

TOWN OF PALMER FISCAL YEAR 2017 ANNUAL REPORT



JULY 1, 2016 – JUNE 30, 2017

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FACTS ABOUT PALMER

SETTLED	1716
INCORPORATED AS A DISTRICT	1752
ACCEPTED AS A TOWN	1776
LOCATION	About 15 miles east of Springfield on Rte 20
HIGHEST ELEVATION	Colonel's Mountain 1179 feet
POPULATION	11,476
FORM OF GOVERNMENT	7-Member Town Council Town Manager
TAX RATE – FY2017	
TOWN	\$20.07 per \$1,000.00 of evaluation
FIRE DISTRICT TAX	
DISTRICT #1	\$1.50 per \$1,000.00 of evaluation
DISTRICT #2	\$2.18 per \$1,000.00 of evaluation
DISTRICT #3	\$1.99 per \$1,000.00 of evaluation
DISTRICT #4	\$2.94 per \$1,000.00 of evaluation
NUMBER OF DWELLINGS	Approximately 4,340
PROPERTY VALUATION	\$912,152,071.00
AREA	Approximately Land 20,110.00 acres; Water 457.5 acres; Total 20,568.4 acres; Square Miles: 32.14
HOSPITAL	Baystate Wing Memorial Hospital
STREETS AND HIGHWAYS	Approximately 150 miles
PUBLIC SCHOOLS	Palmer High School Converse Middle School Old Mill Pond Elementary Pathfinder Regional Technical High School

FIRE PROTECTION

Four Fire Districts: Palmer Fire District 1: Chief Alan Roy heads a 32-member call force with a full time Captain and Lieutenant; Three Rivers Fire District 2: Chief Scott Turner heads a 19-member call force; Bondsville Fire District 3: Chief Scott Gustafson heads a 22-member call force; Thorndike Fire and Water District 4 is protected by Palmer Fire District 1.

TRANSPORTATION

PVTA Village Bus, Peter Pan Bus (Walnut Street, Palmer), Council on Aging Van for transportation for seniors.

POLICE

Well established full-time police department and Emergency Dispatch center headed by Interim Chief of Police, John Janulewicz

RECREATIONAL FACILITIES

Walter (Beebe) Chase Memorial Park, Legion Field, Eager Playground, Palmer, Nick Laviolette Park, Three Rivers, plus playground and recreational equipment at Three Rivers Common, and Endelson Playground, Bondsville.

PUBLIC LIBRARY

1455 North Main Street, Palmer

**GOVERNMENTAL DISTRICT
AND REPRESENTATIVES FOR THE
TOWN OF PALMER**

UNITED STATES SENATORS

Elizabeth Warren, Democrat
Edward Markey, Democrat

REPRESENTATIVE IN U.S. CONGRESS

First Congressional District
Richard E. Neal

Second Congressional District
James P. McGovern

EXECUTIVE COUNCIL

Seventh Councilor District
Jennie Caissie

SENATOR IN GENERAL COURT

Worcester, Hampden, Franklin
and
Hampshire Senatorial District
Anne Gobi

**REPRESENTATIVE IN GENERAL
COURT**

First Hampden Representative District
Todd M. Smola

HAMPDEN COUNTY DISTRICT

ATTORNEY
Anthony D. Gulluni

BOARDS AND COMMITTEES

BOARD OF APPEALS

Norman Z. Czech (Exp. 2020)
Dennis Fountain (Exp. 2018)
Ingrid Thompson (Exp. 2018)
Walter Solzak, Alt. (Exp. 2018)
Vacant (Exp. 2021)

BOARD OF ASSESSORS

Lawrence M. Jasak (Exp. 2019)
Michael J. Burns (Exp. 2020)
Robert Leroux (Exp. 2018)

BOARD OF REGISTRARS

Susan Coache, Town Clerk (Exp. 2019)
Chester Topor (Exp. 2020)
Carol Murphy (Exp. 2018)
Margaret Higgins (Exp. 2018)

BOARD OF HEALTH

Paul Benard (Exp. 2018)
John Lukaskiewicz (Exp. 2020)
Jayne Heede (Exp. 2019)
Josh Mathieu, Health Agent

CONSERVATION COMMISSION

Donald R. Duffy (Exp. 2018)
Peter Izyk (Exp. 2020)
Sarah Brodeur (Exp. 2020)
David Cotter (Exp. 2019)
Vacant (Exp. 2018)
Vacant (Exp. 2018)
Angela Panaccione, Conservation Agent

COUNCIL ON AGING

Genevieve Bates (Exp. 2020)
Ernie Charland (Exp. 2018)
Linda Lamay (Exp. 2018)
Mary Hubert (Exp. 2018)
Peggy Corriveau (Exp. 2020)
Betty Koss (Exp. 2020)
Ruth Manning (Exp. 2019)
Debbie Nathanson (Exp. 2019)
Sharon Lemieux (Exp. 2018)

ECONOMIC DEVELOPMENT COMMITTEE

Alice Davey, Community Development Director
Linda Leduc, Planner
Linda Leblanc, Assessor
John Kuzmiski, Accountant
Charles Blanchard, Town Manager

HISTORICAL COMMISSION

John Fox (Exp. 2019)
Frances Nowak (Exp. 2020)
Stephen Nowak (Exp. 2020)
Kevin Kopacz (Exp. 2019)
Barbara O'Donnell (Exp. 2018)
Lisl Donaldson (Exp. 2018)
Lisa Wosniakowski (Exp. 2018)

LICENSE COMMISSIONERS

Richard L. Fitzgerald (Exp. 2018)
Robert Frydryk (Exp. 2018)
Andrew Golas (2017)
Mary Salzmann (Exp. 2019)
Michael Magiera (Exp. 2017)

OPEN SPACE & RECREATION COMMITTEE

Angela Panaccione, Conservation Agent
Linda Leduc, Town Planner
Michael Marciniak, Planning Board
Alice Davey, Community Development
David Cotter, Resident
Bonnie Weeks, Zoning Officer
Donald Blais, Jr, Town Council
Jim Ostrout, Recreation Director
Tharyn Nein-Large, Conservation Comm.
Sean O'Donnell Conservation Comm.

PALMER CULTURAL COUNCIL

Christine Miarecki (Exp. 2018)
Eileen Benoit (Exp. 2017)
Mary Bernat (Exp. 2017)
Ann Wright (Exp. 2017)
Julie Zaik (Exp. 2018)

PALMER HOUSING AUTHORITY

Mildred Jasak (Exp. 2019)
Russell Webb (Exp. 2020)
Victoria Miner (Exp. 2018)
David Bussell – State Appointee

PALMER REDEVELOPMENT AUTHORITY

Jan McCoy (Exp. 2018)
Joseph Turek (Exp. 2019)
Albert Lasota (Exp. 2020)
Vacant
(Vacant – State Appointee)

TOWN COUNCIL SUBCOMMITTEES

TOWN MANAGER GOALS COMMITTEE

Lorinda Baker
Matthew Lemieux
Mary Salzmann

ORDINANCE REVIEW COMMITTEE

Karl Williams
Lorinda Baker
Robert Lavoie

TOWN COUNCIL RULES REVIEW COMMITTEE

Robert Lavoie
Mary Salzmann

ECONOMIC DEVELOPMENT LIASON

Karl Williams

TOWN MANAGER PERFORMANCE EVALUATION UPDATE COMMITTEE

Barbara Barry
Mary Salzmann
Matthew Lemieux

SCHOOL COMMITTEE LIASON (PALMER PUBLIC SCHOOLS)

Barbara Barry

PATHFINDER LIAISON

Philip Hebert

GREEN COMMUNITIES COUNCIL REPRESENTATIVE

Philip Hebert

PVTA ADVISORY BOARD

Paul Burns

ELECTED OFFICIALS

COUNCILORS AT LARGE

Robert Lavoie (Exp. 2020)
Mary Salzmann (Exp. 2019)
Lorinda Baker (Exp. 2018)

DISTRICT COUNCILORS

Michelle T. Sikes, District #1 (Exp. 2020)
Barbara A. Barry, District #2 (Exp. 2018)
Karl Williams, District #3 (Exp. 2018)
Matthew Lemieux, District #4 (Exp. 2019)

PLANNING BOARD (4 yrs.)

Michael Marciniec (Exp. 2019)
Paul Burns-Johnson (Exp. 2019)
Norman Czech (Exp. 2018)
Kathleen Burns (Exp. 2020)
Thomas Skowrya (Exp. 2020)

SCHOOL COMMITTEE (4 yrs.)

Gary A. Blanchette (Exp. 2018)
Andrea Mastalerz (Exp. 2019)
Lisa Murray (Exp. 2020)
James Lynch (Exp. 2019)
Bonny Rathbone (Exp. 2020)

PATHFINDER REGIONAL SCHOOL COMMITTEE

Michael J. Cavanaugh (Exp. 2020)
David M. Droz (Exp. 2019)

APPOINTED OFFICIALS

Town Manager	Charles T. Blanchard
Director of Municipal Finance/Town Accountant	John Kuzmiski
Economic Development Director/Town Planner	Linda Leduc
Town Clerk	Susan Coache
Community Development Director	Alice Davey
Veteran's Agent/Burial Agent/Graves Officer	Troy Brin
Town Counsel	Charles Ksieniewicz
Building Inspector	Bonita Weeks
Gas Inspector	Gary Stahelski
Electrical Inspector	Gerald Weston
Plumbing Inspector	Gerald Nichols
Forest Warden	Alan Roy
Animal Inspector/Dog Officer	Wendy LaSage
Sealer of Weights & Measures	Joseph Serrato
Director of Public Safety	John Janulewicz
Treasurer	Linda St. Onge
Tax Collector	Carolyn Baldyga
Emergency Management Director	Donald C. Elliott, Jr.
Town Assessor	Robert Leroux
Department of Public Works Director	Gerald Skowronek
DPW Operations Division Director	Joseph Sawicki
DPW Wastewater Division Director	Kenneth Lord
Council on Aging Director	Erin Pincince
Pioneer Valley Planning Commission	Michael Marciniac
Environmental Certifying Office Hearings Officer/Building Code Violations	Bonita Weeks

TELEPHONE DIRECTORY

For Questions Regarding:	Call this Department:	Phone:
Appeals (zoning issues)	Appeals, Board of	283-2605
Assessments, Abatements	Assessors, Board of	283-2607
Building Permits, Electric Permits, Plumbing, gas & wiring Permits, Zoning Enforcement	Building Inspector	283-2638
Burial Records, Cemetery Plots	Cemetery	283-2664
Emergency Preparedness, Catastrophe	Civil Defense	283-8792
Future planning for Palmer	Community Development Dept. Palmer Redevelopment Authority	283-2614 283-2605
Wetlands Management	Conservation Commission	283-2611
Senior activities, Information & Transportation	Council on Aging	283-2670
Animal Control	Dog Officer	283-7770
Health, Sanitation, Septic Permits/Title V, Food & Beverage License & Tobacco License	Health, Board Of	283-2606
Road Maintenance, snow & ice removal	Department of Public Works	283-2615
Federally funded elderly housing	Palmer Housing Authority	283-9311
All library services	Palmer Public Library	283-3330
Park & Field Maintenance	Department of Public Works	283-2615
Planning, Land Use, Zoning	Planning Board	283-2605
Public Schools	Schools:	
	Converse Middle School	283-2641
	Old Mill Pond Elementary	283-2630
	Palmer High School	283-2621
	Pathfinder Regional Vocational Technical High School	283-9701
	Superintendent of Schools	283-2650
Scale, Weight Certification	Sealer of Weights & Measures (Residence)	283-4070
Committee Appointments, Class I, II & III Licenses, Amusement/Entertainment Licenses, Street Entrance, Street Excavation	Town Manager	283-2603
Parking Tickets, Property & Excise Tax Bills	Tax Collector	283-2601
General Accounting	Town Accountant	283-2602
Births, Deaths, Marriages, Dog Licenses, Business Certificates, Elections & Voter Registration	Town Clerk	283-2608
Bill Payment, Payroll, Insurance Benefits	Town Treasurer	283-2694
Veteran's Information/Referrals Benefits	Veteran's Agent	283-2610
EMERGENCY NUMBERS - 911	Fire – Bondsville	283-9036
	Palmer	283-3861
	Three Rivers	283-7161

Annual Town Election: June 13, 2017			OFFICIAL RESULTS			
	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals	
COUNCILOR AT LARGE						
Blank	20	2	5	5		32
Donald J. Blais, Jr.	46	28	26	34		134
Rober B. Lavoie	57	45	41	55		198
George A. Richardson	21	18	11	5		55
Trevor S. Eliason	12	17	16	4		49
Write In	1	2	0	0		3
PLANNING BOARD						
Blank	105	57	55	58		275
Kathleen M. Burns	97	85	69	75		326
Thomas S. Skowyra	109	81	72	73		335
Write In	3	1	2	0		6
SCHOOL COMMITTEE						
Blank	99	55	59	63		276
Bonny B. Rathbone	115	97	84	74		370
Lisa J. Murray	96	71	55	66		288
Write In	4	1	0	3		8
District #1COUNCILOR						
Blanks	38					38
Michelle T. Sikes	115					115
Write In	4					4
Totals	157	112	99	103		471
Palmer has 8264 active and inactive voters and 10,720 residents						

Annual Town Election: November 8, 2016 OFFICIAL RESULTS

	Precinct 1	Precinct 1A	Precinct 2	Precinct 3	Precinct 4	Totals
PRESIDENT						
Blank	15	1	19	15	17	67
Clinton/Kaine	572	81	633	602	587	2475
Johnson/Weld	62	10	107	71	72	322
Stein/Baraka	41	5	33	34	35	148
Trump/Pence	743	118	863	577	782	3083
Write In	26	3	31	24	14	98
REP IN CONGRESS						
Blank	117		155	82	113	467
Richard E. Neal	888		1023	890	938	3739
Frederick O. Mayock	320		359	240	325	1244
Thomas T. Simmons	129		148	108	130	515
Write In	5		1	3	1	10
REP IN CONGRESS						
Blank		73				73
James P. McGovern		143				143
Write In		2				2
COUNCILLOR						
Blanks	187	33	229	158	215	822
Jennie L. Caissie	751	110	901	619	754	3135
Matthew CJ Vance	518	75	551	543	537	2224
Write In	3	0	5	3	1	12
SENATOR GEN COURT						
Blank	102	21	143	75	122	463
Anne M. Gobi	694	104	775	743	728	3044
James P. Ehrhard	659	93	767	502	657	2678
Write In	4	0	1	3	0	8
REP IN GEN COURT						
Blank	244	36	279	269	253	1081
Todd M. Smola	1207	181	1396	1036	1243	5063
Write In	8	1	11	18	11	49

SHERIFF						
Blank	102	17	122	73	105	419
Nick Cocchi	776	121	890	767	818	2672
John M. Comerford	471	59	519	354	442	1845
James L. Gill, Jr.	108	21	155	125	141	550
Write In	2	0	0	4	1	7
REG SCHOOL COMM						
Belchertown						
Blank	476	83	601	455	526	2141
Francesco Dell'Olio	975	135	1078	860	973	4021
Write In	8	0	7	8	8	31
Oakham						
Blank	1358	208	1579	1206	1402	5753
Write In	101	10	107	117	105	440
Palmer						
Blank	337	45	401	311	349	1443
David Droz	740	116	934	699	790	3279
Carrie A. LaTulippe	377	57	345	307	366	1452
Write In	5	0	6	6	2	19
Warren						
Blank	1386	205	1615	1243	1427	5876
Write In	73	13	71	80	80	317

QUESTION 1							
Propose a law to allow state gaming commission to issue one additional category 2 licence which would permit establishment with no table games and not more than twelve slot machines.*							
Blank	95	9	88	75	107	374	
Yes	547	80	601	470	583	2281	
No	817	129	997	778	817	3538	
QUESTION 2							
To allow elementary and secondary education up to twelve new charter schools.*							
Blank	49	2	45	35	44	175	
Yes	470	68	520	431	488	1977	
No	940	148	1121	857	975	4041	
QUESTION 3							
To prohibit confined animals from lying down, standing or turning.*							
Blank	36	2	38	29	47	152	
Yes	1028	158	1186	967	1076	4415	
No	395	58	462	327	384	1626	
QUESTION 4							
Would allow persons 21 and older to possess, use and transfer marijuana and products containing marijuana concentrate and to cultivate marijuana.*							
Blank	26	1	21	27	29	104	
Yes	815	122	857	748	872	3414	
No	618	95	808	548	606	2675	
QUESTION 5							
To approve Sections 3-7 of Chapter 44B, also known as, Community Preservation Act.*							
Blank	100	14	130	92	110	446	
Yes	643	83	667	661	682	2736	
No	716	121	889	570	715	3011	
Ballots cast	1459	218	1686	1323	1507	6193	
Write in	150	19	163	170	151		
Blank	0	0	0	1	0		

Palmer has 8131 active voters - 294 inactive voters - 2636 non voters - 11061 residents in total

*Questions in their entirety can be viewed in the office of the town clerk

TOWN MANAGER

I herewith submit the report of the Town Manager for the Town of Palmer for the period July 1, 2016 to June 30, 2017.

Once again I would like to begin by expressing my sincere appreciation to all of the dedicated department heads, town staff, elected officials and numerous volunteers who serve on the many boards, commissions and committees for all of their hard work and commitment to make Palmer a better community in which to live, and for their contributions to the important accomplishments listed below.

Some of the accomplishments of the Town during FY17 included:

- The badly deteriorated sidewalk in front of the Old Mill Pond School was replaced over the summer break and completed in time for the opening day at school.
- Interim Police Chief John Janulewicz was appointed Chief of Police and Director of Public Safety after receiving the highest score in the Police Chief Assessment Center that was conducted in September.
- The proposal by the South Middlesex Opportunity Center for the redevelopment of the town-owned building (former store) at 2032 Main Street in Three Rivers was accepted by the Town Council. The proposal calls for securing grant funding for the project by the end of 2017 (which has been done) and complete the work by the fall of 2018.
- Structural problems with the Main Street Bridge in Three Rivers forced MassDOT to restrict the bridge to one lane traffic in October. Although the bridge was placed on the State's priority list for complete renovation, due to the backlog of projects it is anticipated that this work will not be completed until 2021. The Town Council immediately appropriated \$200,000 for emergency repairs which allowed the bridge to be restored to two lane traffic in January.
- A Complete Streets Policy was adopted that will contribute to the safety, health and quality of life in our community by allowing safe access and connection between home, school, work, recreation and retail areas by improving the relation of all modes of transportation using our streets, roads and sidewalks. In April, BSC Group was selected as a consultant to perform the Complete Streets Prioritization Plan that will be funded through a \$37,000 grant from MassDOT.
- Our third year of a high participation level by our employees in Fallon's Healthy Health Plan helped us achieve a remarkably low FY18 health insurance rate increase of 2.5% - the median reported increase for communities at the MMA Annual Meeting was over 7%, with a range from 4% to 12.5%.
- W. J Mountford of South Windsor, CT was the successful bidder on the Town Hall Renovation Project. Work began in February, and although the unexpected need to replace the roof delayed the project, it was completed in September, 2017.
- A Police Lieutenant Assessment Center was conducted in April that resulted in the appointment of Acting Lieutenant Christopher Burns to the position of Lieutenant.
- The Town Council appropriated \$300,000 over two years for the replacement of the carpet in the Classrooms at the Old Mill Pond School. The project was awarded in April and was completed in time for the opening of school in August.

- The Town received grants from the Department of Energy Resources and the MA Department of Transportation for two electric vehicle charging stations (at the Town Hall and the Palmer Public Library) and two electric vehicles to be used for inspection services. The charging stations have been installed and the vehicles will be delivered in December, 2017.

Assistant DPW Director for Operations Rudy Pisarczyk retired in May after over 30 years of service to the Town of Palmer. We thank Rudy for his dedicated service and wish him a long and happy retirement.

Executive Assistant Andrew Golas was appointed to the position of Town Administrator of Barre, Massachusetts in June. While I will miss the many key contributions Andrew has made during his tenure here in Palmer, I am very pleased that he has earned this opportunity to advance his professional municipal management career as he brings his knowledge and experience to Barre.

I would like to express my appreciation to the members of the Town Council for their continued support and clarity in defining the goals and policies for our town government.

Respectfully submitted,

Charlie Blanchard
Town Manager

TOWN COUNCIL

I hereby submit the report of the Town Council of the Town of Palmer for Fiscal Year 2017. Over the past several years the Council has been committed to investing in the buildings and infrastructure of our community. The Town Council continued to support many projects again this year to help strengthen the future of the Town of Palmer.

The following are some of the projects/initiatives that were supported in Fiscal Year 2017:

- The Town Council adopted the Complete Streets Policy. The goal of this policy is to provide safe and accessible options for all travel modes by designing streets that contribute towards the safety, health, economic viability and quality of life in a community.
- On November 7, 2017 the Town of Palmer became a Purple Heart Community. This important designation was made at the suggestion of resident William Byrnes and continues the Town's efforts to honor the men and women of the Town of Palmer who have served bravely in the Armed Services.
- Replacement of the carpeting at Old Mill Pond School was completed over the summer of 2017. Additionally, funds were appropriated and repairs were made to the irrigation system on the upper field at the high school.
- The Town Hall renovation project was completed. The renovation has allowed for the re-use of the area of the building which was used by the Police Department as well as the expansion of the Town Council meeting room. The updated Town Hall will serve the needs of the community for years to come.
- Through a grant from the Department of Energy Resources the Town was able to install two electric vehicle charging stations, supporting our commitment to providing green energy alternatives. One charging station is at the Town Hall and the other is at the Palmer Public Library. The grant also allowed the purchase of two electric vehicles, which will be used by the Town for inspection services.
- The Town Council began holding community meetings in order to give residents an opportunity to bring issues and concerns to the Council. We have been encouraged by the participation and have committed to holding these meetings three times per year. Many great suggestions have been brought forward at these meetings and several have already been implemented.

The Town Council continually strives to move the Town forward and to offer quality services to the residents of Palmer. We are excited about all the great things that are happening in town. We would like to thank the Town Manager, all staff, members of boards and committees and all the many dedicated volunteers who work to make Palmer a great community to live. We encourage you to get involved. You can make a difference. We look forward to working together in the coming year as we continue to move Palmer forward.
Respectfully Submitted,

Barbara A. Barry
Town Council President

Town Clerk

MARRIAGES 2016-2017

July

1	Geoffrey Orbegoso	Palmer	Ashlee Simone Walker	Palmer
9	Christopher J. Charbonneau	Palmer	Erica D. Percy	East Longmeadow
9	Timothy Richard Woods	Palmer	Catherine Elizabeth Coley	Palmer
16	John E. Goding	Palmer	Linda M. Siegel	Palmer
24	Matthew Justin Grip	South Hadley	Donna Marie Miner	South Hadley

August

13	Steven M. Perry	Warren	Joyce V. Ayers	Warren
20	Jesse Allen McRobbie	Palmer	Whitney M. Russo	Palmer

September

3	John R. Spera	Palmer	Heather Rose Marie Garete	Palmer
10	David E. Burns	Palmer	Leah M. Cormier	Palmer
16	Christopher D. Clark II	Westerville,OH	Nicole Lee Odell	Westerville, OH
17	Joshua M. LaFlamme	Palmer	Lindsey C. Ragno	Palmer
17	Kevin George Francis North	Palmer	Laura Valerie Gagne	Palmer
18	Michael David McLean	Palmer	Jessica Marie Unsderfer	Palmer
20	Eza Aaron Galda	Palmer	Katherine Ann Przybycien	Palmer
24	Lawrence A. Guimond	Palmer	Jessica Smith Courville	Dudley
24	Donald H. Labare	Palmer	Wanda Rivera	Palmer
24	Anthony E. Parizo	Palmer	Ashley M. Hutchinson	Palmer
30	Andrew D. Sullivan	Palmer	Amanda J. Ripolone	Palmer
30	Jeremy John Wizeman	Palmer	Nicole Ann Pollard	Palmer

October

1	Nicholas L. Garceau	Palmer	Caitlyn R. Gould	Palmer
2	Mauricio D. Coimbra	Montevideo Uruguay	Stefiny Ann Knight	Palmer
8	James Joseph Guilbault	Palmer	Amanda Cory Bernier	Palmer
15	Christopher Clifton Consedine	Palmer	Erica Anne Grudzien	Palmer
15	Patrick James Roberts	Ludlow	Caitlin Nicole Penndorf	Ludlow
22	Shaun M. Alix	Palmer	Victoria A. Roberts	Palmer
22	Richard Thomas Wells	Palmer	Laura Anne Morse	Palmer
22	Matthew Bernard Winot	Palmer	Tiaona Chrystal-Rose Desourdy	Palmer
30	Scott David McCaughey	Palmer	Stephanie Marie Parsons	Palmer

November

3	Ninon Lissaint	Palmer	Antime Saby	Palmer
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11	Christopher Martin Hougaard	Palmer	Kristine Louise Kelley	Palmer
18	Bryan J. Ouellette	Broadbrook,CT	Robin Marie Benoit	Palmer
25	Paul John Novinsky	Palmer	Geena M. Ardizzoni	Palmer

December

5	Jacob Jonah Delisle	Palmer	Jade Devon Lussier	Mapleville, RI
12	David Angel Rodriguez	Palmer	Adriana Alban	Palmer
19	Boguslaw Lewandowski	Hampden	Boguslaw Lewandowski	Hampden
30	Andrew Michael Golas	Palmer	Stephanie Louise Pelletier	Palmer

January

7	Jared M. Markowski	Palmer	Mary A. Leroux	Palmer
21	Cody A. Crossman	Palmer	Haley A. Hoatland	Palmer

February

1	Taia M. Cormier	Belchertown	Cheyenne F. Satchell	Belchertown
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March

13	Lucas W. Merrill	Palmer	Caitlin M. Carlberg	Palmer
29	Kevin M. McGerigle	Palmer	Jacqueline M. Johnson	Palmer

April

1	Donald R. Webber	Palmer	Michelle E. Beauregard	Palmer
10	Raymond A. Sbriscia	Monson	Bonnie J. Cox-Sbriscia	Monson
27	Corey H. Lomas	Palmer	Rose E. Delsignore	Palmer
29	McKinley A. Chase	Palmer	Melissa L. Gauthier	Palmer
29	Jorge M. Cruz-Morales	Springfield	Koryna L. Moore	Monson

May

6	Joseph Wayne Daniels	Palmer	Crystal Marie Tetreault	Palmer
6	Garry J. Welch	Palmer	Michael W. Horton, Jr.	Palmer
19	Andrzej Wiszniewski	Palmer	Mirosława A. Wiszniewska	Palmer
20	Angel Cintron	Palmer	Iesha Marie Santos	Palmer
25	Steven A. Krusiewicz II	Palmer	Allison N. Heyden	Palmer
28	Matthew Michael Rovelli	Palmer	Thanh Kim Tran	Palmer

June

3	Richard C. Kenyon	Palmer	Kala M. Nicholopoulos	Palmer
8	James Michael Hensley	Palmer	Sarah Ashley Noble	Palmer
10	Christopher A. Davis	Palmer	Kristin N. Putnam	Palmer
10	Mark A. Whitman	Palmer	Alicia M. Courtois	Palmer
17	Frederick Nelson Gore	Palmer	Shelly Lee Waterhouse	Palmer
18	Todd M. Soares	Palmer	Christine K. Loesch	Palmer

23	Jeremy Vincent Laury	Palmer	Tiffany Ray West	Palmer
23	Andrew Thomas Merola	Palmer	Alicia Sondhi	Palmer
23	Andrew J. Woods	Ludlow	Manik Zarmanian	Ludlow

DEATHS 2016-2017

July

7	Kennedy, Patrick M.	71
10	Jackson, Gary Bruce	52
10	Shea, Helen Rita	93
11	Breton, Steven	50
15	Bassett, Margaret E.	84
16	Yaskoski, Michael J.	59
18	Carter, Elizabeth I.	59
18	Mylonakis, Efthis George	73
23	Haffke Sr., Gerald Sears	84
25	Bigos, Paul Stephen	78
29	Richer, Roland P.	94

August

7	Weil Ruth E.	71
9	Dygon, Theodore Edward	80
9	Howe, Hazel W.	81
11	Beaudry, Louis Joseph	80
11	Meaney, Carol A.	69
12	Dion, Thomas R.	71
13	Warnock, Colleen Iris	89
13	Schuback, William Albert	58
14	Cierpial, Wanda Julia	93
18	Charette, Normand R.	83
19	Girard, Joseph Michael	24
20	Richter, Helen G.	104
21	Metzdorf, Ann Elizabeth	52
22	Tassinari, Lawrence D.	74
24	Fredette, Wilfred Jalma	78
28	Kapsia, Eleanor Gertrude	91
28	Lis, Marion F.	85

September

6	Ruiz, Gloria M.	83
8	Hudson, Diana L.	54
8	LaRose, George H.	86
8	Twombly, Arthur Alfred	89
10	Lydon Dr., Charles J.	72
11	Wilson, Janet Carol	69
15	Berthiaume Jr., Albert Joseph	74
16	Durgarian, Z Linda	84

16	Frost, Yvonne	98
19	Frydryk, Richard Paul	55
19	Lagimoniere, Wayne Rene	69
20	Sanelli, Steven Frank	67
20	Wyman, David C.	43
22	Turner, Clara Mae	73
23	Tyburski, Francis S.	65
24	Bleau, Bernadette L.	86
29	Gallerani, Edward Angelo	83
30	Fisk, Nelson Richard	46

October

1	Rabinsky, Richard Allan	62
8	Swistak, Michael C.	56
9	Bacon, Myrtle Anna	85
9	Wilson, John R.	81
11	Cote, Dorella Bertha	87
12	Gnatek, Lillian A.	90
13	Guimond, Hilda M.	93
15	Dustin, John E.,	76
15	Gingras, Shirley Jean	73
15	Wright, Joanne	70
23	Merchand, Clayton B.	72
23	Smith Nancy A.	50
26	Corbin, Mary Clare	80
27	Basile, Ruggiero	68

November

1	Styspeck, James Michael	74
4	Salvo, Killian	0
7	Lemanski, Sophie E.	90
7	Martowski, Joseph R.	72
9	Arslan, Shmune	94
9	Davis, Alma Christina	96
11	Lamontagne, Richard Francois	57
15	Bradley, Robert Barnes	74
18	Dugay, Rose V.	89
18	Halterman, Gerald L.	95
20	Wojtowicz, Joseph F.	87
21	Mega, Stanley Edward	97
24	Manning, Ruth Amy	84
24	Pattenaude Jr., John Joseph	72
24	Rivera, Awildo	62
29	Beford, Susan Shirley	67
30	Hall, John Arthur	86

December

1	Bressette, Ronald E.	85
1	Demaio, William Louis	84
1	Watson, Marguerite E.	96
2	Daigle, Leeann M.	56
3	Birdsall, Ethel A.	77
3	Lavigne, John E.	76
3	Lynn Jr., Eugene E.	78
6	Gallo, Frances T.	82
7	Santos, Joseph	84
12	Baker, Sophie L.	89
14	Holden, Ethel	92
14	Pardo, Edward	89
21	Szdlowska, Irena	89
24	Mainville, Kenneth W.	65
25	Chu, Man Chi	50
26	Liquori, Albert	76
26	Rael, Jeannette M.	86
27	Powers, Mary Ann	70
28	Gray, Netha A.	84
29	Lagacy, Carolyn Ann	69
30	Aubin, Pearl A.	83

January

1	Prucnal, Stefania Mary	85
5	Boulette Jr., George	86
6	Stadnicki, Charlotte M.	83
11	Aubin, John J.	88
14	Dumont, Scott A.	54
14	Morra, Carol Ann	71
15	Kivior, Rudolph E.	91
19	Asquith, Emma Crawford	92
19	Bengle Jr., Leo C.	63
19	Mullin, Patricia M.	95
19	Silva, Aline	80
20	Walulak, Sophie T.	95
21	Denning, Sean	53
21	Krasnecky Jr., Anthony Joseph	85
27	Leydon, Linda Elaine	71
29	Eurkus, Jane S.	95
30	Ford, Noreen C.	70

February

2	LaRosa, Jo-Ann M.	66
4	Vadnais, Valbert E.	59
5	Dupre Jr., James E.	67

5	Smigiel, Dorothy Adella	100
6	Brouillette, Helene Marie	77
9	Babinski, Aaron Thomas	37
10	Pawlowski, Ann E.	90
11	Leveillee, Andrew Joseph	62
13	Antonovitch, Lucille I.	91
16	Domnarski, Joseph Thadius	78
17	Alves, William Alexander	67
17	Paugh Jr., James Joseph	82
18	Bradway, Donald Raymond	74
18	McLaughlin, Dorothy A.	94
19	Brochu, Roger W.	86
26	Jordan, Gloria R.	87
26	Salvi, Olivia K.	94

March

4	Burke, Pauline A.	89
10	Lobik, Robert Paul	74
10	O'Brien, Florence M.	92
11	Kroll, Theresa M.	83
12	Hughes, Ann L.	97
13	Newell, Ida B.	90
15	Lewis, Samuel M.	88
19	Jackson, Marilyn	78
25	Sheffer, Gregory	61
27	Mathieu, Therese M.	82
27	Wielkiewicz, Helen M.	100
31	Vivenzio, Lisa	53

April

3	Bokun, Pauline A.	93
4	Whelan, Michael J.	38
5	Benoit, Charles E.	65
5	Castonuay, Adele M.	101
5	Garabedian, Ida	81
10	Lisak Jr., Peter M.	64
12	Bertera, Michael Charles	52
15	Tracy, Craig Paul	52
16	Gilman Jr., David William	47
16	Lasseter Jr., Malcolm	87
17	Pieniak, Gisela H.	88
19	Currier, Colleen M.	47
20	Alminas, Anne E.	95
21	Blando, Pauline Therese	86
22	Allen, Blanche Irene	97
22	Gilmore, Glen G.	32

22	Torres, Bryan M.	27
23	Dion, Wendy A.	57
23	Rouvellat, Robert E.	90
23	Willis, Kathleen E.	72
24	Daly, Helen B.	98
25	Erickson, William Arthur	87
27	Jedziniak, Robert	66
28	Klisiewicz, Stanley Raymond	63

May

1	Dinis, Claudio Dasilva	84
2	Bator, Mitchell B.	92
3	Remington Sr., William	86
2	Martowski, Linda E.	70
7	Clark, Alan David	42
9	Bates Sr., Charles E.	79
13	Anderson, Richard J.	49
13	Braica, Helen Louise	95
14	Dorman, Clyde Bertrum	94
15	Lamb, Barbara	78
17	Ortiz, Estanislao	88
21	Drozdal, Stella	90
23	Robinson, April Diane	60
30	Outhuse, Roland Iverson	98
30	Roach, Anne E.	83

June

2	Edberg, Paul N.	86
3	Taggart, Priscilla M.	78
4	Bovat, Ralph L.	80
5	Janulewicz, Rosella Marie	82
6	Thibeault, Ronald L.	83
11	Mainville, Karen R.	63
18	Knudsen, Joseph R.	89
19	Braze, Richard R.	85
20	Lippman, Richard B.	80
23	Hodson, Eleanore L.	88
23	Piscitelli, Steven William	61
24	LaFrancis, Billy Lawrence	43
25	McCarthy, Michael James	66
25	Rymasz III, John J.	85
28	Corbin, Norman	71
30	Lamountain, Maureen Catherine	69

PALMER HOUSING AUTHORITY

The Palmer Housing Authority office and adjacent development known as Laurel Manor, is located at 13 Fletcher Street. The complex was first occupied in January of 1971. Laurel Manor consists of 48 one bedroom units. The Palmer Housing Authority operates under the State Chapter 667 Elderly/Handicapped Program. All rules and regulations are promulgated by the Department of Housing and Community Development, adopted by the Palmer Housing Authority Board of Commissioners and carried out by the housing authority staff. The staff consists of one part time Executive Director and one part time maintenance person.

Applications can be obtained at the office on 13 Fletcher Street or upon request. Currently applicants need to be 60 years of age or be an eligible handicapped/disabled person. A preference is given to local residents and local veterans 60 years of age. The current net income for eligibility is \$45,500 for one person and \$52,000 for two persons. As units become available they are filled from the waiting list of eligible applicants.

The Board of Commissioners consists of 4 members that are appointed by the Town Manager and one state appointed member. The Commissioners meet on the third Wednesday of every month at 4:00 P.M., in the community room at 13 Fletcher Street, to conduct the authority business.

The goal of the Board of Commissioners is to maintain the properties and to continue to provide clean, safe and affordable housing to those in need.

Respectfully submitted,

Ronald W. Lemanski, Chairperson
Mildred Jasak, Vice Chairperson
Margaret Higgins, Treasurer
Russell Webb, Assistant Treasurer
Victoria Miner, State Appointee

LICENSE COMMISSION

The following is a summary of the licenses and fees collected for the 2015-2016 year.

Type	#	Fee	Total
All Alcoholic Beverage License			
Inn Holder	1	\$800.00	\$800.00
Club	5	\$800.00	\$4,000.00

Retail Package Store	4	\$665.00	\$2,660.00
Seasonal	1	\$400.00	\$400.00
Restaurant	12	\$800.00	\$9,600.00

Wine and Malt Beverage License

Retail Package Store	5	\$520.00	\$2,600.00
Restaurant	3	\$520.00	\$1,560.00
One Day Licenses	6	\$50.00	\$300.00

Respectfully Submitted,

Richard L. Fitzgerald, Chairman
 Robert P. Frydryk
 Andrew Golas
 Mary Salzmann
 Michael Magiera

CONSERVATION COMMISSION

FY 2017 Annual Report

Office Hours: Monday 12:00 pm – 7:30 pm, Tuesday - Thursday 12:00 pm-4:30 pm or by Appointment

Inspections: Monday - Thursday 8:00 am - 12:00 pm, Friday by Appointment only

Meetings: 1st and 3rd Tuesday of every month, unless otherwise posted

Conservation Commission Introduction

The Palmer Conservation Commission (The Commission) administers the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Commission’s approval. Wetlands that are subject to protection under the act include any area within 100 feet of a swamp, marsh, forested wetland, vernal pool, pond, intermittent stream, and the 100-year flood zone. The Commission also has jurisdiction within 200 feet of any stream that flows year round, unless the stream is designated as a densely developed area. In this case, the jurisdiction is from the mean annual high water mark 25 feet out. It should be noted that wetlands may not be wet all year round and low areas that flood in the spring may be considered wetlands as well.

The Role of the Conservation Commission

The Conservation Commission regulates permit activities that may alter wetlands or their buffer zones in protected areas. Regulated activities include, but are not limited to, dumping leaves, brush, grass, debris, cutting trees or shrubs, reconstructing lawns, building or constructing any type of structures or a septic system, grading, excavating, or filling, changing storm water discharge, polluting wetlands or streams, creating any impervious surface (paving a driveway). Activities within protected area may require a permit, for more information on any given project please consult our Wetlands Protection Brochure available in the Conservation Commission Office.

Members of the Conservation Commission

The Commission is made up of Palmer residents that share a passion for protecting the wetland resources of the town. Commissioners are appointed by the Town Manager for a three-year term. The Commissioners and their Agent are continuously educating themselves through training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissions (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

The following Conservation Commission Member served in Fiscal Year 2017: Ms. Sarah Brodeur (Chair), Mr. Donald Blais Jr (Vice-Chair), Mr. Peter Izyk, and Mr. David Cotter. There are currently three open vacancies on the Commission and all interested resident should send a letter of request to the Town Manager.

Additionally, Ms. Angela Panaccione has been serving as the towns Conservation Agent since 2013. As Conservation Agent Ms. Panaccione serves as an informational resource to the Commission by performing routine and complex professional, administrative and technical duties; including keeping the Commissioners informed on changes in Federal and State environmental protection regulations, as appropriate. Ms. Panaccione also reviews all filings and analyzes submitted data and plans for compliance with the requirements of Wetlands Protection Act, the Rives Protection Act, the Town of Palmer's Wetlands Protection Ordinance and associated federal, state, and local regulations; manages the processing of all wetlands filings for proper and timely action associated with Commission business to ensure compliance with legally mandated deadlines. She also advises applicants on wetlands applications for various projects by providing consolation services as needed; maintaining office appointments; communicating with all applicants, engineers, attorneys, consultants, etc. and scheduling and conducting through site visits and preliminary project review, to ensure that proposed projects do not threaten environmental and conservation values and interests. Additionally, Ms. Panaccione investigates complaints of wetland violations, coordinates & monitors potential violations and recommends appropriate action needed for site remediation.

Table 1: Total fillings per category/ per year

PERMITS	TOTAL FY 2017	TOTAL FY 2016	TOTAL FY 2015	TOTAL FY 2014
Determination of Applicability	12	10	6	7
Order of Conditions & Amended OOC	8	9	5	6
Order of Resource Area Delineation	3	4	0	0
Extensions of Orders of Conditions	0	2	1	1
Enforcement Orders/Cease & Desist Letters (violations)	9	7	2	2
Emergency Certifications	4	2	0	1
Certifications of Compliance	8	5	4	2
Site Visits	444	277	96	112

Important Issues and Accomplishments of FY 2017

Over FY 2017 the Commission participated in several important conservation outreach and education projects, including:

- **2018 MA Recreational Trails Grant:** The Commission applied for and received a \$50,000 grant from MA DCR to establish a 1/4 mile ADA compliant loop trail with a 16 Car ADA accessible parking lot, Kiosk, waste receptacles & Dog Waste Station. The trail itself will include two (2) rest stops/viewing areas equip with accessible benches, two (2) 16' X 20' wooden decks/lookouts/fishing with benches and a handicapped accessible picnic table. The Swift River Greenbelt Trailhead & Accessible Loop Trail will become the first passive recreation area in town to be accessible to every resident by providing trail access for people of all abilities to a peaceful forest experience with views of the Swift River.
- **Conservation Partnership BBQ:** The Commission held a cook-out at Midura Conservation Land on Saturday April 22, 2016 for all property owners within the Kings Brook Watershed to discuss the 5 year plan to protect land in the area through a Landscape Partnership Grant with the Department of Fish & Game and Opacum Land Trust. The idea for the picnic was to raise awareness among neighbors about how they can play a part in this effort — whether through measures like conservation restrictions or just expressing support — and why it's in their interest to do so.
- **2016 Source to Sea (S2S) Clean-up:** The Commission organized the first Swift River Clean-up, as part of the Connecticut River Watershed Councils (CRWC) 20th annual Source to Sea Cleanup. Over these two-day, event spans select sites across all four states (NH, VT, MA, CT) of the 410+ mile Connecticut River basin. Volunteers remove trash along rivers, streams, parks, boat launches, trails and more. The Commission led a group along the Swift River Greenbelt on Saturday September 24, 2016 from the cul-de-sac at the end of First Street, in Bondsville MA. This year over 20 tires were removed

from the Swift River, as well as numerous bags of trash. Additionally, the Commission will again participate in this year's S2S on Saturday September 23, 2017.

- **Lake Thompson Ecological Restoration (DEP #256-0323):** The Lake Thompson Civic Association (LTCA) received an Order of Conditions for an Aquatic Management Program at Lake Thompson; a 37± acre waterbody located in Palmer, MA. The lake is relatively shallow (average depth of 6 feet), providing ideal growing conditions for a number of nuisance species that have historically become problematic in the lake. When left unmanaged, dense growth of aquatic vegetation can degrade water quality, fish/wildlife habitat, and reduce recreational access to the pond. The objective of the management program is to control growth of nuisance aquatic plant species specifically non-native variable watermilfoil and large leaf pondweed, to improve and maintain open water habitat, maintain water quality, promote growth of less pervasive species, and provide safe recreational access to the pond. Based on the type, distribution, and density of nuisance species in Lake Thompson, it has been concluded the restoration goals can best be achieved through the prudent use of USEPA MADAR registered herbicides and other BMPs.

Important Permits Issued during FY 2017

Over the 2017 Fiscal year the Commission has been extremely busy administering and enforcing the WPA and the PWO, and reviewing various large scale developments for compliance, such as:

- **Sherwood Lumber Rail Spur Expansion (DEP #256-0327):** The Sherwood Lumber Corporation received an Order of Conditions to construct a railroad siding through several parcels owned by the company at the end of Third Street. The siding will begin at the existing New England Central Railroad Spur and extend across the Third Street cul-de-sac, ending at the southern side of the property for a distance of approximately 2,700 feet. The purpose of the project is to increase efficiency within the stockyard and reduce the truck traffic to the stockyard. The proposed railroad siding will greatly reduce or eliminate incoming truck deliveries to the stockyard. The Swift River abuts the project to the west and the north. There is a 25' Riverfront Area approved for Designated Densely Developed Areas in the town of Palmer. There are no impacts proposed to the 25" Riverfront Area. Under this Order of Conditions 2477 sq. ft. of wetland will be altered and 2500 sq. ft. of wetland is to be created and replanted with wetlands vegetation upon completion.
- **Upper Bondsville Dam Repairs (DEP #256-0323):** Belchertown Land Trust (BLT) owns and operates the Upper Bondsville Dam located on the Swift River in Palmer, MA. The dam has been determined to be in poor condition by the Department of Environmental Management, Office of Dam Safety (ODS). The poor dam rating is the result of a cumulation of small deficiencies. No one deficiency would be cause for concern. However, the sheer number of deficiencies, when combined, causes concern for the overall condition of the dam. BLT has been granted a dam repair permit from ODS to make said repairs to the dam. As part of the permitting process, BLT is seeking an Order of Conditions for the dam repair work from the Belchertown and Palmer Conservation Commissions. Additionally, under the NOI review the Commission will be able to pursue canoe/kayak portage around the dam, which has been a public need for quite a long time.

Goals/Activities for FY 2018

- **Acquisition of the "Turnpike" Property:** Since the early 1990's, the Commission has actively been pursuing the acquisition of 92 acres along Kings Brook, known as the Brainerd/Mass Pike parcel, from Mass DOT. If acquired, this parcel can be accessed from the 200 acre Midura Conservation land on Old Warren Road and would become part of it, thereby extending Midura to the Mass Pike. Additionally, trails exist on the property for recreational purposes, which the Commission would maintain and connect into from Midura.
- **Developing a "Blue-way" on the Swift River:** Like hiking trails, Blue Trails offer people an opportunity to explore. A water trail offers paddlers a healthy recreational activity and the chance to

come to know a river. The Commission will be working with the Chicopee 4 Rivers Watershed Council (C4RWC) on developing a canoe/kayak trail on the Swift River. Several locations in town have been identified as possible put in/take out location. This year the Commission will begin to design a launch at the end of First Street, as well as conduct a feasibility assessment of the various town owned parcels to determine the sites best suited for a takeout location.

- **Administer Wildlife Conservation Society Grant:** Commission received a small grant to conduct outreach, provide education and to work to engage private landowners (of forested parcels over 10 acres) in forest management for climate change resilience and to encourage sustainable forest management. A locally held training will educate landowners about current use programs, advocate for sustainable local and regional forestry practices, and provide a forum for an open dialogue/communication about forestry with licensed foresters, timber harvesters and DCR Service Foresters. There will also be time reserved at the end for informal individual Q & A session with professionals, fellow landowners, and local peer leaders.

The Commission is always looking to expand its base through associated members, interns or volunteers (for water quality monitoring, river clean-up and trail maintenance this summer). Anyone interested should contact the Commission at conservation@townofpalmer.com.

The Commission would also like to take this opportunity to thank our Interns for all their hard work and effort this year! Additionally, the Commission would also like to thank all the residents of Palmer for their support over the past years.

Respectfully Submitted,

Angela C Panaccione
Conservation Agent
Palmer Conservation Commission

LAND MANAGEMENT COMMITTEE

FY 2017 Annual Report

Office Hours: by Appointment

Meeting Dates: 3rd Tuesday of every month at 4:00 PM, unless otherwise posted

The first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

In an effort to better manage over 800 acres of Conservation Land, the Palmer Conservation Commission has established the Land Management Committee to carry out a dedicated program of land management throughout its protected areas.

Mission of the Land Management Subcommittee (LMS)

The Land Management Subcommittee will be a standing committee of the Conservation Commission and will carry out a dedicated program of land management including the relevant recommendations in the Palmer 2014 Open Space and Recreation Plan. The Committee will also increase the focus, effort and resources dedicated to Palmer's conservation lands.

The mission of the Land Management Subcommittee is to preserve, maintain and enhance the quality of life for the citizens of Palmer by developing and maintaining Open Space and Recreation opportunities for residents. The LMS works with the community to target and preserve lands and ecosystems within Palmer for public benefit. These areas provide a healthy environment for wildlife and plants and areas for passive or active recreational use by the public. Areas of high natural, scenic and/or recreational value are priorities for the Committee. In order to assure the protection of valued land, we assist in the creation of trails for passive recreation, community gardens, playing fields, beaches and playgrounds.

This year the subcommittee has provide opportunities for the public to appreciate and enjoy Palmer's preserved natural areas, parks, playgrounds and fields, farms and water resources through a limited number of field trips, clean-ups and hikes.

Members of the Land Management Subcommittee (LMS)

The LMS is made up of Palmer residents that share a passion for protecting open space and recreational areas of the town. Subcommittee members are appointed by the Conservation Commission directly and the subcommittee will have up to seven members with two-year overlapping terms and will be appointed solely by the Conservation Commission. Present members of the Land Management Committee are Sarah Brodeur, David Cotter, Peter Izyk, Howard Fife, Lisl Donaldson, Sheri Jyringi and Nancy Bisnette.

The LMS will operate under the direction of the Conservation Commission and will communicate with them frequently on matters of work plans, priorities, funding, volunteers and maintenance. The LMS will prepare an annual plan for the Commission and assist the Commission in developing funding sources, as needed, for maintenance or desired improvements to conservation lands.

Purpose of the Land Management Subcommittee (LMS)

The purpose of the LMS will be to manage Conservation land by protecting, maintaining, and enhancing conservation interests. Their guiding principles will be to organize, coordinate and conduct land maintenance and management activities in order to balance competing interests (e.g., conservation and wildlife vs. passive recreation), as well as foster communication with town committees and other organizations with related interests.

The LMS will be responsible for a number of specific tasks such as:

1. Preparing and updating baseline assessments for each major town-owned conservation parcel.
2. Maintaining active files on each of those parcels in the Town Office.
3. Developing and updating a long-range management plan for each major parcel.

4. Regularly monitoring each property and reporting on progress towards the management plan goals.
5. Developing and implementing management plans prioritizing all needed maintenance and desired improvements.
6. Developing funding sources, if needed, for implementing the management plans.
7. Pursuing special projects, such as: trail construction, inventories of invasive plants, inventories of flora and fauna, vernal pool certification and environmental education.

Major Accomplishments of FY 2017

Over the 2017 Fiscal Year the OSC focused on implementing two (2) high-priority objectives of the 2014 Open Space and Recreation Plan (OSPR) and related high-priority items in the Towns Community Development Plan, such as:

1. **Outreach for Kings Brook Watershed Conservation Partnership:** The LMS held a cook-out at Midura Conservation Land on Saturday April 22, 2016 for all property owners within the Kings Brook Watershed to discuss the 5 year plan to protect land in the area through a Landscape Partnership Grant with the Department of Fish & Game and Opacum Land Trust. The idea for the picnic was to raise awareness among neighbors about how they can play a part in this effort — whether through measures like conservation restrictions or just expressing support — and why it’s in their interest to do so. Representatives from the Nature Conservancy, DFG, MA Audubon Society, Opacum Land Trust and Kestrel Land Trust we also present at the cookout.
2. **2018 MA Recreational Trails Grant For Swift River Universal Access Loop Trail:** The subcommittee applied for a \$50,000 grant from MA DCR to establish a 1/4 mile ADA compliant loop trail with a 16 Car ADA accessible parking lot, Kiosk, waste receptacles & Dog Waste Station. The trail itself will include two (2) rest stops/viewing areas equip with accessible benches, two (2) 16’X 20’ wooden decks/lookouts/fishing with benches and a handicapped accessible picnic table. The Swift River Greenbelt Trailhead & Accessible Loop Trail will become the first passive recreation area in town to be accessible to every resident by providing trail access for people of all abilities to a peaceful forest experience with views of the Swift River.

Other notable OSC activities during FY 2017:

- **Woods Wisdom:** Partnered with Opacum Land Trust to hold a Woods Wisdom Workshop at the Town Administrative Building on Thursday March 2nd, 2017 at 6:30pm.
- **MA RT-67 Improvements & River Access:** Palmer Hikers officially adopted the Route 67 rest areas along the Quaboag River. We then actively worked with MADOT during the Route 67 Repairs, to get Bike Lanes installed, as well as a cross walk and trail head at McMasters Rd Parking Area and got the jersey barriers replaced with cedar fences to improve the aesthesis of the area while simultaneously increasing the accessibility of the rest tops to mobile impaired visitors

- **2017 Source 2 Sea Clean-up:** Organized Palmers third cleanup of the Swift River, as part of the Connecticut River Conservancy (CRC) 23rd Annual Source to Sea Cleanup and partnered with Sherwood Lumber to tackled a new section of the Swift River Greenbelt on Saturday September 23, 2017 from the cul-de-sac at the end of Third Street, in Bondsville MA. This year over 20 tires were removed from the Swift River, as well as numerous bags of trash. Additionally, the Commission will again participate in this year's S2S on Saturday September 22, 2018.
- **Dogs on Conservation Land Rules:** Developed rules and regulations for an “Off-Leash” dog area at Midura Conservation Land
- **“It’s Clean”:** Partnered with Chicopee 4 Rivers Watershed Council to preform regular water quality checks of the Swift River off First Street and the Ware River off Bennett Street
- **Attempt to pass Community Preservation Act:** Petitioned Palmer Town Council to include a ballot question in the November 2016 Presidential Elections for the adoption of the Community Preservation Act (CPA). Palmer residents would have paid a 1% surcharge on local property tax bills, with an exemption for the first \$100,000 of taxable value of residential real estate. Unfortunately, the ballot question failed in the election.
- **“Big Night” for Salamanders:** Gave a presentation to the Palmer Monson Family Network on salamander migration. Included reading “Big Night for Salamanders” to the children and developing a coloring book of vernal pool critters to give to the kids.
- **Cornell Case Study:** Participated in a study on developing and implementing large landscape conservation. The focus was on Palmer Conservation Commissions' conservation priorities and what types of information we consider when making planning and management decisions; especially in regards to participating in natural resource conservation and management decisions related to large landscapes. Information derived from this study will help those involved in large-landscape conservation effectively represent the interests of local resource planners and administrators during decision-making processes.

Goals/Activities for FY 2018

- **Lavoliette Fitness Trail:** Work with Community Development Department to construct an accessible fitness trail at Lavoliette Field.
- **Burleigh Park Renovations:** Continue to work with the Recreation Committee to seek funding to begin renovations of Burleigh Park including the upgrade of the facilities, the addition of a recreation building, addition/repairs of the bathrooms, the incorporation of a swimming area, increase the availability of picnic facilities
- **MS4 Public Outreach:** Develop handouts and brochures to educate residents and business about the Town's Stormwater Ordinance and Best Management Practices
- **Complete Streets:** Work with the DPW to develop a “Complete Streets” policy & advisory committee to develop town wide bike paths and add bike lanes to existing roads

- **Canoe/Kayak Portage around Bondsville Dams:** Work with the Belchertown Land Trust to secure canoe & kayak portage around the Bondsville Dams, as part of an effort to construct a “Blue Trail” from the Cold Storage boat launch in Belchertown to Three Rivers.

Respectfully Submitted,

Angela C Panaccione
 Coordinator, Land Management Subcommittee

PLANNING BOARD REPORT FY2017

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2016 thru June 30, 2017. It is the Board’s policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer, generally the first and third Mondays of each month if meeting space is available.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members

Chairman	Michael Marciniac
Vice Chairman	Norman Czech
Clerk	Kathy Burns
	Thomas Skowyra
	Paul Burns-Johnson

Staff

Town Planner/Economic Development Director	Linda Leduc
Administrative Assistant	Nicole Parker

During the past 12-months, the Planning Board held twenty-five regular meetings, as well as conducted numerous site inspections and review inspections. In addition to our own meetings, we have also had meetings with other Boards and Committees and have attended seminars and workshops to help better prepare our members for the positions for which they have been elected. During these various public meetings, the Board held hearings and acted on eleven Special Permits, ten Site Plan Approvals, five Storm Water permits, made two Findings, endorsed seven requests for

Waiver of Site Plan and signed eleven Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. Public hearings were held for two zone changes and approved by Town Council; eight parcels were rezoned on Park Street from General Business to Highway Business and the Large Solar Photovoltaic Ordinance was amended to add further visual and environmental protections.

In July of 2016 the Board members bid member Andrew Golas farewell. Mr. Golas served on the Board since 2011. New member, Paul Burns-Johnson, was elected to take his place. The Board wishes to sincerely thank Andrew for his years of dedication and expertise and welcomes Paul to the Board.

The Board reviewed and granted Special Permits for the continued extraction of earth materials at five existing operations and granted a Special Permit for a new operation on Ware Street. As in the past, yearly interim inspections were conducted and all required operating documents and fees were collected. Additionally, the Board is currently considering a new Special Permit application for extraction of earth material on Robinson Road.

The interest in developing large-scale, ground mounted, photovoltaic systems within Town has decelerated. During FY17 one new project was permitted off of River Street for 4.7 MW. Previously permitted systems on Peterson Road and the former Emery Street landfill were interconnected this year and as a result there is currently 24.6 MW of solar power being generated in the Town of Palmer. While this shows the Town's positive role in gaining fossil fuel independence the Board also has a genuine interest in ensuring that these projects do not detract from the rural character and scenic views of the Town. As a result, the Board proposed to amend the current Large Scale Solar Ordinance to add additional protections for views, open space and site impacts. These changes were adopted by Town Council on July 10, 2017.

The Board, through Energy Committee representation, supported a fourth Green Community grant application. On June 22, 2017 the Town was awarded \$113,395.00 to install two dual-head electric vehicle chargers; one at the Town Hall and one at the Library, and purchase two new electric vehicles to be used by the Town's Inspection Services. The electric vehicle charging stations will be operational and open to the public in the fall of 2017. The two electric vehicles will be added to the fleet this fall, as well. With the ever-changing technology in the area of power generation and conservation and in consideration of the federal and state incentives that are currently being offered, we continue to pursue promising programs that will benefit the residents by stabilizing our energy costs and replacing aging infrastructure. Legislation adopted in the current session included hydroelectric power development. The town will pursue incentives to this technology where it may potentially benefit the community.

The upturn in the economy has been noticed throughout town as approvals and permits granted by the Board are coming to fruition. Most notably, the opening of the new Junction Variety store in Thorndike, as well as the ground breaking for a new Emergency Room at Baystate Wing Hospital and construction of a new Dollar General Store currently underway on Park Street. The headquarters for Michael's Party Rental on South Main Street is open for business, as is Baldyga's Auto Body and a new auto detailing company at the former Auto Park Trim site on Park Street. The rail spur at Sherwood Lumber is under construction and a home occupation was granted to Steam Punk Artist,

Bruce Rosenbaum, who is renovating the former church on Main Street, Thorndike into his home and artist studio. Waivers for the need to apply for a full site plan review were granted to a massage therapist and wellness center at the former Yellow House location, a CrossFit studio in the Alan Block Building on South Main Street and a seasonal outdoor seating area at Pinocchio's Restaurant, all of which resulted in improving existing structures in town while creating numerous jobs.

Economic Development continues to remain a priority. The Economic Development Director continues to attend development conferences and meet regularly with like groups such as the Economic Development Partners, the Quaboag Valley Commercial Action Network, Mass Development, and regional directors of the Mass Office of Business Development to attract development to the five Priority Development Sites as well as to various undeveloped, underutilized parcels. The Department met numerous times with representatives of Palmer Motor Sports to discuss ongoing efforts to minimize any interruption in the quality of life for our residents and our surrounding communities. This development has had a positive impact based on information from local business owners. We continue to pursue options with the mill owners in Thorndike. Future commercial development at the Shearer/Thorndike Street intersection remains a priority and discussions with a potential developer are in progress and are expected to move in to the permitting phase this fall. The Board and Economic Development Director realize the great economic benefit a future rail stop would bring to Palmer and will continue to participate in regional forums and studies and represent Palmer's interest in this matter.

The Board continually works to improve its site design standards and parking requirements by adding more sustainable design practices to the process. The Board is also drafting a mill overlay district to diversify and augment the industrial uses currently allowed in the Village of Thorndike and a new commercial business district to accommodate denser more vertical building development centered-around pedestrian-oriented plazas. This commercial business district would be applicable to the Thorndike Street corridor as development interest continues to be oriented proximal to the Mass Pike exchange.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniac
Chairman

INSPECTION SERVICES

In 2017 the Inspection Services Department made the move "across the hall" in Town Hall and the Department is now located next to the Planning Department. Major projects started in FY-17 include The Hospital addition, Dollar General and the Town Hall Renovations.

Between July 1, 2016 and June 30, 2017 Permit Applications, Specifications and plans were reviewed, permits were issued and construction monitored for the following:

PERMITS ISSUED IN FY-17				
TYPE		NUMBER OF PERMITS	FEE TOTALS	ESTIMATED COST TOTALS
New	Commercial	2	\$ 3,800.00	\$ 467,973.00
	Single Family Homes	6	\$ 7,321.61	\$ 1,807,000.00
	Two-Family Homes	1	\$ 1,415.40	\$ 182,000.00
	Multi-Family Homes			
	Residential-Summer Camps			
Solar	Residential Commercial	55	\$ 8,811.10	\$ 1,486,006.65
		3	\$ 22,699.16	\$ 4,504,733.85
Additions	Residential Commercial	5	\$ 1,084.86	\$ 192,500.00
		1	\$ 13,990.40	\$ 14,025,000.00
Mobile Homes	Replacement			
Renovations/Alterations	Municipal	3	\$ -	\$ 762,100.00
	Residential	60	\$ 14,954.00	\$ 2,497,675.80
	Commercial	22	\$ 7,153.20	\$ 908,322.00
Complete Renovation of buildings with two (2) or more dwelling units				
Accessory Structures New	Residential Commercial	22	\$ 2,500.80	\$ 192,316.00
	Residential Commercial	5	\$ 534.00	\$ 47,000.00
Decks/Porches/Stairs	Residential Commercial	40	\$ 2,782.50	\$ 225,896.00
		2	\$ 230.00	\$ 22,000.00
Temporary Structures	Residential Commercial	1	\$ 50.00	\$ 2,000.00
		1	\$ 35.00	\$ -
Convert	To Single Family To Commercial Space	1	\$ 280.00	\$ 150,000.00

Add Dwelling unit to Single Family			
Roofing/Siding/Ination/ Municipal			
Window or Door Replacement Residential	156	\$ 7,895.00	\$ 893,580.34
Commercial	11	\$ 1,235.00	\$ 277,691.00
Mechanical/ Metal Municipal	1	\$ -	\$ 11,000.00
Residential	32	\$ 7,255.00	\$ 154,300.00
Commercial	7	\$ 700.00	\$ 382,052.00
Sign Residential Commercial			
	18	\$ 1,350.00	\$ 62,275.00
Pool			
Above Ground	9	\$ 585.00	\$ 43,700.00
In Ground	2	\$ 180.00	\$ 72,000.00
Solid Fuel Burning Appliances/Chimneys	24	\$ 1,170.00	\$ 61,496.19
Demolition			
Residential	10	\$ 1,490.00	\$ 32,850.00
Commercial	2	\$ 200.00	\$ 16,700.00
Certificates of Inspection (Periodic Inspections for Specified Use Groups)	36	\$ 1,720.00	\$ -
Other Income			
Occupancy/Use Permits	107	\$ -	\$ -
Electrical	274	\$ 92,334.02	
Gas	92	\$ 9,930.00	
Plumbing	168	\$ 27,349.00	
TOTALS	1179	\$ 241,035.05	\$ 29,480,167.83

Respectfully submitted,

Bonita Weeks
Inspector of Buildings



Public Health
Prevent. Promote. Protect.

BOARD OF HEALTH

The Board of Health is required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, food safety, reporting and control of disease, promotion of sanitary living conditions, and protection of the environment from damage and pollution. If the enforcement of regulations may cause manifest injustice, the Board of Health would not conflict with the minimum standards of any applicable statute, code or regulation. We continue to prevent, promote and protect public health in the community.

Joshua Mathieu, Public Health Agent and Susan Hintze, Administrative Clerk, see to the day to day activities of the Board of Health. The office is located in the Town Hall and hours are Mondays from 8:30am to 7:30pm and Tuesday, Wednesday and Thursday 8:30am to 4:30pm. The Board of Health consists of a three member board: Jayne Heede, Public Health Nurse, John Lukaskiewicz, Secretary, and Paul Benard, Chairman. The Board meets on the third Monday of each month at 6:00pm in the Town Hall.

The Massachusetts Sanitary Code, Chapter 11 Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. All persons should be afforded a suitable housing environment. Inspections are done upon request for compliance or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, housing violations, and causes of sickness within the town. This year we investigated over 200 complaints.

Sanitary sewage disposal is closely regulated to ensure the health and wellbeing of the community. The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. Title 5 establishes minimum statewide standards for the design, use, siting and construction of septic systems. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper septic system construction and handling of pumped sewage the Board of Health requires annual permits for septage disposal installers and sewage haulers. This year 13 percolation tests were witnessed. We also had 21 septic system installations/repairs.

Private well permits are required to provide for the protection of the public health, safety welfare and the environment by, among other things, requiring the proper siting, construction and testing of private wells.

This year we issued 15 private well permits.

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. The food establishments are inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. All foodborne illness reports are immediately investigated.

The Board of Health issued the following permits:

1-Day Food	8
Bakery	5
Body Art Establishment	1
Body Art Practitioner	1
Deli	3
Food Service	54
Frozen Desert	16
Funeral Director	2
Milk	49
Mobile Food	3
Mobile Home Park	1
Motel / Cabins	2
Perc Test	18
Recreational Camp	3
Retail Food	20
Seasonal Food / Restaurant	2
Septic Final Inspections	10
Septic Hauler	13
Septic Installer	25
Snack Rack	8
Swimming Pool / Hot Tub (Public)	4
Tanning	2
Tobacco	20
Trash Collection	3

Pamela Harris, Animal Inspector, investigates animal bites, possible exposure to rabies, issues quarantines as needed and conducts annual barn inspections. This year we had 44 animal bites and 3 bats were submitted to the MA State Rabies laboratory for testing.

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of a confirmed or unconfirmed communicable disease event in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). MAVEN is a web based disease surveillance and case management system

that enables the Massachusetts Department of Public Health to capture and transfer appropriate public health, laboratory and clinical data efficiently and securely over the internet in real-time. The following are the cases we responded to this year:

Babesiosis	4
Ehrlichiosis	1
Giardiasis	1
Group A Streptococcus	2
Group B Streptococcus	1
Hepatitis C	25
Human Granulocytic Anaplasmosis	6
Influenza	37
Lyme Disease	22
Measles	1
Pertussis (and other Bordetella Species)	1
Salmonellosis	1
Streptococcus Pneumoniae	1

We are using the Massachusetts Immunization Information System (MIIS). The MIIS contains online, secure and real-time immunization records for individuals across the Commonwealth of Massachusetts. The goal of the MIIS is to give healthcare providers and families a tool to help ensure that all individuals are immunized based on the latest recommendations. Immunizations are a cornerstone of public health. They have been ranked by the Centers for Disease Control and Prevention (CDC) as one of the ten greatest public health achievements of the 20th Century. The Massachusetts Department of Public Health (MDPH) Immunization Program is committed to promoting the health of Massachusetts’s citizens by reducing the burden of vaccine preventable diseases that affect residents of the Commonwealth.

Palmer became a Mass in Motion community in September 2014.

Mass in Motion overview 2016:

Mass in Motion is a statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play.

Three years of funding support to the Pioneer Valley Planning Commission on behalf of the Town of Palmer.

Goals for Year Three--and beyond:

- 1) By June 2017 PVPC will complete Sidewalk Inventory-using MassDOT funds est \$5,000 match;
- 2) By 2018, 25% of corner stores identified will offer more healthy options and participate in the "Healthy Markets" initiative:
 - Summer 2016-outreach to corner stores, assessing interest in participating and identifying barriers to offering more healthy options

- Fall 2016--organize focus groups/stakeholder interviews to understand reality in Palmer
 - Fall-Winter 2016-agree upon and start implementing actions to overcome barriers to corner stores offering more healthy options
 - Spring 2017--advance 2 agreed upon actions to improve healthy options
 - June 2017--evaluate success and report on status ;
- 3) By 2019 increase food security among residents in 2 of the 3 census tracts in the Town that are deemed "food deserts" by USDA
- Summer-Fall 2016-complete an asset-based food access assessment
 - December 2016--finalize Palmer Food Access assessment and disseminate to community
 - March 2017-identify main goals of the assessment and an action plan to implement improvements
 - June 2017-finalize Food Access Improvement action plan
- 4) Increase food security and access to fresh fruits and vegetables for 10% of low income populations by 2020
- Fall 2016--Palmer Rec Dept secures a location for a community garden
 - Winter 2016-7--Palmer MIM Wellness Leadership Team (WLT) finalizes administrative structure for community garden and elaborates how to address logistics, such as access to water on site, etc
 - Spring 2017--WLT oversees site preparation and publicizes availability of garden to low income community members
 - May 2017--WLT launches Community Garden
- 5) By 2018, Palmer will have a Complete Streets (CS) policy in place as well as a CS Prioritization Plan and walking/biking trips in the village centers will increase by 5%.
- Fall 2016--DPW lead on CS policy with MiM WLT assistance as needed--adopt policy locally and submit to MassDOT for review and apply for up to \$50,000 for CS Prioritization Plan
 - Fall-Winter 2016-2017--develop CS PP with community input
 - Spring 2017--apply for up to \$400,000/yr for 5 years for implementation funds
- 6) By 2019 integrate a health focus component to municipal policies that affect more than 50% of the population
- Fall 2016--organize a health in all policies (HIAP) work group
 - Winter 2016-7--Identify short and long term goals of HIAP
 - Spring 2017--identify priority issues to address and policies to review
 - Summer 2017--revise policies as needed
- 7) Convene the Mass in Motion Municipal Wellness / Leadership team for monthly meetings.

Mass in Motion Municipal Wellness Leadership Team

- Josh Mathieu, Health Agent
- Susan Hintze, Administrative Clerk-Health Dept
- Andrew Golas, Executive Assistant
- Linda Leduc, Town Planner and Economic Development Director
- Jim Ostrout, Recreation Director
- Erin Pincince, Director Council on Aging

- Angela Panaccione, Conservation Agent
- Michelle Holmgren, Wing Memorial Hospital
- Teresa Grove, Wing Memorial Hospital

Meet monthly 11 A.M. second Tuesday of the month at Town Planner's Office

Behavioral Risk Factor Surveillance System (BRFSS) Data: Communities in Massachusetts have been assigned a number based on the percentage of people in the community with a given risk/protective factor or health condition compared to other communities across the state. A score of “1” means the community has one of the lowest percentages of people reporting a health condition, risk factor, or protective factor, while a number “5” means that the community has one of the highest percentages of people with that condition, risk factor, or protective factor.

Prevalence of diabetes:	4 (one of the higher percentages of people with that condition)
Prevalence of overweight adults:	5 (highest percentage of people with condition)
Prevalence of obese adults:	5 (highest percentage of people with condition)
Adults eating 5+ fruits and vegetables:	1 (means Palmer has one of the lowest percentages of adults consuming fruits and vegetables in the state).
Rates of Stroke hospitalization (/100,000):	MA: 266 Palmer: 334
Rates of cardiovascular disease hospitalization (/100,000):	MA: 1587 Palmer: 2024

12% of the population (1,458 people) is eligible for the supplemental nutrition assistance program (Food Stamps).

We continue to work on our animal regulations. Our plan is to establish a steering committee to review and draft a new proposal. We will be seeking support from our residents to join this committee.

With new trends in tobacco use and products we are working to revise and update the current tobacco regulations.

We continue to develop and up-date our ALL-Hazards Emergency Dispensing and Shelter Plans. In the event of a natural disaster or a public health emergency we need to rely on our preparedness, plans, database of resources, equipment and personnel.

We are members of the Quaboag Regional Emergency Planning Committee. The REPC is committed to preserving the community and its resources by maintaining a Regional Hazardous Materials Plan to minimize the risk to public safety, health and property damage.

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters. The Coalition has implemented a Shared Public Health Nurse Assistance program with the Ludlow Public Health Nurse to address long-term unmet needs and service local public health gaps.

This year we have been working with other communities and the State Reclamation and Mosquito Control Board. Our goal is to soon establish the Pioneer Valley Mosquito Control District (PVMCD).

On September 17 we participated in the 2017 household hazardous waste regional collection day.

The Board of Health and Palmer Police participated in two drug take back day collections.

The Board and staff acknowledge and appreciate the assistance and cooperation of all Town Boards, Departments, Commissions and Community Organizations.

A special thanks to Susan Hintze, Administrative Clerk, who retired this year. We thank you for your hard work and devotion to this department and wish you the best in your retirement.

Respectfully submitted,

Palmer Board of Health

COMMUNITY DEVELOPMENT DEPARTMENT

The Palmer Community Development Department is located in the Town Administration Building at 4417 Main Street Palmer. The office is open Monday 8:30am to 7:30pm and Tuesday – Thursday 8:30am to 4:30pm.

The Community Development Department was established in 1991 for the purpose of administering a Community Development Block Grant (CDBG) Program for the Town of Palmer. Over the years the department has expanded its services by becoming a Local Rehabilitation Agency for the Massachusetts Housing Finance Agency, and by applying for and receiving grants from other agencies/programs.

Community Development Block Grant Program

The Community Development Block Grant Program is funded under Title I of the Housing and Community Development Act of 1974 as amended. The primary objective of the statute is "... to

develop viable, urban communities by providing decent housing and suitable living environment and expanding economic opportunities principally for low – moderate income persons.”

The Massachusetts Department of Housing and Community Development which implements the program for the Commonwealth encourages: programs which develop and preserve affordable housing; planning toward both resource protection and sustainable economic activity; downtown revitalization integral to community development; and community-based planning that assesses needs and identifies strategies for addressing those needs. Projects eligible for funding under the Massachusetts Community Development Block Grant Program include: planning; housing rehabilitation and creation of affordable housing; economic development projects which create and/or retain jobs; efforts directed toward rehabilitation and stabilization of existing neighborhoods, commercial areas and downtowns; infrastructure; construction and/or rehabilitation of community facilities; and public social services.

During FY2017 the following grant applications were submitted:

\$ 542,138	FY17 Community Development Block Grant
\$ 15,000	Massachusetts Downtown Initiative Program
\$ 14,000	Commonwealth Places
\$ 571,138	Total value grant applications submitted by Department

The Community Development Department also collaborated with the South Middlesex Opportunity Council and the Quaboag Valley Community Development Corporation to submit a \$500,000 Project Reinvest – Neighborhoods application.

\$1,071,138 Total value of grant applications

During FY2017 the following grants were awarded:

\$ 15,000	Massachusetts Downtown Initiative Program
\$ 500,000	Project Reinvest - Neighborhoods
\$ 515,000	Total grants awarded

During FY17 the Community Development Department expended the following funds:

\$ 197,235	rehabilitation of 10 substandard housing units
\$ 133,093	replacement of 346 linear feet of water main – High Street - Bondsville
\$ 105,361	Stewart Street infrastructure project
\$ 64,685	General grant administration
\$ 55,762	Provision of Domestic Violence Services, benefiting 231 survivors

\$ 30,000	to create the Three Rivers Revitalization Plan
\$ 11,810	to design the rehabilitation of the Thorndike Playground
\$ 9,229	provision of financial literacy education benefitting 6 residents
\$ 607,175	Total Department Expenditures

Respectfully submitted,
Alice Davey, Community Development Director

PALMER COUNCIL ON AGING ANNUAL REPORT

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff is obliged to create an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience and insight and to exercise their skills.

Council on Aging Board Members

Genevieve Bates, Chairperson
Cathy Plouffe, 2nd Vice Chair
Linda Lamay, Secretary
Peggy Corriveau
Betty Koss
Sharon Lemieux
Dorothy Nadolski

The Council on Aging provided a broad range of services to Palmer's 60+ population during the year July 1, 2016 thru June 30, 2017. The 2010 Census shows an increase of 133 citizens over the age of 60 living in Palmer. Of the 2,496 Senior Citizen's of Palmer, approximately 1,200 unduplicated elders received a direct service from the Council on Aging. Twelve issues of the Senior Center Newsletter were printed and 800 per month were distributed.

To care for the physical needs of our 60+ population, cholesterol, glucose and blood pressure screenings are available weekly with Ruth Amador, RN, Wing Hospital, audiology screenings, glucose testing by Professional Medical Services, eye care, foot care, massage therapy, reflexology, exercise programs, line dancing & balance classes, UMass nursing students program on community health, Healthy Eating Program, Matter of Balance Program, etc. were provided at the Palmer Senior Center. To meet the social needs we have card playing, bingo, chess, dominoes, Coloring, Wii games,

movies, cribbage, Dominoes, night time pitch, Bridge, Red Sox night, Games Night, day time pitch league, painting class, crafts class, pool playing, once monthly breakfast, Depot Group, etc. We held a celebration for every holiday and our Annual 90+ Birthday Party and Annual 4th of July Cookout at Pulaski Park.

Outreach continues to be much needed and utilized service to the elders of Palmer. There were 488 unduplicated seniors who were served through outreach. A total of 1,060 duplicated services including but not limited to home & office consultation, phone consultation, fuel assistance, knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, support services, etc.

Outreach Coordinator was S.H.I.N.E. certified and helped numerous elders with health insurance.

We also provide a free S.H.I.N.E. Counselor from the Springfield Agency twice a month and Lawyer once monthly. AARP sponsored Income Tax Preparation from February thru April 15th. There are various monthly programs available on issues facing seniors. Medical equipment was available to be loaned at no charge as needed and eighty eight individuals took advantage of this program. Wing Memorial Hospital provided the senior center with a nurse for 6 hours a week and she provided 340 services for 112 seniors. The Arthritis Foundation certified instructor held Arthritis & Tai Chi exercise class two days a week. Scantic Valley YMCA provided instructors Mon., & Wed. for strength training classes. Swimming is also available 2x/week for Palmer seniors at the YMCA. MCOA provided funding for a "Live Your Life Well" program. Lifecare of Wilbraham provided two instructors for Tai Chi class once a week. 144 seniors took advantage of the exercise programs. We started an RUOK program with seniors who are homebound being contacted once a week to check on them and see if they need anything. A total of 198 calls were made.

We provide breakfast every Tuesday and Thursday morning and served 1,422 meals since it started. We plan to continue to have breakfast available as long as we have the staff to support it. A congregate meal program was held at the Palmer Senior Center, sponsored through Greater Springfield Senior Services, Inc. and the Council on Aging providing 3,833 Congregate Meals. The Council on Aging continues to provide supportive services to homebound elders. In Home Meals provided 71 frail elders with a hot meal five days a week, totaling 13,265 meals. In and Out of Town Van Transportation: 185 unduplicated passengers, including 16 passengers under 60 utilized this service. We provided a total of 4,454 rides. We have 2 lift-equipped vans in operation Monday thru Friday from 8:00 a.m. till 4:00 p.m. We have four volunteers who provide rides for medical appointments when our vans are fully booked. We provided 108 rides to 31 unduplicated people this year.

1,536 Brown Bags were distributed to 128 seniors as part of the Western MA Food Bank Program for Seniors. Thirty seniors received fresh vegetables from the Farmshare Program, part of the Community Involved in Sustaining Agriculture at no cost. They received \$10.00 per week worth of fresh vegetables for 10 weeks provided by D & R Farms from Hampden, MA. We distributed 45 Farmers Market Coupons worth \$25.00.

Tax Assistance, transportation, information and referrals, home delivered and congregate meals were also available to those under age 60 who are disabled. We allow those under 60 years to attend our social programs and exercise classes. We had 35 non senior participants.

There were 87 deaths of persons over the age of 60.

We had 43 volunteers with a total of 3,197 volunteer hours donated to the Senior Center. Value \$47,581.00 worth of service according to Elder Affairs. THANK YOU!!

A total of \$44,442.00 was received in grant monies during the FY16 year for various uses.

I would like to thank all of the staff, volunteers and the Council on Aging Board Members for all the work that they do all year. They are very dedicated and caring people who strive to provide the best services for our elders in Palmer.

I would also like to thank The Friends of the Palmer Senior Center for their hard work and dedication to the seniors of Palmer. They give very generously to the Palmer Senior Center to fund programs and purchase items needed for the center. They gave a total of \$6,328.42 to the Council on Aging in FY16 THANK YOU!! You are a wonderful group of people!!

Respectfully submitted,

Erin Pincince
Executive Director

DEPARTMENT OF VETERAN SERVICES

Under Chapter 115 of the Massachusetts General Laws, the Commonwealth provides a needs-based means tested program of financial aid and medical assistance for low – income veterans and their dependents, through the Department of Veterans' Services administered by veteran's service agents throughout the state. The Veterans' Services Office works closely with Veteran Service Organizations, the Department of Veteran Affairs and other state agencies to insure that Veterans are aware of all benefits that are available to them not just Veteran Benefits to included lower electric bill rate, government SNAP program, government cell phones, government health insurance, etc.

Retired veterans, widows or widowers, and veterans on Social Security Disability Income account for 100% of the Chapter 115 caseload for the town of Palmer this percentage is up from previous years due to the decrease in unemployed and college enrolled Veteran clients. The actual case files have decreased from 43 to 35 since January, with only two new clients added to the case load. These veterans are permanent Chapter 115 recipients and can only be removed from the program by moving to another town, an increase in income or death.

Unemployed veterans make up the last 0% of the departments Chapter 115 benefit case files, a decrease from previous years. The Veteran's Service Department works with the veteran, Veteran Service Organizations and the Labor and Workforce Development Department of Career Services to help secure employment, which has seen three veterans and one spouse obtain and sustain employment. These veterans were effectively able to increase their income, therefore not requiring the assistance of Chapter 115 benefits.

Over all case files have decreased this year by eight (8), however it is possible it could increase in the coming year due to the aging population of the veteran residence and the diagnosis of debilitating diseases for the Vietnam era of veterans.

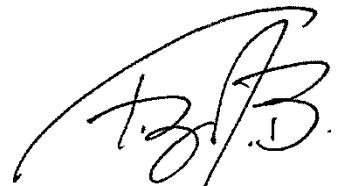
While the main mission of the Veteran's Service Officers is to administer Chapter 115 benefits, and make the veterans aware of other state veterans' benefits such as bonuses for wartime service and the state annuity for 100% disable veterans. This office also assists Veterans and

their surviving family members with their Federal Veterans benefits to include enrolled in the Federal Veterans Administration Health System, applying for VA pensions and disability compensation, how to use their GI Bill Benefits, assisting newly discharged Veterans in making the transition back to civilian life, and insuring these Veterans know about and understand all the benefits available to them both by the State of Massachusetts and the Federal government.

The department is proud to be the member of the Massachusetts Veteran Service Officers Association (MVSOA), Western Massachusetts Veteran Service Officers Association (WMVSOA), as well as an advocate for veteran services across Western Massachusetts and throughout the Commonwealth as a member of numerous committee's and sub-committees.

If you have any questions regarding this information, please feel free to contact me at office: 413.283.2610, cell: 508.782.8621 or tbrin@townofpalmer.com; fax: 413.283.2637

Regards,

A handwritten signature in black ink, appearing to read 'T. Brin', with a large, sweeping flourish above the letters.

Troy J. Brin
Veteran Agent
Town of Palmer

ASSESSORS' DEPARTMENT

LOCAL EXPENDITURES

Appropriations	\$36,217,353.00
Offsets \$172,423.00	
Tax Title \$0.00	
Snow & Ice Deficits \$32,145.10	
State & County Charges \$652,853.00	
Overlay \$201,643.97	
TOTAL AMOUNT TO BE RAISED	\$37,276,418.07

ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	\$13,259,321.00
Local Estimated Receipts	\$5,008,605.00
Other Available Funds	\$115,600.00
Free Cash	\$586,000.00
TOTAL ESTIMATED RECEIPTS	\$18,969,526.00

NET AMOUNT TO BE RAISED \$18,306,892.07

NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2017

\$18,306,892.07 / \$912,152,071.00 = \$20.07

CLASSIFIED PERCENTAGES

	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	81.7707%	\$14,969,669.20
OPEN SPACE	0.00%	\$0.00
COMMERCIAL	6.9959%	\$1,280,726.25
INDUSTRIAL	4.5910%	\$840,473.40
PERSONAL PROPERTY	6.6424%	\$1,216,023.22
	100.00%	
\$18,306,892.07		

VALUATION BY CLASS

RESIDENTIAL		\$745,872,905.00
OPEN SPACE	\$	0.00
COMMERCIAL		\$ 63,812,967.00
INDUSTRIAL		\$ 41,877,100.00
PERSONAL PROPERTY		\$ 60,589,099.00
TOTAL VALUATION		\$912,152,071.00

On behalf of The Board of Assessors,
Respectfully submitted by Robert W. A. Leroux, Principal Assessor



Robert W. A. Leroux



Michael J. Burns



Lawrence M. Jasak

TAX COLLECTOR

**Schedule of Outstanding
Receivables as of June 30, 2017**

Real Estate Taxes

Levy of 2017	694,635.12
Levy of 2016	106,896.73
Levy of 2015	6,598.48
Levy of 2014	5,479.40
Prior Years	46,221.85
Total	\$859,831.58

Personal Property Taxes

Levy of 2017	47,891.22
Levy of 2016	3,529.39
Levy of 2015	3,102.09
Levy of 2014	1,064.12
Prior Years	41,683.44
Total	\$97,270.26

Motor Vehicle Excise

Levy of 2017	261,456.80
Levy of 2016	62,224.65
Levy of 2015	17,828.22
Levy of 2014	13,055.61
Prior Years	69,937.58
Total	\$424,502.86

UTILITY BILLING Charges

Sewer	564,760.41
Utility Liens Added to Taxes	49,031.79
Special Assessments Receivable	
Committed interest added to taxes	6,158.07
Total	\$619,950.27
 Grand Total	 \$ 2,001,554.97

PARKING CLERK
Fiscal Year 2017

53 tickets = \$ 1,690.00 PAID IN FINES

Respectfully submitted,

Carolyn I Baldyga
Town Collector

Treasurer's Report

<u>Financial Institution</u>	BALANCE
Bartholomew	597,560.31
Belmont Savings	268,917.27
Century Bank	1,351,940.42
Country Bank	4,349,887.35
Eastern Bank	7,110.93
Monson Savings	422,838.11
North Brookfield Savings	1,054,931.49
Westfield Savings	235,974.15
Easthampton Savings	478,587.19
Peoples United Bank	1,250,465.13
Unibank	2,798,705.01
East Boston Savings	192,592.23
United Bank	101,963.56

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
111	Town Council	Stipend	-	8,400.00	-	8,400.00	8,400.00	-	-	-
		Expenditures	-	2,100.00	-	2,100.00	2,099.66	0.34	-	0.34
			-	10,500.00	-	10,500.00	10,499.66	0.34	-	0.34
123	Town Manager	Salaries	-	184,872.00	1,056.31	185,928.31	185,928.11	0.20	-	0.20
		Expenditures	522.35	60,720.00	8,944.58	69,664.58	67,046.16	2,618.42	-	2,618.42
			522.35	245,592.00	10,000.89	255,592.89	252,974.27	2,618.62	-	2,618.62
130	Audit	Expenditures	-	22,500.00	-	22,500.00	22,000.00	500.00	-	500.00
132	Reserve	Transfers	-	35,000.00	(7,970.00)	27,030.00	-	27,030.00	-	27,030.00
134	Actuarial	Expenditures	-	7,000.00	350.00	7,350.00	7,350.00	-	-	-
135	Accountant	Salaries	-	95,825.00	4,850.00	100,675.00	98,906.72	1,768.28	-	1,768.28
		Expenses	177.98	1,230.00	(22.02)	1,207.98	1,100.75	107.23	-	107.23
			177.98	97,055.00	4,827.98	101,882.98	100,007.47	1,875.51	-	1,875.51
137	Central Purch.	Expenses	180.98	292,600.00	(62,583.34)	230,016.66	225,369.06	4,647.60	212.06	4,435.54
141	Assessors	Salaries	-	90,306.00	-	90,306.00	87,225.67	3,080.33	2,775.00	305.33
		Expenses	-	10,435.00	-	10,435.00	6,445.69	3,989.31	3,000.00	989.31
		Revaluation	27,000.00	30,000.00	27,000.00	57,000.00	27,975.00	29,025.00	2,025.00	27,000.00
			27,000.00	130,741.00	27,000.00	157,741.00	121,646.36	36,094.64	7,800.00	28,294.64
145	Treasurer	Salaries	-	66,497.00	(1,250.00)	65,247.00	61,732.35	3,514.65	-	3,514.65
		Expenses	-	10,760.00	(3,750.00)	7,010.00	5,806.80	1,203.20	-	1,203.20
	Tax Title	Expenses	128,543.22	12,000.00	128,543.22	140,543.22	3,120.00	137,423.22	137,423.22	-
			128,543.22	89,257.00	123,543.22	212,800.22	70,659.15	142,141.07	137,423.22	4,717.85

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
146	Collector	Salaries	-	80,235.00	-	80,235.00	79,687.25	547.75	-	547.75
		Expenses		12,815.00	-	12,815.00	9,142.86	3,672.14	120.70	3,551.44
	Tax Title	Expenses	-	3,000.00	-	3,000.00	-	3,000.00	3,000.00	-
			-	96,050.00	-	96,050.00	88,830.11	7,219.89	3,120.70	4,099.19
-										
151	Laws & Claims	Salaries	-	40,000.00	11,578.86	51,578.86	51,578.86	-	-	-
		Contract	-	25,000.00	10,861.38	35,861.38	35,861.38	-	-	-
				-	65,000.00	22,440.24	87,440.24	87,440.24	-	-
-										
155	Computer Maint.	Expenses	1,093.63	66,000.00	19,988.04	85,988.04	85,869.25	118.79	-	118.79
-										
161	Town Clerk	Salaries	-	87,128.00	-	87,128.00	81,781.53	5,346.47	-	5,346.47
		Expenses	-	1,500.00	-	1,500.00	675.79	824.21	-	824.21
				-	88,628.00	-	88,628.00	82,457.32	6,170.68	-
-										
162	Elections & Reg	Salaries	-	16,400.00	-	16,400.00	16,306.81	93.19	-	93.19
		Expenses	1,425.00	13,900.00	1,425.00	15,325.00	12,102.84	3,222.16	1,595.49	1,626.67
				1,425.00	30,300.00	1,425.00	31,725.00	28,409.65	3,315.35	1,595.49
-										
171	Conservation	Salaries	-	28,250.00	45.00	28,295.00	28,294.43	0.57	-	0.57
		Expenses	-	1,500.00	24.00	1,524.00	1,523.03	0.97	-	0.97
				-	29,750.00	69.00	29,819.00	29,817.46	1.54	-
-										
175	Planning Board	Salaries	-	102,753.00	-	102,753.00	101,815.41	937.59	-	937.59
		Expenses	-	4,700.00	-	4,700.00	2,619.89	2,080.11	-	2,080.11
				-	107,453.00	-	107,453.00	104,435.30	3,017.70	-

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
192	Town Building	Custodian	-	10,382.00	-	10,382.00	9,851.75	530.25	-	530.25
		Expenses	5,389.99	40,000.00	16,356.12	56,356.12	56,356.12	-	-	-
			5,389.99	50,382.00	16,356.12	66,738.12	66,207.87	530.25	-	530.25
193	Memorial Hall	Custodian	-	9,705.00	587.00	10,292.00	10,291.54	0.46	-	0.46
		Expenses	-	15,410.00	3,618.90	19,028.90	15,489.39	3,539.51	2,870.00	669.51
		Bldg. Maint.	-	2,300.00	(1,487.00)	813.00	767.14	45.86	-	45.86
			-	27,415.00	2,718.90	30,133.90	26,548.07	3,585.83	2,870.00	715.83
195	Town Reports	Expenditures	-	2,000.00	-	2,000.00	1,097.50	902.50	-	902.50
210	Police	Salaries	-	2,101,200.00	(4,817.06)	2,096,382.94	1,953,980.86	142,402.08	-	142,402.08
		Expenses	-	64,000.00	-	64,000.00	62,894.40	1,105.60	144.47	961.13
		Contract Serv.	-	64,000.00	4,817.06	68,817.06	66,392.87	2,424.19	2,424.19	-
		Utilities	-	600.00	-	600.00	283.83	316.17	-	316.17
		Cruisers	3,954.00	81,500.00	(21,256.00)	60,244.00	32,707.42	27,536.58	22,222.90	5,313.68
			3,954.00	2,311,300.00	(21,256.00)	2,290,044.00	2,116,259.38	173,784.62	24,791.56	148,993.06
215	Police Station	Salaries	-	30,000.00	-	30,000.00	22,522.50	7,477.50	-	7,477.50
		Expenses	-	64,100.00	-	64,100.00	59,060.63	5,039.37	-	5,039.37
			-	94,100.00	-	94,100.00	81,583.13	12,516.87	-	12,516.87
220	Forest Warden	Salaries	-	3,000.00	-	3,000.00	3,000.00	-	-	-
		Expenses	-	100.00	-	100.00	-	100.00	-	100.00
			-	3,100.00	-	3,100.00	3,000.00	100.00	-	100.00

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
241	Building Inspec.	Salaries	-	88,896.00	-	88,896.00	88,858.66	37.34	-	37.34
		Expenses	2,658.27	735.00	3,574.27	4,309.27	1,532.98	2,776.29	110.00	2,666.29
			2,658.27	89,631.00	3,574.27	93,205.27	90,391.64	2,813.63	110.00	2,703.63
244	Sealer	Salaries	-	2,750.00	0.04	2,750.04	2,750.04	-	-	-
		Expenses	-	250.00	(0.04)	249.96	100.10	149.86	-	149.86
			-	3,000.00	-	3,000.00	2,850.14	149.86	-	149.86
291	Emergency Mgnt	Salaries	-	4,500.00	-	4,500.00	4,500.00	-	-	-
		Expenditures	-	1,000.00	-	1,000.00	593.94	406.06	-	406.06
			-	5,500.00	-	5,500.00	5,093.94	406.06	-	406.06
292	Dog Officer	Salaries	-	46,710.00	(6,399.96)	40,310.04	40,310.04	-	-	-
		Expenses	-	9,697.00	6,399.96	16,096.96	7,664.16	8,432.80	3,462.92	4,969.88
			-	56,407.00	-	56,407.00	47,974.20	8,432.80	3,462.92	4,969.88
293	Animal Insp.	Salaries	-	1,500.00	-	1,500.00	1,500.00	-	-	-
294	Forestry	Expenses	-	25,000.00	-	25,000.00	24,336.59	663.41	-	663.41
310	Schools	Salaries	1,736,568.97	11,863,156.00	902,478.71	12,765,634.71	11,201,790.38	1,563,844.33	1,563,844.33	(0.00)
		Expenses	106,976.54	3,722,458.00	941,066.80	4,663,524.80	4,643,981.17	19,543.63	19,543.63	(0.00)
			1,843,545.51	15,585,614.00	1,843,545.51	17,429,159.51	15,845,771.55	1,583,387.96	1,583,387.96	(0.00)
320	Pathfinder	Assessment	-	1,823,467.00	-	1,823,467.00	1,823,467.00	-	-	-

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
423	Snow & Ice	Overtime	-	32,000.00	-	32,000.00	77,664.67	(45,664.67)	-	(45,664.67)
		Supplies	-	178,000.00	-	178,000.00	364,176.76	(186,176.76)	-	(186,176.76)
			-	210,000.00	-	210,000.00	441,841.43	(231,841.43)	-	(231,841.43)
424	Street Lights	Expenses	-	120,000.00	-	120,000.00	99,490.20	20,509.80	-	20,509.80
433	Waste Removal	Expenses	-	21,000.00	2,422.04	23,422.04	23,422.04	-	-	-
435	Ground Water	Expenses	-	27,210.00	(482.45)	26,727.55	10,177.55	16,550.00	16,550.00	-
490	Public Works	Salaries	-	878,155.00	-	878,155.00	853,661.77	24,493.23	-	24,493.23
		Admin. Exp.	-	67,300.00	(1,939.59)	65,360.41	62,710.48	2,649.93	373.36	2,276.57
		Maint. Exp.	-	167,650.00	(1,253.50)	166,396.50	155,541.98	10,854.52	-	10,854.52
		Utilities	-	20,500.00	1,253.50	21,753.50	16,806.68	4,946.82	-	4,946.82
		Capital	-	7,500.00	-	7,500.00	6,500.00	1,000.00	-	1,000.00
			-	1,141,105.00	(1,939.59)	1,139,165.41	1,095,220.91	43,944.50	373.36	43,571.14
491	Other Capital	Capital	-	45,450.00	(45,450.00)	-	-	-	-	-
510	BOH	Salaries	-	65,163.00	200.00	65,363.00	64,568.89	794.11	-	794.11
		Expenses	217.16	7,416.00	5,117.16	12,533.16	11,070.48	1,462.68	-	1,462.68
			217.16	72,579.00	5,317.16	77,896.16	75,639.37	2,256.79	-	2,256.79
523	Human Services	Expenses	500.00	2,000.00	500.00	2,500.00	500.00	2,000.00	-	2,000.00
541	COA	Salaries	-	166,862.00	151.10	167,013.10	167,013.10	-	-	-
		Expenses	-	2,460.00	-	2,460.00	2,389.74	70.26	-	70.26
			-	169,322.00	151.10	169,473.10	169,402.84	70.26	-	70.26

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
543	Veterans	Salaries	-	29,480.00	-	29,480.00	25,651.64	3,828.36	-	3,828.36
		Expenses	-	2,000.00	-	2,000.00	1,387.93	612.07	-	612.07
		Misc. & Ben.	-	264,000.00	-	264,000.00	261,572.35	2,427.65	-	2,427.65
			-	295,480.00	-	295,480.00	288,611.92	6,868.08	-	6,868.08
610	Library	Salaries	-	476,886.00	(26,806.00)	450,080.00	450,079.23	0.77	-	0.77
		Expenses	-	272,644.00	26,806.00	299,450.00	299,450.00	-	-	-
			-	749,530.00	-	749,530.00	749,529.23	0.77	-	0.77
630	Recreation	Salaries	-	19,000.00	-	19,000.00	13,768.87	5,231.13	-	5,231.13
		Expenses	-	10,000.00	-	10,000.00	8,875.66	1,124.34	-	1,124.34
			-	29,000.00	-	29,000.00	22,644.53	6,355.47	-	6,355.47
692	Memorial Day	Expenses	-	3,000.00	-	3,000.00	2,831.95	168.05	-	168.05
710	Debt Principal		-	1,030,875.00	43,800.00	1,074,675.00	1,049,561.86	25,113.14	-	25,113.14
751	Debt Interest		-	362,377.00	1,650.00	364,027.00	358,402.13	5,624.87	-	5,624.87
910	County Retirem. Assessment		-	1,338,739.00	-	1,338,739.00	1,338,739.00	-	-	-

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2016	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2018	Ending Balance
913	Unemployment		-	40,000.00	-	40,000.00	33,902.27	6,097.73	-	6,097.73
914	Group Health Ins		-	4,832,045.00	-	4,832,045.00	4,368,234.17	463,810.83	-	463,810.83
915	Group Life Ins.		-	13,250.00	-	13,250.00	10,836.00	2,414.00	-	2,414.00
919	Medicare		-	235,000.00	-	235,000.00	222,790.77	12,209.23	-	12,209.23
945	Gen. Ins.	Misc.	-	436,000.00	-	436,000.00	422,749.07	13,250.93	-	13,250.93
950	Stabilization Fund	CIP	-	-	125,000.00	125,000.00	125,000.00	-	-	-
970	Transfers Out	Misc.	-	-	10,000.00	10,000.00	10,000.00	-	-	-
Total General			2,015,208.09	32,665,804.00	2,124,998.09	34,790,802.09	32,373,373.55	2,417,428.54	1,781,697.27	635,731.27
	Chery Sheet Assessments		-	-	-	601,158.00	717,516.00	(116,358.00)	-	-
	Intergovernmental - MWPAT Adj		-	-	-	-	148,657.51	(148,657.51)	-	-
	Encumbrance Adj		-	-	-	-	-	-	-	-
	Transfer to Stabilization		-	-	-	-	-	-	-	-
	Transfer Out (to OPEB Trust)		-	-	-	-	-	-	-	-
	Other Transfers		-	-	-	-	-	-	-	-
	Adjusted W/S Total		2,015,208.09	32,665,804.00	2,124,998.09	35,391,960.09	33,239,547.06	2,152,413.03	1,781,697.27	
	MUNIS / Report		2,015,208.09	32,665,804.00	2,124,998.09	35,391,960.09	33,239,547.06	2,152,413.03	1,781,697.27	
	Difference		-	-	(0.00)	-	-	-	-	-

TOWN ACCOUNTANT
FY17 APPROPRIATION REPORT

443	WWTP	Salaries	-	595,332.00	-	595,332.00	592,791.92	2,540.08	-	2,540.08
		Expenses	429.00	958,700.00	80,429.00	1,039,129.00	1,012,381.82	26,747.18	-	26,747.18
		Sewer Maint	-	105,000.00	(30,000.00)	75,000.00	63,716.24	11,283.76	1,782.51	9,501.25
		Capital	120,000.00	127,000.00	120,000.00	247,000.00	131,387.87	115,612.13	100,800.63	14,811.50
		Admin Alloc	-	-	-	-	96,215.00	(96,215.00)	-	(96,215.00)
			120,429.00	1,786,032.00	170,429.00	1,956,461.00	1,896,492.85	59,968.15	102,583.14	(42,614.99)
710	Debt Principal		120,000.00	511,215.00	120,000.00	631,215.00	630,960.45	254.55	-	254.55
751	Debt Interest		-	103,789.00	-	103,789.00	103,785.24	3.76	-	3.76
910	County Retirem. Assessment		-	148,684.00	-	148,684.00	148,684.00	-	-	-
913	Unemployment		-	1,050.00	-	1,050.00	-	1,050.00	-	1,050.00
914	Group Health Ins		-	135,812.00	-	135,812.00	102,185.19	33,626.81	-	33,626.81
915	Group Life Ins.		-	318.00	-	318.00	252.00	66.00	-	66.00
919	Medicare		-	8,049.00	-	8,049.00	7,815.41	233.59	-	233.59
945	Gen. Ins.	Misc.	-	20,000.00	-	20,000.00	-	20,000.00	-	20,000.00
	Total WWTP		240,429.00	2,714,949.00	290,429.00	3,005,378.00	2,890,175.14	115,202.86	102,583.14	12,619.72
	Adjusted W/S Total		240,429.00	2,714,949.00	290,429.00	3,005,378.00	2,890,175.14	115,202.86	102,583.14	
	MUNIS / Report Difference		240,429.00	2,714,949.00	290,429.00	3,005,378.00	2,890,175.14	115,202.86	102,583.14	
			-	-	-	-	-	-	-	

DEPARTMENT OF PUBLIC SAFETY
POLICE DEPARTMENT

From July 1, 2016 through June 30, 2017, the Palmer Police Department answered approximately 19,169 calls for service, which included 1,281 medical related calls. From these calls, 2,210 criminal offenses were recorded and investigated. Additionally, 854 individuals were arrested / summoned / taken into custody. More than 1,468 traffic citations were issued for 1,976 violations. There were 312 traffic crashes, involving 595 operators/occupants, resulting in injuries to 111 individuals. There were two fatal crashes reported during this period. A complete statistical report of the year's activity follows this report.

The department is currently comprised of 19 full time and 5 part time police officers, in addition to 7 full time and 4 part time civilian members.

The department received the following grants during this reporting period:

Traffic Enforcement Grant (Highway Safety Division) - \$10,000 was awarded to target speed, seat belt, red light, drunk driving and other violations in the following HSD mobilizations: Speed and Aggressive Driving Enforcement, Drive Sober or Get Pulled Over, Distracted Driving and Click It or Ticket.

9-1-1 Training Grant (State 911 Department) - \$27,659 was awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - \$37,776 awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

I would like to thank members of our community for their continued support and encouragement, and the members of the Police Department for their service and dedication to our community. I would also like to thank Town Council President Barbara Barry and all of the council members for their ongoing support and dedication, and a special thank you to Town Manager Charles Blanchard, for his continued assistance and support.

I am also grateful to the town's fire departments and fire chiefs, DPW Director Gerry Skowronek, Assistant Director Joseph Sawicki, Rudy Pisarczyk (recently retired) and their staff, and all of the other town officials and staff members for their assistance and cooperation throughout the year.

Respectfully Submitted,

John J. Janulewicz
Chief of Police

OFFENSES (IBR) BY MONTH – FY 2017

OFFENSE (IBR)	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
ANIMAL CRUELTY	1		1			1	1						4
ARSON				1	1								2
ASSAULT AGGRAVATED	5	3	4	3	2	5	1	6	4	4	7	5	49
ASSAULT SIMPLE	19	13	24	10	13	12	7	11	16	13	21	19	178
BURGLARY/BREAKING AND ENTERING	4	4	5	3	3	9	2	5	3	6	5	6	55
COUNTERFEITING / FORGERY	3	2		1	2	2	9			1		1	21
CREDIT CARD / AUTOMATIC TELLER	1	1			1		1	1		0	1		6
DESTRUCTION / DAMAGE / VANDALISM	5	10	8	9	11	11	6	5	3	12	7	11	98
DISORDERLY CONDUCT	15	11	15	12	22	7	3	3	6	18	21	15	148
DRIVING UNDER THE INFLUENCE	9	7	10	10	9	14	4	11	9	9	11	8	111
DRUG / NARCOTIC VIOLATIONS	5	9	9	13	3	9	1	6	1	10	22	9	97
DRUNKENNESS (PROTECTIVE CUSTODY)	8	7	5	7	2	2	4	3	2	9	10	3	62
FALSE PRETENSES / SWINDLE	1	2	1	2	2	3	1	1	3		1	1	18
FAMILY OFFENSES, NON-VIOLENT		2		1		1		2	1		1		8
FORCIBLE FONDLING	1								1				2
FORCIBLE RAPE			3	1	1								5
IMPERSONATION	1	2	1	2		2	1		2	1	1	1	14
INTIMIDATION	11	3	5	5	9	11	4	2	4	4	7	6	71
KIDNAP / ABDUCTION												1	1
LIQUOR LAW VIOLATIONS	1	1	1			1		3	3	1			11
MOTOR VEHICLE THEFT	2		1			1		1		2	2	1	10
PORNOGRAPHY / OBSCENE MATERIAL								1	3				4
ROBBERY									1				1
SEXUAL ASSAULT W/ OBJECT									2			1	3
SHOPLIFTING	5	1	4	2	1	3		2		1		1	20
STOLEN PROPERTY OFFENSES	1	1	1	1	2	1					1	2	10
THEFT FROM BUILDING		6		1	1		2		1	2			13
THEFT FROM MOTOR VEHICLE		1	3	4	2			1	1		16		28
THEFT OF MV PARTS / ACCESSORIES					1				1				2
ALL OTHER LARCENY	2	10	5	6	7	5	4	5	5	2	10	4	65
TRAFFIC, TOWN BY-LAW OFFENSES	64	64	58	65	64	65	57	49	66	69	86	68	775
TRESPASS OF REAL PROPERTY	3	2	1	3	1	2	1	3	1	1	3		21
WEAPONS LAW VIOLATIONS	18	1	1	1		1	1		4	2	6		35
ALL OTHER OFFENSES	16	19	15	26	23	21	26	15	40	14	29	18	262
TOTAL	201	182	181	189	183	189	136	136	183	181	268	181	2210

PRIMARY ARRESTING OFFENSE (IBR) BY MONTH – FY 2017

ARRESTING OFFENSE (IBR)	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
ANIMAL CRUELTY	1					1							2
ASSAULT AGGRAVATED	2	2	1	0	1	1	1	3	0	4	1	2	18
ASSAULT SIMPLE	9	9	9	10	8	5	5	5	11	12	15	8	106
BURGLARY / BREAKING AND ENTERING	1	1				1		4	2				9
COUNTERFEITING / FORGERY	1								2			2	5
DESTRUCTION / DAMAGE / VANDALISM		1	1			3				1	1		7
DISORDERLY CONDUCT	5	4	1	2	4	1		2	3	7	7	8	44
DRIVING UNDER THE INFLUENCE	9	7	10	9	8	10	3	12	9	8	6	7	98
DRUG / NARCOTIC VIOLATIONS		2	4	1	1	5	1	2		6	7	6	35
DRUNKENNESS (PROTECTIVE CUSTODY)	8	7	5	7	2	2	4	3	2	9	10	3	62
FALSE PRETENSES / SWINDLE				1									1
FAMILY OFFENSES NON-VIOLENT		1		1									2
FORCIBLE RAPE			2									1	3
INTIMIDATION	1	2	3	1	2	4	1	1	3	1	3	1	23
LIQUOR LAW VIOLATIONS						1		4	1				6
SHOPLIFTING	5		1	2	1	1							10
STOLEN PROPERTY OFFENSES		1			2	1						1	5
THEFT FROM BUILDING		1					1						2
THEFT FROM MOTOR VEHICLE			1		1							1	3
TRAFFIC, TOWN BY-LAW OFFENSES	20	16	17	18	16	16	26	12	22	19	29	23	234
TRESPASS OF REAL PROPERTY	2			1		2		1		1	5		12
WEAPONS LAW VIOLATIONS	1	1					1			2			5
ALL OTHER LARCENY	1		2	1		1		1	1				7
ALL OTHER OFFENSES	12	15	9	12	10	10	8	11	30	9	18	11	155
TOTAL	78	70	66	66	56	65	51	61	86	79	102	74	854

OFFENSES (IN ARRESTS) BY AGE GROUP – FY 2017

OFFENSES	00-10	11-17	18-24	25-34	35-54	55>	TOTALS
ANIMAL CRUELTY				1		1	2
ASSAULT – AGGRAVATED		1	1	5	9	2	18
ASSAULT – SIMPLE	1	17	17	20	40	11	106
BURGLARY / BREAKING & ENTERING		4	0	3	2	0	9
COUNTERFEITING / FORGERY			2	1	2		5
DESTRUCTION/DAMAGE/VANDALISM		1	1	2	3		7
DISORDERLY CONDUCT		4	7	12	15	6	44
DRIVING UNDER THE INFLUENCE		1	20	32	29	16	98
DRUG / NARCOTICS VIOLATIONS			8	15	10	2	35
DRUNKENNESS - PROTECTIVE CUSTODY			8	15	28	11	62
FALSE PRETENSES / SWINDLE				1			1
FAMILY OFFENSES, NON-VIOLENT				1	1		2
FORCIBLE RAPE			3				3
INTIMIDATION		5	2	4	11	1	23
LIQUOR LAW VIOLATIONS			6				6
SHOPLIFTING			2	6	2		10
STOLEN PROPERTY OFFENSES		1	1	2	1		5
THEFT FROM BUILDING			1			1	2
THEFT FROM MOTOR VEHICLE			1	2			3
TRAFFIC / TOWN BY-LAW OFFENSES		15	51	88	58	22	234
TRESPASS OF REAL PROPERTY		4		4	3	1	12
WEAPON LAW VIOLATIONS			2		1	2	5
ALL OTHER LARCENY		3	1	2	1		7
ALL OTHER OFFENSES		8	34	47	51	15	155
TOTALS	1	64	168	263	267	91	854

WEAPONS INVOLVED IN OFFENSES – FY 2017

WEAPON TYPE	OCCURRENCES	PERCENTAGE
None	1940	87.7
Personal Weapons (Hands, Feet, Etc.)	181	8.2
Other	23	1.0
Blunt Object	23	1.0
Firearm (Unspecified)	14	0.6
Knife, Cutting Instrument	13	0.6
Rifle	4	0.3
Handgun	3	0.2
Shotgun	3	0.2
Drugs / Narcotics	2	0.1
Motor Vehicle	2	0.1
Fire / Incendiary Device	1	0
Asphyxiation	1	0
Total Occurrences	2210	100.0%

Regional Animal Control

Palmer Animal Control is a regional facility providing animal control services for the towns of Palmer and Monson and sheltering services to dogs from the towns of Ware and Warren. The town of Monson reimburses the town \$2 per capita for animal control and boarding services, the towns of Ware and Warren reimburse the town \$1 per capita for their boarding services for a total of \$32,127 in reimbursements.

Dogs brought to the pound are scanned for a microchip and held for seven days, if no owner comes forward; all adoptable dogs are transferred to an approved state rescue. Our facility is heated and air conditioned, dogs have raised beds as well as toys and blankets. We do our best to get dogs home as soon as possible.

The department's officers are on call 24/7, 365 days per year. Officers participate in annual training to keep up to date with certifications and handling techniques.

Officers respond to off-hour emergencies as needed and non-emergency calls are returned during regular business hours. Although Animal Control is a small department, the staff responds to just over two thousand calls a year for the towns of Palmer and Monson.

In addition to "dog calls", the Animal Control Officers respond to calls regarding public safety issues, such as injured cats or wildlife. The Officers offer educational materials and information that is obtained through the Massachusetts Division of Fisheries and Wildlife when issues arise, as well as assessing the situation for human safety.

Massachusetts General Law states that all dogs be licensed; all dogs, cats and ferrets are up to date on rabies vaccines. The department provides a low cost rabies vaccination and micro-chip identification clinic for the public yearly.

Dog License Statistics for 2017:

Palmer: 1116

Monson: 812

Registered Kennels - The state requires owners of four or more dogs be registered. Inspections are done yearly.

Palmer – 10

Monson – 8

Please don't hesitate to call or email the department with questions or concerns. 413.283.5837

Respectfully Submitted,
Wendy LeSage

Department of Public Works

In January, using Chapter 90 funding, the town had repair / rehabilitation and reconstructions (bridge curbing) done on the Main Street Bridge in Three Rivers over the Quaboag River. Tighe and Bond and SPS New England were awarded the contracts with the assistance of MassDOT. Chapter 90 funding also was used to upgrade the Park and Central Streets intersection with new traffic lights and pedestrian crossing signals.

Ten snow storms hit our town beginning on December 16, 2016. Approximately 63" of snow fell in Palmer until April. The most significant storm was "Stella" a N'easter on March 14th dumping over a foot of snow in Palmer and across the region. A total of 547 yards of sand and 2,536 tons of salt was ordered during the winter months.

Funds were appropriated to purchase solar powered flashing pedestrians crossing signs that were installed in Bondsville for the Endelson Playground crosswalk. New Hi-Vis signs were bought and installed throughout town as well.

Spring brings the seasonal work of street sweeping, roadside mowing and pothole patching that stretches into the summer months as well. Crews painted crosswalks, stop line and turn arrows throughout town.

Burlingame Road, Peterson Road, Smith St, Old Thompson and Country Lane were the roads that were rehabbed with Chapter 90 money this summer.

The Parks Division crew strives to keep all 25 fields and parks, school grounds and play areas looking there best for all residents to enjoy.

The Cemetery Division continues to work as the caretaker of all town owned cemeteries to look their best throughout the year and especially for Memorial Day.

The DPW continues to be proactive in all our divisions by keeping newly updated daily work logs, vehicle and ground maintenance logs.

As always, the DPW cannot do all our work without the continued support of the town council, town manager and all the other department that assist us throughout the year.

Thank You!

Respectfully submitted,

Joseph Sawicki
Asst. DWP Director- Operations

PALMER WATER POLLUTION CONTROL FACILITY

Capital improvements at our facilities and collection system continue on a yearly basis. Fiscal Year 2017 replacement of the old stand by generator at pumping station #5. New flow indicators have been installed in five (5) pumping stations. Engineering work is being completed for a new scum concentrator at the main plant. A new inline grinder was installed for the scum as well.

Palmer now has new regulations from the 2003 Draft Permit U.S. EPA Municipal Separate Storm Sewer System (MS4) that pertain to stormwater. The WPCF has become part of the town wide team to tackle these new unfunded mandates. The new permit becomes effective on July 1, 2018.

I would like to thank my staff at the wastewater treatment plant and the sewer division for their dedication, cooperation, and professionalism that they demonstrate daily.

Respectfully submitted,

Ken Lord
Assistant Director – Wastewater

PALMER PUBLIC LIBRARY

Introduction

For six weeks, during the Summer Reading Program in July and August 2016, the library offered a free lunch two days each week to children age 18 and under. 432 kids ate a bag lunch supplied by the Monson schools as part of the nationwide Summer Food Service Program of the U.S. Department of Agriculture, available to communities in which at least half of the children live in families with incomes at or below 185 percent of the federal poverty level. Through the summer lunch program many libraries across the country ensure that all children in their communities may receive a nutritious lunch when school is not in session. Stephanie Maher, Youth Services Librarian, organized and implemented the free lunch program at the library, which was such a success that during the summer of 2017 Stephanie expanded it to four days each week for five weeks with the assistance of volunteers from the Second Congregational Church. 540 meals were served to children during the second summer.

The summer lunch program is an excellent example of the library's growing involvement in serving the community and its residents in new ways. In addition to regular library services and programming, the Palmer library meets the needs of community organizations for meeting spaces, partners with other town groups, such as the Domestic Violence Task Force and Palmer Redevelopment Authority, to support their important initiatives, and functions as a Main Street storefront for the town and a good neighbor to the businesses of Depot Village.

Charitable Work and Outreach

The library engaged in a number of charitable endeavors to support community organizations:

- hosted Red Cross blood drives in October and February;
- accepted donations of warm clothing on behalf of the Three Rivers Firefighters Association Ladies Auxiliary;
- accepted donations to the Abel R. Santos Pajama Drive;
- collected 261 pounds of food for Palmer Food Share during Food for Fines in December;
- provided a home to the Palmer Domestic Violence Task Force's Angel Tree, encouraging people to donate gifts for children and moms who were survivors of domestic violence;
- collected donations of supplies and backpacks to be given to homeless people during a second year of "Backpacks for the Homeless," a project of the Nipmuck Youth Council at Ware High School;
- collected toys and winter clothing for the Palmer Lions Club Toy Drive;
- collected pajamas for the annual Boston Bruins PJ drive;
- and assisted with a survey of local veterans' needs by the Brookfield Institute.

Every month Sandy Burke, Outreach Librarian, used the library's outreach van to deliver books and other materials to homebound citizens. Richard Clark, Assistant Youth Services Librarian, drove the van to events around town, setting up a booth to promote the library at Bertera's Child Safety Day in July; National Night Out in the parking lot at Town Hall in August; a Recreation

Department concert in Three Rivers, also in August; and Celebrate Palmer, at which librarian Ashley Ngan donned a Garfield costume on the hottest afternoon in August and entertained children and adults passing by the library's booth.

Rich also arranged for the library to participate in the Boston Bruins Pajama Drive to benefit kids and teens in need. The Bruins donated prizes for participating libraries, and Palmer won an autographed 2016-2017 Bruins hockey stick, which Rich awarded to the lucky winner of a raffle based on a treasure hunt for tiny paper hockey sticks in the library.

As Library Director I attended monthly Quaboag Regional Transportation Committee meetings at the Quaboag Valley Community Development Corporation in Ware, and represented the library at monthly Three Rivers Chamber of Commerce meetings. At the Ware Business & Civic Association in November, and at the Sixteen Acres Library in June, I gave presentations on the Massachusetts Department of Transportation's proposal to restore passenger rail to Palmer. I attended monthly meetings of the Palmer Redevelopment Authority (PRA), advocating for downtown planning to improve Main Street by encouraging pedestrian-friendly development focused on future restoration of passenger rail. In December the library hosted the PRA's Holiday Open House in the Community Room.

Meeting Spaces

Use of the library's three public meeting rooms increased over the previous fiscal year, as a variety of civic and nonprofit organizations booked space for 991 meetings. In May Palmer Fire District #1 held its annual meeting and election in the library's Community Room. Also in May Town Council hosted a Community Meeting at the library. The Home School Meet Up continued to use the Community Room on Monday mornings. In addition to the many local groups who met in our building, proximity to the Massachusetts Turnpike made the library a destination for groups needing a convenient central meeting location in the state. Ashley Ngan deserves great credit for managing the library's room bookings, in addition to her many other responsibilities as Borrower Services Librarian.

The library was fortunate to have artist, poet, and volunteer Denise Fontaine-Pincince continue to book monthly art exhibits in the Community Room. Among many notable exhibits, Palmer native Greg Rogers displayed his paintings in the Community Room gallery space during the month of November.

Programming

The free lunch program during July and August intentionally coincided with the busy weeks of the Summer Reading Program, during which young children attended story time twice a week with Stephanie Maher, and families enjoyed puppet shows, singing, storytelling, video game-making, an historical demonstration of swordsmanship, and other entertaining educational programs offered each week by various performers.

In October the library brought together Palmer town officials and planning consultants for a site walk of the proposed location of a downtown rail stop for intercity passenger train service. The

following week the three planners gave an evening presentation for the public focused on transit-oriented development, which has the potential to transform Palmer's downtown business area during future development of a suburban station on the Northeast Corridor's Inland Route between Boston and Springfield.

The library also partnered with the Senior Center, assisting with publicity for an Alzheimer's program in October.

Rich Clark's bingo programs attracted many younger kids throughout the year, starting with the well-attended Halloween Bingo for "Boys and Ghouls Grades K-6," continuing with Holiday Bingo, and concluding with Spring Bingo during school vacation week. The library also offered kids and families a return round of Mobile Mini-Golf in June. In addition to regular story time throughout the year, Stephanie Maher entertained very young children (toddlers to age 2) with holiday-themed story times. Joanne Szelag, Adult Services Librarian, arranged for a holiday sing-a-long for families on a Saturday in December.

Thanks to a generous memorial donation from Jane Harrington and her family, the first annual children's program in memory of former library trustee and friend Pat Donovan was held on a snowy evening in October. David Hyde Costello read his new book about Halloween, entertained the kids with a puppet show, and drew a monster with the assistance of the audience. Every child left with a drawing personalized by Mr. Costello.

Joanne Szelag arranged many programs, including lectures on the Election of 1912 and JFK by Donald Blais, Gregory Maichack's pastel-painting workshop, a series on diabetes, a chocolate tasting, four weeks of yoga classes with local instructor Joanne Murphy, and a series of programs, in collaboration with the Monson and Wilbraham libraries, honoring the bicentennial of the birth of Henry David Thoreau. There were author talks by Tommy Shea, Garry Brown, Katherine Anderson, Ed Orzechowski, Tzivia Gover, and Stephen Robert Katz. Musical performances included the Kerry Boys performing Irish music for an audience of eighty people in March, and Palmer musician Tony Valley performing in honor of National Library Week in April. In May the library purchased five ukuleles for checkout by patrons, and offered a series of ukulele lessons.

Matthew DeCara, Young Adult Librarian, once again organized Blind Date with a Book for February in the library's display space, encouraging readers to broaden their horizons by trying new authors and titles without knowing in advance what books they had checked out! Matthew also organized creative programs throughout the year in which kids decorated cupcakes and made candy sushi. On the first Saturday in August he held a video game tournament. The Role Playing Group and Anime Club, popular with young adults, continued to meet year-round.

Helene O'Connor served our mystery readers very well, continuing the popular monthly Wicked Wednesday Book Club. The library's other adult book club, Tuesdays with Joanne, met monthly to discuss contemporary fiction or nonfiction titles.

The library's chess master William Nolte continued the weekly chess club at the library, and presided over monthly tournaments on Saturdays during the school year. Since the Community

Room is now home to chess in Palmer, the library installed a pair of plaques celebrating many decades of winners of the Palmer Scholastic Chess Tournament.

In June the Old Mill Pond kindergartners came to the library for an orientation and received their first Palmer library cards (if they didn't already have one). Stephanie Maher led larger-than-usual story times in the Community Room.

Number of children's programs	69
Attendance at children's programs	2,180
Number of young adult programs	65
Attendance at young adult programs	474
Number of adult programs	55
Attendance at adult programs	844

Personnel, Interns, and Volunteers

Andrew Simeone, the library's new Assistant Director, joined the staff in January. Andrew received his MLS from Simmons College in 2016, and has held progressively more professional positions in public and academic libraries since his first experience as a library page in 2008.

The library hired Michelle LaRose as a permanent part-time library assistant in October. In the past Michelle volunteered at Old Mill Pond Elementary School, and also at the library, and she worked as a temporary circulation assistant at the library in 2014-15. Staff and patrons alike were very happy to have Michelle return to work in Palmer after a year working at the West Springfield library.

Staff and patrons were also pleased when Cindy Kowalczyk returned last summer as a library assistant to cover circulation desk hours, filling in for an employee on FMLA leave. The library then hired Cindy this June to work again during the busy summer season at the circulation desk.

During the fall Westfield State University student Emily Jones interned at the library during her final semester before graduating in December and starting library school in January. In December Holyoke Community College student Elycia Hood volunteered at the library to fulfill a requirement of her human services class to serve at a community organization.

The library is grateful to all who volunteered their time this year, making it possible for us to do even more for the community.

In April the library reached a new three-year bargaining agreement with AFSCME Council 93, representing library staff.

In recent years the library has also been fortunate to have Monique Vadnais as our principal custodian. Monique works for Pride Cleaning Contractors, a Bondsville company, and she performs her job at the library to the same high standards as the regular staff, always going the

extra mile to make the building look its best and to identify anything requiring maintenance or attention.

Budget

In FY17 the town appropriated \$749,530 for the library's operating budget, a 3% increase over the FY16 budget. The town was granted its 8th consecutive waiver of the Municipal Appropriation Requirement (\$812,953 in FY17 for Palmer) by the Massachusetts Board of Library Commissioners (MBLC). Included in the town's budget appropriation was the amount of \$107,933 for purchase of materials for the library's collections. This amount satisfied mid-level compliance with the Materials Expenditure Requirement of the MBLC at 14.4% of the total appropriation.

Last summer and fall Victoria Knolton, the library's Business Manager, worked with members of the Finance Committee and representatives of Country Bank to update account information and upgrade the library's accounts to take advantage of improved rates of return for business customers. Each year with no fanfare, in addition to handling the library's daily finances, Vickie singlehandedly completes the detailed State Aid financial report, and also ushers the library's well-kept books – physical and digital – through a rigorous financial review by an independent accountant.

In FY17 the library's electricity costs were lowered thanks to solar credits applied from the town's agreements with SunEdison for net metering of energy from the Baptist Hill I and Baptist II solar farms.

Library Association and Board of Directors

At its annual meeting in October, the Palmer Public Library Association presented the Mary M. McManus Award to two people in recognition of their service to the young people of Palmer: Candy Swiatlowski of Operation Friendship, an organization which has brought teenagers from around the world to live with host families in Palmer; and Stephanie Maher, the library's Youth Services Librarian, for initiating and organizing a U.S. Department of Agriculture free summer lunch program for children at the library.

The Association presented the Robert M. Sullivan Award, recognizing exceptional service to the library, to Michael Moran, emeritus member of the Board of Directors.

The library recognized Susie Varjabedian for her twenty-five years of service as a Page.

The Association elected Jaye Cotter, Jayne Heede, Mary Rogers, and Kelley Sasur as new members of the Board of Directors, and also chose this year's officers: Cynthia Melcher, president; Sara Sibik, vice president; Kayla Hopper, secretary; and Barbara Martowski, treasurer.

Friends of the Library

With funds earned through book sales at the Library Loft Used Book Store on Park Street, the Friends of the Palmer Public Library provided generous financial support for children's programs.

Patron Use of the Library

The library has joined other C/W MARS libraries in acquiring Boopsie, "the app for libraries." Patrons download this app onto their Android and Apple phones to connect easily with many digital library resources, including the Evergreen catalog, OverDrive eBooks, and full-text databases.

This spring Helene O'Connor, Collection Development Librarian, implemented the acquisitions module of the Evergreen catalog, improving tracking of orders and accounting of expenditures.

Under the leadership of Andrew Simeone, Assistant Director, the library staff completed revisions of the library's Circulation Policy and Rules of Conduct Policy, which will now be reviewed by the Board of Directors. In June, after much research by Matthew DeCara and thorough discussion by library staff, the library began a summer trial of a fine-free policy, which will be evaluated by staff and the Board of Directors this fall.

Number of registered borrowers	8,309
Total attendance at library	70,202
Items received from other libraries for our patrons	12,454
Items provided to other libraries for their patrons	21,563
<i>Library materials borrowed by our patrons:</i>	
Books	62,273
Print magazines & newspapers	1,834
Audio (CDs, Playaways, etc.)	10,105
Video (DVDs, VHS)	33,343
Ebooks	3,790
Downloadable audio (books, music, etc.)	1,747
Downloadable video	49
Materials in electronic format (CD-ROMs)	2,478
Miscellaneous (kits, museum passes, etc.)	354
TOTAL	115,973
Number of reference transactions	7,269
Number of users of public wireless access	8,166

Collections

A great deal of behind-the-scenes work occurs in libraries in order to prepare material for use by patrons. At the Palmer library Amy Golenski, Cataloging Librarian, adds all new materials to the

Evergreen catalog, and sometimes must deal with entirely new categories, such as laptops and ukuleles. After items are cataloged, Sandy Burke is the technical services librarian who processes all the material before it is made available for checkout or use in the library.

<i>Library holdings by type of material:</i>	
Books	54,885
Volumes of print magazines & newspapers	1,631
Audio (CDs, Playaways, etc.)	8,453
Video (DVDs, VHS)	6,637
Ebooks	77,572
Downloadable audio (books, music, etc.)	13,181
Downloadable video	1,229
Materials in electronic format (CD-ROMs)	481
Microfilm	209
Miscellaneous (kits, museum passes, etc.)	168
TOTAL	164,446

Fundraising and Donations

The library has been fortunate that local businesses regularly provide us their services at no cost. In November Northern Tree Service sent a bucket truck to place wreaths, given anonymously by a generous donor, on the library façade. Capitol Cleaners washed the Youth department’s bean bag chair covers, and dry-cleaned and mended the Community Room tablecloths.

Seventy-three people came to the 12th annual Poetry Pageant on April 5, organized and emceed by stellar volunteer Denise Fontaine-Pincince. Twenty-seven readers and sponsoring organizations donated \$25 each to read poems on this year’s theme of friendship, and proved they were true friends of the library by contributing a grand total of \$675. Local restaurants generously donated gift certificates that were raffled off by expert fundraiser Paul Wisnewski to lucky winners in the audience. Among the readers were two students from Old Mill Pond Elementary School, two Converse Middle School students, two Palmer High School students, and three students from Pathfinder Regional Vocational Technical High School.

Valley Gives Day was held on May 2 this year. Supporters donated \$1,052 to the library, which also received a \$250 grant from the Lochridge-Watkins Charitable Foundation as a prize.

Students in the Innovations Club at Pathfinder Regional Vocational and Technical High School began work on a redesign of the library website. In June Valerie Wlodyka, Pathfinder librarian, brought two of the students to the library, accompanied by Pathfinder officials, to present the preliminary redesign to library staff members.

Carpentry students in Matthew Rickson’s class at Pathfinder built a display case for the Union Station model acquired in memory of Walter Haggerty.

Tenants and Collaborators

The library rents space to River East School-to-Career, a nonprofit business and education partnership providing students with work-based learning experiences at local companies. The library also rents space to Top Floor Learning (TFL), a nonprofit adult literacy organization that provides basic adult education services, including HiSET preparation and testing, an ESL program, citizenship preparation, and basic computer literacy instruction. Both organizations and the library benefit from this arrangement by supporting each other's programs, including TFL's annual May Basket raffle on the first floor of the library.

Respectfully Submitted,

Benjamin R. Hood
Library Director

ANNUAL REPORT OF THE PALMER PUBLIC SCHOOLS – 2016-2017

The Palmer Public Schools enters the second year of its District Improvement plan led by Superintendent Patricia Gardner. Our shared vision states that “Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment.” Through this plan, the district is guided by the following three key objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

Projected enrollment for the 17-18 School Year; Old Mill Pond School (grades PK-5) approximately 700 students, and Palmer High Schools (6-12) approximately 730 students.

Palmer High School

The class of 2017 received their diplomas on June 4th at Palmer High School. Eighty-four seniors matriculated with 84% attending either a 4-year or a 2-year college, 55% immediately to

a 4-year college, 29% to a 2 year college, 7% will enter the military and 8% heading to the work force. The top twenty seniors in the class were honored and recognized by the Palmer Rotary Club at the annual Student Achievement Luncheon. The Rotary presented three \$1000.00 scholarships at the luncheon. Seniors were rewarded for their years of hard work, effort, and academic success at the Annual Awards and Scholarship Night where over \$50,832.00 was awarded in scholarships. Forty-eight different local families, organizations, and businesses presented 110 individual scholarships to 34 of our seniors. Academic and athletic awards were presented to seniors and underclassmen during the Annual Class Day Ceremony, held on June 2nd. We sincerely appreciate the generosity extended to our seniors by the numerous individuals, families, and organizations of Palmer.

During the 2016-2017 school year, the Palmer High School continues to be designated as a level 3 school by the Department of Elementary and Secondary Education based on the 2016-2017 MCAS results. The 2016-2017 MCAS Results are as follows: 82% of the 8th grade and 96% of the 10th grade passed the ELA portion of the MCAS, 25% and 92% of the students respectfully were in the proficient or the advanced categories. In Math 75 % of 8th graders and 96% of the 10th graders passed the MCAS, with 29% and 80% receiving advanced or proficient scores respectfully. On the Science and Technology MCAS 67% of the 8th grade passed the Science MCAS with 26 % receiving advanced or proficient scores. In the 9th & 10th grades, 97% of the students passed the Introduction to Physics MCAS with 62% of the students receiving advanced or proficient scores.

The Advanced Placement Program continues to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). An overwhelming number of students participated in our Advanced Placement program. Out of a possible 163 students (total enrollment 11th/12th), 93 students enrolled with 62 students taking 91 AP tests, resulting in 46 students receiving qualifying scores. This Sustaining Partnership program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Along with the AP program, we also had 1 student participating in full time Dual Enrollment programs at Holyoke Community College.

Participation in the Gateway to College program at Holyoke Community College provided six students, who were at risk for dropping out, with the opportunity to complete their High School Diploma as well as acquire college credits. Three of our Gateway to College students graduated, accumulating college credits. This was the sixth year of its implementation and we look forward to our continuing partnership. Through our School-to-Career Program in partnership with the River East School-to-Career Program, we provided the opportunity for work based experiences for 76 upperclassmen. Our students were able to gain hands-on experiences in teaching, nursing, accounting, law, economics, marketing and architectural design. We continue to expand and appreciate our partnerships with local businesses. They are an integral part of our success.

Palmer High hosted a myriad of events and celebrations, September Open House for parents, National Honor Society Induction Ceremony, National Spanish Honor Society Induction Ceremony, Lions Club Speech Contest, Credit for Life Country Bank Financial Literacy, and Spirit Week with the culmination of ABC Honor Roll Live. In honor of College and Career Awareness Month in October, we sponsored a College Fair in conjunction with a myriad of

activities that focused on college, military, trade schools and career readiness, 110 schools shared information about their Colleges and Universities with the juniors and seniors. We offered a second semester Open House in January. For the sixth year, a team of Palmer High School students competed in “As Schools Match Wits”. Our Music Department performed at various events throughout the year: Eastern States Exposition, the Fall Concert, Festival of Bands and Choruses in December, the QVMEA Concert hosted here at Palmer High School, the Spring Concert, and the Memorial Day Parade. We sent four representatives, two each, to the Massachusetts Boys and Girls State for 2017 hosted by Stone Hill College. The Life Smarts Team made Nationals that were in Philadelphia. The Palmer High School hosted the Step-Up Day for our incoming 6th, 7th, & 8th graders. In strengthening our bond with the senior community, PHS celebrated National Grandparents/Grand Friend week with visitation to classrooms, and hosted a Grandparents/Grand Friend Thanksgiving luncheon and was entertained with a concert in the auditorium.

Several of the athletic teams achieved milestones for the 2016-2017 school year. The Boys’ Soccer Team made playoffs and Cross Country made Western Mass for the fall season. Boys’ Basketball Team was runner up for States, Individual swimmers qualified for Western Mass, and the Hockey team made playoffs for the winter season. Individuals for Boy’s Track qualified for Western Mass, the Baseball Team made playoffs and the Tennis Team all qualified for post season play for the spring season!

The Palmer United Booster Club and the Music Boosters were very active during the year. There were several fundraisers conducted, as well as recognition banquets for the student athletes and music students. Special thanks are extended to the members of both clubs for their time, hard work, and creative ideas for the benefit of the student body!

The administration team worked to incorporate the District Wide Goals as part of the three-year school improvement plan that serves to compel the school in the decision-making process. The vision for the Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment. The three objectives are effective instruction, engaged learners, and rigorous curriculum. We appreciate and applaud the contributions of our staff members, parents, and community members in promoting lifelong learning skills and making a difference in the lives of our students.

Converse Middle School

The 2017 school year was a year of continued growth and commitment to the learning and success of every student in grades five, six, and seven including their success on the MCAS. Grade 5 moved to Old Mill Pond Elementary School at the start of the year. Students in grade six were tested in ELA Reading Comprehension and Math, and grade seven students were tested in ELA Reading Comprehension, ELA Long Composition and Math. Converse continued to maintain ‘Level 2’ status as assigned by the Massachusetts Department of Elementary and Secondary Education.

The Cougar's Den after school program continued to be both a successful and valuable resource to many Converse students. Students have the opportunity to stay for an extended day that provides them with the opportunity for extra help, study centers, as well as a variety of educational and fun learning opportunities. The Cougar's Den staff has been supportive of the learning needs of Converse students in their design of specific math and ELA goals. Funding is a critical issue for this program – they have continued to seek out fundraising and grant opportunities to maintain their level of support to the students. The support of the community has meant a great deal to the Cougar's Den program, Converse students and their families.

Converse was proud to recognize retiring educator Ms. Sandra Noonan as the Pioneer Valley Excellence in Teaching Award winner this school year. This award recognizes educators for the work they do every day to support student learning. While Ms. Noonan will be missed, based upon her many years of service to the Town of Palmer and its children, the award was very well-deserved.

On June 30, 2017, Converse Middle School closed its doors as a school and the 6th & 7th grade transitioned to the High School at the start of the 2018 school year. While the building will no longer be used as a school, the district made every effort to preserve and carry over many artifacts and traditions to their new home on the 4th floor of Palmer High School.

Old Mill Pond Elementary School

2017 saw many changes at Old Mill Pond Elementary School. Principal Jacqueline Haley retired at the end of the school year after serving as the Principal of the school for six years. Mrs. Haley left behind a legacy of strong curriculum development, professional development opportunities, and leadership. One of her greatest accomplishments was to successfully move the school from a Level 3 to a Level 2 according to the Massachusetts Department of Elementary and Secondary Education's accountability status. This is a major accomplishment for both Mrs. Haley and the staff at Old Mill Pond and represents their dedication to their students. Mrs. Haley's dedication to the staff, students, and families of Old Mill Pond is greatly appreciated and will be missed by all.

Mrs. Carolyn Wallace became the new Principal of Old Mill Pond on August 1 2017. Mrs. Wallace has been an educator for 24 years and an elementary school principal for 14 of those years. She has worked in schools in Western and Central Massachusetts during these years and has gained knowledge in collaborative leadership, curriculum and instruction, and the development of trauma sensitive schools that support all learners. It is exciting to have her join the leadership team of the school and the district.

A major event for Old Mill Pond was the purchase of new rugs for all of the classrooms in the building. This was a major construction project that took place over the summer. Mr. Steve Muniec supervised this project and made sure that all classrooms were done in time for the first

day of school. He is to be thanked for his patience and dedication as he moved this project to its completion. The building is beautiful with its new carpets.

This year grades 3, 4, and 5 participated in the annual MCAS testing. This was the first year that MCAS Next Generation tests were used across the state. This updated test represents the first major revisions to the scoring of these high-stakes tests since they began. The actual questions of the test have always been revised on an annual basis but this year the actual scoring of the questions was also revised. These revisions meant a new reporting system and a different set of scores to understand as we move toward student improvement. This was also the year that grade 4 took the MCAS test online. This was an exciting and challenging year for our MCAS testing.

The 2017-2018 school year is year two of the District's three-year improvement plan. The School's Improvement Plan is tied directly to the goals of the district. This has allowed us to move more deeply into the goals of effective instruction, engaged learners, and rigorous curriculum. The two major initiatives supporting this work are PBIS and Focused Schools. The first is planning and implementing a Positive Behavior Intervention Support program (PBIS). PBIS is a research based school wide behavior system that focuses on building school wide expectations, a common language around these expectations, and acknowledgements for students when they meet these expectations. One small piece that has already been successful is the introduction of Class PAWS. Classrooms receive a Class PAW from any adult in the building when they are meeting our expectations of the 3 R's - being respectful, responsible, and ready to learn. These acknowledgements have helped students be successful in all areas of the school. The second initiative is to work with a consultant from Focused Schools to determine a single, school-wide academic focus for increasing student performance and success. Three of the four ½ days are dedicated to this work as part of our District and School Improvement Plans.

Finally, we have been very fortunate again this year to have strong support across the school from our active PTO called OMP PAWS. There have been many fun activities across the year run by our OMP PAWS including a playground mulch and clean up party, Trunk or Treat, Polar Express Night, and Family Swim nights. All of these activities bring families together as a school community for the support of our students. We have also been very fortunate that the PTO has actively supported the improvement of our playgrounds through their fundraisers and their hard work by repairing the playscapes, bringing Peaceful Playgrounds back to our school, working on getting sunshades, and using their Campbell Soup points for new equipment. Thank you!

2017 was a very successful year and Old Mill Pond and we look forward to 2018. Thank you to the whole community for all of your support!

Special Services

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students English Proficiency and providing appropriate services.

The Palmer Public Schools are an Early Childhood through Grade 12 School District and is a member of the Pathfinder Regional Vocational-Technical School District. It offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing service through graduation, including providing transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills, behavioral support services and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

Our Special Education enrollment is currently 311 students. The school system continues its effort, on the part of each of the schools, to meet children's needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language based learning needs, Autism, intellectual delays, physical handicaps and emotional disabilities. Each school offers life skills curricula and support for social-emotional development and therapeutic supports.

State and federal grants continue to assist in defraying some of the costs of special education. The Federal Special Education Grant 240 (94-142), funds the cost of instructional curricula, equipment, assistive technology needs, and contracted services. The State Early Childhood Grant, 262 and 298, provide Occupational Therapy supports, curriculum, assessment and screening services to children, enrolled in private preschool programs and other early childhood age groups. Grant 274 provides funding for special education improvement through professional development.

From the Department of Student Services, the 2016-2017 school year was one of continued program improvement and development in the area of program design and curriculum. The district completed a Coordinated Program Review (CPR) and has received the results, completed the corrective action plan, and is committed to bringing tiered systems of support, an improved pre-referral process, enhanced structures and supports for IEP writing, and improved outcomes for our students with disabilities and our English language learners.

Facilities

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings, school bus transportation services, facility rentals and improvements. This year, the Facilities department took on the significant role of moving all of the Converse Middle School classrooms and offices to space in Palmer High School. This

incorporated thousands of person-hours of labor moving, cleaning, and painting to have the High School prepared for students and Converse “broom ready” for any potential occupants.

The buildings and grounds are in use virtually 7 days a week and well into the late evening by many civic and private groups in addition to the school programs. It is important to recognize the hard work that various Town departments perform on the school grounds in addition to providing many ancillary services. Special thanks this year to the Palmer Police Department who have responded all of our requests and concerns with the utmost urgency while maintaining an outstanding level of professionalism and empathy for our students and staff in times of need.

Summary

Palmer Public Schools is functioning as a Level 3 School District due to past performance regarding the Massachusetts Comprehensive Assessment System (MCAS). It is important to recognize, however, that district level is a direct function of its lowest performing school; Converse Middle School has consistently been Level 2 and Old Mill Pond attained this status at the start of the 2017 school year. While Palmer High School has continued to be considered Level 3, the district has placed additional focus and resources with hope of improving upon this in the coming years. Significant professional development and teacher learning opportunities have been directed at the core objectives of the District Improvement Plan which as: Effective Instruction, Engaged Learners, and Rigorous Curriculum. The district has further incorporated items from its recent Special Education Coordinated Program Review as districtwide initiatives, extending them beyond simple compliance and into meaningful action items to improve all student learning. Additional information and detailed test scores can be found on the Palmer Public Schools’ website by clicking on the Office of the Superintendent link.

The School Department budget has met the minimum requirement the last three fiscal years and expects to meet it again in FY18. Grants and Special Education reimbursement programs continue to provide much needed additional funding; however, due to federal and state cutbacks, these sources are largely stagnant. The addition of a Charter School in Sturbridge redirected funds away from the schools in the FY18 budget and it is anticipated to remain a factor. School choice has remained level with no significant changes in both choice in and choice out.

The School Committee, administration, faculty, and staff remain committed to the children of the Palmer Public Schools. Every effort has been made to provide our students with a safe, clean and engaging school environment. We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,
Palmer School Committee

Andrea Mastalerz, Chair
Lisa Murray, Vice Chair
James Lynch, Secretary
David M. Lynch, Member
Gary Blanchette, Member

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

The Pathfinder Regional Vocational Technical High School District Committee presents this report to the citizens of the District. In the November 2016 state elections, incumbents David Droz (Palmer) and Francesco Dell’Olio (Belchertown) and Jeffrey Nelson (Oakham) were re-elected. Thomas Rugani (Warren) retired, resulting in a vacancy for the town of Warren. That position will be filled through a joint meeting between the Warren Board of Selectmen and the Warren members of the Quaboag Regional School Committee. The position of Student Member is also currently vacant but should be filled by the end of January. Michael Cavanaugh and David Droz, both of Palmer, will continue as chairman and vice-chairman, respectively. Lorraine F. Alves will continue to serve as secretary.

CURRICULUM

Based on the most recent MCAS scores, Pathfinder has continued to improve on narrowing the proficiency gaps, showing an increase in the graduation rate and a decrease in the number of dropouts for the school year 2015-2016. However, Pathfinder has been designated as a “Level 3” school by the Department of Elementary & Secondary Education. This designation means that, despite the improvement in MCAS scores, there are subgroups of the student population (*e.g.*, students with special needs; students with disabilities) that have not made sufficient progress toward “Proficiency” as expected by the Department of Elementary & Secondary Education.

As one strategy to increase academic rigor, honors level courses have been added in all core academic areas in the 9th grade programs. In addition to the honors programs, on-line learning has been encouraged to provide additional academic offerings that will ensure students’ continued academic success. Advanced Placement courses have also been added to the Program of Studies for the school year 2015-2016. AP classes offered include: Language and Composition for students in grades 11 and 12; Computer Science; U.S. History; and Calculus. Pathfinder plans to increase its AP offerings to include AP Literature and Composition in the school year 2016-2017.

Students have been given glimpses of major events into our country’s history through the efforts of Shaun Moriarty of the History Department. He has engaged survivors of the Holocaust to share their experiences during that period, and he brought a group of Civil War Reenactors to give demonstrations on a make-shift battlefield outdoors. Most recently, Mr. Moriarty and some senior students were featured on the news for the newest endeavor, *The Pathfinder Penny Project*. Students in the senior Holocaust and Human Behavior classes are attempting to collect 6 million pennies, to represent the 6 million lives lost in the Holocaust. So far they are making amazing progress toward their goal! The money made will be donated to a Holocaust or genocide-related charity, and some of the proceeds will fund a class trip to the United States Holocaust Memorial Museum in Washington D.C. later this year.

Pathfinder has continued to make advancements in technical offerings as well. All fifteen career areas have adopted the most recent state frameworks. Vocational staff continue to review all areas of the curriculum and participate in professional development opportunities to ensure they remain current in all areas of instruction.

2016 SKILLS USA

Pathfinder is a “Total Participation” school, and all students are registered with both the state and national SkillsUSA organizations. Two years ago, Pathfinder was moved to the District 5, Central District, because of proximity to Bay Path Regional Technical School in Charlton, and also to make room for two more schools that joined the West District Region. This change has resulted in a significantly more competitive environment for Pathfinder contestants.

The District 5 Qualifying Competition was held at Bay Path Regional Technical High School, in Charlton on March 9, 2016. Pathfinder brought 112 students to the event, competing in 30 different areas. The results netted the students 21 medals, including 9 gold, 8 silver, and 4 bronze. Medal winners represented the CAD/Drafting, Machine/Manufacturing shop, Collision Repair/Refinishing, Electrical, Electronics, Cosmetology, Health and HVAC shops.

The State SkillsUSA Competition was held the weekend of April 28– 30, 2016, at the Best Western Royal Plaza, in Marlboro, and at Blackstone Valley Regional Technical High School in Upton. Pathfinder entered 20 students who had qualified at the District level in 8 trade areas, and an additional two students who competed in the Principles of Engineering Technology phase that had no qualifying event. The results netted Pathfinder 1 gold medal in CNC Turning, 1 silver medal in Automotive Refinishing, and 2 bronze medals areas in CNC Milling and Principles of Engineering, respectively. Jordyn McCorkindale , CNC Turning, qualified for the National SkillsUSA Competition held in Louisville, KY, during the last week of June. She earned a 5th place finish.

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

Electrical:

- Palmer Public Schools: Students completed the installation of a radio transmission antenna.
- Town of Belchertown: Students installed new LED lighting throughout the Belchertown Housing Authority building.
- Palmer Police Department: Students refinished a Ford Interceptor Police emergency vehicle.
- Town of Monson: Students completed the installation of information technology wiring throughout the Monson Town Hall.

Collision Repair Technology:

- Ware Police Department: Students continued to work on the refinishing of Ford Interceptor Police emergency vehicle.

- Warren Police Department: Students began refinishing a military Humvee to be converted to a Police emergency vehicle.
- Palmer Police Department: Students refinished a Ford Interceptor Police emergency vehicle.

Machine Technology:

- Students machined several cribbage boards as donations to non-profit organizations. The students also machined several clocks. Recipients included:

Palmer Public Library
 Top Floor Learning, Palmer
 Machine Technology “Poker Run” (Pathfinder fundraiser)
 Pathfinder Car Show (*Skills USA* fundraiser)
 Local Retiring School and Town Officials

Cosmetology:

- Students continued their annual visits to area Senior Centers during which they provided “Spa Days” for seniors. The services they offered included manicures, pedicures, facials, and hair styles. Currently the cosmetology students provide these services in Palmer, Ware, Monson and Belchertown.

Automotive Reconditioning:

- Students provided services for police, highway, fire and water districts.

Horticulture:

- Horticulture students completed the renovation of the Veterans’ Memorial at the Palmer American Legion.

COOPERATIVE EDUCATION PROGRAM

Forty-nine (49) students participated in the school’s Cooperative Education Program which provides opportunities for paid, career-related jobs *in lieu* of attending their vocational classes. In this real work environment, the students enhanced their technical skills, developed interpersonal skills, and experienced valuable lessons in maintaining a balance among their personal lives, school academics, and their jobs. Co-op continues to be an excellent pathway to full-time employment.

A strong effort to work with area businesses and to strengthen Advisory Committees has been a driving force in obtaining cooperative education placements. The school is committed to providing students with this invaluable opportunity and intends to work closely with area businesses to continually expand the program.

STUDENT BODY

Pathfinder's total enrollment was 618 as of October 1, 2016, including the following numbers from member towns: Belchertown 100; Granby 21; Hardwick 20; Monson 97; New Braintree 9; Oakham 15; Palmer 144; Ware 113; and Warren 43. The remaining students were residents of out-of-district communities, the largest number of students coming from Ludlow (16). The 618 figure on October 1st represents a decrease of 1 student overall from the number reported on October 1, 2015.

The Pupil Services Office—which also serves as the Admissions Office—once again received far more applications for the 9th grade openings than the school could accommodate. Transfer opportunities into the 10th or 11th grades were also very limited. Consequently, the school experienced another year of waiting lists for each grade.

In October and November, Pathfinder's guidance counselors visited the 8th graders in member towns to provide an in-depth presentation about Pathfinder's offerings and the application process. On November 23rd eighth grade students from member districts spent the morning exploring Pathfinder's technical offerings. These students participated in an interactive, hands-on experience with staff and current students. On November 30th, a Showcase Night was held for 8th graders and their parents. The event featured a free dinner and a tour of the facility, including a visit to technical areas of interest. Parents and students were offered the opportunity to utilize the newly installed online admission process at both events.

The Pathfinder Chapter of the National Technical Honor Society inducted a deserving group of new and existing members in an impressive ceremony. To qualify, students must have a cumulative G.P.A. of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership. The induction ceremony is held in early spring so that senior inductees can include this recognition on college, scholarship, and work applications. The Chapter continued the practice of inviting as guests underclass students who had a grade point average of 3.0 or higher and who demonstrated potential for induction into the Society

At the thirtieth Annual Outstanding Vocational-Technical Student awards dinner sponsored by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA), Health Assisting Student Mallory Linn, of Ware, was Pathfinder's honoree. Mallory is a remarkable young woman with an unwavering work ethic. She was the top student in her class and had earned a cumulative GPA of 3.95. She had received a myriad of academic and technical awards for excellence and outstanding achievement throughout her high school career. Mallory served as Vice President of her class and was a member of the National Technical Honor Society. After graduation, Mallory planned to attend the University at Buffalo to study pharmacology and toxicology.

Pathfinder's recipient of the M.A.S.S. Academic Excellence Award was Allison Renaud, of Belchertown, who was an exceptional student in the Machine Tool Technology Program. With a cumulative GPA of 3.98 and enrolled in 14 honors classes. Allison was awarded the John and Abigail Adams Scholarship this year based on her excellent MCAS scores. She was a two-year member of the National Technical Honor Society. Allison has been employed by B&R Machine, Inc. located in Ludlow and will continue there after graduation.

In June 2016, the graduating class of 144 students received diplomas and technical certificates at commencement exercises. Forty-three (43) graduates received awards totaling \$17,950 during the ceremony. \$367,250 was made available through scholarships, awards and grants to some of our graduates from the colleges and universities to which they had been offered admission. Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder graduates in the form of generous donations. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder students and staff members..

PUPIL SERVICES

Under the direction of Nicole Heroux, the Pupil Personnel Department is comprised of both the Guidance and Special Education staffs.

The Department continues to be committed to finding opportunities to offer different pathways to learning so that the diverse ability levels of the students might be accommodated. The Guidance Staff is working on revising the curriculum for College and Career Readiness for students' best interests when it comes to their emotional and educational well-being. A course has been developed in order to help students better prepare for MCAS; each sophomore now takes a year-long Math Prep class.

The Special Education Department strives to address the needs of *all* learners in grades 9-12. Through continued integrated efforts with students, parents, and other student support services, the Department focuses on promoting each student's self-awareness, ability to self-advocate, and sense of self sufficiency. All students admitted to Pathfinder are expected to fulfill the same requirements to receive a high school diploma as in local town high schools, and all students must have access to all academic and vocational programs.

Team chairpersons conducted Team evaluations, annual reviews and re-evaluations for over 157 special needs students. The Pupil Services Department continued to be responsible for approximately 50 students who have 504 Accommodation Plans. Section 504 is a federal civil rights law which requires the provision of reasonable accommodations to students and staff who qualify as disabled under the law.

Work continued on the collaboration between special and general educators. Vocational and academic teachers have been receiving professional development on differentiating instruction and how to work with students with social -emotional needs.

STUDENT ACTIVITIES

In April, Pathfinder presented a College and Career Fair for the students. Over 26 schools, business, colleges, and the military came to introduce themselves and to describe opportunities available to students after graduation. Students in all grades visited this fair.

In the spring, Pathfinder's Cosmetology Department hosted a *Beauty School Battle*. Five vocational schools participated in contests judged by local salon owners in three categories. Pathfinder students performed well, winning in several categories. Pathfinder is committed to hosting this competition in 2017 as well, hoping to add more schools into the mix.

On September 25th, Pathfinder held its 24th Annual Car Show, proceeds from which helped pay the cost of sending students to the annual SkillsUSA competition. This successful show attracts car lovers in all generations.

Automotive Technology students Brandon Kroll and Paul Jones competed in the *Top Ten Challenge* held at Universal Technical Institute in Norwood. The team placed 8th out of 36 entrants during an event that included written, general component knowledge, and hands-on performance.

Carpentry students James Austin, Keanon Decker, and Alden Leitl entered projects in the New England Woodworking Showcase in January. Alden swept the youth category, winning **both** the people's vote and the judges' vote.

On October 1st, the Machine Shop hosted its 9th annual Poker Run to help with the cost of materials and equipment for that program. A fun time was had by all.

Also in October, students and staff participated in the town of Palmer's 300th Anniversary Parade. Various vocational programs came together to build a float that sprinkled seeds and water throughout the parade route.

The Diversity Club has been concentrating on promoting school-wide tolerance and acceptance. Some of the activities included a dance, cookie decorating, and a citrus fundraiser.

For the third year, the Pathfinder hosted a popular and hugely successful Holiday Craft Fair as a fund raiser

Horticulture students participated in the FFA State Convention held at the Sturbridge Host Hotel. They participated in Floriculture, Team and Single Demonstrations, Extemporaneous Speaking and Science Project. They also competed in other Career Development Events held at Technical High Schools throughout Massachusetts. These events/contests included Safe Equipment/Tractor Operation, Forestry, and Turf Management. Attendance at these events was supported by several fund raising activities throughout the year. Pathfinder boasts 100% FFA membership, including students in all four grades.

Pathfinder FFA also organized and hosted the town of Palmer's 300th anniversary Duck Race and built a float for the 300th Anniversary Parade.

Four Blood Drives were held in 2016, two through Bay State Hospital’s Mobile Drive, and two through the American Red Cross. A total of 2621 lives were potentially impacted and saved through donations across the four drives.

The Student Council sponsored an exceptionally successful Thanksgiving Food Drive to benefit local families this year. The donations included 64 turkeys and 1403 canned goods.

ATHLETICS

Participation numbers remained consistent with approximately 175 students taking part athletic programs.

Football finished with 36 participants and a record of 2-8.

The boys’ soccer had 26 participants with an 11-6-1 record under new coach, Kevin Sloan. The boys qualified for the Division III State Tournament. The girls’ soccer team is a young team this year with a promise for the future.

The Golf team with 8 members experienced a stellar year. Co-Captains Jacob Allard and Joe Conkey qualified for the Western Mass. Tournament. Joe Conkey won The Division III Western Mass Individual Title. As a result, Pathfinder qualified for the State Finals for the first time in Pathfinder’s Golf History.

Twenty boys and girls participated on the wrestling team. The wrestling team is very active, hosting and participating in many wrestling matches and tournaments throughout the state.

Basketball will return all varsity players for the upcoming season. The girls’ team qualified for the Western Mass. MIAA Tournament.

New softball coach Ashley Puls had a committed team of 18. Given that there was no seasoned pitcher, the girls performed admirably, winning 5 games. In 2017 the girls have high hopes.

The baseball team qualified for the Western Mass. MIAA tournament and advanced to the second round. Andrew Roman was selected to participate in the State Coaches’ Junior Select All-star game which was held at Bentley University, and from that game he qualified to play against the Connecticut Junior select team.

The cheerleading squad has increased in size, and their feisty spirit was contagious throughout both the football and basketball seasons.

GRANTS, DONATIONS AND CONTRACTS 2016

Program Name	Amount	Application
Title 1	\$139,194	Retain Title 1 ELA Instructor; Instructional Technology, Summer Transition Program, Supplies

Title 2	\$21,345	<i>Retaining Highly Qualified Students</i> Professional Development; SEI French River Trainings; ASCD Training
SPED Improvement Grant	\$5,040	Inclusion Training for mixed staff
SPED	\$230,164	Salaries for 3 aides, Inclusion Math and History Instructors ; Supplies, E-SPED; Transition Services
Perkins	\$100,490	MAVA CVTE & ACTE Conferences, MAVA In-house Curriculum Course, Track Loader, Solar Combiner Boxes
Academic Support	\$7,300	Supported 4 week (24 Contact Hours)
WIOA Program	\$45,000	Supported 5 weeks, @25 hrs./ week summer work for 24 participants; 2 Year- round part-time jobs.
WIOA Bonus Program	875	Provided quarterly bonuses of \$25 - 50 for WIA participants meeting Pathfinder criteria (grades, attendance)
Silvio Cella Family Foundation	\$3,000	3 Tackle Shadowmen - Athletics
Public Service Announcement Challenge - Drunk Driving Trust Fund	\$1,000	Apple iMac
Collision Repair Foundation	\$31,000	Pro Spot i4 -Resistance Spot Welder
DSAC Grant	\$12,627	DSAC Supported Trainings In-House Learning
TOTAL	\$597,035	

SPECIAL PROGRAMS

The Summer Youth Enrichment Program was revived in 2016 after not being offered in 2015 because of the school wide- roof replacement project. Because of the lapse, intensified advertising and an early enrollment discounted rate were instituted to remind the public. The program was a huge success with over 125 different students selecting 190 different program slots-- over 60 children a week!

Parent and student satisfaction with the Youth Enrichment Programs has been extraordinary. Many students return to the program several times and express regret when they become too old to participate. It serves as an excellent introduction to Pathfinder and its environment.

Pathfinder offered two summer school programs designed to enable students to recover credit needed for their promotion or graduation. Academic summer school ran during the month of July for four weeks, with students being expected to log the equivalent of 40 hours per course. Overall, students from 14 schools (including Pathfinder) completed 129 online courses. While vocational related theory courses were offered during July (where students would fulfill 20 hours per course), no students required this program, and therefore it did not run this summer.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 44 vocational teachers, 25.5 academic teachers, 1 teaching assistant, 1 part-time athletic trainer, 9 special education teachers, 3 counselors, a psychologist, a library-media specialist, a speech & language pathologist, a behavioral specialist, a nurse and 9 paraprofessionals. The school is managed by the Superintendent and a group of 7 professional administrators as well as a full-time grants coordinator. The support staff includes 7 custodians, 11 clerical personnel. and 2 cafeteria workers.

In June, the school said farewell to retiree Christopher Pope (Grants coordinator) and to Susan Rudy (Special Ed Instructor). Mary Ellen Rosemarn, Horticulture Instructor, retired in December.

New Hires included Vicky Etzweiler and Amy Skowrya both Business Technology Instructors, Adam Blais, HVAC Instructor, and Jacob Moriarty, Electronics Teaching Assistant. Denise Carrier, formerly Business Technology Instructor, was promoted to Grants Coordinator.

Dr. Paist continues to serve on the Board of Directors of the Massachusetts Association of Vocational Administrators and on the Board of Directors of the Quaboag Hills Chamber of Commerce. An active member of the Assn. for Career & Technical Education, he is one of two Region I Directors for that organization's National Council of Local Administrators (NCLA).

In November, Academic Director Timothy Moriarty was elected to the NCLA Board of Directors as an at-large member.

BUDGET AND FINANCE

In February of 2016, the school committee adopted a FY17 budget of \$13,883,384, representing a 3.92% Increase over the previous year. The 3.92% Increase in FY17 was comprised of a 2.84% increase in the General Fund and a 1.08% increase due to the first of five years' payments on the Total Roof Replacement Project. Subsequently, Pathfinder's nine member communities unanimously voted approval on their assessments during their 2016 town meetings, thereby

approving the FY17 budget pursuant to the regional school budget statute. (Please note that Pathfinder's budget increased 1.59% in FY16, decreased 0.34% in FY15, and increased 2.97% in FY14).

Included in Pathfinder's FY17 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 60 % based on historical receipts over the last 5 years. While Regional School Districts welcomed the increase in the transportation reimbursement rate in FY15 and FY16 to approximately 70%-72%, this figure is well below the 100% reimbursement rate promised many years ago.

As stated in past years, Pathfinder had historically generated substantial annual revenue from the enrollment of non-resident tuition students once all eligible in-district applicants had been accepted. These revenues have been used to subsidize the annual operating budgets and reduce District assessments. Since FY11, non-resident student enrollments have declined, leading to decreased annual non-resident tuition revenues. In FY11, non-resident tuition accounted for nearly \$900,000.00 in annual revenue. In the current FY17 school year, actual non-resident tuition will account for approximately \$500,000 in revenue. Pathfinder is attempting to mitigate the reduction in non-resident tuition revenue through the implementation of cost saving measures. Currently, the District is reviewing its health insurance plan design and is also reviewing all vocational programs to ensure fiscal accountability.

Additionally, Chapter 70 Aid from the Commonwealth continues to be a concern. For FY17, Pathfinder's Chapter 70 Aid was increased a modest \$14,480 from the previous fiscal year. Pathfinder's total FY17 Student Enrollment of 617 students is nearly unchanged from the FY16 enrollment of 620 students. With the FY18 enrollment currently estimated at 620 students, we expect Chapter 70 School Aid to be relatively unchanged in FY18.

As Pathfinder is currently negotiating employment contracts with multiple units, preliminary FY18 budget increase estimates are difficult to ascertain. Line items such as Health Insurance, Utilities and Salaries (which make up approximately 75 % of the budget) historically drive budget increases which have averaged 2.12% over the last 4 years. Additionally, with low growth in state revenue sources and with decreases in Tuition-In Student Revenue and Medicaid Revenue, future budgeting will be challenging at best. Therefore, Pathfinder is committed to researching and implementing operational efficiencies and cost reduction measures while maintaining its commitment to provide a "state of the art" vocational education.

The following chart illustrates the FY17 assessments (voted in spring of FY16) to each member community:

Assessment Calculation FY2017:								Retiree	Roof	
Town	Minimum Contribution	Additional Contribution	Extraordinary Maintenance	Capital Plan Year 1	Trans- portation	Health Insurance	Project Assessment	Total Assessment		
Belchertown	\$ 808,558	\$ 321,825	\$ 2,958	\$ 23,853	\$ 75,401	\$ 53,149	\$ 38,213	\$ 1,323,957		
Granby	\$ 238,131	\$ 75,723	\$ 696	\$ 9,128	\$ 17,741	\$ 12,506	\$ 14,623	\$ 368,548		
Hardwick	\$ 141,838	\$ 75,723	\$ 696	\$ 4,420	\$ 17,741	\$ 12,506	\$ 7,081	\$ 260,006		
Monson	\$ 889,118	\$ 321,825	\$ 2,958	\$ 11,408	\$ 75,401	\$ 53,149	\$ 18,275	\$ 1,372,133		
New Braintree	\$ 101,495	\$ 34,707	\$ 319	\$ 1,538	\$ 8,131	\$ 5,732	\$ 2,464	\$ 154,387		
Oakham	\$ 102,886	\$ 34,707	\$ 319	\$ 2,623	\$ 8,131	\$ 5,732	\$ 4,201	\$ 158,599		
Palmer	\$ 1,085,374	\$ 495,358	\$ 4,553	\$ 15,494	\$ 116,058	\$ 81,808	\$ 24,822	\$ 1,823,467		
Ware	\$ 570,761	\$ 299,739	\$ 2,755	\$ 13,604	\$ 70,226	\$ 49,501	\$ 21,793	\$ 1,028,380		
Warren	\$ 234,731	\$ 160,912	\$ 1,479	\$ 7,960	\$ 37,700	\$ 26,574	\$ 12,752	\$ 482,110		
TOTALS:	\$ 4,172,892	\$ 1,820,519	\$ 16,734	\$ 90,029	\$ 426,533	\$ 300,656	\$ 144,225	\$ 6,971,588		

FACILITIES

The Pathfinder total Roof Replacement Project was completed in March of 2016. The project's final audited cost was \$1,765,680.00. The Massachusetts School Building Authority (MSBA) grant paid for \$1,093,742.00 of the total cost and the final outstanding balance (less Feasibility Study Funds previously paid) of \$641,000.00 was financed as the District entered into a five-year Serial Note with Eastern Bank.

CONCLUDING STATEMENT

As Pathfinder enters its forty-fifth year offering quality vocational education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

The committee is mindful of the prediction that FY18 fiscal picture will undoubtedly present another challenge. However—as always-- the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

Michael J. Cavanaugh (Palmer), Chairman
David Droz (Palmer), Vice Chairman
Lorraine F. Alves (Belchertown), Secretary
Francesco Dell'Olio (Belchertown)
William E. Johnson (Granby)
Julie Quink (Hardwick)
Kathleen Barrett (Monson)
Shane Stafford (New Braintree)
Jeffrey Nelson (Oakham)
M. Barbara Ray (Ware)
Thomas Rugani (Warren) through November 2016

Gerald L. Paist, Superintendent-Director

2016 Calendar Year Salaries

Last	First	Job Title	Base Pay	Add'l Pay
ABEL	DOROTHY	GRADE 5 TEACHER	70,555.10	-
ALLEN	TYLER	DISPATCHER	64,556.78	15,920.81
AMMANN	SELINA	SCHOOL LIBRARIAN	33,713.28	-
ANDERSON	LINDA	SUBSTITUTE TEACHER	10,018.32	-
ANDERSON	SEAN	SUBSTITUTE TEACHER	1,958.25	-
ANDRE	KIM	CLERK	17,134.18	-
ANTI	KAREN	SCHOOL- CAREER C/R	46,415.76	-
ARBOUR	MICHAEL	SUBSTITUTE TEACHER	3,045.00	-
ARIF	NAMRA	SUBSTITUTE TEACHER	1,235.00	-
BABINSKI	AMANDA	ADMIN ASSISTANT	25,670.83	-
BAER	KENNETH	POLICE OFFICER	62,937.52	27,411.00
BAILEY	SUSAN	FOOD SERVICE DIRECTOR	45,311.80	-
BAILEY	JACKSON	SUBSTITUTE TEACHER	665.00	-
BAKER	LORINDA	TN COUNCILORS	1,200.00	-
BAKER	CATHERINE	PARAPROFESSIONAL	5,028.44	-
BAKER	RACHEL	SUBSTITUTE TEACHER	2,125.00	-
BALDWIN	CARMEN	PARAPROFESSIONAL	11,197.50	-
BALDYGA	CAROLYN	COLLECTOR	48,544.01	-
BANVILLE	ANNE	SPECIAL ED TEACHER	53,473.84	-
BANVILLE	LINDSAY	SUB NURSE	8,597.02	-
BARNES	THOMAS	TECHNOLOGY DIRECTOR	78,595.46	-
BARRY	BARBARA	TN COUNCILOR	1,200.00	-
BATES	PAIGE	FOOD SERVICE	15,422.92	-
BATISTA	EMILY	SUBSTITUTE TEACHER	450.00	-
BEAUDOIN	DAVID	WIRE INSPECTOR	611.25	-
BEAUDRY	CHRISTOPHER	MUSIC TEACHER	80,704.86	-
BEAULIEU	MARY	TITLE I TEACHER	70,555.10	-
BELISLE	ROSALIE	DISPATCHER	41,119.13	11,365.00
BENOIT	EILEEN	SENIOR WORK OFF WORKER	750.00	-
BENOIT	JUSTIN	MECHANICAL	41,333.64	2,346.42
BERKOWITZ	MADELINE	PSYCHOLOGIST	52,476.32	-
BERNAT	MAUREEN	LIBRARY CLERK	750.00	-
BERNAT	WILLIAM	DPW EQUIP OPERATOR	372.00	-
BERTHIAUM	KATIE	SPECIAL ED TEACHER	52,917.34	-
BIRON	ARTHUR	COA CUSTODIAN	5,830.79	-
BIRON	KEVIN	PARAPROFESSIONAL	10,983.70	-
BLAIS	DONALD	TN COUNCILOR	600.00	-
BLANCHARD	CHARLES	TN MANGER	135,928.79	-
BLANCHETTE	MARY ELLEN	NURSE SUPERVISOR	62,444.28	-
BLANCHETTE	GARY	SCHOOL COMMITTEE	1,200.00	-
BLANCHETTE	ALISON	EC/PK TEACHER	13,413.52	-
BLAZEJOWSK	CRAIG	SPECIAL ED TEACHER	69,956.82	-
BLY	RACHAEL	PARAPROFESSIONAL	14,313.52	-
BRADWAY	CHAD	EQUIP OPERATOR	10,589.26	1,605.00
BRAWN	MICHAEL	WW MAINTENANCE	43,803.76	2,030.00
BRAY	WILLIAM	POLICE OFFICER	69,952.98	3,097.33
BREVIK	DANIEL	SUBSTITUTE TEACHER	273.00	-
BREWER	ADAM	SUBSTITUTE TEACHER	6,971.00	-
BREYARE	ALISSA	ART TEACHER	70,555.10	-
BRIN	TROY	VETERANS	6,070.54	-
BRODEUR	KENNETH	WWTP MAINTENANCE	45,309.32	4,195.00

Last	First	Job Title	Base Pay	Add'l Pay
BROUGHAM	BONNIE	SPECIAL ED TEACHER	75,104.76	-
BROWN	RONDA	PARAPROFESSIONAL	3,037.46	-
BROWNE	SHEILA	GR7 TEACHER	71,933.68	-
BUCIOR	DENISE	ASSISTANT ASSESSOR	27,839.77	-
BURKE	SANDRA	LIBRARY TECH	35,599.17	-
BURKE	LISA	PARAPROFESSIONAL	16,540.87	-
BURNHAM	GAIL	EARLY CHILDHOOD	58,879.80	-
BURNS	MICHAEL	ASSESSORS BOARD	10,005.00	-
BURNS	CHRISTOPHER	POLICE SERGEANT	80,803.57	41,753.39
BURNS	DAVID	POLICE OFFICER	69,231.05	34,706.00
BURNS	KATHLEEN	PLANNING BOARD	1,200.00	-
BURNS	LEAH	DISPATCHER	38,936.19	1,588.00
BURNS	SEAN	ART TEACHER	74,308.28	-
BURNS	TRACY	GR 6 TEACHER	67,513.26	-
BURNS-JOHN	PAUL	PLANNING BOARD	600.00	-
CADIEUX	COURTNEY	FOOD SERVICE	2,314.16	-
CADIEUX	COURTNEY	CUSTODIAN	25,728.67	599.76
CAGAN	SUSAN	GR 6 TEACHER	70,755.10	-
CALLAHAN	MARY LOU	PRINCIPLE	113,551.01	-
CAMILLERI	SCOTT	POLICE OFFICER	59,234.39	3,789.04
CANTIN	STACIA	SENIOR WORK OFF WORKER	750.00	-
CARCIONE	BARBARA	CLERK	6,248.11	-
CARNES	KELLEY ANN	HS TITLE I TEACHER	40,223.16	-
CARTIER	MEAGHAN	SUBSTITUTE TEACHER	760.00	-
CASSAVANT	MARK	EQUIP OPERATOR	41,351.53	4,915.00
CHALMERS	MEAGHEN	GRADE 1 TEACHER	48,733.53	-
CHAMBERLA	THOMAS	VETERANS	2,097.49	-
CHAPIN	PAULA	ENGLISH TEACHER	73,755.92	-
CHARETTE	MARY	CAMP COUNCILOR	1,746.00	-
CHARETTE	MARY	PARAPROFESSIONAL	23,826.86	-
CHILDS	APRIL	NURSE	50,701.48	-
CHUDY	KAREN	GRADE 4 TEACHER	69,855.10	-
CLARK	RICHARD	LIBRARIAN	34,533.10	-
COACHE	SUSAN	TOWN CLERK	57,701.19	-
COLE	LAURIE	ASSISTANT COLLECTOR	28,930.62	1,361.39
COMEAU	JOSEPH	DPW EQUIP OPERATOR	39,529.49	4,330.00
COMRIE	VANESSA	SPECIAL ED TEACHER	58,879.80	-
CONTOIS	WILLIAM	CAMP COUNCILOR	2,161.50	-
CORBEIL-CRA	MICHELLE	SCIENCE TEACHER	73,833.28	-
CORCORAN	PAULA	PARAPROFESSIONAL	26,875.10	-
CORRIVEAU	RAY	DPW DRIVER	43,671.12	5,379.00
COSTA	CATHERINE	POLICE DISPATCH	41,802.94	981.00
COSTELLO	NICOLE	GUIDENCE COUNCILOR	59,230.48	-
COTY	THERESE	CLERK	1,568.00	-
COWLEY	COURTNEY	EL TITLE I TEACHER	50,769.22	-
CROWTHER	BRETT	EQUIP OPERATOR	40,337.31	332.06
CULVERHOU	KATE	SUBSTITUTE TEACHER	252.00	-
CURTIS	JILL	PARAPROFESSIONAL	3,232.28	-
CZABAJ	NANCY	CUSTODIAN	15,645.23	-
CZAJA	EMILY	SUBSTITUTE TEACHER	606.00	-
CZECH	NORMAN	PLANNING BOARD	1,200.00	-

BROTHERS	BRAD	BUSINES MANAGER	99,759.38	-
DAFONSECA	MICHAEL	SPECIAL ED TEACHER	2,192.74	-
DAMIEN	DREW	PAYROLL CLERK	43,076.62	-
DAVEY	ALICE	COMMUNITY DEVTM DIRECTOR	60,646.30	-
DAVIS	JAMES	VAN DRIVER	2,324.30	-
DAVIS	LAURA	CAMP COUNCILOR	1,419.00	-
DAVIS	MARYANN	PARAPROFESSIONAL	23,154.57	-
DAVIS	BRUCE	SUBSTITUTE TEACHER	417.00	-
DECARA	MATTHEW	LIBRARIAN	37,472.77	-
DEFRANCO	CHRISTINE	CLERK	32,335.03	-
DELANEY	KATHLEEN	SUBSTITUTE TEACHER	3,168.00	-
DEMAIO	JODY	PARAPROFESSIONAL	16,501.62	-
DEMETRIUS	KATHLEEN	CLERK	30,690.65	-
DEMETRIUS	SAVANNAH	SUBSTITUTE TEACHER	480.00	-
DENMEAD	JOHN	SOC STUDIES TEACHER	46,415.76	-
DEPACE	GERALDINE	ACCT PAYABLE CLERK	34,052.38	-
DESANTIS	MARY	SENIOR WORK OFF WORKER	750.00	-
DESANTIS	ANNE	SUBSTITUTE TEACHER	5,032.98	-
DESANTY	WILLIAM	MUSIC TEACHER	71,233.68	-
DESREUISSSE	TAMMY	SUBSTITUTE TEACHER	11,390.80	-
DESROCHER	HEATHER	GRADE 2 TEACHER	47,034.24	-
DIAMANTI	SONIA	PARAPROFESSIONAL	9,729.09	-
DILEONE	FREDERICK	GUIDENCE	72,043.58	-
DION	JILL	GRADE 3 TEACHER	64,293.60	-
DION	SHANNON	GUIDENCE COUNCILOR	49,014.00	-
DOBIECKI	KRISTINA	GUIDENCE	59,339.83	-
DOBSON	ANA	INTERVENTIONIST TEACHER	62,219.56	-
DOTY	MARY	GR 6 TEACHER	61,799.85	-
DOUILLARD	JAMINE	DISPATCH	749.00	-
DOW	SHOREY	GUIDENCE COUNCILOR	52,894.22	-
DRAKE	MATTHEW	SCIENCE TEACHER	49,418.48	-
DRANKA	LINDA	SUBSTITUTE	11,669.00	-
DROZ	LOUISE	MS TITLE 1 TEACHER	69,855.10	-
DUCHARME	DEBORAH	FOOD SERVICE	3,906.32	-
DUCLOS	KRISTINE	CLERK	25,419.91	-
DUDEK	ELIZABETH	HS MATH TEACHER	72,385.02	-
DUKE	PAMELA	SUPERINTENDENT SECRETARY	57,732.40	-
DUPRE	CYNTHIA	PARAPROFESSIONAL	23,910.76	-
DUPUIS	ALLYSON	SPECIAL ED TEACHER	60,146.56	-
DUPUIS	SHEILA	CUSTODIAN	-	-
EDWARDS	MELISSA	KINDERGARTEN TEACHER	71,933.68	-
EDWARDS	SARAH	ENGLISH TEACHER	75,827.76	-
ELIE	AMANDA	GRADE 3 TEACHER	46,991.25	-
ELLIOTT	DONALD	CIVIL DEFENSE	4,500.00	-
ELMES	KRISTEN	ART TEACHER	70,755.10	-
EURKUS	PAUL	DPW DRIVER	52,963.99	-
FARR	PETER	PHYS ED TEACHER	89,921.04	-
FERNANDS	JOHN	REHAB SPECIALIST	12,714.39	-
FERRY	JOSEPH	WWTP CLERK	27,780.80	-
FERRY	PATRICIA	SPECIAL ED TEACHER	71,085.10	-
FERRY	JOSEPH	SUBSTITUTE TEACHER	3,045.00	-
FISK	PATRICIA	SENIOR WORK OFF WORKER	750.00	-

Last	First	Job Title	Base Pay	Add'l Pay
CZEPIEL	BONNIE	FOOD SERVICE	16,071.10	-
FLEBOTTE	SARAH	PARAPROFESSIONAL	3,943.04	-
FLORENCE	CHRISTINA	SUBSTITUTE TEACHER	5,889.26	-
FLOYD	LYLIAN	PARAPROFESSIONAL	10,590.87	-
FOLEY	LISA	PARAPROFESSIONAL	17,519.34	-
FONTAINE	MICHELLE	OFFICE MANAGER	42,254.63	-
FORD	SEAN	POLICE OFFICER	67,866.57	29,385.10
FORD	MICHELLE	PARAPROFESSIONAL	25,485.08	-
FORTE	GEORGIA	OFFICE MANAGER	39,253.99	-
FOSTER	MICHELLE	MATRON	77.00	-
FOUNTAIN	RACHAEL	SUBSTITUTE TEACHER	13,093.75	-
FOWLER	THOMASINE	PARAPROFESSIONAL	8,743.60	-
FRECHETTE	HENRY	SOC STUDIES TEACHER	14,304.32	-
FREW	DEVON	SUBSTITUTE TEACHER	1,816.25	-
FRYDRYK	ROBERT	POLICE TECHNOLOGY	632.00	-
FULLER	ELAINE	TITLE I TEACHER	75,161.25	-
FULLER	MICHAEL	ENGLISH TEACHER	76,973.01	-
FUSSELL	THERON	SUBSTITUTE TEACHER	7,779.75	-
GADOMSKI	FRANCINE	SPECIAL ED TEACHER	72,233.68	-
GAFFRON	JOHN	SPECIAL ED TEACHER	71,999.52	-
GALICA	PETER	CUSTODIANS	43,087.31	3,222.35
GALLAGHER	KATHLEEN	ELE TITLE I TEACHER	42,811.56	-
GARDNER	PATRICIA	SUPERINTENDANT	134,357.55	-
GARTMAN	ANN	LS TEACHER	53,226.32	-
GAZAILLE	MATTHEW	SEASONAL	2,880.00	-
GEHLHAUSE	CATHYANN	PARAPROFESSIONAL	12,891.82	-
GERSBACH	SHAWN	HS MATH TEACHER	54,134.54	-
GERSBACH	JULIE	PARAPROFESSIONAL	10,991.13	-
GIBSON	LINDA	FOOD SERVICE	23,932.08	-
GIBSON	LINDA	SUB PARA	671.00	-
GILBERT	JENNIFER	SUBSTITUTE TEACHER	455.64	-
GILMORE	CYNTHIA	FIREARMS CLERK	17,862.80	-
GLABICKY	BEVERLY	PARAPROFESSIONAL	19,741.48	-
GODDARD	CHARLES	BLD REHAB SPACIALIST	107.19	-
GODDEN	DANIEL	HS FOREIGN LANG TEACHER	60,594.33	-
GOLAS	ANDREW	TN MANAGERS ASSISTANT	48,637.48	-
GOLENSKI	AMY	LIBRARY ASSISTANT	35,599.18	-
GOULD	STACEY	FOOD SERVICE	8,918.52	-
GRAVELINE	DONNA	CREDIT RECOVERY TEACHER	73,929.59	-
GRIFFIN	KATHLEEN	PARAPROFESSIONAL	6,236.59	-
GRISWOLD	RONALD	DPW LABOROR	41,386.01	2,370.73
GUNTHER	SARAH	PARAPROFESSIONAL	8,027.80	-
GUSTAFSON	SCOTT	CUSTODIAN	25,163.57	35.28
HAAS	MICHAEL	SPECIAL ED TEACHER	72,072.87	-
HACKNEY	JEANNE	ASSIST PRINCIPLE	77,032.80	-
HALEY	SCOTT	POLICE OFFICER	22,559.25	-
HALEY	JEREMY	POLICE OFFICER	63,758.46	14,237.00
HALEY	JACQUELINE	PRINCIPAL	98,314.45	-
HALEY	JARED	SCIENCE TEACHER	10,704.39	-
HANDZEL	DAVID	PARKS FOREMAN	51,113.20	7,989.00
HANDZEL	NICOLE	CAMP COUNCILOR	2,040.00	-
HANSON	LEVI	SUBSTITUTE TEACHER	2,328.00	-

Last	First	Job Title	Base Pay	Add'l Pay
FLAMAND	JACQUELINE	SPECIAL ED TEACHER	52,347.12	-
HAWLEY	RANDALL	POLICE OFFICER	22,050.95	2,798.09
HAYES	TIMOTHY	LIBRARIAN	13,494.60	-
HAYWARD	LORA	PARAPROFESSIONAL	18,386.60	-
HEBERT	PHILIP	TN COUNCILOR	1,200.00	-
HELLIWELL	ROBERT	CUSTODIAN	9,829.50	-
HELLIWELL	ANITA	SENIOR WORK OFF WORKER	750.00	-
HENRY	SHAWNA	PARAPROFESSIONAL	14,316.88	-
HERMANSON	MICHAEL	DPW DRIVER	41,651.60	5,818.00
HERRING	AMY	GR 6 TEACHER	73,833.28	-
HERRING	REBEKAH	SUBSTITUTE TEACHER	3,175.00	-
HERRING	SAMANTHA	CLERK	490.00	-
HEYDARE	CHRISTINE	PARAPROFESSIONAL	11,730.34	-
HIGGINS	MARGARET	ELECTION WORKER	666.68	-
HIGNEY	KYLE	SUBSTITUTE TEACHER	9,145.88	-
HINTZE	SUSAN	BOARD OF HEALTH CLERK	16,124.16	-
HOGAN	PATRICIA	SPECIAL ED TEACHER	70,555.10	-
HOLLOWAY	PAUL	SPECIAL ED TEACHER	53,533.16	-
HOOD	BENJAMIN	LIBRARY DIRECTOR	58,582.62	-
HOTCHKISS	KAYLEE	HS FOREIGN LANG TEACHER	48,237.68	-
HOY	KATHRYN	RECEPTIONIST	26,960.92	-
HULL	JACQUELINE	PARAPROFESSIONAL	8,086.08	-
HULSE	HANNAH	MATRON	2,799.00	112.00
JACOBS	CHERYL	PARAPROFESSIONAL	19,444.08	-
JAMES	ZACHARY	SUBSTITUTE TEACHER	994.50	-
JANOSZ	JOHN	TN COUNCILOR	702.00	-
JANULEWICZ	JOHN	POLICE CHIEF	123,624.12	-
JASAK	CYNTHIA	COA OUTREACH CO	35,402.07	-
JASAK	LAWRENCE	ASSESSORS BOARD	855.00	-
JASAK	MILDRED	LIBRARY CLERK	750.00	-
JOHNSON	GENEVIEVE	ELECTION WORKER	750.00	-
JOHNSON	ROBYN	SUBSTITUTE	14,233.10	-
JOHNSON	BRETT	SOC STUDIES TEACHER	73,579.76	-
JORDAN	BREANNE	KINDERGARTEN TEACHER	56,005.76	-
JOSEPHSON	RICHARD	DPW SENIOR FOREMAN	46,144.35	3,217.00
JUSKO	KEVIN	WWTP MAINTENANCE	54,565.84	8,399.00
KACZMARCZ	MICHELE	COMMUNITY DEVELOPMENT CLERK	27,839.77	-
KEITH	BARBARA	SENIOR WORK OFF WORKER	750.00	-
KEITH	JAMES	SUBSTITUTE TEACHER	3,106.00	-
KELLAHER	LISA	HS TITLE I TEACHER	73,579.76	-
KELLAHER	TODD	GRADE 4 TEACHER	68,338.38	-
KELLAHER	HEATHER	MS SCIENCE TEACHER	31,448.16	-
KERIGAN	NANCY	SUBSTITUTE TEACHER	8,212.50	-
KIDA	TRACEY	MUSIC TEACHER	70,583.10	-
KILEY	KRISTINE	SPECIAL ED TEACHER	56,177.50	-
KING	EVAN	DISPATCHER	20,534.24	1,337.00
KLEIMAN	ELANA	SPECIAL ED TEACHER	46,398.26	-
KLUPA	MARY	GRADE 1 TEACHER	71,080.10	-
KNOLTON	VICTORIA	BUSINESS MANAGER	49,120.40	-
KOPACZ	KEVIN	POLICE OFFICER	25,709.94	-
KORZEC	HEATHER	PHYS ED TEACHER	61,241.31	-
KOSS	GREGORY	MATH TEACHER	57,568.08	-

Last	First	Job Title	Base Pay	Add'l Pay
HARRIS	PAMELA	ANIMAL INSP	1,125.00	-
KOZDRONKI	ROBERT	DPW SEASONALWORKER	7,710.00	-
KSEN	KAREN	GR 7 TEACHER	73,986.04	-
KSINIOWICZ	CHARLES	TOWN ATTORNEY	21,000.00	-
KUBALA	JOSEPH	SUBSTITUTE TEACHER	4,314.00	-
KUSZEWSKI	SUE ANN	PARAPROFESSIONAL	21,973.32	-
KUZMISKI	JOHN	ACCOUNTANT	65,666.81	-
KWASNIOWSKI	EVELYN	SUBSTITUTE	4,747.50	-
LACHUT	GENEVA	PARAPROFESSIONAL	17,704.85	-
LACROIX	LISA	SUBSTITUTE TEACHER	126.00	-
LACROIX	PAUL	PARAPROFESSIONAL	2,754.25	-
LAMAY	LINDA	COA CLERK	14,334.67	-
LANDINE	KATHERINE	GRADE 2 TEACHER	61,686.54	-
LAREAU	MATTHEW	TEACHER	12,863.04	-
LAROCQUE	JILL	PARAPROFESSIONAL	14,074.28	-
LAROSA	GRACE	CUSTODIAN	14,671.41	-
LAROSE	MICHELLE	ASSISTANT	2,400.00	-
LASOTA	ALPHONSE	SUBSTITUTE TEACHER	1,301.00	-
LAVALLEE	CHRISTINE	GRADE 3 TEACHER	73,433.82	-
LAVELLE	ERICA	GRADE 4 TEACHER	67,083.10	-
LAVOIE	ROBERT	TN COUNCILOR	1,200.00	-
LEDUC	LINDA	PLANNING DEPT HEAD	65,644.18	-
LEFEVRE	JOHN	DISPATCHER	43,648.03	3,018.01
LELAND	KYLIE	SUBSTITUTE TEACHER	776.00	-
LELAND	HALEY	SUBSTITUTE TEACHER	570.00	-
LEMIEUX	SHARON	VOL CO-OD	21,198.43	-
LEMIEUX	MATTHEW	TN COUNCILORS	600.00	-
Lennon	SHAUNA	INSTRUCTIONAL TECH	16,520.76	-
LEROUX	ROBERT	DEPT HEAD	54,581.83	-
LES	RICHARD	FOOD SERVICE	11,235.28	-
LES	CATHERINE	CAMP COUNCILOR	2,951.00	-
LES	RICHARD	SUBSTITUTE	4,390.00	-
LES	CATHERINE	PARAPROFESSIONAL	14,809.86	-
LESAGE	WENDY	ANIMAL CONTROL	40,290.00	-
LESSARD	JOHN	TN COUNCILOR	54.00	-
LEVASSEUR	SYDNEY	CAMP COUNCILOR	1,419.00	-
LLOYD	LINDA	SUBSTITUTE AIDE	4,476.20	-
LOCKE	CHRISTINE	CLERK	1,176.00	-
LOCKWOOD	SHELLEY	PARAPROFESSIONAL	14,270.05	-
LOGSDON	LYNN	GRADE 2 TEACHER	72,744.24	-
LOPEZ	ANDRES	SUBSTITUTE TEACHER	240.00	-
LORD	KENNETH	WWTP OPERATOR	77,206.28	-
LUCEY	KEVIN	SUBSTITUTE TEACHER	81.25	-
LUKASKIEWICZ	PAUL	POLICE OFFICER	70,577.05	16,493.59
LYNCH	ELIZABETH	FOOD SERVICE	15,564.11	-
LYNCH	KERRY	GRADE 1 TEACHER	46,125.68	-
LYNCH	DAVID	SCHOOL COMMITTEE	1,200.00	-
LYNCH	JAMES	SCHOOL COMMITTEE	1,200.00	-
MACDONALD	COLLEEN	KINDERGARTEN TEACHER	13,413.52	-
MACKIEWICZ	KATHLEEN	SPECIAL ED TEACHER	63,010.19	-
MADDEN	THOMAS	COA VAN DRIVER	2,750.80	-
MAHER	STEPHANIE	LIBRARY ASSISTANT	39,346.37	49.16

Last	First	Job Title	Base Pay	Add'l Pay
KOWALCZYK	CYTHIA	ASSISTANT	2,616.00	-
MALCOVSKY	EMILY	CLERK	24,276.00	-
MANCINI	PATRICIA	PARAPROFESSIONAL	14,156.55	-
MARCEAU	KATHERINE	SPECIAL ED TEACHER	71,080.10	-
MARCIANO	NICOLA	PHYS ED TEACHER	67,654.56	-
MARCINIEC	MICHAEL	PLANNING BOARD	1,200.00	-
MARCINIEC	KARYN	KINDERGARTEN TEACHER	73,579.76	-
MARCINIEC	MATTHEW	HEALTH TEACHER	46,722.06	-
MARTIN	JENNIFER	HS SCIENCE TEACHER	74,169.10	-
MASTALERZ	ANDREA	SCHOOL COMMITTEE	1,200.00	-
MATERA	TODD	CUSTODIAN	40,351.87	617.19
MATHIEU	JOSHUA	BOARD OF HEALTH DEPT HEAD	47,635.06	-
MATTHEWS	ROLAND	COMPUTER TECHNICIAN	49,291.00	-
MATYS	JUSTIN	HS SOC STUDIES TEACHER	35,520.18	-
MCCARTHY	CHERYL	GRADE 5 TEACHER	73,179.47	-
MCCARTHY	JENNIFER	ENGLISH TEACHER	71,157.52	-
MCDONALD	DEBORAH	RECEPTIONIST	28,266.10	301.37
MCDONALD	RICHARD	PT CUSTODIAN	6,083.39	-
MCINTIRE	HEATHER	GRADE 2 TEACHER	70,555.10	-
MCKEE	KATIE	PARAPROFESSIONAL	8,326.20	-
MCNALLY	BRIAN	POLICE OFFICER	64,880.01	17,849.00
MCNALLY	MAUREEN	EC/K-LS TEACHER	15,705.20	-
MEGA	DEANNA	PARAPROFESSIONAL	-	-
MEGA	HEATHER	PARAPROFESSIONAL	2,670.00	-
MELNICK	JOHN	POLICE OFFICER	55,862.32	4,370.48
MENARD	BETHANY	GUIDENCE COUNCILOR	14,047.47	-
MESSIER	CLAUDIA	SPECIAL ED TEACHER	69,022.36	-
METCALF	RICHARD	CUSTODIAN	25,629.47	2,161.44
MICELI	DARLINE	FOOD SERVICE	4,495.79	-
MIDDLETON	KELLY	GRADE 1 TEACHER	46,415.76	-
MIGLIOZZI	REE	MATH TEACHER	80,236.66	-
MIGNAULT	SARAH	GRADE 4 TEACHER	59,179.80	-
MILLER	CYNTHIA	DIRECTOR	95,528.45	-
MINER	JAIME	NURSE	45,520.68	-
MINNIE	MAUREEN	PARAPROFESSIONAL	12,811.24	-
MINNS	RYAN	PHYS ED TEACHER	71,035.64	-
MITCHELL	JAMES	DPW SEASONALWORKER	3,840.00	-
MITCHELL	REBECCA	FOOD SERVICE	9,646.51	-
MORIARTY	ERIN	SUBSTITUTE TEACHER	610.00	-
MORSE	SHARON	COA VAN DRIVER	19,466.00	-
MOYNAHAN	DENNIS	WWTP OPERATOR	48,935.16	8,923.00
MUNIEC	STEPHEN	FACILITIES DIRECTOR	90,180.23	-
MURPHY	CAROL	ELECTIONS	666.68	-
MURPHY	TRACY	PARAPROFESSIONAL	3,191.70	-
MURPHY	NICOLE	SUBSTITUTE TEACHER	2,071.00	-
MURRAY	JOYCE	TN COUNCILOR	702.00	-
MURRAY	LISA	COMMITTEE	1,200.00	-
MURRAY	ALEXA	SUBSTITUTE TEACHER	963.00	-
NADEAU	ANITA	FOOD SERVICE	4,661.20	-
NADEAU	ANITA	SUBSTITUTE TEACHER	54.00	-
NADOLSKI	LEE	SENIOR	750.00	-
NEILSEN	TAUNYA	COUNCILOR	71,239.81	-

Last	First	Job Title	Base Pay	Add'l Pay
MAJKA	JOAN	ASSISTSNT TOWN CLERK	23,224.45	42.00
NGAN	ASHLEY	LIBRARY ASSIST	37,472.76	-
NICHOLS	GERALD	PLUMBING INSPECTOR	6,408.00	-
NICKERSON	SHARON	TREASURERY CLERK	23,011.05	-
NICOLOPOU	LEAH	PARAPROFESSIONAL	21,539.83	-
NOONAN	SANDRA	MS SOC STUDIES TEACHER	72,953.84	-
NORRIS	JOANNE	SENIOR	1,743.75	-
NORTH	RODNEY	POLICE SERGEANT	67,537.18	4,916.06
NORTH	DEBORAH	COA VAN DRIVER	13,672.40	-
NORTH	SUSAN	PRINCIPAL	98,846.13	-
O'BRIEN	ELIZABETH	GRADE 5 TEACHER	70,555.10	-
OCHS	CHRISTINE	FOOD SERVICE	14,534.02	-
OCONNOR	HELENE	LIBRARY ASSISTANT	46,253.57	-
O'CONNOR	PATRICK	MATRON	1,750.00	-
O'CONNOR	HEATHER	MATRON	98.00	-
OLIVEIRA	KRISTEN	CAMP COUNCILOR	2,469.75	-
OLSON	PAMELA	SENIOR WORK OFF WORKER	750.00	-
ORSZULAK	MICHAEL	GRADE 3 TEACHER	70,555.10	-
ORTIZ	MICHAEL	SOC STUDIES TEACHER	78,508.28	-
ORZECZ	MARY ELLEN	PARAPROFESSIONAL	18,054.24	-
OSBORNE	AARON	BUSINESS MANAGER	16,534.08	-
OSTROUT	JAMES	RECREATION DEPT HEAD	14,727.43	-
OUTHUSE	PAMELA	SEVERE NEEDS TEACHER	73,179.57	-
PANACCION	ANGELA	CONSERVATION DEPT HEAD	37,733.66	-
PAQUETTE	DANIEL	ASSISTANT PRINCIPLE	30,769.20	-
PARDO	LYNN	DPW OFFICE CLERK	27,930.80	81.60
PARDO	JEFFREY	DPW OPERATOR	42,589.71	6,700.00
PARKER	NICOLE	PLANNING CLERK	29,139.36	-
PARSONS	MATTHEW	POLICE OFFICER	38,642.31	10,095.00
PASH	MARGARET	HS MUSIC TEACHER	75,035.76	-
PASQUAROS	ANTHONY	ART TEACHER	52,592.88	-
PAWLOWSKI	KARIN	SENIOR	750.00	-
PEICH	MARIAJANE	PARAPROFESSIONAL	23,657.00	-
PELLEGRINE	LAUREN	PARAPROFESSIONAL	2,778.60	-
PERITZ	KATHLEEN	SPECIAL ED TEACHER	70,625.10	-
PERITZ	DAVID	SPECIAL ED TEACHER	70,748.58	-
PERITZ-SMIT	IVY	GRADE 5 TEACHER	75,838.44	-
PERRON	HEATHER	ENGLISH TEACHER	62,919.56	-
PETERSON	KATHRYN	GRADE 2 TEACHER	46,125.68	-
PETIT	ALLISON	KINDERGARTEN TEACHER	67,083.10	-
PETRASHEW	JOHN	SUBSTITUTE TEACHER	687.00	-
PETRISIS	LINDA	GRADE 2 TEACHER	70,139.44	-
PHILLIPS	MARK	TECH ED TEACHER	72,986.04	-
PICOTTE	RICHARD	CUSTODIAN	5,701.42	-
PIECHOTA	TAMMY	HEAD DISPATCHER	47,976.19	5,447.00
PIKE	CHRISTINA	PARAPROFESSIONAL	20,179.74	-
PIKUL	KATHLEEN	SUBSTITUTE	2,227.50	-
PINCINCE	ERIN	COA DIRECTOR	64,424.15	-
PISARCZYK	RUDOLPH	SENIOR FOREMAN	64,011.25	-
PORTER	EMILY	EL ART TEACHER	30,067.23	-
POULIN	CHRISTINA	SUBSTITUTE TEACHER	75.00	-
POULIOT	ANNE	GR 8 SOC STUDIES TEACHER	62,919.56	-

Last	First	Job Title	Base Pay	Add'l Pay
NESTOR	CAROL	FOOD SERVICE	17,036.66	-
PROVOST	SUZANNE	CLERK	20,362.84	-
PRZYBYLA	CELINA	CUSTODIAN	10,084.08	-
QUILL	JESSICA	GUIDENCE COUNCILOR	14,304.32	-
RATHBONE	BONNY	SUBSTITUTE	525.00	-
RAYMOND	TINA MARIE	FOOD SERVICE	15,660.79	-
RAYMOND	ERIC	POLICE OFFICER	67,818.66	21,919.00
RAYMOND	EMILY	FOOD SERVICE	7,156.91	-
REGAN	KATHLEEN	GR 7 TEACHER	61,686.54	-
REMILLARD	JONATHAN	SUBSTITUTE TEACHER	4,400.00	-
RICE	EMILY	SUBSTITUTE TEACHER	661.00	-
RICHARDSON	KAREN	CROSSING GUARD	2,912.50	-
RICHARDSON	PHYLLIS	PARAPROFESSIONAL	28,660.96	-
RIEL	CYNTHIA	CLERK	33,508.10	-
RIEL	NICOLE	PARAPROFESSIONAL	4,262.00	-
RIENDEAU	LYNNE	SENIOR WORK OFF WORKER	750.00	-
RIOPEL	HOLLY-BETH	SPECIAL ED TEACHER	61,876.70	-
ROBERTS	CATHERINE	GRADE 3 TEACHER	46,023.75	-
ROGERS	COLIN	DISPATCHER	12,368.00	1,096.00
ROLLINS	JOSEPH	DPW SEASONALWORKER	40,750.41	3,790.00
ROMANIAK	KAITLIN	GR 7 TEACHER	48,068.20	-
ROY	ALAN	FOREST WARDEN	3,000.00	-
ROY	ALISSA	GR 1 TEACHER	37,433.70	-
RUNYAN	GREGORY	ASSIST PRINCIPLE	49,538.40	-
RUSSO	DEBORAH	PARAPROFESSIONAL	28,784.02	-
SALZMANN	MARY	TN COUNCILOR	1,200.00	-
SANELLI	SUSAN	SPECIAL ED TEACHER	72,233.68	-
SANELLI	ANGIOLINA	PARAPROFESSIONAL	7,264.73	-
SANTER	JULIE	SPECIAL ED TEACHER	69,817.78	-
SANTOS	ROBIN	SCIENCE TEACHER	70,755.10	-
SANTOS	HEATHER	MATH TEACHER	48,286.44	-
SARAGE	EVA	ELL TEACHER	32,288.74	-
SAVELL	KARYN	GUIDENCE COUNCILOR	50,110.76	-
SAWICKI	JOSEPH	ASSIST DPW DIRECTOR	48,347.55	5,852.00
SEARS	JAMES	WWTP OPERATOR	46,406.67	3,507.00
SERRATO	JOSEPH	WEGHT/MEAS	2,750.04	-
SHILAKIS	DEBORAH	VETERANS AGENT	16,395.85	-
SIBIK	SARA	PARAPROFESSIONAL	28,043.04	-
SIKES	RAMON	SUBSTITUTE TEACHER	2,504.75	-
SIKORSKI	CAROL	FOOD SERVICE	9,867.67	-
SIMONOKO	CATHERINE	GRADE 1 TEACHER	73,832.57	-
SIMPKISS	KELLY	ELL TEACHER	10,693.20	-
SKOWRONEH	MICHAEL	CEMETARY FOREMAN	51,078.00	-
SKOWRONEH	GERALD	DPW-WWTP DIRECTOR	90,936.76	-
SKOWRONEH	JAMES	SUBSTITUTE TEACHER	2,567.25	-
SKOWYRA	GLORIA	ACCOUNTING CLERK	19,429.56	-
SKOWYRA	THOMAS	PLANNING BOARD	1,200.00	-
SKOWYRA	ROSEMARY	GRADE 4 TEACHER	68,459.10	-
SMITH	CAROL	SUBSTITUTE	5,387.50	-
SMITH	EILEEN	PARAPROFESSIONAL	14,991.02	-
SMITH	DAVID	SUBSTITUTE TEACHER	185.25	-
SMOLA	DEBORAH	ADMIN ASSISTANT	69,733.57	-

Last	First	Job Title	Base Pay	Add'l Pay
PRESCOTT	LAUREL	SPECIAL ED TEACHER	63,531.75	-
SPITULNIK	NANCY	SUPERINTENDANT	4,050.00	-
ST. ONGE	LINDA	TREASURY DEPT HEAD	44,084.88	-
STABACK	VICKI	FOOD SERVICE	2,492.28	-
STAHELSKI	GARY	GAS INSPECTOR	6,498.75	-
STAHELSKI	MADISON	SUBSTITUTE TEACHER	610.00	-
STAMM	SANDRA	PARAPROFESSIONAL	3,352.90	-
STETKIEWICZ	DAVID	ASSISTANT PRINCIPAL	98,935.46	-
STEVENSON	JENNIFER	CUSTODIAN	8,016.35	-
SULLIVAN	ERIN	SERGEANT	86,916.33	17,540.65
SYPEK	MATTHEW	MS BAND TEACHER	32,561.16	-
SYPER	JOZEF	CUSTODIAN	31,704.00	7,744.35
SZELAG	JOANNE	LIBRARIAN	28,150.78	-
TAMBACAS	LAURIE	GRADE 4 TEACHER	71,129.48	-
TATLOCK	CRISTINA	GR6 TEACHER	66,300.60	-
TAYLOR	EMILY	HEALTHTEACHER	17,263.04	-
TENCZAR	RAYMOND	POLICE SERGEANT	79,631.41	8,919.00
THOMAS	CAROL	OFFICE CLERK	21,734.14	-
TOELKEN	CHRISTINE	FOOD SERVICE	21,823.23	-
TOMLINSON	ALAN	SUBSTITUTE	120.00	-
TOPOR	CHESTER	ELECTION WORKER	666.68	-
TORRES-LOP	OLGA	HS SPANISH TEACHER	50,809.48	-
TOURVILLE	HEATHER	SUBSTITUTE TEACHER	1,130.25	-
TRANIELLO	ANTHONY	POLICE MATRON	385.00	-
TROIE	BONNIE	PARAPROFESSIONAL	21,802.32	-
TROMBLEY	ELIZABETH	PT CUSTODIAN	6,641.08	-
TRZPIT	KIM	PARAPROFESSIONAL	2,458.36	-
TURNER	JEFFREY	WWTP OPERATOR	60,444.02	10,447.00
TURNER	NORMAN	COA VOLUNTEER COORDINATOR	1,971.81	-
TWITCHELL	ASHLEY	SUBSTITUTE TEACHER	564.75	-
VADNAIS	LINDSEY	SUBSTITUTE	875.00	-
VALENTIN	JOHNATHAN	PARAPROFESSIONAL	11,212.62	-
VALLEY	ANTHONY	SUBSTITUTE TEACHER	163.00	-
VARIABEDIA	SOURPOUHIE	LIBRARY PAGE	7,616.03	-
VIRCHOW	KRISTA	CLERK	464.00	-
WAHLERS	RICHARD	POLICE OFFICER	59,986.58	4,502.00
WAHLERS	RICHARD	SUBSTITUTE TEACHER	2,724.00	-
WALCH	LISA	PARAPROFESSIONAL	13,748.90	-
WALSH	DAWN	GR 7 TEACHER	76,857.94	-
WEEKS	BONITA	BIULDING DEPT HEAD	60,704.75	-
WEGIEL	SAMANTHA	SUBSTITUTE TEACHER	115.00	-
WELLINGTON	PHILIP	SUBSTITUTE TEACHER	1,133.00	-
WELLS	WILLIAM	DPW LABOROR	38,628.94	1,082.00
WELSH	CHRISTOPHER	POLICE OFFICER	65,370.61	5,959.00
WESTON	GERALD	WIRING INSPECTOR	49,796.05	-
WETHERELL	EILEEN	PARAPROFESSIONAL	12,681.24	-
WHALLEY	REBECCA	PARAPROFESSIONAL	7,541.29	-
WHITCOMB	VINCENT	CUSTODIAN	1,340.00	-
WHITE	KENNETH	POLICE OFFICER	83,517.17	22,040.46
WHITE	PAMELA	PARAPROFESSIONAL	5,613.25	-
WILDER	BARBARA	CUSTODIAN	29,364.27	1,374.30
WILK	RUDOLPH	POLICE OFFICER	65,248.76	6,551.00

Last	First	Job Title	Base Pay	Add'l Pay	Last	First	Job Title	Base Pay	Add'l Pay
SOUKUP-CO	MICHELLE	GR 8 SCIENCE TEACHER	74,847.76	-	WILK	BARBARA	POLICE MATRON	98.00	-
WILK	SANDRA	GRADE 5 TEACHER	68,753.64	-	WYSTEPEK	HEATHER	SUBSTITUTE	79.77	-
WILLIAMS	SCOTT	WWTP OPERATOR	54,253.85	7,499.00	YOUNG	TINA	GR 6 TEACHER	71,364.44	-
WILLIAMS	KARL	TN COUNCILORS	1,800.00	-	YOUNG	MARC	EL PHYS ED TEACHER	43,786.74	-
WILLIAMS	THERESE	TECHNOLOGY SPECIALIST	69,855.10	-	ZARENKO	DANA	PARAPROFESSIONAL	22,798.43	-
WILLIS	ANDREW	SPECIAL ED TEACHER	11,548.40	-	ZEBROWSKI	RALPH	WWTP MAINTENANCE	43,977.41	2,473.34
WINDOLOSK	BARBARA	SUBSTITUTE TEACHER	6,679.25	-	ZELAZO	BETH	PARAPROFESSIONAL	20,084.64	-
WOOD	JILLIAN	KINDERGARTEN TEACHER	47,476.50	-	ZIMMER	JANICE	GR 8 MATH TEACHER	52,431.16	-
WOOD	MICHAEL	GR 8 MATH TEACHER	12,729.60	-	ZOSCHAK	LAURA	PARAPROFESSIONAL	16,496.02	-
WRIGHT	ANN	SUBSTITUTE	237.50	-					