southwest Area Planning Council (SWAP)

Michael Guzinski, 2025
Nicole Riley, 2025

Surveyor of Wood & Lumber

Michael Giampietro, Resigned 2024

Town Accountant

Lisa Morin, 2025

Town Administrator

Mike Guzinski, 2025

Assistant Town Administrator/HR Manager

Karen Bouret DeMarzo, 2025

Deputy Town Clerk

Kathi Smith, 2025

Town Counsel

KP Law, 2025
Mead, Talerman, & Costa, LLC 2025

Treasurer/Collector

Jennifer Scannell, 2025

Assistant Treasurer Collector

Mary Smith Frye, 2025

Tree Warden

Robert Cantoreggi, 2025

Deputy Tree Warden

Richard Vatour, 2025

Tri County School Committee Representative

Jane Hardin, 2027

Veterans Agent

John Moore, 2025

Zoning Board of Appeals

Peter Koufopoulos, Chair, 2025

Robert Fogarty, 2027

Michael Giampietro, 2026

Donald Rivers - Associate, 2025

Bonnie MacDonald, Associate, 2025

FY 2025 AGENTS FOR APPOINTMENT

<u>NAME</u>	<u>APPOINTMENT</u>	<u>AVAILABILITY</u>
John P. McVeigh, MBA, CHO, RS	Health Agent	Weekend, Evening Events
JaiKaur LeBlanc, Member	Health Agent	Weekend, Evening Events
Matthew Fuller PHD, Member	Health Agent	Weekend, Evening Events
Carol Hayes, Member	Health Agent	Weekend, Evening Events
Kathleen Lannon RNMS	Health Agent	Weekend, Evening Events
Sarah Ward RN	Health Agent	Weekend, Evening Events
Heather Graham	Health Agent	Work hour events
Angelo DeLuca	Health Agent	Food Inspections
Ana Hurley, MS Principle	Health Agent	Student Smoking
James White, 5 Brookview Rd	Health Agent	Regulations, BOH Experience
James McKay, 416 Village St.	Health Agent	Sewer Issues
Lisa Hardin	Burial Agent	Burial Agent
Susan Vara	Burial Agent	Burial Agent
Kathy Smith	Burial Agent	Burial Agent
Thomas Caruso	Burial Agent	Burial Agent
Casey Mellin	Health Agent	Regional M-S
Parivallal Thillaigovindan	Tobacco /Health	Regional Agent
Erin Mallette	Health Agent	Chickens/Rabbits
Kelly Ward	Health Agent	Chickens/Rabbits
Ethan Mascoop	Health Agent	
Patrick Nash, HS Principle	Health Agent	Student Smoking

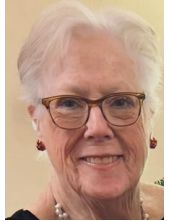
2024 REPORT OF THE TOWN CLERK

The Town Clerk's Office is often regarded as the first point of contact in local government, acting as the central hub for communication between town departments, residents, and the general public. Its mission is to deliver excellent service to town residents, departments, and Boards and Committees, ensuring compliance with the state and local requirements set forth in Massachusetts General Laws.

The Town Clerk's office experienced several changes in 2024. In July, our dedicated Election Warden, Christine McCaffrey, retired after many years of service. We are deeply grateful for her guidance, expertise, hard work, and support throughout the years. The election process certainly feels different without her!



In August, Lisa Hardin, the Town Clerk, retired after serving the Town of Millis for twenty-one years. Her dedication to the community is deeply appreciated, and we wish her a peaceful and enjoyable retirement.



Kathleen E. Smith has been named Interim Town Clerk, and Susan K. Vara has been appointed Temporary Deputy Town Clerk, serving until the May 2025 Town Election.

I would like to take this opportunity to express my gratitude to all our dedicated election workers, with special thanks to Bonnie Hilton for stepping up to serve as Election Warden. It has certainly been a busy year! I would also like to extend my appreciation to the Building Maintenance staff for their assistance in setting up and cleaning up after our elections and town meetings.

In 2024, we conducted four elections and two town meetings. The election cycle began on March 5 with the Presidential Primary, which saw a 35% voter turnout. The next election, the Local Town election, took place on May 13 and had a 30% turnout. On September 3, the third election was held with a turnout of 22.33%. The final election of the year was the State Election (Presidential Election), held on November 5, which had an impressive 82.9% voter turnout. All elections took place at the Veterans Memorial Building, though many voters still cast their ballots by mail, which had a significant influence on the results.

The Town Clerk's office also supports Town Meetings by providing staff to check in voters and be available for a standing count if needed. For example, the May 7th meeting saw 427 attendees, while the November 19th meeting had 187 residents in attendance.

In addition to elections and town meetings, 2024 at the Clerk's Office was filled with tasks such as preparing the Annual Street List, issuing dog licenses, certifying signatures for Initiative Petitions, processing vital records, managing oaths for Boards and Committees, providing support for Open Meeting Law and conflict of interest matters, and organizing records for better accessibility and preservation.

Submitted by: Kathleen E. Smith, Interim Town Clerk

ksmith@millisma.gov, 508 376-7046, 900 Main Street, Millis, MA 02054

TOWN of MILLIS STATISTICS:	Statistics for 2024	(+/- since 2023)
Population	9017	(+32)
Senior citizens (60+)	3049	(+116)
Residents (19-59)	4546	(-3)
School age children (6-18)	1018	(-66)
Pre-school age children (0-5)	404	(-15)
Veterans	345	(-7)
Registered Voters	7265	(+238)
Unenrolled	4904	(+168)
Democrat	1567	(+47)
Republican	794	(+23)

TOWN OF MILLIS—VITAL STATISTICS 2024

Below is a summary of births, deaths, and marriages recorded in Millis during 2024. In accordance with state guidelines, only the totals are published, as some records are restricted. All information is available for public access at the Town Clerk’s office, except for restricted records.

BIRTHS	81
DEATHS	74
MARRIAGES	34

Licenses issued

Dogs	1102
Business Certificates	54

Prospect Hill Cemetery Burials, 2024

Deceased Name	Residence	Burial Section	Date	Veteran
Veronique Medina	Millis, MA	Section F, Lot #796	January 11, 2024	
Debra Carlson	Northbridge, MA	Section F, Lot #787	January 20, 2024	
Charles Carlson	Ashland, MA	Section F, Lot #787	January 20, 2024	Army
Mary Clark	Roslindale, MA	Section Old, Sheet #7, Grave 112A	March 16, 2024	
Viktor Ivanin	Sharon, MA	Section F, Lot #801	March 28, 2024	
Kerry Cushman	Florida	Section Old, Sheet #6, Grave 8	May 1, 2024	Army
Priscilla Sandborn	Medway, MA	Section F, Lot #150	May 10, 2024	
Nancy Gould	Millis, MA	Section F, Lot #59	May 24, 2024	
Steven Donovan	Millis, MA	Section F, Lot #564	June 21, 2024	
Linda Webber	Wrentham, MA	Section D, Lot #170, Grave D	June 24, 2024	
Patricia Volpicelli	Millis, MA	Section C-Bowl, Lot #25 Grave B	June 28, 2024	
Patricia Rousseau	Millis, MA	Section F, Lot #427	July 10, 2024	
Elizabeth Barbour	Boston, MA	Section F, Lot #726	July 12, 2024	
John S. Howie	Millis, MA	Section F, Lot #279	July 27, 2024	Navy
James Robert & Carolyn Matthews	Bonita Springs, FL	Section D, Lot #230-1	July 31, 2024	

Ruth Doliner	Millis, MA	Section E, Lot #147	August 26, 2024	
Elizabeth Finn	Millis, MA	Section F, Lot #283	August 30, 2024	
Norman Daley	Helena, SC	Section C-Bowl, Lot #81 Grave B	September 5, 2024	Army
Margaret A. & Frederick G. May	Millis, MA	Section D, Lot #134 Grave A	September 27, 2024	
Yolanda A. Ferzoco	Millis, MA	Section D, Lot #24 Grave I	September 27, 2024	
Shirley M. Levenson	Northborough, MA	Section F, Lot #808	October 2, 2024	
Larry E. Smith	Boca Raton, FL	Section E, Lot #325	October 20, 2024	
Barbara Wittenberg	Holliston, MA	Section E, Lot #280	October 23, 2024	
Vasiliki Heretakis	Millis, MA	Section F, Lot #793	October 25, 2024	
Liane J. Christie	Millis, MA	Section F, Lot #23	November 12, 2024	
James M. Willey	Bellingham, MA	Section F, Lot #563	December 9, 2024	Army

PRESIDENTIAL PRIMARY - March 5, 2024									
DEMOCRATS	Official Results								
CANDIDATES	1 EV	1 ED	2 EV	2 ED	3 EV	3 ED			TOTAL
President									
Dean Phillips			14		8			19	41
Joseph R. Biden			293		251			432	976
Marianne Williamson			18		16			8	42
No Preference			26		26			17	69
Write-in			5		4			2	11
Blanks			2		0			3	5
Total			358		305			481	1144
State Committee Man									
John K. Bowman			295		243			375	913
Write-in			3		1			4	8
Blanks			60		61			102	223
Total			358		305			481	1144
State Committee Woman									
Rebecca L. Rausch			304		250			389	943
Write-in			2		2			3	7
Blanks			52		53			89	194
Total			358		305			481	1144
TOWN COMMITTEE									
James Angelo	120	114	84	96	148	140			702
Richard Albano	119	114	79	89	148	134			683
Roxane Larouche	119	118	79	95	147	138			696
Carol Coakley	122	121	86	103	155	143			730
Amy Cohen	127	124	81	101	154	144			731
Christopher Stapels	123	116	82	94	151	136			702
Lisa Jane Hardin	131	130	95	114	167	159			796
Cheryl Labonte	119	119	83	91	154	143			709
Charleen Heard	116	116	78	92	150	139			691
Donald Heard	116	110	78	89	147	135			675
Martha Kessler	119	118	83	99	153	140			712
Siri Karm Singh Khalsa	120	116	77	106	154	141			714
Herbert Lannon, Jr.	123	112	82	97	153	139			706
Enid Stepner	118	111	77	89	149	133			677
Jeremy Stull	118	109	77	89	153	133			679
Charles Vecchi	123	120	92	105	159	143			742
Susan Vecchi	124	118	88	100	160	149			739
Sarah Wenzel	124	120	82	102	153	144			725
Write-in	0	1	0	1	5	0			7
Write-in	0	0	0	1	2	0			3
Write-in	0	0	0	0	1	0			1
Write-in	0	0	0	0	1	0			1
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Write-in	0	0	0	0	0	0			0
Blanks	3594	4648	2892	4547	5776	5762			27219
Total	5775	6755	4375	6300	8540	8295			40040
	1 EV	1 ED	2 EV	2 ED	3 EV	3 ED			TOTAL
Total Ballots	267	471	230	476	410	608			2462
Turnout %: 35%									
Total Registered Voters: 7064									

EV = Early Vote (by Mail and in person)
ED = Election Day Vote

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STATE ELECTION - MILLIS				November 5, 2024	
OFFICIAL RESULTS				Registered Voters	7316
				Ballots Cast	6065
				Voter Turnout	82.90%
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL	% Total
ELECTORS OF PRESIDENT AND VP					
Ayyadurai and Ellis (I)	12	15	12	39	0.64%
De La Cruz and Garcia (S+L)	8	5	3	16	0.26%
Harris and Walz (D)	1044	1014	1502	3560	58.70%
Oliver and Ter Maat (L)	12	12	12	36	0.59%
Stein and Caballero-Roca (GR)	6	7	8	21	0.35%
Trump and Vance (R)	672	763	821	2256	37.20%
Write-Ins	17	17	18	52	0.86%
Blanks	23	26	36	85	1.40%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
SENATOR IN CONGRESS					
Elizabeth A. Warren (D)	984	931	1334	3249	53.57%
John Deaton (R)	774	878	1016	2668	43.99%
Write-Ins	1	2	2	5	0.08%
Blanks	35	48	60	143	2.36%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
REPRESENTATIVE IN CONGRESS					
Jake Auchincloss (D)	1311	1282	1722	4315	71.15%
Write-Ins	34	21	36	91	1.50%
Blanks	449	556	654	1659	27.35%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
COUNCILLOR					
Tamisha L. Civil (D)	920	874	1263	3057	50.40%
Francis T. Crimmins, Jr. (R)	727	789	920	2436	40.16%
Write-Ins	0	1	4	5	0.08%
Blanks	147	195	225	567	9.35%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
SENATOR IN GENERAL COURT					
Rebecca L. Rausch (D)	971	938	1348	3257	53.70%
Dashe M. Videira (R)	698	760	884	2342	38.62%
Write-Ins	4	0	5	9	0.15%
Blanks	121	161	175	457	7.54%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
REPRESENTATIVE IN GENERAL COURT					
Marcus S. Vaughn (R)	846	0	0	846	13.95%
Kevin C. Kalkut (D)	833	0	0	833	13.73%
James C. Arena-DeRosa (D)	0	1282	1687	2969	48.95%
Write-Ins	1	25	49	75	1.24%
Blanks	114	552	676	1342	22.13%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
CLERK OF COURTS					
Walter F. Timilty (D)	1303	1283	1690	4276	70.50%
Write-Ins	29	20	28	77	1.27%
Blanks	462	556	694	1712	28.23%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%

STATE ELECTION - MILLIS November 5, 2024 OFFICIAL RESULTS				Registered Voters	7316
				Ballots Cast	6065
				Voter Turnout	82.90%
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL	% Total
REGISTER OF DEEDS					
William P. O'Donnell (D)	1320	1301	1715	4336	71.49%
Write-Ins	23	20	29	72	1.19%
Blanks	451	538	668	1657	27.32%
All Other	0	0	0	0	0.00%
TOTAL	1794	1859	2412	6065	100.00%
COUNTY COMMISSIONER					
Joseph P. Shea (D)	1149	1109	1510	3768	31.06%
Richard R. Staiti (D)	839	815	1155	2809	23.16%
Write-Ins	25	18	25	68	0.56%
Write-Ins	10	10	24	44	0.36%
Blanks	1565	1766	2110	5441	44.86%
All Other	0	0	0	0	0.00%
TOTAL	3588	3718	4824	12130	100.00%
QUESTIONS	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL	% Total
QUESTION 1 - Authority to Audit					
Yes	1144	1260	1562	3966	65.39%
No	526	482	688	1696	27.96%
Blanks	124	117	162	403	6.64%
TOTAL	1794	1859	2412	6065	100.00%
QUESTION 2 - Elimination of MCAS					
Yes	1052	1096	1281	3429	56.54%
No	711	718	1068	2497	41.17%
Blanks	31	45	63	139	2.29%
TOTAL	1794	1859	2412	6065	100.00%
QUESTION 3 - Unionization for Drivers					
Yes	872	851	1090	2813	46.38%
No	850	906	1209	2965	48.89%
Blanks	72	102	113	287	4.73%
TOTAL	1794	1859	2412	6065	100.00%
QUESTION 4 - Legalization of Psychedelic					
Yes	745	739	891	2375	39.16%
No	1004	1060	1452	3516	57.97%
Blanks	45	60	69	174	2.87%
TOTAL	1794	1859	2412	6065	100.00%
QUESTION 5 - Minium Wage for Tipped					
Yes	491	500	663	1654	27.27%
No	1251	1297	1670	4218	69.55%
Blanks	52	62	79	193	3.18%
TOTAL	1794	1859	2412	6065	100.00%
QUESTION 6 - Millis School and DPW					
Yes	668	630	817	2115	34.87%
No	1081	1184	1524	3789	62.47%
Blanks	45	45	71	161	2.65%
TOTAL	1794	1859	2412	6065	100.00%

TOWN ELECTION - May 13, 2024				
	Official Results			
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 yr)				
Robert A. Cantoreggi, II	479	429	686	1594
Write-ins	3	5	4	12
Blanks	128	128	239	495
SELECT BOARD (3 yr)				
Craig W. Schultze	491	419	697	1607
Write-ins	3	2	3	8
Blanks	116	141	229	486
SCHOOL COMMITTEE (3 yr) VOTE FOR TWO				
Robyn L. Briggs	396	338	585	1319
Sean P. Powers	383	329	574	1286
Write-ins	1	3	2	6
Blanks	440	454	697	1591
BOARD of HEALTH (3 yr)				
Write-in: Kathleen Ashe	24	37	33	94
Write-in: Andrew Mirken	11	8	36	55
Write-in: Carol Hayes	49	50	74	173
Write-ins	5	6	8	19
Blanks	521	461	778	1760
LIBRARY TRUSTEE (3 yr)				
Rebecca A.F. Hughes	485	434	697	1616
Write-ins	0	1	4	5
Blanks	125	127	228	480
PLANNING BOARD (5 yrs)				
Michael A. Giampietro	473	419	682	1574
Write-ins	7	11	6	24
Blanks	130	132	241	503
PLANNING BOARD (3 yrs)				
James F. McKay	485	427	692	1604
Write-ins	5	11	4	20
Blanks	120	124	233	477
HOUSING AUTHORITY (5 yrs) VOTE FOR ONE				
Carol B. Mushnick	493	430	684	1607
Write-ins	0	4	6	10
Blanks	117	128	239	484
QUESTION 1				
YES	318	280	444	1042
NO	287	280	483	1050
Blanks	5	2	2	9
Total Ballots:	610	562	929	2101
(30% of 6,978 registered voters)				

ELECTED TOWN OFFICERS 2024

		Term Expires
Moderator	Robert A Cantoreggi, II	2025
Select Board	Craig W. Schultze	2027
School Committee	Robyn L. Briggs	2027
	Sean P. Powers	2027
Board of Health	Carol Hayes	2027
Library Trustee	Rebecca A.F. Hughes	2027
Planning Board	Michael A. Giampietro	2029
	James F. McKay	2027
Housing Authority	Carol B. Mushnick	2029

SPRING 2024 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY24 Additional Wages and Expenses
3. FY25 Operating Budget
4. Supplemental FY25 Budget Prop. 2-1/2
5. Sewer Enterprise Fund
6. Water Enterprise Fund
7. Stormwater Enterprise Fund
8. **Consent Agenda:**
 - Amendments to Personnel Plan
 - Board of Health Appointing Authority
 - Revolving Funds
 - Community Preservation Fund
9. Sewer Enterprise-Infiltration & Inflow Investigation Project
10. Water Enterprise-Lead Service Line Inventory Compliance Project
11. Community Preservation-Open Space/Recreation Reserve Fund-Oak Grove Farm Trail Improvements
12. Community Preservation-Oak Grove Farmhouse Renovations
13. Capital Items
14. Transferal of Funds to the Opioid Special Revenue Fund
15. New Police Cruiser Lease-Year One
16. Library Parking Lot-Environmental Study/Monitoring
17. Rescind Debt Authorization for Drainage Improvements at Village St./Birch St.
18. Request Special Act for a Town Charter Change-Authorize Town Administrator to Approve Payroll/Expense Warrants
19. Increase Maximum Tax Abatement for Senior Tax Work-off Program
20. Acceptance of M.G.L. Ch. 59 Section 5C-1/2 Veterans Tax Exemptions
21. M.G.L. Chapter 41 Section 111F Injury Leave Indemnity Fund
22. Stabilization Fund

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
TUESDAY, MAY 7, 2024

The Spring Annual Business Meeting of the Town of Millis was held on Tuesday, May 7, 2024, in the auditorium of the Millis Middle/High School and was called to order by the Moderator, Robert Cantoreggi at 7:40 PM.

The Town Warrant calling this business meeting was signed on April 8, 2024, by the Select Board Craig Schultz, Ellen Rosenfeld, and Erin Underhill, was posted on April 10, 2024, by Nathan Maltinsky, Constable, in accordance with the by-laws of the Town of Millis.

Tellers/Constable appointed and sworn in for the auditorium:

Christine McCaffrey	Meredith St.Sauveur
Bonnie Hilton	Anne McManus
Nathan Maltinsky (Constable)	Susan Conte
Susanne Locklin	Joanne Truchon
Helen Daly	Charlene Howley
Susan Ferzoco	Wendy Joseph
Carole McColl	Scott Fuzy
Marsha Collins	Susan Vara
Mary Shea	

The Moderator then made opening remarks concerning the twenty (22) business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at the Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

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

Moderator Cantoreggi introduced Town Officials present that help to prepare the Warrant: Select Board (Craig Schultze, Ellen Rosenfeld and Erin Underhill) Town Administrator, Mike Guzinski, Finance Director, Carol Johnston, Town Counsel, Jay Talerman, Town Clerk, Lisa Jane Hardin and Deputy Town Clerk, Kathleen Smith.

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

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

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

Motion was made by Jonathan Loer, Chair and seconded that the reading of the warrant and return of service thereof be omitted and it was voted. A motion was made by Jonathan Loer and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Mr. Loer, Chair introduced the Finance Committee members: Jodi Garzon, Vice Chair, Peter Underhill, Clerk, Joyce Boiardi, Michael Krone, Peter Berube, Cathy MacInnes, Sara Reyes and Jen Zarutskie. State Representatives Marcus Vaughn and James Arena-DeRosa came to the meeting.

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

The Moderator made a motion to appoint two Deputy Moderators for the overflow areas in the cafeteria and the gym. Motion seconded. All in favor.

Mr. Loer congratulated Erin LeBlanc in the Recreation Department for winning the Massachusetts Recreation and Park Association Community Professional of the Year Award. The award recognizes outstanding service and dedication.

ARTICLE 1: To see if the Town will vote to transfer from Free Cash the sum of **\$328.86**, and transfer the sum of **\$195.72** from Sewer Enterprise Reserve Funds, and the sum of **\$195.72** from Water Enterprise Reserve Funds, for a total sum of **\$720.30** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s):

<u>Department</u>	<u>Vendor</u>	<u>Amount</u>
Recreation	Amazon	\$154.93
Recreation	Amazon	\$68.93
Town Clerk	RR Donnelly	\$105.00
DPW-Sewer	Verizon	\$195.72
DPW-Water	Verizon	\$195.72
Total		\$720.30

Motion Carries Unanimously (4/5th Majority Vote Required) that the Town transfer from Free Cash the sum of **\$328.86**, and transfer the sum of **\$195.72** from Sewer Enterprise Reserve Funds, and the sum of **\$195.72** from Water Enterprise Reserve Funds, for a total sum of **\$720.30** to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s)

<u>Department</u>	<u>Vendor</u>	<u>Amount</u>
Recreation	Amazon	\$154.93
Recreation	Amazon	\$68.93
Town Clerk	RR Donnelly	\$105.00
DPW-Sewer	Verizon	\$195.72
DPW-Water	Verizon	\$195.72
Total		\$720.30

ARTICLE 2: To see if the Town will vote to transfer from available funds a sum of money for **additional operating expenses** not sufficiently funded under Article 3, Operating Budget, of the May 3, 2023, Annual Town Meeting, or take any other action in relation thereto.
Motion Carries Unanimously (Simple Majority Vote Required) that the Town dismiss Article 2.

ARTICLE 3: To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation and by transfer from available funds, all as specified below, the sum of **\$43,827,557** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the general fund, for the fiscal year beginning July 1, 2024 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$41,914,320
Ambulance Fund	\$822,519
Perpetual Care Interest	\$332
Sale of Cemetery Lots	\$7,358
Cell Tower Revenue	\$56,334
Bond Premium Release	\$90,198
Marijuana Impact Fees (FC)	\$189,780

And to Authorize the following transfers:
Sewer Fund Indirect Costs to General Fund \$259,775
Water Fund Indirect Costs to General Fund \$317,503
Stormwater Fund Indirect Costs to General Fund \$169,438

Several residents spoke in opposition to raising taxes. Enrollment in the school is flat. Why are the cost increasing so much with no new students. The School Committee chair spoke regarding special education costs have increased almost 14% over the last few years.

Motion Carries by Majority, Several in Opposition (Simple Majority Vote Required) that the Town fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation and by transfer from available funds, all as specified below, the sum of **\$43,827,557** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the general fund, for the fiscal year beginning July 1, 2024 as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$41,914,320
Ambulance Fund	\$822,519
Perpetual Care Interest	\$332
Sale of Cemetery Lots	\$7,358
Cell Tower Revenue	\$56,334
Bond Premium Release	\$90,198
Marijuana Impact Fees (FC)	\$189,780

And to Authorize the following transfers:
Sewer Fund Indirect Costs to General Fund \$259,775
Water Fund Indirect Costs to General Fund \$317,503
Stormwater Fund Indirect Costs to General Fund \$169,438

ARTICLE 4: To see if the Town will vote to raise and appropriate the following amounts from the tax levy for the Fiscal Year beginning July 1, 2024, for departmental operating purposes and other town expenses contingent upon passage of a Proposition 2-1/2 Ballot Question under Massachusetts General Laws Chapter 59, Section 21C.

PURPOSE	RECOMMENDED
School Department	\$1,070,767
Police Department - Wages	\$180,000
Fire Department - Wages	\$95,118
<u>Dept. of Public Works - Wages</u>	<u>\$54,115</u>
Total Contingent Appropriations	\$1,400,000

A motion was made to Table the Proposition 2 ½ tax override question until a feasibility study of the proposed high school is presented to the Finance Committee and the voters at a Town Meeting. Discussion on both sides ensued. The motion was seconded. Motion to Table the article didn’t pass by Majority Vote.

Another motion was made to amend the original article by splitting the monies it into two sections: School and Municipal. Based on this amendment the school would receive \$675,000 and the Municipal side would receive \$310,000. The motion was seconded. Again, discussion on both sides ensued. The motion to split and adjust the amount of the original article didn’t pass by Majority Vote.

Motion Carries by Voice Vote, Many in Opposition (Simple Majority Vote Required) that the Town raise and appropriate the following amounts from the tax levy for the Fiscal Year beginning July 1, 2024, for departmental operating purposes and other town expenses contingent upon passage of a Proposition 2-1/2 Ballot Question under Massachusetts General Laws Chapter 59, Section 21C.

PURPOSE	RECOMMENDED
School Department	\$1,070,767
Police Department - Wages	\$180,000
Fire Department - Wages	\$95,118
<u>Dept. of Public Works - Wages</u>	<u>\$54,115</u>
Total Contingent Appropriations	\$1,400,000

or take any other action in relation thereto.

ARTICLE 5: To see if the Town will vote to raise and appropriate from Sewer Department Receipts, the following sums to **operate the sewer enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$290,740
<u>Expenses</u>	<u>\$1,340,952</u>
Total	\$1,631,692

Motion Carries Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Sewer Department Receipts, the following sums to **operate the sewer enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$290,740
<u>Expenses</u>	<u>\$1,340,952</u>
Total	\$1,631,692

ARTICLE 6: To see if the Town will vote to raise and appropriate from Water Department Receipts, the following sums to **operate the water enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$482,165
<u>Expenses</u>	<u>\$2,139,409</u>
Total	\$2,621,574

Motion Carries Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Water Department Receipts, the following sums to **operate the water enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$482,165
<u>Expenses</u>	<u>\$2,139,409</u>
Total	\$2,621,574

ARTICLE 7: To see if the Town will vote to raise and appropriate from Stormwater Department Receipts, the following sums to **operate the stormwater enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$257,806
<u>Expenses</u>	<u>\$490,076</u>
Total	\$747,882

Motion Carries Unanimously (Simple Majority Vote Required) that the Town raise and appropriate from Stormwater Department Receipts, the following sums to **operate the stormwater enterprise fund beginning July 1, 2024:**

Salaries/Wages	\$257,806
<u>Expenses</u>	<u>\$490,076</u>
Total	\$747,882

ARTICLE 8: To see if the Town will vote to approve the items as written in the Warrant as Consent Article 8.

CONSENT ARTICLE 8. To see if the Town will vote the following consent articles:

1. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan and Schedule C-Employee Benefits of the Town of Millis Personnel Plan** effective July 1, 2024, as shown in the FY25 Finance Committee Report, or take any other action in relation thereto.
2. To see if the Town will vote in accordance with M.G.L., Chapter 41, section 4A, and Chapter 268A, to authorize the **Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Chapter 41, Section 108, or act in any manner in relation thereto.
3. To see if the Town will vote pursuant to the provisions of M.G.L. Chapter 44, Section 53E½, to establish the following fiscal year spending limit for the Town’s established revolving funds for Fiscal year 2025:

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXP. LIMIT
----------------------------	------------------------

Oak Grove Farm Maintenance Fund	\$ 35,000.00
Animal Control Shelter Fund	\$ 3,000.00
Fire Alarm Fund	\$ 10,000.00
Historical Commission Fund	\$ 12,000.00
Ambulance Department Fund	\$ 20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
School Food Service Fund	\$360,000.00
School Transportation Fund	\$500,000.00
Stormwater Management Fund	\$ 10,000.00
BOH Medical Services/Vax Fund	\$ 20,000.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
BOH Food Fund	\$ 4,500.00
School Athletic Fields Fund	\$ 35,000.00
School Extracurricular Fund	\$ 8,000.00
Library Special Use Fund	\$ 10,000.00
Tobacco Control Program	\$ 1,000.00

4. To see if the Town will vote to appropriate a sum of money, or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve, from annual revenues in the amounts recommended by the Community Preservation Committee, for committee administrative expenses, community preservation projects and/or other expenses in fiscal year 2025, with each item to be considered a separate appropriation; or act in any manner relating thereto.

Appropriations:

From 2025 estimated revenues for Committee Administrative expenses	\$16,131.00
(To be divided equally: \$8,065.50 CPC Salary Account: \$8,065.50 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal (VMB)	\$20,000.00
From Undesignated Fund Balance for Long Term Debt- Interest (VMB)	\$6,950.00

Reserves:

From FY2025 estimated revenues for Historic Resources Reserve	\$32,262.00
From FY2025 estimated revenues for Community Housing Reserve	\$32,262.00
From FY2025 estimated revenues for Open Space Reserve	\$32,262.00
From FY2025 estimated revenues for Budgeted Reserve	\$80,000.00

Motion Carries Unanimously (Simple Majority Vote Required) that the Town approve the items as written in the Warrant as Consent Article 8.

ARTICLE 9: To see if the Town will vote to transfer from the Sewer Enterprise Reserve Fund the sum of **\$137,630** to fund the FY25 Sewer Infiltration & Inflow Investigation of the sewer system in Millis.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer from the Sewer Enterprise Reserve Fund the sum of **\$137,630** to fund the FY25 Sewer Infiltration & Inflow Investigation of the sewer system in Millis.

ARTICLE 10: To see if the Town will vote to transfer from the Water Enterprise Reserve Fund the sum of **\$187,000** to fund a **Lead Service Line Inventory** of the water system in Millis.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer from the Water Enterprise Reserve Fund the sum of **\$187,000** to fund a **Lead Service Line Inventory** of the water system in Millis.

ARTICLE 11: To see if the Town will vote to transfer the sum of **\$17,000** from the **Community Preservation Open Space Reserve Fund for the Oak Grove Farm Trail Improvements Phase III Project**.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer the sum of **\$17,000** from the **Community Preservation Open Space Reserve Fund for the Oak Grove Farm Trail Improvements Phase III Project** or take any other action in relation thereto.

ARTICLE 12: To see if the Town will vote to transfer the sum of **\$50,000** from the **Community Preservation Historic Preservation Reserve Fund for the Oak Grove Farmhouse Phase I Project**.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer the sum of **\$50,000** from the **Community Preservation Historic Preservation Reserve Fund for the Oak Grove Farmhouse Phase I Project** or take any other action in relation thereto.

ARTICLE 13: To see if the Town will vote to transfer from Free Cash the sum of **\$291,232**, and transfer from the Water Enterprise Reserve Fund the sum of **\$10,000**, and transfer from the Sewer Enterprise Reserve Fund the sum of **\$10,000**, and transfer from the Stormwater Enterprise Fund the sum of **\$10,000**, for a total sum of **\$321,232** to fund the following capital items:

Department	Capital Item	Amount
DPW	Safety Equipment	\$40,000
Fire	Chevy Tahoe	\$85,000
Fire	Portable Radios	\$26,232
Library	Library Exterior Building Repairs	\$35,000
School	MPS Server Project	\$65,000
School	MPS Switch Project	\$70,000
Total		\$321,232

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

Motion Carries by Majority, Some in Opposition (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$291,232**, and transfer from the Water Enterprise Reserve Fund the sum of **\$10,000**, and transfer from the Sewer Enterprise Reserve Fund the sum of **\$10,000**, and transfer from the Stormwater Enterprise Reserve Fund the sum of **\$10,000**, for a total sum of **\$321,232 to fund the following capital items:**

Department	Capital Item	Amount
DPW	Safety Equipment	\$40,000
Fire	Chevy Tahoe	\$85,000
Fire	Portable Radios	\$26,232
Library	Library Exterior Building Repairs	\$35,000
School	MPS Server Project	\$65,000
School	MPS Switch Project	\$70,000
Total		\$321,232

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

ARTICLE 14: To see if the Town will vote to transfer the sum of **\$41,688.57** from Free Cash into the Opioid Settlement Revenue Fund, such sum of money being equal to that amount allocated as of June 30, 2023, by the State to the Town, from the settlements resulting from the Town’s participation in the national Opioid Multi-District Litigation.

Motion Carries Unanimously (Simple Majority Vote Require) that the Town transfer the sum of **\$41,688.57** from Free Cash into the Opioid Settlement Revenue Fund, such sum of money being equal to that amount allocated as of June 30, 2023, by the State to the Town, from the settlements resulting from the Town’s participation in the national Opioid Multi-District Litigation.

ARTICLE 15: To see if the Town will vote to borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$68,816 for the lease/purchase(s) of one Police Cruiser.**

Motion Carries Unanimously (2/3rds Majority Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$68,816 for the lease/purchase(s) of one Police Cruiser** or take any other action in relation thereto.

ARTICLE 16: To see if the Town will vote to transfer from Free Cash the sum of **\$75,000 to fund the environmental study and DEP reporting of areas of the Library Parking Lot and adjoining properties.**

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of \$75,000 to fund the environmental study and DEP reporting of areas of the Library Parking Lot and adjoining properties.

ARTICLE 17: To see if the Town will vote to rescind the debt authorization of **\$711,728** for drainage improvements at the intersection of Village Street and Birch Street, which was approved under Article 19 of the Annual Town Meeting of May 1, 2021.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town rescind the debt authorization of **\$711,728** for drainage improvements at the intersection of Village Street and Birch Street, which was approved under Article 19 of the Annual Town Meeting of May 1, 2021, or take any other action related thereto.

ARTICLE 18: To see if the Town will vote to petition the Massachusetts General Court to file for Special Legislation to amend the Town of Millis Charter, as follows:

Section III-5: Position of Town Administrator

By adding the following to Article III, Section 5:

“11. Shall have the power to approve all payroll and expense warrants for payment of town funds. Such approval shall be sufficient authority to authorize payment of the same by the town treasurer. In the event of the absence of the town administrator, the select board shall approve such warrants. If a vacancy exists in the office of town administrator, the select board shall approve all such warrants, or, may delegate such responsibility to a temporary town administrator.”

Motion Carries by Majority, Some in Opposition (Simple Majority Vote Required) that the Town petition the Massachusetts General Court to file for Special Legislation to amend the Town of Millis Charter, as follows:

Section III-5: Position of Town Administrator

By adding the following to Article III, Section 5:

“11. Shall have the power to approve all payroll and expense warrants for payment of town funds. Such approval shall be sufficient authority to authorize payment of the same by the town treasurer. In the event of the absence of the town administrator, the select board shall approve such warrants. If a vacancy exists in the office of town administrator, the select board shall approve all such warrants, or, may delegate such responsibility to a temporary town administrator.”

ARTICLE 19: To see if the Town will vote to approve increasing the **Senior Tax Work Program amount from \$1,500 each year to \$2,000 each year**, pursuant to M.G.L. Chapter 59, Section 5K.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town vote to increase the **Senior Tax Work Program amount from \$1,500 each year to \$2,000 each year**, pursuant to M.G.L. Chapter 59, Section 5K, or take any other action related thereto.

ARTICLE 20: To see if the Town will vote to **accept M.G.L. Ch. 59 Section 5C-1/2 “The Hero Act”**, which provides for an additional real estate tax exemption for taxpayers who are granted personal exemptions on their domiciles under M.G.L. Ch. 59 Section 5 including certain blind persons, veterans, surviving spouses and seniors, and to provide that the additional exemptions shall not exceed 100% of the personal exemption, to be effective for exemptions granted for any fiscal year beginning on or after July 1, 2024.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town accept M.G.L. Ch. 59 Section 5C-1/2 “The Hero Act” which provides for an additional real estate tax exemption for taxpayers who are granted personal exemptions on their domiciles under M.G.L. Ch. 59 Section 5 including certain blind persons, veterans, surviving spouses and seniors, and to provide that the additional exemptions shall not exceed 100% of the personal exemption, to be effective for exemptions granted for any fiscal year beginning on or after July 1, 2024, or take any other action related thereto.

ARTICLE 21: To see if the Town will vote to transfer from Free Cash the sum of **\$100,000 for the MGL Chapter 41, Section 111F Injury Leave Indemnity Fund**.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$100,000 for the MGL Chapter 41, Section 111F Injury Leave Indemnity Fund**.

ARTICLE 22: To see if the Town will vote to transfer from Free Cash the sum of **\$195,305.36** to the **Stabilization Fund**.

Motion Carries Unanimously (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$195,305.36** to the **Stabilization Fund**.

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

Voted Unanimously to adjourn the meeting at 9:53 PM, the business of the Warrant having been completed.

Respectfully submitted,

Kathleen E. Smith
Interim Town Clerk

<i>Department Breakdown</i>	FY22	FY23	FY24	FY25
<i>GENERAL GOVERNMENT</i>	ACTUAL	ACTUAL	TM ADOPTED	TA/SA Budget
SELECTMEN/TA				
SALARIES	\$345,072.04	\$378,126.48	\$389,089.00	\$416,282.49
EXPENSES	\$71,485.23	\$166,419.98	\$163,865.32	\$125,665.00
TOTAL	\$416,557.27	\$544,546.46	\$552,954.32	\$541,947.49
FINANCE DIR/ACCOUNTANT				
SALARIES	\$263,958.93	\$272,916.75	\$298,379.00	\$304,583.00
EXPENSES	\$4,389.02	\$4,805.98	\$9,515.00	\$19,515.00
TOTAL	\$268,347.95	\$277,722.73	\$307,894.00	\$324,098.00
ASSESSORS				
SALARIES	\$125,219.95	\$133,549.66	\$146,959.00	\$155,271.77
EXPENSES	\$8,213.85	\$30,007.34	\$45,138.20	\$45,988.00
TOTAL	\$133,433.80	\$163,557.00	\$192,097.20	\$201,259.77
TREASURER/COLLECTOR				
SALARIES	\$230,850.46	\$238,925.44	\$259,910.20	\$271,895.36
EXPENSES	\$49,721.82	\$46,688.21	\$46,090.20	\$55,225.00
TOTAL	\$280,572.28	\$285,613.65	\$306,000.40	\$327,120.36
IT ADMINISTRATION				
SALARIES	\$73,579.89	\$77,545.24	\$85,092.00	\$87,422.00
EXPENSES	\$192,708.03	\$196,673.33	\$270,977.00	\$299,840.00
TOTAL	\$266,287.92	\$274,218.57	\$356,069.00	\$387,262.00
TOWN COUNSEL				
EXPENSES	\$80,358.52	\$83,627.50	\$95,000.00	\$95,000.00
TOTAL	\$80,358.52	\$83,627.50	\$95,000.00	\$95,000.00
TOWN CLERK				
SALARIES	\$103,302.04	\$104,893.67	\$124,038.00	\$128,512.00
EXPENSES	\$10,908.78	\$9,711.88	\$18,300.00	\$20,800.00
TOTAL	\$114,210.82	\$114,605.55	\$142,338.00	\$149,312.00
REGISTRARS				
SALARIES	\$1,028.94	\$728.40	\$1,443.00	\$2,757.86
EXPENSES	\$3,609.62	\$3,852.55	\$5,900.00	\$6,950.00
TOTAL	\$4,638.56	\$4,580.95	\$7,343.00	\$9,707.86
ELECTIONS				
SALARIES	\$10,842.84	\$37,737.27	\$37,100.00	\$60,520.00
EXPENSES	\$12,123.70	\$19,319.12	\$21,400.00	\$25,800.00
TOTAL	\$22,966.54	\$57,056.39	\$58,500.00	\$86,320.00

<i>Department Breakdown</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>	<i>FY25</i>
<i>PLANNING BOARD</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>TM ADOPTED</i>	<i>TA/SA Budget</i>
SALARIES	\$23,115.44	\$23,653.55	\$24,611.00	\$25,203.64
EXPENSES	\$5,087.24	\$2,839.75	\$9,425.44	\$9,425.00
TOTAL	\$28,202.68	\$26,493.30	\$34,036.44	\$34,628.64
CONSERVATION				
SALARIES	\$17,201.06	\$6,425.05	\$18,596.00	\$19,040.23
EXPENSES	\$4,248.14	\$12,355.59	\$4,777.00	\$4,777.00
TOTAL	\$21,449.20	\$18,780.64	\$23,373.00	\$23,817.23
ZONING BOARD				
SALARIES	\$4,955.48	\$5,071.30	\$5,263.67	\$5,407.80
EXPENSES	\$2,081.44	\$1,525.32	\$1,900.12	\$1,900.00
TOTAL	\$7,036.92	\$6,596.62	\$7,163.79	\$7,307.80
TOWN BUILDINGS				
SALARIES	\$54,988.34	\$37,715.76	\$40,098.00	\$42,083.00
EXPENSES	\$283,855.51	\$255,684.35	\$210,500.24	\$301,589.00
TOTAL	\$338,843.85	\$293,400.11	\$250,598.24	\$343,672.00
FINANCE COMMITTEE				
SALARIES	\$6,839.90	\$8,650.00	\$8,823.00	\$10,500.00
EXPENSES	\$19,011.27	\$19,742.53	\$15,620.00	\$21,730.00
TOTAL	\$25,851.17	\$28,392.53	\$24,443.00	\$32,230.00
RESERVE FUND				
EXPENSES	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
TOTAL	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
GENERAL INSURANCE				
EXPENSES	\$608,382.00	\$652,838.00	\$720,829.00	\$722,925.00
TOTAL	\$608,382.00	\$652,838.00	\$720,829.00	\$722,925.00
EMPLOYEE BENEFITS				
EXPENSES	\$5,977,845.81	\$6,438,719.11	\$7,123,243.00	\$7,475,231.18
TOTAL	\$5,977,845.81	\$6,438,719.11	\$7,123,243.00	\$7,475,231.18
LINE 1 - GENERAL GOVT	\$8,644,985.29	\$9,320,749.11	\$10,251,882.39	\$10,811,839.33
PUBLIC SAFETY				
POLICE DEPARTMENT				
SALARIES	\$2,065,582.49	\$2,126,718.14	\$2,261,179.85	\$2,274,271.23
EXPENSES	\$289,452.16	\$361,145.51	\$329,770.00	\$380,050.00

<i>Department Breakdown</i>	FY22 ACTUAL	FY23 ACTUAL	FY24 TM ADOPTED	FY25 TA/SA Budget
FIRE/RESCUE DEPARTMENT				
TOTAL	\$2,355,034.65	\$2,487,863.65	\$2,590,949.85	\$2,654,321.23
SALARIES	\$1,679,779.52	\$1,770,227.02	\$2,048,533.00	\$2,221,871.57
EXPENSES	\$293,541.72	\$282,858.67	\$323,100.00	\$367,600.00
TOTAL	\$1,973,321.24	\$2,053,085.69	\$2,371,633.00	\$2,589,471.57
DISPATCH				
SALARIES	\$328,353.81	\$332,646.69	\$310,667.71	\$332,043.09
EXPENSES	\$8,911.79	\$10,940.85	\$12,300.00	\$13,000.00
TOTAL	\$337,265.60	\$343,587.54	\$322,967.71	\$345,043.09
BUILDING DEPT.				
SALARIES	\$254,953.62	\$233,375.54	\$265,241.32	\$264,433.80
EXPENSES	\$8,121.02	\$9,756.79	\$9,675.00	\$10,225.00
TOTAL	\$263,074.64	\$243,132.33	\$274,916.32	\$274,658.80
SEALER W&M				
SALARIES	\$3,429.00	\$3,498.00	\$3,568.00	\$0.00
EXPENSES	\$217.20	\$50.00	\$150.00	\$7,800.00
TOTAL	\$3,646.20	\$3,548.00	\$3,718.00	\$7,800.00
EMERG MGMT COMM				
SALARIES	\$1,500.00	\$1,500.00	\$5,000.00	\$5,000.00
EXPENSES	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
TOTAL	\$1,500.00	\$4,000.00	\$7,500.00	\$7,500.00
ANIMAL CONTROL				
SALARIES	\$87,037.07	\$72,649.72	\$78,593.12	\$107,368.20
EXPENSES	\$9,146.86	\$7,086.14	\$11,300.00	\$11,300.00
TOTAL	\$96,183.93	\$79,735.86	\$89,893.12	\$118,668.20
LINE 2 - PUBLIC SAFETY	\$5,030,026.26	\$5,214,953.07	\$5,661,578.00	\$5,997,462.89
EDUCATION				
MILLIS SCHOOLS				
SALARIES	\$14,740,852.95	\$15,767,828.22	\$16,568,669.26	\$17,170,052.73
EXPENSES	\$2,550,301.27	\$2,959,791.95	\$2,839,922.00	\$2,965,472.40
TOTAL	\$17,291,154.22	\$18,727,620.17	\$19,408,591.26	\$20,135,525.12
LINE 3 - MILLIS SCHOOLS	\$17,291,154.22	\$18,727,620.17	\$19,408,591.26	\$20,135,525.12

<i>Department Breakdown</i>	FY22	FY23	FY24	FY25
	ACTUAL	ACTUAL	TM ADOPTED	TA/SA Budget
TRICOUNTY SCHOOL				
EXPENSES	\$955,936.00	\$876,556.00	\$668,295.00	\$651,204.00
TOTAL	\$955,936.00	\$876,556.00	\$668,295.00	\$651,204.00
LINE 4 - TRI-COUNTY	\$955,936.00	\$876,556.00	\$668,295.00	\$651,204.00
PUBLIC WORKS				
DPW HIGHWAY				
SALARIES	\$353,980.38	\$326,301.83	\$391,595.69	\$424,443.78
EXPENSES	\$386,946.43	\$388,013.59	\$388,271.00	\$414,029.00
TOTAL	\$740,926.81	\$714,315.42	\$779,866.69	\$838,472.78
STREET LIGHTS				
EXPENSES	\$29,350.52	\$63,207.16	\$38,850.00	\$38,850.00
TOTAL	\$29,350.52	\$63,207.16	\$38,850.00	\$38,850.00
TRANSFER STATION				
SALARIES	\$52,293.07	\$46,365.70	\$65,733.83	\$71,488.36
EXPENSES	\$88,734.80	\$92,148.27	\$97,048.00	\$97,048.00
TOTAL	\$141,027.87	\$138,513.97	\$162,781.83	\$168,536.36
SNOW & ICE				
SALARIES	\$110,484.60	\$47,928.45	\$48,321.75	\$48,322.00
EXPENSES	\$236,964.10	\$165,588.40	\$170,727.00	\$170,727.00
TOTAL	\$347,448.70	\$213,516.85	\$219,048.75	\$219,049.00
LINE 5 PUBLIC WORKS	\$1,258,753.90	\$1,129,553.40	\$1,200,547.27	\$1,264,908.14
HEALTH & HUMAN SERVICES				
BOARD OF HEALTH				
SALARIES	\$143,128.21	\$137,379.33	\$149,824.00	\$157,167.82
EXPENSES	\$7,448.38	\$6,620.08	\$16,495.08	\$9,975.08
TOTAL	\$150,576.59	\$143,999.41	\$166,319.08	\$167,142.90
COUNCIL ON AGING				
SALARIES	\$121,074.95	\$135,487.90	\$173,516.00	\$179,340.81
EXPENSES	\$9,926.95	\$9,931.38	\$9,934.00	\$9,934.00
TOTAL	\$131,001.90	\$145,419.28	\$183,450.00	\$189,274.81

<i>Department Breakdown</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>	<i>FY25</i>
<i>VETERANS</i>	<i>ACTUAL</i>	<i>ACTUAL</i>	<i>TM ADOPTED</i>	<i>TA/SA Budget</i>
SALARIES	\$18,000.00	\$18,360.00	\$18,727.00	\$19,101.54
EXPENSES	\$17,768.07	\$10,437.14	\$32,640.20	\$27,500.00
TOTAL	\$35,768.07	\$28,797.14	\$51,367.20	\$46,601.54
LINE 6 HLTH/HUMN SERV	\$317,346.56	\$318,215.83	\$401,136.28	\$403,019.25
CULTURE & RECREATION				
MEMORIAL DAY				
EXPENSES	\$1,360.00	\$838.40	\$2,000.00	\$2,000.00
TOTAL	\$1,360.00	\$838.40	\$2,000.00	\$2,000.00
LEGION				
EXPENSES	\$4,053.00	\$4,100.00	\$4,100.00	\$4,100.00
TOTAL	\$4,053.00	\$4,100.00	\$4,100.00	\$4,100.00
LIBRARY				
SALARIES	\$289,996.37	\$309,727.10	\$346,901.00	\$374,277.88
EXPENSES	\$151,081.13	\$177,683.48	\$172,613.00	\$182,650.00
TOTAL	\$441,077.50	\$487,410.58	\$519,514.00	\$556,927.88
RECREATION				
SALARIES	\$54,370.81	\$103,576.86	\$122,687.00	\$135,033.95
EXPENSES	\$8,649.33	\$112,727.15	\$58,798.00	\$101,000.00
TOTAL	\$63,020.14	\$216,304.01	\$181,485.00	\$236,033.95
HISTORICAL				
EXPENSES	\$7,184.78	\$7,510.16	\$8,993.00	\$8,993.00
TOTAL	\$7,184.78	\$7,510.16	\$8,993.00	\$8,993.00
OAK GROVE FARM COMM				
EXPENSES	\$5,641.60	\$23,074.75	\$14,260.00	\$6,000.00
TOTAL	\$5,641.60	\$23,074.75	\$14,260.00	\$6,000.00
LINE 7 CULTURE & RECREATION	\$522,337.02	\$739,237.90	\$730,352.00	\$814,054.83
DEBT SERVICE				
PRINCIPAL	\$2,256,472.67	\$2,256,666.67	\$2,260,452.67	\$2,358,622.15
INTEREST	\$1,528,704.92	\$1,472,447.56	\$1,485,990.81	\$1,390,920.50

<i>Department Breakdown</i>	FY22 ACTUAL	FY23 ACTUAL	TM ADOPTED	FY24 ADOPTED	TA/SB Budget	FY25 Budget
TOTAL	\$3,785,177.59	\$3,729,114.23	\$3,746,443.48	\$3,746,443.48	\$3,749,542.65	\$3,749,542.65
LINE 8 DEBT SERVICE	\$3,785,177.59	\$3,729,114.23	\$3,746,443.48	\$3,746,443.48	\$3,749,542.65	\$3,749,542.65
TOTAL BUDGET	\$37,805,716.84	\$40,055,999.71	\$42,068,825.68	\$42,068,825.68	\$43,827,556.21	\$43,827,556.21
TOTAL BUDGET	\$37,805,716.84	\$40,055,999.71	\$42,068,825.68	\$42,068,825.68	\$43,827,556.21	\$43,827,556.21
DISCRETIONARY	\$26,478,375.44	\$28,358,772.37	\$29,810,015.20	\$29,810,015.20	\$31,228,653.38	\$31,228,653.38
NON-DISCRETIONARY** Includes General Insurance, Benefits, Tri-County & Debt	\$11,327,341.40	\$11,697,227.34	\$12,258,810.48	\$12,258,810.48	\$12,598,902.83	\$12,598,902.83
	\$37,805,716.84	\$40,055,999.71	\$42,068,825.68	\$42,068,825.68	\$43,827,556.21	\$43,827,556.21

Sewer Enterprise Budget Summary

REVENUES		FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
	Penalties/Interest	\$13,286	\$12,449	\$10,500	\$10,500
	Service Fee (Revenue Ser)	\$1,249,514	\$1,286,020	\$1,412,371	\$1,416,192
	Liens Added	\$55,904	\$43,098	\$30,000	\$30,000
	Entrance Fees	\$116,530	\$174,335	\$125,000	\$125,000
	Sewer Drain Layer L	\$1,000	\$800	\$1,000	\$1,000
	Miscellaneous Revenue	\$4,223	\$1,297	\$9,956	\$0
	Bank Account Interest	\$1,145	\$2,273	\$1,000	\$1,000
	Sewer Betterments	\$48,000	\$48,000	\$48,000	\$48,000
	Total	\$1,489,602	\$1,568,272	\$1,637,826	\$1,631,692
EXPENDITURES		FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
<i>Personnel Services</i>					
	Salary Department Head	\$32,691	\$35,554	\$37,849	\$38,755
	Salaries Clerical	\$26,112	\$38,350	\$29,927	\$31,358
	Salaries Clerical Overtime	\$2,369	\$0	\$3,000	\$3,000
	Wages	\$140,865	\$173,731	\$188,811	\$161,935
	Wages Overtime	\$11,190	\$11,448	\$19,350	\$19,350
	Longevity	\$1,555	\$3,060	\$2,775	\$2,650
	Sewer License Fees	\$13,380	\$11,318	\$15,562	\$24,392
	Stipends	\$7,630	\$6,600	\$9,300	\$9,300
	Total	\$235,792	\$280,060	\$306,574	\$290,740
<i>Expenses</i>					
	Services Engineering	\$19,542	\$5,469	\$45,000	\$45,000
	Maintenance Contract	\$0	\$0	\$0	\$0
	Police Details	\$919	\$0	\$4,000	\$4,000
	Sewer Cleaning	\$0	\$0	\$10,175	\$10,175
	EQUIPMENT HIRED	\$0	\$204	\$0	\$0
	Supplies & Expenses	\$64,313	\$62,738	\$45,000	\$45,000
	Stormwater	\$1,024	\$1,034	\$15,000	\$15,000
	Water/Sewer	\$844	\$3,222	\$0	\$0
	Telephone	\$4,663	\$3,510	\$5,500	\$5,500
	Electricity	\$20,646	\$29,971	\$21,850	\$30,000
	Natural Gas/Oil	\$0	\$562	\$0	\$0
	Postage	\$2,762	\$3,461	\$2,000	\$2,000
	Clothing	\$2,638	\$2,514	\$3,600	\$3,600
	Equipment	\$11,941	\$166	\$5,000	\$5,000
	Equipment Repairs & Maintenance	\$2,695	\$10,324	\$20,000	\$20,000
	Diesel Fuel	\$0	\$727	\$3,000	\$3,000
	Vehicle Supply/Repair		\$5,830	\$5,000	\$5,000
	CRPCD O&M Costs	\$321,269	\$372,390	\$424,770	\$410,000
	CRPCD Assessment	\$172,393	\$184,040	\$198,250	\$205,000
	Sewer LTD Principal	\$226,667	\$226,667	\$161,667	\$163,622
	Sewer STD Principal	\$0	\$0	\$0	\$0
	Sewer LTD Interest	\$83,773	\$67,933	\$58,000	\$59,279
	Sewer STD Interest	\$0	\$0	\$0	\$0
	Reserve Fund	\$13,920	\$0	\$50,000	\$50,000
	Transfer to General Fund	\$241,227	\$247,258	\$253,440	\$259,776
	Total	\$1,191,237	\$1,228,019	\$1,331,252	\$1,340,952
	Total Budget	\$1,427,029	\$1,508,079	\$1,637,826	\$1,631,692

Water Enterprise Budget Summary

REVENUES	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
Penalties/Interest	\$16,157	\$15,508	\$10,500	\$10,500
Service Fee (Revenue Ser)	\$1,120,689	\$1,128,550	\$1,269,090	\$1,431,500
Liens Added	\$62,782	\$53,259	\$50,000	\$50,000
Paine Well - Capital Assessment	\$481,307	\$800,313	\$560,847	\$1,010,274
Entrance Fees	\$237,660	\$174,980	\$100,000	\$100,000
Meter On/Off Charge	\$2,224	\$3,315	\$100	\$100
Water Cross Connect	\$11,839	\$9,356	\$7,500	\$7,500
Water Drain Layer L	\$1,200	\$1,000	\$700	\$700
Miscellaneous Final	\$9,476	\$8,141	\$10,000	\$10,000
Miscellaneous Revenue	\$25,191	\$24,024	\$0	\$0
Bank Account Interest	\$4,018	\$4,665	\$1,000	\$1,000

Total Revenues

\$1,972,544	\$2,223,110	\$2,009,737	\$2,621,574
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EXPENDITURES	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
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Personnel Services

Salary Department Head	\$56,088	\$60,738	\$37,849	\$38,755
Salaries Clerical	\$35,753	\$49,387	\$29,927	\$31,358
Salaries Clerical Overtime	\$2,213	\$0	\$5,000	\$5,000
Wages	\$188,341	\$189,720	\$165,216	\$181,683
Water License Fee	\$53,139	\$46,462	\$40,680	\$134,537
Wages Overtime	\$62,769	\$69,819	\$59,400	\$60,588
Longevity	\$1,926	\$3,535	\$2,775	\$3,550
Stipends	\$9,142	\$8,608	\$21,550	\$26,695

Total

\$409,370	\$428,267	\$362,397	\$482,165
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Expenses

Testing Water	\$17,873	\$27,083	\$80,000	\$80,000
Services Engineering	\$29,596	\$18,986	\$50,000	\$50,000
Police Details	\$711	\$5,363	\$9,000	\$9,000
Training	\$2,826	\$250	\$4,000	\$4,000
Inspections	\$3,395	\$525	\$4,000	\$4,000
Equipment Hired	\$30,957	\$11,379	\$40,000	\$40,000
Supplies & Expenses	\$111,600	\$183,963	\$110,000	\$125,000
Propane Gas	\$2,933	\$1,150	\$7,332	\$7,332
Stormwater	\$3,532	\$3,542	\$3,744	\$5,000
Water/Sewer	\$1,009	\$1,066	\$0	\$0
Telephone	\$4,124	\$2,970	\$9,000	\$9,000
Electricity	\$84,737	\$98,808	\$106,651	\$125,000
Postage	\$3,032	\$3,422	\$4,450	\$4,450
Clothing	\$2,935	\$3,507	\$3,600	\$3,600
Advertising	\$927	\$2,487	\$4,000	\$4,000
Membership	\$1,299	\$1,023	\$1,000	\$1,250
Equipment	\$16,055	\$13,774	\$22,000	\$22,000
Vehicle Supply/Repair	\$3,606	\$7,801	\$15,000	\$15,000
Diesel Fuel	\$11,121	\$14,762	\$10,000	\$10,000
Farm & Walnut St Tank Maintenance	\$213,995	\$213,995	\$214,000	\$214,000
Miscellaneous Expense	\$40,172	\$14,885	\$28,958	\$29,000
Water LTD Principal	\$446,667	\$441,667	\$426,667	\$493,646
Water STD Principal	\$0	\$0	\$0	\$0
Water LTD Interest	\$169,618	\$155,528	\$134,020	\$259,628
Water STD Interest	\$0	\$104,978	\$160	\$257,000
Special Projects		\$3,165	\$0	\$0
Reserve Fund	\$0	\$12,284	\$50,000	\$50,000
Transfer to General	\$294,833	\$302,204	\$309,759	\$317,503

Total

\$1,497,553	\$1,650,567	\$1,647,340	\$2,139,409
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Total Expenditures

\$1,906,923	\$2,078,834	\$2,009,737	\$2,621,574
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Stormwater Enterprise Budget Summary

REVENUES	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
Penalties/Interest	\$2,330	\$2,536	\$0	
Service Fee (Revenue Ser)	\$618,524	\$629,693	\$726,733	\$747,882
Liens Added	\$54,890	\$48,559	\$0	
Miscellaneous Revenue	\$500	\$750	\$0	
Total Revenue	\$676,245	\$681,538	\$726,733	\$747,882

EXPENDITURES	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 TM ADOPTED	FY2025 PROPOSED
<i>Personnel Services</i>				
Salary Department Head	\$24,601	\$26,951	\$37,849	\$38,755
Salaries Clerical	\$9,626	\$11,247	\$29,927	\$31,358
Salaries Clerical Overtime	\$499	\$0	\$2,000	\$2,000
Wages	\$92,733	\$110,253	\$138,811	\$145,933
Wages Overtime	\$1,523	\$9,805	\$23,000	\$23,000
Longevity	\$939	\$1,159	\$1,550	\$1,825
Stormwater License Fees	\$6,103	\$8,474	\$11,561	\$14,935
Total	\$136,024	\$167,889	\$244,697	\$257,806

Expenses

SERVICES ENGINEERING	\$100,596	\$83,489	\$95,000	\$100,000
POLICE DETAILS	\$3,751	\$5,901	\$5,000	\$5,000
TRAINING	\$194	\$0	\$4,000	\$4,000
INSPECTIONS	\$2,578	\$5,990	\$23,000	\$23,000
EQUIPMENT HIRED	\$23,270	\$22,304	\$24,080	\$24,080
SUPPLIES & EXPENSES	\$32,714	\$26,666	\$15,000	\$15,000
HEAT & FUEL	\$0	\$0	\$9,563	\$9,563
POSTAGE	\$1,446	\$1,659	\$2,500	\$2,500
UNIFORM/CLEANING	\$1,879	\$1,682	\$3,000	\$3,000
PUBLIC ED & OUTREACH	\$284	\$4,461	\$12,000	\$12,000
VEHICLE SUPPLY/REPAIR	\$4,702	\$6,298	\$25,000	\$25,000
GASOLINE/OIL	\$0	\$553	\$3,000	\$3,000
MISCELLANEOUS EXPENSE	\$4,262	\$6,378	\$10,000	\$10,000
STORMWATER LTD Principal				\$17,670
STORMWATER LTD Interest	\$0	\$0	\$35,588	\$16,824
RESERVE FUND	\$20,318	\$8,000	\$50,000	\$50,000
TRANSFER TO GENERAL FUND	\$157,340	\$161,274	\$165,306	\$169,439
Total	\$353,333	\$334,654	\$482,036	\$490,076
Total Expenditures	\$489,357	\$502,544	\$726,733	\$747,882

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
SCHOOL - TEACHER						
ADAMS, MICHELLE	SCHOOL TEACHER	102,305.06	7,000.00			109,305.06
ALAN, RACHEL	SCHOOL TEACHER	98,384.96	105.00			98,489.96
ALCONADA, SCOTT	SCHOOL TEACHER	103,583.06	8,709.10			112,292.16
AL-HAZA, SARAH	SCHOOL TEACHER	111,987.98	9,108.10			121,096.08
AMES, SARA	SCHOOL TEACHER	111,987.98	1,056.10			113,044.08
ANNUNZIATO, KELLY	SCHOOL TEACHER	49,290.74	20,025.71			69,316.45
BAGLIONI, KRISTA	SCHOOL TEACHER	108,724.98	4,255.10			112,980.08
BAKLANOVA, MARINA	SCHOOL TEACHER	67,935.88	3,702.00			71,637.88
BALL, AMY	SCHOOL TEACHER	54,506.92	5,810.43			60,317.35
BARTLEY, VICTORIA	SCHOOL TEACHER	100,049.58	4,198.48			104,248.06
BASILE, CAELAH	SCHOOL TEACHER	112,014.98	4,135.10			116,150.08
BENHAM, LANCE	SCHOOL TEACHER	120,794.58	4,320.94			125,115.52
BIGELOW, STEPHEN	SCHOOL TEACHER	112,002.98	6,644.10			118,647.08
BLESSING, JOCELYN	SCHOOL TEACHER	75,988.90	301.00			76,289.90
BOTELHO, KRISTINE	SCHOOL TEACHER	108,769.98	1,089.98			109,859.96
BRODEUR, MARISSA	SCHOOL TEACHER	71,117.54				71,117.54
BROWNING, SARAH	SCHOOL TEACHER	102,305.06	5,671.40			107,976.46
CANTOREGGI, WENDI	SCHOOL TEACHER	104,399.10	8,451.04			112,850.14
CARLSON, JENNIFER	SCHOOL TEACHER	111,987.98	2,875.10			114,863.08
CARR, BARBARA	SCHOOL TEACHER	100,596.96	3,885.90			104,482.86
CARTER, MICHAEL	SCHOOL TEACHER	111,987.98	6,750.10			118,738.08
CAULFIELD, MARK	SCHOOL TEACHER	102,365.06	1,334.90			103,699.96
CHENEY, ERIN	SCHOOL TEACHER	102,365.06	421.00			102,786.06
CHISHOLM, JENNIFER	SCHOOL TEACHER	104,399.10	1,199.90			105,599.00
COLCORD, AMIE	SCHOOL TEACHER	111,987.98	499.98			112,487.96
COLE, KELSEY	SCHOOL TEACHER	74,752.08	3,625.00			78,377.08
COLLAZO-DOMINGUEZ, DANIEL	SCHOOL TEACHER	105,689.00	4,583.00			110,272.00
COPICE, STEPHANIE	SCHOOL TEACHER	102,305.06	12,547.10			114,852.16
COWELL, NICOLE	BCBA	51,964.60	301.00			52,265.60
DAY, AMY	SCHOOL TEACHER	91,365.08	516.00			91,881.08
DIGIAMMERINO, DAVID	SCHOOL TEACHER	115,346.92	750.10			116,097.02
DOHERTY, CAROLYN	SCHOOL TEACHER	47,292.96	4,131.53			51,424.49
DOHERTY, MARGARET	SCHOOL TEACHER	111,987.98	8,849.46			120,837.44
DUNN, RILEY	SCHOOL TEACHER	92,939.08	6,958.33			99,897.41
EATON, JENNIFER	SCHOOL TEACHER	111,987.98	1,699.90			113,687.88
FALLON, ANTHONY	SCHOOL TEACHER	111,987.98	810.10			112,798.08
FALLON, DAVID	SCHOOL TEACHER	120,165.98	3,506.90			123,672.88

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
FANNING, KERRY	SCHOOL TEACHER	111,987.98				111,987.98
FEIG, MAUREEN	SCHOOL TEACHER	76,282.96	1,175.00			77,457.96
FEMINO, MARK	SCHOOL TEACHER	99,994.96	4,133.10			104,128.06
FITZGERALD, YVONNE	SCHOOL TEACHER	126,802.98	3,634.90			130,437.88
GATELY, DIANA	SCHOOL TEACHER	67,797.52	1,954.05			69,751.57
GEORGE, ARPPANA	SCHOOL TEACHER	88,566.08	1,339.00			89,905.08
GIUNTA, LINDSEY	SCHOOL TEACHER	111,987.98	5,755.10			117,743.08
GUERTIN, JENNIFER	SCHOOL TEACHER	102,305.06	5,487.10			107,792.16
HACKETT, MIRANDA	SCHOOL TEACHER	111,987.98	3,204.90			115,192.88
HAGGERTY, CAROL	SCHOOL TEACHER	9,192.40	750.00			9,942.40
HAYDEN, RACHEL	SCHOOL TEACHER	92,045.98	1,521.00			93,566.98
HICKEY, DEBORAH	SCHOOL TEACHER	111,987.98	2,519.90			114,507.88
HOWDEN, TIMOTHY	SCHOOL TEACHER	103,417.96	1,379.98			104,797.94
HOYE, ANGELA	SCHOOL TEACHER	63,222.38	941.32	661.50		64,825.20
HURVITZ, MICHELLE	SCHOOL TEACHER	108,739.98	7,704.98			116,444.96
IMBROGNA, JENNA	SCHOOL TEACHER	62,152.12	4,689.00			66,841.12
INGRAHAM, THOMAS	SCHOOL TEACHER	99,978.62	4,477.44			104,456.06
JONES, MICHELLE	SCHOOL TEACHER	112,017.98	6,078.10			118,096.08
KALATZIDIS, CHRISTINA	SCHOOL TEACHER	80,852.98	4,125.00			84,977.98
KAVANAGH, KATHLEEN	SCHOOL NURSE	75,988.90				75,988.90
KEANE, KRISTEN	SCHOOL TEACHER	98,369.96	5,284.13			103,654.09
KENDRICK, SCOTT	SCHOOL TEACHER	112,002.98	825.10			112,828.08
KEPPLE, JESSICA	SCHOOL TEACHER	99,994.96	2,801.00			102,795.96
KNABEL, NICOLE	SCHOOL TEACHER	79,334.06	2,144.15			81,478.21
KRABY, BRIAN	SCHOOL TEACHER	117,189.98	1,194.98			118,384.96
LAFFERTY, LISA	SCHOOL TEACHER	102,305.06	1,250.10			103,555.16
LAHAH, MICHELE	SCHOOL TEACHER	108,739.98	7,096.44			115,836.42
LANEY, SAMANTHA	SCHOOL TEACHER	104,399.10				104,399.10
LEMAN, APRIL	SCHOOL TEACHER	102,305.06	2,556.10			104,861.16
LOVETTERE, KAITLIN	SCHOOL TEACHER	76,416.84	670.00			77,086.84
LUNG, BECKET	SCHOOL TEACHER	44,993.52				44,993.52
LUTTON, JENNIFER	BCBA	108,982.98	2,032.00			111,014.98
MACDONALD, EVAN	SCHOOL TEACHER	71,795.94	625.00			72,420.94
MAGUIRE, JANET	SCHOOL TEACHER	102,320.06	1,824.90			104,144.96
MANKAVECH, SARAH	SCHOOL TEACHER	73,065.98	2,625.00			75,690.98
MANNION, DANIELLE	SCHOOL TEACHER	30,767.68	751.92			31,519.60
MARCONI, ALLISON	SCHOOL TEACHER	80,867.98	30.00			80,897.98
MCKAY, MICHAEL	SCHOOL TEACHER	111,987.98	5,000.00			116,987.98
MELLIN, JACLYN	SCHOOL TEACHER	104,399.10	2,124.98			106,524.08

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
MERUSI, CAMILLE	SCHOOL TEACHER	111,987.98	2,875.10			114,863.08
MIGOS, VASILIA	SCHOOL TEACHER	99,557.12				99,557.12
MOLINARI, LYNN	SCHOOL NURSE	89,071.02	1,000.00			90,071.02
MOLLOY, ELISE	SCHOOL TEACHER	109,111.46				109,111.46
MONAGHAN, LIZBETH	SCHOOL TEACHER	87,449.96	670.00			88,119.96
MONAGHAN, SHARON	SCHOOL TEACHER	112,017.98	14,225.82			126,243.80
MULDOON, JULIE	SCHOOL TEACHER	64,101.53	591.47			64,693.00
MULLIGAN, KRISTIN	SCHOOL TEACHER	84,087.12	1,500.00			85,587.12
NARDONE, CHRISTOPHER	SCHOOL TEACHER	92,045.98	1,930.00			93,975.98
NASUTI, LAURA	SCHOOL TEACHER	110,883.42	2,775.00			113,658.42
NEVILLE, PATRICK	SCHOOL TEACHER	88,897.12				88,897.12
NEWTON, KARLEY	SCHOOL TEACHER	75,988.90	3,678.00			79,666.90
NORTON, JANICE	SCHOOL TEACHER	99,994.96	1,199.90			101,194.86
OSBORNE, ADRIA	SCHOOL TEACHER	111,987.98	1,499.94			113,487.92
PALADINO, NICOLE	SCHOOL TEACHER	111,987.98	1,660.10			113,648.08
PANCIOCCO, GLEN	SCHOOL TEACHER	120,749.98	2,307.90			123,057.88
PANCIOCCO, MICHELLE	SCHOOL TEACHER	112,002.98	2,157.10			114,160.08
PERACHIO, MOLLIE	SCHOOL TEACHER	99,994.96	2,180.10			102,175.06
PHINNEY, DEREK	SCHOOL TEACHER	108,997.88	1,053.96			110,051.84
POULOS, JAMES	SCHOOL TEACHER	90,948.00				90,948.00
RADCLIFFE, AMY	SCHOOL TEACHER	85,492.08	1,880.00			87,372.08
RAO, KELLY	SCHOOL TEACHER	116,795.14				116,795.14
RAPOSA, ANNIE	SCHOOL TEACHER	70,255.12	625.00			70,880.12
ROBINSON, MARA	SCHOOL TEACHER	112,002.98	2,531.98			114,534.96
ROONEY, CHRISTINA	SCHOOL TEACHER	102,305.06	3,574.90			105,879.96
SACCARDO, MOLLY	SCHOOL TEACHER	100,009.96	8,439.90			108,449.86
SAEGH, JOHN	SCHOOL TEACHER	99,994.96	1,853.98			101,848.94
SCOTLAND, LAUREN	SCHOOL TEACHER	87,449.96				87,449.96
SEARS, ALLISON	SCHOOL TEACHER	104,399.10	121.15			104,520.25
SEYBERT, SHAWN	SCHOOL PSYCHOLOGIST	111,987.98	2,000.00			113,987.98
SHAUGHNESSY, DIANE	SCHOOL TEACHER	112,017.98	1,906.98			113,924.96
SHEPARDSON, MICHELLE	SCHOOL TEACHER	100,024.96	4,133.98			104,158.94
SHOCKLEY, JANET	SCHOOL TEACHER	108,769.98	3,037.10			111,807.08
SKELLY, CAROLYN	SCHOOL TEACHER	93,440.10	11,160.04			104,600.14
STRECK, KATHLEEN	SCHOOL TEACHER	96,567.92	150.00			96,717.92
SULLIVAN, ERIN	SCHOOL TEACHER	104,399.10				104,399.10
TALMADGE-KEIMIG, BARBARA	SCHOOL TEACHER	108,724.98	1,199.90			109,924.88
TASHIAN, KELLY	SCHOOL TEACHER	108,724.98	3,254.90			111,979.88
TENREYRO-VIANA, LELIA	SCHOOL TEACHER	55,708.55				55,708.55

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
TUCKER, ANNETTE	SCHOOL TEACHER	104,399.10	1,379.98			105,779.08
VALLUZZI, ANNE	SCHOOL TEACHER	111,987.98	750.10			112,738.08
VERDY, DOROTHY	SCHOOL TUTOR		9,008.00			9,008.00
WALSH, SADIE	SCHOOL TEACHER	73,065.98	5,334.00			78,399.98
WHITE, JANINE	SCHOOL TEACHER	91,236.08	7,983.00			99,219.08
WHITE, PATRICIA	SCHOOL TEACHER	111,987.98	30.00			112,017.98
YOUNG, MEREDITH	SCHOOL TEACHER	108,724.98	2,419.98			111,144.96
ZIEMBA, MARYANN	SCHOOL TEACHER	111,987.98	1,705.10			113,693.08
ZITOLI, OLIVIA	SCHOOL TEACHER	67,610.96	701.00			68,311.96
SCHOOL - ADMINISTRATION						
MULLANEY, ROBERT	SUPERINTENDENT	191,209.20	7,354.20			198,563.40
AWDYCKI, MARK	SCHOOL PRINCIPALS	147,290.00	8,032.50			155,322.50
CAMIRE, RYAN	TECHNOLOGY DIRECTOR	116,000.04				116,000.04
DUPREY, PAUL	SCHOOL PRINCIPALS	4,782.61				4,782.61
ENGLER, JOHN	SCHOOL DIRECTOR OF OPERATIONS	124,244.90				124,244.90
HURLEY, ANA	SCHOOL PRINCIPALS	128,000.08	100.00			128,100.08
JANGO, TANNA	SCHOOL PRINCIPALS	132,613.00	5,625.00			138,238.00
KNOWLTON, MAUREEN	SCHOOL CURRICULUM DIRECTOR	142,480.00	13,269.38			155,749.38
KOUMANEUS-URQUHART, NEALY	DIR OF STUDENT SERVICES	133,900.00	3,625.00			137,525.00
LABARGE, SANDRA	SCH TRANSPORTATION DIRECTOR	59,165.74	8,022.66	1,560.25		68,748.65
NOONAN, JEANNE	EXTENDED DAY DIRECTOR	92,240.98				92,240.98
WIGGIN, TERRY	SUP OFFICE MANAGER	124,542.08	2,442.80			126,984.88
SCHOOL - OTHER						
ADAMS, PAUL	SCHOOL COACH	7,930.48				7,930.48
ALEXANDER, KELLY	SUB TEACHER OR NURSE	5,555.00				5,555.00
ALGER, NICOLAS	SCHOOL COACH	4,990.00				4,990.00
BARBER, MEGAN	SUB TEACHER OR NURSE	2,100.00				2,100.00
BEAUPRE, ROSEMARY	SUB TEACHER OR NURSE	5,200.00	55.00			5,255.00
BICKFORD, COURTNEY	SUB TEACHER OR NURSE	450.00				450.00
BREEN, MOLLY	SCHOOL COACH	4,381.00	200.00			4,581.00
CALAIS, TAYLOR	SUB TEACHER OR NURSE	600.00				600.00
CARR, AMELIA	SUB TEACHER OR NURSE	6,244.82				6,244.82
CASSIDY, STEPHEN	SCHOOL COACH	3,423.00				3,423.00
CHETSAS, ABRAHAM	SUB TEACHER OR NURSE	100.00				100.00
CORWIN, JESSE	LONG TERM SU TEACHER	23,870.77				23,870.77
CYR, LISA	SCHOOL COACH	3,423.00	200.00			3,623.00
DALTON, PATRICK	ATHLETIC TRAINER	42,810.44				42,810.44

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
DAVENPORT, LAUREN	NON UNION PARAPRO. BIANCHI	3,948.00				3,948.00
D'ESPINOSA, MARY-ELLEN	SUB TEACHER OR NURSE	550.00				550.00
DICKERSON, GREG	SCHOOL COACH	5,327.00	100.00			5,427.00
DIMILLA, CHRISTOPHER	SCHOOL COACH	6,224.00				6,224.00
DIXIE, KAITLIN	SUB TEACHER OR NURSE	880.00				880.00
DOHERTY, CASEY	SUB TEACHER OR NURSE	1,500.00				1,500.00
DONOVAN, DANIEL	SCHOOL COACH	5,159.00				5,159.00
DOWNING, SHAW	SUB TEACHER OR NURSE	1,000.00				1,000.00
DUCKWORTH, COLT	JOB COACH TRANSITION PROGRAM	33,471.32	1,571.22			35,042.54
EGAN, VICKY	CAFETERIA MANAGERS	3,333.08				3,333.08
FALLON, THOMAS	SUMMER CUSTODIANS	300.00				300.00
FERGUSON, AMY	SCHOOL COACH	2,463.00				2,463.00
FIELD, DAHLIA	SUB TEACHER OR NURSE	12,728.11				12,728.11
FIELD, GLENN	SUB TEACHER OR NURSE	10,066.31				10,066.31
FLYNN, EMILY	SUB TEACHER OR NURSE	500.00				500.00
FLYNN, KELSEY	SUB TEACHER OR NURSE	2,970.00				2,970.00
FRANKLIN-BRIGGS, JO-ELLEN	SCHOOL TUTOR	13,733.58				13,733.58
GATZ, ELIZABETH	SCHOOL COACH	6,224.00	400.00			6,624.00
GENOVESE, MICHAEL	SCHOOL COACH	2,463.00				2,463.00
GODFREY, KIMBERLY	CAFETERIA WORKERS	2,165.00				2,165.00
HIDALGO, DULCE	PARAPROFESSIONALS	16,246.59				16,246.59
HOFHAUG, KYLIE	SCHOOL COACH	3,025.00				3,025.00
HUBBELL, STEPHANIE	SUB TEACHER OR NURSE	1,200.00				1,200.00
JANNSEN, CASSANDRA	SUB TEACHER OR NURSE	250.00				250.00
JEWETT, GRACE	SUB TEACHER OR NURSE	1,450.00				1,450.00
KANE, BRYAN	SCHOOL COACH		1,000.00			1,000.00
KEMP, CATHERINE	SUB TEACHER OR NURSE	13,328.59				13,328.59
LAGOS, JAMES	SCHOOL COACH	5,749.00				5,749.00
LAHAH, ISABEL	SUB TEACHER OR NURSE	1,100.00				1,100.00
LAUZON, REBECCA	TRANSITION PROG COORDINATOR	78,059.96				78,059.96
LAZARE, PATTEE	CAFETERIA MANAGERS		885.00			885.00
LUTTON, JEREMY	SUB TEACHER OR NURSE	726.12				726.12
MACOMBER, TRACI	SUB TEACHER OR NURSE	15,817.25	437.10			16,254.35
MAGUIRE, MARK	SCHOOL COACH	5,749.00				5,749.00
MAHER, ALLISON	SCHOOL COACH	16,470.00				16,470.00
MANZON, SUSAN	SCHOOL TUTOR	31,320.00	400.00			31,720.00
MARTELLIO, ALEXANDER	SCHOOL COACH	1,500.00				1,500.00
MARTELLIO, ROBERT	SCHOOL COACH	8,987.00				8,987.00
MARTINO, ALLISON	SUB TEACHER OR NURSE	220.00				220.00

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
MCCARTHY, JEANETTE	SCHOOL TUTOR	5,875.85				5,875.85
MCGHEE, AMANDA	SAFETY MONITOR	7,205.00	55.00			7,260.00
MCKAY, MARYLOU	SUB TEACHER OR NURSE	9,847.04	55.00			9,902.04
MCKENNA, KATHLEEN	PARAPROFESSIONALS	1,337.27				1,337.27
MCMAHON, ALISON	SUB TEACHER OR NURSE	1,700.00				1,700.00
MUNICHELLO, CLAIRE	PARAPROFESSIONALS	3,358.93				3,358.93
NAPOLI, JAMES	JOB COACH TRANSITION PROGRAM	4,491.86				4,491.86
O'BRIEN, JASON	SCHOOL COACH	6,224.00	306.50			6,530.50
PAGLIAZZO, ARABELLA	SUB TEACHER OR NURSE	200.00				200.00
PANASUK, STUART	SCHOOL COACH	6,224.00	200.00			6,424.00
PANTAZIS, GEORGIA	SUB TEACHER OR NURSE	7,950.00				7,950.00
PASQUANTONIO, DANIEL	SCHOOL COACH	817.50				817.50
QUINZANI, NICHOLAS	SUB TEACHER OR NURSE	2,200.00				2,200.00
RICE, ERYN	SUB TEACHER OR NURSE	1,450.00				1,450.00
RIZK, SAHAR	SUB TEACHER OR NURSE	9,020.00				9,020.00
ROBINSON, KYLE	SUB TEACHER OR NURSE	2,000.00				2,050.00
ROGERS, DONNA	SCH. ADMIN. ASSISTANT	9,943.88	50.00			9,943.88
SCHNEIDER, STEPHANIE	SUB TEACHER OR NURSE	2,970.00				2,970.00
SCHULZ, LINDSAY	SUB TEACHER OR NURSE	5,555.00				5,555.00
SELTNER, LINDA	SUB TEACHER OR NURSE	8,800.00				8,800.00
SHEA, JEAN	SCHOOL TUTOR	33,744.30	3,000.00	115.66		36,859.96
SIMPSON, SUSAN	JOB COACH TRANSITION PROGRAM	32,854.13	4,276.74			37,130.87
SOARES, ANGELINA	SUB TEACHER OR NURSE	2,950.00				2,950.00
STRECK, COLIN	SUB TEACHER OR NURSE	300.00				300.00
SUGRUE, NORAH	SUB TEACHER OR NURSE	300.00				300.00
VILLANI, KATHY	SCH PR & OPERATIONS SPECIALIST	13,345.08				13,345.08
WAINWRIGHT, DANIELLE	MEDICAL LIASON/PARA	31,573.43	7,000.00			38,573.43
WALLACE, SUZANNE	SUB TEACHER OR NURSE	341.50				341.50
WENZEL, SARAH	SCHOOL COACH	2,738.00				2,738.00
WIERBICKI, KATHRYN	BUS DRIVERS NO CDL	12,218.68	462.78			12,681.46
WILCOX, REGINALD	SCHOOL COACH	4,381.00	100.00			4,481.00
WISE, RUSSELL	SCHOOL COACH	4,924.00				4,924.00
WOOD, PAMELA	PARAPROFESSIONALS	21,419.81				21,419.81
ABREU, MIGUEL	CUSTODIANS	11,553.60		1,155.37		12,708.97
BOONE, ROBERT	CUSTODIANS	22,950.53		1,594.40		24,544.93
BRESLAU, RYAN	SUMMER CUSTODIANS	840.00				840.00
CASAVANT, KENNETH	CUSTODIANS	21,258.89		1,733.05		22,991.94
CONNOLLY, CHRISTOPHER	CUSTODIANS	54,332.70		10,873.13		65,205.83
CONNOLLY, PATRICK	CUSTODIANS	54,332.70		10,847.07		65,179.77

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
DIXON, MARK	CUSTODIANS	35,992.02				35,992.02
FIRTH, WILLIAM	CUSTODIANS	49,128.32		15,773.10		64,901.42
FONG, JACKSON	SUMMER CUSTODIANS	2,047.50				2,047.50
HART, ADAM	SUMMER CUSTODIANS	1,597.50				1,597.50
JOHNSON, ARTHUR	CUSTODIANS	55,718.44	5,500.00	4,928.82		66,147.26
MORAN, YON	CUSTODIANS	51,091.62		4,667.15		55,758.77
OLSON, DANA	CUSTODIANS	53,637.49	4,800.00	2,591.57		61,029.06
PERRUZZI, ANDREW	SUMMER CUSTODIANS	2,220.00				2,220.00
POSTLER, ROBERT	SKILLED CRAFTSMAN	88,053.63	900.00	4,381.53		93,335.16
REAGAN, JOHN	SUMMER CUSTODIANS	2,160.00				2,160.00
SOAVE, JOHN	CUSTODIANS	30,373.93				30,373.93
TINGLEY, BRYON	CUSTODIANS	57,909.60	1,400.00	2,145.99		61,455.59
TOWNE, ANDREW	CUSTODIANS	4,105.60	2,052.80	12,886.38		19,044.78
BLANCHETTE, KAREN	KAREN BLANCHETTE - SEC CONTRAC	61,900.80	4,800.00			66,700.80
DEARRUDA, NATALLY	SCH. PR/ACCT ASSISTANT	19,327.06		4.55		19,331.61
SARNIE, SUSAN	EXECUTIVE ASST - SUPER	64,453.77	1,950.00			66,403.77
VOLPE, SHAILEEN	SCH ACCOUNTING SPEC	40,132.79				40,132.79
WALSH, ANN	SCHOOL AP	21,402.78	100.00			21,502.78
BUSH, DAVID	LEAD COMPUTER TECH	69,434.92	7,502.21	5,720.00		82,657.13
CORCORAN, DARIUS	LEAD COMPUTER TECH	57,963.20	1,864.65			59,827.85
LIBERTY, CHAD	LEAD COMPUTER TECH	49,608.00				49,608.00
TIRRELL, DONALD	LEAD COMPUTER TECH	85,559.01	1,316.28	2,395.90		89,271.19
ABDELNOUR, MAMDOUH	BUS DRIVERS W/CDL	35,776.37				35,776.37
BANNISTER, RICHARD	BUS DRIVERS NO CDL	170.17				170.17
BENOIT, CHRISTOPHER	BUS/VAN MONITOR	510.64				510.64
BUCHANAN, JAMES	BUS DRIVERS W/CDL	28,653.90				28,653.90
CAPRIGNO, JOHN	BUS DRIVERS W/CDL	44,085.31	2,922.00	556.20		47,563.51
CARBEAU, CYNTHIA	BUS DRIVERS NO CDL	26,211.25	1,703.68			27,914.93
CATON, ISABELLA	BUS DRIVERS NO CDL	11,688.98		342.45		12,031.43
CHOW, ROGER	BUS DRIVERS NO CDL	4,875.68				4,875.68
DAVIS, JAMES	BUS DRIVERS NO CDL	24,370.29	988.40			25,358.69
ENRIGHT, WILLIAM	BUS DRIVERS NO CDL	30,738.12	629.28			31,367.40
GEARY, PAUL	BUS DRIVERS NO CDL	26,873.85	988.40			27,862.25
GEDDES, CATHERINE	BUS DRIVERS W/CDL	27,522.74	1,306.96			28,829.70
GEDDES, ROBERT	BUS DRIVERS W/CDL	27,389.42	1,306.96			28,696.38
HUWE, ANASTASIA	BUS/VAN MONITOR	22,469.18	2,540.40			25,009.58
LEBLANC-MACNEIL, LYNN	BUS DRIVERS W/CDL	1,941.87				1,941.87
LEGER, NANCY	BUS DRIVERS NO CDL	19,256.35	791.52			20,047.87
MALONEY, JOHN	BUS DRIVERS NO CDL	25,231.37	1,498.80			26,730.17

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
MALONEY, MARIANNE	BUS DRIVERS NO CDL	23,254.65	1,525.02			24,779.67
MANCUSO, JOANN	BUS DRIVERS NO CDL	20,119.28	494.20			20,613.48
MEEK, JANE	BUS DRIVERS NO CDL	23,109.93	2,700.04			25,809.97
MONROE, JOANNE	BUS DRIVERS NO CDL	34,176.47	1,329.54			35,506.01
PENA, JUAN	BUS DRIVERS NO CDL	35,939.44	2,026.22			37,965.66
PETERSON, KATHLEEN	BUS/VAN MONITOR	13,216.88	564.76			13,781.64
RODDY, JANICE	BUS/VAN MONITOR	14,985.32				14,985.32
ROGERS, LISA	BUS DRIVERS W/CDL	68,776.49	1,177.36	11,610.74		81,564.59
TOOTHAKER, ELIZABETH	BUS DRIVERS NO CDL	14,887.39	773.61			15,661.00
TOOTHAKER, LINWOOD	BUS/VAN MONITOR	4,242.24				4,242.24
BARR, JACQUELINE	CAFETERIA WORKERS	26,369.33				27,119.33
HASENFUS, JESICA	CAFETERIA WORKERS	15,889.68	750.00			15,889.68
KALIVAS, DIMITRA	CAFETERIA WORKERS	17,839.63		532.13		18,371.76
KAZIS, JENNIFER	CAFETERIA WORKERS	31,610.91	450.00			32,060.91
L'ECUYER, CAROLYNE	CAFETERIA WORKERS	8,660.36				8,660.36
MAHER, RHONDA	CAFETERIA MANAGERS	17,192.31	280.00		653.06	18,125.37
PHILLIPS, CLAIRE	CAFETERIA WORKERS	17,216.13			193.50	17,409.63
TARARA-WOODS, GINA	CAFETERIA WORKERS	18,329.15	450.00		154.28	18,933.43
TYNER, ANN	CAFETERIA MANAGERS	33,665.33	555.00		160.05	34,380.38
VENUTI, ROBIN	CAFETERIA SUBSTITUTE	9,534.70				9,534.70
WAINWRIGHT, ANDREA	CAFETERIA WORKERS	17,861.13	450.00	516.00		18,827.13
WINGET, JENNIFER	CAFETERIA WORKERS	7,271.59				7,271.59
AKINS, MARY ELLEN	GROUP LEADER 2	13,078.40				13,078.40
BENJAMIN, JULIA	GROUP LEADER 1	438.22				438.22
BORST, ELLA	GROUP LEADER 1	3,018.80				3,018.80
CORCORAN, DECLAN	GROUP LEADER 1	4,931.78				4,931.78
ELDRIDGE, ELLEN	GROUP LEADER 1	3,608.91				3,608.91
HOYLAND, KAYLA	GROUP LEADER 2	25,261.86	1,000.00			26,261.86
JOHNSON, ARIUS	GROUP LEADER 1	4,532.25				4,532.25
KELLY, BRENDA	GROUP LEADER 1	3,465.45				3,465.45
PARKER, JUSTIN	SITE COORDINATOR	836.15				836.15
PEROS, ZOE	GROUP LEADER 1	34,732.53				34,732.53
REILLY, JUDY	GROUP LEADER 2	21,169.44				21,169.44
RICHARD, VALERIE	EXT DAY ADMIN ASST	21,291.16				21,291.16
ROY, JULIANNE	GROUP LEADER 2	3,081.36				3,081.36
RYAN, CAROLYN	GROUP LEADER 1	4,996.43				4,996.43
SANTOS, MONTINA	SITE COORDINATOR	43,222.03		-		43,222.03
WORKS, JENNIFER	LEADER IN TRAINING	490.96				490.96
	GROUP LEADER 1	11,160.75				11,160.75

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
ALGER, AMELIA	PARAPROFESSIONALS	19,273.92	494.93			19,768.85
BOISSY, KATHARINE	PARAPROFESSIONALS	31,623.36	3,446.38			35,069.74
BURNS, DOREEN	PARAPROFESSIONALS	34,913.76	5,633.65			40,547.41
CAIRNEY, MICHELLE	PARAPROFESSIONALS	35,713.75	1,529.01			37,242.76
CASEY, LAURI	PARAPROFESSIONALS	26,511.08	911.48			27,422.56
DEVINE, LIAM	PARAPROFESSIONALS	60,506.93	5,465.17			65,972.10
DOHERTY, LAURA	PARAPROFESSIONALS	32,185.33	3,924.28			36,109.61
FALTUS, THOMAS	PARAPROFESSIONALS	24,739.91	1,304.73			26,044.64
GALLIVAN, NANCY	PARAPROFESSIONALS	28,621.05				28,621.05
GERAGHTY, EMMA	PARAPROFESSIONALS	31,669.79	913.31			32,583.10
GIROUX, THERESA	PARAPROFESSIONALS	38,529.60	2,042.46			40,572.06
GLEDHILL, TRACY	PARAPROFESSIONALS	39,364.27	4,336.23			43,700.50
GRAHAM, SHANNON	PARAPROFESSIONALS	34,752.60	10,337.82			45,090.42
HORGAN, KATIE	PARAPROFESSIONALS	29,631.97	2,335.46			31,967.43
HUBBELL, KELLYANN	PARAPROFESSIONALS	26,247.12	1,412.00			27,659.12
IBRAHIM, MARLINE	PARAPROFESSIONALS	34,066.06	1,829.07			35,895.13
IZQUIERDO, MONICA	PARAPROFESSIONALS	29,197.66	369.34			29,567.00
JANGO, MARK	PARAPROFESSIONALS	47,337.25	1,366.16			48,703.41
KALE, SHALAKA	PARAPROFESSIONALS	28,024.27	1,450.26			29,474.53
LUND, AMY	PARAPROFESSIONALS	16,344.06	309.33			16,653.39
LUND, JENNIFER	PARAPROFESSIONALS	54,651.24	6,494.59			61,145.83
MACDONALD, CINDY	PARAPROFESSIONALS	25,884.76	630.31			26,515.07
MAGGOWAN, BRETT	PARAPROFESSIONALS	32,486.07	3,043.28			35,529.35
MALZONE, NANCY	PARAPROFESSIONALS	36,007.99	2,060.70			38,068.69
MCCNEILL, CAMERON	PARAPROFESSIONALS	12,874.06	306.97			13,181.03
MOFFATT, TAMMY	SCHOOL ABA THERAPIST	39,217.30	1,863.30			41,080.60
MONTEIRO, ADRIENNE	PARAPROFESSIONALS	19,012.11	2,063.03			21,075.14
MORRILL, ELIZABETH	PARAPROFESSIONALS	32,669.97	1,694.51			34,364.48
MULLALLY, JACQUELYN	PARAPROFESSIONALS	300.00				300.00
MUNICHELLO, ERIN	PARAPROFESSIONALS	39,466.21	3,863.64			43,329.85
MURPHY, CINDY	PARAPROFESSIONALS	39,297.31	4,176.74			43,474.05
NAIR, SHALINI	PARAPROFESSIONALS	27,709.25	1,450.26			29,159.51
O'GARA, CHRISTINE	PARAPROFESSIONALS	26,850.25	412.21			27,262.46
PARDI, DIANDRA	PARAPROFESSIONALS	23,831.80				23,831.80
QUINZANI, KRISTIN	PARAPROFESSIONALS	38,542.40	2,920.93			41,463.33
ROJEE-TALLEFER, ROBIN	PARAPROFESSIONALS	35,254.18	4,827.61			40,081.79
SAAD, MARY	PARAPROFESSIONALS	28,829.89	2,358.40			31,188.29
SANDERS, PATRICIA	JOB COACH TRANSITION PROGRAM	33,057.98				33,057.98
SANTILLI, PATRICIA	PARAPROFESSIONALS	23,244.51	291.94			23,536.45

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
SINKS, STACY	PARAPROFESSIONALS	27,654.11	4,146.65			31,800.76
SMITH, PAIGE	PARAPROFESSIONALS	23,510.26	444.75			23,955.01
STARRATT, DIANN	PARAPROFESSIONALS	32,954.36				32,954.36
STEVES, GRACE	PARAPROFESSIONALS	3,281.84				3,281.84
SUGRUE, HILLARY	PARAPROFESSIONALS	33,021.13	1,232.15			34,253.28
VATISH, CHARU	PARAPROFESSIONALS	17,904.04				17,904.04
BAVEY, SUSAN	SCH. ADMIN. ASSISTANT	20,046.33	312.00			20,358.33
BEDARD, TERI	SCH. ADMIN. ASSISTANT	61,256.00	6,993.00	3,003.90		71,252.90
GALLON, KIMBERLY	SCH. ADMIN. ASSISTANT	34,989.78				34,989.78
HARKEY, ERIKA	SCH DEPARTMENTAL SECRTY	34,225.26	1,000.00			35,225.26
LIOTTA, JANE	SCH. ADMIN SPECIALIST	61,256.00	10,774.00			72,030.00
MULLALLY, CHERI-ANN	SCH. ADMIN SPECIALIST	56,193.75	6,693.00			62,886.75
OLSEN, DANA	SCH DEPARTMENTAL SECRTY	30,149.56				30,149.56
REAGAN, LYNNE	SCH. ADMIN. ASSISTANT	33,074.04				33,074.04
TOWN ADMINISTRATOR						
GUZINSKI, MICHAEL	TOWN ADMINISTRATOR	180,404.35	15,620.19			196,024.54
BOURET, KAREN	OPERATIONS SUPPORT MGR	111,363.20	1,219.00			112,582.20
SCHINDLER, VICTORIA	BENEFITS COORDINATOR	47,868.80		460.42		48,329.22
FINANCE DEPARTMENT						
JOHNSTON, CAROL	TOWN CONTRACT EMP	135,324.06	21,563.68			156,887.74
MONTONE, MARY	PAYROLL ADMINISTRATOR	51,896.27		329.51		52,225.78
MORIN, LISA	TOWN ACCOUNTANT	109,118.51	1,100.00			110,218.51
ASSESSING DEPARTMENT						
GONSALVES, TERESA	PRINCIPAL ASSESSOR	98,602.41				98,602.41
RAND, ELIZABETH	DEPT ASST II ASSESSORS	43,009.92	900.00			43,909.92
TREASURER/COLLECTOR DEPARTMENT						
SCANNELL, JENNIFER	TREASURER - TAX COLLECTOR	109,481.66	1,000.00			110,481.66
MCNAMARA, MARSHA	DEPT ASST II - TREASURER	41,047.51	900.00	106.43		42,053.94
MILL, STACEY	DEPT ASST II - TREASURER	37,674.85	900.00	91.70		38,666.55
SMITH FRYE, MARY	ASST TREASURER/COLLECTOR	65,769.58	1,000.00	934.68		67,704.26
INFORMATION TECHNOLOGY ADMINISTRATION						
DONOVAN, JAMES	IT DIRECTOR	83,237.85				83,237.85
TOWN CLERK						

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
HARDIN, LISA JANE	TOWN CLERK	12,723.00	386.00			13,109.00
SMITH, KATHLEEN	DEPUTY TOWN CLERK	75,706.52	1,100.00	7,744.98		84,551.50
VARA, SUSAN	DEPT ASST II TOWN CLERK	28,295.86	900.00	11,509.86		40,705.72
ACKERMAN, JUDITH	ELECTION WORKER	270.00				270.00
BAIMA, ANNE	ELECTION WORKER	1,155.00				1,155.00
BARRY, WENDY	ELECTION WORKER	60.00				60.00
BELL, MARY	ELECTION WORKER	232.50				232.50
BENNETT-KOZAK, DEBORAH	ELECTION WORKER	232.50				232.50
BRYANT, BARBARA	ELECTION WORKER	210.00				210.00
CABIBBO, DONNA	ELECTION WORKER	108.75				108.75
CALLANAN, JAMES	ELECTION WORKER	120.00				120.00
CARLSON, KATHRYN	ELECTION WORKER	127.50				127.50
CHOTKOWSKI, BARBARA	ELECTION WORKER	247.50				247.50
CHOTKOWSKI, MARK	ELECTION WORKER	120.00				120.00
COLLINS, MARSHA	ELECTION WORKER	930.00				930.00
COMISKEY, NICOLE	ELECTION WORKER	240.00				240.00
CONTE, SUSAN	ELECTION WORKER	390.00				390.00
CURTIN, MARIA	ELECTION WORKER	135.00				135.00
DALY, HELEN	ELECTION WORKER	416.25				416.25
DIATELEVI, PATRICIA	ELECTION WORKER	105.00				105.00
FERZOCO, SUSAN	ELECTION WORKER	990.00				990.00
FRASER, PAULA	ELECTION WORKER	225.00				225.00
GALBRAITH-TRUCHON, JOANNE	ELECTION WORKER	1,020.00				1,020.00
HAYES, DOREEN	ELECTION WORKER	300.00				300.00
HILTON, BONNIE	ELECTION WORKER	5,903.75				5,903.75
HODGMAN, LESLEE	ELECTION WORKER	75.00				75.00
HOWLEY, CHARLENE	ELECTION WORKER	453.75				453.75
JOHNSON, CAROL	ELECTION WORKER	450.00				450.00
JOSEPH, WENDY	ELECTION WORKER	405.00				405.00
KRAUSE, KATHRYN	ELECTION WORKER	90.00				90.00
LOCKLIN, SUSANNE	ELECTION WORKER	1,342.50				1,342.50
MACINNES, CATHERINE	ELECTION WORKER	247.50				247.50
MCCAFFREY, CHRISTINE	ELECTION WORKER	1,935.00				1,935.00
MCCAFFREY, JAMES	ELECTION WORKER	307.50				307.50
MCCOLL, CAROLE	ELECTION WORKER	1,245.00				1,245.00
MCMANUS, ANNE	PUBLIC HEALTH NURSE	3,356.42				3,356.42
NORTON, M. PAULA	ELECTION WORKER	105.00				105.00
PETRUSH, JESSICA	ELECTION WORKER	240.00				240.00
SCOTLAND, DONNA	ELECTION WORKER	742.50				742.50

Town Report FY2024

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
HARDIN, LISA JANE	TOWN CLERK	12,723.00	386.00			13,109.00
SMITH, KATHLEEN	DEPUTY TOWN CLERK	75,706.52	1,100.00	7,744.98		84,551.50
VARA, SUSAN	DEPT ASST II TOWN CLERK	28,295.86	900.00	11,509.86		40,705.72
ACKERMAN, JUDITH	ELECTION WORKER	270.00				270.00
BAIMA, ANNE	ELECTION WORKER	1,155.00				1,155.00
BARRY, WENDY	ELECTION WORKER	60.00				60.00
BELL, MARY	ELECTION WORKER	232.50				232.50
BENNETT-KOZAK, DEBORAH	ELECTION WORKER	232.50				232.50
BRYANT, BARBARA	ELECTION WORKER	210.00				210.00
CABIBBO, DONNA	ELECTION WORKER	108.75				108.75
CALLANAN, JAMES	ELECTION WORKER	120.00				120.00
CARLSON, KATHRYN	ELECTION WORKER	127.50				127.50
CHOTKOWSKI, BARBARA	ELECTION WORKER	247.50				247.50
CHOTKOWSKI, MARK	ELECTION WORKER	120.00				120.00
COLLINS, MARSHA	ELECTION WORKER	930.00				930.00
COMISKEY, NICOLE	ELECTION WORKER	240.00				240.00
CONTE, SUSAN	ELECTION WORKER	390.00				390.00
CURTIN, MARIA	ELECTION WORKER	135.00				135.00
DALY, HELEN	ELECTION WORKER	416.25				416.25
DIATELEVI, PATRICIA	ELECTION WORKER	105.00				105.00
FERZOCO, SUSAN	ELECTION WORKER	990.00				990.00
FRASER, PAULA	ELECTION WORKER	225.00				225.00
GALBRAITH-TRUCHON, JOANNE	ELECTION WORKER	1,020.00				1,020.00
HAYES, DOREEN	ELECTION WORKER	300.00				300.00
HILTON, BONNIE	ELECTION WORKER	5,903.75				5,903.75
HODGMAN, LESLEE	ELECTION WORKER	75.00				75.00
HOWLEY, CHARLENE	ELECTION WORKER	453.75				453.75
JOHNSON, CAROL	ELECTION WORKER	450.00				450.00
JOSEPH, WENDY	ELECTION WORKER	405.00				405.00
KRAUSE, KATHRYN	ELECTION WORKER	90.00				90.00
LOCKLIN, SUSANNE	ELECTION WORKER	1,342.50				1,342.50
MACINNES, CATHERINE	ELECTION WORKER	247.50				247.50
MCCAFFREY, CHRISTINE	ELECTION WORKER	1,935.00				1,935.00
MCCAFFREY, JAMES	ELECTION WORKER	307.50				307.50
MCCOLL, CAROLE	ELECTION WORKER	1,245.00				1,245.00
MCMANUS, ANNE	PUBLIC HEALTH NURSE	3,356.42				3,356.42
NORTON, M. PAULA	ELECTION WORKER	105.00				105.00
PETRUSH, JESSICA	ELECTION WORKER	240.00				240.00
SCOTLAND, DONNA	ELECTION WORKER	742.50				742.50

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
SHEA, MARY	ELECTION WORKER	600.00				600.00
SIOGREN, PATRICIA	ELECTION WORKER	457.50				457.50
ST. SAUVEUR, MEREDITH	ELECTION WORKER	660.00				660.00
STEADMAN, SHARILYN	ELECTION WORKER	22.50				22.50
THOMPSON, PATRICIA	ELECTION WORKER	270.00				270.00
TURNER, ANGELA	ELECTION WORKER	90.00				90.00
WALSH, JANET	ELECTION WORKER	311.25				311.25
YERED, JANET	ELECTION WORKER	150.00				150.00
BOARDS/COMMITTEES						
STANDLEY, CAMILLE	DEPT ASST II - CONSERVATION	46,912.57	1,100.00			48,012.57
SUTHERLAND, AMY	DEPT ASST II - ZONING BOARD		4,215.00			4,215.00
TOWN BUILDING DEPARTMENT						
WEISS, ROBERT	ENERGY MGR	83,945.69				83,945.69
POLICE DEPARTMENT						
SOFFAYER, CHRISTOPHER	POLICE CHIEF	187,678.42	7,805.25			195,483.67
AFIENKO, ROBERT	POLICE PATROLMAN	80,633.28	4,363.74	4,430.40	773.52	90,200.94
ALVES, AUSTIN	POLICE PATROLMAN	16,562.56	685.43	3,105.49	6,085.80	26,439.28
ANGEL, TYLER	POLICE PATROLMAN	84,299.25	6,893.05	15,487.71	52,614.32	159,294.33
BICKFORD, DALE	POLICE PATROLMAN	93,921.88	4,327.32	2,317.68	2,381.40	102,948.28
CONLEY, KEVIN	POLICE PATROLMAN	64,530.24	10,231.21	453.18	529.20	75,743.83
DWYER, WILLIAM	PERM INTERMITTENT OFFICER	1,235.04			54,018.55	55,253.59
FORSYTHE, ZACHARY	POLICE SERGEANT	89,881.84	5,378.10	20,276.95	6,660.87	122,197.76
GONZALEZ, ARCADIO	POLICE SERGEANT	95,866.08	11,401.78	27,778.33	2,116.80	137,162.99
JEWETT, BRIAN	POLICE PATROLMAN	53,014.04	4,476.56	8,305.02	93,161.44	
LEAVITT, TRACY	PRINCIPAL ASST. POLICE/FIRE	60,153.60	1,100.00		27,365.82	61,253.60
MANGANELLO, MICHELLE	POLICE PATROLMAN	16,346.56	684.94	2,465.31	1,323.00	20,819.81
MAXANT, KRISTOPHER	POLICE SERGEANT	116,354.75	6,104.75	37,499.21	22,149.85	182,108.56
MELESKI, NICHOLAS	POLICE SERGEANT	44,442.72	14,953.31			59,396.03
NELSON, SEAN	POLICE PATROLMAN	41,387.80	4,453.29	3,476.52	6,615.00	55,932.61
ROY, COLBY	POLICE SERGEANT	96,104.84	7,567.25	17,730.19	4,380.78	125,783.06
SHEARNS, JOHN	POLICE SERGEANT	116,212.41	5,758.27	26,342.03	53,932.56	202,245.27
SMITH, PAUL	POLICE SERGEANT	82,918.36	10,594.30	21,029.78	75,685.07	190,227.51
SULLIVAN, MATTHEW	POLICE PATROLMAN	77,335.84	10,329.71	23,879.72	13,738.92	125,284.19
THOMPSON, CRAIG	POLICE PATROLMAN	90,266.54	3,584.48	7,725.60	22,679.05	124,255.67
TIBERI, DOMENIC	PERM INTERMITTENT OFFICER	120,806.46	8,983.31	89,228.11	58,918.85	277,936.73
VOIP/CELLI, COREY	POLICE SERGEANT	111,561.28	5,631.82			117,193.10

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
VONGSAVATH, ANGELA	POLICE PATROLMAN	74,038.13	10,188.73	24,637.39	25,182.87	134,047.12
ZITOLI, COLBY	POLICE PATROLMAN	69,578.52	6,393.35	8,150.07	3,175.20	87,297.14
FIRE DEPARTMENT						
BARRETT, RICHARD	FIRE CHIEF	154,082.01	16,867.18			170,949.19
BENITEZ, DAMIAN	ON CALL FF/EMT	10,940.96	670.00			11,610.96
BISHOP, CHARLES	FIRE LIEUTENANT/EMT	91,214.64	2,703.00	5,873.69		99,791.33
CONRAD, ROBERT	FIRE LT-ALS	98,794.80	3,803.00	76,185.99		178,783.79
CUTONE, NICHOLAS	ON CALL FF/EMT	45.86				45.86
DEASY, RYAN	FIREFIGHTER/EMT	16,523.54	1,843.00	16,232.08		34,598.62
DONOVAN, MATTHEW	ON CALL FF/EMT	7,752.24	1,843.00			9,595.24
ENSWILER, CHRISTOPHER	FIREFIGHTER ALS	82,494.60	3,343.00	17,972.02		103,809.62
GREENE, BRANDON	FIREFIGHTER/EMT	67,563.12	3,560.36	30,909.27		102,032.75
HENDON, MATTHEW	FIREFIGHTER/EMT	80,191.80	5,983.26	64,718.97		150,894.03
HLADICK, ANDREW	CALL DEPUTY CHIEF	1,013.32				1,013.32
KELLEY, JASON	FIREFIGHTER ALS	89,099.16	4,356.07	60,040.25		153,495.48
KUBACKI, SEAN	ON CALL FF/EMT	4,753.04	670.00			5,423.04
LENEHAN, DENIS	ON CALL FF/EMT	11,878.40	1,843.00	4,377.60		18,099.00
MARRIER, SEAN	ON CALL FF/EMT	710.83				710.83
MATHEWS, BRET	ON CALL FF/EMT	8,811.06	1,843.00	3,228.48		13,882.54
MEE, KYLE	ON CALL FF/EMT	2,659.88	670.00			3,329.88
MUNGER, JAKE	ON CALL FF/EMT	-		-		-
O'REILLY, ANDREW	FIREFIGHTER/EMT	61,045.92	3,053.72	29,242.85		93,342.49
PARKER, JARED	ON CALL FF/EMT	990.00				990.00
PERKINS, LUCAS	ON CALL FF/EMT	2,887.92	360.00			3,247.92
POLIMENO, BRIAN	FIREFIGHTER ALS	93,962.76	9,881.32	38,734.91		142,578.99
SANTAFE, WILLIAM	FIREFIGHTER ALS	88,083.84	7,133.82	64,885.34		160,103.00
SCHUIJZ, WILLIAM	FIRE LIEUTENANT/EMT	89,832.60	10,092.99	21,997.49		121,923.08
SCOTLAND, MICHAEL	FIRE LIEUTENANT/EMT	89,832.60	2,702.50	1,266.87		93,801.97
SHAW, PAUL	FIREFIGHTER/EMT	74,845.68	11,016.57	7,607.96		93,470.21
SMITH, RYAN	ON CALL FF/EMT	13,765.88	1,281.50			15,047.38
SMITH, TIMOTHY	FIREFIGHTER/EMT	11,434.20	1,843.00	15,783.68		29,060.88
SULLIVAN, JOSEPH	FIREFIGHTER ALS	88,433.85	4,220.51	42,344.76		134,999.12
TYNER, STEPHEN	FIREFIGHTER ALS	88,194.60	2,193.00	19,674.21		110,061.81
WALLACE, ALAN	FIREFIGHTER ALS	85,252.32	1,843.00	654.12		87,749.44
WENZEL, CAMERON	FIREFIGHTER ALS	87,179.28	2,919.71	17,454.10		107,553.09
WILSON, JASON	FIREFIGHTER ALS	82,902.48	6,534.35	49,793.53		139,230.36
DISPATCH						

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
ALIZIO, NICHOLAS	P/T DISPATCHER	12,146.28				12,146.28
CAHILL, ROBIN	DISPATCH	61,449.48	5,090.74	30,601.27		97,141.49
CUILLEN, SEAN	P/T DISPATCHER	4,438.48				4,438.48
EISELE, GARIN	DISPATCH	61,992.78	2,511.15	11,412.77		75,916.70
FRITTS, KELLY	P/T DISPATCHER	872.59				872.59
LEBLANC, TEAGHAN	P/T DISPATCHER	11,764.01		947.27		12,711.28
LODOLA, LIANA	DISPATCH	50,532.21	2,013.94	4,933.00		57,479.15
LOPEZ, JAMES	PERM INTERMITTENT OFFICER	1,093.88			20,175.75	21,269.63
MCLAUGHLIN, JOHN	DISPATCH	61,893.09	3,894.60	20,394.24	22,226.40	108,408.33
MORAN, MAX	DISPATCH		950.00			950.00
SLADE, EMMA	P/T DISPATCHER	1,445.04				1,445.04
SMITH, STEVEN	P/T DISPATCHER	983.20				983.20
BUILDING DEPARTMENT						
GIAMPIETRO, MICHAEL	BUILDING INSPECTOR	102,315.20	17,465.00			119,780.20
BIANCHI, STEVEN	PP DEPT ASST BLDG	7,668.24				7,668.24
COAKLEY, JAMES	DEPUTY WIRING/PLUMB INSPECTOR		641.00			641.00
COSTELLO, TIMOTHY	BUILDING PLUMBING INSPECTOR		23,557.00			23,557.00
FOGARTY, ROBERT	DEPUTY BUILDING INSPECTOR		25,594.00			25,594.00
KIGGEN, JENNIFER	DEPT ASSISTANT I - BUILDING CL	36,760.95	900.00	293.94		37,954.89
MANCINI, MICHAEL	DEPUTY WIRING/PLUMB INSPECTOR		6,721.00			6,721.00
ROSE, JOHN	DEPUTY WIRING/PLUMB INSPECTOR		1,681.00			1,681.00
SWEET, JENNIFER	DEPUTY ELECTRICAL INSPECTOR		8,271.00			8,271.00
ZACCHILLI, JOSEPH	DEPUTY WIRING/PLUMB INSPECTOR		1,321.00			1,321.00
ANIMAL CONTROL						
MALLETTE, ERIN	ANIMAL CONTROL OFFICER	63,600.56		3,622.27		67,222.83
WARD, KELLEY	DEPUTY ANIMAL CONTROL OFFICER	8,900.00				8,900.00
DPW/DEPARTMENT						
MCKAY, JAMES	DIRECTOR OF DPW	151,403.20	11,898.81			163,302.01
BORST, JACKSON	ON CALL SNOW	682.04		296.28		978.32
BOURET, JOSEPH	ON CALL SNOW	302.46		361.09		663.55
CAFRO, MICHAEL	ON CALL SNOW	49.38		574.06		623.44
CHAMBERLAIN, JESSE	HEO/L-TS OP1NOA	53,729.36	1,200.00	3,527.79		58,457.15
EVERETT, PAUL	HEO/L-TS WP/CLA	58,039.94	1,200.00	5,195.57		64,435.51
GILMORE, DEIRDRE	DPW BUSINESS MGR	91,072.83	9,923.00			100,995.83
GORGONE, BRANDON	GF - HEO/LB TSOP/LB	55,979.20	1,200.00	8,742.99		65,922.19
HART, BRIAN	GF - HEO/LB TSOP/LB	53,314.09	1,200.00	8,588.94		63,103.03

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
HILLERY, MICHAEL	HEO D2 T2 W/CL A,4G	75,558.63	8,500.00	19,261.32		103,319.95
KANDOLA, KEVIN	FACILITIES MGR	78,534.40	5,700.00	26,445.56		110,679.96
LOPEZ, KYLE	GF - HEO/LB TSOP/LB	73,269.41	3,943.00	30,282.67		107,495.08
LOVETT, JONATHAN	HEO/L-TS-OP1NOA	59,737.60	5,475.52	28,519.33		93,732.45
MAIN, STEPHEN	GF - HEO/LB TSOP/LB	63,835.21	2,400.00	7,605.20		73,840.41
MCKENNEY, RONALD	WS SUPERINTENDENT	81,656.04	8,500.00	20,296.88		110,452.92
RACHMACIEJ, DAVID	DPW SUPERINTENDENT	94,119.04	4,800.00	21,127.68		120,046.72
SOUSA WAGNER, RYAN	WTR/SWR TECH TIDII	66,771.22	8,300.00	13,915.94		88,987.16
WANDERS, JONATHAN	DPW FOREMAN	73,028.88	2,200.00	4,369.23		79,598.11
WILLIAMS, JOHN	DEPT ASSISTANT I - DPW CLERK	28,614.33		220.80		28,835.13
BOARD OF HEALTH						
MCVEIGH, JOHN	DIR PUBLIC HEALTH	93,763.73	900.00			94,663.73
GRAHAM, HEATHER	DEPT ASST III - BOH ASSISTANT	32,674.20	500.00	694.80		33,869.00
WARD, SARAH	PUBLIC HEALTH NURSE	14,184.72	2,200.00			16,384.72
COUNCIL ON AGING						
GAGNON, ANNE-MARIE	COA DIRECTOR	74,832.32				74,832.32
KAYO, PATRICIA	COA DIRECTOR	2,000.00				2,000.00
BUNT, ROCHELLE	COA TRANS COORD./RECEPTION	13,119.76				13,119.76
DALY, ROBERT	COA P/T VAN DRIVER	4,166.25				4,166.25
KIRBY, LISA	OUTREACH WORKER COA	28,179.20				28,179.20
LANNON, HERBERT	COA P/T VAN DRIVER	1,282.50				1,282.50
LIZARDI, ANDREW	DEPT ASST I - COA	19,761.63				19,761.63
MCBRIEN, JOHN	COA P/T VAN DRIVER	4,386.84		351.84		4,738.68
SAND, DEBORAH	OUTREACH WORKER COA	2,673.63	1,818.15			4,491.78
VETERANS AGENT						
MOORE, JOHN	VETERANS DIRECTOR	18,727.00				18,727.00
LIBRARY DEPARTMENT						
TOLSON, KIMBERLY	LIBRARY DIRECTOR	75,309.59	900.00			76,209.59
ALLISON, SUSAN	ON-CALL LIB ASSISTANT	1,066.23				1,066.23
APPELBAUM, REBECCA	LIBRARY TECH COORDINATOR	42,211.49	900.00			43,111.49
BORST, KIMBERLY	LIBRARY BOOKKEEPER	35,487.32	900.00			36,387.32
BROOKS, DONNA	LIBRARY COLLECTIONS MGR	27,707.01	1,000.00	16.82		28,723.83
CARNEY-PHILIPS, MARY	LIBRARY ASSISTANT	12,316.20				12,316.20
CONOVER, KAYCEE	ON-CALL LIB ASSISTANT	5,212.68				5,212.68
DAVIS, ESTHER	LIBRARY ADULT SVCS COORDINATOR	47,362.59	2,150.00			49,512.59

Employee Last Name	Job Class Desc	Salary	Other	OT	Detail	Total Gross
DIVVER, PATRICIA	ON-CALL LIB ASSISTANT	2,066.10				2,066.10
GOODREAU, ELIZABETH	ON-CALL LIB ASSISTANT	1,023.15				1,023.15
KAYE, ABIGAIL	LIBRARY PAGE	4,395.00				4,395.00
MORTIMER, KAREN	LIBRARY ASSISTANT	7,843.86				7,843.86
NEVILLE, FATIMA	LIBRARY ASSISTANT	17,731.50				17,731.50
SILVERMAN, RACHEL	LIBRARIAN-CHILDREN & YOUNG ADL	69,306.44	5,000.00			74,306.44
WICKHAM, TERESINA	ON-CALL LIB ASSISTANT	3,909.51				3,909.51
RECREATION DEPARTMENT						
FOGARTY, KRISTEN	RECREATION DIRECTOR	73,126.39	1,200.00			74,326.39
LEBLANC, ERIN	RECREATION PROG. COORDINATOR	36,789.84				36,789.84
ADAMS, MADISON	RECREATION-SUMMER	787.50				787.50
AVAKIAN, LILY	RECREATION-SUMMER	855.00				855.00
GATZ, MEREDITH	RECREATION-SUMMER	472.50				472.50
LEBLANC, DELIA	RECREATION-SUMMER	592.50				592.50
MOLLOY, NORENE	RECREATION-SUMMER	2,265.00				2,265.00
O'SHAUGHNESSY, CAROLINE	RECREATION-SUMMER	1,500.00				1,500.00
O'SHAUGHNESSY, COURTNEY	RECREATION-SUMMER	735.00				735.00
O'SHAUGHNESSY, THOMAS	RECREATION-SUMMER	840.00				840.00
SCANNELL, NORA	RECREATION-SUMMER	630.00				630.00
SULLIVAN, KEVIN	RECREATION-SUMMER	630.00				630.00
Grand Total		25,050,655.64	1,139,486.51	1,328,831.72	482,729.58	28,001,703.45

SCHEDULE A FY2025

7/1/24 Effective Date
SCHEDULE A - CLASSIFICATION PLAN APPROVED @ 05/07/24 ATM
Weekly Salary and Stipends

GRADE	POSITION	STEP									
		1	2	3	4	5	6	7	8	9	10
17	DIRECTOR OF PUBLIC WORKS FLSA EXEMPT	\$ 2,372.01	\$ 2,432.72	\$ 2,495.10	\$ 2,559.21	\$ 2,625.00	\$ 2,690.37	\$ 2,757.88	\$ 2,826.63	\$ 2,897.10	\$ 2,969.69
16	ASSISTANT TOWN ADMINISTRATOR/HR MGR. FLSA EXEMPT	\$ 2,141.45	\$ 2,184.27	\$ 2,227.96	\$ 2,272.52	\$ 2,317.97	\$ 2,364.33	\$ 2,411.62	\$ 2,459.84	\$ 2,509.05	\$ 2,559.22
15	VACANT										
12	VACANT										
11	COA DIRECTOR FLSA EXEMPT	\$1,365.57	\$1,397.40	\$1,428.40	\$1,461.08	\$1,492.49	\$1,528.13	\$1,560.27	\$1,597.68	\$1,631.60	\$1,669.46
9C*	PLUMBING/GAS INSPECTOR ELECTRICAL INSPECTOR	\$6,830.94	annual stipend plus \$40 per inspection								
		\$6,830.94	annual stipend plus \$40 per inspection								
8A*	ALTERNATE BUILDING COMMISSIONER	\$13,357.92									
	DEP. PLUMB/GAS INSPECTOR 1	\$653.82	annual stipend plus \$40 per inspection								
	DEP. PLUMB/GAS INSPECTOR 2	\$653.82	annual stipend plus \$40 per inspection								
	DEP. ELECTRICAL INSPECTOR 1	\$653.82	annual stipend plus \$40 per inspection								
	DEP. ELECTRICAL INSPECTOR 2	\$653.82	annual stipend plus \$40 per inspection								
	LOCAL BUILDING INSPECTOR	\$653.82	annual stipend plus \$40 per inspection								
4	DISPATCHER/PART TIME	\$23.09	\$23.55	\$24.02	\$24.50	\$24.99	\$25.49	\$26.00	\$26.52	\$27.05	\$27.59
PS9	DEPUTY FIRE CHIEF/EMT*	\$35.30	\$36.08	\$36.91	\$37.70	\$38.59	\$39.42	\$40.33	\$41.24	\$42.17	\$43.10
Captain Annual Stipend \$1660.00											
PS8	Building Department Assistant (8 hours/week)	\$21.97	\$22.41	\$22.86	\$23.32	\$23.79	\$24.27	\$24.76	\$25.26	\$25.77	\$26.29
PS6	VACANT										
PS4	VACANT										
PS2	FIRE/IGHTER/EMT	\$22.87	\$23.39	\$23.75	\$24.43	\$24.97	\$25.53	\$26.11	\$26.67	\$27.27	\$27.92
FF Annual Stipend \$632											
PS2	PERM. INTER. POLICE OFFICER LOCKUP KEEPER	\$22.20	\$22.68	\$23.03	\$23.74	\$24.27	\$24.80	\$25.35	\$25.93	\$26.49	\$27.09
EMT Annual Stipend \$1248.00											

7/1/24	Effective Date
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SCHEDULE A - CLASSIFICATION PLAN APPROVED @ 05/07/24 ATM

Weekly Salary and Stipends

GRADE POSITION				SCHEDULE B FY25			
APPOINTED SPECIALS							
SEALER-WEIGHTS-MEASURE	\$	3,659	PER YEAR	CLASS B MOTOR VEHICLE OPERATOR	\$	1,187.28	PER YEAR
PROJECT MANAGER STIPEND	\$	1,000.00	PER MONTH	DIR. VETERANS SERVICES	\$	19,101.54	PER YEAR
CERTIFIED WATER OPERATOR I	\$	1,593.04	PER YEAR	ELECTION WORKER-CENSITUS TAKER			
CERTIFIED WATER OPERATOR II	\$	1,979.82	PER YEAR	ON-CALL LIBRARY ASSISTANT			
ZONING BOARD OF APPEALS ASSISTANT	\$	\$4,500.00	PER YEAR	OFFICE CLERK-TRACT RATE			
ZONING BOARD OF APPEALS MEMBER	\$	181.56	PER YEAR	DPM/SEASONAL WORKER			
RESPIRE-CARE PROGRAM-MANAGER	\$	21,448	PER YEAR	LIBRARY PAGE			
RESPIRE-CARE COORDINATOR	\$	STATE-MIN-WAGE	PER YEAR	BOARD OF REGISTRARS-CHAIR			
COA VAN DRIVER	\$	20.00	PER HOUR	BOARD OF REGISTRARS MEMBER			
COA DISPATCHER	\$	10,500.00	PER YEAR	SNOW CONTRACTOR 7AM-6PM			
FINANCE COMMITTEE ASSISTANT	\$		PER YEAR	SNOW CONTRACTOR NIGHTS, WEEKEND			
				SNOW MANAGEMENT STIPEND			
				BOARD OF ASSESSORS MEMBER			
				DPTY ANIMAL CONTROL WEEKEND COVERAGE			
				DPTY ANIMAL CONTROL WEEKNIGHT COVERAGE			
STATE MINIMUM WAGE EFFECTIVE 1/1/2023							

FALL 2024 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY25 Operational Budget Adjustments
3. Community Preservation Commission-Conservation Property Signage
4. Community Preservation Commission-Lansing Millis Building Project
5. Capital Items
6. Road and Sidewalk Construction, Design and Repair
7. Authorize Lease/Purchase-Police Cruiser
8. Supplemental Borrowing-PFAS Treatment Plant at Well #3
9. Accept M.G.L. c.44s.54(b)(1) "Prudent Investor Rule"
10. Authorize Sale of Parcel 21-012-000 Located Near Cedar Street
11. Authorize Sale of Lots #15 – 17 Located Near 141 Pleasant Street
12. Amendments to General By-Laws Article VII, Section 38 "Water Management"
13. Amendments to General By-Laws Article VIII "Off-Street Parking and Loading Regulations"
14. Multi-Family Overlay District (MOD) MBTA 3A
15. Amendments to Zoning By-Laws-Dog Park
16. Amendments to Zoning By-Laws-Ann & Hope Complex
17. Unemployment Fund
18. Other Post-Employment Benefits (OPEB) Fund
19. Petitioned Article-Salary Freeze

TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
TUESDAY, NOVEMBER 19, 2024

The Fall Annual Business Meeting of the Town of Millis was held on Tuesday, November 19, 2024, in the Millis Middle/High School auditorium and was called to order by Moderator, Robert “Brutus” Cantoreggi, at 7:30 pm.

The Town Warrant calling this business meeting was signed on October 21, 2024, by the Select Board Ellen Rosenfeld, Erin T. Underhill, and Craig W. Schultze, and was posted on October 28, 2024, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:

Anne Baima	Charlene Howley
Susanne Locklin	Susan Ferzoco
Mary Shea	Marsha Collins

Tellers/Constable appointed and sworn in for the auditorium:

Bonnie Hilton	Meredith St. Sauveur
Carole McColl	Wendy Joseph
Donna Scotland	Constable Nathan Maltinsky

Before commencing with the business of this meeting, the Moderator thanked the Veterans for their service and asked everyone present to join in pledging allegiance to the Flag.

The Moderator then welcomed Representative James Arena De Rosa, the Select Board, Town Council Jay Talerman and Finance Committee, noting the absence of Chair Jonathan Loer and Michael Krone.

The Moderator also took this opportunity to make a motion to request the Town Meeting Members approve the appointment of James McCaffrey to function as Deputy Moderator for the evening should the need arise. That motion was seconded and approved unanimously. Chair Ellen Rosenfeld thanked the Town Clerk’s Office for running a smooth and successful election with 83% turnout.

Additionally, the Moderator made a motion that was seconded to approve his assessment of a 2/3rds vote at his discretion by the Town Meeting Members. The motion passed with one in opposition. At this point, the Moderator discussed the rules and regulations of the Town Meeting.

At 7:43 pm, the Special Town Meeting was opened. There was a motion to dissolve this meeting that was moved and seconded. This motion passed unanimously.

At 7:44 pm, a motion to adjourn the Special Town Meeting was made and seconded. The motion passed unanimously.

Peter Underhill, acting Chair for the Finance Committee this evening, spoke and introduced the attending Finance Committee which consisted of: Jodie Garzon, Sara Reyes, Jen Zarutskie, Cathy MacInnes, Joyce Boiardi and Peter Berube; and noted the new Finance Director Jody Kurczy.

ARTICLE 1. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds the sum of **\$45,209.55** for unpaid bills from a prior fiscal year, as written in the warrant.

DEPARTMENT	VENDOR	AMOUNT
Town Clerk	LHS Associates	\$2,023.54
Town Clerk	Lisa Hardin	\$155.36
Select Board	Kearsarge	\$1,270.52
Select Board	NRG	\$11.13
Select Board	Comm of Mass/Norfolk County Sheriff	\$264.60
Select Board	Thomas Frasca	\$125.00
Select Board	F&W Pest	\$125.00
Select Board	Eversource	\$436.54
Select Board	KP Law	\$1,111.50
Select Board	Dorrance Electric	\$1,243.86
Select Board	Signs by Tomorrow	\$43.63
Building Dept	WB Mason	\$15.82
Building Dept	Town of Millis/Treasurer Postage	\$46.06
Recreation	Challenger Sports	\$825.00
Treasurer	Kirkwood Direct	\$30.60
DPW	NRG	\$8.31
DPW	Dagle Electrical	\$936.62
DPW	Grainger Inc	\$25.17
DPW	Grainger Inc	\$97.15
DPW	Ace Temperature	\$2,236.00
DPW	Mass Mobile Inspection	\$1,975.00
DPW	Ackerman Monument	\$925.00
DPW	Global Montello	\$2,640.79
DPW	Global Montello	\$5,243.57
DPW	Global Montello	\$4,240.41
DPW	Global Montello	\$2,757.20
DPW	Geosphere	\$3,964.00
DPW	Geosphere	\$839.00
TOTAL GENERAL FUND UNPAID BILLS		\$33,616.38
DPW	NRG	\$8.31
TOTAL SEWER ENTERPRISE UNPAID BILLS		\$8.31
Select Board	Kearsarge	\$91.27
Select Board	Eversource	\$6,359.27
DPW	NRG	\$8.32
DPW	Tigh & Bond	\$5,000.00
TOTAL WATER ENTERPRISE UNPAID BILLS		\$11,458.86
Select Board	Kearsarge	\$126.00

TOTAL STORMWATER ENTERPRISE UNPAID BILLS	\$126.00
TOTAL UNPAID BILLS	\$45,209.55

Motion Carries Unanimously (4/5ths Vote Required) that the Town transfer from Free Cash the sum of **\$33,618.38**, transfer the sum of **\$8.31** from Sewer Enterprise Reserves, transfer the sum of **\$11,458.86** from Water Enterprise Reserves, and transfer the sum of **\$126.00** from Stormwater Enterprise Reserves, for a total sum of **\$45,209.55** for unpaid bills, as written in the warrant.

ARTICLE 2. To see if the Town will vote to transfer from Marijuana Impact Fees (Free Cash) the sum of **\$137,503.38**, for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of May 7, 2024, Annual Town Meeting, as follows:

Department	Description of Expense	Total Expenses
Administration	Social Work Services – Entire Community	\$17,500.00
Police	School Resource Officer Salary	\$51,001.38
Police	Marijuana Training	\$28,500.00
School	School Adjustment Counselor – 1.0 FTE	<u>\$40,502.00</u>
Marijuana Impact Funds Request - FY2025		\$137,503.38

Motion Carries Unanimously (Majority Vote Required) that the Town transfer from Marijuana Impact Fees (Free Cash) the sum of **\$137,503.38**, for additional wages and expenses not sufficiently funded under Article 3 - Operating Budgets, of the May 7, 2024, Annual Town Meeting, as written in the warrant.

ARTICLE 3. To see if the Town will vote to appropriate the sum of **\$15,000** from the Community Preservation Open Space Reserve Fund for the Signage for Public Open Spaces Project or take any other action in relation thereto.

Motion Carries Unanimously (Majority Vote Required) that the Town appropriate the sum of **\$15,000** from the Community Preservation Open Space Reserve Fund for the Signage for Public Open Spaces Project.

ARTICLE 4. To see if the Town will vote to appropriate the sum of **\$125,000.00** from the Community Preservation Historic Preservation Reserve Fund for the Lansing Millis Building Exterior Repair Project or take any other action in relation thereto.

Motion Carries Unanimously (Majority Vote Required) that the Town appropriate the sum of **\$125,000.00** from the Community Preservation Historic Preservation Reserve Fund for the Lansing Millis Building Exterior Repair Project.

ARTICLE 5. To see if the Town will vote to appropriate and raise by taxation, transfer from available funds, or borrow the sum of **\$705,147** to fund the following Capital items:

#	Department	Item	Cost
1.	Town Buildings	Aerial Boom Lift	\$52,923
2.	Town Buildings	Lansing Millis Building Repair	\$125,000
3.	Police	Tasers	\$96,518
4.	Fire	Firefighter Turnout Gear	\$36,000

5.	DPW	Freightliner Dump truck with plow/sander	\$280,850
6.	Millis Schools 2 Transportation Vans for 7D Routes		<u>\$113,856</u>
Total			\$705,147

Alan Handle made a motion to have this article broken down with specific priorities to vote on them in three tiers. Motion was made and seconded. The amended motion did not pass. The moderator went back to the original motion.

Motion Carries— Several in Opposition (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$705,147** to fund the Capital items as written in the warrant.

ARTICLE 6. To see if the Town will vote to transfer from available funds the sum of **\$500,000, for Road/Sidewalk Construction, Design, Repair, and Maintenance**, or take any other action related thereto.

Motion Carries Unanimously (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$500,000, for Road/Sidewalk Construction, Design, Repair, and Maintenance**.

ARTICLE 7. To see if the Town will vote to borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$68,816 for the lease purchase of one Police Cruiser**, or take any other action related thereto.

Motion Carries by Majority Vote—a few in opposition (2/3rds Vote Required) that the Town borrow under the provisions of M.G.L. Chapter 44 or any other enabling authority, the sum of **\$68,816 for the lease purchase of one Police Cruiser**.

ARTICLE 8. To see if the Town will vote to appropriate **\$253,167 or any other amount, to pay additional costs of making water treatment plant improvements at Well #3 PFAS Treatment Facility**, including the payment of all other costs incidental and related thereto; which amount shall be expended in addition to the \$7,100,000 previously appropriated for this project under Article 4 of the Warrant at the Fall Annual Town Meeting of November 6, 2023; and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow said amount, under and pursuant to any enabling authority, and to issue bonds or notes of the Town therefor. All, or any portion, of the amount authorized to be borrowed by this vote may be obtained through the Massachusetts Clean Water Trust (the "Trust"), and in that regard, the Select Board and the Treasurer are authorized to execute and deliver any and all documents and agreements that may be required by the trust and the Massachusetts Department of Environmental Protection to evidence any such borrowing; or take any other action related thereto.

Motion Carries Unanimously (2/3rds Vote Required) that the Town appropriate **\$253,167 to pay additional costs of making water treatment plant improvements at Well #3 PFAS Treatment Facility**, including the payment of all other costs incidental and related thereto; which amount shall be expended in addition to the \$7,100,000 previously appropriated for this project under Article 4 of the Warrant at the Fall Annual Town Meeting of November 6, 2023; and that to meet this appropriation, the Treasurer, with the approval of the Select Board is authorized to borrow said amount, under and pursuant to any enabling authority, and to issue bonds or notes of the Town therefor. All, or any portion, of the amount authorized to be borrowed by this vote may be obtained through the Massachusetts Clean Water Trust (the "Trust"), and in that regard, the Select Board and the

Treasurer are authorized to execute and deliver any and all documents and agreements that may be required by the trust and the Massachusetts Department of Environmental Protection to evidence any such borrowing.

ARTICLE 9. To see if the Town will vote to **accept the applicable provisions of M.G.L. Chapter 44, Section 54(b),(c), & (d)**, as may be necessary, to allow Town trust funds to be invested in accordance with M.G.L. Chapter 203C, the so-called “Prudent Investment Rule”, or take any other action related thereto.

Motion Carries Unanimously (Majority Vote Required) move that the Town **accept the applicable provisions of M.G.L. Chapter 44, Section 54(b),(c), & (d)**, as may be necessary, to allow Town trust funds to be invested in accordance with M.G.L. Chapter 203C, the so-called “Prudent Investor Rule”.

ARTICLE 10. To see if the Town will vote to **transfer the care, custody, management, and control of Town owned property identified as 21-012-000**, Rear Cedar Street, Book 5470, Page 77, as recorded with the Norfolk County Registry of Deeds, from the Select Board for general municipal purposes, to the Select Board for disposition, or take any other action related thereto.

Motion Carries Unanimously (2/3rds Vote Required) that the Town **transfer the care, custody, management, and control of Town owned property identified as 21-012-000**, Rear Cedar Street, Book 5470, Page 77, as recorded with the Norfolk County Registry of Deeds, from the Select Board for general municipal purposes, to the Select Board for disposition.

ARTICLE 11. To see if the Town will vote to **transfer the care, custody, management, and control of Town owned property identified as parcel 40-100-000**, and as recorded with the Norfolk County Registry of Deeds, Book 2773, Page 0245, from the Select Board for general municipal purposes, to the Select Board for disposition, or take any other action related thereto.

Motion Carries Unanimously (2/3rds Vote Required) that the Town **transfer the care, custody, management, and control of Town owned property identified as parcel 40-100-000**, and as recorded with the Norfolk County Registry of Deeds, Book 2773, Page 0245, from the Select Board for general municipal purposes, to the Select Board for disposition.

ARTICLE 12. To see if the Town will vote to **delete Article VII, Section 38, of the General Bylaws in its entirety and replace it with the following:**

38. Water Management

Authority

This bylaw was adopted by the Town under its police powers pursuant to the Home Rule Amendment of the Massachusetts Constitution, Article LXXXIX, to protect public health and welfare pursuant to its powers under M.G.L. C. 40, §21 et seq., and implements the Town’s authority to regulate water use pursuant to M.G.L., C. 41, §69B. This bylaw also implements the Town’s authority under M.G.L., C. 40, §41A, conditioned upon a declaration of water supply emergency issued by the Department of Environmental Protection (DEP) under G.L. c. 21G, §§ 15-17. This by-law is also intended to implement other water conservation requirements of M.G.L. c. 21G, the “Massachusetts Water Management Act” and its regulations promulgated at 310 CMR 36.00.

Purpose

The purpose of this bylaw is to protect, preserve and maintain the public health, safety and welfare and the environment whenever there is in force a “state of water supply conservation” or “state of water supply emergency” by ensuring an adequate supply of water for drinking and fire protection and to protect the quality and quantity of water in local aquatic

habitats such as ponds, rivers and wetlands. This purpose will be accomplished by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town or by the Department of Environmental Protection.

Applicability

All Town residents that are customers of the public water supply system shall be subject to this by-law. This by-law shall be in effect year-round.

Definitions

Agriculture shall mean farming in all its branches as defined at M.G.L. c. 128, § 1A. This statutory definition includes cultivation of the soil, dairying and the production, cultivation, growing and harvesting of agricultural, aquacultural, floricultural or horticultural commodities as well as forest harvesting, raising livestock inclusive of bees and fur-bearing animals and forestry, lumbering, preparation for market, delivery to storage or market or to carriers to market incidental to an agricultural operation.

Automatic irrigation system, including sprinklers, shall mean any system for watering vegetation other than a hand-held hose or a bucket.

Nonessential outdoor water use shall mean those uses that are **not** required:

- for health or safety reasons;
- by regulation;
- for the production of food and fiber;
- for the maintenance of livestock; or
- to meet the core functions of a business.

Nonessential outdoor water uses that are subject to mandatory restrictions include:

- irrigation of lawns via sprinklers or automatic irrigation systems;
- filling of swimming pools
- washing of vehicles, except in a commercial car wash or as necessary for operator safety or to prevent damage and/or maintain performance of agricultural or construction vehicles or equipment; and
- washing of exterior building surfaces, parking lots, driveways or sidewalks, except as necessary to apply paint, preservatives, stucco, pavement or cement.

The following uses may be allowed, before 9 am and after 5 pm, when mandatory restrictions are in place:

- irrigation to establish a new lawn and new plantings during the months of May and September.
- irrigation of public parks and recreational fields by means of automatic sprinklers outside the hours of 9 am to 5 pm.
- irrigation of gardens, flowers, and ornamental plants by means of a hand-held hose or drip irrigation systems; and
- irrigation of lawns by means of a hand-held hose.

Person shall mean any individual, corporation trust, partnership, association, agency or authority, or other entity and any officer, employee, group or agent of such persons.

State of Water Supply Emergency shall mean a state of Water Supply Emergency declared by the Department of Environmental Protection under M.G.L.C. 21G, §15-17.

State of Water Supply Conservation shall mean a state of water supply conservation declared by the Town pursuant to Section E of this bylaw.

Water Users or Water Consumers shall mean all public and private users of the town's public water system, irrespective of any person's responsibility for billing purposes for water used at any particular facility.

Declaration of State of Water Supply Conservation

The Town, through its Director of Public Works, acting as the authorized designee of the Select Board, **shall** declare a State of Water Supply Conservation as necessary to ensure compliance with the Water Management Act, M.G.L. c. 21G and Millis Permit #9P.

The Town, through its Select Board, upon a determination of a majority vote of the Board that a shortage of water exists, and conservation measures are appropriate to ensure an adequate supply of water to all water consumers, to protect the quality and quantity of water in local aquatic habitats such as ponds, rivers and wetlands **may** declare a State of Water Supply Conservation.

Public notice of a State of Water Conservation shall be given under 38.H. of this bylaw before it may be enforced. The applicable restrictions, conditions or requirements shall be included in the public notice.

State of Water Supply Emergency: Compliance with DEP Orders

Upon notification to the public that a declaration of a State of Water Supply Emergency has been issued by the Department of Environmental Protection, no water user shall violate any provision, restriction, requirement, condition of any order approved or issued by the Department for the purpose of bringing about an end to the State of Water Supply Emergency. Public notice of a State of Water Supply Emergency shall be given under Section 38.I of this by-law before it may be enforced. The applicable restrictions, conditions or requirements shall be included in the public notice.

Restricted Water Uses

- I. A declaration of a State of Water Supply Conservation, or State of Water Supply Emergency shall include one or more of the following restrictions, conditions, or requirements limiting nonessential outdoor water use as necessary to control the volume of water pumped each day, except as defined as acceptable in Section D. The applicable restrictions, conditions or requirements shall be included in the public notice required under 38.H.
 -) Prohibited uses: The following uses are prohibited at all times during a State of Water Supply Conservation and/or State of Water Supply Emergency:
 - Filling of swimming pools.
 - Use of automatic irrigation systems.
 - Washing of vehicles, except in a commercial car wash or as necessary for operator safety.
 - Washing of exterior building surfaces, parking lots, driveways or sidewalks, except as necessary to apply surface treatments such as paint, preservatives, stucco, pavement, or cement.
 -) Nonessential Outdoor Watering Days: Nonessential outdoor water use is permitted only on the days per week specified in the State of Water Supply Conservation, or State of Water Supply Emergency and public notice thereof. During a State of Water Supply Conservation, nonessential outdoor water use is restricted as necessary to ensure compliance with the Water Management Act to two days or fewer per week.
 -) Nonessential Outdoor Watering Hours: Outdoor watering is permitted only during daily periods of low demand, to be specified in the declaration of a State of Water Supply Conservation and notice thereof. At a minimum, nonessential outdoor water use is prohibited during the hours from 9AM to 5PM.
 -) Nonessential Water Use Ban: Nonessential outdoor water use is prohibited at all times.

H. Public Notification of a State of Water Supply Conservation; Notification of MassDEP

Notification of any provision, restriction, requirement, or condition imposed by the Town as part of State of Water Supply Conservation shall be published in a newspaper of general circulation within the Town, or by such other means reasonably calculated to reach and inform all users of water of the State of Water Supply Conservation. Any restriction

imposed under Paragraph G. shall not be effective until such notification is provided. Notification of the State of Water Supply Conservation shall also be simultaneously provided to the Massachusetts Department of Environmental Protection.

I. Public Notification of a State of Water Supply Emergency; Notification of MassDEP

Notification of any provision, restriction, requirement, or condition imposed by the Town as part of State of Water Supply Emergency shall be published in a newspaper of general circulation within the Town, or by such other means reasonably calculated to reach and inform all users of water of the State of Water Emergency. Any restriction imposed under Paragraph G. shall not be effective until such notification is provided. Notification of the State of Water Emergency shall also be simultaneously provided to the Massachusetts Department of Environmental Protection.

J. Public Notification of Seasonal Nonessential Outdoor Water Use Restrictions

The Town shall notify its customers of the restrictions, including a detailed description of the restrictions and penalties for violating the restrictions. Notice that restrictions have been put in place shall be provided to the Massachusetts Department of Environmental Protection.

K. Termination of State of Water Supply Conservation; Notice

State of Water Supply Conservation may be terminated by a majority vote of the Select Board or by decision of their designee upon a determination by either or both of them that the conditions requiring the State of Water Supply Conservation no longer exist, or are in accordance with the Water Management Act permit conditions. Public notification of the termination of State of Water Supply Conservation shall be given in the same manner required by Paragraph H.

L. Termination of a State of Water Supply Emergency; Notice

Upon notification to the Town that the declaration of a State of Water Supply Emergency has been terminated by the Department of Environmental Protection, the public will be notified of the termination in the same manner as is required in Section I for notice of its imposition.

M. Topsoil Preservation and Restoration

To promote the retention of soil moisture and efficient landscape watering, all new construction requires a minimum of six inches of topsoil to be either preserved at or restored to the site.

N. Penalties

Any person violating this bylaw shall be liable to the Town in the amount of \$50 for the first violation and \$100 for each subsequent violation which shall ensure to the Town for such uses as the Select Board may direct. Fines shall be recovered by indictment or on complaint before the District Court, or by non- criminal disposition in accordance with section 21D of chapter 40 of the general laws. Each day of violation shall constitute a separate offense.

O. Severability

The invalidity of any portion of provision of this bylaw shall not invalidate any other portion or provision thereof."

Motion Carries Unanimously (Majority Vote Required) that the Town delete Article VII, Section 38, of the General Bylaws in its entirety, and replace it with the language as written in the warrant.

ARTICLE 13. To see if the Town will vote to delete section C. subsections 1.(b) and (c), and 2.(f),(j), and (p) of Section VIII of the Zoning By-Laws and replace with the following:

Section VIII Off-Street parking and Loading Regulations

C. Parking and Loading Lot Standards.

1. *All parking or loading areas containing over three spaces in commercial and industrial districts, including automobile service and drive-in establishments, shall be either contained within structures, or subject to the following:*
 - b. *The area and access driveways thereto shall be surfaced with bituminous or cement concrete material and shall be graded and drained so as to dispose of all surface water accumulation. Pervious paving materials (porous asphalt, porous pavers, reinforced grass blocks, etc.) may be used for access driveways and portions of the parking lot such as lower volume stalls or overflow parking areas, if the Department of Public Works and an engineer determines that appropriate hydrologic soil and topographical site conditions exist and pervious paving materials are appropriate for the site usage.*
 - c. *A substantial bumper of masonry, steel, or heavy timber; or a concrete curb or berm curb which is backed shall be placed at the edge of surfaced areas except at driveways and the inlets of stormwater infiltration BMP in order to protect abutting structures, properties, and sidewalks. Curb flushes or perforated curbing may also be used.*
2. *In all zoning districts any parking or loading areas shall be also subject to the following:*
 - f. *No portion of any parking area shall be permitted closer than 15 feet from any street right-of-way line. This setback area shall be landscaped (with a minimum of one tree per 30 feet, at least 12 feet in height and 2 1/2 inches in caliper; which may be expected to reach a mature height of greater than 30 feet). If the Department of Public Works and an engineer determines that appropriate hydrologic soil conditions and site topography is conducive to low impact infiltration/bioretenention, landscaped green infrastructure stormwater management facilities may be installed in the setback area.*
 - j. *The layout of the parking area shall allow sufficient space for the storage of plowed snow, unless removal by some other means is assured. Storage of plowed snow shall not coincide with permeable paving if present on site as to not create maintenance issues with sand or salt settlement.*
 - p. *Parking lots and loading areas shall contain visual relief from vast expanses of unbroken blacktop and cars. In parking areas and loading areas exceeding 1 /4 acre but less than 1 acre in area, landscaping islands shall be constructed containing trees greater than 2 1 /2 inches in caliper and 12 feet in height. Trees shall be provided at a rate of at least one tree for every four spaces. These trees shall be expected to mature to a height greater than 30 feet. Landscaped area shall constitute at least 10% of the parking lot area.*

When the total amount of parking area and/or loading area on a lot or building site exceeds 40,000 square feet, the parking shall be separated into smaller lots or segments of not more than 20,000 square feet each with dividers at least 5 feet wide and containing vegetation as specified above.

Where the Department of Public Works determines that appropriate hydrologic soil conditions, site usage, and topographical site conditions exist for bioretention/infiltration, the landscaped islands may also be designed to manage and treat stormwater. In such case, the islands can be depressed below the grade of the parking lot and have curb or edge notches, curb flushes, or perforated curbing to allow runoff from the parking lot to flow into the island. Landscaping should consist of vegetation native to the area and be able to withstand dry and inundation conditions.

In auto merchandising lots or similar such uses in business districts in which visibility from the street of items in parking areas is a necessary part of the business, dense screening of the lot is not required. However, a peripheral strip of at least 10 feet in depth and planted with ground cover and tall trees with little understory shall be required to give definition of the lot from the right-of-way and provide visual relief for the passerby.”

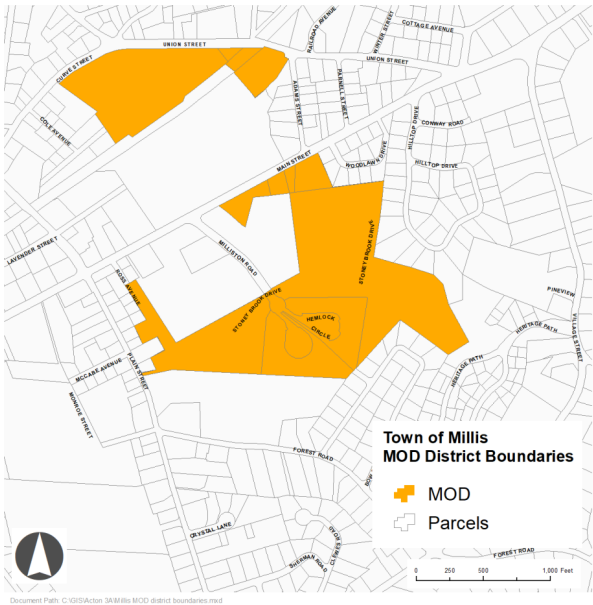
Motion Carries Unanimously (2/3rds Vote Required) that the Town delete section C. subsections 1.(b) and (c), and 2.(f),(j), and (p) of Section VIII of the Zoning By-Laws and replace with the language as written in the warrant.

ARTICLE 14. To see if the Town will vote to add a new Section XXIII to the Millis Zoning Bylaws, entitled **Multi-family Overlay District (MOD)**, and to amend other related provisions of the zoning bylaw, all as printed below; and to amend the Millis Zoning Map accordingly, or take any other action related thereto.

A. Purpose

The purpose of the Multi-family Overlay District (MOD) is to allow multi-family housing as of right in accordance with Section 3A of the Zoning Act (Massachusetts General Laws Chapter 40A). This zoning provides for as of right multi-family housing to accomplish the following purposes:

- To provide additional housing options for the Town of Millis.
- To create a more robust town center with strong commercial and residential components.



B. Establishments and Applicability

This MOD is an overlay district having a land area of approximately 55.33 acres in size that is superimposed over the underlying zoning district (s) and is shown on the Town of Millis Zoning Map.

MOD Overlay District Map

- **Applicability of MOD.** An applicant may develop multi-family housing located within the MOD in accordance with the provisions of this Section XXIII.
- **Underlying Zoning.** The MOD is an overlay district superimposed on underlying zoning districts. The regulations for use, dimension, and all other provisions of the Zoning Bylaw governing the respective underlying zoning district(s) shall remain in full force, except for uses allowed as of right or by special permit in the MOD. Uses that are not identified in Section XXIII are governed by the requirements of the underlying zoning district(s).
- **Districts.** The MOD contains the following district, which is shown on the MOD Boundary Map, comprised of two non-contiguous areas. It is approximately 55.33 acres in size and consists of the following parcels:

Map 24 parcels: 021, 023, 066, 106, 107, 108, 109.

Map 29 parcels: 007, 135, 136, 137.

C. Definitions

For purposes of this Section XXIII, the following definitions shall apply. Definitions used but not included herein shall have the meaning given to them under M.G.L. c. 40A or elsewhere in the Town of Millis Zoning Bylaw.

- **Area Median Income (AMI).** The median family income for the metropolitan statistical region that includes the Town of Millis, Massachusetts, as defined by the U.S. Department of Housing and Urban Development (HUD).
- **As of right (also referred to as by-right).** Development that may proceed under the Zoning in place at time of application without the need for a special permit, variance, zoning amendment, waiver, or other discretionary zoning approval. Development may still be subject to site-plan review.
- **Building coverage.** The maximum area of the lot that can be attributed to the footprint of the buildings (principal and accessory) on that lot. Building Coverage does not include surface parking.
- **Compliance Guidelines.** *Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act* as further revised or amended from time to time.
- **Community space:** A supervised designated area on a lot or within a building set aside for shared use by residents or the broader public for gathering, recreation, childcare, and other community needs.
- **Development standards.** Provisions of **Section XXIII G. General Development Standards** made applicable to projects within the MOD.
- **EOHLC.** The Massachusetts Executive Office of Housing and Livable Communities, or any successor agency.

- . **MBTA.** Massachusetts Bay Transportation Authority.
- . **Multi-family housing.** See “Multi-family Development” under Section II of the Zoning Bylaws.
- . **Parking, structured.** One or more parking spaces within a structure, including: (i) a structure in which vehicle parking is accommodated on multiple stories; (ii) a vehicle parking area that is underneath all or part of any story of a structure; or (iii) a vehicle parking area that is not underneath a structure, but is entirely covered, and has a parking surface at least eight feet below grade. Structured Parking does not include surface parking or carports, including solar carports.
- . **Parking, surface.** One or more parking spaces without a built structure above the space. A solar panel designed to be installed above a surface parking space does not count as a built structure for the purposes of this definition.
- . **Residential dwelling unit.** A single unit providing complete, independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking, and sanitation.
- . **Section 3A.** Section 3A of the Zoning Act.
- . **Site Plan Review Authority.** The Millis Planning Board serves as the Site Plan Review Authority for the Town of Millis.
- . **Special Permit Granting Authority.** The Millis Planning Board serves as the Special Permit Granting Authority for the Town of Millis.
- . **Sub-district.** An area within the MOD that is geographically smaller than the MOD district and differentiated from the rest of the district by use, dimensional standards, or development standards.
- . **Subsidized Housing Inventory (SHI).** A list of qualified Affordable Housing Units maintained by EOHLC used to measure a community's stock of low-or moderate- income housing for the purposes of M.G.L. Chapter 40B, the Comprehensive Permit Law.

D. Permitted Uses

- . **Uses Permitted As of Right:** The following uses are permitted as of right within the MOD.
 - . **Multi-family housing.**
 - . Multi-family buildings of 3 or more units each.
 - . Dwelling, Multi-Family – Multi Dwelling Unit (as defined in Section II).
- . **Accessory uses.** The following uses are considered accessory as of right to any of the permitted uses in Section D.1.
 - a. Parking, including surface parking and structured parking.
 - b. Home occupation (see Section XIII.H.)

E. Dimensional Standards

- **Table of Dimensional Standards.** Notwithstanding anything to the contrary in this Zoning bylaw, the dimensional requirements applicable in the MOD are as follows¹:

Standard	
Lot Size	
Minimum ⁽¹⁾ (SF)	10,000
Height	
Stories (Maximum)	3
Feet (Maximum)	40
Minimum Open Space	20%

- **Additional Standards**

Standard	
Maximum Lot Coverage Building(s) + Parking	80%
Floor Area Ratio	2.0

- **Additional Standards**

Standard	
Minimum Frontage (ft)	40
Front Yard Setback	
Min. (ft.)	14
Side Yard Setback	
Corner Min. (ft)	10
Interior Min. (ft)	10
Rear Yard Setback	
Min. (ft.)	20

- **Multi-Building Lots.** In the MOD, lots may have more than one principal building. Detached buildings must adhere to front and side setback requirements in table 3 in relation to each other except as may be determined appropriate by the Site Plan Review Authority.
- **Exceptions.** The Site Plan Review Authority may grant a waiver of the height requirements to accommodate chimneys, parapet walls, ventilators or other mechanical systems, which features are in no way used for living purposes and do not constitute more than 25% of the ground floor area of the building.
- **Exceptions: Renewable Energy Installations.** The Site Plan Review Authority or Special Permit

¹ For any part of the MCMOD falling within a Zone II Groundwater Protection District, those dimensional standards supersede any regulations in this section.

Granting Authority may grant a waiver for the height and setbacks in **Section XXIII E. Dimensional Standards** to accommodate the installation of solar photovoltaic, solar thermal, living, and other eco-roofs, energy storage, and air-source heat pump equipment. Such installations shall not create a significant detriment to abutters in terms of noise or shadow and must be appropriately integrated into the architecture of the building and the layout of the site. The installations shall not provide additional habitable space within the development.

F. Off-Street Parking

These parking requirements are applicable to development in the MOD.

- **Number of parking spaces.** The following **minimum** numbers of off-street parking spaces per dwelling unit for residential uses shall be permitted by use, either in surface parking or structured parking.

Use	Minimum Parking Spaces per Unit
Multi-family	One per one bedroom unit and two per two bedroom unit or greater.
Visitor parking	One space per every eight dwelling units in developments with eight units or more.

- **Bicycle storage and number of bicycle parking spaces.** For a multi-family development of 25 units or more, no fewer than five covered bicycle parking spaces shall be integrated into the structure of the building(s).

G. General Development Standards

- All developments in the MOD are subject to the following development standards, regardless of size, building count or subdistrict. These standards shall be considered components of the Site Plan Review Process in Section XIII (C) – Site Plan Review.

- **Site Design**

- **Connections.** Sidewalks shall provide direct connections among building entrances, the public sidewalk (if applicable), bicycle storage, and parking. Connections shall be designed to ensure the safety and convenience of persons traveling within or through the parking area, and between the parking areas, the buildings and the street.
- **Vehicular access.** Where feasible, curb cuts shall be minimized, and shared driveways encouraged.
- **Open Space.** See Section G[5].
- **Screening for Parking.** Surface parking adjacent to a public sidewalk shall be screened by a landscaped buffer of sufficient width to allow the healthy establishment of trees, shrubs, and perennials, but no less than 5 (five) feet. The buffer may include a fence or wall of no more than three feet in height unless there is a significant grade change between the parking and the sidewalk.
- **Parking Materials.** The parking surface may be concrete, asphalt, bricks, or pavers, including pervious materials but not including grass or soil not contained within a paver or other structure.

- **Plantings.** Plantings shall include species that are native or adapted to the region. Plants on the Massachusetts Prohibited Plant List, as may be amended, shall be prohibited.
 - **Lighting.** Driveways, parking areas and sidewalks shall be illuminated for safety. Light levels shall meet or exceed the minimum design guidelines defined by the Illuminating Engineering Society of North America (IESNA) and shall provide illumination necessary for safety and convenience while preventing glare and overspill onto adjoining properties and reducing the amount of skyglow.
 - **Mechanicals.** Mechanical equipment at ground level shall be screened by a combination of fencing and plantings. Rooftop mechanical equipment shall be screened if visible from a public right-of-way.
 - **Rubbish Disposal.** Rubbish and garbage disposal facilities shall be screened by a combination of 6' fencing and plantings, and shall be protected against scattering of contents, rodents or other unhealthy infestation or conditions, and odor transmission. Dumpsters shall be located in an area with acceptable truck access, not within 40' of any building, and shall be on a 6" reinforced concrete pad. Where possible, rubbish and recycling collection points shall be located within the building.
 - **Sewage and Solid Waste Disposal Facilities.** Sewage and solid waste disposal facilities shall be screened by a combination of fencing and planting.
 - **Signs.** Signs shall meet the requirements of Section VII. Any sign which is to be illuminated shall be illuminated only with white light by indirect method. No internally lit signs shall be allowed.
 - **Stormwater management.** Strategies that demonstrate compliance of the construction activities and the proposed project with the most current versions of the Massachusetts Department of Environmental Protection Stormwater Management Standards, the Massachusetts Stormwater Handbook, Massachusetts Erosion Sediment and Control Guidelines, and, if applicable, additional requirements under the Millis MS4 Permit for projects that disturb more than one acre and discharge to the Town's municipal stormwater system, and an Operations and Management Plan for both the construction activities and ongoing post-construction maintenance and reporting requirements.
- **Buildings: General**
 - **Position relative to principal street.** The primary building shall have its principal façade and entrance facing the principal street. See also Section G.6. Buildings: Corner Lots.
 - **Entries.** Entries shall be clearly defined. Entries shall be linked to a paved pedestrian network that includes access to parking areas and to the public sidewalk, if applicable.
 - **Aesthetics.** Buildings shall be constructed with an exterior façade and form that is consistent with traditional New England architecture.
- **Buildings: Multiple buildings on a lot**
 - Parking and circulation on the site shall be organized as to reduce the amount of impervious surface. Where possible, parking and loading areas shall be connected to minimize curb cuts onto public rights-of-way.

- A paved pedestrian network shall connect parking to the entries to all buildings and the buildings to each other.
 - The orientation of multiple buildings on a lot should reinforce the relationships among the buildings. All building façade(s) shall be treated with the same care and attention in terms of entries, fenestration, and materials.
 - The building(s) adjacent to the public street shall have a pedestrian entry facing the public street.
- **Buildings: Shared Outdoor Space.** All ground floor outdoor space shall count towards the project's minimum Open Space requirement.
- **Buildings: Corner Lots.** A building on a corner lot shall indicate a primary entrance either along one of the street-facing façades or on the primary corner as an entrance serving both streets.
 - Such entries shall be connected by a paved surface to the public sidewalk, if applicable.
 - All façades visible from a public right-of-way shall be treated with similar care and attention in terms of entries, fenestration, and materials.
 - Fire exits serving more than one story shall not be located on either of the street-facing façades.
- **Buildings: Principal Façade and Parking.** Parking shall be subordinate in design and location to the principal building façade.
 - **Surface parking.** Surface parking shall be located to the rear or side of the principal building. Parking shall not be located in the front setback.
 - **Integrated garages.** The principal pedestrian entry into the building shall be more prominent in design and placement than the vehicular entry into the garage.
 - **Parking structures.** Building(s) dedicated to structured parking on the same lot as one or more multi-family buildings or mixed-use development shall be subordinate in design and placement to the multi-family or mixed-use building(s) on the lot.
- **Waivers.** Upon the request of the Applicant and subject to compliance with the Compliance Guidelines, the Site Plan Review Authority may waive the requirements of this **Section XXIII G. General Development Standards**, in the interests of design flexibility and overall project quality, and upon a finding of consistency of such variation with the overall purpose and objectives of the MOD.

H. Affordability Requirements

- Purpose
 - Promote the public health, safety, and welfare by encouraging a diversity of housing opportunities for people of different income levels;
 - Provide for a full range of housing choices for households of all incomes, ages, and sizes;
 - Increase the production of affordable housing units to meet existing and anticipated

housing needs; and

- . Work to overcome economic segregation, allowing Millis to be a community of opportunity in which low- and moderate-income households have the ability to advance economically.
- . **Applicability.** This requirement is applicable to all residential developments with ten (10) or more dwelling units, whether new construction, substantial rehabilitation, expansion, reconstruction, or residential conversion (Applicable Projects). No project may be divided or phased to avoid the requirements of this section.
- . **Affordability Requirements.** All units affordable to households earning 80% or less of AMI created in the MOD under this section must be eligible for listing on EOHLC's Subsidized Housing Inventory.
- . **Provision of Affordable Housing.** In Applicable Projects, **fifteen percent (15%)** of housing units constructed shall be deed-restricted Affordable Housing Units, provided the Town receives approval from EOHLC for the 15% requirement. If the Town does not receive said approval, the requirement shall be reduced to ten (10%). For purposes of calculating the number of units of Affordable Housing required within a development project, any fractional unit shall be rounded down to the next whole number. The Affordable Units shall be available to households earning income up to **eighty percent (80%)** of the AMI.
- . **Fee in Lieu.** Affordable housing provisions in this section may not be bypassed with any fee in lieu contribution.
- . **Development Standards.** Affordable Units shall be:
 - . Integrated with the rest of the development and shall be compatible in design, appearance, construction, and quality of exterior and interior materials with the other units and/or lots;
 - . Dispersed throughout the development;
 - . Located such that the units have equal access to shared amenities, including light and air, and utilities (including any bicycle storage and/or Electric Vehicle charging stations) within the development;
 - . Located such that the units have equal avoidance of any potential nuisances as market-rate units within the development;
 - . Distributed proportionately among unit sizes; and
 - . Distributed proportionately across each phase of a phased development.
 - . Occupancy permits may be issued for market-rate units prior to the end of construction of the entire development provided that occupancy permits for Affordable Units are issued simultaneously on a pro rata basis.

. **Administration.**

The Inspector of Buildings shall be responsible for administering and enforcing the requirements in this section.

. Affordable Housing Deed Rider.

All Affordable Housing Units shall have an Affordable Housing Deed Rider which regulates the future resale of the unit. This Deed Rider is to ensure that the unit is not converted to a market value unit in the future. The applicant is required to prepare a Deed Rider for each Affordable Housing unit that is consistent with that used in the LIP and the Regulatory Agreement approved by EOHLC for recording with the appropriate Registry of Deeds or Registry District of the Land Court. Said Deed Rider shall be approved by Millis Town Counsel prior to the sale of the first Housing Unit.

I. Severability

If any provision of this Section XXIII is found to be invalid by a court of competent jurisdiction, the remainder of Section XXIII shall not be affected but shall remain in full force. The invalidity of any provision of this Section XXIII shall not affect the validity of the remainder of the Town of Millis' Zoning.

Modifications to other relevant sections of the Millis Zoning bylaws

NOTE: Text to add is underlined. Text to remove is ~~crossed out~~.

Section VI, Table 2. Area Regulations

<u>District</u>	<u>Use</u>	<u>Area</u> <u>(sq. ft.)</u>	<u>Base</u> <u>Density²</u> <u>(units per</u> <u>acre or</u> <u>FAR) ⁽¹⁰⁾</u>	<u>Lot ⁽²⁾</u> <u>Frontage</u> <u>(ft.)</u>	<u>Lot</u> <u>Depth</u> <u>(ft.)</u>	<u>Yards ⁽³⁻⁷⁾</u>		
						<u>Front</u> <u>(ft.)</u>	<u>Side</u> <u>(ft.)</u>	<u>Rear¹¹</u> <u>(ft.)</u>
<u>MOD</u>	<u>Any</u> <u>permitted</u> <u>principal</u> <u>structure or</u> <u>use</u>	<u>10,000</u>	<u>18 units /</u> <u>acre</u>	<u>40</u>	<u>100</u>	<u>14</u>	<u>10</u>	<u>20</u>

Section VI, Table 3. Height and Bulk Regulations

<u>District</u>	<u>Maximum</u> <u>Permitted Height</u> <u>(1)</u> <u>(ft.)</u>	<u>Maximum Permitted</u> <u>Height</u> <u>(stories)</u>	<u>Maximum</u> <u>Building</u> <u>Coverage of</u> <u>Lot⁽⁴⁾(covered</u> <u>area as percent</u> <u>of total lot</u> <u>area)</u>	<u>Minimum net</u> <u>floor area per unit</u> <u>for multi-family</u> <u>use or residential</u> <u>unit in mixed use</u> <u>(sq. ft.)</u>
<u>MOD</u>	<u>40</u>	<u>3</u>	<u>80</u>	<u>500</u>

² Base density refers to the allowable density before any density bonus.

Section XV Groundwater Protection District 4,d.

d. Permitted in Zone II

- (1) All uses permitted in Zone A.
- (2) Residential Development of single-family dwellings on the following conditions:
 - (a) minimum lot size shall be 40,000 square feet,
 - (b) no more than 15 percent of the building lot shall be rendered impervious,
 - (c) on-site domestic sewerage disposal shall not exceed 110 gallons per day per 1/4 acre of lot area or 440 gallons per day per acre.
- ~~(3) Multi-family residential in accordance with the MOD and MCEOD overlay regulations.~~
- ~~(3 4)~~ Commercial and Industrial Development shall be allowed to the extent otherwise allowed in the Millis Zoning By-Law on the following conditions:
 - (a) commercial development shall be limited to retail shopping and business or professional offices,
 - (b) commercial and industrial development shall be limited to the storage of non-toxic and non-hazardous materials, except for above ground storage of heating oil with adequate approved secondary containment with special permit,
 - (c) minimum lot size shall be 40,000 square feet,
 - (d) no more than 40 percent of the building lot shall be rendered impervious,
 - (e) run-off from roofs, parking lots and other paved areas shall be recharged on site (see Section 2.k.),
 - (f) run-off from parking lots and driveways shall be discharged to oil/gas catch basins with appropriate sumps prior to recharge (see Section 2.k.),
 - (g) on-site sewerage disposal shall not exceed 110 gallons per day per 1/4 acre of lot area or 440 gallons per day per acre.

Amend Section V Use Regulations, Table 1, Use Regulations

Add a footnote at the bottom of the table to state:

“6. See Section XXIII. D. for uses permitted under the Multi-family Overlay District. “

Amend Section V.E. “Site Plans” to read as follows:

In addition to permitted and conditional uses as indicated in the Table of Use Regulations (Table 1 herein), and Uses Subject to Other Regulations under Section V.C. , site plans for proposed commercial, industrial and MOD uses shall be submitted to the Planning Board for review and approval subject to the provisions of Section XIII.C. of this By-Law.

Site plans for proposed commercial, industrial and MOD uses, which are subject to review and approval of the Planning board, shall include but not necessarily be limited to any new structure or development,

including expansion and/or modification of any existing commercial, industrial or MOD structure or development.

Amend Section XIII.C. “Site Plan Review and Approval for Commercial and Industrial Structures and Developments” to read as follows:

C. Site Plan Review and Approval for Commercial, Industrial and MOD Structures and Developments

Amend the Official Zoning Map of the Town of Millis, Massachusetts to show the MOD as proposed on the illustration referenced above.

Many residents spoke in opposition to this by-law, as it will change the town dramatically. Some concerns that were mentioned include traffic, possible new schools, increased police, and fire services, etc. Millis should wait until the Town of Milton lawsuit is settled. Town Council mentioned the town would be unable to receive certain grants if this by law is not adopted.

Motion Carries by Majority Vote—many in opposition (Majority Vote Required) that the Town add a new Section XXIII to the Millis Zoning Bylaws, entitled Multi-family Overlay District (MOD), and to amend other related provisions of the zoning bylaw, all as printed in the warrant; and to amend the Millis Zoning Map accordingly as printed in the warrant.

ARTICLE 15. To see if the Town will vote to amend the Millis Zoning Bylaws, as most recently amended, by amending the various sections identified herein as follows, or to take any other action related thereto:

To add a new definition to Section II. Definitions as follows:

Private Dog Park: A recreational facility with a minimum of 5000 square feet of enclosed, indoor space used for on and off-leash recreation and training of dogs. The facility may also include fenced-in outdoor recreational spaces. The licensed sale of alcoholic and non-alcoholic beverages for consumption on premises is a permissible accessory use. No Private Dog Park shall include a sit-down, full-service restaurant service.

To amend Section V, Table 1, Use Regulations, Retail & Service, by adding:

Principal Uses	Residential				Commercial			Industrial	
	R-T	R-S	R-V	R-V-C	C-V	C-V-2	V-B	I-P	I-P-2
43. Private Dog Park	N	N	N	N	N	N	N	SPB	SPB

Motion Carries by 2/3rd Vote—a few oppositions (2/3rds Vote Required) that the Town amend the Millis Zoning Bylaws, as most recently amended, by amending the various sections identified in the warrant.

ARTICLE 16. To see if the Town will vote to amend the Millis Zoning Bylaws, as most recently amended, by amending the various sections identified herein as follows, or to take any other action related thereto:

To add a new definition to Section II. Definitions as follows:

Artisanal and Craft Maker Space: Artisanal and craft maker space or gallery including the display and retail sales of the arts and crafts created, produced or manufactured.

To insert a new Principal Use #43 to the Table 1. Use Regulations under “Retail & Service” as follows (current Zoning Bylaw p. 31):

	Residential				Commercial			Industrial	
<u>Principal Uses</u>	<u>R-T</u>	<u>R-S</u>	<u>R-V</u>	<u>R-V-C</u>	<u>C-V</u>	<u>C-V-2</u>	<u>V-B</u>	<u>I-P</u>	<u>I-P-2</u>
43. Artisanal and Craft Maker Space	N	N	N	N	N	SPB	N	P	P

To amend Section V. Use Regulations, Table 1. Use Regulations, Retail & Service, Principal Uses #6 (Drive-up windows...) by changing from “N” (not permitted) to “SPB” (Permitted by Special Permitting Board-Planning Board) in the C-V-2 Zoning District.

Voted Unanimously (2/3rds Vote Required) that the Town amend the Millis Zoning Bylaws, as most recently amended, by amending the various sections identified in the warrant, **provided that the new section shall be numbered 44.**

ARTICLE 17. To see if the Town will vote to appropriate and raise by taxation, or transfer from available funds the sum of **\$25,000 to the Unemployment Account**, or take any other action related thereto.

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

ARTICLE 18. To see if the Town will vote to transfer from available funds the sum of **\$50,000 To the OPEB Trust Fund Account**, or take any other action related thereto.

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

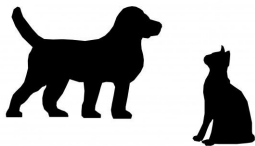
ARTICLE 19. BY PETITION

To see if the Town will impose a salary freeze upon all town employees, and refrain from entering into or renewing any collective bargaining agreements that provide for cost of living adjustments or annual step increases, for a period of three years from adoption of this Article or, if such salary freeze is barred by a collective bargaining agreement currently in effect, then extending for a period of three years from the lapsing of any such collective bargaining agreements currently in effect.
(Submitted by Petition)

Motion Carries Unanimously (Majority Vote Required) that the Town dismiss Article 19.

Motion to adjourn made and seconded at 9:18 pm.

Voted Unanimously to adjourn.



ANNUAL TOWN REPORT 2024

ANIMAL CONTROL OFFICER-MILLIS

The department received and acted upon 402 calls for service this year in Millis.

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

This past year has been one of significant progress and collaboration for Animal Control. We extend our deepest gratitude to our town departments, whose unwavering cooperation has been instrumental in ensuring the safety and welfare of our community and its animals. Your support in responding to incidents, assisting with logistics, and sharing resources has been invaluable.

To our residents, thank you for your continued generosity. Your support, through donations and participation in community programs, enables us to expand our services and improve the lives of animals in need. Together, we've created a stronger, more compassionate community.

We also want to highlight ongoing efforts to address rabies concerns. Rabies prevention remains a critical priority, and we have worked diligently to promote vaccinations, educate the public, and ensure prompt response to potential cases. Your vigilance and cooperation in reporting bites or suspicious animals have made a significant difference in protecting both public health and our beloved pets.

During the 12-month period from January 1, through December 31, 2024, detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 1,008 calls, with 402 in Millis and 606 from Medway, and 18 calls to assist neighboring towns, the following is an overview of the calls handled in Millis:

INFORMATIONAL: 125	MEDICAL TREATMENT OR DIED 0	WILD ANIMAL CALLS 44
DOGS:	CATS:	WILD ANIMAL REFERRALS 4
PICKED UP 16	PICKED UP 0	ROAD KILLS PICKED UP 47
REPORTED LOOSE 29	REPORTED LOST 12	DEER HIT BY CARS 5
BARKING/NUISANCE COMPLAINTS 14	REPORTED STRAY/FERAL 10	LIVESTOCK CALLS/POULTRY 18
BITES 23	ADOPTED/TURNED OVER 0	OTHER DOMESTIC ANIMALS PICKED UP 8
ADOPTED/ TURNED OVER 1	EUTHANIZED 0	OTHER DOMESTIC ANIMALS ADOPTED/TURNOVER 8
EUTHANIZED 0	QUARANTINES 3	REPORTS OF CRUELTY/NEGLECT 4
QUARANTINES 21	HIT BY CAR REQUIRING MEDICAL TREATMENT OR DIED 5	RABIES TESTING 5
HIT BY CAR REQUIRING	BITES/SCRATCHES 0	

As we look forward to the coming year, we remain committed to serving the community with integrity, compassion, and dedication. Thank you for being an essential part of our efforts.

Respectfully submitted,
Erin Mallette, Animal Control Officer

Board of Assessors
Annual Report for FY2024
assessors@millisma.gov

Millis had a single tax rate of \$16.42 for Fiscal Year 2024

Millis has resumed in person property inspections. The inspections verify that the Assessor's Office has the correct property information. This would include the total square footage (exterior), interior information (including finished basements) and other property improvements (pools, sheds and other exterior improvements). The inspections are triggered for various reasons including sales in the previous calendar year, properties with permits and if a property has not been inspected in the past ten years. The Bureau of Local Assessments requires an inspection of each parcel at least once every ten years. The Assessor's Office and The Board of Assessors would like to thank the property owners for their cooperation when inspections are requested.

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

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

Fiscal Year 2024 Tax Classification

Tax Classification	Assessed Values	Percent of Tax Levy
Residential	\$1,839,913,347	91.8284
Open Space	0	0
Commercial	\$100,744,603	5.0281
Industrial	\$20,384,600	1.0174
Personal Property	\$42,599,270	2.1261
Total	2,003,641,820	100.00

Fiscal Year 2024 Average Single Family Tax Bill

Number of Single-Family Parcels	2,251
Assessed Value of Single-Family Home	\$571,445
Average Single-Family Tax Bill	\$9,383

Fiscal Year 2024 Average Condominium Tax Bill

Number of Condominiums	788
Assessed Value of Condominium	\$512,256
Average Condominium Tax Bill	\$8,411

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

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

Name	Nature of Business	Fiscal 2024 Assessed Value	Fiscal 2024 Tax Levy	% of Tax Levy
Milliston Common - Rosenfeld	Office- Retail-Residential	\$24,480,000	\$401,961.60	1.22%
SV InvestmentsStoneybrook Village, LLC	Apartments	\$20,631,000	\$338,761.02	1.03%
CA Senior Millis Property LLC	Asst Living	\$9,727,400	\$159,723.91	0.49%
Tresca Brothers Sand & Gravel	Concrete Manufacture	\$7,763,300	\$127,473.39	0.39%
W F Whelan Rity Trust	Apartments	\$7,362,000	\$120,884.04	0.37%
C & A Partners, LLC	Retail Warehouse	\$4,981,600	\$81,797.87	0.25%
Emerson Place Development, LLC	Residential Developer	\$4,420,000	\$72,576.40	0.22%
AC Millis, LLC	Industrial Warehouse	\$4,095,800	\$67,253.04	0.20%
John S McDonald	Residential	\$3,564,500	\$58,529.09	0.18%
MHC 48, LLC	Self Storage	\$3,356,900	\$55,120.30	0.17%
Total		\$90,382,500	\$1,484,080.65	4.51%

BOARD OF HEALTH
Annual Report 2024

Public Health Director:	John McVeigh, MBA, CHO, RS
Public Health Nurse:	Sarah Ward, RN
Principal Assistant:	Heather Graham
Board of Health Chair:	JaiKaur LeBlanc
Member:	Matthew Fuller, PHD
Member:	Carol Hayes, RN, MSN

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

Licensing

In 2024, the department processed 161 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tobacco establishments, and body art establishments. State and local governments require that these licenses be renewed annually. The department generated \$32,687 in revenue from the issuance of licenses.

The following is a list of notable licenses issued in 2024:

Food Service (All)	70
Hazardous Materials Storage	28
Septic Installers	20
Septic Haulers	17
Tobacco	8
Trash Haulers	12
Swimming Pools (public & semi-public)	3
Body Art Practitioners	0
Body Art Establishment	0
Funeral Director	1
Tanning	0
Marijuana Facility	2

Permitting

The department issued 114 permits in 2024. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$11,943 from the issuance of permits.

The following is a list of notable permits issued in 2024:

Septic system construction permits	11
Temporary food event permits	41
Soil testing (both septic and stormwater) permits	10

Septic Certificates of Compliance	11
Septic abandonment permits	15
Septic Plan reviews	20
Title V reviews	28
Residential swimming pool construction permits	6
Beaver management permits	0
Permit to raise domestic fowl	2
Camp permits	3
Environmental Health Permits	2
Private Wells	3

Health Surveillance

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

The department responded to the community's complaints of air quality, noise, odor, trash, dust, and other nuisances. In 2024 the department investigated: 17 housing-related complaints, 1 food-related complaints, and 23 environmental complaints.

Tobacco Related

The Department routinely deals with tobacco related issues including compliance checks on all town vendors. The Health Department was involved in the new vaping concerns and enforced subsequent regulations that the State enacted to protect public health.

Emergency Preparedness and Health Promotion

Emergency Preparedness

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

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

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable diseases with several small fall Flu Clinics in 2024. A Flu Clinic for ages 8 years and older was held in the Veterans Memorial Building.

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

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

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

Collaboration with Town Agencies

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

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

Responsible Disposal of Household Hazardous Waste

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

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2025.

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats, and thermometers at our office for recycling. This program will continue in 2025.

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents with an opportunity to dispose of used medical sharps. This program will continue in 2025. Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

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

Food Related

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

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

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

Mosquito Control

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

The 2025 Larvicide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt out of the spray application on their private property via the NCMDC website.

In 2024, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2024, the NCMCD performed the following:

Surveillance

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

Virus Isolations in the town:	10 samples submitted, with 0 isolations in 2024
Requests for service:	392

Water Management

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

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

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

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

Larval Control

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

Spring aerial larvicide applications	(April)	86.2 acres
Summer aerial larvicide applications	(May-August)	0 acres

Larval control - briquette & granular applications by hand	5.9 acres
Abandoned/unopened pool or other manmade structures treated	0 briquets

Adult Control

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

Adult aerosol ultra-low volume (ULV) applications from trucks	5,741 acres
Barrier applications on municipal property	0 applications

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

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

Public Health Nurse Report

Public Health Nurse Report

This fall the nurse organized multiple flu vaccine clinics. These clinics included:

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

In addition to administrating vaccines throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and Medicare. The Town received \$6,015.06 in reimbursements for the former season's Flu vaccine administration. Money received through reimbursement is then used to fund the purchase of flu vaccines for the following year, as well as any supplies needed (i.e. needles, alcohol swabs, bandages, etc.)

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate, report, and follow up on communicable diseases involving Town residents. Education of the public and prevention of further spread of communicable diseases are important components of this mandate. The public health nurse also attends monthly webinars/zooms regarding MAVEN investigation. The nurse is also responsible for attending monthly interagency meetings held by the Office of Local and Regional Health.

The following communicable diseases were reported in 2024, and investigations were conducted per MDPH protocols:

Disease	# of Cases
Babesiosis	5
Calicivirus/Norovirus	4
Campylobacteriosis	4
Giardiasis	1
Haemophilus Influenzae	1
Hepatitis B	10
Human Granulocytic Anaplasmosis	3
Influenza	51
Lyme Disease	43
Novel Coronavirus	130
Salmonellosis	1
Spotted Fever Rickettsioses, including RMSF	1
Tuberculosis	15
Varicella	1
Vibrio sp.	1

The public health nurse is also responsible for awareness and education of public health issues. This year the nurse organized a Health and Wellness Fair that took place in May. The nurse maintains the Board of Health Facebook page as a way to raise awareness and educate about different public health issues.

The nurse held the Board of Health's first Cholesterol Education and Screening this past year at the council on aging. Weekly blood pressure clinics are also held at the council on aging and are done by a volunteer nurse.

The nurse is also responsible for running the Community Narcan Program, in which we are able to obtain Narcan, free of charge, to train and distribute to residents. Occasional Narcan trainings are held, either at the library or town hall. Narcan is also always available anytime the BOH office is open. Doses distributed are then reported monthly to the MDPH.

The Millis Board of Health is part of Metrowest Shared Public Health Services, which is a regional collaborative of nine different towns. This collaborative serves to support the Millis Board of Health in public health services in our community. The Millis Public Health Nurse attends monthly meetings with this group.

The Town of Millis has received funds as a part of the Opioid Abatement Settlement. The nurse is responsible for reporting on the usage of these funds on an annual basis. In 2024 the nurse worked closely with the town social worker, and other members of the Opioid Task Force to see that those funds get appropriated and utilized as outlined by the Opioid Abatement Settlement. A community forum was held in May to obtain input from community members. The nurse has also attended many meetings/webinars to learn and understand the settlement, as well as ways to utilize the funds to best support residents of Millis.

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

1/1/2024 - 12/31/2024

Millis Building Department Annual Report

	<u>Permits</u> <u>Issued</u>	<u>Permit Fee</u>	<u>Home</u> <u>Value</u>
Commercial Addition/Alteration	2	1880	6,000,000
New Commercial	1	60,090	118,000
Demolition /both residential & Commercial	4	2,450	120,000
Foundation Only	3	1,900	160,000
Insulation	64	10,229	511,815
New Single-Family Dwelling	31	10,533,075	127,053.50
New Two-Family Dwelling	1	40,000	4,000,000
Pool	5	6,219.00	395,949
Renovations/Residential	261	25,505.04	1,967,112
Sign	4	9500	380
Solar Panels	51	20,880.84	1,615,626
Solid Fuel Burning Appliance	4	602	16,600
Tent	7	31,024	1540
Sheet Metal	31	11,666.30	
Trench	13	650	
Total:	482	10,756,481	15,034,076

Stop Work Orders
Occupancy Permits
Reinspection's
Fire Calls
Safety Inspections
Lost Cards

Electrical - 322 wiring permits were issued	57,360.66
Plumbing - 388 plumbing permits were issued	61,989
Gas -266 gas permits were issued	48,720.01

Total # of permits issued by Department	1458
Total # of site inspections by Department	8748

Capital Planning Committee Report – May 2024

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for May 2024. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The CPC has worked with the Select Board, Town Administrator, Library, School, DPW, Police, Fire and other town departments to compile the information provided in this report.

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

The department requests for fiscal year 2025 that the CPC considered are shown in the table below:

	# of projects	Total estimated cost
Highest priorities	5	289,018
Medium priorities	1	35,000
Lower priorities	2	120,777
Total	8	444,795

Highest priorities include the replacement of a car for the fire department, servers and switches for the Middle High School, safety equipment for the DPW and portable radios for the fire department. Medium priorities include exterior building repairs for the library. Lower priorities include an aerial boom lift for the town and a skid steer for the school department.

Included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments for them to service the needs of the community. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, totaling approximately \$153.5 million broken down as follows:

Maintenance and repair of existing capital	\$19.2M
Enterprise system related capital needs	\$19.1M
Other potential capital needs	\$99.2M
Total	\$137.5M

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

Other capital items include potential costs related to renovations to the Middle/High School, possible renovations to the Lansing Millis Building, and use of open space, including athletic fields.

For the potential Middle/High School renovation project, several optional conceptual plans were approved by the School Building Committee and then presented to the Massachusetts School Building Authority for preliminary consideration on April 4, 2024. A final proposal will not be presented to the Town any earlier than 2025, but to keep the voters informed we have included an early cost estimate in our total potential capital project cost summary. The Capital Planning Committee has assumed a total project cost of \$140M, which is within the range of projects reviewed by the School Building Committee and assumed the MSBA is likely to reimburse 35% of the project cost, which is at the low end of potential reimbursement of 35% -45%. This results in a \$90M potential cost to the taxpayers of Millis that has been

included in our capital planning summary. The actual amount to be paid by Millis taxpayers will depend on the option selected and the extent of the MSBA subsidy.

It should also be noted that this report does not include any potential costs related to a new or renovated Senior Center as the prior proposal for a Senior Center was not approved at Town Meeting. If and when a new proposal for a Senior Center is brought before the Capital Planning Committee, potential costs will be added back to our capital plan summary.

The Capital Planning Committee is working with various Town Departments and Committees to assess potential costs for these projects and has included preliminary estimates in our long-term capital plan.

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

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

Respectfully submitted,
Town of Millis Capital Planning Committee
Jonathan Barry – Chair
Jonathan Loer (Finance Committee representative)
Peter Jurmain
Jim McCaffrey
Marc Conroy (School Committee representative)
Craig Schultze (Select Board representative)

Capital Planning Committee Priorities for May 2024 Town Warrant

Highest priorities			
<i>Department</i>	<i>Description</i>	<i>Estimated Cost</i>	<i>Comment</i>
Fire	Replacement Fire Car 2	85,000	
DPW	Safety Equipment	40,000	
Fire	Portable Radios	26,232	Amount reflects Town’s cost after grant funding
School	Server replacement	67,786	
School	Replace switches	70,000	
<i>Subtotal</i>		289,018	
Medium priorities			
Library	Exterior Building Repairs	35,000	
<i>Subtotal</i>		35,000	
Lower priorities			
Town Buildings	Aerial Boom Lift	52,923	
School	Skid Steer	67,854	
<i>Subtotal</i>		120,777	
Total		\$444,795	

Capital Planning Committee Report – November 2024

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for November 2024. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The CPC has worked with the Select Board, Town Administrator, Library, School, DPW, Police, Fire and other town departments to compile the information provided in this report.

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

The department requests for fiscal year 2025 that the CPC considered are shown in the table below:

	# of projects	Total estimated cost
Highest priorities	3	\$246,374
Medium priorities	2	333,773
Lower priorities	1	125,000
Total		\$705,147

Highest priorities include replacement turnout gear for the fire department, tasers for the police department and 2 new special education vans for the school department. Medium priorities include a new dump truck for the DPW and an aerial boom lift for the town buildings. Lower priorities include envelope repairs for the Lansing Millis building (the train station). While the Lansing Millis building project received a lower priority per the committee's criteria, the committee recognizes the significance of the building and appreciates the efforts being made to maintain this important piece of Millis history and we encourage the Town to continue to explore options.

Included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments for them to service the needs of the community. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, totaling approximately \$133.9 million broken down as follows:

Maintenance and repair of existing capital	\$18.8M
Enterprise system related capital needs	\$17.6M
Other potential capital needs	\$97.5M
Total	\$133.9M

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

Other capital items include potential costs related to renovations to the Middle/High School, and use of open space, including athletic fields.

For the potential Middle/High School renovation project, several optional conceptual plans were approved by the School Building Committee and then presented to the Massachusetts School Building Authority for preliminary consideration on April 4, 2024. A final proposal will not be presented to the Town any earlier than 2025, but to keep the voters informed

we have included an early cost estimate in our total potential capital project cost summary. The Capital Planning Committee has assumed a total project cost of \$140M, which is within the range of projects reviewed by the School Building Committee and assumed the MSBA is likely to reimburse 35% of the project cost, which is at the low end of potential reimbursement of 35% -45%. This results in a \$90M potential cost to the taxpayers of Millis that has been included in our capital planning summary. The actual amount to be paid by Millis taxpayers will depend on the option selected and the extent of the MSBA subsidy.

The Capital Planning Committee is working with various Town Departments and Committees to assess potential costs for these projects and has included preliminary estimates in our long-term capital plan.

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

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

Respectfully submitted,
Town of Millis Capital Planning Committee
Jonathan Barry – Chair
Jonathan Loer (Finance Committee representative)
Peter Jurmain
Jim McCaffrey
Wayne Klocko
Marc Conroy (School Committee representative)
Craig Schultze (Select Board representative)

Capital Planning Committee Priorities for November 2024 Town Warrant

Highest priorities		
<i>Department</i>	<i>Description</i>	<i>Estimated Cost</i>
Police	Taser replacement	\$96,518
Fire	Turnout gear	\$36,000
School	2 SPED vans	\$113,856
<i>Subtotal</i>		\$246,374
Medium priorities		
Town buildings	Aerial boom lift	\$52,923
DPW	Freightliner dump truck	\$280,850
<i>Subtotal</i>		\$333,773
Lower Priorities		
Town buildings	Lansing Millis Building repair	\$125,000
<i>Total</i>		\$705,147

PROSPECT HILL CEMETERY
2024 ANNUAL REPORT

Prospect Hill Cemetery had 26 burials in 2024.

Prospect Hill Cemetery sold 26 lots in 2024.

The newly constructed Section G has been laid out and lots will be available for sale when grounds have been deemed suitable for burials.

The committee is always looking for ways to ensure areas are well maintained and accessible for all. The DPW continues to provide the manpower to accomplish this task.

Steven Main, Cemetery Foreman held the annual Cemetery Stroll which highlighted the local resident's that are buried in Prospect Hill Cemetery that helped form Millis.

Thank you to the people of Millis for their continued support given in keeping our cemetery the beautiful and historic treasure that it is today. This final resting place for our families, friends and neighbors remains dignified and peaceful for us and visitors.

Respectfully submitted for the Cemetery Committee:

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

Ex officio: Steven Main

Prospect Hill Cemetery
Burials 2024

<u>Deceased Name</u>	<u>Residence</u>	<u>Burial Section</u>	<u>Date</u>	<u>Veteran</u>
Veronique Medina	Millis, MA	Section F, Lot #796	January 11, 2024	1
Debra Carlson	Northbridge, MA	Section F, Lot #787	January 20, 2024	2
Charles Carlson	Ashland, MA	Section F, Lot #787	January 20, 2024	3
Mary Clark	Rosindale, MA	Section Old, Sheet #7 Grave 112A	March 16, 2024	4
Viktor Ivanin	Sharon, MA	Section F, Lot #801	March 28, 2024	5
Kerry Cushman	Florida	Section Old, Sheet #6 Grave 8	May 1, 2024	6
Priscilla Sandborn	Medway, MA	Section F, Lot #150	May 10, 2024	7
Nancy Gould	Millis, MA	Section F, Lot #59	May 24, 2024	8
Steven Donovan	Millis, MA	Section F, Lot #564	June 21, 2024	9
Linda Webber	Wrentham, MA	Section D, Lot #170 Grave D	June 24, 2024	10
Patricia Volpicelli	Millis, MA	Section C-Bowl, Lot #25 Grave B	June 28, 2024	11
Patricia Rousseau	Millis, MA	Section F, Lot #427	July 10, 2024	12
Elizabeth Barbour	Boston, MA	Section F, Lot #726	July 12, 2024	13
John S. Howie	Millis, MA	Section F, Lot #279	July 27, 2024	14
James Robert & Carolyn Matthews	Boinita Springs, FL	Section D, Lot #230-1	July 31, 2024	15
Ruth Doliner	Millis, MA	Section E, Lot #147	August 26, 2024	16
Elizabeth Finn	Millis, MA	Section F, Lot #283	August 30, 2024	17
Norman Daley	Helena, SC	Section C-Bowl, Lot #81 Grave B	September 5, 2024	18
Margaret A. & Frederick G. May	Millis, MA	Section D, Lot #134 Grave A	September 27, 2024	19
Yolanda A. Ferzoco	Millis, MA	Section D, Lot #24 Grave I	September 27, 2024	20
Shirley M. Levenson	Northborough, MA	Section F, Lot #808	October 2, 2024	21
Larry E. Smith	Boca Raton, FL	Section E, Lot #325	October 20, 2024	22
Barbara Wittenberg	Holliston, MA	Section E, Lot #280	October 23, 2024	23
Vasiliki Heretakis	Millis, MA	Section F, Lot #793	October 25, 2024	24
Liane J. Christie	Millis, MA	Section F, Lot #23	November 12, 2024	25
James M. Willey	Bellingham, MA	Section F, Lot #563	December 9, 2024	26

2024 ANNUAL REPORT OF THE MILLIS COMMUNITY PRESERVATION COMMITTEE

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

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

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

https://www.millisma.gov/sites/g/files/vyhlf901/f/uploads/project_evaluation_guidance_final_3-4-09_rev_8-1-2024.pdf (link below).

The CPC has funded several projects through the approval of Town Meeting. In 2024, projects included appropriating \$17,000.00 for Phase III of the Oak Grove Farm Trail Improvements project submitted by the Oak Grove Farm Commission; \$50,000.00 for Oak Grove Farmhouse Envelope Repairs & Restoration project submitted by the Millis Historical Commission; \$15,000.00 for Signage for Public Open Spaces project submitted by the Conservation Commission; and \$125,000.00 for Lansing Millis Building Major Exterior Repair project submitted by the Select Board.

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

Respectfully submitted,

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)
Alan Handel (Planning Board)
Pam Mustard (Recreation Comm)
Erin Underhill (Select Board)
Mary-Ellen D'Espinosa (Housing Authority)
James Lederer (Conservation Commission)
Catherine MacInnes (FinCom Liaison)
Camille Standley, Administrative Assistant

Dave Baker (Member at Large)
James McKay (Member at Large)
Jessica Monty (Member at Large)

**TOWN OF MILLIS
COMMUNITY PRESERVATION FUND
THROUGH 11/30/2024**

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$169,675.91
TOTAL CASH RECEIVED FY 2017	\$169,543.82
TOTAL CASH RECEIVED FY 2018	\$177,319.91
TOTAL CASH RECEIVED FY 2019	\$195,481.22
TOTAL CASH RECEIVED FY 2020	\$233,675.44
TOTAL CASH RECEIVED FY 2021	\$268,340.40
TOTAL CASH RECEIVED FY 2022	\$316,307.14
TOTAL CASH RECEIVED FY 2023	\$344,883.69
TOTAL CASH RECEIVED FY 2024	\$343,637.55
TOTAL CASH RECEIVED FY 2025	\$190,697.16

TOTAL LIFE TO DATE **\$3,598,481.99**

FY 2025	07/01/23	appropriation	transfer	11/30/24
RESERVED FOR OPEN SPACE	\$39,139.40	\$32,262.00	(\$32,000.00)	\$39,401.40
RESERVED FOR HISTORIC RESOURCE	\$163,473.37	\$32,262.00	(\$175,000.00)	\$20,735.37
RESERVED FOR COMMUNITY HOUSING	\$215,154.00	\$32,262.00	\$0.00	\$247,416.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UNDESIGNATED FUND BALANCE	\$1,111,431.54			\$1,451,889.37
TOTAL	\$1,529,198.31	\$176,786.00	(\$207,000.00)	\$1,839,442.14

FY 2025	07/01/24 BUDGETED	EXPENDED	11/30/24 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$8,066.00	\$1,769.40	\$6,296.60
EXPENSE BUDGET	\$8,066.00	\$971.20	\$7,094.80
LONG TERM DEBT PRINCIPAL	\$20,000.00	\$20,000.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$0.00	\$0.00	\$0.00
LONG TERM DEBT INTEREST	\$6,950.00	\$3,725.00	\$3,225.00
SHORT TERM DEBT INTEREST	\$0.00	\$0.00	\$0.00
SUB-TOTAL	\$43,082.00	\$26,465.60	\$16,616.40
ARTICLES			
NIAGARA FIRE HOUSE PHASE 4	\$2,552.94	\$0.00	\$2,552.94
HOUSING PRODUCTION	\$0.00	\$0.00	\$0.00
NIAGARA HALL RECORD PRESERVATON	\$6,317.36	\$0.00	\$6,317.36
DIGITIZATION OF HINDY ROSENFELD COLLECTION	\$161.06	\$0.00	\$161.06
PRESERVATION & REHAB H.F. WALLING MAP	\$600.00	\$0.00	\$600.00
MEMORIAL FIELDS IMPROVEMENTS PROJECT	\$49.99	\$0.00	\$49.99
PRESERVATION & REHAB H.F. WALLING MAP	\$52.20	\$0.00	\$52.20
MILLIS HS DUGOUT PROJECT	\$0.00	\$0.00	\$0.00
SOUNDPROOF PICKLEBALL/TENNIS	\$555.08	\$0.00	\$555.08
OAK GROVE FARM TRAIL IMPROV. PROJ	\$26,908.00	\$24,064.19	\$2,843.81
OAK GROVE FARMHOUSE PROJECT	\$50,000.00	\$0.00	\$50,000.00
SIGNAGE FOR OPEN SPACE	\$15,000.00	\$0.00	\$15,000.00
LANSING MILLS BLDG REPAIRS	\$125,000.00	\$0.00	\$125,000.00
SUB-TOTAL	\$227,196.63	\$24,064.19	\$203,132.44
TOTAL OPERATING BUDGET & ARTICLES	\$270,278.63	\$50,529.79	\$219,748.84

2024 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. The Commission holds regular meetings to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2024, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

The applications, in part, consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, Requests for Determination of Applicability and Certificates of Compliance. These applications required numerous site visits be conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2024. Permit conditions were satisfactorily met for a majority of projects. The Commission continues its oversight of the Regency at Glen Ellen Senior Residential Community Development and Emerson Place Definitive Subdivision. Numerous single-family home construction and improvement projects were approved.

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

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

The Conservation Commission is comprised of seven volunteer residents. The varied expertise of these members greatly enhances the efficacy of the Commission. The Commission relies on Camille Stanley, its dedicated Administrative Assistant.

The Millis Conservation Commission also oversees parcels of land that were purchased by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, "Pleasant Meadows Park," the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands.

The Commission continues to follow up on the framework recommendations noted in the Conway School of Landscape Design, Inc., publication entitled, "A Plan for Public Lands in Millis, Massachusetts" for some of the Town-owned properties. This report presents three frameworks to guide the Town's land use decision-making process. These frameworks are designed to help Millis make informed decisions about how and where to prioritize conservation or development throughout the town. This publication can be viewed on the Conservation Commission's web page at: https://www.millisma.gov/sites/g/files/vyhliif901/f/uploads/conway_school_plan_for_public_lands_final_rec_4-20-2023.pdf

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

Due to the diligence of Commission member John Steadman, the Conservation Commission was awarded \$15,000.00 in Community Preservation funds at the November Town Meeting for signage at seven public locations in Town. The placement of these signs will make the public more aware of these valuable town-owned properties.

The Commission extends thanks to those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By their kindness, they have acted to preserve part of their hometown for future generations to enjoy.

Millis contains numerous wetlands which are important assets for water quality and wildlife habitat. While several of these areas are very large, there are many smaller wetland areas. The Commission is available to work with all residents regarding the rules and regulations pertaining to wetlands. For example, the Commission frequently meets with property owners prior to them removing trees, etc. to offer guidance, and in some cases, require placement of some minor erosion controls prior to beginning the work. Residents are encouraged to contact the Commission if you are uncertain if your property is adjacent to or includes a protected or jurisdictional area. Also, as part of ongoing outreach, the Commission created a brochure entitled, "Living with Wetlands, A Guide to Wetland Protection Laws in Millis" which was mass mailed to Millis residents last year and is still available.

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

Respectfully submitted,
The Millis Conservation Commission

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

2024 Annual Report of the Millis Council on Aging

The Council on Aging is pleased to present its 2024 Annual Report to the residents of Millis. The Millis Council on Aging (COA), located on the lower level of the Veterans Memorial Building, provided a variety of programs, events, outreach and support services to help meet the social, emotional, health and economic needs of Millis residents, age 60 and older. The COA provided a monthly newsletter and calendar of activities, transportation for older adults and persons with disabilities, hosted the local HESSCO home delivered meals program, offered information and referrals to human services organizations, provided counseling on Medicare with the SHINE program, and assisted with applications and guidance on a variety of federal, state, and local programs including Millis Senior Property Tax Work-Off, Fuel Assistance, SNAP (Food Stamps), Millis Public Housing, MassHealth, Farmers' Market Coupons, and The Millis Fund.

The Council on Aging was led by Anne-Marie Gagnon, Director, and supported by a 35-hours per week Outreach Coordinator, 18-hours per week Department Assistant, 16-hours per week Transportation Coordinator, four drivers, volunteers, and a seven-member Council on Aging Board appointed by the Town Administrator. Driver Jack McBrien left his position in the Fall of 2024 and James Murphy was hired as his replacement. Richard Posklensky served as the fourth driver in a volunteer capacity.

Lansing Millis Legacy Award

COA Board members provided guidance at their monthly meetings and worked as community ambassadors in identifying needs and developing new program offerings including bridge, mahjong, and sew and stitch. The COA Board and staff worked together to promote healthy and supportive aging of Millis residents. In 2024, the COA Board and the Millis Select Board awarded the Second Annual Lansing Millis Legacy Award to Richard Posklensky for his exemplary volunteer service to older adults as a driver for the COA transportation program. Additional Hours of Operation

With the addition of the hiring of Lisa Kirby as the new Outreach Coordinator with more hours in November of 2023, the COA was able to increase its hours of operation so that Monday, Tuesday, Wednesday, and Thursday it operated from 8:30 a.m. to 4:00 p.m., and Fridays from 8:30 a.m. to 12:30 p.m. Activities at the COA included fitness classes, presentations on topics such as estate planning, Millis history, Medicare, music, art, boxwood tree design, basket weaving, forensics, travel, smartphones and computers, fire and life safety with the Millis Fire Department, and crafts. Bingo was offered weekly in addition to rummikub, mahjong, bridge, and cribbage. Visitors helped themselves to books in the COA library area and puzzles in the extensive collection, took advantage of movies and presentations on a new 70 inch flat screen television (2024), the fitness room with an elliptical, treadmills, stationary bikes and seven-piece hydraulic circuit system, a newly designed sewing and crafting room, and visited the drop-in room with complimentary coffee, pastries, and weekly donated baked goods from community partners.

Increased Participation

According to the COA's MySeniorCenter database, 724 Millis residents visited and/or contacted the COA for a variety of reasons in calendar year 2024 (an increase of 8% over last year), including outreach services, transportation, Medicare counseling, presentations, exercise programs, games and socializing, or to just drop-in, totaling 25,799 interactions. The average daily attendance was 97 individuals with attendance over 100 in September (104), October (113) and November (103). The COA's two vans and sedan traveled over 8,163 miles making 1,160 trips to medical appointments, shops, grocery stores, and other destinations. 20 seniors participated in the Property Tax Work Off program, each providing up to 133.3 hours of service across many town departments.

Outreach

The monthly newsletter, *COAlition*, transitioned to a new publisher, LPI. LPI printed 700 newsletters each month and over 500 were mailed each month to residents on the mailing list. Newsletters were also made available for pick up at the COA, town clerk's hallway, library and sent to various community providers. The newsletter contained ads solicited by LPI and was printed free of charge, saving the COA over \$4,000 in printing charges. The Friends of the Millis COA covered the postage expenses. The newsletter was also made available electronically on the town website, Facebook, and sent electronically to those who opted in. With the assistance of Millis Community Media, the COA Director and the Outreach Coordinator produced a video overview of COA Services and introduced the new Outreach Coordinator. The video was made available on Facebook and on the Millis Community Media website.

New Vehicle

The COA was supported with funding from the Town of Millis, the Massachusetts Executive Office of Elder Affairs, and the Friends of the Millis COA Inc., a private non-profit organization that raises monies through a variety of events, suggested dues and donations from individuals, and proceeds from Candy's Corner to support many programs and exercise classes at the COA. The COA also received two legislative earmarks, \$12,500 towards the purchase of a new vehicle for the transportation program, a 2024 Hyundai Sonata SEL Hybrid (\$33,507.52) to replace the aging Chevy Cruze with the balance \$21,007.52 provided by the Friends of the Millis COA, and \$25,000 for a study of shared services between Millis and Medway COAs, conducted by the Edward J. Collins, Jr. Center for Public Management and UMass Boston's Center for Social and Demographic Research on Aging Gerontology Institute.

Valuable Volunteers

The COA was supported by a strong cadre of volunteers who provided the energy to make the following programs possible: front desk monitoring, bakery products collection, transportation to medical appointments and shopping, blood pressure clinics, newsletter mailings, computer tutoring, monthly craft items for home delivered meals consumers, senior center seasonal decorations, mahjong and bridge instruction, and bingo facilitation. These dedicated individuals were honored in the Spring at the annual Volunteer Recognition Luncheon at Sky Buffet in Milford. Other groups that assisted the COA to meet its mission of helping Millis' older adults age well in the community were the Millis Police and Fire Departments, Town Hall Employees, the Millis DPW, the Millis Public Library, the Millis Recreation Department, Shaw's Supermarket of Medfield, Blue Moon Café, Country Kitchen, Spoonfuls Food Rescue, Roche Brothers of Millis, Millis Community Media, Millis community service students, and the local Girl Scout Troops.

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

Council on Aging Staff

Director: Anne-Marie Gagnon, MSW
Senior Services/Outreach Coordinator: Lisa Kirby
Transportation Coordinator: Rochelle Bunt
Department Assistant: Andrew Lizardi
Drivers: Robert Daly, Herbert Lannon, Jr., Jack
McBrien, James Murphy
Volunteer Driver: Richard Posklensky

Council on Aging Board Members as of July 1, 2024

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

The Millis Cultural Council

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

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

In 2024 the Millis Cultural Council awarded twelve grants totaling \$6,745 for cultural programs in Millis. The MCC received twenty-one grant applications with a total request of \$13,372, with twelve applicants from the town of Millis. Of the awarded grants, ten were from Millis, receiving 93% of our granted funds. 100% of the grant funds funded activities right in Millis.

The 2024 Millis Cultural Council grant recipients were:

Amy Adams, "Painting Venus"	Massachusetts Educational Theater Guild, Inc., "The Massachusetts Middle School Drama Competition"
Charles River Children's Chorale, "Accompanist"	Millis High School, "Shoah Foundation Presentation"
Charles River Chorale, Inc., "Charles River Chorale Concert Risers"	Janet Parnes, "The Unsung Heroine Behind the New Deal (Part II)"
Charles River Sinfonietta, Inc., "Performing Chamber Music for Millis Cable TV stations and live concerts at Millis Public Library"	Theatre Group of Millis, Inc., "Spring Broadway Musical - Wizard of Oz"
Stephanie Copice, "Peppermint Sticks"	Town of Millis-Recreational Department, "Summer Concert Series"
Friends of Niagara Firehouse, Inc., "Niagara Coffee Haus 2024 Concert Series"	Robert Zammarchi, "Frosted Fireflies"

The Millis Cultural Council hosted its annual visual and performing arts exhibit at the Millis Public Library on June 15, 2024, entitled "Color in our Community". Over 20 local visual artists presented work at the event and multiple live acts performed outside the library under a tent on the green during the afternoon. The flyer for the event follows the report.

Members Jen Zarutskie, Lelia Tenreyro, and Melany Ferrimy left the Cultural Council in June 2024. Member Amy Cohen became Chair, Meaghan Quilop became Treasurer, and Judy O'Gara became Secretary. We welcomed new members Alan Handel, Christine Chambers, and Jaime Staraitis in 2024.

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

The 2024 Millis Cultural Council Members:

Amy Cohen, Chair	Christine Chambers, Member
Meaghan Quilop, Treasurer	Edward Ginn, Member
Judith Dorato O'Gara, Secretary	Jaime Staraitis, Member
Nuala Barner, Member	

Respectfully submitted,
Amy Cohen, Chair, Millis Cultural Council

Millis Cultural Council Presents
Annual Art Show

15th JUNE
1:00 pm - 3:00 pm
Millis Public Library

**COLOR
IN OUR
COMMUNITY**

A celebration of local ART!
with live music, activities, and more

Scan the QR Code to submit artwork for the show.



DEPARTMENT OF PUBLIC WORKS

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

- 57 miles of roads.
- Stormwater Management System, (57) Miles of Drainage Systems, (162) Outfalls.
- Water System with (2) Storage Tanks, (6) Water Production Wells, (1) PFAS Treatment Plant (2) High Pressure Booster Pumps, (47.5) miles of Water Main and a Scada (Supervisory Control and Data Acquisition) System.
- Sewer System that serves more than 2/3 of Millis residents, (5) Sewer Pump Stations, (3) Meter Stations monitored by the Scada System.
- Prospect Hill Cemetery.
- Parks and Playground Equipment.
- Athletic Fields.
- Transfer Station and Recycling Center.
- Maintenance and Repair of Town Owned Equipment and Vehicles.
- Maintenance of a Landfill.
- Overhead and Ornamental Street Lighting.

The DPW maintains all the above with the following staff:

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

The Department also accomplished the following work in 2024:

- As part of the town's Annual Catch Basin Cleaning Program, () catch basins were cleaned, and 125 Cubic Yards of material were removed and put in the Town Owned Tree Nursery.
- Trimming and removal of dead trees at the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersection of Village and Main Streets, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, and Prospect Hill Cemetery.
- The DPW refaced/reinforced the Towns salt shed.

- The DPW installed new flag poles at the Veterans Memorial Building displaying flags for each branch of Military Services.
- The Department responded to 13 snow emergencies.
- Reconstructed / Replaced catch basins and manholes: on Main Street, Exchange Street, Farm Street. The Town also replaces / reconstruct all catch basins, manholes and water gate boxes as part of all paving projects.
- The following streets were paved with Town Meeting appropriations: Village Street from Plain to Heritage Path, Village Street from Tarra to Medway Townline, Hammond Lane from Main to Acorn, Walnut Street from Orchard to Holliston Townline. A total of 9,717 feet of roadways were paved this year.
- The Replacement of sidewalks was done on Plain Street Main to Village. Pedestrian Detectable warning panels were installed on Main Street.
- As part of the MassDEP requirements for testing of PFAS, the Water Department continued testing all Millis wells in 2024.
- Design was completed for the construction of a new PFAS plant for well #3 located off Birch Street.
- The Millis Water Department secured two funding sources to offset the project cost of 7.1M for a new PFAS plant, 4.5M will come from a federal grant, and the remaining 3.6M will come from an interest free MassDEP 0% SPF loan.
- The Water Department made repairs to the following water breaks: 34 Village Street, 16 and 29 Walnut Street, 196 Ridge Street, 5 Timberline Road, and well #4.
- Water Department crews replaced (5) hydrants throughout the Town.
- Enforced a mandatory outside water ban: odd/even by house number with no watering between 9:00 AM - 5:00 PM from May 01, 2024, to September 30, 2024.
- Culverts were inspected and maintained for beavers at the following locations: Farm Street, Richardson's Pond, Main Street, Larch Road, Pleasant Street and Causeway Street. A new culvert was installed on Village Street and Spencer Street by DPW Staff.
- Stormwater crews continued inspecting with sampling of (27) "high priority" Stormwater Outfalls in the Charles River and Bogastow Brook watersheds and an additional (11) outfalls in "wet weather" (e.g. Great Black Swamp).
- Street Sweeping was completed on 100% of town-owned streets, in compliance with the requirements of the Stormwater Management MS4 Permit.
- Submission of a Stormwater Management MS4 Annual Report to MassDEP and EPA in September 2024
- Updates and enhancements to the Town's Stormwater Management Plan, IDDE Plan, GIS, and components of the Phosphorus Control Plan, as required by the Stormwater Management MS4 Permit.
- As part of the department's sewer permit, an investigation of water into the sewer system, II (Inflow and Infiltration), was completed with funds allocated for FY24. The investigation resulted in a small amount of II that will need to be addressed in upcoming years.

Transfer Station:

The Transfer Station is open two full days per week. The facility is open for 3 additional hours on Wednesdays during the summer months, June 1st through September 30th. The facility received (388) tons of municipal solid waste, (57) tons of scrap metal, (167) tons of commingled recyclables and paper, (3) tons of TV's and electronics for recycling, and (16) tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately (645) tons of organic materials. The town actively recycles and delivers the containers to various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator; this service is free to the Town.

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

Millis Economic Development Committee

The Economic Development Committee is an advisory committee tasked with making recommendations regarding the creation and implementation of an economic development strategy for the Town of Millis. The goal of this economic development strategy is to: (1) enhance the ability of the Town to promote, encourage and facilitates the development of responsible and properly planned business and industrial growth within the community, (2) expand and strengthen the local economy, and (3) diversify the community's tax base. The Board consists of 7 members, including one member of the Select Board and one member of the Planning Board.

Among the issues addressed in 2024, the Committee focused on:

The MassDOT Complete Streets Funding Program

After a two-year application, analysis and prioritization process, the Town was able to utilize its first grant of \$433,000 from the MassDOT Complete Streets funding process. This grant helped fund the design, repair and construction of sidewalks, pedestrian ramps, detectable warning panels and cross walks along the north-side of Plain Street, allowing for safe pedestrian access to the schools from Main Stret to Village Street.

This grant also funded the installation of 66 detectable warning panels at crosswalks along Main Street between Hammond Lane and Bridge Street, in compliance with the Americans with Disabilities Act. Detectable warning panels are a distinctive surface pattern of domes detectable by cane or underfoot that alert pedestrians, bicyclists, and individuals with disabilities of changes in the environment such as crosswalks and intersections.

Earmark for the Creation of a Downtown Business Improvement District

In 2023, the Town was awarded \$170,000 from Chapter 268 of the Acts of 2022, Economic Development Bill, "for the creation of a downtown business improvement district in the town of Millis." After much research, the Committee expanded the scope of the project to include the creation of a Permitting and Planning Guide for Businesses, as well as a Blueprint for Establishing a Business Improvement District in Millis. The RFP for consultants was released in November with submittals due January 10th, 2025.

Respectfully submitted:

Nicole Riley, Chair, Planning Board Liaison

Nate Maltinsky, Vice-Chair

Craig Schultze, Select Board Liaison

Loring Barnes, member

Amanda Borgman, member

Matt Iorlano, member

Jonathan Sussman, member

Robert Weiss, Economic Development and Planning Director

Millis Energy Committee

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

The Committee thanks its member Cullen Ward for his services and valuable input on many issues during his time on the MEC. Mr. Ward withdrew from the committee in December.

Community Energy Aggregation: Known as eMPowerMillis, this program provides Millis's electric power consumers with the ability to purchase their energy supply at low rates because they buy it along with hundreds of thousands of electric consumers throughout our region of Massachusetts. By the end of 2024, 2,677 of Millis's electric accounts signed up for eMPower Millis. The greatest number of eMPowerMillis customers, 2,589, adopted the Millis Regular Rate. Not only has the eMPower Millis rate been significantly lower than the utility's standard rate, but it also contains an extra 5% Massachusetts and New England renewable energy credits, making it much greener than utility customers' supply.

Millis Rates: in effect from January 2023 through November 2025

Millis Regular (Default) \$0.1617, which includes 10% more clean energy than the state's requirement;

Millis Basic \$0.1578, includes the same amount of clean energy as the state requires;

Millis Plus Voluntary 100% Green \$0.1728

Late in the year the Committee learned that the basic Eversource supply rate for the first half of 2025 would drop significantly below the Millis Regular rate. The Committee took steps to alert the public of this rate change, giving customers the opportunity to withdraw from eMPower Millis and take advantage of any savings they may receive.

Green Communities Competitive Grant: Millis continued taking advantage of the Town's Green Communities designation. The Village St sewer pump facility received a new heating and air conditioning system through the installation of a heat pump. This \$11,236 project received \$5,450 in Green Communities funds and \$2,500 in rebates from the utilities. It will save 341 therms of natural gas for the Town (1.8 MMCO₂) annually.

Climate Leaders: This is the new state-municipal energy program in Massachusetts. It represents the next step beyond the Green Communities Program. Last year, Millis's Energy Committee embraced the program's goal, to achieve net-zero energy in 2050. This year the Town moved closer to its Climate Leaders designation. The Town still has three steps to go in the program and has begun working on its Municipal Decarbonization Roadmap. The two remaining steps, an E-Vehicles First consideration policy and adopting the new stretch energy building code, are planned to be completed in 2025.

Climate Action Plan: In October of 2023 the Town received a Commonwealth Community Compact Best Practices grant for \$60,000 to initiate a Climate Action Plan. The CAP will direct the Town's activities toward aligning with the state's goals of achieving net-zero energy by the year 2050. A Select Committee of MEC members and Town Staff conducted a procurement process to find a suitable contractor for creating the CAP. After an involved search the Committee chose Weston & Sampson Engineering to manage the CAP process.

Decarbonization Roadmap: The Town and its consultant, Power Options, continue to put together its Decarbonization Plan, which should be ready in 2025. The Plan will lead the Town in making its buildings, infrastructure, and vehicle fleet achieve net-zero emissions by 2050.

Respectfully submitted:

Craig Gibbons, Chair
Tim Farrar, Vice Chair

Jonathan Barry, Clerk
Kathleen Streck

Tom O'Connell
Cullen Ward

Pete Jurmain
Ellen Rosenfeld, ex officio

Finance Committee 2024 Annual Report

During the calendar year 2024, the Millis Finance Committee (FINCOM) consisted of nine members, each serving a 3-year term. These members are appointed by the Town Moderator. FINCOM's duty is to consider and investigate all articles included in the Warrant for each town meeting (typically in the Spring and Fall). Once this process is complete, the Finance Committee Report is written and mailed to residents typically 1 week prior to each town meeting. The Finance Committee Report briefly outlines the articles within the Warrant including a brief description and whether FINCOM approves or dismisses each article. This report helps educate and guide residents as they vote on each article during town meeting.

2024 FINCOM Meetings:

FINCOM held 10 public meetings between January – May 2024. Most of the town departments and committees presented to FINCOM. During these presentations, FINCOM reviewed each department and committee's accomplishments from FY24, their financial goals for FY25, including budgets, staffing, equipment, capital requests and above-level service requests. FINCOM then voted and made final recommendations on each article in the warrant, which was presented at the spring ATM.

From the Spring Annual Town Meeting (ATM) through the Fall Annual Town Meeting (ATM), there were 8 public FINCOM meetings including a Tri-Board meeting held on October 17, 2024. Highlights from these meetings included the new Millis Finance Director, the Planning Board, MBTA presentation, Millis School Committee, Department of Public Works (DPW) and the Capital Planning Committee. The Tri-Board meeting consists of the Select Board, the School Committee and the Finance Committee.

2024 Spring Annual Town Meeting (ATM):

The Spring Annual Town Meeting (ATM) was held on Tuesday, May 7, 2024. There were 22 articles in the Warrant. Some of the noteworthy articles were the following:

- Article 3: Fiscal Year (FY) 2025 Operating Budget
 - Voters passed Article 3: FY25
 - FY2025 budget was \$43,827,556.21
- Article 4: Supplemental FY25 Budget- Proposition 2 ½ Operational Override
 - Voters passed Article 4 Proposition 2 ½ Operational Override, which would raise and appropriate the following amounts from the tax levy upon passage of Proposition 2 ½ Ballot Question on June 7, 2024.
 - Proposition 2 ½ Operational Override ballot question failed with a total vote of 400 to 408.
- Article 22: Stabilization Fund
 - Voters passed article 22, which adopted a policy for the town to maintain a stabilization fund equal to 5% of the annual General Fund budget

Expenditures to be used for unforeseen and emergency purposes. This article transferred \$195,305.36 from Free Cash to the Stabilization fund.

2024 Fall Annual Town Meeting (ATM):

The Fall Annual Town Meeting (ATM) was held on Tuesday, November 19, 2024. There were 19 articles in the Warrant. In addition to the Fall ATM, a Special Town Meeting (STM) was held immediately before the ATM depending on if the November 5, 2024, ballot override question passed or not. The ballot override question did not pass, therefore the town voted to dissolve the STM. Some of the noteworthy articles from ATM were the following:

- Article 5: Capital Items
 - Voters passed to appropriate \$705,147 to fund 6 Capital Items request.
 - These 6 items included Aerial Boom Lift, Lansing Millis Building Repair, Police Tasers, Firefighter Turnout Gear, Dump Truck with plow/sander for DPW and 2 Transport Vans for the schools.
- Article 14: Amendments to Zoning Bylaws- Multi-Family Overlay District (MBTA)
 - Voters passed to add a new section XXIII to the Millis Zoning Bylaws, entitled Multi-Family Overlay District (MOD) and to amend other related provisions of the zoning bylaw and to amend the Millis Zoning map.
 - The Purpose of the MOD is to allow multi-family housing as of right in accordance with Section 3A of the Zoning Act.
 - This provides additional housing options for the Town of Millis.
 - Create a more robust town center with strong commercial and residential components.
 - This MOD is an overlay district having a land area of approximately 55.33 acres in size.
- Article 15 and 16: Amendments to Zoning Bylaws
 - Voters passed both Article 15 and Article 16.
 - Article 15 added Private Dog Park as a new definition. This Private Dog Park would allow 5,000 square feet of enclosed area or off-leash activity. Outdoor sitting, tables and a license to sell alcoholic and non-alcoholic beverages. There would be no full-service restaurant service.
 - Article 16 added Artisanal and Craft Maker Space as a new definition. This would allow Artisanal and craft maker space or gallery including the display and retail sales of the arts and crafts created.

2024 FINCOM Members:

Peter Berube	Michael Krone, <i>Vice-Chair</i>	Sara Reyes
Joyce Boiardi	Jonathan Loer, <i>Chair</i>	Peter Underhill, <i>Clerk</i>
Jodie Garzon	Cathy MacInnes	Jen Zarutskie

FINCOM proceedings and meeting materials are public record and can be accessed online at the website www.millisma.gov .

TOWN OF MILLIS MASSACHUSETTS
COMBINED BALANCE SHEET-ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2024

	GOVERNMENTAL FUND TYPES				FIDUCIARY FUND TYPE	ACCOUNT GROUP GENERAL LONG- TERM DEBT	TOTAL (MEMORANDUM ONLY)
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	ENTERPRISE			
ASSETS							
INVESTED CASH		\$ 5,987,220.56	\$ 3,740,440.72	\$ 2,002,756.30	\$ 3,736,665.14		\$ 23,379,880.04
RECEIVABLES							
PROPERTY TAXES	\$ 646,485.89						\$ 646,485.89
TAX LIENS/TITLE/FORECLOSURES	\$ 820,499.23						\$ 820,499.23
TAXES IN LITIGATION							\$ -
MOTOR VEHICLE EXCISE	\$ 217,915.24			480,735.03			\$ 217,915.24
SALES TAX	\$ (60.00)	\$ 465,183.97					\$ 945,669.00
SPECIAL ASSESSMENTS							\$ -
DUPLICATE FROM OTHER GOVERNMENTS							\$ -
STATE/FEDERAL							\$ -
AMOUNTS TO BE PROVIDED FOR RETIREMENT OF DEBT-TOWN						\$ 42,995,000.00	\$ 42,995,000.00
AMOUNT TO BE PROVIDED BY STATE							\$ -
TOTAL ASSETS	\$ 9,617,637.59	\$ 6,432,414.53	\$ 3,740,440.72	\$ 2,483,491.42	\$ 3,736,665.14	\$ 42,995,000.00	\$ 69,005,649.40
LIABILITIES							
WARRANTS PAYABLE	\$ 645,446.52	\$ 23,040.90	\$ 120,308.72	\$ 17,792.59			\$ 806,588.73
WITHHOLDINGS	\$ 420,033.88						\$ 420,033.88
UNPAID TAXES/STALLINGS							\$ -
MISCELLANEOUS LIABILITIES	\$ 5,332.19		\$ 2,970,000.00		\$ 878.00		\$ 6,210.19
BANS PAYABLE							\$ 2,970,000.00
GANS PAYABLE							\$ -
PERFORMANCE DEPOSITS							\$ -
FISH & GAME							\$ -
EXCISE TAX CLEARING	\$ 270,703.19						\$ 270,703.19
RENTS & EXEMPTIONS	\$ 1,408,147.17	\$ 465,183.97	\$ 480,735.03				\$ 2,354,066.17
DEFERRED REVENUE						\$ 42,995,000.00	\$ 42,995,000.00
GENERAL OBLIGATION DEBT PAYABLE							\$ -
NOTES PAYABLE							\$ -
TOTAL LIABILITIES	\$ 2,755,022.95	\$ 465,224.87	\$ 3,090,308.72	\$ 498,527.62	\$ 878.00	\$ 42,995,000.00	\$ 49,825,762.16
FUND EQUITY							
RESERVED							\$ 259,114.03
ENCUMBRANCES	\$ 159,303.43		\$ 99,810.60				\$ 255,146.00
EXPENDITURES	\$ 893,006.23	\$ 1,303,977.77	\$ 354,630.00		\$ 332.00		\$ 1,167,962.50
APPROPRIATION	\$ 1,083,066.50		\$ 84,506.00				\$ 485,185.06
DEBT (PREMIUM)	\$ 495,085.06						\$ -
UNPAID CAPITAL							\$ -
ORDINARY UNFORSEEN							\$ -
CAPITAL							\$ -
UNDESIGNATED	\$ 4,231,263.42	\$ 4,840,211.89	\$ 650,132.00	\$ 1,445,817.20	\$ 3,736,455.14		\$ 14,702,679.65
DESIGNATED							\$ -
APPROPRIATION DEFICITS							\$ -
OTHER PURPOSES-FINAL COURT JUDGEMENT							\$ -
TOTAL FUND EQUITY	\$ 6,861,814.64	\$ 5,944,189.66	\$ 650,132.00	\$ 1,984,963.80	\$ 3,736,767.14	\$ -	\$ 18,176,887.24
TOTAL LIABILITIES AND FUND EQUITY	\$ 9,617,637.59	\$ 6,432,414.53	\$ 3,740,440.72	\$ 2,483,491.42	\$ 3,736,665.14	\$ 42,995,000.00	\$ 69,005,649.40

SPECIAL REVENUE

OTHER
SPECIAL
REVENUE

ASSETS

INVESTED CASH	\$ 5,967,230.56
RECEIVABLES	
DEPARTMENTAL	\$ 465,183.97
DUE FROM OTHER GOVERNMENTS	
STATE/FEDERAL	
SPECIAL ASSESSMENTS	
TOTAL ASSETS	<u><u>\$ 6,432,414.53</u></u>

LIABILITIES

WARRANTS PAYABLE	\$ 23,040.90
DUE TO OTHER GOVERNMENTS	
OTHER LIABILITIES	
DEFERRED REVENUE	\$ 465,183.97
TOTAL LIABILITIES	<u><u>\$ 488,224.87</u></u>

FUND EQUITY

RESERVED	
ENCUMBRANCE	\$ -
EXPENDITURES	\$ 1,303,977.77
DESIGNATED	\$ -
UNDESIGNATED	\$ 4,640,211.89
TOTAL FUND EQUITY	<u><u>\$ 5,944,189.66</u></u>
TOTAL LIABILITIES & FUND EQUITY	<u><u>\$ 6,432,414.53</u></u>

CAPITAL PROJECTS

		CAPITAL PROJECTS
ASSETS		
INVESTED CASH		\$ 3,740,440.72
DUE FROM OTHER GOVERNMENTS		
STATE/FEDERAL		
TOTAL ASSETS		<u>\$ 3,740,440.72</u>
LIABILITIES		
WARRANTS PAYABLE	\$ 120,308.72	
BANS PAYABLE	\$ 2,970,000.00	
DEFERRED REVENUE		
TOTAL LIABILITIES		<u>\$ 3,090,308.72</u>
FUND EQUITY		
RESERVED		
EXPENDITURES		
UNRESERVED		
DESIGNATED	\$ 650,132.00	
OTHER PURPOSES		
TOTAL FUND EQUITY		<u>\$ 650,132.00</u>
TOTAL LIABILITIES AND FUND EQUITY		<u>\$ 3,740,440.72</u>

ENTERPRISE

	SEWER ENTERPRISE	WATER ENTERPRISE	STORMWATER ENTERPRISE	TOTALS
ASSETS				
INVESTED CASH	\$ 523,073.52	\$ 590,182.83	\$ 889,500.04	\$ 2,002,756.39
RECEIVABLES	\$ 168,939.81	\$ 215,577.87	\$ 96,217.35	\$ 480,735.03
TOTAL ASSETS	<u>\$ 692,013.33</u>	<u>\$ 805,760.70</u>	<u>\$ 985,717.39</u>	<u>\$ 2,483,491.42</u>
LIABILITIES				
WARRANTS PAYABLE	\$ 1,468.97	\$ 15,554.24	\$ 769.38	\$ 17,792.59
DEFERRED REVENUE	\$ 168,939.81	\$ 215,577.87	\$ 96,217.35	\$ 480,735.03
TOTAL LIABILITIES	<u>\$ 170,408.78</u>	<u>\$ 231,132.11</u>	<u>\$ 96,986.73</u>	<u>\$ 498,527.62</u>
FUND EQUITY				
RESERVED FOR:				
ENCUMBRANCE	\$ 15,789.77	\$ 45,267.33	\$ 38,753.50	\$ 99,810.60
EXPENDITURES	\$ 147,630.00	\$ 197,000.00	\$ 10,000.00	\$ 354,630.00
APPROPRIATION	\$ 42,453.00	\$ 42,453.00	\$ -	\$ 84,906.00
UNRESERVED	\$ 315,731.78	\$ 289,908.26	\$ 839,977.16	\$ 1,445,617.20
TOTAL FUND EQUITY	<u>\$ 521,604.55</u>	<u>\$ 574,628.59</u>	<u>\$ 888,730.66</u>	<u>\$ 1,984,963.80</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 692,013.33</u>	<u>\$ 805,760.70</u>	<u>\$ 985,717.39</u>	<u>\$ 2,483,491.42</u>

TRUST-AGENCY

	TRUST FUND	AGENCY FUND	TOTALS
ASSETS			
INVESTED CASH	\$ 3,562,823.80	\$ 173,841.34	\$ 3,736,665.14
TOTAL ASSETS	\$ 3,562,823.80	\$ 173,841.34	\$ 3,736,665.14
LIABILITIES			
WARRANTS PAYABLE		\$ -	\$ -
MISCELLANEOUS LIABILITIES		\$ 878.00	\$ 878.00
PERFORMANCE BONDS			\$ -
FISH & GAME			\$ -
TOTAL LIABILITIES	\$ -	\$ 878.00	\$ 878.00
FUND EQUITY			
RESERVED			\$ 332.00
EXPENDITURES	\$ 332.00		\$ -
UNRESERVED		172,963.34	\$ 3,735,455.14
DESIGNATED	\$ 3,562,491.80		\$ -
OTHER PURPOSES			\$ -
TOTAL FUND EQUITY	\$ 3,562,823.80	\$ 172,963.34	\$ 3,735,787.14
TOTAL LIABILITIES AND FUND EQUITY	\$ 3,562,823.80	\$ 173,841.34	\$ 3,736,665.14

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for the Fiscal Year ending June 30, 2024.

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

Fiscal Year 2024 continued to be a time of change and transition for the Finance Team. The Town Administrator and Finance Director began preparations to recruit a successor Finance Director as Carol Johnston was preparing for retirement. The team continued to uphold the statutory day-to-day responsibilities of the office while providing excellent support to all employees and their departments. The teamwork and collaboration amongst all financial operations was exemplary. I would like to specifically thank the Town Accountant, and all the staff in the Treasurer/Collector's and Assessor's Offices for their continued hard work and dedication to the town throughout the year.

I'm excited about what is ahead for the Town of Millis and look forward to continuing to support the financial operation.

Respectfully submitted,

Jody Kurczy

Jody Kurczy
Finance Director

MILLIS FIRE RESCUE DEPARTMENT

2024 ANNUAL REPORT



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

Chief's Message:

On behalf of the entire Fire Department, I would like to submit the 2024 Annual Report. A look back on 2024 quickly fills me with a sense of pride seeing the response of our department to our ever-changing and growing community. The Millis Fire Rescue Department continues to collectively seek to provide the highest level of fire suppression, fire prevention, emergency medical care and professional customer service to the residents of our wonderful community. It is the department's desire to make an impact in our community by preserving life, preventing harm, protecting property, and promoting excellence. We are thankful to the residents, elected officials and Town leadership for supplying the resources for our fire department to continue to meet the needs of our Town. It is my pleasure to present the 2024 Annual report, which illustrates and reflects the hard work and tireless efforts of the members of the Millis Fire Rescue Department.

Retirements: In 2024 we had 2 retirements from our Fulltime department.



Lt. Mike Scotland: Lt Scotland started his career as an On Call Firefighter in 2003 carrying on a family tradition of serving the Town of Millis Fire Department following in his fathers' footsteps. Lt. Scotland was 19 years old when he joined the department and quickly worked his way to a Fulltime Position in 2008. He was a staple at the Fire Department, always there to help and one of our most skilled firefighters. He was one of the first members to become certified as a Child Passenger seat technician, Rope Rescue Technician and SAFE instructor. Lt. Scotland seemed to always be working when there was an animal rescue, rescuing hawks, dogs, deer and a stranded seagull. Thank you, Lieutenant, for over 20 years of service.

FF/EMT Paul Shaw: Also started his career as an On Call firefighter while also working at the Millis Schools in 2000. He made time to get his EMT and Firefighter I/II certifications. In 2005 Paul was hired as a Fulltime Firefighter/EMT and helped the department move to 24hr coverage. Paul enjoyed interacting with the public and most of all the Kids at school during fire prevention week. One of his proudest moments was when he was able to teach his granddaughter fire prevention in her classroom. Paul was a skilled pump operator and taught many of the new members the ropes. Thank you, Paul, for over 25 years of service.



Department Growth:

The Fire Rescue Department continues to grow as does our community and we will continue to ensure that we have adequate staff to handle any emergencies that we may encounter. We have seen our department transition from an all On Call fire department to a Full-time department with adequate staffing. We still hire, promote, and educate our On Call firefighters and have the unique ability to hire our on-call members to our fulltime staff. With the two recent retirements we were once again able to hire from within our on-call department and selected Andrew O'Reilly and Tim Smith.



Andrew O'Reilly first came to us as an Intern from Mass Maritime and quickly fell in love with the fire department and joined our call department. He graduated Mass Maritime with a bachelor's degree in emergency management in 2023. Andrew enrolled in a Paramedic Program and was hired in 2024 to replace Lt. Mike Scotland's position. Andrew is set to test for his paramedic certification in early 2025.

Timothy Smith is a 4th Generation Firefighter in Millis. Tim is a 2022 Graduate of Westfield State with a bachelor's degree in criminal justice. Tim started with the Town of Millis as a Public Safety Dispatcher and after Graduation he joined our call department. Tim enrolled in a paramedic program and was hired in 2024 to replace FF/EMT Paul Shaw. Tim is set to test for his paramedic certification in early 2025.



In 2024 call firefighters, Ryan Smith, Damian Benitez and Sean Kubacki graduated from the Mass Fire Academy Call/Vol recruit training program.



Awards:

The Millis Fire Rescue Department received the 2024 Jeffrey N. Roy Award for Excellence in Community Service from the SAFE Coalition and The Commonwealth of Massachusetts. This award demonstrates the commitment of this department and its members to our community and community education.



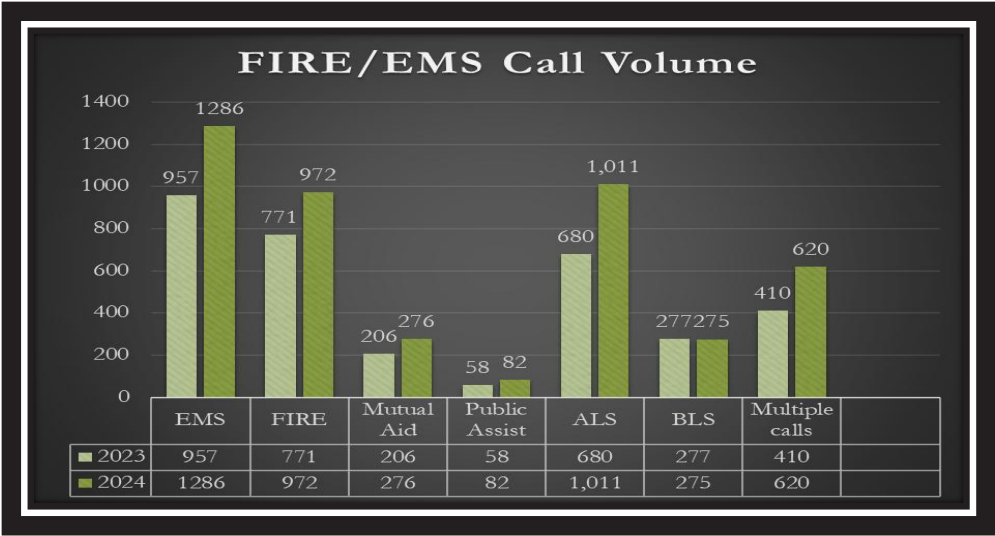
SAFE Instructors:

- FF/P Jason Wilson
- FF/P Joe Sullivan
- FF/P Will SantaFe
- FF/EMT Matt Hendon
- FF/EMT Andrew O'Reilly
- FF/EMT Matt Donovan

In 2024 The Millis Fire Rescue Department saw our biggest increase in call volume by approximately **30%/over 500** more calls than last year. We continue to provide more mutual aid than we request. Our department provided ALS intercepts to Medway, Medfield and Sherborn and were able to provide an ALS ambulance to all our mutual aid communities upon request. With our neighbors seeing increases in call volume as well as large residential projects, the requests for mutual aid will only increase in the future. Much of the increase in volume is due to the completion of several projects in town and the Occupying of those residences.

Simultaneous Calls-This year we saw the largest increase in multiple calls at the same time, 65% of our calls occurred while another call was already in progress. This means as the on-duty crew was responding or on scene of an emergency call another call came in, requiring an emergency response. Approximately 15% of those calls involved a 3rd emergency call at the same time.

Group Recalls: With the large amount of multiple or simultaneous calls, we instituted a group recall system. This means that when our ambulance has committed to transport to the hospital, we do a group recall. This allowed us to get staffing for the next call before it happened. With our staffing at 4 members, 2 would be committed to the ambulance call and 2 would be left back at the station for the next call. With the group recall we get 1 additional member, and this would allow us to staff the second ambulance or respond with a 3-man crew for any fire related emergencies. This has been very successful; the department has responded to serious medical emergencies and multiple fires with this system in place. Additionally, it helps reduce the amount of personnel we call back on overtime.



These calls for service were handled by our 16 Fulltime Firefighter/EMT’s and 11 On Call Firefighter/EMT’s. Our 4 on duty personnel handle the first emergency and then recall and off duty members are called in to staff additional apparatus/ambulance as needed. Their dedication allows the department to handle all emergencies without relying heavily on our mutual aid partners.

Fire Chief- Richard Barrett

Group A	Group B	Group C	Group D
Lt. Chuck Bishop	Lt. Bill Schulz	Lt. Rob Conrad	Lt. Brian Polimeno
FF/P Jason Wilson	FF/P Steve Tyner	FF/P Cam Wenzel	FF/P Jason Kelley
FF/P Chris Emswiler	FF/P Joe Sullivan	FF/P Brandon Greene	FF/P Will SantaFe
FF/B Ryan Deasy	FF/B Tim Smith	FF/B Matt Hendon	FF/B Andrew O'Reilly

On Call Members

FF/EMT Kyle Lopez	FF Luke Perkins	FF/EMT Matt Donovan	FF/EMT Denis Lenehan
FF Kyle Mee	FF/EMT Ryan Smith	FF/EMT Damian Benitez	FF Sean Kubacki

Recruit Firefighters: Paul Adams Jr. Dawson McMillan Brennan Polimeno John Shindler

Community outreach and Fire Prevention

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



Fire & Life Educator of the Year: Our Fire Prevention Coordinator Jason “Otis” Wilson was a finalist for the Fire & Life Educator of the Year. His tireless work to schedule, teach and coordinate the numerous fire prevention and education trainings throughout town is impressive. Not only the SAFE and Senior SAFE

In closing I would just like to say it is an honor to work with such dedicated members and in a community that supports their first responders. We look forward to a Safe and Healthy 2025.

Respectfully Submitted,

Richard Barrett

Fire Chief

The Millis Historical Commission

2024 Annual Report

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

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

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

Niagara Fire Engine House:

The commission received a generous Cliquot Club memorabilia donation from Jeffrey Mushnik this year, Jeff has been a long-time collector of the once prominent Millis bottler. We look forward to sharing his collection and playing the Cliquot Club albums on the phonograph! The commission is planning to set up regular museum hours to display many of our historic artifacts on both floors of the building.

Santa Parade:

The commission participated once again in the Santa parade sponsored by the recreation department. This year we loaded the Niagara hand tub on a trailer and adorned her with light Holiday lights. It was great to see all of the Millis residents brave the chilly December evening for fun and festive evening

Niagara Coffee Haus:

The Niagara Coffee Haus concert series has continued to flourish, with a wide variety of musical and comedy acts. They also host an open mic night, and have enjoyed the musical talents of many local musicians. entertaining everyone who attended. All the shows were well attended.

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

Contact: Candace Avery, Executive Director, PHM, MPHA, MCPPO

Address: 310 Exchange Street

Phone: 508-376-8181

Fax: 508-376-6040

Hours: Monday-Thursday 8:30am until 4:30pm. Hours may vary for meeting commitments

Board Members:

Name

Carol Baker – Chairwoman

Carol Mushnick –Treasurer

Mary-Ellen D'Espinosa

Scott Fuzy – Resident Member

Term Expires

Exp. 2027

Exp. 2024

Exp. 2025

Exp. 2026

Administrative Assistant: Shirley Bliss

Maintenance Supervisor: John Milani

Maintenance Assistant: William Lane

MHA Property: SMOKE FREE

The Millis Housing Authority is State owned Public Housing that provides affordable units to the Elderly/Disabled, and Low Income Family population, with a preference for all Millis Residents and Veterans. The MHA manages 73 units of State Aided Elderly/Disabled housing located at 310 Exchange Street and 411 Union Street. We also manage 10 State Aided family units located on Daniels Street. The Housing Authority manages 11 MRVP vouchers, and has 21 Section 8 vouchers that are currently administered by the Dedham Housing Authority.

Capital Improvements:

The Millis Housing Authority completes many projects each year to ensure the safety and the integrity of the property.

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

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

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

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

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

During the challenging times of Covid we disinfected our properties on a daily basis for resident safety, and we contracted with a private company to deep clean all common areas and the Community Room. The Staff of the

MHA has implemented virtual programs to socialize and interact with residents to help prevent feelings of isolation. We also worked with the Millis Fire Department and Board of Health to obtain and administer COVID vaccinations to all property residents. The MHA was able to donate un-used vaccine doses to those in need within town.

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

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

Through our Capital Improvement Plan we will also replace the front and back porches as well as the entry and storm doors of the family units located on Daniels Street.

Special Events and People Noted with Sincere Appreciation:

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

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

Information Technology Staff: Jim Donovan, Director of Information Technology

Department Description

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

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

The IT Department's prime objective is to implement core technologies that support municipal operations and recommending efficient and secure technology solutions that maintain flexibility with regards to capacity growth.

IT Department Activity

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

Dedicated IT Director

In the past, the Town addressed its Information Technology needs through shared resources and external support services. However, after evaluating the growing demands on the department—including the need to support staff, manage complex technology projects, and ensure compliance with evolving regulations—it became clear that a more robust approach was necessary. In 2023, the Select Board approved the transition of the IT Director position to a full-time, dedicated role. Over the past year, the benefits of this decision have become clear. With a dedicated IT Director in place, the Town has significantly improved its ability to plan, manage, and implement technology initiatives. Notably, the Town successfully launched an E-permitting system, enhancing public access to services and streamlining internal workflows. Employee IT support has also improved, with faster response times and more personalized assistance. In addition, the Town has secured approximately \$200k in grant funding to support its technology infrastructure and strategic goals. This investment in dedicated leadership has strengthened the Town's overall technology posture, increased efficiency, and positioned the municipality to better meet current and future needs.

Town Building Fiber Connection

Fiber connectivity between municipal building locations within a town offers numerous benefits that enhance both operational efficiency and long-term infrastructure planning. Currently, fiber connection is only installed between the Town Hall and the Police Department. The project will extend fiber connections to the Library, Fire Department, Department of Public Works (DPW), and a Pump Station. It will involve installing fiber optic cable, network switches, and professional services for configuring the switches and programming the connected equipment. By connecting buildings through a fiber network, the town can centralize IT management, allowing for more secure data handling, streamlined software updates, and cost-effective deployment of shared services. Fiber also provides a stronger security posture, as private networks are more difficult to intercept, making them ideal for safeguarding sensitive municipal data. Ultimately, fiber connectivity strengthens collaboration between departments, enhances public service delivery, and lays the foundation for a more connected and resilient community.

The challenges this project will address include:

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

E-Permit/Licensing

E-permitting streamlines processes by allowing residents, contractors, and businesses to submit applications, pay fees, and track permit statuses digitally—reducing the need for in-person visits or paper forms. For staff, this translates to improved efficiency, better record-keeping, and faster response times. Overall, these digital upgrades save time, reduce administrative burdens, and provide a more transparent, convenient, and responsive experience for the community.

Benefits of an updated website and E-permitting/licensing include:

- Improving process efficiency and consistency
- Added reporting and tracking capability
- Workflow management
- Transparency
- Expanded inter-department communication

Cyber Security Training

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

Respectfully Submitted,

Jim Donovan

Director, Information Technology

In 2024, the Millis Public Library served the community of Millis in a wide variety of ways.

- Hosted 534 programs for different ages and interests, a 4% increase from 2023.
- Welcomed a total of 10,433 community members to programs, a 6% increase from 2023. This is an average of 20 people per program.
- Saw nearly 70,000 visitors to the Library building, a 10% increase from 2023.
- Facilitated nearly 130,000 total checkouts of physical materials (books, DVDs, books on CD, music CDs, magazines, tools & technology, other unusual items).
- Demand for downloadable books, audiobooks, magazines, and video continued to grow, with over 21,000 checkouts of downloadable materials. This is a 24% increase from 2023. Over the last five years, we have seen an 85% increase in downloadable materials.
- Presented the annual Millis Reads program around the theme “The Language of Food”, highlighting the book, *Eight Flavors* by Sarah Lohman. Along with book discussion events, the program included a virtual author talk and Q&A with Sarah Lohman, cooking classes for kids and adults, film screenings, and a very successful farm tour and tasting at Tangerini’s in Millis.
- Refreshed the Teen Room with new furniture and an updated, more functional layout for multiple groups to utilize the space concurrently.
- Launched new recurring programs, including a Writer’s Group and a Teen Volunteer group, “Library Legends”.
- In Fall 2024, began offering games and art supplies in the Roche Bros Community Room to students on early release days.
- Completed laptop fleet replacement (laptops for in-house public use).

In mid-2024, we completed the second phase of the lighting repair and update project, which upgraded the remainder of the interior of the building to LED lighting and brought these areas off the obsolete lighting management system to the new system which uses wall switches and adjustable occupancy sensors.

In the fall, the Library embarked on a Strategic Planning process, which will involve collecting feedback from the community in a variety of ways. This feedback will be used to create a Strategic Plan for FY26-FY30, which will identify goals and set a course for the Library for the next five years.

Thank you to the caring and dedicated Library staff for all your hard work this year. This year we said goodbye to two valued staff members. Kaycee Conover, who served as an On-Call Library Assistant and Digital Archivist for a year and a half, moved on to other opportunities. Donna Brooks, our longtime Collections Manager, retired after many years of service to the town. Best wishes to both of them in their next chapters! Thank you to the rest of the Library staff as well: Susan Alison, Rebecca Appelbaum, Kim Borst, Mary Carney-Philips, Esther Davis, Patsy Diver, Libby Goodreau, Abigail Kaye, Karen Mortimer, Fatima Neville, Rachel Silverman, and Terri Wickham.

Thank you also to the many volunteers who help us out throughout the year! A special thanks to the Friends of the Millis Public Library, a fundraising group who support the Library and whose

efforts make it possible for to offer so many engaging programs to the community, free of charge!

The Friends are always looking for new members who want to take an active role, whether that is attending monthly meetings to share ideas, volunteering at an event, or joining a committee to plan fundraising initiatives. Email friendsofmillispublishlibrary@gmail.com or visit www.millislibrary.org/friends to learn more!

The Millis Public Library (MPL) and the Board of Trustees had a busy and productive year working together in 2024 to create a welcoming and engaging experience for patrons in keeping with the MPL's mission: to inspire lifelong learning and build community by providing a safe, welcoming space where community members of all ages can freely access materials, technology, information services and programs that engage the imagination, foster literacy, inspire intellectual curiosity and broaden cultural perspectives.

Program highlights of 2024 include:

The Millis Memory Cafe -This important initiative offers a safe space for individuals and caregivers living through memory changes to gather. Each event features a guest artist or performer, open conversation, and refreshments. We are proud of our Director's commitment, innovation, and outreach to this underserved population.

Millis Reads- Started in 2013 as a joint venture of MPL and the Millis Public Schools, this program encourages literacy and community through themed programming and book selections. This year's theme is "Digital Wellbeing". Topics include, Online Safety, Kids and Screens, and Artificial Intelligence, to name a few. The book *The Anxious Generation* by Jonathon Haidt about the rise of social anxiety, depression and disconnect suffered by young people, was chosen to anchor the program. Interactive programming will culminate in a field trip to the De Cordova Sculpture park, as a day of disconnect from screens.

Teen Programming- the Library has been able to provide positive, impactful programming and services to our school-aged teens through the community host agreement funding, more commonly known as "Marijuana Impact Funding". Our teen services assistant, Fatima Neville, a direct hire from these funds, started growing programming in 2023, holding programs for teens on Thursday and Friday evenings. The importance of a safe place to congregate for teens during these hours cannot be overstated. The additional hours and teen engagement has been very well received by patrons, who have come to depend on this offering.

The Library was able to leverage these extended hours, as well as the additional Saturday hours in the summer, to provide services, space and additional programs to all patrons by staying open and staffed. The extended hours also enabled members of other Town departments and community organizations to reserve the Roche Bros. community room for their meetings and utilize the MPL as a cooling center in the heat of summer. The Board of Trustees is grateful for Town support around this initiative and we are dedicated to finding ways to continue these services after the host agreement expires. We would also like to thank the Friends of the Millis Public Library for their fundraising efforts to purchase new furniture for the teen room in support of this important programming.

For more information about any of the above highlighted programs, as well as other exciting offerings at the MPL visit the website listed below.

News and updates:

The Millis Public Library Digital Archive was launched this year to the public. It is a digitized collection of Millis Annual Reports and Year Books that have been scanned, digitized and published on a platform for public access. This has been made possible by grants awarded to the MPL to purchase equipment and hire a digital archivist. The MPL hopes to grow this digital collection and promote access to the records.

Strategic Plan- The Board of Trustees and Director are working with an outside consultant to draft the MPL's Strategic Plan. The Strategic plan is a multi-year plan to guide the Library's direction and operations, outlining goals and community needs. Planning is a year-long process that includes gathering community input through surveys and focus groups.

MPL Website and Calendar System - The "Support the Library" tab of the website (Link below) has been updated and enhanced with more features. Please visit and see ideas to give a gift, honor a loved one or become a Library "Friend" or "Champion". Also, the events calendar, room reservation system and museum pass reservation system have been updated to be more convenient for patrons.

Get Involved with the MPL

Please come visit the Library and consider getting involved. We have a variety of opportunities you can learn about at www.facebook.com/millislibrary or visit millislibrary.org. We welcome volunteers inside the Library and to tend our gardens. Sign up to receive the email newsletter. Participate in Millis Reads, our year-long community reading event with companion programming for all ages in partnership with the Millis Public Schools. Follow us at www.facebook.com/millisreads.

Acknowledgements

The Trustees would like to thank Director Kim Tolson, Youth Services Librarian Rachel Silverman, our dedicated Library Staff, Library Volunteers, Garden Volunteers and our Town partners including the Council on Aging, Millis Police and Fire Departments, Millis Public Schools, school librarians and the Millis Cultural Council. We would like to acknowledge the good works of the Friends of the Millis Public Library, a 501(3)(c) non-profit that fundraises for Library programs and capital costs.

The Trustees would like to formally thank Tricia Berube for her three years of service on the Board. Tricia will be stepping down in May. We appreciate her thoughtful contributions, commitment and team mindset. We wish her well in her future endeavors.

Respectfully submitted,
Jennifer Farrar, Chairperson
Tricia Berube, Secretary
Becky Fong Hughs, Trustee



Millis Local Emergency Planning Committee

On behalf of all the members of the Local Emergency Planning Committee I submit the Annual report for 2024. The Local Emergency Planning Committee is an agency at the local, tribal, state, national or international level that holds responsibility of comprehensively planning for and responding to and recovering from all manner of disasters, whether man-made or natural. The LEPC is comprised of members of the Fire Department, Police Department, Department of Public Works, School Department, Transportation and Board of Health.

In 2024 the LEPC continued to work closely with the Metropolitan Area Planning Council (MAPC) to update the Town's Hazard Mitigation Plan to assess its vulnerability to natural hazards and strategies to increase the Town's resilience.

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

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

Respectfully,

Richard Barrett

Director

Members:

Chief Chris Soffayer-Police	James McKay- DPW Director
John McVeigh- Board of Health	Erin Underhill- Selectboard Representative
John Engler- School Department	Sandra Labarge- Transportation Director
Mike Guzinski- Town Administrator	Sara Ward- Board of Health
Ann-Marie Gagnon-Millis COA	Erin Mallette-Animal Control

Millis MBTA 3A Advisory Committee

The Millis MBTA 3A Advisory Committee's mission is to prepare a Town zoning bylaw for the Town Meeting that is compliant with the state's MGL 40A/3A multi-family legislation. To that end the Committee worked closely with Town staff and the consulting services of the Metropolitan Area Planning Council to research and bring information to the Town's residents.

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

The Committee's eight members met five times during 2024. Meetings were open to the public and were broadcast live on Millis Community Media.

The Committee's focus for the year was to continue shaping the new overlay zoning district to comply with the state's requirements. The Committee brought the proposed draft bylaw to the Planning Board in February, March, and June. The proposed bylaw was then presented to the Board's public hearings in September and October. At each of these meetings the bylaw was adjusted to fit into an acceptable final version that could enhance the Town's future development.

The proposed Section XXIII Multi-family Overlay District (MOD) bylaw was placed on the Fall Town Meeting Warrant. The debate at the Town Meeting included issues regarding parking, traffic, regional responsibility, and tax burden. The proposed bylaw was successfully voted into the record with the required simple majority. The adopted bylaw was sent to the Attorney General's Office and the Executive Office of Housing and Livable Communities for legal and compliance reviews.

The Advisory Committee will serve as a Town entity until the bylaw is fully approved by the state in early 2025.

Respectfully submitted:

Jodie Garzon, Chair

Nicole Riley

Richard Barrett

Wayne Carlson

Craig Schultze

Owen Salerno

Madeline Yusna

Jeffrey Germanian

**Norfolk County Registry of Deeds
2024 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026**

This past year saw some enhancements to the resources available to the public at the Norfolk County Registry of Deeds as well as some significant Registry milestones. In the spring and summer of 2024, we were pleased to bring the Registry of Deeds office hours and talks as part of our Community Outreach Program to nearly every Norfolk County community. Also, in June 2024 The Registry opened its new Genealogy Research and Resource Center. This center is open and available to the public at the Registry of Deeds Building located at 649 High Street in Dedham. There are research tools including Ancestry.com available for those interested in genealogical research.

The Registry office hours were held in various town halls in communities throughout Norfolk County, bringing the Registry of Deeds directly to the residents. My outreach team and I assisted residents in locating their property records and provided them with certified copies of land documents, such as deeds and mortgage discharges. We were also able to take documents that needed to be recorded back to the Registry of Deeds in Dedham, saving many individuals a trip to our main office. Our most common comment from residents was how convenient it is for them to get Registry of Deeds services without needing to travel outside of town. One of our missions is to bring the Registry records and services to the communities of Norfolk County.

Under the Registry of Deeds' "History Comes Alive" program, the Genealogy Research and Resource Center was created, a new resource offering a dedicated bank of computers available for free genealogical use to the public. The genealogical workstations at the Registry contain the popular databases Ancestry.com and American Ancestors. These databases are accessible to help residents discover their roots by gaining access to records across the world, wherever their families may originate. The information available includes census records, marriage records, draft cards, and prison records.

The Registry of Deeds is the principal office for real property records in Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 13.1 million land documents dating back to 1793. These land documents and the integrated Registry indexes to these land documents, are available to the public for on-line research at www.norfolkdeeds.org. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists, and others with a need for land record information.

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

2024 Norfolk County Registry of Deeds Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday, between the hours of 8:30AM to 4:30PM. Folks in need of services from our Customer Service Center can also come by the Registry of Deeds Building located at 649 High Street in downtown Dedham across from the gold domed Norfolk Superior Court.

- In calendar year 2024, *the Registry collected approximately 54.3 million dollars in revenue.* Out of that money, more than \$48.5 million was apportioned to the Commonwealth and more than \$5.7 million was disbursed to Norfolk County in the form of deeds excise taxes and recording fees and surcharges. Of that money in accordance with M.G.L. Ch. 64D Sect. 12(a) not less than 40 percent shall be disbursed and expended for the automation, modernization and operation of the registries of deeds. There was collected \$4,934,850 pursuant to the Community Preservation Act (CPA).
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2025, we will continue to advocate for filed legislation that accomplishes mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds in a timely manner.
- This year saw a record number of electronic recording filers, *approximately 2,906.* The Registry recorded more than *67,600 documents electronically.* accounting for nearly 80% of all recorded land records.
- Norfolk Registry of Deeds was the first registry in Massachusetts to electronically record registered land documents. This started in the Land Court section of the Registry of Deeds in 2017. Electronic recording was crucial in remaining operational during the coronavirus pandemic. Initially, the percentage of registered land documents recorded electronically was 15%. The percentage of registered land documents recorded via electronic recording has now grown to 70%. This technology alone brought in more than \$47 million.
- In 2024, we shelved Registry of Deeds Book 42162 At the end of 2024, we were processing the documents for Book 42189. These books house land records dating back to 1793 and are available for public research. For the sake of security and redundancy, we store our documents in three different ways: hard copy, electronically, and by microfiche. There is a state law mandating that recorded documents be microfilmed.
- In calendar year 2024, the Registry processed more than *10,000 Homestead applications.* The law, Mass General Law Chapter 188, provides limited protection of one's primary residence against unsecured creditor claims.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors, and leaders in their fields of education, the environment, and the law.
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly information release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. Over 2,100 Norfolk County residents have signed up for this free service. For more information, please see our website at: www.norfolkdeeds.org.

- In 2024 we continued our partnerships with, among others, Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the Veterans Affairs Boston Healthcare System Voluntary Service Program, Needham Community Council, Circle of Hope in Needham, United Parish's Thrifty Threads, St. Vincent de Paul in Plainville, St. Francis House in Boston, Suits and Smiles in Jamaica Plain, InnerCity Weightlifting, New Life Furniture Bank of Massachusetts in Walpole, The Office of Youth Employment and Opportunity of Boston, and Mass Hire South West. The mission of "Suits for Success" is to collect donations of suitable clothing to be distributed to individuals and nonprofit organizations who are in need of appropriate attire and clothing.
- Our Annual Holiday Food Drive continues to support several food pantries in Norfolk County and our Christmas Toys for Tots campaign in partnership with the United States Marine Corps was again a success.

Millis Real Estate Activity Report January 1, 2024 – December 31, 2024

During 2024, **Millis** real estate activity saw an increase in the total number of deeds recorded, and an increase in the number of mortgages recorded.

There was an increase in the number of documents recorded at the Norfolk County Registry of Deeds for **Millis** in 2024; an increase of 136 documents from 1,654 to 1,790.

The total number of deeds recorded for properties in **Millis** in 2024, which reflects both commercial and residential real estate sales and transfers, was 347, up 15% from the previous year.

The total volume of real estate sales in **Millis** during 2024 was \$159,714,767, up 17% from 2023. The average sale price of homes and commercial property increased 16% in **Millis**. The average sale price was \$877,555. The average sale price includes both commercial property, and residential property averages may be lower.

The number of mortgages recorded (298) on **Millis** properties in 2024 was up 19% from the previous year. Also, total mortgage indebtedness increased 29% to \$128,149,947 during the same period.

There were no foreclosure deeds filed in **Millis** during 2024, two less than the number recorded the previous year. The total number of notices to foreclose was 5, down 1 from the total recorded in 2023.

Homestead activity increased by 5% in **Millis** during 2024, with 225 homesteads filed compared to 215 in 2023.

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

Respectfully submitted by,

Bill O'Donnell

William P. O'Donnell
Norfolk County Register of Deeds



MILLIS

2024 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

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

Surveillance

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

Virus Isolations in the town:	8 samples submitted, with 3 WNV isolations in 2024
Requests for service:	359

Water Management

The NCMCD reduces the potential for larval mosquito development through a variety of methods under this category. Our Freshwater Water Management Program includes Ditch & Pond Maintenance, as well as Culvert Area Clearing conducted to improve water quality and increase water flow. Tire collection is a service in which we remove and recycle off rim tires in order to eliminate this source of potential larval mosquito development.

Culverts cleared	29 culverts
Drainage ditches checked/hand cleaned	4,400 feet
Intensive hand clean/brushing*	2,350 feet
Mechanical water management	0 feet
Tires collected	8

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

Larval Control

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

Spring aerial larvicide applications	(April)	129.8 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquet & granular applications by hand		8.3 acres
Catch basin treatments – briquets by hand (West Nile virus control)		322 basins
Abandoned/unopened pool or other manmade structures treated		0 briquets

Adult Control

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

Adult aerosol ultra low volume (ULV) applications from trucks	7,001 acres
Barrier applications on municipal property	0 applications

Respectfully submitted,

David A. Lawson, Director

Oak Grove Farm Town Report 2024

Millis residents and others enjoy the serenity and peace of Oak Grove Farm. The property provides a large area to enjoy recreational activities; to play at the playground with family and friends, to practice their athletic skills, to cross country ski, or walk along the back trails and fields. The Oak Grove Farm consists of 108 acres including the athletic fields, playground area and all the back woods, wetlands and field areas. It does not include the farm house which is overseen by the Historical Commission. The Oak Grove Farm Commission's (OGFC) responsibility remains the same throughout the years - continue to improve and maintain all areas of the farm so it may be safely enjoyed by all. Since its purchase in 1984 by the Town of Millis many maintenances and improvements have been completed through volunteer efforts, either from the commission members and/or town residents. Large maintenance or improvement projects may need more specific skills, materials or equipment that require funds, some significant, to be spent. Oak Grove Farm has continued to work within their approved town budget each year. The OGFC has requested funds from the CPC for large projects and are very appreciative of that funding.

The OGF Trail Renovation project that has been taking place at Oak Grove Farm for the last two years is completed. This work was accomplished mostly through funding from the CPC. This project was completed with coordinated planning between OGFC members, the Millis Conservation Committee, and volunteer work from Horace Aikman, a registered landscape architect. All trails throughout Oak Grove were worked on by improving flooding and drainage issues and rehabilitating existing paths by providing firm, dry surfaces. Two original benches from OGF were renovated and installed on the Ridge Street field. New trail posts with markers showing the various trails were installed and trail maps were posted at each parking lot. These maps are posted on the OGF website and were also shared with the Millis Fire Department to help with location on the property. Construction of the trail project and replenishing of fiber chips in the playground was completed by CJW Landscaping in Millis. Additional projects that were completed during 2024 included; a renovation of a lower athletic field area and removal of old deteriorating benches and fencing. Work completed by the OGFC members included, one soccer field was aerated and overseeded, continuation of pruning trees, clearing and chipping brush in the backfields and twice a year major cleanup of the Children's Garden.

OGFC supplements their yearly budget with fees collected through permitting of Oak Grove Farm usage, however, there may be certain usages when fees are waived. Organized activities at Oak Grove Farm for the year 2024 included the following; Millis Youth Soccer Club, Millis High School cross country meets, Sparhawk Academy soccer and baseball and Millis High School senior projects charity events; these were a 5K and a multi-day soccer clinic.

The Millis DPW continues to mow the athletic fields and empty the trash receptacles. We thank them for their assistance and cooperation in helping to maintain the property.

Respectfully submitted,

Oak Grove Farm Commission

John McAvoy Chairman Rob Elbery Steve Macinnes David Werner Sue McAvoy

Permanent Building Committee & School Building Committee

The School Building Committee, comprised of members of the Permanent Building Committee and School Committee, has been focused primarily on the Middle/High School Feasibility Study. During 2024, the Preliminary Design Plan was submitted to the Massachusetts School Building Authority. Community Forums were held to inform and gather feedback from the community. Additionally, work began on the Preferred Schematic Report which includes the submission of the Committee’s recommended, preferred option. The Committee determined that an addition/renovation option (AR4a) which includes a new middle school wing and gym best met the space capacity and physical needs as well as the needs of the educational program for both the Middle School and High School.

The Permanent Building Committee (PBC) wrapped up the DPW building project this year, coming in \$367,710.40 under budget. The PBC is also working on stabilizing the Lansing Millis Building, focusing on much needed repairs. Funding has been secured for a portion of the project and the Committee plans to put the project out to bid early in 2025.

Sadly, Committee member John H. Larkin passed away in January of 2025 and will be greatly missed. He joined the Permanent Building Committee in January of 2020. He had a vast depth of knowledge of construction that he shared willingly with the Committee. With a wry sense of humor, he was someone you could count on, and he made an effort to attend meetings and contribute to the process of project management. The Town of Millis and members of the Permanent Building Committee/School Building Committee will miss his presence and his contributions.

Permanent Building Committee

- Richard Nichols, Chair
- Diane Jurmain, Vice Chair
- James McCaffrey
- John McDonough
- Al Vautour

School Building Committee

- Richard Nichols, Chair
- Diane Jurmain, Vice Chair
- James McCaffrey
- John McDonough
- Al Vautour
- Robyn Briggs
- Shayna Canestrari

2024 ANNUAL REPORT OF THE MILLIS PLANNING BOARD

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

Throughout 2024, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, definitive subdivision approval applications; open space preservation developments; scenic road permits; earth removal permits, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The Planning Board was also involved with oversight for ongoing, larger projects in Town (ex. Regency at Glen Ellen; Acorn Place Senior Residential Community Development; Emerson Place Subdivision.) The highlights included the approval of DPW's construction of a new drinking water filtration plant to remove PFAS; a cell tower at 121 Norfolk Road; and close-out of Rivendell Woods Definitive Subdivision. Numerous 81-P Plan applications (Subdivision Approval Not Required - "ANR") were reviewed and approved/endorsed by the Board.

Four Zoning Bylaw Articles were approved at the November Town Meeting, which included passage of the Multi-family Overlay District (MOD), satisfying the state's MGL 40A/3A MBTA Multi-family Housing requirement. New allowable use categories were added to the I-P (Industrial Park), I-P-2 (Industrial Park 2), and C-V-2 (Commercial Village 2) zoning districts to allow more versatile property uses, subject to Site Plan Review and Approval by the Planning Board. Zoning amendments to Off Street Parking & Loading Regulations, along with amendments to Land Subdivision Rules & Regulations, were approved to comply with the Municipal Separate Storm Sewer System (MS4) permitting requirements.

The Planning Board welcomed Michael Giampietro as an elected Board Member in May of 2024.

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

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

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

Respectfully submitted,

Richard Nichols, Chair
Nicole Riley, Esq., Clerk
Alan Handel, Member
James McKay, Member

Michael Giampietro, Member
George Yered, Associate Member
Camille Standley, Administrative Assistant

Millis Police Department

Millis Police Department 2024 Annual Report Mission Statement

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

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

DEPARTMENT DESCRIPTION

The primary purpose of the Millis Police Department is to ensure the safety and security of the community and its visitors. We achieve this through various activities, including uniformed patrol, investigations, and administrative functions, which are detailed below.

ADMINISTRATION

We collaborate with staff, town leaders, and other stakeholders to ensure our department is adequately staffed, equipped, trained, and prepared to deliver top-notch service. We achieve this by implementing and supporting various departmental programs, such as the K9 Unit, Motorcycle Unit, Bike Unit, School Resource Officer, Detective Unit, Department Training Unit, and other training initiatives. Additionally, we support our department's participation in regional units, including the Metropolitan Law Enforcement Council's (METROLEC) Investigative Services Unit, Crisis Negotiation Unit, Motor Unit, Special Weapons and Tactics (SWAT) Unit, and the DEA Task Force.

INVESTIGATIONS

Investigators conduct thorough investigations of past crimes and analyze crime patterns to help prevent future incidents. They also actively support and advocate for victims of crimes gather evidence, and document information that aids in identifying, apprehending, and prosecuting offenders and recovering stolen property.



Millis Police Department

PATROL

The Uniformed Patrol actively patrols the community to deter crime. They respond to emergencies to prevent crime and assist victims. Additionally, they conduct thorough investigations of offenses and incidents within their assigned area. Their efforts also include arresting criminals to protect our community.

COMMUNITY ENGAGEMENT

The Department's Community Impact Team is committed to the Strategic Plan Initiative, which is focused on reaching diverse groups and organizations in our community.

- The Police Department is pleased to continue offering the Millis Police Leadership Academy for community students. This week-long summer camp allows participants to explore various aspects of law enforcement and promotes values such as trust, teamwork, and respect.



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



Millis Police Department



The P.A.W.S. Program (Police Activities with Students) offers an exciting opportunity for Millis Public School students to partner with the Millis Police Department. This program fosters mentoring relationships that enhance self-esteem, improve academic skills, and provide additional student guidance and support. Each student is paired with a Millis Police Officer, and they meet once a week during lunch or recess at Clyde F. Brown Elementary School.

- Our Community Impact Team was established to enhance community partnerships. We focus on organizing community policing events, training sessions, informational workshops, and demonstrations. By offering these activities, we aim to strengthen relationships with all groups, cultures, departments, and organizations. Our goal is to promote a two-way flow of information between stakeholders, citizens, and the police.



- This past year marked our Second Annual Stuff a Cruiser Food Drive, where we filled several police cruisers thanks to the community's generosity. All food collected was donated to the Millis Food Pantry.

Millis Police Department

STAFFING

The challenges that police departments face in retaining and recruiting officers are significant, driven by a staffing crisis worsened by retirements, resignations, and high-profile incidents that have put policing under greater scrutiny. Fortunately, the Millis Police Department does not experience problems with recruitment or retention. We have a dedicated team of officers committed to serving our residents.



CUSTODY STATISTICS

Protective Custody	14
Assault & Battery Dangerous Weapon	2
Operating a Motor Vehicle with a Suspended License	31
Warrant Arrests	11
Domestic Assault and Battery	9
Operating Under the Influence	19
Possession of Class A drug	2
A&B Over 60	2
Juvenile	2

ADDITIONAL STATISTICS

911 Calls	1125
Unattended Deaths	8
Missing Persons	5
K9 Deployments	15
Fire/EMS Assists	1062
Motor Vehicle Accidents	105
Traffic Stops	2030

SUCSESSES AND ACCOMPLISHMENTS

Peace Officer Standards and Training (POST): Our department has completed the POST certification process and met all associated requirements. All Millis Police Officers required to obtain certification have done so. This process initially spanned three years. Moving forward, recertification will occur on an annual basis.

Town Clinician: The Millis Police Department works collaboratively with our Town Clinician, Amy Leone. The Behavioral Health Intervention Program, also known as Co-Response, was established to address police officers' concerns regarding calls involving individuals with mental health issues and substance abuse in the community.

Behavioral Health Intervention clinicians from Community Impact are trained to assist the police in these situations. They first help de-escalate individuals experiencing psychiatric crises and then provide further assistance with assessment, referral, and placement.

The Behavioral Health Intervention Program/Co-Response offers the Millis Police and Fire Departments immediate access to trained clinicians who can respond on-site, provide follow-up care, and offer case consultation. This program provides the police and fire departments with alternative options for handling situations involving low-level offenses committed by individuals with mental illness and substance abuse, allowing for therapeutic placements instead of arrests.

With input from a Behavioral Health Intervention clinician, police officers no longer have to make decisions without all the necessary information or resources. When Community Impact staff co-respond to incidents, officers feel more comfortable diverting from arrest, knowing that individuals will receive appropriate treatment and support. This collaboration prevents officers from spending excessive time untangling complex psychiatric situations, enabling them to return to patrols and respond to 911 calls and other service requests more efficiently.

Professional Development: We are committed to maintaining high professional development. The list of specialty training courses officers have attended is far too long to list. However, recognizing the need for continued professional development, our officers continue to make strides in attending the required In-Service training and seeking additional opportunities to build their knowledge and skills in all aspects of law enforcement.

The MPTC has expressed its intention to shift towards more department-centered training for practical and scenario-based In-Service sessions. While officers will still be required to attend annual classroom In-Service training, implementing a department-based practical training module will greatly benefit the officers, the department, and the town. This new program will complement our existing in-house firearms and Taser training programs.



Professional training for all personnel is essential in the law enforcement field and is of utmost importance to the administration of the Millis Police Department. To keep pace with annual changes in laws, court decisions, policies, procedures, and law enforcement initiatives, the department conducts a 40-hour in-service training program each year.

In addition to utilizing external subject matter experts in areas such as conflict resolution, stress management, de-escalation, and mental health, the program also includes medical training, such as CPR/AED recertification, firearms requalification, and defensive tactics training. The department regularly reviews the annual training program to ensure that all officers receive the necessary tools to perform their jobs safely and effectively.

The department aims to provide as much in-house training as possible, allowing us to tailor the curriculum to meet the community's specific needs and the personnel serving it.

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

In FY2025, we secured \$95,00.00 in grant funding for various programs and equipment. This funding includes the Bulletproof Vest Grant, the Municipal Road Safety Grant, the 911 Training Grant, the 911 Equipment Grant, the Signs & Lines Grant, the Stanton Grant, the Vest A Dog Grant, and the Evidence Room Audit.

Officer Safety and Wellness: Law enforcement officers encounter various threats and stresses that significantly affect their safety and well-being. Building on last year's emphasis on mental health, we will continue to ensure our officers are physically fit and mentally resilient. Serving in public safety, particularly as a police officer, can take a toll on an individual's physical, mental, and emotional health. Our department has invested time and resources to provide our personnel with access to top-quality services. In the coming year, we will focus on promoting financial growth and stability while further developing the mental and physical aspects of wellness. Since financial stress can greatly impact households, officers will have access to services such as Will and Estate Planning, Wealth Management, and other financial resources available through our training network.

Respectfully Submitted,
Christopher J. Soffayer
Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

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

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

Erin LeBlanc, was made full time Program Coordinator for the Recreation Department.

Erin LeBlanc was awarded Massachusetts Recreation and Park Association's Community Professional of the Year 2024. This award is given to a member of MRPA that has provided outstanding service and dedication to their community and continues to improve the field of park and recreation. This person can serve in any specialty area within the park and recreation industry.

Millis Rec Serves is a community service platform for local middle and high school aged students. Millis Rec Serves strives for self-discovery and an acknowledgement of one's value through service to others. Our volunteers are impactful and have made tremendous contributions to our community. You may have seen them lining fields, running youth activities at town events, volunteer coaching and refereeing or processing registrations at blood drives. We rely on their helpful hands and are very grateful for their time and talents.

Team Stats

Number of Service Opportunities: 30

Number of Millis Rec Serves volunteers: 131

Number of service hours committed to our community: 510

2024 Community Partners

Millis Fire Department

Millis Police Department

Millis Board of Health

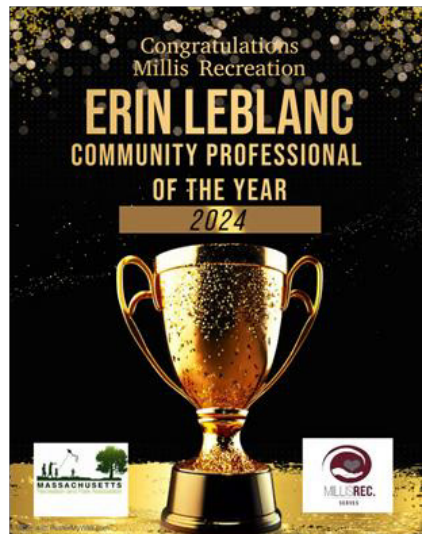
The SAFE Coalition

Community Impact

Millis Soccer Club

Respectfully,

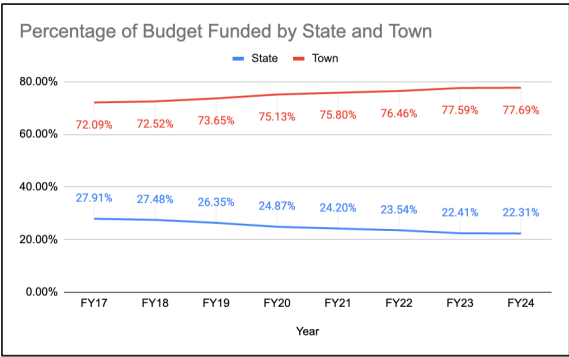
Kris Fogarty, Recreation Director



Millis Public Schools
2024 Annual Report

2024 has been a challenging year for the Millis Public Schools. A \$1.4 million override to support the schools and other town departments failed in the May town election by 8 votes. As a result \$1,070,767 had to be cut from the district's level service 2024-2025 budget. These cuts led to the elimination of 15.8 FTE (full-time equivalent) teaching positions. A subsequent override request in November also failed to pass meaning the eliminated positions would not be returning during the 2024-2025 school year. Simply put, as a result of these cuts, Millis Public Schools are not able to provide the same level of academic programs and services that they have in the past.

A large part of the issue has been a reduction in state aid to the Town of Millis for its schools. In 2017, state aid accounted for 27.91% of the school's foundation budget. The percentage of the state contribution to schools has declined each subsequent year meaning the town must carry more of the burden. By 2024, the state contribution declined to 22.31%. A 5.6% decline in state aid might not seem like much on the surface, but when considering an overall budget in excess of \$20,000,000, the impact is that the town must fund an additional \$1,120,000 with the 2024 state contribution rate.



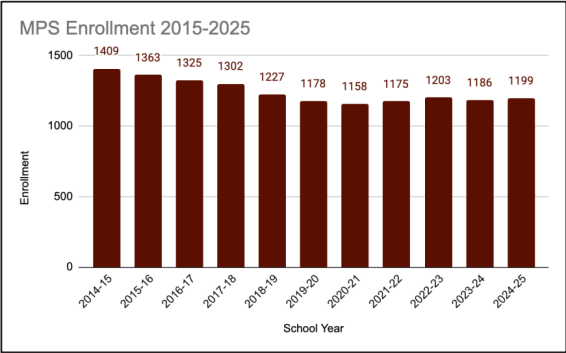
Source: Mass. DESE

In spite of these setbacks, Millis Public Schools teachers and staff continue to work exceedingly hard to provide high quality education to the students of Millis. Our students continue to be diligent and dedicated in the face of fewer staff and services. Millis Public Schools students have excelled in academics, social responsibility, athletics, and character in 2024, as the following reports will attest.

The Millis Public Schools will continue to examine ways to mitigate the losses of 2024 and strive to provide the highest quality programs and services for our students.

Enrollment

Millis Public Schools Enrollment for the 2024-2025 school year was 1199, up slightly from 1186 in 2023. The enrollment at Millis Public Schools is expected to increase slightly in the coming years.



Demographics

Millis continues to see a changing demographic among its students with a more diverse student body and more students requiring special services than in previous years.

Millis Public Schools 2023-2024*

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

(Source Mass DESE)

*2024-2025 Data not available at time of publication

Millis 2023-2024*

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

(Source Mass DESE)

*2024-2025 Data not available at time of publication

Strategic Plan

As a small school district, Millis Public Schools seeks to personalize instruction for all students. We welcome the unique backgrounds and cultures of all of our learners. Faculty and staff strive to form strong relationships with students as a means to maximize student potential. By knowing students well and developing lessons, assignments, and assessments that incorporate student voice and choice, teachers enable students to take ownership of their learning. Classroom content, knowledge and skills have meaning in students' lives and they recognize the value of what they are learning. Personalized learning has helped our students develop confidence as learners and citizens. Millis students consistently perform above grade level expectations on state and national exams, apply and are accepted to outstanding colleges and universities, and are prepared for 21st century employment and careers.

The Millis Public Schools Strategic Plan 2023-2026 outlines the overarching goals of the district.

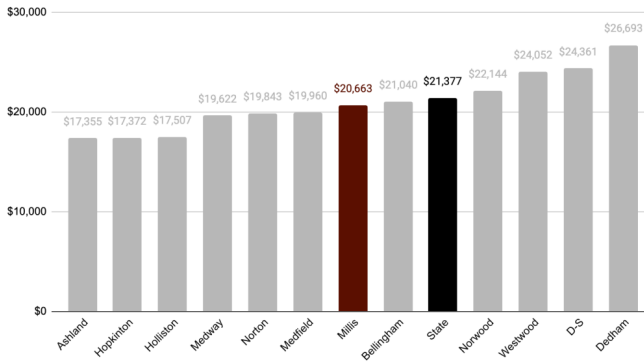
- Ensure rigorous and relevant learning for all students
- Foster outstanding professional practice
- Provide a healthy and supportive school environment
- Maximize resources and physical plant

These goals serve as guides to plan and align programs, services, and initiatives. They are the foundation for teaching and learning in Millis and support our commitment to prepare students to be responsible citizens, to provide knowledge and skills necessary for higher education and quality careers, and to develop leaders for the next generation.

School Finance

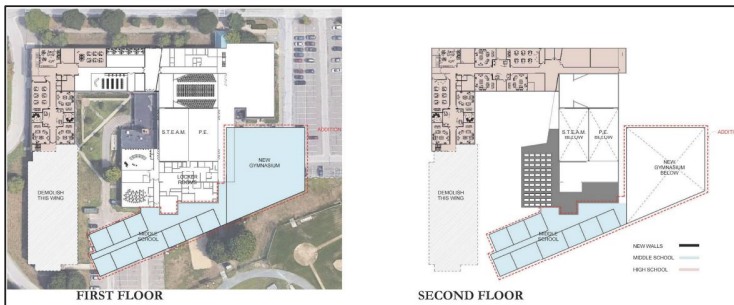
Based on the most current data provided by the Department of Elementary and Secondary Education (DESE), the per pupil expenditure of the Millis Public Schools for FY2023 was \$20,251 (including costs for out of district tuitions for special education programs). Millis was below the state average of \$21,377. The chart below indicates Millis' per pupil expenditure in comparison with other neighboring districts and the state average (FY 2023).

Millis Per-Pupil Expenditures FY 2023



School Building Project

The Millis Middle-High School building project in conjunction with the Massachusetts School Building Authority (MSBA) continued to make progress in 2024. During the course of 2024 the School Building Committee weighed a variety of options for an updated Millis Middle-High School facility. Options ranged from renovations to the current building that would bring the facility up to code (which would not include any reimbursements from the state) to a number of addition-renovations to an entirely new school building. In December, the Millis School administration put forward its recommendation for the preferred school design option which would include building a new middle school wing onto the current facility and extensively renovating classrooms, offices, and facilities in the older section of the building. This option would create two distinct schools within one building, provide students with a facility that would support 21st century teaching and learning, and maximize the benefits of state reimbursements for a large portion of the project. The School Building Committee will select a preferred design in early 2025, and seek MSBA approval of the design before presenting the project for a funding vote at town meeting most likely in the fall of 2025. This project will have an enormous impact on education in Millis as we enter the second quarter of the 21st century.



(Preferred option of Millis School Administration)

In the pages that follow, we hope you learn more about our individual schools and programs. We are proud of our schools and thankful for the support of the community. I have no doubt that the greatest resource of the Town of Millis is its children.

Respectfully submitted,
Robert Mullaney, Superintendent



District Curriculum, Instruction, Assessment, ELL and Professional Development Annual Report 2024

Despite challenging financial circumstances in 2024, the Millis Public Schools staff did their best to honor the commitment to developing all students as independent, lifelong learners and leaders who will contribute to a diverse and changing society. A failed town override vote in the spring and fall of 2024 had a significant impact on pursuit of the district goals of ensuring rigorous and relevant learning for all students, fostering outstanding professional practice and providing a healthy and supportive school environment. School budget funding for updating curriculum, for professional development and for providing personalized support for students based on assessments and students' needs was significantly reduced and the district relied heavily on grant funding to support initiatives in the areas of curriculum, instruction, and assessment.

Grant funding in 2024

Millis applied for and received federal and state grants over the past three years, several of which carried over into 2024. These have been instrumental in allowing the district to provide students with equitable access to high quality instructional materials and grade level learning experiences to help them meet state standards for learning and to provide professional learning for teachers.

- Millis received \$58,700 from the continuation of the High Quality Instructional Materials grant funding for SY24. This supported educators in grades K-5 with continued implementation of the Foundations and Heggerty foundational skills programs and the Great Minds Wit & Wisdom knowledge-based literacy program. The funding allowed for the purchase of materials and implementation support for teachers. This was the final year of this three year grant.
- Millis received \$13,380 in Early Literacy Screening grant funding for SY24 that carries over into SY25. This allowed the district to continue to comply with new regulations for early identification of Dyslexia by purchasing an approved early literacy screening tool. All students in grades K-3 were screened three times a year using mCLASS DIBELS and the funding also allowed for implementation support for teachers. This is the final year of this two year grant.
- Millis received \$150,000 from the continuation of the Student Opportunity Act grant in the fall of 2024 to improve inclusive practices, with a focus on building a co-teaching model for students with disabilities and English learners. This allowed the district to maintain one full-time special education position and one .6 FTE position for English language instruction. Both positions are desperately needed due to increasing student populations in these areas. The funding also allowed for professional development for teachers during the school year and the summer to develop a deeper understanding of inclusion models. This is the final year of this 3 year grant.
- Millis received \$4,000 from the Investigating History grant in the fall of 2024 for materials and professional development for updated history curriculum in grades 5-7. This curriculum builds a foundation for civics education in grade eight. This was a one-year grant.
- Millis received a total of \$61,927 in the fall of 2024 through the federal ESSA grant for Title IA, Title IIA and Title IV programs. This funding supported the Title I Math intervention at Clyde F. Brown elementary school. It partially funded the purchase of the IXL technology program and salaries for a Math Specialist and tutor so that students K-5 could continue to receive some additional support in learning mathematics. Funding from ESSA grants has been reduced each year and the future of this grant is uncertain.

Ensuring rigorous and relevant learning for all students

Millis teachers use assessment data to make instructional decisions and personalize learning.

Students in grades 3-8 and 10 participated in annual standardized MCAS testing in the spring of 2024 to measure academic achievement, progress, and growth. Screening and diagnostic assessments help to identify students' learning needs and help teachers develop plans to close learning gaps. Math and reading performance is screened three times a year and students are identified for targeted intervention in reading and math beginning in kindergarten. Using data collected, Millis schools implement various programs within a Tiered System of Support for students. In the fall of 2024, these support programs experienced significant cutbacks. Due to budget cuts and staff layoffs, fewer students are able to receive much needed targeted intervention and support.

Millis students continued to develop high levels of Spanish language proficiency in 2024, through the Spanish Immersion program in grades 1-12 and the Spanish World Language program in grades K-12. In 2024, Spanish Immersion teachers in grades 1-5 continued the implementation of new curriculum programs, Vista Listos, La Cartilla and Antología. High School students had an opportunity to take the Assessment of Performance toward Proficiency in Language test (AAPPL) to meet the criteria for earning the Seal of Biliteracy on their HS diploma. Millis was again fortunate to have two Spanish Language Assistants, through the Education Embassy of Spain. Spanish teachers participated in professional development with world language teachers from other surrounding towns in 2024, with a focus on strategies to help students meet new World Language standards.

The Millis Schools' population is gradually becoming more diverse each year and the enrollment of English language learners continues to increase. In June 2024, Millis had forty-three English Learners enrolled and thirty-three Former English Learners enrolled. Thirty-eight students participated in annual ACCESS for ELs standardized testing in January 2024 to measure their progress in developing English proficiency and sixteen students met the criteria to exit the English Language Education program. Thirteen new English Learners were enrolled during the fall and winter of 2024, bringing the total enrollment in December 2024 to thirty-seven EL students and thirty-three FEL students. Clyde Brown has 27 EL students; Millis Middle School has 4 EL students; and Millis High has 6 EL students. Home languages of Millis students include Spanish, Portuguese, Hindi, Arabic, Russian, Ukrainian, Gujarati, Mandarin, Macedonian, and Tunisian. The district recognizes the importance of being responsive to the needs of this growing population by providing English Language Education services, translated documents and interpreters.

Fostering outstanding professional practice

Millis schools offer opportunities for educators to continue to stay informed about research and best practices in the field of education. Professional development to support and sustain teacher expertise and growth are necessary to provide optimal learning for all children. Staff have access to professional learning through the district's membership in Massachusetts Partnership for Youth, Local Staff Development Opportunities collaborative and Massachusetts Association of School Superintendents, among others. Due to budget constraints, professional development in 2024 was presented by Millis administrators or funded by grants and district wide topics included District Curriculum Accommodation Plan revision; Culturally Responsive Practice and Identifying Bias in Curriculum; Inclusion and Coteaching; AI in Education; and Special Programs IEP training for special education staff

Millis High School staff continued working to further develop the Vision of a Graduate, with focus areas of communication, collaboration, character and critical thinking. Staff created rubrics to measure growth in these areas and students began developing portfolios. Other staff members pursued individual professional learning in areas of Sheltered English Immersion, Executive Functioning, Effects of Social Media, Understanding Autism Spectrum Disorder, and the Impact of Trauma on Learning.

Provide a healthy and supportive school environment

Supporting mental health and social-emotional challenges facing students remained high priorities in the district in 2024. Several educators attended training during the year on trauma-informed practices. Clyde Brown elementary school and Middle School teachers focused on developing positive behavior intervention systems (PBIS) and implementing anti-bullying lessons and strategies. Millis Middle School of the Second Step Social-Emotional Learning program. Millis High School continued its work with the JED Foundation, Kyle Cares and Active Minds. The district implemented the "SaySomething" anonymous reporting app and implements Signs of Suicide program for middle and high school students. Finally, because the district is committed to maintaining a healthy and supportive environment for both children and adults, professional development for staff in December 2024 provided time for self-care activity options in recognition of the additional challenges faced this year as a result of budget cuts.

Respectfully submitted,

Maureen Knowlton
Director of Curriculum, Instruction & Assessment

2024-25 Town Report
Millis Public Schools
Digital Learning and Technology

The Millis Public Schools technology department prioritizes the proactive integration of technology to enhance the educational experience for all students. This year, we focused on infrastructure upgrades, curriculum integration, and community engagement to achieve this goal.

Infrastructure and Equipment:

This school year continued our push to upgrade our aging technology infrastructure. This includes:

- 1. Network Enhancements:** Building upon last year's network upgrade, we completed the installation of 20 new switches in the middle/high school and implemented Mist AI, an AI-powered network management system. Mist AI optimizes network performance, simplifies management, and improves efficiency.
- 2. Data Center Modernization:** We migrated our server infrastructure from the aging VxRail system to the more reliable and secure Scale Computing platform. This new system offers streamlined management and enhanced security.
- 3. Hardware Refresh:** The Chromebook refresh cycle continued, providing students with access to the latest models featuring touchscreens, dual cameras, and tablet functionality. We also began exploring Chromebook Plus devices as a potential alternative to Macbooks for teachers.



Curriculum and Technology Integration:

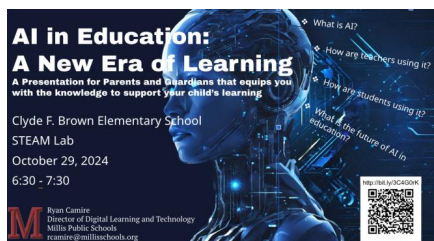
The technology department collaborated closely with educators to integrate technology effectively into the curriculum. A significant focus this year was on the responsible use of Artificial Intelligence (AI) in education.

- 1. Artificial Intelligence Integration:** This past year we have seen a significant push to understand and embrace Artificial Intelligence (AI). We provided teachers and students with access to a curated selection of AI-powered tools and resources, all vetted to ensure strict adherence to student data privacy regulations. These tools have the potential to revolutionize learning, from

assisting with research and lesson planning to creating innovative projects like short films.

Community Engagement:

Recognizing the importance of community involvement, the



technology department hosted a parent presentation titled "AI in Education: A New Era of Learning." This presentation, led by the Director of Digital Learning, aimed to equip parents and guardians with the knowledge and resources to support their children's learning in the age of AI.



The Millis Public Schools technology department remains dedicated to providing cutting-edge resources and fostering a digitally literate environment where students and educators can thrive. We look forward to continuing our efforts to enhance the educational experience for the entire school community.

*As an example of the capabilities of AI, this report was generated by submitting to *Gemini*, a first draft of the report and asking it to simply, "Please rewrite this town report".

Respectfully submitted by,

Ryan Camire & Google Gemini

Director of Digital Learning and Technology & Google's AI-powered assistant

OFFICE OF STUDENT SUPPORT SERVICES ANNUAL REPORT 2024

The Millis Public Schools Office of Student Support Services manages a wide range of critical programs and services, including Special Education, Civil Rights compliance, School Adjustment Counseling, School Nursing, Home and Hospital Instruction, Tutorial Services, Child/Student Find, Integrated Preschool, and support for Homeless and Foster Care education. Comprehensive descriptions of these programs are accessible on the district website, offering families, staff and students a clear understanding of available resources and services.

A central focus of the Office of Student Support Services is to safeguard the rights of students with disabilities whose needs impact learning. The office is dedicated to delivering comprehensive and high-quality services that address the academic, social, emotional, behavioral, and health needs of students aged 3 to 22. For students identified as having disabilities and requiring specialized instruction, Individualized Education Programs (IEPs) are collaboratively developed by teams of educators, parents, and specialists to ensure their unique needs are met. These IEPs outline specialized instruction and related services, which may include speech and language therapy, occupational therapy, physical therapy, vision services, psychological services, school adjustment counseling, behavioral interventions, and nursing care.

As of June 2024, 264 Millis Public Schools students had IEPs, representing 21.98% of the student population, which is above the state average of 20.2%. In recent years, Millis Public Schools has observed a noticeable increase in the number of students with special education needs, as well as a rise in students with unique needs relocating to the district. This shift has led to a growing demand for specialized services and supports to ensure that all students receive the appropriate educational opportunities and resources. Budget cuts have made it increasingly difficult to fully meet these growing demands, challenging the district to balance the expansion of services with limited financial resources. Despite these financial constraints, the district is committed to addressing this increase and maintaining compliance by expanding its special education programs, enhancing support systems, and providing tailored interventions to meet the diverse needs of these students. As more families move to the district seeking high-quality educational services, Millis Public Schools remains dedicated to maintaining an inclusive, supportive environment that helps every student succeed, regardless of their background or challenges. The district continues to collaborate closely with families, educators, and community partners to adapt and evolve its offerings to best support these students as they integrate into the school community.

The district places a strong emphasis on Universal Design for Learning (UDL) and personalized learning frameworks to create an inclusive educational environment where every student can thrive. UDL ensures that the curriculum is designed with flexibility to accommodate diverse learning styles, abilities, and preferences, while personalized learning tailors instruction to individual students' strengths, interests, and goals. To further support this inclusive approach, schools have implemented comprehensive action plans to establish tiered systems of support (TSS). These systems provide a structured framework of interventions, ranging from universal strategies applied in the classroom to more intensive, individualized supports for students with

greater needs. By proactively addressing students' academic, behavioral, and social-emotional challenges within the general education setting, these tiered supports help maintain a focus on equitable access to learning. This approach not only fosters a culture of early intervention but also ensures that referrals for special education evaluations are data-driven, purposeful, and aligned with the genuine needs of students. As a result, the district effectively minimizes unnecessary referrals, ensuring that special education resources are reserved for students who truly require specialized instruction and services.

Millis Public Schools is deeply committed to educating students within their local community whenever possible, recognizing the importance of fostering a strong sense of belonging and connection for all learners. This commitment reflects the district's belief in the value of inclusive education and its role in building a cohesive, supportive school culture. To enhance its ability to meet the diverse needs of students, particularly those with low-incidence disabilities, the district actively participates in the ACCEPT Education Collaborative and The Education Cooperative. These partnerships significantly expand the district's resources and expertise by providing access to specialized programs designed for unique learner profiles, expert consultation services to support staff and families, and a wealth of professional development opportunities that equip educators with the skills and strategies necessary to address a wide range of student needs. These collaborative efforts strengthen the district's capacity to deliver high-quality, individualized education for students with disabilities. However, in rare instances where a student's needs are so specialized that they cannot be adequately met within district programs or through collaborative partnerships, Individualized Education Program (IEP) teams may recommend placement in private special education schools. These decisions are made thoughtfully and collaboratively, ensuring that every student receives the tailored supports and services they require to succeed.

During the 2024 school year, the district made significant strides in further developing a comprehensive and robust transition program for students aged 18-22. This initiative is carefully aligned with the requirements of the Individuals with Disabilities Education Act (IDEA), ensuring that all students with disabilities have access to a Free Appropriate Public Education (FAPE) that addresses their unique needs as they prepare for life beyond high school. The program is thoughtfully designed to equip students with the skills and experiences necessary for success in postsecondary education, gainful employment, and independent living. Key components of the program include opportunities for students to actively engage in community-based activities, which foster practical, real-world learning experiences. Students participate in job training, volunteer work, and internships that not only enhance their vocational skills but also build confidence and self-efficacy. The program also focuses on the development of essential life skills, such as financial literacy, self-advocacy, time management, and independent decision-making, which are critical for navigating adulthood successfully. In addition to skill-building, the program emphasizes the importance of fostering supportive relationships and creating a culture of inclusion. By connecting students with mentors, community members, and peers, the program helps to build meaningful relationships that extend beyond the classroom. These connections not only provide a support network but also reinforce the students' sense of belonging and empowerment as they transition to adulthood. A unique and impactful aspect of the transition program is the opportunity for students to work within the district's schools, gaining valuable hands-on experience in a supportive environment. These roles are tailored to each student's interests and abilities, providing them with meaningful responsibilities that contribute to the

daily operations of the schools. Students may assist in classrooms, help organize library materials, support custodial teams, or participate in food service operations, among other roles. This initiative not only allows students to develop job-specific skills and a strong work ethic but also fosters connections with staff and younger students, promoting a sense of purpose and belonging. By working in familiar settings, students build confidence in their abilities while making a positive impact on their school community. These experiences are instrumental in preparing students for future employment and independent living, while also reinforcing the district's commitment to inclusivity and collaboration. Through these targeted efforts, the district is committed to ensuring that every student in the program is prepared to lead a fulfilling and independent life, contributing positively to their community and achieving their personal goals.

The Office of Student Support Services plays a crucial role in ensuring that the district remains fully compliant with all state and federal laws and regulations governing special education, as well as civil rights laws that protect students with disabilities. This commitment to compliance ensures that all students, regardless of their background, race, ethnicity, gender, or disability, have access to a Free Appropriate Public Education (FAPE) and are treated equitably within the educational system. The office regularly conducts comprehensive reviews of procedures, policies, and administrative advisories to keep both special education and general education staff informed of any updates or changes in laws, regulations, and civil rights requirements. These reviews ensure that the district is continuously meeting its legal obligations while fostering an inclusive environment that celebrates and supports the diversity of all students. Beyond legal compliance, the district is deeply committed to promoting diversity, equity, and inclusion (DEI) in every aspect of education. The Office of Student Support Services works to create an educational environment where all students feel valued, respected, and empowered to succeed. This involves ensuring that students from all backgrounds have equal access to high-quality educational opportunities, support services, and extracurricular activities. The district emphasizes the importance of cultural competence among staff, providing training on how to recognize and address implicit biases, foster inclusive classrooms, and develop teaching strategies that reflect and honor the diverse identities of students. Additionally, the office supports the creation of policies and practices that eliminate barriers to learning and participation, ensuring that every student has the opportunity to thrive in an equitable and inclusive setting. To further support this work, the district offers ongoing professional development through training sessions and workshops designed to equip staff with the knowledge and skills necessary to implement inclusive practices effectively. Topics covered include IEP development, accommodations and modifications, data collection, strategies for promoting inclusive education, and understanding civil rights protections. Staff are also trained to address issues of discrimination, harassment, and the need for reasonable accommodations, with an emphasis on ensuring that every student's unique needs are met with dignity and respect. By prioritizing diversity, equity, and inclusion, the district is fostering a culture where all students can thrive, feel a sense of belonging, and have access to the resources and opportunities they need to succeed in school and beyond.

The Millis Special Education Parent Advisory Council (SEPAC) works closely with the Office of Student Support Services to provide essential feedback and input into the district's special education programming, ensuring that the needs of students with disabilities are effectively addressed. This parent and guardian-led group plays a pivotal role in fostering a collaborative, inclusive community by creating opportunities for families to connect, share experiences, and

advocate for their children. SEPAC offers valuable support and resources to families through a variety of initiatives, including informational workshops, resource fairs, and social events. These activities are designed to engage and empower families of students with disabilities, helping them navigate the complexities of special education services and providing them with the tools and knowledge needed to support their children's educational journey. In addition to providing direct support, SEPAC serves as a strong advocate for students with disabilities, ensuring their voices are heard and their needs are met. The group works to build awareness of the challenges faced by families and students, and advocates for policies and practices that promote inclusion, equity, and access to high-quality education. SEPAC's advocacy efforts extend to improving communication between families and the school district, fostering a partnership that is based on mutual respect and shared goals. Through its collaborative efforts, SEPAC helps to ensure that families are not only informed but also actively involved in shaping the educational experience of students with disabilities. This partnership between SEPAC and the district strengthens the support network for students and contributes to the ongoing development of a more inclusive, responsive educational system.

In recent years, Millis Public Schools has observed a noticeable increase in the number of students with special education needs, as well as a rise in students with unique needs relocating to the district. This shift has led to a growing demand for specialized services and supports to ensure that all students receive the appropriate educational opportunities and resources. However, budget cuts have made it increasingly difficult to fully meet these growing demands, challenging the district to balance the expansion of services with limited financial resources. Despite these financial constraints, the district is committed to addressing this increase by expanding its special education programs, enhancing support systems, and providing tailored interventions to meet the diverse needs of these students. As more families move to the district seeking high-quality educational services, Millis Public Schools remains dedicated to maintaining an inclusive, supportive environment that helps every student succeed, regardless of their background or challenges. The district continues to collaborate closely with families, educators, and community partners to adapt and evolve its offerings to best support these students as they integrate into the school community.

The Millis Public Schools proudly hosted the 2024 Five Town Special Olympics, welcoming students from Ashland, Holliston, Medfield, and Medway to join in this unforgettable celebration of athleticism and inclusion. This year's theme, *The Wide World of Sports*, brought basketball, soccer, golf, and track to life, with athletes showcasing their skills and determination. Beyond the competitions, participants enjoyed a sensory table and craft table, ensuring the event was inclusive and engaging for all. The day began with a spirited police and fire escort as joyful sirens and applause filled the air, leading the athletes onto the Millis campus in a grand procession. Families and friends lined the roadways, waving signs and cheering enthusiastically for each student, creating a heartwarming and supportive atmosphere. Adding to the excitement, we were joined by three members of the New England Patriots, who cheered on the athletes and inspired everyone with their support. The Special Olympics serves as a powerful reminder of the importance of celebrating diversity, promoting inclusion, and building confidence in every individual. It highlights the strength of community support and the joy that comes from recognizing and honoring the unique talents and achievements of all students.

Millis Public Schools is unwavering in its commitment to providing educational programs and supports that address the diverse needs of all students. The district's nurturing and inclusive environment is designed to empower students, including those with learning challenges, to reach their full potential. By focusing on fostering academic achievement, social-emotional growth, and independence, the district ensures that every student has the opportunity to thrive both in and out of the classroom. Central to this mission is the district's collaborative approach, which involves working closely with families, educators, and community partners to create a network of support that enhances each student's educational experience. Through this strong partnership, Millis Public Schools ensures that every student receives the personalized attention, resources, and encouragement they need to succeed on their unique educational journey, preparing them for future opportunities and challenges.

Respectfully submitted,
Nealy Koumanelis-Urquhart
Director of Student Support Services

Town Report 2024

Millis High School Athletics

2024 winter sports included: Boys/girls basketball, boys/girls indoor track, co-op boys and girls ice hockey, co-op gymnastics and co-op alpine ski (24-25 school year). We have been able to offer a wide variety of competitive opportunities to meet many winter sports interests in the 2024-25 school year. In the 2023-2024 school year, the boys basketball team posted a 10-12 season record qualifying for the MIAA Division IV Tournament, hosting and winning a preliminary game before losing in the round of 32 to Burke. Freshman Jack Carter was named a TVL All Star. Girls basketball posted a 18-8 record and qualified for the MIAA Division V Tournament. The Mohawks were top five seed, won three games before falling in the final four to Cathedral. Senior captain Hailey Bassett was named a league all-star along with junior Lindsey Grattan. Senior captain Kyra Rice was named TVL Honorable Mention and head coach Dave Fallon was named TVL Small Coach of the Year. Our indoor track team numbers continue to grow in participants, scoring and personal/school records. Our boys and girls teams posted 0-5 records. Shealin Conroy, Jess Kramer, Ben McCarthy and Ryan FitzGerald were named league All Stars. Our gymnastics co-op team continues to improve every meet. Our boys hockey co-op team continues to offer our students the opportunity to play ice hockey at a competitive varsity level with Bellingham. Millis had five student-athletes participating on the team. During the 23-24 winter season, we joined the Hopkinton Girls Ice Hockey Co-op, as freshmen Grace Heneghan participated. This winter (24-25), we have seven participating in boys hockey, one in girls hockey, two in gymnastics and two in alpine skiing co-op with Medway (first season).

2024 spring sports teams included: Girls tennis went 11-8 and qualified for the state tournament for the third straight year. They lost to #1 Hamilton-Wenham in the round of 16 after beating Mashpee in the round of 32. Juniors Olivia Fong and Amelia Staples were named TVL All Stars. Boys tennis continued to compete at the junior varsity level with 10 participants and tons of progress. The goal is to participate at the varsity level in 2026. Baseball finished 4-17 on the season and qualified for the state tournament where they lost to Douglas in the first round. Junior Talon Shepardson was named a TVL All Star. Softball finished 11-11 and advanced to the Sweet 16 in the MIAA Tournament before falling to Hopedale. Riley Caulfield was voted a TVL All Star and Small MVP. Freshmen Molly Rand and Alicia Ellis were TVL Honorable Mentions. Boys volleyball finished the season at 5-15 under new head coach and Millis alum, Chris Dimilla. We hope to add a varsity and jv level in 2025 as we saw several new players participate. Junior Henry Kiggen was voted a league all-star. In track & field, the boys and girls both went 0-4. Senior Malachi Chansky and Ben McCarthy were named TVL all-stars along with junior Shealin Conroy. We had student-athletes also participating in girls lacrosse with Bellingham, which has been an ongoing partnership providing another athletic opportunity.

2024 fall sports teams: In football, the Mohawks finished 4-6 with limited numbers (32 total in program). Juniors Michael Tobin and Pat Halloran along with sophomores Liam Kraby and Jack Carter were league all-stars. Junior Jason Fournier was honorable mention. The team qualified for the round of 16 state tournament and fell to Cathedral

Town Report 2024

Millis High School Athletics

20-15. In cross country, the boys went 0-5 and girls finished at 2-3. Senior and Merrimack commit Shealin Conroy and 8th grader Emma Genovese were named league all-stars. Genovese was also named TVL Small MVP, Metrowest Daily News All Star and Boston Herald All Scholastic. Girls volleyball finished with a 13-9 record and a Final Four appearance, losing to Whitinsville Christian. Senior Meredith Gatz was named a TVL all-star, Metrowest Daily News All Star and Boston Herald Honorable Mention. Seniors Macy Cyr and Madison Adams were TVL Honorable Mentions. Golf finished 3-13 and with a heavy senior lead team. Senior Aidan Sugrue qualified for the D3 Sectional. Girls soccer finished with a 6-13-2 record and lost in the elite 8 of the MIAA tournament to Hull. Senior Olivia Fong was named a TVL and Metrowest Daily News Honorable Mention. Sophomore goalkeeper Ella Maher was a TVL All Star. Due to lack of numbers in the high school for boys soccer along with a competitive balance, we did not offer a varsity level in 2024. The program had over 40 registered from grades 7-11, and preliminary numbers show about 50 for the fall 2025, so the short hiatus from varsity will help build the program back up. The plan is to offer a varsity level in 2026. Two freshmen participated on the Medway co-op cheerleading team.

Though 2024 had continued budget cuts, Millis athletics had several tournament appearances each season, team and individual awards/accomplishments, new opportunities for our student-athletes with additional levels offered or new co-ops with league schools (alpine skiing winter 2024) and holding steady with registrations. Go Mohawks!

Respectfully submitted,
Derek Phinney, Athletic Director



The start of the 2024-2025 school year brought its share of challenges, particularly due to the impact of budget constraints and staffing reductions. Despite these hurdles, Clyde F. Brown Elementary School remains steadfast in its commitment to our District's mission: to nurture all students as independent, lifelong learners and leaders who will thrive in a diverse and ever-changing society. Our vision continues to guide us: to empower every student to think critically, communicate effectively, and collaborate with integrity, compassion, and respect for others. At CFB, we remain dedicated to being the foundation of academic success for the children of Millis. Our school is an inclusive community where students, families, and educators come together, like-minded in our shared commitment to providing a welcoming environment for all.

This year, Clyde Brown Elementary has continued its strong commitment to both academic excellence and character development. In addition to providing rigorous learning opportunities, the school has focused on helping students recognize and cultivate positive character traits. Through grade wide lessons with our counseling team and engaging All School Assemblies, we are creating an environment where students not only excel academically but also grow as responsible, compassionate individuals.

A wonderful example of community-building across our schools is the Morning Greetings program, which fosters connections between our high school and elementary students. On Fridays, high school students from art, band, sports, and theater programs join together to greet elementary students with smiles and encouragement. Running from November through May, this initiative promotes a sense of unity and inclusivity by encouraging positive interactions between students of all ages and backgrounds.



Organized by the CFB counseling team, the program provides our high school students with opportunities to demonstrate inclusive practices, ensuring that every elementary student feels valued and supported. By brightening the mornings with kindness and leadership, the Morning Greetings program is strengthening the bonds within our district and helping to build a more connected, caring school community.

Enrollment

The total enrollment for the 2024/2025 school year is 612 students in grades Preschool through Grade 5.

Preschool - 52 students
Kindergarten - 79 students (1 in our half-day program)
First Grade - 95 students
Second Grade - 99 students
Third Grade - 99 students
Grade Four - 83 students
Fifth Grade - 105 students

Eighteen students attending Clyde F. Brown Elementary School are enrolled through the School Choice Program offered by Millis allowing families from neighboring towns to join our school community. This significant number of choice students reflects the strength of our academic program and the outstanding reputation of our dedicated staff.

English Language Arts and Mathematics

CFB strives to provide a pathway to proficiency in literacy beginning at the elementary level through explicit instruction in foundational skills and engagement with complex text and media. We provide culturally responsive instruction; building knowledge through equitable educational opportunities for all students. Students purposefully read, write, listen and speak across multiple disciplines. Our students become competent readers and writers, effective communicators, and critical thinkers who learn to persevere through challenges and grow into responsible citizens prepared to meet the demands of their future. We continue to strengthen the implementation of our literacy programming in both English and Spanish Immersion classrooms in kindergarten through grade 5. English instruction includes Wit & Wisdom, a comprehensive ELA program focused on building the knowledge and skills needed for success in reading, writing, and communication; Geodes, information-rich books for the practice of reading skills (K-2); Foundations (K-3), which is structured reading, spelling, and writing instruction with a multisensory approach; and Heggerty (K-1), which focuses on phonological and phonemic awareness. For Spanish Immersion instruction, La Cartilla, Listos, and Spanish Heggerty are used.



Our mathematics instruction for Grades K through 5 is delivered through the *Everyday Mathematics* program. *Everyday Mathematics* is a comprehensive program with detailed lessons allowing students to understand the process of math, develop a deeper understanding of concepts, and have opportunities for students to demonstrate mathematical thinking skills.

At CFB, we are committed to providing all students with the support they need to succeed academically, socially, and emotionally. A cornerstone of this commitment is our Multi-Tiered System of Supports (MTSS), a proactive approach that ensures early identification and targeted intervention for students who require additional assistance. The MTSS framework allows us to tailor interventions based on each student's strengths and challenges, helping them reach their full potential in reading, math, and social-emotional learning.

- Tier 1: Universal Support for All Students
The foundation of MTSS, Tier 1, encompasses high-quality core instruction that meets the needs of all students. It includes universal strategies and supports delivered within the classroom to promote success across academic and behavioral goals.
- Tier 2: Targeted Support
For students who need additional help to meet academic and behavioral expectations, Tier 2 offers targeted interventions. These supports may be provided within the classroom or through small-group instruction, either inside or outside the classroom, led by interventionists or specialists.
- Tier 3: Intensive Support
Students who do not respond to Tier 1 or Tier 2 interventions receive individualized and specialized support in Tier 3. These interventions are more intensive and customized to address specific needs, and may occur in or outside of the classroom, depending on the student's requirements.

Tiered Supports are delivered by the following CFB staff members.

- Tier 1: 26 Classroom Teachers deliver core instruction and basic interventions for all students.
- Tier 2: Due to a reduction in staffing from budget cuts, we now have 1 Reading Specialist and 1 Math Specialist, each supported by Interventionists in their respective areas.
- Tier 3: Our team includes 7 Special Education Teachers, 25 Paraprofessionals, 1.4 Counselors, 2 Speech and Language Therapists, 1 Occupational Therapist, and 1 Certified Occupational Therapy Assistant, all of whom provide specialized interventions for students requiring more intensive support.

To ensure early detection of student needs, we conduct universal screenings three times a year: in the fall, winter, and spring. These screenings assess reading, math, and social-emotional learning. Kindergarten students are screened prior to entering school and then again in the winter and spring.

The following screening tools are used to gather valuable data:

- mCLASS: A tool used for early literacy screening, especially for dyslexia, in grades K-3, as required by the Department of Elementary and Secondary Education (DESE).
- STAR: A universal screening tool for reading in grades 3-5 and math in grades 3-5.
- AIMSweb: Used to assess math skills in grades K-2.
- SEB: A Social-Emotional and Behavioral screening tool administered to all students in the fall, winter, and spring.
- ESI-3: A screening tool used specifically for Kindergarten students.

Data from these screeners guide teachers in identifying areas where students excel and areas where they may need additional support. By analyzing the results, we are able to offer targeted interventions and monitor students' progress throughout the year. In addition to universal screening, all students in grades 3-5 participate in the Massachusetts Comprehensive Assessment System (MCAS) each spring. This statewide assessment provides valuable data on student achievement and, in conjunction with our universal screeners, helps identify students who may need additional intervention and support.

Through the combined efforts of our educators, specialists, and support staff, Clyde Brown remains committed to providing a comprehensive, data-driven approach to meet the diverse needs of all students. The MTSS framework ensures that every child receives the right level of support to thrive academically, socially, and emotionally.

Unified Arts

Students at CFB participate in a robust Unified Arts program. We offer Art, Music, Physical Education, Media Literacy, and World Language programming.

The Art curriculum provides experiences that are an essential element in the education of every student. The creative process develops the higher-order thinking skills essential to all learning. Students learn how to create visual art using a variety of media including painting, drawing, sculpture, and ceramics.



The music department focuses on exploring musical concepts through singing, dancing, listening, musical games, and playing instruments. Students learn the fundamentals of music: notes/rhythms, clapping and movement, melodic contour, modality, listening, and creativity. Students explore music concepts, history, and composition through the use of technology throughout the year.

The goal of our Physical Education program is to help develop the skills, knowledge, fitness, and positive attitude needed for lifelong participation in physical activities as students work toward optimal levels of health and well-being.



In Media Literacy, students gain an increased enjoyment of literature. They grow in their abilities to locate and select appropriate reading materials independently. Students learn about various texts and media platforms and are exposed to various genres of literature through read-alouds and discussions.

The World Language program, formerly known as FLES, develops Spanish language, listening, and speaking skills as well as cultural awareness. Students learn through songs, poems, dramatization, and specific vocabulary-building activities.

Social-Emotional Learning (SEL)

The Millis Public Schools Social-Emotional Team remains committed to fostering the social, emotional, and behavioral (SEB) well-being of all students through our comprehensive Three-Tiered System of Supports. This proactive, inclusive framework ensures that every student receives the appropriate level of support to thrive academically, socially, and emotionally.

- **Tier 1: Universal Support (All Students)**
At this foundational level, all students benefit from the Positive Behavior Supports Program, known as CFB's Bear Paw Program. Classroom lessons focusing on social-emotional learning (SEL) are delivered across all grade levels, fostering empathy, resilience, and interpersonal skills. Weekly counseling tips are shared as part of the Morning Message, which also highlights and celebrates acts of kindness displayed by students. These acts are read aloud during the weekly announcements to promote a culture of kindness and empathy throughout the school community.
- **Tier 2: Targeted Support (Some Students)**
For students identified through screening and observation as needing additional assistance, the Social-Emotional Team provides targeted SEL interventions. These supports include small group activities and individualized instruction designed to address specific needs and build emotional resilience.
- **Tier 3: Intensive Support (A Few Students)**
Students requiring more strategic and intensive support receive individualized services that may include long-term counseling, case management, and specialized programming. These interventions are tailored to meet the unique needs of each student, ensuring they have the tools and resources necessary for success.

The Social-Emotional Team conducts regular SEB screenings multiple times throughout the year to identify students in need of support. Counselors and staff use these assessments, in combination with collaboration and professional expertise, to determine appropriate interventions and supports. Progress monitoring and benchmark assessments are utilized to track student growth, evaluate the effectiveness of interventions, and make necessary adjustments to ensure continuous improvement.

World Languages at Clyde Brown School

The Spanish Immersion Program, spanning Grades 1 through High School, proudly celebrates its twenty-seventh year! Recognized as an International Spanish Academy (ISA) by the Spanish Ministry of Education, the Millis Public School District awards students diplomas of Spanish competency upon completing Grade 5—a testament to the program's excellence.

Additionally, CFB's World Language Program is offered to all students from Kindergarten through Grade 5, providing comprehensive Spanish language instruction. This remarkable achievement sets Millis apart as the only local district offering such an extensive second-language program at the elementary level.

Clyde F. Brown Home and School Association and MERIT:

CFB is fortunate to benefit from active and engaged parent and caregiver programs that greatly enhance our school community. Our Home School Association (HSA) is a dedicated organization that supports programming at CFB by organizing curriculum enrichment events for each grade. These events expand learning opportunities for all students while fostering a sense of community through events and activities for students and families outside regular school hours.



Additionally, MERIT is another parent and caregiver-driven program within the Millis community that has significantly supported our school through MERIT Grants. These grants have enabled numerous staff members to implement innovative ideas and enhance educational programming, benefiting both students and families alike.

Student Recognition and Community Involvement

The school celebrates our community by gathering for grade-level and/or whole school assemblies, emphasizing our core values through a variety of activities and presentations.



The CFB Positive Behavioral Interventions and Supports (PBIS) Program continues to recognize and celebrate students who embody our Core Values: *Taking Care of Yourself, Taking Care of Others, and Taking Care of the Environment*. Students demonstrating these values are rewarded with Bear Paws, which contribute to our school-wide positive reinforcement system.

The PBIS Team and the CFB community continues to strengthen our commitment to fostering a positive school culture through Whole School Rewards. When the community achieves the collective goal of earning a set number of Bears, the entire school is rewarded with engaging activities, such as Pajama Day or Silly Sock Day. This approach emphasizes a community-centered focus, promoting collaboration and shared success over individual achievements. By prioritizing our core values, we encourage responsibility and inspire students to make positive contributions as active citizens of the Clyde Brown school community.

2024/2025 School Council Members

Parents: Farah DiPasquale, Donna Peters, Colby Wessling

Community Member: Open

Staff Members: Daniel Collazo, and Carolyn Doherty

Assistant Principal/Counselor: Elise Molloy

Principal: Tanna Jango

Respectfully submitted,
Tanna Jango, Principal

Millis Middle School Annual Report - 2024

The Millis Middle School community navigated a challenging calendar year, marked by significant budgetary constraints and staff reductions. Despite these obstacles, our dedicated educators worked tirelessly to maintain the quality of education for our students. While we successfully preserved many core academic and enrichment programs, including Unified Arts offerings like Art, Band, and Theater, and a variety of extracurricular activities, some program cuts and increased class sizes were unavoidable. MMS remained committed to providing a positive and supportive learning environment for our students, but the impact of these challenges cannot be ignored. We appreciate the understanding and cooperation of our students, families, and the entire Millis community as we work to overcome these challenges and ensure the continued success of Millis Middle School.



Lunar New Year

Check out the great Year of the Dragon inspired artwork by
MMS Term 2 art students.



January 2024

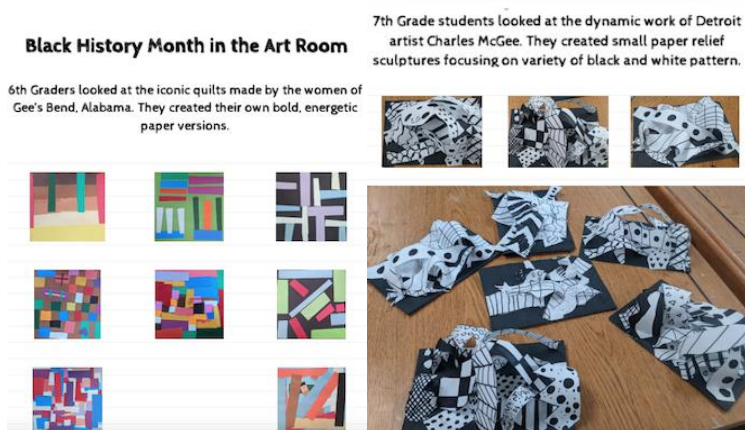
- MLK Assembly celebrating
- Lunar New Year Art projects were created by students in Ms. Amy Radcliffe's middle school classes.
- Mrs. Hickey's seventh-grade science students learned about engineering and the engineering design process through an interactive and informative presentation by engineers from iRobot.
- Mrs. Hickey's seventh-grade science classes welcomed the arrival of Eastern Brook Trout eggs into the class fish tank as part of an educational program run by the Massachusetts Department of Fisheries and Wildlife. They will raise the fish to be released into the Charles River in the spring with the goal of learning about caring for our environment.

February 2024

- Grade 8 engaged in a Harlem Renaissance project in English Language Arts, featuring an in-depth review of music, art, poetry, and literature.
- Grade 6 explored the Civil Rights Unit, which included artifacts and student presentations celebrating and honoring Changemakers, as well as group collaborative projects.
- Black History Month was observed with daily quotes and facts highlighting the achievements of Black Americans. All learning teams decorated doors to honor Black Changemakers chosen by students.
- Millis Middle and High Schools launched the Say Something Anonymous reporting system, providing a 24/7 support network for students and community members. This tool has led to several tips, resulting in students receiving support and guidance, proving to be a life-saving resource for our community.
- On Friday, March 1st, 2024, middle school chorus students traveled to Providence, Rhode

Island, to sing "America The Beautiful" at a Providence Bruins game, performing for approximately 3,000 attendees. Special thanks to Mr. Femino for organizing this annual event, and to chaperones Stephanie Copice, Sondra Manzano, Amy Kuphal, and Jen Zarutskie.

- Building Community Envisioning sessions continued as part of the MSBA process, working with Tappe/Vertex to design the proposed MS/HS Building.
- Grade six students attended a presentation on Hurricane Katrina by Stephanie Schneider.



March 2024

- Grade 6 students took a field trip to the Edward M. Kennedy Institute for the United States Senate, where they enjoyed a dynamic, interactive experience in democracy. They visited a full-scale replica of the Senate Chamber, sat in Senate seats, toured a replica of Senator Kennedy's Washington office, and used digital tablets to engage with exhibits. The students also participated in a voting process to pass a bill on "climate control." It was an incredible experience!
- Grades 6 and 7 enjoyed a disco-themed dance that had excellent attendance.
- Both our boys' and girls' basketball teams had impressive playoff runs.
- Ms. Hickey's 7th-grade scientists hosted an innovative and inspiring STEAM Fair, presenting their projects to peers, judges, parents, and community members. We are incredibly proud of their mastery of the scientific method and the hard work they dedicated to their projects. Ten students earned invitations to the Massachusetts Regional Science Fair at Regis College, where they represented our community with pride!
- Win for Wetherbee! The Middle School hosted a week of lunchtime fun to raise money and show our support for Aedan Wetherbee, a Millis High School student who was battling brain cancer. Over \$1,800 was raised!
- The MMS Annual Talent Show took place in March, showcasing the talents of many of our students.

April 2024

- Grade 7 students took a field trip to Foxborough visiting Patriot Place, Gillette Stadium, and The Hall of Fame on April 8th. They participated in a STEM-based, hands-on challenge, using

the engineering design process to solve a real-life "helmet design" problem.

- All three grades at Millis Middle School participated in the annual statewide MCAS testing for English Language Arts and Mathematics. Additionally, 8th-grade students took the state's first Civics test and participated in the Science, Engineering, and Technology test, covering content from all three years of middle school science.
- The "Millis Night of the Arts" was held on April 10th, 2024, in the MHS cafeteria, showcasing impressive student artwork. The event also featured performances by the Millis Band and Choral Group, adding a musical touch to the evening.
- Millis hosted the five-town Special Olympics, with numerous athletes attending. All K-12 Millis students provided a warm welcome to the athletes.
- On April 24th, Chamber Theater visited the middle school to perform Edgar Allan Poe's tales.

May 2024

- Our 8th grade students took a field trip to Boston, attending a Boston Red Sox game and visiting the State House.
- On May 5th, Terpsichore presented their 16th Annual Spring Gala Performance.
- Mrs. Hickey's 7th-grade science classes learned about the Charles River Watershed, water conservation, and our role in protecting the environment through a presentation from representatives of the Charles River Watershed Association.
- 7th graders completed their Yoga Workshop, which met during ELA classes to help reduce anxiety and increase mindfulness.
- The 7th-grade Spanish immersion class created lessons to teach the 3rd-grade Spanish immersion class at CFB. Over several weeks, students took turns presenting and teaching lessons while playing games and getting to know the younger students.
- In May, the Middle School Drama Club held a Spring Gala Performance.

June 2024

- In Grade 6, our school hosted Everwood Day Camp, offering a variety of activities, including team-building games and sports. With the guidance of counselors, students remained excited and engaged throughout the day.
- Sheryl Faye presented Anne Frank's House theater performance to 7th and 8th graders, thanks to the MERIT grant. This performance followed a unit on the Holocaust in 7th-grade ELA classes.
- Grade 7 students enjoyed a campus-wide scavenger hunt through a generous MERIT grant for the Goosechase app. The field day provided a fun-filled day of outdoor activities and friendly competition, fostering teamwork and sportsmanship.
- Grade 6 had their annual field day, also promoting teamwork and sportsmanship through fun outdoor activities and friendly competition.
- Grade 8 completed their Civic Action Projects, where students identified community issues and proposed solutions. Topics included animal abuse, homelessness, pollution, road and sidewalk safety, recycling, mental health, and bullying prevention.
- The Grade 8 Promotion Ceremony marked the end of their middle school journey, celebrating their achievements as they prepared for the next chapter. Students concluded the evening with a Semi-Formal Dance, enjoying a tropical paradise theme filled with music, dancing, and snacks!

Summer 2024

- Lisa Dieker hosted a well-attended two-day seminar on teaching coaching for teaching pairs throughout the district.

- The All-School Read aimed to create a common thread that would weave through the school community, setting the tone for belonging and connection to start the school year.
- A new bell schedule was introduced, aligning with the high school schedule.
- Staff reductions led to the elimination of double blocks of ELA in grades 6 and 7 and double blocks of math in grade 8. Additionally, the math interventionist position and the TV Production UA were eliminated.
- Stephanie Copice ran a week of free dance camp, providing a welcoming environment for students.
- An incoming parent orientation night was also held and was well-attended!

September 2024

- Author Megan E. Freeman, known for *Alone*, visited our school. She writes middle-grade and young adult fiction and is a Pushcart Prize–nominated poet. With decades of experience as an award-winning teacher, Megan has taught multiple subjects across the arts and humanities to students of all ages.
- Our school community—students, staff, and parents—collectively identified core values that reflect our ethos: Responsibility, Character, and Respect. These values guide our interactions and behaviors. Students also contributed to shaping our identity by designing a new middle school logo. The winning design, created by Orlando Soares, embodies our values and collective spirit. To reinforce these principles, we've implemented monthly assemblies focused on character development, where students engage in discussions and activities aligned with our new Social-Emotional Learning (SEL) curriculum and Positive Behavioral Interventions and Supports (PBIS) framework. These initiatives help cultivate a positive and supportive environment for all students to thrive academically, socially, and emotionally.
- Grade 7 enjoyed a field trip to the YMCA and ropes course on September 30th and October 2nd, 2024.
- Librarian Mr. Michael Carter provided our students with a wonderful book fair for a whole week in our library!

October 2024

- MARC conducted a Bullying Assembly for all grades on October 21, 2024. School Adjustment Counselors presented the Second Step Anti-Bullying curriculum to individual classes for all MMS students.
- Grades 6-8 began the Second Step program, focusing on setting and monitoring goals for the year.
- A whole-school door decorating contest was held to represent core values and expectations in different areas of the school.
- Grade 8 students walked to Tangerini's Farm in Millis to take original photos for their Fall Figurative Language Slideshows, with many students enjoying a treat of ice cream afterward.
- Ryan Camarie presented an Artificial Intelligence session to the community, which was well-attended by parents and community members. The presentation focused on district initiatives and plans to harness AI's power to enhance the learning of students and staff.
- Squads were introduced, and student digital portfolios were launched.
- Our weekly Wednesday late bus started up as did all of our clubs, students had the opportunity to join the following clubs and activities: Active Minds, Art Club, Baking , Brawlstars, Coding, MS Drama, HS Theater's fall production, Homework, Newspaper, Student Council, Terpsichore, and Yearbook.
- A bi-weekly girls' empowerment group for select 7th graders began, facilitated by a Millis High School senior as her senior project, with supervision from the MMS School Adjustment Counselor.
 - Key Focus Areas:
 - Healthy Relationships and Communication: Identifying and maintaining healthy friendships and boundaries. Effective communication skills, including active listening and assertiveness.

Recognizing and addressing unhealthy behaviors in peer and family relationships.

- Academic and Personal Goal-Setting: Developing time management and organizational skills. Identifying personal strengths and setting realistic, empowering goals. Celebrating achievements and learning from setbacks.
- A select group of twenty-two students were chosen to participate in a Peer Leadership Group at Bridgewater State University.
- Community forums for the MS/HS Building project, held both in-person and virtually, were well-attended and featured thought-provoking questions and ideas from various stakeholders. The School Building Committee, along with architects from Tappe and project managers from Vertex, guided the community through several options. These included three renovation plans for a smaller-scale, ten-year capital project to address failing systems, three addition/renovation options, and a new build option.



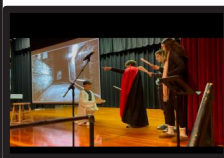
November 2024

- This year, Talitha Fuller received the prestigious Project 351 award. Project 351 aims to develop the next generation of community-first service leaders through service learning, hands-on community-building, and values-based leadership training. Annually, one Ambassador is selected from each of Massachusetts' 351 cities and towns by local educators for their exemplary service ethic and embodiment of kindness, compassion, humility, and gratitude.
- Mrs. Lahah's eighth-grade Civics classes followed the presidential election and participated in related activities.
- The Chorus performed "America the Beautiful" at the Providence Bruins game.
- ELA teachers attended the NCTE (National Council of Teachers of English) Annual Convention in Boston, where they gathered new ideas and books, and were entertained by actress Kate McKinnon and author Ruta Sepetys.
- The Friendsgiving event with Mrs. Scotland and Mrs. Day brought together middle school students for a memorable celebration.
- Students began creating online portfolios to track and reflect on their growth throughout the year. Many used these portfolios to prepare for Student-Led Conferences with their parents/caregivers and teachers.
- For the first time, MMS students took the lead in Student-Led Conferences. Throughout the middle school, students proudly showed their parents evidence of their work and reflected on areas for improvement. This gave both parents and teachers a unique opportunity to see students take ownership of their achievements and responsibility for their growth. Many students were surprised by their ability to drive the conversation.
- A PBIS incentive program was launched in the cafeteria to reward students for meeting expectations.
- In a heartwarming display of compassion, eighth graders designed Thanksgiving Boxes filled with essential items for families in need. The boxes, carefully assembled with empathy, were donated to the Millis Food Pantry to support local families during the holiday season.



December 2024

- The Winter Concert, featuring performances by both the Band and Chorus, showcased the students' growing talent and skill, providing a memorable and enjoyable way to end the year on a high note.
- TIES students, under the leadership of Mrs. Allison Sears, have taken on several new projects. One notable achievement was the reorganization and cleanup of the faculty room. Mrs. Sears' students decluttered and rearranged the space, making it more orderly and welcoming for all teachers.
- On December 4, 2024, the 8th grade attended their annual field trip to Providence to see *A Christmas Carol*. Students also performed their own version of the Charles Dickens classic in the auditorium, watched the Jim Carrey Disney version, and compared all three interpretations.
- On December 6, 7, and 8, 2024, the Terpsichore Group held their annual performance of *The Nutcracker*, with four sold-out shows. So many of our students participated in this spectacular production. Kudos to all of our dancers and Terpsichore members!
- The 6th Graders finished their review of the body systems by creating their very own Gingerbread Anatomy Models out of clay.



Respectfully submitted,
 Ana B. Hurley
 Millis Middle School, Principal

Millis High School Annual Report 2024

As we reflect on this past year, we acknowledge that it has been one of challenge and adaptation. Fiscal constraints necessitated difficult decisions, leading to the reduction of certain positions and programs that have long been a part of our school community. While these cuts were difficult to navigate, they have not diminished the spirit of resilience, creativity, and dedication that defines our staff.

Throughout these challenges, our teachers and staff have shown unwavering commitment to providing a high-quality educational experience for our students. Their ability to adapt to changing circumstances, maintain a positive learning environment, and continue supporting one another has been nothing short of inspiring.

Despite the obstacles, our students have thrived. They have embraced the shifting landscape with resilience, determination, and an eagerness to learn. Whether in the classroom, on the playing field, or through extracurricular activities, their growth and achievements this year are a testament to the strength of our community. Please see below for monthly highlights.

January

The STEAM Scholars visited the Natick Soldier Systems Center, exploring parachute design, soldier food packaging, cold-weather gear, and 3D-printed prototypes. A charity cornhole tournament raised nearly \$3,000 for sophomore Aedan Wetherbee's cancer battle, with students and staff participating. Senior Wilson Copice graduated from the Youth in Philanthropy Program, which awarded grants to local nonprofits. Samaritans presented a suicide prevention workshop for students, and the school launched the Say Something Anonymous Reporting System to enhance safety. Senior Lucian Hastings was featured in a juried art exhibit, and the Mock Trial team completed its first competition. Meanwhile, AP Human Geography students competed in the Rostow Cup, and DECA students excelled in their first regional competition.



February

Thanks to MERIT's generosity, three grants were awarded to Millis High School staff. Science teacher Stephanie Copice received funds to purchase *Rust: The Longest War*

for her Materials Science class. Art teacher Amy Radcliffe secured a grant to transform student designs into a coloring book for incoming kindergarteners. Drama club advisor Victoria Bartley was funded to support the club's entry in the Massachusetts Educational Theater Guild Competition. Additionally, the annual Cabaret Night showcased Broadway favorites, and three students had artwork selected for the Massachusetts Amazing Emerging Artist Exhibit. Law classes visited MCI-Norfolk to learn from inmates about the consequences of poor decisions, while Children's Literature students began reading sessions with CFB kindergarteners. Finally, Ms. Copice's Materials Science class explored ceramics through hands-on work with clay, collaborating with the art department.



March

Judge Jason Chan visited Mr. Kraby's law class to discuss the legal process, coinciding with the class's recent mock trial and prison visit. Junior Vera Medvedeva placed third at the MA Region 5 Science and Engineering Fair and advanced to the State level. The Millis Drama Club won three awards at a statewide competition, concluding their season with a community performance of *Tracks*. The Active Minds chapter was named National Chapter of the Month for March, while Millis DECA had a strong showing at the state tournament, with Taryn Streck advancing to the international conference. Fourteen Global Scholars participated in the Academic World Quest Challenge, gaining knowledge in global issues.



Lastly, a Holocaust assembly featured impactful films and a Q&A, thanks to a Millis Cultural Council grant.

April

School nurse Lynn Molinari led students to the Boston State House for the 84 Movement's "Kick Butts Day," promoting awareness of teen tobacco dangers. Juniors Macy Cyr and Kaitlyn Richards represented Millis at Student Government Day on April 5, participating in a legislative session simulation alongside Massachusetts dignitaries. Trade school representatives from Mass Bay Automotive Tech and Rob Roy Beauty Academy visited MHS to share insights into careers in the trades. Forty-five students embarked on an educational tour of Spain over April vacation, beginning in Madrid. The

community gathered for the MHS Band/Chorus Solo and Ensemble Night following the Art Show. Lastly, 29 students and five staff members attended the KyleCares mental health conference at Gillette Stadium, featuring keynote speaker Frank Warren of Postsecret.com.

May

The Class of 2026 kicked off their Sophomore Research Project presentations, covering topics from bilingualism



to the impact of degenerative illnesses.

Tenth graders also explored history at the American Heritage Museum, and Physics students competed in an Egg Drop Contest. The Mohawk Council visited CFB Elementary to share indigenous culture, while Olivia Fong was recognized at the MIAA Women and Girls in Sports Day. The Class of 2024 celebrated their Rolling Rally and prom, and seniors presented capstone projects at the Millis Public Library. The National Honor Society inducted 25 new members, and the "Pops & Awards Night" showcased student talent. Physics classes designed roller coasters using recycled materials, and Kaleb Joseph's "Self Help Tour" wrapped up a meaningful spring focused on growth and inspiration.

June

The Millis Teachers Association honored two exceptional educators at the Norfolk County Teachers Association Banquet, presenting the Honor Award to Yvonne FitzGerald and the Service Award to Beth Morrill. Mrs. FitzGerald was also named the NCTA Teacher of the Year Distinguished Educator, a first for a Millis educator. The Class of 2024 celebrated Class Day with an intimate ceremony recognizing their achievements, followed by an unforgettable graduation night with family, friends, staff, and the Class of 1974 in attendance, marking a memorable milestone for the graduates.



August

Millis said goodbye to Principal Mark Awdycki who served the Millis Public Schools for 18 years. Principal Awdycki was a beloved guidance counselor for fourteen years before finishing out his time in Millis as the high school principal. We wholeheartedly thank Mr. Awdycki for all the time, energy and care he gave to all of our students, staff and community. Millis wishes Mr. Awdycki well as he transitions into another school district.

At the same time, Millis welcomed Patrick Nash as their new high school principal. Principal Nash brings a decade of administrative experience, coupled with a teaching background in mathematics/engineering and special education. Millis looks forward to the experience and energy Principal Nash brings with him.

September



September kicked off with Banned Books Week in the library, featuring displays at the entrance, on the display wall, and at the circulation desk. Andrew Fiala and Vera Medvedeva for earning a score of 5 on the AP Mobile CSP exam, the highest possible score. The Millis Drama Club also held auditions for their upcoming production of *Pygmalion*, the play that inspired the musical *My Fair Lady*. The Student Council welcomed back students at their first STUCO assembly of the year.

October

Mrs. FitzGerald and Mr. Bigelow took DECA members to the Fall State Leadership Conference at Bentley University, where students networked, attended workshops on professional wardrobes, chapter officer training, and career development. The Class of 2025 began their Senior Projects, with proposals including fundraising for animal sanctuaries, supporting disabled animals, sending letters to veterans, and creating a mental health support group for middle school students. The Leos Club collected donations for Thanksgiving baskets, and the first round of teacher conferences was well-attended. This month featured our homecoming which was celebrated by a spirit week, rally and homecoming dance.



November

In November, the Millis High School and Middle School Choirs performed "God Bless America" and "America The Beautiful" at the Providence Bruins game. Millis was also represented at the 30th Annual MIAA Sportsmanship Summit at Gillette Stadium by seniors Kevin Sullivan and Riley Sullivan, along with student ambassadors Macy Ingraham, Alicia Ellis, and Owen Caulfield, where they focused on sportsmanship and leadership.

The 10th grade participated in the Veterans Day Interview Project, interviewing veterans and writing essays comparing their stories to a chosen poem. The Millis High School Marching Band performed at the Veterans Day ceremony.

The Counseling Department hosted a presentation from Wayne J. Griffin Electric, Inc. for seniors interested in trades, and the Millis Drama Club performed *Pygmalion* with a full cast and moveable sets. The Drama Club also attended a performance of *A Christmas Carol*, which they will perform next year.



The Millis High football team kicked off a new initiative where high school students visit CFB on Friday mornings to welcome the Clyde Brown students off the buses. This collaboration between the two schools has been an incredible way for both student bodies to start their day.

December

Terpsichore put on an incredible performance of the Nutcracker. The performers spanned the pre-k to high school range. The band and chorus also put on a jubilant winter concert that was very-well attended. Alumni came back for a special moment to perform alongside our current students in the performance. Maggie Doherty's art work was entered into a national competition where students and staff could vote for her piece to be Artsonia's Artist of the Week.



Finally, throughout the fall, the Middle School/High School building project has continued to move forward in the MSBA process. The school building committee hosted multiple forums to educate and update the community on where the group was in the process. The school building committee has explored an extensive number of building/site designs from a basic renovation all the way through a new build. The committee will be voting on moving forward with a proposal to submit to the MSBA in the early months of 2025.

Respectfully Submitted,

Patrick Nash
Principal

The Millis High School Council for the 2024-2025 school year is as follows:

Principal	Patrick Nash
Teachers	Rachel Alan and Erin Cheney
Parents	Jennifer Leach and Jacquie Kaye
Students	Marina Arian and Harrison Loer



Members of Millis High School Class of 2024

Antonio Athanasi	Andrew James Gordon	Andrew Francis Perruzzi
Gavin Nicholas Banks	Maria Rose Govoni	Xander Edward Petrush
Dominic Joseph Barisano	Adam Francis Hart	Aditya Sethumadhavan Pillai
Alex Joseph Barrett	Lucian Hastings	Evan Gregory Pimentel
Hailey Rose Bassett	Marissa Elizabeth Herrlein	Grady Daniel Polimeno
Ryan Dennis Berube	Nicholas Adam Hill	Abigail Rose Powers
Troy David Blanchette	Jacey Marie Jakubowski	John Carlos Regan
Ryan Ward Breslau	Cian Jehu	Miguel Do Nascimento Riani
Colin Lea Burns	Isabelle Rose Jewett	Kyra Evelyn Rice
Andrew Joseph Butch	Sarah Kristin Joe	Andrew Robinson Rodick
Dorothy Elizabeth Carmichael	Arijus Timothy Johnson	Diego Andres Rosselot
Mia Dorothy Carr	Manasi Amod Kale	Julianne Roy
Ivra Riley Caulfield	Kristen Colby Kelly	Sophia Julianne Rubalcaba
Sophia Mae Cellitti	Thidavanh Anna Keomorokot	Scarlett Snow-Angel Ruggeri
Elijah James Chansky	Caleb Kwasi Kyei	Victoria Lynne Ruo
Malachi Franklin Louis Chansky	Noah James Lagos	Jack Joseph Ryan
Grace Catherine Charlebois	Ava Nanine Legere	Mason Gardner Saegh
Christopher Thomas Collari	Emelia Bianca Leussis	John Stephen Santos
Jaime Lynn Conrad	Charles William Lindberg	Macy McGuiggin Schneiderat
Wilson Sydney Copice	Aidan Joseph Ludwig	Jennifer Marie Scolponeti
Declan Van Corcoran	Jack Brian Macfarlane	Lucy Ana Sisto
Brendan Quinten Curry	Anthony Francis Maestrey	Emily Florence Skerry
Isabella Frances Doherty	Madilyn Nicole Martone	Oliver Addison Slowe
Kayla Marie Dulac	Olivia Florence-Jean Mathews	Emily Rose Steiner
Mark Richard Ferzoco	Benjamin Nathaniel McCarthy	Adriana Michelle Villacis
Genesis Vanessa Figueroa	Reaghan Kendy McMahon	Falyn Rose Walsh
Auron David Flint	Andrew Christopher Miller	Joyce Milad Ayad Wasselley
Thomas John Flori	Lindzey Ingrid Murillo	Annika Kristine Whooten
Beckett Michael Giardi	Rayssa Guimaraes Oliveira	Julia Fay Works
Jackson Xavier Glynn	Dhyey Amitkumar Patel	Paige Alena Zarnofsky
Manuel Goes	Maggie Ann Pelletier	



MILLIS HIGH SCHOOL CLASS OF 2024 AWARD WINNERS AND SCHOLARSHIP RECIPIENTS

GRADUATION MEDALS	WINNER(S)
Valedictorian Award	Emily Steiner
Richard Pixley Memorial Salutatorian Award	Wilson Copice
Art Award	Emelia Leussis
Band Award	Troy Blanchette
Chorus Award	Wilson Copice
English Award	Sophia Rubalcaba
Mary K. Galvin Award	Manasi Kale
Math Award	Troy Blanchette
Physical Education Outdoor Pursuits Award	Sarah Joe
Physical Education Fit for Life Award	Wilson Copice
	Ava Legere
The Royale Award	Julianne Roy
Science Award	Ryan Berube
Spanish Immersion AP Award	Wilson Copice
Spanish Non-Immersion AP Award	Lucy Sisto
Student Council Award	Lindzey Murillo
Technology Award	Manasi Kale

Digital Media Production Award	Auron Flint
U.S. History Award	Wilson Copice
PRESIDENT'S GOLD AWARD FOR EDUCATIONAL EXCELLENCE:	Antonio Athanasi
Criteria = GPA of 3.50 and up	Hailey Bassett
	Ryan Berube
	Troy Blanchette
	Ryan Breslau
	Amelia Carr
	Ivra Caulfield
	Wilson Copice
	Declan Corcoran
	Isabella Doherty
	Kayla Dulac
	Mark Ferzoco
	Genesis Figueroa
	Maria Govoni
	Marissa Herrlein
	Nicholas Hill
	Sarah Joe
	Arijus Johnson
	Manasi Kale
	Kristen Kelly
	Thidavanh Keomorokot
	Ava Legere
	Emelia Leussis
	Aidan Ludwig
	Madilyn Martone
	Olivia Mathews
	Benjamin McCarthy

	Andrew Miller
	Lindzey Murillo
	Rayssa Oliveria
	Aditya Pillai
	Abigail Powers
	Kyra Rice
	Julianne Roy
	Sophia Rubalcaba
	Scarlett Ruggeri
	Jack Ryan
	Mason Saegh
	Macy Schneiderat
	Jennifer Scolponeti
	Lucy Sisto
	Emily Steiner
	Adriana Villacis
	Annika Whooten
	Julia Works
	Paige Zarnofsky
PRESIDENT'S SILVER AWARD FOR EDUCATIONAL ACHIEVEMENT:	Gavin Banks
Criteria = GPA of 3.0 to 3.49	Dominic Barisano
	Colin Burns
	Andrew Butch
	Dorothy Carmichael
	Malachi Chansky
	Auron Flint
	Beckett Giardi
	Jackson Glynn
	Manuel Goes

	Andrew Gordon
	Adam Hart
	Lucian Hastings
	Jacey Jakubowski
	Cian Jehu
	Isabelle Jewett
	Caleb Kyei
	Noah Lagos
	Jack MacFarlane
	Anthony Maestrey
	Xander Petrush
	Victoria Ruo
	Emily Skerry
	Joyce Wasselley
SPANISH IMMERSION DIPLOMA RECIPIENTS FROM THE SPANISH MINISTRY OF EDUCATION:	
	Troy Blanchette
	Colin Burns
	Wilson Copice
	Isabella Doherty
	Marissa Herrlein
	Nicholas Hill
	Ava Legere
	Charles Lindberg
	Benjamin McCarthy
	Andrew Miller
	Lindzey Murillo
	Rayessa Oliveira
	Xander Petrush

	Abigail Powers
	Sophia Rubalcaba
	Emily Steiner
	Adriana Villacis
CERTIFICATE AWARDS	
MSAA Student Achievement Award	Olivia Matthews
MetroWest Principal's Award	Julia Works
MetroWest Principal's Award	Jack Ryan

SCHOLARSHIPS	
Millis Teachers' Association Scholarship	Riley Caulfield
Morris C. and Judith Mushnick Memorial Scholarship	Genesis Figueroa
James & Margaret Tabarani Scholarship	Benjamin McCarthy
Pauline L. Smith Medical Services Scholarship	Jennifer Scolponeti
The William and Sylvia Vellante Memorial Scholarship	Abigail Powers
G.R.I.T. Scholarship #1	Andrew Gordon
G.R.I.T. Scholarship #2	Julianne Roy
G.R.I.T. Scholarship #3	Kyra Rice
G.R.I.T. Scholarship #4	Kayla Dulac
G.R.I.T. Scholarship #5	Emily Steiner
Millis Police Scholarship	Isabella Jewett
The Fin, Fur & Feather Club Clay & Michael Larcom Scholarship	Andrew Gordon
LuvPug Foundation Scholarship	Adriana Villacis
Diane Hatch Memorial Scholarship	Isabella Doherty
Middlesex Savings Bank Scholarship	Madilyn Martone
Millis School Committee Scholarship	Adriana Villacis
Millis School Committee Scholarship	Wilson Copice
Mohawk Pride Boys Basketball Scholarship	Elijah Chansky

Mohawk Pride Boys Basketball Scholarship	Arijus Johnson
Mohawk Pride Boys Basketball Scholarship	Malachi Chansky
Niles Rosenfeld Memorial Scholarship	Aidan Ludwig
Dr. George C. Roy Student Council Scholarship	Ryan Berube
Nicholas Diamandis Memorial Scholarship	Antonio Athanasi
Friends of the Millis Public Library Scholarship	Isabella Doherty
The Warsofsky Memorial Fund	Adriana Villacis
Jack Warsof Memorial Scholarship	Manasi Kale
Aram Karoghlianian Tennis Scholarship	Macy Schneiderat
Amvets Ladies Auxiliary Post 495 Scholarship	Riley Caulfield
Amvets Ladies Auxiliary Post 495 Scholarship	Olivia Mathews
Amvets Ladies Auxiliary Post 495 Scholarship	Kyra Rice
Amvets Post 495 Scholarship	Lucy Sisto
Ed Winiker Scholarship	Troy Blanchette
Millis Lions Club Scholarship #1	Lindzey Murillo
Millis Lions Club Scholarship #2	Julianne Roy
Millis Lions Club Scholarship #3	Adriana Villacis
Alyssa Gagne Memorial Scholarship	Isabella Doherty
Novick Family Scholarship	Wilson Copice
Millis Booster's Club Scholarship	Isabelle Jewett
Millis Booster's Club Scholarship	Kyra Rice
Coach Ernie Richards Memorial Scholarship	Hailey Bassett
Bryce Matthew McCarthy Memorial Foundation Scholarship	Julianne Roy
Sean Caulfield Memorial Scholarship	Elijah Chansky
The Ingraham Family Scholarship	Joyce Wasselley
The Ingraham Family Scholarship	Adriana Villacis
Millis Flag Football Scholarship	Arijus Johnson
Millis Flag Football Scholarship	Elijah Chansky
Millis Flag Football Scholarship	Becket Giardi
The William and Elizabeth Carlson Family Scholarship	Lucy Sisto
Boggestowe Fish and Game Club Scholarship	Riley Caulfield
Boggestowe Fish and Game Club Scholarship	Maria Govoni
Millis Garden Club Scholarship in Memory of	Adriana Villacis

Janice Simpson	
Millis Youth Softball Scholarship	Kyra Rice
Millis Youth Baseball Scholarship	Nicholas Hill
Professional Firefighter's of Millis Local 4704 Scholarship	Jamie Conrad
Sam Dowd Memorial Scholarship	Hailey Bassett
Sam Dowd Memorial Scholarship	Maria Govoni
The Natick Sons & Daughters of Italy - The Lodge Scholarship	Riley Caulfield

Millis School Committee
2024 Chairwoman's Report

Dear Members of the Millis Community,

In 2024, the composition of the Millis School Committee remained unchanged. We extend our congratulations to Robyn Briggs and Sean Powers on their re-election to three-year terms.

This year, the district faced significant financial challenges, including a **\$1.07 million budget deficit**. In the spring, the School Committee requested a budget override from the town to address this shortfall. Unfortunately, the override did not pass, necessitating the elimination of **15.4 full-time equivalent (FTE) positions** and reductions in curriculum offerings at all grade levels, from elementary through high school.

The Millis School District continues to work in partnership with the **Massachusetts School Building Authority (MSBA)** on plans for a new Middle-High School. In response to the override failure, the MSBA Committee was asked to revisit the design process over the summer and explore alternative proposals that align with the town's financial constraints.

In the fall, the district once again sought an override to restore the teaching positions lost earlier in the year. Unfortunately, this request was also unsuccessful.

Despite these financial constraints, **our Superintendent, administrators, teachers, and support staff remain steadfast in their commitment to providing a high-quality education**. Millis continues to operate at one of the lower **per-pupil expenditure rates** when compared to districts of similar size and those within our geographic region. In addition, administrators and staff strive to offer enriching extracurricular opportunities that cater to students' diverse interests, particularly at the middle and high school levels.

Thanks to the dedication of our educators and the continued support of the Millis community, we remain focused on creating **opportunities for our students to learn, grow, and thrive**.

Sincerely,

Robyn Briggs, Chairwoman

Marc Conroy

Denise Gibbons

Sean Powers

Shayna Canestrari

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

Before we dive into the highlights of 2024, we must take a moment to acknowledge that nothing is accomplished without dedicated, dependable, unselfish individuals. Four such individuals left their municipal positions in 2024. Lisa Hardin retired after twenty-one years as Town Clerk. She excelled at administering our elections, where she commanded Town Hall as if she was conducting a symphony. Citizens will miss her stories of Millis' past, supported by photos and historic memorabilia. Kathy Smith was appointed temporary Town Clerk in August, just in time for the National election and a Prop 2 ½ Override, which she managed spectacularly.

Mike Giampietro left his position as Building Commissioner after twenty-one years of service. His encyclopedic knowledge of the building code was as impressive as his willingness to help local builders and residents through our permitting process. Joseph Atchue will begin his tenure as Building Commissioner on January 6, 2025.

Carol Johnston retired after six years as Finance Director. She steered Millis through the budget process and her fortitude and exactitude made it easy for the Board to rely upon her numbers. She is currently working as a part-time consultant on special projects. Jody Kurczy was appointed as the new Finance Director in May and has already proved herself more than up to the task.

Christine McCaffrey retired after fourteen years of service as Election Warden, not counting the many years she toiled as an Election Worker. She managed to make each election, national, local or special a fun place for the volunteers and a smooth process for the voters.

2024 was a year filled with achieving the goals of the past and setting new ones for the future. Getting information and services out of Town Hall to the residents of Millis was achieved through live streaming and on-line permitting. We streamed our first Select Board meeting on August 8, 2024 and are looking forward to spreading that technology to other meetings and departments. A contract with PermitEyes was signed on July 15, 2024. The rollout should be effectuated in early Spring 2025, at which time every permit, license, and certificate will be obtainable without having to visit Town Hall. The Town website is constantly being improved, including new buttons on the home page to provide easy access to meetings, live and past. All information is posted to the Town Website and the Town Facebook page as soon as it becomes available, including our up-to-date meeting minutes, thanks to Victoria Schindler.

Sharing information among and between Boards and Committees within Town Hall is being achieved through Tri-Board meetings and re-instating Department Head meetings. Tri-Board meetings allow the Select Board, School Committee and Finance Committee to understand the financial needs and funding restraints that exist for all of Millis. Department Head meetings allow the Town Boards and Committees to discuss their particular concerns so that collectively they can shape the future of Millis.

Grant money is continuing to fund the discussion of sharing library and senior center services with the Town of Medway. Although no abutting town has expressed interest in School regionalization, there has been interest in combining special education services, which the School Committee is exploring. Grant money funded a report, which assessed the current Human Resources situation in both the Town and School departments. Recommendations from that report will be addressed the first of the new year. Combining the maintenance of Town and School buildings has streamlined many processes resulting in regularly scheduled maintenance of all our buildings. We have had preliminary discussions regarding extending this program to Town and School land.

Putting the list of surplus Town-owned land on the Town website proved a success, evidenced by two parcels being approved for sale at the Fall Town Meeting. A new and improved list will be added to the Town website the first of the year, linked to an interactive GIS map pinpointing the location of each piece. This initiative will continue in an effort to get every surplus parcel into the hands of tax-paying entities.

Funding was obtained to repair the exterior of the Train Station in 2024; \$125,000 by the Community Preservation Committee and \$125,000 approved at Fall Town Meeting. The bidding process will start in early 2025 for a new roof, siding and re-pointing. Interior repairs will follow in an effort to either lease the space or relocate one or two Town

Departments from Town Hall. Funding was approved to replace the roof at the Oak Grove Farmhouse, which should lead to finding an appropriate tenant for that space. Thanks to Nate Maltinsky Maltensky for his stewardship of that historic building.

More land-related discussions were held between this Board and Millis Housing regarding adding to the existing affordable housing inventory. Currently we have 10 family units on Union Street and 73 units on Exchange Street. Two Town-owned properties are under consideration: the Cassidy property on Exchange Street and the Braun property on Village Street. Candace Avery, the Director of Millis Housing, will be rolling out this initiative to the community beginning in the Spring of 2025.

Pursuant to the Commonwealth's introduction of the MBTA Communities Multi-Family Overlay District (MCMOD) By-Law, a committee was appointed in 2023 to create an overlay district in Millis, which would not only placate the Commonwealth's initiative but also address the needs of Millis. The committee worked incredibly hard throughout both 2023 and 2024 and despite a few hiccups brought a fully developed plan that satisfies both goals. The Town agreed and overwhelmingly supported it at the Fall Town Meeting. Kudos to Jody Garzon and her team for dedicating the time necessary to this difficult endeavor.

In more housing news, the Commonwealth certified Millis' Housing Production Plan (Safe Harbor) in 2024, this has to do with reaching the 10% threshold of affordable housing, which when met, would allow Millis to refuse 40B projects. There are a few projects scheduled to be permitted in 2025, which should be enough for Millis to achieve Safe Harbor status.

Ensuring that the quality of the water obtained from our wells meets the strictest guidelines has kept DPW Director Jim McKay very busy over the past few years. \$7.1 million for upgrades to well #3 was approved for PFAS mitigation (forever chemicals) at the Fall Town meeting. \$4.5 million is being provided by a federal grant and the remaining \$3.6 million from a zero percent interest loan. Well #3 should join wells #1 and 2 sometime in 2026, to continue to provide the cleanest water possible to Millis residents. A shout out to Jim for all of his work keeping Millis at the forefront of this national crisis.

The School Committee and the Town collaborated on an Override in the amount of \$1.3M, which was put on the Spring Town Meeting Warrant. It was voted down by eight votes. The School Committee made an impassioned plea to hold a Special Town Meeting to reconsider the Override for the School only, reducing the ask to \$1.1M. The Select Board voted against this request. A later request by the School Committee to put the Override (including \$56,000 for the DPW) but nothing for the Police and Fire (at the request of Police and Fire) on the Fall Town Meeting Warrant was approved by the Select Board. The override failed.

The School Building Committee, under the leadership of Rich Nichols, has been hard at work developing a plan for the renovation of the Middle-High School. Most of 2024 was spent working with a consultant, the MSBA (Massachusetts School Building Authority) and gathering input from residents. Their focus is on choosing the design that best meets the needs of the school, considers the financial impact on the residents, and secures the maximum contribution from the Commonwealth. It is a balancing act that the Committee is managing superbly, and they will be presenting their design option to the Town in January 2025.

We continue to meet with the Charles River Pollution Control to ensure that Millis remains compliant with its sewer discharge.

Millis receives a lot of grant money, each and every year. We make a point of mentioning projects and initiatives that are funded by grants every chance we get. Grant money is so important to our continued successes yet very few people are aware of which project or report was funded by grant money. There will be a link added to the Website in early 2025 devoted to listing the grants obtained by Millis. The Economic Development Committee received \$433,195 in grant money to help fund projects that benefit pedestrians and non-vehicle traffic. The Town used some of that funding to repair sidewalks for safer access to schools and install detectable warning panels along Main Street. The Committee was awarded a \$170,000 Earmark for the creation of a downtown business improvement district and use some of the funds

to create a Permitting and Planning Guide for Businesses. The process of hiring a consultant to move forward with that plan will begin in January, 2025. Thanks to Nicole Riley for understanding the challenges of Millis and putting the pieces in place to meet them.

The Planning Board is seeking grant money to fund a review of the Town's Zoning By-law and map. The creation of a zoning By-law review committee in early January 2025 will work towards the formulation of a comprehensive zoning map that eliminates redundancies and re-confirms the vision for the Town.

The Energy Committee, led by Craig Gibbons, received \$60K in grant money to hire a consultant to develop a Climate Action Plan and Road Map designed to lead Millis to net zero by 2050. Millis has been a Green Communities member since 2015, which designation has afforded Millis access to grants designed to reduce greenhouse gas emissions. One such grant, combined with rebates, paid for a new HVAC system at the Village Street pump station. The enthusiasm with which this committee embraces its mission to meet the aggressive conservation goals set by the Commonwealth is inspiring. Thanks to Bob Weiss for his infectious passion and professional support, not to mention his grant-writing skills.

The Council on Aging accepted a gift from the Commonwealth in the amount of \$12,500, which was coupled with funding from the Friends of the Council to purchase a 2024 Hyundai Sonata Hybrid, to add to its existing fleet of vehicles. The addition of new drivers has resulted in off-site excursions both locally and wide reaching. This marks one full year since Ann Marie Gagnon took over the stewardship of the Senior Center. With the addition of a room that is now being used for crafts, and increased programming and activities, it is a bustling and lively atmosphere that shakes the rafters throughout the entire building. In May, the 2nd Annual Lansing Millis Legacy Award was presented to Richard Poskensky by the COA in conjunction with the Select Board. This continues a newly formed tradition of honoring a senior person who exemplifies a commitment to volunteer service in the Town.

A shout out to Erin LeBlanc from the Rec Department for receiving the 2024 Mass Rec & Park Association's Professional of the Year Award. Kris Fogarty and Erin have created a wonderful, profitable unit, supported by countless enthusiastic volunteers. They brought the carnival back to Millis, replete with fireworks, and continue to support the Fire Department's annual open house. Not to mention the Touch-a-Truck Event, which is a huge hit with the kids, as is the Santa Parade at the end of the year.

I would be remiss if I did not mention my favorite activity, which began during my campaign for Select Board in 2021; breakfast every Thursday morning at the Legion, Post 208. Buddy Shropshire, who turns 100 in June of this year, along with Chico, Tom, Larry, inform and amuse with war stories (literally) and reminiscences of Millis. Thanks to Commander Bob Yeagher for access to this wonderful treasure.

The Select Board owes special thanks to our Town Administrator, Mike Guzinski who works tirelessly to support the Board and all town department heads and staff. Assistant Town Administrator/HR Manager, Karen Bouret-DeMarzo, has proven to be invaluable in her service to the Town and residents. Thank you also to Victoria Schindler for her editorial skills and attention to detail. And last, but certainly not least, nothing could be accomplished without our unsung heroes; countless volunteers who enthusiastically provide support wherever and whenever needed.

Respectfully Submitted,
Ellen Rosenfeld
Chair, Select Board

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2024.

Library Trust Funds	\$	80,735.47
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Griswold Trust Fund	36,984.45
Ida & Joe Warsofsky Endowment	10,789.80
George W. Wolvert Fund	4,183.13
C. Wesley Emerson Library Memorial	323.82
Sibbel Purdy Memorial Fund	2,078.98
Richard A. Housely Memorial Fund	11,211.28
Jack Warsof Endowment Fund	15,164.01

Other Trust Funds	\$	3,452,796.58
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Conservation Commission Fund	12,365.32
Cemetery Fund	145,497.05
Stabilization Fund	3,134,949.47
Scholarship Trust Funds	159,984.74

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

<u>Purpose</u>	<u>01-Jan-24</u>	<u>31-Dec-24</u>
Depository & Checking Accounts	5,782,172.71	8,177,977.13
School Agency & Lunch Accounts	194,764.65	269,762.93
Investment Accounts	8,897,909.05	9,694,141.62
Other Post Employment Benefits Fund	274,767.80	349,734.18
Revolving Accounts	60,017.17	60,077.21
Trust Funds & Scholarship Accounts	721,529.40	565,784.51
Stabilization Funds	2,198,126.13	3,134,949.47
Performance Bond (Escrow) Accounts	2,169.86	2,172.02
	\$ 18,131,456.77	\$ 22,254,599.07

Respectfully submitted,
Jennifer S. Scannell
Treasurer

Report of the Collector

Below is a schedule of collections for the calendar year ending December 31, 2024

Taxes Collected Including Interest: **\$ 35,673,693.24**

Current Year	Real Estate FY2025	15,946,729.22
	CPA FY2025	133,597.32
	Personal Property FY2025	333,928.87
	Real Estate FY2024	16,786,363.27
	CPA FY2024	140,702.59
	Personal Property FY2024	357,835.29
Prior Years	Real Estate	240,892.35
	CPA	1,430.62
	Personal Property	934.89
All Years	Tax Title	93,586.63
Current Year	Motor Vehicle Excise 24	1,562,401.85
Prior Year	Motor Vehicle Excise 23	62,640.88
Other Years	Motor Vehicle Excise	12,649.46

Other Collections Including Interest: **\$ 4,454,159.00**

Water Charges Collected	1,340,619.13
Sewer Charges Collected	1,463,657.59
Water/Sewer Capital Assessment	746,908.38
Sewer/Septic Betterments	21,894.40
Water/Sewer Liens	110,860.06
Stormwater Charges Collected FY2025	579,734.42
Stormwater Charges Collected Prior Years	83,608.43
Stormwater Liens	62,640.49
All Penalties, Charges, & Fees	44,236.10

Total Collections - All Types **\$ 40,127,852.24**

Respectfully submitted,
Jennifer S. Scannell
Collector

**MILLIS VETERANS' SERVICES OFFICE
2024**

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Bonus Applications, G.I. Bill Benefits, etc.)	72
Veterans on Chapter 115 (as of 12/31)	3
Burial Benefits Provided	2
Veteran Work Off Program	2
Massachusetts Fully Disabled Veterans Annuity	23



Millis' Veterans' Services Office (VSO) enabled financial and medical aid assistance to veterans in need via Massachusetts General Laws Chapter 115, CMR 108, through the Commonwealth of Massachusetts Department of Veterans Services and the Federal Veterans Administration (VA). The VSO supported and filed many VA claims associated with this year's PACT Act for qualifying veterans exposed to burn pits, Agent Orange, and other toxic substances. This year, the State executed the HERO Act which includes 17 comprehensive spending and policy initiatives, tax credits, and statute changes aimed at improving veterans' welfare, in the areas of benefits expansion, a commitment to inclusivity and greater representation, and the modernization of Veterans Services. The HERO Act provided Millis disabled veterans (DV) a 100% increase in real estate tax abatements. The VSO also assisted 23 fully DVs with the Massachusetts DV Annuity program.

The VSO facilitated the Veterans Property Tax Work Off Program, State Annuity programs for Fully Disabled Veterans, and filed numerous Federal VA claims. The VSO utilized the Massachusetts Military Records account to assist Millis veterans in attaining a copy of their personal DD-214 service record. This pivotal document provides information required to verify military service for benefits, retirement, employment, and membership in veterans' organizations. The VSO and Millis veteran organizations planned and conducted Memorial and Veterans Day Ceremonies that were both filmed and shown on Millis local cable television and can be seen on YouTube. The VSO coordinated round table meetings with our local representatives to include Rep. Jake Auchincloss (former U.S. Marine Corps officer) and Rep. James Arena-DeRosa. Finally, the VSO worked with the Millis DPW to add all the U.S. service flags, to include the Merchant Marine, to the front of the Town Hall.

Town of Millis – Zoning Board of Appeals – 2024

The members serving of the Millis Zoning Board of Appeals are the following:

Peter Koufopoulos, Chair	Bonnie MacDonald, Member
Michael Giampietro, Member	Don Rivers, Member
Bob Fogarty, Member	Amy Sutherland, Administrative Assistant

The Zoning Board of Appeals acted on the following applications during 2024:

64 Lavender Street – Finding – Construction of Deck -Approved
76 Farm Street – Finding – Add a dormer and front porch – Approved
1060 Main Street – 40 B Decision
90 Ridge Street – Finding – Construction of Deck – Approved.
3 Morris Street – Finding/Variance – Addition and deck – Approved
38 Winter Street– Finding – Adding Second Floor– Approved
245 Village Street – Finding – Convert Second Floor – Approved
41 Parnell Street – Finding – Replacement front porch – Approved
1060 Main Street – Comprehensive Permit 1060 Main Street– 24 Unit Apartment Building – Approved
100 Spring Street – Special Permit – Home Occupation (bakery) – Approved
77 Middlesex Street – Special Permit -Accessory Family Unit – Approved
20 Lexington Lane – Variance – Addition – Approved
46 Pleasant Street – Variance – Construct Garage – Approved
331 Village Street – Finding – Garage Storage – Approved

SPECIAL PERMIT RENEWALS – 2024

Basinet, 80 Meadow Cartway, Approved, two goats.
Brown, Robert and Pamela, 244 Exchange Street, Approved, In-Law Apartment.
Brynczka, Christopher & Rachael, 219 Orchard Street, Approved, Accessory Family Unit.
Diotalevi, Penny, 15 A Dyer Street, Approved, Accessory Family Unit.
DiPaola, DVM, Jeffrey, 825 Main Street, Approved, Veterinary Hospital.
Durand Brian, 171 Farm Street, Approved, Accessory Family Unit, Property.
Elbery, Donna, 47 Railroad Avenue, Approved, to be allowed to house cats/kittens awaiting adoption.
Furry, Mary Susan, c/o Harlan Ketterling, 194 Ridge Street, Approved, to keep Livestock.
Flaherty, Robert and Betty, 30 Bow Street, Approved, In-law Apartment.
Gagne, Amy and James, 37 Exchange St. Approved, Two residential apartments and commercial space.
Guthrie, Kendra, 2 Chelsea Way, Approved, In-Law Apartment.
Gonzalez, Betsy C, 4 Ryan Road, Approved, In-Law Apartment.
Giampietro, Michael & Tina, 121 Orchard St, Approved, Home Occupation
Hansen, Kathleen Hanson ,7 Alma Road, Approved, Accessory Family Unit.
Hiler, Cari Leah, DVM, 1175 Main Street, Approved, Veterinary Hospital.
Hopkins, Gerard and Robin 7 Southwoods Circle, Approved, In-Law Apartment.
Keenan, Walter, 5 Windcrest Lane, Approved, In-Law Apartment.
Kramer, Kenneth, 101 Spring Street, Approved Special Permit for baking custom cakes.
Kubacki, Helen R, 22 Middlesex Street, Approved, Handcraft Classes.
Luppino, Richard, 128 Norfolk Rd, Approved, In Law Apartment.
Lynch/McCaronJudith, 106 Forest Rd., Approved, Keeping of four horses.
Martin, 590 Main Street, Approved, Accessory Family Unit.
Martino, 7 Rose Road, Approved, Accessory Family Unit.
MacInnes William , 78 Island Street, Approved, Accessory Family Unit.
Maltinsky, Nathan and Christine, 431 Exchange Street, Approved, In-Law Apartment.

Millis Animal Hospital, 1175 Main Street, Approved, Animal Hospital.
Nicholson, Richard, 8 Saratoga Terrace, Approved, In-Law Apartment.
Nolan, Tracy & Todd, 34 Pollard Drive, Approved, In-Law Apartment.
Picklesmier, Dorman and Claudette, 183 Farm Street, Approved, to stable two horses.
Pitt, Janet, 1365-1367, Approved, to operate a dog day care, grooming and boarding business.
Smith-McCarthy, Jennifer, 14 Independence Lane, Approved, In-Law Apartment.
Sullivan, Robert, 310 Village Street, Approved, Accessory Family Unit.
Tobin, Nate and Noreen, 63 Island Road, Approved, Accessory Family Unit.
Vogt, Angela, 280 Ridge Street, Approved, Art Classes.
Wainwright, Charles, 165 Farm Street, Approved, Accessory Family Unit.
Wassell, Deirdre, 34 Village Street, Approved 3 hens.
Williamson, Lois Anne, 68 Bullard Lane, Approved, Private Nursery School.