

Town of Eastham

Annual Report 2020



*Cover photo “Oyster Sunday at Salt Pond”
Courtesy of Joe Rossetti*

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2020

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2020 Town Census 5,242

ELECTED OFFICIALS

PRESIDENT

Donald Trump 2020

VICE PRESIDENT

Mike Pence 2020

SENATORS IN CONGRESS

Edward Markey 2026

Elizabeth Warren 2024

REPRESENTATIVES IN CONGRESS – Ninth Congressional District

William Keating 2022

GOVERNOR

Charlie Baker 2022

LIEUTENANT GOVERNOR

Karen Polito 2022

SECRETARY OF THE COMMONWEALTH

William Francis Galvin 2023

ATTORNEY GENERAL

Maura Healey 2022

STATE SENATOR – Cape and Islands District

Julian Cyr 2022

REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake 2022

COUNTY COMMISSIONERS

Robert Bergstrom 2023

Mark R. Forest 2025

Sheila Lyons 2025

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

John Terence Gallagher 2022

MODERATOR

W. Scott Kerry 2023

BOARD OF SELECTMEN

Arthur Autorino, Clerk	2023
Alexander G. Cestaro	2022
Jared Collins	2022
Jamie Demetri, Chair	2021
Aimee J. Eckman, Vice-Chair	2023

TOWN CLERK

Cynthia Nicholson	2023
-------------------	------

LIBRARY TRUSTEES

Marilyn W. Ace	2021
Ignatus Alfano	2023
Derek Burritt	2022
Holly Reeve Funston	2022
Mary Shaw	2023
Willow Shire	2021

EASTHAM HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	INDEF
Gerald Cerasale	2023
James McMakin	2021
Mary Beth O'Shea	2022

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2022
Judy Lindahl	2023
Benten Niggel	2023
Moira Noonan-Kerry, Chair	2022
Mary Louise Sette	2021

NAUSET REGIONAL SCHOOL COMMITTEE

Amy Handel	2021
Edward Brookshire	2022

Resignations

Marilyn Ace	Library Board of Trustees
Maureen Andujar	Eastham Registrar
Art Autorino	Finance, Planning Board, Strategic Planning Steering Committee
Lauren Barker	Planning Board
Audrey Bohannon	Eastham Registrar, Alternate
Ann Crozier	Eastham Registrar
Kimberly Gill	Cultural Council
Bob Gurney	Open Space Committee
Scott Kerry	Strategic Planning Steering Committee
Martin McDonald	Capital Projects-Police
Glen Olson	Cape Cod Regional Technical School Committee
Judith Parmelee	Eastham 400 Commemorative Committee
Mary Lou Roberts	Water Management Committee
Bill Salem	Council on Aging Board of Directors

Marcia Scholl	Eastham Registrar
David Schropher	Cape Cod Regional Transit Advisory Board
Kathryn Sette	Historical Commission
Trent Sullivan	Conservation Commission, Harbor Planning Committee
Cathy Thomas	Eastham Registrar
Stephen L. Wasby	Zoning Board of Appeals

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Karen Burns, <i>Secretary</i>	2021
Elizabeth Gawron, <i>Vice Chair</i>	2021
Aimie Eckman	2021
Carolyn McPherson, <i>Chair</i>	2022
Bonnie Nuendel	2021

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2021
-----------	------

BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

David Schropfer	INDEF
-----------------	-------

BOARD OF ASSESSORS

Joanna Buffington	2023
Maureen Fagan, <i>Vice Chair</i>	2021
Denise Kopasz, <i>Chair</i>	2023
W Davis Hobbs, <i>Alternate</i>	2023

BOARD OF CEMETERY COMMISIONERS

Sylvia Sullivan, <i>Chair</i>	2023
Roger Thurston, <i>Clerk</i>	2022

BOARD OF HEALTH

Adele Blong	2023
Joanna Buffington, <i>Chair</i>	2021
Francie Williamson	2022
Ellen Lariviere, <i>Vice Chair</i>	2021
Catherine Mondon	2022

BOARD OF HIGHWAY SURVEYORS

William Burgess, <i>Clerk</i>	2022
Mike Harnett, <i>Chair</i>	2022
Keith Roberts, <i>Vice Chair</i>	2022
Daniel Coppelman, <i>Alternate</i>	2022

1651 FOREST ADVISORY COMMITTEE

Saul Fisher	2021
Steven Gulrich	2020
Michael Harnett, <i>Chair</i>	2021
Henry Lind	2023
Janet Benjamins	2023

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Charles Harris	INDEF
--	-------

BOARD OF REGISTRARS

Maureen Andujar	2020
Audrey Bohannon	2020
Ann Crozier	2020
Cindy Nicholson, <i>Chair</i>	2023
Cathy Thomas	2020
Vicky Anderson	2021
Lisa Radke	2023
Suzanne Requa-Trautz	2022
Linda Sassi	2023

CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

Tricia Ford	2023
Beverly Hobbs, <i>Chair</i>	2023
Denise Kopasz	2023

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Adam Prince	INDEF
-------------	-------

CAPE COD COMMISSION

Joyce Brookshire	2021
------------------	------

**CAPE COD COMMISSION:
REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

Silvio Genao	INDEF
--------------	-------

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Yasmine McNellis	2022
Mike Sarcione	2023

CAPE COD REGIONAL TRANSPORTATION AUTHORITY

David Schropfer	INDEF
-----------------	-------

CAPE COD WATER PROTECTION COLLABORATIVE

Jane Crowley	2022
--------------	------

CAPE LIGHT COMPACT

Fred Fenlon	2020
-------------	------

CAPITAL PROJECTS COMMITTEE**Rock Harbor:**

Jared Collins, Select Board	2022
Thomas W. Gardner, Finance Committee	2021
Jacqueline W. Beebe, Town Administrator	INDEF

Police:

Arthur A. Autorino	2021
Jacqueline W. Beebe, Town Administrator	INDEF
Martin McDonald, Board of Selectmen	2020
Gerald Ceresale, Finance Committee	2021
Jamie Demetri, Select Board	2020

Water:

Fred Guidi, Finance Committee	2021
Aimee Eckman, Select Board	2023
Jacqueline W. Beebe, Town Administrator	INDEF
Stephen Cole, Finance Committee	2023

Wastewater:

Jared Collins, Select Board	2022
Jacqueline W. Beebe, Town Administrator	INDEF
Thomas Gardner, Finance Committee	2021

CHARTER REVIEW COMMITTEE

Adele Blong	2020
Aimee Eckman	2020
Elizabeth Gawron	2020
Fred Guidi	2020
L. Michael Hager	2020
William Darin Krum	2020
Kara Risk	2020
Peter Wade	2020

COMMUNITY PRESERVATION COMMITTEE

Josiah Holden Camp, Jr., <i>Vice Chair</i>	2021
Edmund Casarella	2023
Gerald Cerasale	2022
Daniel Coppelman, <i>Co-Chair</i>	2021
Sheila Filipowski, <i>Clerk</i>	2022
L. Michael Hager	2021
W. Davis Hobbs	2021
Carolyn McPherson	2021
Mary Shaw	2022
Peter Wade	2021

CONSERVATION COMMISSION

James Baughman	2020
Janet Benjamins	2021
Thomas Durkin	2022
Sheila Filipowski, <i>Chair</i>	2021
Steven Sukovich	2023
Karen Strauss, <i>Vice Chair</i>	2020
Trent Sullivan	2021
Charles Wagner	2020
Suzanne Bryan	2021

COUNCIL ON AGING

Deborah Albert	2021
Elizabeth Beard	2021
Paula Bruns	2021
Lucile Cashin	2020
James Connor	2021

Carol DiBona	2021
Joan Lockhart, <i>Chair</i>	2021
Pauline McGaughey	2020
Richard Ramon	2020
William Salem	2020
Patricia Unish	2023
Patricia Turiello	2023

CULTURAL COUNCIL

Kimberly Gill	2020
Brian LaValley, <i>Chair</i>	2023
Kathleen Masterston LaValley	2021
Charles McVinney	2023
Johanna Schneider	2021

EASTHAM 400 COMMEMORATION COMMITTEE

Peter Dibble	2021
Beverly Hobbs	2021
Sharon Krause	2021
Janine Orsenigo	2021
Judith Parmelee	2021
James Russo, <i>Chair</i>	2021
George Ryan, <i>Vice Chair</i>	2021
Sylvia Sullivan	2021

FINANCE COMMITTEE

Arthur Autorino	2022
Gerald Cerasale, <i>Chair</i>	2021
Stephen Cole, <i>Vice Chair</i>	2023
George Deptula	2022
Russ French	2020
Thomas Gardner	2020
Fred Guidi	2020
Richard Knight	2021
Mary Shaw, <i>Clerk</i>	2023
Peter Wade	2021
Stephen Zbell	2022

HARBOR PLANNING COMMITTEE

Robert Bruns, <i>Chair</i>	2021
Peter Covell	2021
Jonathan Handel	2021
Christine Labranche	2021
Steven Labranche	2021
Steve Mague	2021
Edward Schneiderhan, <i>Vice Chair</i>	2021
Trent Sullivan	2021
Charles Wagner	2021

HISTORICAL COMMISSION

J. Holden Camp, Jr., <i>Chair</i>	2021
Marie Forjan, Clerk	2021
Elizabeth Sandler	2022
Mark Herman, <i>Vice Chair</i>	2022
Joan Sullivan	2020
Sylvia Sullivan	2021
John Case Bumby	2023

HUMAN SERVICES ADVISORY BOARD

Kate Berg, <i>Chair</i>	2023
Marcia Bromley	2021
Felice Coral	2023
Estella Edmondson	2022
Dilys Jones Smith	2020

LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.

Walter Sebastian	2020
------------------	------

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Karen Boucher	2022
James Cohen	2022
Eileen Morgan	2022
Jonathan Rowe	2022
Kathryn Sette	2022

OPEN SPACE COMMITTEE

Joanna Buffington, <i>Vice Chair</i>	2023
Robert Cook	2021
Saul Fisher	2021
Robert Gurney	2022
Frances Lewis, <i>Chair</i>	2023
Karen Strauss	2021
Peter Wade	2022
Kait Logan	2022

PLANNING BOARD

Arthur Autorino	2020
Daniel Coppelman, <i>Chair</i>	2023
Stephen L. Wasby	2022
Lauren Barker	2022
W. Davis Hobbs, <i>Vice Chair</i>	2021
Joseph Manas	2022
Craig Nightingale	2023
Peter Weston	2021
Dwight Woodson	2021
William Craig, <i>Alternate</i>	2021
Jim Kivlehan	2021

RECREATION COMMISSION

Edmund Casserella, <i>Chair</i>	2023
Alexandra Davis	2023
Barbara Komins	2022
Christine LaBranche, <i>Secretary</i>	2021
Brent Warren	2022

RECYCLING COMMITTEE

Andrea Aldana	2021
Lee Bartell, <i>Vice Chair</i>	2022
Molly Chapman	2022
Amy Hackworth, <i>Clerk</i>	2022
Scott Sebastian	2021
Lian Smith	2020
Gary Senecal, <i>Chair</i>	2022

SEARCH COMMITTEE

Ruth Gail Cohen	2020
George Deptula, <i>Vice Chair</i>	2021
Jessica Dill	2020
Patricia Donovan, <i>Clerk</i>	2022
Amy Hackworth, <i>Chair</i>	2021
Gloria Schropfer	2021
Christine Zajac	2022

SOLARIZE MASS PLUS PROGRAM

Jerome E. Hequembourg, Jr.	2020
Michael Lorrenco	2020

STRATEGIC PLANNING STEERING COMMITTEE

Arthur Autorino	2020
Joanna Buffington, <i>Vice Chair</i>	2021
Scott Kerry	2020
Brian Ridgeway	2021
Karen Strauss, <i>Chair</i>	2021
Stephen Zbell	2022
Mary Shaw	2020

TEE-TIME DEVELOPMENT COMMITTEE

Andrea Aldana	2021
Suzanne Bryan	2021
Steve Garran	2021
W. Scott Kerry, <i>Chair</i>	2021
Stacey Klimkosky	2021
Joan Lockhart	2021
Jacquelin O'Rourke	2021
David Richie	2021
Karen Strauss, <i>Vice Chair</i>	2021
Stephanie Fields, <i>Clerk Alternate</i>	2021
W. Davis Hobbs, <i>Alternate</i>	2021

VISITORS TOURISM & PROMOTION SERVICES BOARD

Kathleen Bunnell	2022
Faith Casarella	2021
Barbara Komins	2021
Bonnie Nuendel, <i>Clerk</i>	2021
Jim Russo, <i>Chair</i>	2022

WATER MANAGEMENT COMMITTEE

Adele Blong, <i>Chair</i>	2020
Patricia McDonald	2021
Mary Lou Roberts	2020

ZONING BOARD OF APPEALS

Robert Bruns	2023
Gay Craig	2022
Brian Ridgeway	2021
Edward Schneiderhan, <i>Chair</i>	2021
Robert Sheldon, <i>Alternate</i>	2022
Joanne Verlinden, <i>Vice Chair</i>	2022
Stephen Wasby	2021

REPORT OF THE SELECT BOARD & TOWN ADMINISTRATOR

We are pleased to submit the 2020 Annual Report for the Town of Eastham on behalf of the of the Select Board and the Town Administrator. By Charter, the Select Board is the Chief policy and goal-setting body of the town. It is comprised of five (5) elected members and each year identifies issues of Town-wide importance that can be translated into operational goals or placed on the legislative warrant for Town Meeting's consideration and approval. New to the board this year, replacing Martin McDonald, is Art Autorino. The Select Board appoints a full-time Town Administrator (Jacqui Beebe) to serve as the Town's Chief Administrative Officer and to manage the daily operations of the Town on behalf of the Board. Also, this year Rich Bienvenue accepted the position of Assistant Town Administrator/Director of Finance. Rich brings a wealth of experience to the position and is a significant addition to the town's financial team.

2020 has been a significant challenge due to Covid-19. Every element of town operation has been affected including Town Hall being closed for a good portion of the year. However, Jacqui, the Board, professional town staff, and our dedicated volunteer boards and committee members adapted as appropriate to assure we continued steady progress as we focused on several critical goals of the Town.

1. The Town's Financial Position

The impact of travel restrictions, business closures, and a challenged tourist season had the potential to wreak havoc with town finances for both FY21 and FY22. However, with the guidance and resourcefulness of Jacqui Beebe and Rich Bienvenue, we created a modified budget which anticipated a 30% to budget reduction in receipts. They did this selectively eliminating some of our capital projects. However, thanks to the short-term rental tax, which hadn't been budgeted, we were able to come out of the year in good financial shape beating our projected receipts and adding to our free cash balance. This allowed us to enter the new year in a strong financial position.

2. Maintain the Town's Rural Character while Increasing its Vibrancy and Sustainability

- a. The implementation of the Family Support Package to provide funding for Education (preschool and after school programs), Housing, and Human Services has been well received and is a model for similar programs across the state. It is a key element in our efforts to attract a diversity of residents and particularly focus on younger working families.
- b. The Planning department added the position of Economic Development Planner and hired Lauren Barker to fill that role. This accelerates our efforts to define what kind of economic development we want and where it should go. It will provide increased resources for our commercial businesses in an effort to help them succeed while providing outreach for new businesses.
- c. Covid-19 drove the need for virtual learning which most of us had no experience with. Contracting with Outermost Educational Services we implemented an Academic Student & Family Support pilot program using

state Covid-19 funding. This provided 8 families with support for their children's virtual learning including assisting parents and students with organizing weekly schedules, strengthening time management skills and learning how to stay on task.

- d. A Zoning Task force was created and the Zoning Bylaws were reorganized to make it easier for individuals to utilize them. This should facilitate design, construction and development of both commercial and residential properties.

3. Environmental Stewardship, living in harmony with the natural environment and local culture

- a. Erosion at Nauset Light Beach, which was threatening the viability of Nauset Light Road, was successfully addressed by Silvio Genao and the Department of Public Works in conjunction with the National Seashore. A new Nauset Light road was created just East of the Three Sisters Light Houses off of Cable Road.
- b. Presented and passed at Town Meeting a bylaw banning the use of plastic checkout bags, polystyrene, plastic straws and polystyrene, disposable containers and cutlery and, effective 9/21/21, banned the sale of single use plastic bottles.
- c. Banned the sale, distribution and intentional release of Helium balloons.
- d. Nauset Marsh Dredging – Worked with the Town of Orleans on the possibility of dredging the Nauset Estuary from inside Town Cove all the way to the Inlet. This would remove 137,784 cubic yards of material from the Nauset Marsh waterways, with maintenance dredging every one to three years. 137,784 yards is the equivalent of filling 13,778 large dump trucks. A large portion of the sediment is located in Eastham behind the Nauset barrier beach. The cost of the project is estimated at \$3.1 million, with maintenance dredge costs of \$1.1 million every one to three years. To fully evaluate and consider the environmental impacts of the project, the Board contracted with the Provincetown Center for Coastal Studies. Their initial findings are available in a technical report issued in April of 2019. The Center is now updating specific data from the estuary in 2014 and comparing to data from 2019. This includes mapping the current composition of the Nauset barrier and what it will look like in the future, a benthic habitat, and finfish study. We have also asked them to evaluate the possible environmental impacts including, the possibility of accelerated erosion of the barrier beach, and impacts to salt marsh, shellfish, and benthic habitats. All three studies will be completed by the spring of 2022. More information and access to the reports can be found at, www.eastham-ma.gov/board-selectmen/pages/nauset-estuary-dredging-project.

4. Capital/Infrastructure Projects:

- a. **The Public Water System** construction proceeded smoothly this year. In 2020, we completed phase IIB and are currently out to bid for contracts 17-19 in 2021. We are also in design stage for the third and final well station and water tower both off Nauset Road. To date, the town has installed 83 miles of water pipe (70%) of the total, with 36 miles left to install. We have borrowed 68.4 million of the 130.8 million-dollar

appropriation and are still substantially under budget and ahead of the original schedule. As of this writing we have connected over 1,346 properties to the new system, with 155 applications pending. For more information, or to connect to the system, go to: <https://www.eastham-ma.gov/water-department>.

- b. **Rock Harbor Improvements** continued with the engagement of Foth Engineering to design a plan to improve access and functionality to the south dock system. Thanks to Shana Brogan, who is leading this project, the Town received additional grant funds from the Massachusetts Seaport Council to pay for the design and engineering of the Harbormaster building and site improvements that include parking, environmentally friendly drainage, walkways, and better connections to both dock areas. The initial design of the building was received poorly with area homeowners and in response to their concerns, we moved the structure back and north on the site. In 2021, we expect to have final design, a new application for funding to the Seaport Council, and an approval to build in the fall. Also, in 2021, we will begin the process of permitting a maintenance dredge of the harbor with the Town of Orleans.
- c. **Wastewater Capital - Permeable Reactive Barrier & Pond Remediation** projects have all moved forward in 2020 under the guidance of Jane Crowley. Permeable reactive barriers were installed on Salt Pond Visitor's Center site in March, despite the pandemic. The preliminary indications are that these are performing well but will need to be closely monitored before this technology can be expanded. We have also implemented the pond remediation strategy for Schoolhouse and Minister's Ponds. For more information on these projects, visit the town of Eastham health department page and follow the blue tabs on the left side. <https://www.eastham-ma.gov/health-department/pages>. In 2021 we will have a draft Watershed Improvement Plan which will, once approved, become our map for water needs over the next five years.
- d. **The Police Station renovation** was funded by the 2018 Town Meeting and was substantially complete in December of 2019 and within the \$600,000 dollar budget. It is our hope that this renovation will be sufficient to meet the departments needs well into the future and was done intentionally to avoid replacement of the building. The last upgrade to complete the renovation is to the 911 system and dispatch area, which was funded in 2020, currently underway and scheduled to be completed in the spring of 2021.

Working as a team, the Select Board, town administration, town staff and the numerous volunteers on town boards and committees are dedicated to achieving the strategies and goals defined in our Strategic Plan. We are determined to provide exceptional service to our community assuring all residents are able to prosper and grow in an environment that respects nature, encompasses diversity and leaves no one behind.

Thanks to everyone that is making this possible.

Jacqui Beebe, Town Administrator
Jamie Demetri, Chair Select Board
Aimee Eckman, Vice Chair Select Board

Al Cestaro, Select Board
Jared Collins, Select Board
Art Autorino, Clerk Select Board

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2021 Recertification Year Update as required by the state to achieve full and fair cash value assessments and was first in the state to receive preliminary certification from the Department of Revenue. The median value of a single-family home as of the January 1, 2020 assessment date was approximately \$449,800 compared to \$440,100 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$292 from \$3,837 ($\$440,100 \times \8.72 per \$1,000) to \$4,129 ($\$449,800 \times \9.18 per thousand dollars)

The Town of Eastham had 6,356 taxable real estate parcels and 2,485 taxable personal property accounts as of January 1, 2020. The Select Board held a public hearing on August 17, 2020 to determine the percentages of the tax levy to be borne by each class of property for FY2021. The Select Board voted to adopt a single tax rate for all classes of property. The FY2021 tax rate is \$9.18 per \$1,000 of valuation, up \$.46 from FY2020.

To date the Board of Assessors acted on 88 tax exemption applications for veterans, the blind, seniors, hardship, paraplegic and for a surviving spouse of a police officer killed in the line of duty. There were no tax deferrals. The total tax exempted is \$70,566.03. These figures are expected to rise as the deadline for applications has now been extended to April 1st of each year. There were 8 applications for real estate abatements for FY2021, which is less than one percent of the 6,356 taxable real estate parcels.

The assessing department continues the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The board appreciates the continuing cooperation of all property owners in allowing interior and exterior access to their properties for the purpose of maintaining accurate property information.

The assessing department handled a large volume of requests for assistance and information and the board appreciates the professionalism and competence demonstrated by the staff, Belinda Eyestone, Principal Assessor and John Robertson, Assistant Assessor/Field Appraiser.

The Board would like to welcome and thank Rich Bienvenue, Finance Director for his guidance and support and we look forward to working with the assessing staff in 2021.

The Board of Assessors extends our continued thanks to the Select Board and all town departments for their support. Three articles were passed at the Annual Town Meeting. Article 21 changes the interest rate from 8% to 3% on Clause 18A, the Financial Hardship Tax Deferral. Article 22 changed the interest rate on Clause 41A, Senior Tax Deferral from 8% to 3%. Article 23 established an elderly/disabled tax relief fund. This will establish a Town fund to assist low income seniors and disabled residents to defray a portion of their taxes. The Town Treasurer will hold any amounts donated in a special fund for this purpose. The Board of Assessors will continue to work on ways to help assist taxpayers who need assistance.

Respectfully submitted,

Board of Assessors:

Denise Kopasz, Chair
 Maureen Fagan, Co-Chair
 Joanna Buffington
 W. Davis Hobbs, Alternate

TAX RATE RECAPITULATION FISCAL YEAR 2021

I. TAX RATE SUMMARY

- la. Total amount to be raised (from IIE) \$35,757,149.59
- lb. Total estimated receipts and
 ther revenue sources (from IIIE) \$7,390,402.00
- lc. Tax levy (IA minus IB) \$28,366,747.59
- ld. Distribution of Tax Rates and levies
 Is this a recertification year? Yes

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c)/(d) x 1000	(f) LEVY by CLASS (d) x (e)/1000
Residential	96.4203%	27,351,303.13	2,979,44,29.0.00	9.18	27,351,316.29
Open Space	0.000%	0.00	0		0
Commercial	2.359%	667,724.87	72,736,231.00	9.18	667,718.60
Industrial	0.3046%	86,405.11	9,412,100.00	9.18	86,403.08
SUBTOTAL	99.0788%	---	3,061,594,550.00		28,105,437.97
Personal	.9212%	261,314.48	28,465,100.00	9.18	261,309.62
TOTAL	100.0000%	---	3,090,059,650.00		28,366,747.59

BOARD OF CEMETERY COMMISSIONERS

The Board of Cemetery Commissioners is responsible for the care of the two town-owned historic cemeteries. The Cove Burying Ground, which is the older of the two, is located on the State Highway (Route 6). The Bridge Road Cemetery is located on Samoset Road, 300 yards south of the intersection with Route 6.

The Board wishes to thank Steve Genao, and the members of the Town of Eastham Dept. of Public Works, for the wonderful care of Cove and Bridge Road Cemeteries. The replacement of the four Landmark trees, at Cove Cemetery has been a huge success.

Robert Carlson, volunteer, continues to physically keep the Cemeteries in excellent condition.

This year Roger Thurston had been contacted by Elisha Valleley, a BA/MA candidate ('21) from Boston University who wished to perform a Ground Penetrating Radar survey of our cemeteries. This research would form a foundation for Elisha's Master Thesis. After discussions with commissioners permission was granted. Mid summer the GPR survey was completed at Cove. The project took longer than anticipated so Bridge Road cemetery was not included.

Results of survey is expected to be completed by May of 2021. Ms. Valleley will provide a full report and analysis to the Cemetery Commission.

Respectfully submitted

Sylvia Sullivan, Chair

BOARD OF HEALTH

The mission of the Board of Health (BOH) is to protect, promote and sustain the public and environmental health of the Town of Eastham. With a worldwide pandemic affecting all of us and our activities since March of this year, the Town's full-time Director of Health and the Environment, Assistant Health Agent, and Community Development Assistant quickly shifted into overdrive and remained at full throttle for months to accomplish a tremendous amount of work. Guided by local and state regulations, the staff and the Board continue to monitor and address new and changing health-related issues as they occur in Eastham, advocating for a safe environment, reduction of known health risks, and for the promotion of known preventive health measures.

COVID-19 was on the top of Eastham's Health Department "Dashboard" (aptly named) since March, with the Director of Health and the Environment Jane Crowley actively joining a weekly update meeting with the Police/Fire/School representatives. These meetings and ongoing communications ensured that staff was able to stay on top of the changing situation in Eastham and surrounding areas, and communicating important issues around Governor Baker's Phase Opening requirements. Health staff worked tirelessly to assist businesses, workers, residents, students, teachers and visitors in navigating our changed world, with restrictions to stay safe and healthy while meeting critical needs. Two part-time nurses were hired and trained in the fall, to assist with the increasing work of monitoring and communications regarding the COVID-19 situation, and enabling staff to stay on top of the multitude of other critical health issues in town.

The BOH held 12 regular formal meetings in 2020, responding to requests for variances and reviewing numerous septic system proposals to support increasing requests for renovations and expansions of existing properties. With COVID-19 restrictions, the Health Department staff fielded a number of complaints and concerns about rental properties from town residents, resulting in several rental violations being addressed by the Board. The BOH continues to attempt to balance protecting the safety of our aquifer, estuaries, and fresh and saltwater recreational waters, while being responsive to the needs of property owners. The BOH conducted six workshops and one Community Meeting to address development of a Board of Health regulation "Keeping of Non- Commercial Farm Animals" from a draft document provided by the Animal Regulations Task Force in 2019.

Watershed Management Projects conducted by Eastham Health Department in 2020 include the following:

1. Installation of Pilot Permeable Reactive Barrier at Salt Pond Visitor Center. Monitoring and quarterly update reports continue
2. Approval and construction of "Layer Cake" Alternative Nitrogen Reduction Septic System Pilot installed in Nauset Harbor Estuary watershed
3. Continued Remediation of Schoolhouse Minister Pond installation of aeration system
4. Development of Stormwater Engineering plans for Schoolhouse Minister Pond to eliminate runoff that contributes nutrients to the freshwater system

5. Continued work on Targeted Watershed Management Plan update by wastewater consultants
6. Evaluation of enhanced Shellfish Aquaculture Pilot for Salt Pond with stakeholders.
7. Upgrade of wastewater treatment plant at Salt Pond Visitor Center by Cape Cod National Seashore
8. Development of public outreach and education to discuss status and goals of Watershed Management Program with APCC
9. Testing of 9 freshwater ponds in spring and fall of 2020
10. Coordination of volunteer testing program at 5 Eastham Massachusetts Estuary Stations in Nauset Harbor Estuary in coordination with Orleans completed five times in 2020

The BOH also supported the following activities carried out by the Health Department:

- Eastham is a designated Waste Management Agency. Eastham has developed a multifaceted approach to improving water quality in the Nauset Harbor Estuary that includes: Stormwater design, Aquaculture and design of a Permeable Reactive Barrier adjacent to Salt Pond.
- Massachusetts Estuary Program (MEP): Water testing in Nauset Estuary with Orleans and CCNSS is conducted five times per year at specific monitoring stations.
- Pond water quality testing is conducted at nine fresh water ponds twice per year.
- A three part restoration approach is underway in Schoolhouse Minister Pond that includes Hydoraking (fall 2019), Aeration (spring 2020) and Alum application as needed.
- Environmental investigation continues to fully characterize the Salt Pond subwatershed Monitoring well analysis continues.
- Inspections: Housing, restaurants, beach testing and pools (see statistics)
- Five influenza vaccine clinics
- Representation on the Strategic Planning Committee

Respectfully submitted,

Dr. Joanna Buffington, Chair

BOARD OF HEALTH EASTHAM HEALTH STATISTICS

(Calendar Year 2020)

License/Permit/Inspection Type	#	Total Fee Amount
Septic Installer	52	\$5,200.00
Septic Hauler	16	\$1,600.00
Refuse Hauler	9	\$900.00
Motel/Cottage Colony/Inn	27	\$5,400.00
Food Establishment	53	\$5,000.00
Milk and Cream	9	\$450.00
Manufacture Ice Cream	4	\$200.00
Swimming Pool/Whirl Pool	11	\$1,100.00
Tobacco	6	\$600.00
Perc Tests	77	\$7,700.00
Septic Permits	119	\$11,800.00
Well Permits	17	\$850.00
BOH Variance Requests	19	\$1,800.00
BOH Review Requests	33	\$2,250.00
Certificate of Compliance for Realty Transfers	1	\$25.00
Camps	0	
Temporary Food Permits	0	
Abutters List	41	\$1,025.00
BOH FINES		\$625.00
Inspections for Septic Permits	120	
Title V Septic Report Review	191	\$14,250.00
Hotel/Motel/Cottage Colony Inspections	30	
Food Establishment Inspections	64	
Swimming Pool Inspections	26	
Walk Through Inspections	54	
Rental Inspections	102	
Bathing Beach Samples Taken	260	
Septic Reminder Postcards sent	2601	
Rental Certificate	1156	\$84,375.00
Total Fees Collected		\$145,150.00

Respectively submitted,

Jane Crowley, M.S., R.S.
Eastham Health Agent

BUILDING DEPARTMENT

Permit numbers in calendar year 2020 remained very similar to calendar years 2018 and 2019. In addition to our daily work of addressing inquiries to zoning, building and various other community concerns, the Eastham Building Department issued 739 building permits. An overwhelming majority of the permits were for the improvement of existing structures and uses. Permits issued included:

New construction	28
Demolition	6
Additions/alterations	546
Solar installation	47
Sheet metal	12
Pool	12
ADU	6
Other	82
<hr/>	
Total receipts	\$169,247.00

Building Commissioner Thomas Wingard retired July 1, 2020. I express my gratitude to Tom Wingard, Wally Adams, Wiring Inspector, Scott Van Ryswood, Plumbing and Gas Inspector, the Health and Fire Departments, and all departments in town that assist us on a regular basis. I would especially like to thank Debbie Cohen, administrative assistant to the Building Department, for her support and professionalism.

Respectfully submitted,

Justin Post
Building Commissioner

PLUMBING AND GAS INSPECTOR

For the calendar year 2020, 284 plumbing permits and 366 gas permits were issued. 702 plumbing inspections and 547 gas inspections were conducted. Permit fees were \$65,425.00.

For the municipal water service, a further 185 plumbing permits were issued and 176 inspections were conducted. Permit fees were \$16,785.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2020, 512 wiring permits were issued and the following inspections were made:

Temporary	3
Service	53
Rough	168
Final	478
Other	248
Fire	3
Advisory	52
Code	43
<hr/>	
Total Inspections	1058

Total Receipts turned in by the Wiring Inspector were \$49,635.00.

Respectfully submitted,

Wallace Adams
Wiring Inspector

CABLE TV LICENSE RENEWAL ADVISORY COMMITTEE

The Cable License Renewal Advisory Committee reviews the existing license with our town cable television provider (currently Comcast) and assists the Town with the renewal process. The Committee reviews the past contract, prepares, distributes, and analyzes a survey based on service, satisfaction, and pricing concerns. The Survey results are analyzed and presented to the Town. The Committee assists with the preparation and presentation of the community hearing on the cable provider performance. The Committee is available to assist in any matters relating to the Cable Service and License as requested.

This is a board of five, currently with two vacancies.

Respectfully submitted,

Beverly Hobbs, Chair
Tricia Ford
Denise Kopasz

CAPE COD COMMISSION

Celebrates 30 years

The Cape Cod Commission was signed into law in January 1990, and ratified in a county-wide vote in March 1990. For the past 30 years, the agency and its 19-member board have worked to uphold and further the region's special natural, coastal, scientific, historical, cultural, architectural, archaeological, recreational, and other values. The act was drafted to be specific enough to address the pressing environmental and development issues at the time of creation, but flexible enough to adapt to changing threats and opportunities.

The Commission's 30th anniversary will be recognized more fully in the year to come. We are proud that the 30-year-old Cape Cod Commission act has withstood the test of time, and continues to be relevant and effective.

Eastham Hazard Mitigation Plan

Commission staff worked with the Town of Eastham to update its Hazard Mitigation plan. The planning team held a series of meetings starting in fall 2019 to review action on the previous plan, update goals and strategies, and new action for the updated plan. The plan was submitted for state and federal approval in May 2020, and formally adopted by the Eastham Select Board in October 2020.

Governor Prence Road Pedestrian Hybrid Beacon Installation

A traffic control device called a pedestrian hybrid beacon was installed at Route 6 at Governor Prence Road. The beacon stops vehicle traffic on an as-needed basis, triggered by those crossing, to allow pedestrians and bicyclists to safely cross.

The Cape Cod National Seashore led the installation effort with support from the Town of Eastham, Massachusetts Department of Transportation, and the Cape Cod Commission.

Model coastal resiliency bylaw

A model coastal resiliency bylaw designed to help Cape Cod towns better manage the impacts of climate change is under development. This is a key component of the Cape Cod Commission's climate work, and a critical follow-up to the Municipal Vulnerability Preparedness Program planning the agency has done with many towns in the region.

To create the model bylaw, the Cape Cod Commission is working with four partner towns: Eastham, Bourne, Sandwich, and Brewster, and has contracted with the Urban Harbors Institute (UHI). UHI has assembled a team of experts including coastal floodplain and erosion specialists, and those with expertise in preserving historic character and the elements of historic structures.

Towns have expressed a desire to focus on regulating development and redevelopment in the floodplain through wetlands regulations, along with a need for considerations for historic properties and implications of redevelopment in these vulnerable areas, as well as challenges in addressing community character while complying with floodplain regulations. Expanding homes, footprints, and elevations, along with pool construction in the floodplain and in coastal resource areas were also noted as concerns.

This project provides a unique opportunity to consider and advance the use of existing zoning to promote more resilient practices. It is expected to conclude in June 2021.

The work is funded through grants received from the state Office of Energy and Environmental Affairs and through the federal Economic Development Administration.

Arts and Culture Guide

The Commission released “Leveraging Cultural Assets in Economic Development on Cape Cod,” a report on best practices and lessons learned for integrating the creative sector into commerce, in early 2020. The guide is intended to inspire collaboration and strategic planning, elevate successful projects throughout the region, and strengthens the ties of our arts and economy. This is a 10-year update to a 2009 guide that provided guidance on how to design initiatives that maximize communities’ cultural assets for economic development. Commission staff also worked with the towns of Wellfleet and Orleans to create cultural asset inventories.

Cape Cod Climate Action Plan

The Cape Cod Commission is developing the region’s first-ever climate action plan, a strategic framework that details the policies, measures, and activities our community will take to reduce greenhouse gas emissions, adapt to existing climate hazards, and track progress. The climate action plan will set forward a clear path and framework for adapting to and mitigating the causes of climate change through development of specific and measurable actions and recommendations at a variety of scales.

Along with a robust series of stakeholder meetings, focus groups and other outreach, Commission staff developed a regional greenhouse gas emissions inventory, a solar siting tool, an electric vehicle charging station analysis, and other detailed information in support of the climate action plan. Outside consultants completed analyses of potential fiscal and economic impacts and legal and jurisdictional considerations.

A draft plan will be released in early 2021.

Climate Petition

The Commission received and held a hearing on a citizens petition seeking climate change related amendments to the 2018 Cape Cod Regional Policy Plan. In July 2020, the Commission voted to continue the hearing until January 2021 and initiate it’s own process to develop and consider amendments to the Regional Policy Plan.

Covid-19 Response

Working with regional, state, and local partners, the Commission helped develop and maintain several information tools and websites to provide up-to-date information on infections, economic impacts and other details supporting the Cape’s reopening and recovery efforts.

In cooperation with Cape Cod Healthcare and Barnstable County Department of Health and Environment, the Commission launched a COVID-19 Community Alert System dashboard in April showing where and when positive COVID-19 tests were confirmed. Information was presented down to ZIP-code levels and initially updated daily, then multiple times a week. By the end of June, the dashboard received more than 300,000 visits.

The Commission partnered with the Cape Cod Chamber of Commerce on a series of business surveys, issuing two in 2020, with additional surveys planned throughout the pandemic to gauge impacts and assist Cape communities with recovery. Staff also worked with the Arts Foundation of Cape Cod to develop an Arts Impact Survey.

TECHNICAL ASSISTANCE AND RELIEF

The Cape Cod Commission received a \$400,000 Coronavirus Aid, Relief, and Economic Security (CARES) Act Recovery Assistance Grant from the US Department of Commerce's Economic Development Administration (EDA) to support efforts to respond and recover from the devastating economic impacts caused by the pandemic and develop strategies to improve resilience in the future.

Executive Director Kristy Senatori serves on the Cape and Islands Reopening Task Force along with community leaders and the legislative delegation.

Cape Cod and Islands Water Protection Fund

The Cape Cod and Islands Water Protection Fund (CCIWPF) is a critical new funding source for local implementation of water quality projects. It is overseen by a Management Board that includes representatives from each of the member communities, the executive directors of the Cape Cod Commission and Martha's Vineyard Commission, and the Nantucket Town Manager. Currently, the 15 Cape Cod communities are members. The Commission provides administrative and technical support to the Management Board.

Since collection of revenue began in July 2019, the Fund has generated approximately \$11 million (through August 2020). The Commission is charged with providing administrative and technical support to the CCIWPF Management Board. In 2020, the board developed and approved regulations for equitable distribution of the funds, which were adopted in October.

Eastham 208 Compliance Report Issued

As the Commission tracks implementation of the 208 Plan Update, it committed to developing annual compliance reports that document local progress. 2020 compliance reports for all 15 towns were issued in December with criteria that was refined through feedback from the Cape Cod Water Protection Collaborative, MassDEP, and US EPA. The reports document water quality funding, intermunicipal agreements and permits in priority watersheds, status of water quality projects, and all town actions on wastewater and water quality. Compliance reports are available at capecodcommission.org/208

High Resolution Orthoimagery Project

On behalf of the Cape's 15 towns, the Commission coordinated a regional procurement of high resolution aerial photography, which will support a Planimetrics database update this year. The data details a variety of ground features and is used by many municipal officials. Local policy makers use the information to inform capital expenditures; assessors use the data to inform property values and assessments; engineers maintain an inventory of existing conditions to determine future needs; planners evaluate shoreline conditions to mitigate and adapt to changing weather and climate conditions and utilize the information to inform zoning proposals.

Along with contributions from participating towns, this project was supported with regional District Local Technical Assistance funds through Massachusetts Department of Housing and Community Development.

CAPE LIGHT COMPACT

Cape Light Compact JPE is an intergovernmental organization consisting of the 21 towns on Cape Cod and Martha's Vineyard and Duke's County. The Compact's mission is to serve our 205,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, and renewable competitive electricity supply.

Effective July 1, 2017, the Cape Light Compact reorganized itself as a joint powers entity pursuant to Massachusetts General Law Chapter 40 Section 4A1/2, becoming the first joint powers entity in Massachusetts. Reorganizing as a joint powers entity protects member towns from potential liabilities and mandates greater financial accountability through expanded reporting requirements to the Massachusetts Department of Revenue and member Towns, and designation of Treasury functions to an independent entity.

ENERGY EFFICIENCY

Through November 2020, Cape Light Compact has reinvested over \$917,436 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 810 participants approximately \$187,498 annually on their energy bills. These energy efficiency funds are collected through the energy conservation surcharge on each Eversource customer's monthly electric bill.

The Compact has programs available for homeowners, renters or landlords, income-eligible and businesses, including those who rent their business location and non-profits! To take advantage of these programs, please call us at 1-800-797-6699 to sign up for a free energy assessment for your home or business, or visit our website www.capelightcompact.org for more information and rebate offers.

POWER SUPPLY

During the year 2020, the Compact's power supplier for all residential, commercial, and industrial customers was NextEra Energy Services of Massachusetts (NextEra). The Compact is pleased that our residential price in 2020 remained price-competitive with the utility's basic service residential price, while also being 100% renewable.

The Compact has been a green aggregation since January 2017, meaning 100% of Compact's power supply customers' annual electricity usage is met with renewable energy certificates (RECs). Each REC represents the generation of 1 megawatt hour (1,000 kilowatt hours) of electricity produced by a renewable resource, such as wind or solar. By retiring RECs to match the Compact's customers' usage, Compact customers are financially supporting renewable energy resources, including resources located on Cape Cod and southeastern Massachusetts. In addition, NextEra pledged to deposit all premiums paid for voluntary RECs, plus their supplier and retail fees (expected to total over \$3 million per year), into a trust fund to be used solely for the development of new renewable energy resources. Now, by purchasing electricity through the Compact, all Compact power supply customers are supporting renewable energy and acting locally to combat climate change.

In March 2019, the Compact launched two new power supply options, CLC Local Green 50 and CLC Local Green 100. The CLC Local Green program gives customers the ability to support local renewable energy development by opting to pay a small premium on their monthly electric bill. The Compact uses this premium to purchase and retire Massachusetts Class 1 RECs to match either 50% or 100% of customers' annual electricity usage, in addition to the RECs retired as part of the Compact's standard power supply product. These RECs are sourced from renewable energy projects in New England, including several solar installations on Cape Cod. By participating in CLC Local Green, customers are driving the market to bring new renewable energy resources online at home in New England.

At a regional level, New England continues to face electricity pricing spikes during the winter months. Over the last fifteen years, New England has greatly increased its reliance on natural gas for electricity production, and now over fifty (50) percent of New England's electricity is generated with natural gas. However, natural gas pipeline capacity has not substantially increased during that same period. As a result, during winter cold snaps, demand for natural gas to generate electricity competes with natural gas demand for heating purposes. Allocation of natural gas for heating has priority over natural gas for generating electricity. This creates a supply shortage of natural gas for electricity production, and therefore increases prices for electric generators, which is passed on to all New England power supply customers. Until such time as this issue is resolved, either through additional natural gas or electric transmission infrastructure, demand reduction, or other targeted programs, the possibility of future high winter pricing remains, and as such, consumers should still expect seasonal pricing fluctuations for the foreseeable future. The Compact will continue to seek ways to help customers reduce their electricity costs through innovative energy efficiency programs to mitigate the impacts of higher winter electricity pricing.

As of December 2020, the Compact had approximately 4,962 electric accounts in the Town of Eastham on its power supply.

CONSUMER ADVOCACY

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local and state level.

- In 2020, the Compact's primary consumer advocacy focus was on redesigning its Cape & Vineyard Electrification Offering (CVEO). The Compact expanded its coordination with Massachusetts stakeholders to redesign CVEO. The redesigned CVEO focuses on the following:
- Consistency with the 2018 amendments to the Green Communities Act and will advance the goals and objectives of these amendments while providing cost-effective energy savings and reducing greenhouse gas emissions.
- Serving low-and-moderate income members of the Cape and Vineyard community, a population that faces economic barriers to installing the three technologies proposed under CVEO.
- Address the economic barriers such as the high up-front costs and inability to qualify for a loan.

- Through the installation of cold climate air source heat pumps (“ccASHP” or “heat pump”) CVEO advances the Commonwealth’s goal of beneficial strategic electrification and the greening of the building sector.

The Compact also participated in regulatory proceedings at the DPU related to the retail electric market, pushing for policies that promote a competitive power supply market while ensuring common-sense protections for consumers.

Respectfully submitted,

Fred Fenlon
Eastham Representative

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT



Cape Cod Regional Technical High School was established in 1973 as a public technical high school. Cape Cod Tech students meet the same academic standards required by the state as our sending schools while also meeting certification standards of their technical training.

District Towns: Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth

Mission Statement: Cape Cod Regional Technical High School will provide an opportunity to acquire high quality technical, academic, and social skills preparing our students for success in our changing world.

Enrollment: For school year 2019-2020, the enrollment on October 1 was **616** students.

Budget: For school year 2019-20 (FY20) there was a Total Budget of **\$15,087,000**. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment.

News from Superintendent Sanborn: Often educators are told to begin with the end in mind. Cape Cod Tech could not have envisioned ending the 2019-2020 school with a commencement at the Wellfleet Drive-In. With extreme gratitude to the Vincent family, Cape Cod Tech's class of 2020 celebrated their graduation in an unforgettable setting. The school year was a trying one for obvious reasons. I could not have been prouder of our entire staff 's response to adversity in transitioning to a remote business model for education while simultaneously preparing to move into our new building. I must reiterate to the taxpayers of our twelve towns how grateful we are for your funding our new school which we moved into in August. THANK YOU! We cannot wait for the days when masks and social distancing are no longer, so we can invite you to see the new Cape Cod Regional Technical High School which has been realigned for next year due to the coronavirus. Currently, we have our technical students in 100% of the time while academic students attend 50% of the time with remote instruction every other day. Our new gymnasium serves as an additional cafeteria to allow for a safe student lunchroom environment during COVID and all classrooms maintain at least six feet of social distancing for staff and students. Additionally, our academy model was put on hold for one year due to the establishment of student cohorts which decreased student circulation throughout the building for safety as well. We do hope to return to normalcy at one point in the future

but for now our whole community is making the best of the “new” normal. We have shared a few photos and more interactive photos are available at our virtual tour created for prospective students at: <https://www.capetech.us/cape-tech-night>.

Town of Eastham: The Town of Eastham had twenty-one students enrolled at Cape Cod Tech as of October 1, 2019. The assessment for Eastham was **\$467,750** based on 22 students for October 1, 2018.

Highlights from Cape Cod Tech 2019-20 School Year

- Graduated 142 seniors in 2020: five (5) from Eastham.
- Enrolled 162 new freshman; four (4) from Eastham.
- The student newspaper *Tech Talk* continued to win numerous prestigious awards this year, including: First Place with *The American Scholastic Press Association* for its annual newspaper competition earning 920 out of a possible 1000 points; and “top honors” by the *All New England Award* for newspapers with a student population between 500 to 1000. Congratulations to the fourteen (14) student journalists of 2019-2020!
- Through the generosity of Cape Cod community organizations, charities and family memorials, Cape Cod Tech presented 65 toolships and 63 scholarships to the graduating class of 2020 for a total of \$ 123,850.
- Thirty-eight (38) students received John and Abigail Adams Scholarships, including Owen Currier, Thomas Gilmore, Christian Hilbig and Phoenix Stroh from Eastham.
- The National Technical Honor Society honored 54 students; including Phoenix Stroh and Lakota Gunsalus both from Eastham.
- *SkillsUSA* is a national student organization serving more than 395,000 high school, college and middle school students enrolled in training programs in trade, technical and skilled service occupations. *SkillsUSA* is a huge part of the of the Cape Tech experience combining technical, academic and employability skills. Forty-eight (48) students participated in the Massachusetts District competition and won eight (8) medals. Cape Cod Tech had 14 students attend the *SkillsUSA* Leadership Convention. The state competitions were cancelled due to COVID-19, disappointing the 70 Cape Cod Tech students anticipated to attend.
- “*FFA*” (Future Farmers of America) is a national career and technical student organization based on middle and high school classes that promote and support agricultural education. This year Cape Cod Tech student participants took home the silver medal for Nursery Landscape Team at the Fall National Nursery Landscape Competition vying against 200 participants across the country as well as various individual gold and silver medals. The Spring Competition was cancelled due to COVID-19.
- The Cooperative Education (Co-Op) program placed a total of 20 junior and 41 senior students to work with local businesses, enhancing their skills through Co-Op placements, including three (3) placements in Eastham with the Town Hall, Bay Sails Marine and the Charles Moore Arena. Six students were placed in internships of Health Technologies and Dental Assisting.

- The Athletic Department offered a “no-cut, no-fee” program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, cross-country, football, golf, hockey, lacrosse, soccer, softball, tennis and volleyball.

Technical Highlights from 2019-20

- All shop programs used the new school building (under construction) as an opportunity for student involvement in the design to upgrade their shops to 21st century industry standards.
- For all shop programs, there were fewer jobs completed for the public due to the closing of school buildings in March of this year related to the COVID-19 pandemic.
- The Auto Collision program completed 80 jobs resulting in approximately \$40,000 savings to the community and fostered positive relationships with local businesses to improve future student placements.
- The Auto Technology program purchased new engines to enhance the 10th grade curriculum significantly increasing engine repair knowledge, as well as new transmissions to increase transmission knowledge.
- The Carpentry Department increased their non-traditional student enrollment to include five females. Four students were placed in Co-Op placements. The Carpentry Program Advisory Board was strengthened with additional industry leaders.
- The Cosmetology program implemented a new salon shadowing program for students to better expose them to careers in the field. Community service projects, Mannies for Nannies and *The Wig Bank*, were a great success.
- Culinary Arts maintained a perfect 100% score on multiple annual food service inspections by both the town of Harwich and county of Barnstable. This is due to the Serv-Safe training that all culinary students have taken and all have passed testing for certification.
- Dental Assisting students participated in activities such as TECH night and *SkillsUSA*. They have a robust community service presence going out to preschools, Angel House, and veterans’ centers. Five (5) students participated in district *SkillsUSA* competitions with six (6) intending to compete at State level prior to its cancellation.
- The Design & Visual Communications program was at maximum capacity with the new freshman class. This program received honorable mention at the *Boston Globe Scholastic Awards* this year. Students were involved in the community helping with design needs as well as providing a service to the school with designs for school events.
- The Electrical Department over-achieved for shop attendance this year. All sophomores received OSHA 10 Construction Training. Non-traditional student enrollment was doubled from the previous year for female students.

- The Engineering Technology Shop incorporated many certificate programs in engineering software very successfully including a dual enrollment class with Cape Cod Community College. This shop participated in the Co-Op program for the first time this year and placed four seniors into local jobs in their field.
- The Health Technologies students were very busy passing the Basic Life Support for Healthcare Providers, OSHA Training, gaining experience at Pleasant Bay Nursing Home, holding blood drives, teaching preschool children about healthcare and assisting homeless veterans.
- The Horticulture program has taken over the responsibilities for grounds maintenance for the second year which provides hand-on training for their students while saving the district time and money. Focus on the national FFA competitions provides skill-building, student learning and leadership opportunities for these students.
- The HVAC program consistently achieved a 95% attendance rate throughout the year; had 16 students participate in the SkillsUSA District competition; maintained 85% of juniors and seniors in Co-Op placements, and achieved OSHA Certification with all 10 sophomores.
- Marine Services continued its work with Yamaha Motor Corporation providing training materials and certifications for students. Relationships with local marine businesses have benefited from the six students working in Co-Op placements.
- The Information Technology Program offered its first Advanced Placement course, Computer Science Principles. Juniors earned certifications in Network Pro and seniors in Security Pro. Students had opportunities with the Yarmouth Community Center to demonstrate their talents. This shop program actively competes in a team sport, “eSports”
- The Plumbing Shop incorporated 21st century skills to keep students current with industry trends, such as teaching proper methods of Mega and Propress methods that are vital to our students’ success in this industry. Students were active in SkillsUSA and Co-Op program.

Academic Highlights from 2019-20

- The Business Education/21st Century Learning department reconfigured their employability skills panel to take place on Google Meet, and forged ahead using the remote learning model.
- The English Department continued to integrate MCAS Next Gen writing into the curriculum using the MCAS Next Gen Writing Rubric. The Department adjusted student expectations and criteria for success for this kind of writing in response to 2019 MCAS data. All students passed the ELA Next-Generation MCAS by November 2019 retest.
- The Social Studies standards were revised for 2019 and the Social Studies Department has implemented those changes. They were able to implement the new US History frameworks remotely and effectively. Advanced Placement (AP) students had the highest passing rate in the history of the program and the most overall students (13) passing the exams.

- The Math Department implemented a new Honors track for 9th grade Honors Algebra/Geometry. Pre-Calculus and Calculus classes were successfully implemented. Technology-based instruction and assessment were integrated into the curriculum.
- The Science Department is developing Biology Curriculum for the ninth and tenth grades that will prepare students for the Spring Biology MCAS assessments. Though MCAS exams were waived by the Governor because of the COVID-19 pandemic, results from 2019 were useful to identify areas of need for a more in-depth curriculum.
- Special Education was using Google Classroom before the COVID-19 pandemic, but remote learning has certainly made us all proficient in our use of technology with students.
- The Student Services Department created a District Curriculum Accommodation Plan (DCAP) . The department not only engaged students in their post-secondary plans, scholarships/toolships applications, participated with local Rotary and Kiwanis Clubs for student recognition awards, but they pulled off the most amazing graduation ceremony for the class of 2020 at the Nauset Drive-In and supported underclass students throughout the summer to successfully complete the school year courses that were interrupted by the COVID-19 pandemic.



Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Michael Sarcione and Glenn Olson

Eastham Representatives to Cape Cod Regional Technical High School District
School Committee

CHARTER REVIEW COMMITTEE

In the fall of 2018, a seven-member Charter Review Committee was appointed by the Town Moderator, as required by the Town Charter, “for the purpose of reviewing the provisions of the Charter and to make a report, with recommendations to the [2020 Annual] Town Meeting, concerning any proposed amendments or revision which said Committee may deem to be necessary or desirable.” (Article 3, Section C3-10.)

In 2019, following discussions with Town Counsel, the Town Administrator and the Chair of the Finance Committee, among others, the Committee set about its work of drafting proposed corrections, revisions and additions to the Charter. Throughout 2019, the committee met twice monthly in duly advertised open meetings. By the end of 2019, the Committee had nearly completed a draft of its proposal for a revised Charter. Early in 2020, the draft proposal was presented to the Select Board, to Town Counsel and to the general public for comment. Modifications were made, and the final proposal was placed on the Warrant for the Annual Town Meeting in September 2020, where it was approved by the voters.

Committee members:

Adele Blong, Vice Chair
Aimee Eckman
Elizabeth Gawron
Michael Hager
Darin Krum
Kara Risk, Clerk
Peter Wade, Chair

COMMUNITY PRESERVATION ACT COMMITTEE

The Community Preservation Act Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The Eastham CPA program is funded by a three percent local property tax surcharge and an annual state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and outdoor recreation projects in the town of Eastham.

Funds not expended each year are available for future projects. For the fiscal year ending June 30, 2020, CPA local tax revenue was \$778,066, and the state reimbursement was \$235,373. As of November 30, 2020, the encumbered balance for projects approved by Town Meeting was \$1,045,463, and there was \$958,830 available for future projects.

Projects that were approved for funding at the 2020 Annual Town Meeting:

- A grant to the Eastham Affordable Housing Trust to support housing assistance programs overseen by the Trust (\$300,000)
- A grant to the Cape Community Housing Partnership to help fund the “Cape Housing Institute”, an educational program about housing issues for local officials and town committee members (\$7,500)
- A grant to fund the Collaborative Preservation of Eastham’s Historic Records held at the Eastham Public Library (\$16,000)
- A grant to fund the development of a plan for the restoration, rehabilitation and expansion of outdoor recreational facilities at Wiley Park (\$375,000)
- A grant to fund the preservation of the Eastham Town Hall Historic Building relating to exterior repairs and restoration (\$300,000)
- A grant to the Eastham United Methodist Church to facilitate handicap access to the first-floor bathroom facility in a Historic Building (\$20,000)

The CPC is currently evaluating applications for FY2022 projects and will make recommendations to Town Meeting in May 2021.

Respectively submitted,

Dan Coppelman, Chair
Peter Wade, Vice Chair

CONSERVATION COMMISSION

The Conservation Commission has three main accountabilities. It oversees the management of town-owned Conservation Lands; administers and enforces Massachusetts General Law Chapter 131, Section 40 (Wetlands Protection Act) under the oversight of the Massachusetts Department of Environmental Protection (DEP), and interprets, administers and enforces the Town of Eastham Wetlands Protection By-Law, Article 34, 1980 (By-Law) to protect the wetland resources within the Town of Eastham. It discharges these accountabilities in partnership with various town committees and professional staff.

The Commission's time is primarily focused on the administration and enforcement of the Wetlands Protection Act and the By-Law. It receives, reviews and holds public hearings on applications for permits authorizing applicants to conduct activities within the Commission's jurisdiction. That jurisdiction includes the wetland resource itself plus the buffer zone extending 100 feet landward or 200 feet in the case of a river, and encompasses activities from new home construction to coastal erosion remediation measures to vegetation management. When violations of the Wetlands Protection Act or the By-Law occur, the Commission may petition the Superior Court for an Order under the WPA or issue an enforcement order pursuant to the By-Law. Its practice is to act directly under the By-Law. The Commission's decisions under the Wetlands Protection Act are appealed to DEP; those under the By-Law are appealed to Superior Court.

In its regulatory capacity, in 2020 the Commission pursued 8 violations, issued 1 enforcement order, received and processed 18 Notice of Intent applications, 19 Extension Permits, 3 applications for Amended Orders of Conditions, 48 Requests for Determination of Applicability, 28 Requests for Certificates of Compliance, and 32 Administrative Reviews.

During its work sessions in 2020, the Commission has updated the Town of Eastham Wetlands Protection Act By-Law. The changes to the Fresh Water Docks section were recently approved. Presently, the Commission is reviewing, clarifying, and updating the regulations pertaining to the construction of salt water docks and piers, vista pruning and the maintenance of view corridors, development in the buffer zone, and building of pools. All proposed changes will be posted on the town's website prior to any scheduled public hearings.

It is important for the residents of Eastham to know that the Commission works tirelessly to protect the natural resources in our town. If your property is within the buffer zone to resource area, any proposed changes must be submitted to and approved by the Commission. If you are in doubt or have any questions, please contact the Conservation Agent.

Respectfully submitted,

Sheila Filipowski
Conservation Commission Chair

CONSERVATION DEPARTMENT

The Conservation Department began 2020 with a large volume of filings and projects. The department worked with the Conservation Commission to discuss and address several topics including: the Municipal Harbor and Waterways Plan, cormorants roosting on power lines over waterbodies in Eastham, Wiley Park Recreation Area Rehab Project and Plastic and Marine Hazard Bylaws. On March 24, 2020 our first fully remote meeting was held, and we adjusted all filings and procedures to be in electronic format as much as possible. The department worked with the commission on drafting Plastic and Marine Hazards Reduction By-laws, and held public meetings at the library, and with the Select Board. The bylaws were later approved by voters at Town Meeting in September.

An assessment of four Low-Lying Roadways in town was undertaken with the Woods Hole Group. This project was funded by a grant from the Massachusetts Office of Coastal Zone Management (CZM) which assessed Dyer Prince Road, Samoset Road, Smith Lane and Bridge Road. A comprehensive report was developed with recommendations to mitigate flooding impacts on areas of these roadways.

Also funded by CZM was Phase II of the Regional Shoreline Management Project, which provides funding to the towns of Eastham, Wellfleet, Truro and Provincetown to work together and with the Provincetown Center for Coastal Studies to develop tools and policies for managing the Cape Cod Bay Shoreline as one cohesive coastal system.

Work sessions with the commission resumed in the summer to develop and revise wetlands regulations. New regulations for freshwater docks and piers were adopted by the commission on December 8th. In all, the department processed and issued 18 Orders of Conditions, 48 Determinations of Applicability, 28 Certificates of Compliance, 32 Administrative Reviews, 19 Extension Permits, 3 Amended Orders of Conditions, and 9 plan revisions.

It has been a pleasure working with all town departments, staff, residents, and applicants throughout the year. Thank you so much to the Conservation Commissioners, who are all such thoughtful and dedicated volunteers, I am grateful for their hard work and flexibility as we adjusted our processes this year. I also want to thank administrative assistant Amy Blakesley for keeping everything together and organized as we navigated through developing new department processes for Covid, and moved the Conservation offices to the Town Hall complex.

Respectfully Submitted,

Shana Brogan
Conservation Agent

EASTHAM COUNCIL ON AGING (COA) EASTHAM SENIOR CENTER

The COA's mission is to promote the well-being and independence of Eastham residents aged 59 and older. Housed in the Eastham Senior Center on Nauset Road, the COA provides a variety of social, educational, wellness and outreach programs, as well as critically needed transportation, to the town's seniors. Just as importantly, the staff advocates for and provides case management support and referrals for seniors, their families and caregivers. Its goal is to help Eastham's seniors maintain, enhance and enjoy an independent lifestyle in the community.

Despite the challenges of 2020 brought on by the pandemic and the Center's closure in March, the COA staff continued its important work by providing its regular support offerings as well as enhancing services to address the immediate needs of seniors. These included:

- Engaged in over 5,000 separate interactions with seniors and/or their family members, through social programs, services and referrals
- Delivered over 5,500 nutritious, home-cooked meals to socially isolated and homebound seniors
- Provided over 800 round-trip rides to medical appointments, hospitals, grocery and drug stores
- Increased outreach to almost 400 socially isolated seniors, many of whom live alone
- Offered more than 300 in-person and/or virtual classes, programs, events, trips, walks, workshops, exercise classes and more
- Distributed 2,000 bags of groceries to seniors via the Healthy Meals in Motion Mobile Food Pantry service and delivered 180 holiday meals in partnership with volunteers, local and regional nonprofits, restaurants and merchants
- Saved seniors over \$500,000, through education on programs and services open to them

These accomplishments, and many more, are possible because the COA staff not only creates a welcoming place for active older adults, but because they possess the experience and expertise on matters important to seniors. Led by COA Director Dorothy Burritt, the staff includes: Cindy Dunham, Outreach Coordinator; Monica Keefe-Hess, Administrative Assistant, Katherine Gill, Program Coordinator; James Small, Program Aide and Medical Transportation Drivers (George Abbott, George Civita, Gerard Boucher, Ron Edson, Paul Langlois, Alan Larson, Jeffrey Nogas and William Salem). Staff continually work to expand offerings to meet the needs of the growing senior community, which makes up >57% of the year-round population.

Prior to the Senior Center's building closure in March 2020, a full calendar of activities and events was offered and publicized through its newsletter, website and social media. On average, 90 in-person programs, events and activities were offered a month. Social and wellness programs included: Yoga, Tai Chi and exercise classes; organized walks and outings; arts and crafts; drama, music, games and movies;

weekly lunches paired with musical concerts from local students and musicians, talks by local organizations or individuals, and theatrical performances; and special events such as cookouts, lobster roll luncheons and multigenerational programs.

Additionally, the Senior Center offered programs and counseling on topics such as Social Security and Medicare, Veterans' benefits, home healthcare resources, tax preparation through the AARP Foundation Tax-Aide program, access to financial and food insecurity programs, safety programs, loans of medical equipment, support groups for caregivers, and so much more. Prior to the Center's closure, the COA ran a social day program, *The Gathering Place*, serving seniors who were socially or cognitively impaired and providing respite to caregivers (led by Day Center Manager, Mary Tierney and supported by Assistant Program Aide, Frank Massa).

Throughout the pandemic, the COA staff remained hard at work to provide critical support for seniors to stay safely at home by providing transportation, meal delivery and outreach services. COA staff helped fill gaps created when several local nonprofits suspended operations such as transportation, meal delivery to homebound seniors, and the closure of the local food pantry. With elevated concern for those socially isolated, the COA staff increased outreach in partnership with the town's police and fire personnel. As the year progressed, the staff added online fitness and educational classes, trying to resume some former activities, while keeping seniors and instructors safe.

One of the most important services offered by the COA is transportation, providing rides to medical appointments, hospitals, stores, grocery and prescription pickup, and filling other local transportation needs. This service continued to operate all year, through a combination of on-call paid drivers, volunteers and rides outsourced to a private company (funded through a grant). COA drivers are paid through town funds, grant money from the Commonwealth of Massachusetts and the COA's invaluable "Friends" group.

The Friends of the Eastham Council on Aging (FECO) is a 501(c)(3) nonprofit, run by dedicated volunteers. The Senior Center is a better place because of the "Friends" volunteerism and generosity; it provides additional financial assistance for many programs, as requested by the COA Board of Directors. The FECO's primary source of revenue comes from operating the all-volunteer Thrift Shop on Massasoit Avenue, which was unfortunately closed for much of the year due to the pandemic. This loss of revenue was partially offset by a Fall 2020 appeal, which was generously answered by the town's residents, and private donations.

As the COA looks ahead, it's likely that it will continue to be impacted by the Coronavirus for much of 2021. This will result in fewer in-person programs offered at the Senior Center. To address this, the COA intends to expand the number of online and outdoor programs, continue to deliver more groceries and meals, and further expand transportation and outreach services. The COA staff will continue work with the COA Board on a 5-year strategic plan for Eastham's growing senior population, addressing the needs of a broader range of ages and interests, while continuing to focus on our older and more vulnerable seniors. The COA staff and Board will also provide input to the town on programs and facility needs in response to the pandemic and changing demographic.

The COA staff is grateful to the community and would be unable to provide all of these programs and services without the help of its volunteers, board members, community partners, the “Friends,” and the residents it serves. The Senior Center will continue to be a welcoming place with a caring staff — where friendships are fostered, and bodies and minds are nourished to allow seniors to “age strong.”

Respectfully submitted,

Dorothy Burritt, COA Director
Joan Lockhart, COA Board Chair

COA Board Members: Deborah Albert, Elizabeth Beard, Lucile Cashin, James Connor, Carol DiBona, Paula Bruns, Janis Nogas, Richard Ramon, Patricia Turiello and Patricia Unish.

EASTHAM CULTURAL COUNCIL (ECC)

Mission

The mission of the Eastham Cultural Council is to promote excellence, education and diversity in the arts, humanities, and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council pursues this mission through a combination of grants, services, and advocacy for cultural organizations, schools, communities, and artists.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

Arts Festival

The Eastham Cultural Council sponsors the annual Hands on the Arts Festival in May of each year inviting local artists, entertainers, school children and the local community to celebrate arts and culture in Eastham. The festival is funded through crafter fees and sponsorships by local businesses.

Arts Education

Through various programs and partnerships, we serve thousands of children and teens in the arts, humanities, and interpretive sciences throughout the town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills and become productive members of our community.

Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council. In 2020 the council received and distributed Grant monies from the state in the amount of \$4,800 to support local arts and humanities program.

Respectfully,

Brian LaValley, Chairman

EASTHAM AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust is charged with the express purpose of creating and preserving affordable housing in Eastham. The Trust was formed in 2008. Affordable housing means that the family pays no more than 30% of their income for housing. If they pay more than 30%, they are considered “cost burdened”. The Trust has developed a small number of permanently affordable rental units on a scattered site basis. It also helps a number of families with monthly rental assistance and other programs.

Eastham has one of the lowest percentages of deed restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10% of all housing stock. Progress towards this 10% goal is tracked on the State’s Subsidized Housing Inventory (SHI). Eastham currently has 4.5% of its housing stock listed on the State’s Subsidized Housing Inventory (SHI).

Background from the Eastham Housing Production Plan:

- 32% of population (4,932) = 65 years or older
- 4.5% (119) of year-round units (2,632) are included on Subsidized Housing Inventory (SHI)
- 60% of dwellings are seasonal or second homes
- 56% of housing stock built between 1960 and 1990
- 13.3% of all residents claim a disability
- 14% of households earning less than \$25,000
- 35% of year-round households are “cost burdened”

Who Benefits from Affordable Housing?

- Our Residents:
 - Many households in need of affordable housing already live and work in Eastham.
- Our Businesses:
 - Housing for existing local workforce
 - Attract and retain new employees
 - Households have more dispensable income to spend locally
- Our Whole Community:
 - Seniors can remain in our community
 - Younger residents can join our community
 - Greater opportunity for economic development

Housing Production Plan:

The Trust uses the Town's updated Housing Production Plan (HPP) to inform decision making. The plan was adopted by the Selectmen and approved by the State in March 2016. The Trust uses the strategies and recommendations from the plan as a guide. The Trust has begun several initiatives aimed at increasing affordable housing options in the community. The Trust conducted research and analysis with the goal of implementing initiatives that support increased affordable community housing. These initiatives include the following:

- Implementation of new housing programs designed to serve a broader base of the community and address the housing needs identified in the Town's Housing Production Plan. (Ex. Home Repair Loans, Lease to Own Program, Closing Cost Assistance).
- Re-allocation of previously approved Community Preservation Act funding to allow the Trust to broaden its range of housing programs.
- Implementation of a comprehensive public outreach and education plan.

Going forward, the Trust will continue to work to implement these programs with the goal of increasing options for affordable housing in our community.

In May of 2017, the Town Meeting voted to expand the programs under the auspices of the Trust. The Trust is in the process of developing and implementing the new housing programs which are designed to serve a broader base of the community and address the housing needs identified in the Town's Housing Production Plan. The Housing Trust Fund can be used in support of the following activities. Note that CPA funds must be used only for those purposes specified in the CPA as allowable activities, while the Trustees may use non-CPA funds for programs offering a broader range of purposes that are consistent with the Declaration of Trust and the provisions of MGL Chapter 44, Section 55C.

1. PRESERVATION PROGRAMS

Housing Preservation and Improvement Activities – In certain instances, the Trustees may use funds to preserve affordability of private unsubsidized housing units and units already included in the Town's Subsidized Housing Inventory ("SHI") by providing funds for repairs necessary to enable residents to continue to reside in their homes. The Housing Emergency Loan Repair Program (HELP) was implemented in 2019.

Status: In December of 2019 a flyer about the programs was sent out with all the residential property tax bills resulting in a number of pending applications. In 2020, there were 3 approved HELP applications.

CPA Allowable Activities: CPA funds may be used for repairs that are necessary to preserve affordable housing from injury, harm or destruction, which may include, but are not limited to, the following:

- Building envelope and site work to preserve the structural integrity of the homes
- Roof, siding and window replacements to assure the water tightness of the housing units

- Upgrading of dangerous electrical or plumbing systems
- Replacement of dangerous building systems that threaten the housing units
- Failed Septic Systems
- Installation of hard-wired smoke alarms, sprinklers and other building fire suppression systems
- Funds cannot be spent for maintenance or operating costs

Whether the Trustees will fund a particular project depends on the facts involved in each case, the amount of funds sought, the eligibility of persons seeking assistance, the necessity of the repairs, the funds available to the Trustees to support such program, whether the homes were acquired or created originally with CPA funds and other factors. The Trustees may obtain deed restrictions on properties to ensure the future affordability of the homes. There is no guarantee of financial assistance.

2. SUPPORT PROGRAMS

A. LEASE TO OWN PROGRAM

Assistance provided to income eligible participants by leasing properties owned by the Trust with an option to purchase. – The leases will include affordability restrictions and the properties shall be sold subject to affordable housing deed riders.

Status: The Lease to Own Program is under development.

CPA Allowable Activities: CPA funds may be used for the support of affordable housing, defined as including “programs that provide grants, loans, rental assistance, security deposits, interest-rate write downs or other forms of assistance directly to individuals and families who are eligible for community housing or to an entity that owns, operates or manages such housing, for the purpose of making housing affordable”.

B. CLOSING COST ASSISTANCE PROGRAM

Trust assists income eligible buyers with closing costs/down payment to pass underwriting.

Status: The Closing Cost Assistance Program is under development.

CPA Allowable Activities: Grants, Loans, Rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

C. RENTAL SUBSIDY PROGRAM

Provide monthly rent subsidy & financial counseling to income eligible program participants.

Status: The Rental Subsidy Program has been implemented and is available for Town residents who live in or desire to live in rental housing in Eastham. There were 12 participants enrolled during 2020. Also, in 2020, the Trust implemented an Emergency Rental Assistance Program for households affected by the COVID pandemic.

CPA Allowable Activities: Grants, loans, rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

3. CREATION PROGRAMS

A. RENTAL EXPANSION PROGRAM

- **New Construction Units** *Provide funding assistance to developers for construction of new affordable rentals with deed restrictions required for long-term affordability, if permitted under zoning.*
- **Accessory Dwelling Units** *Provide assistance to homeowners to create new Accessory Dwelling subject to affordable housing deed restrictions, subject to zoning.*
- **Seasonal/Year-Round Property Conversion** *Provide assistance to property owners to convert seasonal dwellings to year-round affordable dwellings subject to deed restrictions, subject to zoning.*
- **Motel Conversion to Affordable Housing** *Provide assistance to property owners to convert existing motels to affordable units, if permitted under zoning, subject to affordable housing deed restrictions.*

Status: Funding is available through the Trust to eligible applicants. It is anticipated that there will be increased interest in funding assistance to create accessory dwelling units (ADUs) based on the revised ADU bylaw approved at the 2019 annual town meeting. In 2020, there were no ADU support applications submitted to the Trust; however, there were 9 ADU applications approved by the Town.

Progress in 2020

- The Outer Cape Housing Peer Group continues to work to create regional efforts and share best practices related to community housing across the Lower and Outer Cape. The Peer Group worked cooperatively to establish Emergency Rental Assistance for households affected by COVID pandemic.
- At the 2020 Town Meeting, approval was given to hire a part time Housing Coordinator. The Housing Coordinator will be responsible for housing related services assigned through the Town Planner for the Town of Eastham's Affordable Housing Trust (EAHT), Community Preservation Committee, Strategic Planning Committee, Housing Authority, and other boards and committees that have affordable housing initiatives.
- Village at Nauset Green is now completely full providing permanent affordable
- The Cape Cod Village is now completely full providing affordable housing for adults with autism.
- The housing preservation program (Housing Emergency Loan Program aka HELP) has provided assistance to 3 households.
- The Trust implemented a new community housing website for the Town web page that is user friendly and comprehensive of all housing programs and support (www.easthamhousinghelp.org) The Trust is also developing an education video, and other communication materials.

- The Accessory Dwelling Unit Bylaw was adopted at Town Meeting in May. In 2020 6 ADUs were approved.
- In 2020, the Trust implemented an Emergency Rental Assistance Program for households affected by the COVID pandemic.

The Eastham Affordable Housing Trust would like to thank Eastham's residents who support the creation and retention of affordable housing, including the Board of Selectmen, the Town Administrator, town employees and particularly the Eastham Community Preservation Committee.

Respectfully submitted,

Carolyn McPherson, Chair
Karen Burns
Aimee Eckman
Elizabeth Gawron
Bonnie Nuendel

EASTHAM 400 COMMEMORATION COMMITTEE

- The Board of Selectmen sponsored a funding article in the Town's Warrant for \$10,000 that was approved at the September 26, 2020 Town Meeting.
- The content on the EasthamtheFirstEncounter.org (also Eastham400.org) expanded greatly. It is now the archival repository for many news articles, blogs, and video recordings.
- Despite the restrictive parameters of COVID-19 the two series of Eastham 400 Signature Events were restructured by utilizing the recording facilities at the Eastham Public Library to record 99 episodes of the [Sunset Series](#) and 9 episodes of the [Sunday Campfire Series](#). Both series are the brainchild of G. Thomas Ryan, Vice Chair, who acted as executive producer for each of these vignettes. Editing and videography was conducted by Mike Caliri and Devin Baker. While Joanna Holleck and John Hanlon coordinated the large cast of presenters. The Sunset Series ran daily from June 1 through September 7 and consists of 10-minute talks and historical accounts of Eastham's heritage with subjects that often extended to its societal meanings for today. The Sunday Campfires were a more comprehensive version of some of the topics and themes of the Sunset Series. This weekly event took place every Sunday in July and August. Using a ticketing system to maintain the prescribed COVID-19 safety protocols, this event was able to move to Windmill Green for the final three campfires.
- Eastham 400 Closing Ceremonies took place on the 400th anniversary of Eastham's First Encounter, December 8, 2020. The first part of the event included the world premiere of [Eastham 400: Our Story Retold](#). It is a spectacular montage of scenes taken from both the Sunset Series and the Campfire Series. That was followed by a live event (via ZOOM) where Jamie Demetri, Select Board Chair delivered the Proclamation for Tribal Rights in Eastham for the Wampanoag Nation that had been proposed to and summarily approved by the select board. It read:

"The Eastham Select Board, on behalf of its citizens, proclaim that we, now and forever, return to the people of the Wampanoag Nation the immemorial custom and practice to recreate at Eastham town-managed beaches without cost or fee upon presenting a current Tribal Card.

This proclamation, in recognition of the more than 12,000-year history of Mashpee Wampanoag Tribe's responsible stewardship of this land and its natural resources, amends the Wampanoag Nation's off-reservation aboriginal rights of hunting, fishing, and trapping, when at beaches managed by the Town of Eastham, Massachusetts to include recreating."

- The Eastham 400 Commemoration Committee commissioned some exquisite memorabilia that will continue to be available to the public; a 3-D ornament depicting a scene of the shallop at the First Encounter in a gold foil presentation box with a special description card; a 24" x 18" Eastham 1620 – 2020 giclee print on archival paper of the original watercolor montage by commissioned historian/artist, Karen Rinaldo, and tee shirts with the Eastham 400 insignia.

- To date the commemoratives have generated sales of \$19,842.51. Those funds will be used to purchase and install the informational panels and benches at a new memorial site at 1395 Samoset Road, and the replacement of the plaque in front of town hall.
- Our many partner organizations prepared a broad range of exhibitions, lectures, and website materials related to the First Encounter. Next year the Eastham Historical Society will unveil a new exhibit marking the 400th anniversary and the Cape Cod National Seashore will host the Cape Cod Symphony performing a new piece dedicated to the 400th commemoration.
- The Eastham 400 Commemoration Committee is pleased to have provided the links to a rich historical past and to a continuing legacy for the residents and visitors of the town of Eastham.

Respectfully submitted,

Jim Russo, Chair
Tom Ryan, Vice Chair
Sharon Krouse, Secretary
Peter Dibble
Janine Orsenigo
Sylvia Sullivan

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The Eastham Elementary School community is a partnership committed to creating the best learning environment. The collective commitment of Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential.

The school community continues to support our children through the opportunities of a rigorous academic curriculum and promote positive social/emotional development, all while providing them with rich, engaging learning experiences.

The Eastham Elementary School Committee is committed to the vision and mission, and supporting goals and strategies that guide our school. These are set forth to focus on providing the very best educational experiences to all of our students. In doing so, the committee has worked together with administration, teachers, parents, and community members to establish a sound and fiscally responsible budget that reflects funding to support the current program at Eastham Elementary School and finding the balance between the towns' fiscal guidelines and the educational needs of our students. This is the primary role of the school committee.

Our policy subcommittee representative has brought new and updated policies to our committee meetings to be discussed and voted on. Types of policies include homework, homelessness, educational opportunities for military families, educational opportunities for children in foster care and educational equity. These policies are reflective of the fact that the school committee has oversight of and responsibility for the school, the direction of the school system, and establishment of criteria to determine if its goals and policies are being met.

For a portion of this year, an unexpected and significant focus of the Eastham Elementary School Committee has been the response to the COVID-19 pandemic as it has impacted Eastham Elementary School. Remote learning, PPE equipment and supplies, and school reopening are some of the topics discussed by school committee members.

Topics discussed by the committee over the course of the year are numerous – each providing committee members with greater insight from which to serve and lead. Topics include, but are not limited to – school security and safety, afterschool support programs, social and emotional learning, the school calendar, Nauset High School building project, and student wellness.

Committee members also had the opportunity to hear directly from Eastham Elementary School teachers and students through regular presentations about innovative projects happening within the school. Topics included the Root Robot, 5th Grade Leadership Council and a joint Grade 3-Kindergarten presentation about ideas for the school playground.

During the year, school committee members serve on numerous subcommittee's that support the various initiatives of the district – including Strategic Planning, Cape Cod Collaborative, Parents Group, Policy, School Improvement Council, Behavioral Health Task Force, Wellness and Negotiations.

Other areas of responsibility and involvement include:

- Evaluate the performance of the Superintendent
- Review and approve the annual School Improvement Plan
- Review and approve the Parent Group's annual activities and fundraisers
- Monthly review of the Eastham Elementary School expenditure report
- Updates on school enrollment and projections for the future
- Review of Next-Generation MCAS results
- Promote the benefits of a public-school system to the community
- Take part in MASC (Massachusetts Association of School Committees) yearly conference which provides and encourages resources for school committee professional development programs that will enable school leaders to have the knowledge and skills required to provide effective policy leadership for the school
- Participate in community outreach, i.e., visiting classrooms during American Education Week
- Collaborate with other elementary schools through Union 54 regarding local concerns, issues, updates and information
- Collaborate with Nauset Regional School Committee regarding district updates and information
- Work to ensure that necessary funds are appropriated for the district and that a balance is maintained between needs and resources in the distribution of available monies.

Respectfully submitted,

Moira Noonan-Kerry, Chair
Judy Lindahl, Vice Chair
Ann Crozier
Benten Niggel
Mary Lou Sette

EASTHAM ELEMENTARY SCHOOL

A BEACON SHINING BRIGHTLY BUILDING COMMUNITY, PRACTICING EMPATHY, CELEBRATING INDIVIDUALITY, INSPIRING POSSIBILITY, DEVELOPING LEADERS

Nestled in the heart of the National Seashore and steps to the Salt Pond Visitor's Center, Eastham Elementary School's location provides wonderfully unique learning opportunities. It's within this beautiful setting that the staff, students, and families have worked together to build a positive school climate and culture, a perfect environment for students to succeed in an ever- changing world. Our students are provided a rigorous academic program that integrates social emotional learning and global awareness. The teaching staff, the supportive families, and the administration work collaboratively to fulfill this mission year after year. Although 2020 was a year defined by a global pandemic, school shut downs, social and political upheaval, we continued to press on and persevere. We successfully reopened EES in September wearing

masks, keeping desks 6ft apart, and washing hands often. It hasn't been easy, but the students and staff have made the very best of a difficult situation.

Our current enrollment remains stable and allows for smaller class sizes. At Eastham Elementary, students receive more individual attention and support while working in an environment of high expectations. 2020-2021 student enrollments:

Pre-K: 20 K: 24 Gr 1: 29 Gr 2: 28 Gr 3: 30 Gr 4: 35 Gr 5: 28

Total: 196

STUDENT LEARNING : VISION STATEMENT

Nauset Public Schools and Eastham Elementary will provide enriching, diverse, and innovative opportunities to prepare students to be life-long, self-directed learners and contributing members of society. By learning how to think critically, problem-solve and collaborate with others, students will be able to reflect on their learning, set goals for themselves, and persevere when facing obstacles in a complex world. We will foster a global perspective through authentic learning experiences, expansion of the traditional classroom beyond the walls of schools, and development of education partnerships and opportunities across the community, the United States, and countries world-wide.

Our Curriculum and Instruction are at the core of our school and the continuous improvement of both is vital. Kindergarten instruction for all students across the Nauset School District towns (Brewster, Orleans, Eastham, and Wellfleet) is based on the Tools of the Mind program. In grades 1-5, all curriculum is aligned to the Massachusetts Curriculum Frameworks.

Teachers and administrators across the district participate on curriculum committees to review, evaluate, change, and ultimately continuously improve the core curriculum and instruction.

SCHOOL CLIMATE

School climate refers to the day-to-day life of the school. A healthy, positive school climate is one that includes a sense of community, collegiality, collaboration, safety,

responsibility, and a love of learning. *Responsive Classroom* serves as the social philosophy and practical approach for creating a safe, challenging, and joyful school. The Second Step Social Emotional Learning program is designed to teach all children prosocial skills which ideally will result in a more positive school climate. We also provide students and staff with mindfulness training through our partnership with Calmer Choice.

PARENT / COMMUNITY INVOLVEMENT

Educating the children of Eastham takes the collaborative effort of an entire community! Our parents group works tirelessly to enrich our student experience.

- Eastham Elementary School Parents Group; fundraising; enrichment; family events.
- Community Friends spend time in classrooms during American Education Week in November.
- Cultural Programs sponsored by EESPG
- Student Parent Handbook, weekly EES Newsletter via ParentSquare Technology, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher communication via ParentSquare.
- Eastham Elementary School web page
- Fourth and Fifth Grade students visit the Eastham Council on Aging to sing and interact with our residents.
- Traditional Community Memorial Day Assembly and march
- Community service initiatives.
- Open House format including a curriculum overview presentation in each classroom
- Grade specific curriculum nights for students and parent(s)
- All of our students experience the incredible, local resources made available through the
- National Seashore, the Audubon, and our neighborhood turnip farm.

Respectfully submitted,

William H. Crosby Principal
Eastham Elementary

FINANCE COMMITTEE

The primary focus of the Finance Committee is to give its recommendations and comments on articles in the annual town meeting warrant, as required by the town charter. As part of that process, the Committee reviews the annual budget, advises the Select Board, and includes its votes in the warrant. In addition to providing its recommended votes on warrant articles to Eastham citizens, the Committee provides a written comment on warrant articles that are of particular interest. The Committee will continue to refine that process to include a tax impact and cost/benefit explanation wherever possible. The Town Charter requires that the Finance Committee approve any expenditures from the reserve fund and any end of the year transfers.

Another role of the Finance Committee is oversight of significant capital projects with a representative on each capital projects committee as required by the town charter. Our representatives have been active in all discussions and decisions taken on the renovation of the renovation project for Nauset Regional High School, the town-wide Water project, Wastewater project, the Rock Harbor project and the Strategic Planning project. When the Town Charter amendments are enacted by the legislature and the Governor, the Finance Committee will appoint two representatives to the new Capital Projects Committee.

In addition, the Finance Committee has provided analysis and advice on numerous finance, accounting and related operational matters referred by the Select Board and Town Administrator, and as identified by the committee as requiring the attention of town officials. Finance, accounting, and related operational matters include but are not limited to:

- Sources of new income;
- Examination of fees and revenues for town services and use of town resources;
- Improvement of the town's bond rating;
- Increase public awareness of implementation and benefits of the town water project;
- Funding plan and sources of the town's long-term liability for retiree benefits, primarily retiree health benefits;
- Funding for capital projects to reduce lending costs and repeated override votes; and,
- Adjusting public financial reports to be more instructive to the public.

The Committee keeps abreast of ongoing activities and their possible financial impacts on the town and Eastham taxpayers.

Respectfully submitted,

Jerry Cerasale, Chair
Steven Cole, Vice Chair
Mary Shaw, Clerk
Peter Wade
Tom Gardner
Rick Knight
George Deptula
Stephen Zbell
J. Russell French

FIRE DEPARTMENT

The Eastham Fire Department provides a professional level of emergency medical care, fire suppression, fire prevention, hazard mitigation, and safety education to the citizens and visitors of the Town of Eastham. It is the mission of this department to provide the best possible level of service utilizing the resources provided by our community.

This past year has been a challenge for everyone including the Eastham Fire Department staff. The COVID 19 pandemic created a complicated and dangerous work environment for all department members. In the early months of the outbreak, the unknown information about the virus, how it is spread and the lack of available personal protective equipment made the job risky and unsafe. At the time of submission of this report, the staff has received the proper training, education, and equipment to properly treat and transport individuals sick with the COVID virus. It is my hope that by the time this report is published the vaccine is available to all of the public and the virus has been eradicated.

With the regular summer residents arriving early and staying later into the fall season due to the COVID situation, combined with the great spring, summer, and fall weather, our busy emergency response season started early and has gone into late fall. We had large volumes of people escaping populated urban areas and traveling to the Cape, stopping in Eastham, or traveling through Eastham, keeping Public Safety Departments very busy.

The Deputy Chief has been very busy with 26F resale inspections on properties being sold. The 26F inspections check proper placement and operation of smoke and carbon monoxide alarms, oil tanks, and house numbering. This inspection is required by the Massachusetts Fire Codes before a property can be sold. With the COVID situation, people have been flocking to the Cape to purchase homes away from the city causing resale inspections to greatly increase in volume. The Deputy Chief was tasked over the past several years with upgrading the department computer systems in the station and in all response vehicles. The new mobile computers have been installed in all of our emergency response vehicles. The new mobile computers provide information, directions, hydrant locations, patient medical information, and other critical information related to the incident response. Having these new computers in the vehicles has greatly increased our response capabilities and response times. Upgrading of the station computers has allowed us to go online with our annual burning season permits. We are adding online permit access for inspectional permits, and hope to complete the process by summer.

Last fall the Fire Department was awarded a Federal Assistance to Firefighters Grant of \$48,000 to replace the Department's breathing air compressor. This compressor is used to fill the Department's self-contained breathing apparatus; these are the air tanks worn on the backs of firefighters that provide clean, safe, breathable air when working in smoke filled toxic atmospheres. In October of this year, the town received a grant from the Massachusetts Emergency Management Agency for the sum of \$2,700 to help fund the purchase of a Firefighter Identification Tag Maker. These identification tags are used during an emergency operation period for a structure fire or other emergency event where firefighter accountability is critical. I

would like to thank Deputy Keane and Firefighter/Paramedic VanBuskirk for their help with writing and managing these grants.

The Eastham Fire Department, in conjunction with the Eastham Council on Aging, provides home fire safety and fall prevention training for the seniors in our community. Home safety visits are available to our seniors. During these visits, smoke detectors and carbon monoxide detectors are checked, and the rest of the house is checked for safety issues. Additionally, every home is required to have working smoke detectors and carbon monoxide detectors along with house numbers that can be seen from the street.

I would like to thank Firefighter/Paramedic Rachel Topal for providing the training and the home inspections. I would also like to thank Firefighter Topal for her continued fire safety education programs she provides for our school-aged kids. This year, providing fire safety education to the kids has been a challenge due to COVID. Firefighter Topal developed an online safety program using ZOOM, and was able to provide the fire safety education to the kids at Eastham Elementary.

Captain William Piltzecker retired after 31 years of service with the Eastham Fire Department. Captain Piltzecker joined the Eastham Fire Department in 1989 as a Call Firefighter, and was hired as a fulltime Firefighter/EMT with the Eastham Fire Department in 1992. He was promoted to the position of Fire Captain in 2014. I would like to thank Captain William Piltzecker for his dedicated service to the Eastham Fire Department and to the citizens and visitors of the Town of Eastham.

Firefighter/Paramedic Barbara Francke also retired from the Eastham Fire Department after 31 years of service. Firefighter/Paramedic Francke joined the Eastham Fire Department as a Call Firefighter in 1990 and was appointed to the position of fulltime Firefighter/EMT in 1993. Firefighter Francke became a paramedic in 1995. Firefighter Franke was very involved with the Council on Aging and with the senior population in town providing additional services and overseeing several programs which provide assistance to our seniors.

In closing, I would like to thank all of the members of the Eastham Fire Department, Deputy Chief Keane, the Board of Selectmen, the Finance Committee members, Town Administrator Jacqueline Beebe, Assistant Town Administrator Rich Bienvenue, all Eastham town employees, and all of the residents of Eastham for their support during my past five years as Fire Chief. The members of the Eastham Fire Department wish to thank the citizens and visitors of Eastham for their continued support throughout the years. We will continue to work closely with all town departments to provide the best possible service to the community. The Firefighter/EMT/ Paramedics of Eastham are committed to providing the highest level of emergency medical care, fire protection, and hazard mitigation for the citizens and visitors of this community.

Respectfully submitted,

Chief Kent J. Farrenkopf

2020 Incident Statistics

• Fire Incidents	33
• Rescue/EMS Incidents	1302
• Hazardous Condition Incidents	111
• Other Assistance Rendered	671
• Total Emergency Incidents	2117
<hr/>	
• Inspections/Code Enforcement	505
• Public Education Activities	32

1651 FOREST ADVISORY COMMITTEE

In 2020 the Forest Advisory Committee worked together with the Friends of the Eastham 1651 Arboretum to provide oversight of the continuing Forest Project in Wiley Park. We continued our efforts to improve and update our cloud based data entry system by increasing the location accuracy to within five feet. There was one planting event and a maintenance event coordinated and carried out by the Friends.

Henry Lind, of the Advisory Committee, has continued his work on a new tablet-based data entry portal for an updated planting inventory. Progress has very good with the addition of a (Garmin Glo) GPS device that has allowed for positioning accurate GPS locations with a 5 foot level of accuracy. To assist Henry in locating some of the older plantings, which may or may not have survived or be currently visible, friends recently purchased Schonstedt spot magnetic locator. The locator can detect metal items such as re-bar pins in the brush or buried under the loam. We identify each individual new plantings with an aluminum ID tag and a re-bar stake. Some of the ID tags have gone missing or deteriorated over time and the locator helps us identify plantings without tags or buried stakes. With these two devices we are now able to accurately plot the location of both new and existing plantings and generate planting summaries and species mapping.

The Committee and Friends of the Eastham 1651 Arboretum had a busy 2020 season, planting fifteen young black cherry trees, thirty huckleberry bushes, a maintenance program which cut back green brier infestations choking our tupelo trees and continued a summer watering program for the fifteen young scarlet oaks planted the year before. We saved fourteen scarlet oaks, losing only one, which we attribute to our beneficial watering program. We noted that several of the oak survivors suffered heavy insect damage and an early loss of their upper leaves which we attribute water stress and therefore we are considering beginning the watering program earlier in the season to alleviate the stress.

We are also pleased with the wire mesh barriers we installed last year around the remaining eight of the fifteen original sassafras trees. The barriers kept the rabbits away from the young trees and will remain until the trees are large enough to survive without assistance.

Respectfully Submitted,

Michael Harnett, Chairperson

HARBOR PLANNING COMMITTEE

The Harbor Planning Committee developed Eastham's first strategic Harbor Plan working closely with the Urban Harbors Institute in 2019, and presented this Plan to the Select Board on February 24, 2020. The Board approved the Plan, a key part of which was to reestablish the Committee to continue on with a new project management charge; this being to track and drive action items resulting from the Plan's goals and recommendations. Seven members of the Planning Committee including two Town Staff members stayed on to work on these implementation activities. A Conservation Commission member recently joined as the eighth member, and we are currently recruiting for a ninth member who can represent Eastham commercial fishermen.

The Committee deferred meeting in March through May due to COVID concerns and restrictions, and reestablished a monthly meeting schedule in June using Zoom. The June and July meetings were focused on developing an initial work plan. This consisted of 23 actionable items extracted from the Harbor Plan document, and translating them into a work plan format with tracking of over a dozen fields. The items were then prioritized based on the feedback gathered from the public in the Plan which was to focus on improving access and addressing deteriorating assets.

With this work plan and priorities established, our meetings into October covered the status and next steps associated with each of these items at a granular level. By November we had discussed and documented all the actionable items, and recognized that our time was best spent focusing on the high and medium priority items while aligning these items with funding requirements. This resulted in developing next steps focused on how and when we could obtain funding to get key projects started.

The project items with the highest priority where we have estimated funding requirements and sources include:

- Developing existing conditions site plans for Collins, Hemenway and Salt Pond landings
- Town Cove Collins landing improved access feasibility study
- Collins landing infrastructure repair, e.g., boat ramp, parking, storm water, bulkhead
- Rock Harbor dredge management plan
- Rock Harbor dockage expansion, jetty, bulkhead feasibility study

The Committee's next meeting is scheduled for February 18th 2021, where we anticipate focusing on funding requests needed for the FY21 town meeting warrant while continuing to define future funding strategies.

Respectfully Submitted,

Bob Bruns

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held one regular meetings during 2020. One zoom meeting and one site visit were conducted as well.

As was the case in 2019, the Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index is maintained at the Eastham Public Library and will be posted on the Town's website upon completion. Larson Fisher Associates, Inc., a historic preservation and planning service, continued to update survey forms or create new ones for eligible properties in town. When this project is completed in 2021, 134 houses in the town built between 1672 and 1900 will have been identified and documented.

The Commission is obligated by state mandate to identify all Eastham homes that are 75 years old or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. A public zoom was held in October to accommodate a request for demolition of the historic home on 60 Dyer Prince Road. The Commission voted to issue a demolition delay of one year. The Commission approved a demolition permit for a dwelling on 4655 State Highway.

Due to COVID 19 the George Abbott Preservation Award was not presented this year.

The Eastham Historical Commission thanks the Town's Administrative Office, the Assessor's Office, the Tax Office, and the Building Department for all assistance given to complete the Commission's many tasks.

Respectfully Submitted,

J. Holden Camp, Jr.
Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The housing authority is actively searching for suitable housing opportunities and supports the town and its efforts to create more affordable housing.

Respectfully Submitted,

Edward Brookshire
Jerry Cerasale
James McMakin
MaryBeth O'Shea
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. It is currently comprised of the following six members: Marcia Bromley, Felice Coral, Stella Edmondson, Beverly Hobbs, Dilys Smith, and Kate Berg, who serves as chair. The committee meets weekly during the fall, beginning in mid-October and usually ending by the middle January.

Each year the Town of Eastham accepts funding requests from area Human Service providers and this Advisory Committee is charged with reviewing these applications. The committee looks to see how the requested funding will help an agency continue to provide needed services that support Eastham residents. The process includes an application review, interviews/presentations at weekly meetings and/or site visits to the agencies by committee members. Of course, as the group began FY22 reviews, all meetings and agency interactions were held via Zoom. When the review process ends, the Advisory Committee votes on and recommends to the Town Administrator and Select Board specific grant amounts for each agency within a predetermined budget. This overall amount becomes a line item in the annual town budget that is presented at Town Meeting in May for approval by the citizens of Eastham.

For FY2021, the committee recommended the following:

AIDS Support Group of Cape Cod	\$ 4,000
Alzheimer's Family Support Center	\$ 4,000
Cape Abilities	\$ 500
CC Children's Place	\$ 8,000
Cape Mediation	\$ 500
Consumer Assistance Council	\$ 200
ECEC	\$ 16,000
Family Pantry	\$ 1,865
Food 4 Kids	\$ 1,500
Gosnold	\$ 500
Helping Our Women	\$ 2,700
Homeless Prevention Council	\$ 11,000
Independence House	\$ 6,500
Lower Cape Outreach	\$ 10,500
Mass Appeal	\$ 2,700
Nauset Together We Can	\$ 2,000
Outer Cape Health	\$ 2,500
Outer Cape Health(Community Navigator Program	\$ 25,000
Sight Loss Services	\$ 1,500
Total Distributed:	\$ 101,465

We are confident all of these agencies deserve the Town's support so that they may continue to serve and support the needs of our residents.

EASTHAM PUBLIC LIBRARY



Mission Statement: The Eastham Public Library seeks to provide a comfortable place to build community, find materials to enhance leisure time, nurture the ability to find information using technology and provide a wide variety of programs and services to ensure children will be ready to read, write and listen to acquire useful skills. *Adopted August 10, 2019*

As 2020 opened, the Library offered in-person programming including music, dance, historic talks, community meetings and more; fully utilizing the new library space. Then, on March 14th, the Library closed the building to the public in response to the COVID19 virus. Since then, Library staff have found creative ways to engage the community and provide library service during a pandemic. As a result, library staff and volunteers have learned new skills, including remote collaboration and programs and technical skills such as video editing. These will enhance traditional services when the library building reopens.

During the initial shut down, Library staff answered phones and emails, processed returns and promoted the Library's online resources, e-books, electronic audiobooks, streaming video and music, online newspapers and magazines. Delivered via email every Saturday morning, the weekly Wowbrary online newsletter, delivered via email, became more important to update patrons about new electronic books and programs. Library staff made the commitment to answer phones and emails seven days a week as a way to stay in touch with patrons.

Meanwhile, our Youth Services Team dove in learning to run an entire Summer Reading program remotely, creating online Google forms for registration, to track reading and distributing books and prizes via curb-side.

Because delivery services stopped abruptly and material was initially held in long quarantines, materials were trapped for an extended period all over the Cape and beyond. CLAMS (the Staff at CLAMS and the member libraries) launched many new ways to help patrons including extending loan dates, removing late fees (fines), offering digital library cards with extended expiration dates and providing access to electronic books (Overdrive) through these easily accessible e-cards. The library doubled the funds spent on electronic books and offered a new video streaming service, RB Digital. The Commonwealth helped by developing a map showing online programming state-wide.

Library staff offered services remotely from home and in the Library, and early on began to meet weekly via Zoom and collaborate one-on-one. The Eastham 400 Commemoration Committee switched to remote programming, and the Library was used as the "studio" to record their nightly summer Sunset Series and weekly Campfire Series. The Town also used the facilities as a studio for remote public meetings.

By June 9th, curbside pickup was up and running, and state-wide delivery of books resumed. The staff collaborated to develop a contactless curbside service, the safest way to provide books to patrons while reducing the possibility of spread. This

decision allowed for a consistent level of service when virus spread worsened in the community.

Ordinarily, volunteers work inside the building side by side with staff. Until it is safe, only library staff work in the building. Without volunteers, staff found they were running all the time to keep up with phones, shelving, pulling books for patrons, packaging, and providing online programs.

After Labor Day, staff tried to prepare to open for a limited browsing phase, but, while the lobby area is now ready to one day open the building at that limited level, a consensus developed to wait for a vaccine in order to keep everyone safe, and to try to maintain curbside services.

Library programming built off of accomplishments from the past, such as a weekly Zoom book discussion of Dr. Ian Saxine's narrative "The Story of the 'First Encounter' at Nauset". Copies were provided via curbside and virtually through Overdrive and Internet Archive accessible e-books. Publishers reduced restrictions on copyright, allowing us to provide online children's storytimes.

Library services provided during this time of quarantine and distancing, keeps in mind the goals and activities developed in the library's long-range plan. The many activities mentioned in this report are the result.

Selection of Library Programs during COVID-19

Programming and Collaboration with Many Community Partners

- Council on Aging book delivery
- Blood Drives with Cape Cod Healthcare
- Live Book Discussions on WCAI Radio
- Home-made masks collection box
- Recording Studio for Eastham 400 Sunset & Campfire Series
- Virtual Art Exhibits
- Web-page with videos of programs

Youth Services

- *Imaging Your Story* Summer Reading (Virtual programs, online registration, prizes distributed curbside)
- Lower Cape Children's Librarians collaboration on virtual STEM series
- Regular Virtual Story Hours on ZOOM, Facebook and Instagram
- Curb-side craft kits
- Selection and curbside delivery of bags of books to parents and teachers

Adult Services

- Technology Support via Phone & Curbside (WiFi Hot Spots, printing, tech help)
- Five Online Book Discussion Series via Zoom (*1st Encounter at Nauset*)
- Live virtual piano concerts
- Environmental, Author and Historical Talks via Zoom

- Virtual Turnip Festival
- Virtual Holiday Marketplace & Craft Fair
- Virtual Programs for all ages
- A Taste of Turnip with 25 local restaurants (and take-out too!)
- Trip down memory lane with a video on Turnip Festivals from the past
- Outdoor & Physically Distanced Family Attractions
- Story Walks (Holiday, *The Turnip*)
- Window Displays (I Spy Purple Passion Studio, FIOT-Five Images, One Theme promoting interest in the arts)
- Outdoor benches, tables and wifi available 24/7=

The following are library statistics for the year: **Staff:** 6 full-time, 1 part-time, 6 floaters; **Hours open per week:** 45 (Staff answer phones 7 days/week; curbside pickup Tues, Thurs, Sat); **Holdings** (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases): 56,560; **Electronic Holdings:** **e-Books & e-Audio** 34,470; **Circulation:** 110,666; **Registered Borrowers:** 8,110; **Registered Borrowers who are Eastham residents:** 3,009; **Interlibrary loans sent out:** 9,822; **Interlibrary loans received:** 9,824; **Programs:** 286; **Attendance at programs:** 5,403; **Volunteers:** 63; **Volunteer hours contributed:** 4,536; **Children who participated in Summer Reading Program:** 51

We are so thankful for our volunteer gardeners who recruited new volunteers to keep our grounds and gardens beautiful. The TERN Foundation provided funds for a BigBelly Solar Trash compactor. Through Town initiatives, the Library is looking forward to possible additional green improvements such as EV charging stations and replacement of existing fluorescent bulbs with LED bulbs.

The Friends of the Library are always there for library staff and the community and their commitment to providing a strong presence on social media has made a tremendous impact. This year, the Friends made a major funding commitment to help the library provide electronic books (through Overdrive) to the Community. The Friends continue to fund the magazine and newspaper collection, a significant portion of the Overdrive e-book collection, children’s programs – including the Summer Reading Program, and many adult programs, including the music series. Regardless of COVID19, the community’s generosity through membership dues and contributions makes this possible.

“Making Lemonade”



Eastham Public Library adapts to serve the community in COVID times

[Watch on https://vimeo.com/490190583](https://vimeo.com/490190583)

COVID19 has made us even more aware of how connected we are and how it is so important and easy to collaborate and support one another’s work. We are so thankful for our friendly and professional staff, dedicated volunteers who, while remote, make all we do. Our patrons continually express their appreciation of the library, the staff, trustees and volunteers for a “can do” attitude, experience, patience and joyfulness.

Trustee Mimi Ace relocated and so has left the Board. We thank and wish her the best, and we welcome Trustee Willow Shire.

While much of the service we now offer is “back to basics,” reminding many of us “old-timers” of the days when library stacks were closed to the public, we all are looking forward to re-opening the library for patron access in 2021.

Respectfully submitted,

Mary Shaw, Trustee Chair
Al Alfano, Trustee Vice Chair
Derek Burritt, Trustee Secretary
Willow Shire, Trustee
Holly Funston, Trustee
Debra DeJonker-Berry, Library Director
Lily Nannini, NRHS Trustee Liaison

OLDE TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Olde Town Centre Historic District was formed under the provisions of Chapter 40C of the Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law adopted at the Eastham Town Meeting in 1986.

The Olde Town Centre Historic District Commission's purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Olde Town Centre Historic District, which are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

Current commission members are James Cohen, Karen Boucher, Kathryn Sette and Jonathan Rowe.

The commission did not receive any new applications for a Certification of Non Applicability or a Certificate of Appropriateness during 2020.

Respectfully submitted,

James Cohen
Karen Boucher
Kathryn Sette
Jonathan Rowe

OPEN SPACE COMMITTEE

We hope you enjoyed being in nature and walking Eastham's beautiful open spaces this year. This past year with the pandemic, we appreciated even more the value of our open space as many of us walked the beautiful Eastham trails in all the seasons. Thank you to everyone who helped keep our trails open and free of debris.

Using The Eastham Strategic Plan as a framework, the committee has focused on ways to increase the value of existing open spaces through educational outreach to the public and land stewardship plans. We applied for CPA funds for two projects. The Sandy Meadow Open Space Interpretive Project looks to increase awareness and understanding of the importance of this rare habitat through the placement of trail maps and site information along the trail and the creation of an informational brochure. The Open Space Stewardship Program: Higgins Property looks to create a web based reporting program that trail stewards could use on their phones as they monitor Eastham trails. Both of these are pilot programs which we hope to expand to other town properties in the future.

The committee researched strategies to control invasive species and set up a test site on the bike path using hardware cloth mesh for Japanese Knotweed suppression. The results for this multi-year project look promising and we hope to expand it to other Open Space properties.

In December, AmeriCorps continued its work of habitat management at Sandy Meadow removing pitch pines as well as invasive locust and honeysuckle vegetation. Committee members also continued with invasive removal efforts at this site.

We continued to work on the OSC Land Prioritization Protection Plan with a review of private and town owned parcels to identify key parcels for protection within water districts, coastal and low-lying areas. With this information, the committee has created a spread sheet identifying potential parcels for town protection.

The Committee looks forward to welcoming our new member Kait Logan who will join the committee in January, 2021. We would like to thank Bob Gurney, who resigned last summer, for his years of service as Chair of the Open Space Committee. Thank you Bob. And, lastly, thank you Shana Brogan for all your valued contributions and the counsel you gave to the Open Space Committee over several years.

Respectfully submitted,

Frances Lewis, Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for the year 2020.

The Planning Board acted on 20 applications, distributed as follows:

- Residential Site Plan Approvals 12
- Commercial Site Plan Approval (Special Permits) 5
- Minor Site Plan Approvals 1
- Approval Not Required plans 2

Regular business items included site plan reviews, subdivisions, ANR plans and by-law development. In addition to regularly scheduled meetings, the Planning Board also held work sessions which focused on improving the clarity of our zoning bylaws. A major accomplishment was the establishment of the Northern Eastham DCPC.

During the course of the year Chairman Art Autorino resigned to become a member of the Town of Eastham Select Board, and former long term member, Dan Coppelman was appointed to fill his position and was elected Chair. Lauren Barker resigned to take a position with the Town of Eastham administration and Former ZBA member Steve Wasby was appointed to fill her position, and William Craig was appointed to become an Alternate Member. We finished the year with seven full time members and one alternate member.

Activity for the coming year will include implementation of the reorganized zoning bylaws developed by a special committee as well as continued effort at improving and clarifying the current bylaws and continued work on the regulatory duties of the Planning Board.

The Planning Board is comprised of an excellent team of concerned and talented Eastham resident volunteers who are dedicated to helping develop our community. These volunteers are supported, supplemented, and guided by the enthusiastic and highly competent staff of the Town's Planning Department.

Respectfully submitted,

Daniel Coppelman, P.E. Chairman

PLANNING DEPARTMENT

The Planning Department provides staff support to the following boards and committees:

Planning Board
Zoning Board of Appeals
Community Preservation Committee
Eastham Affordable Housing Trust
Strategic Planning Committee
Tee-Time Development Committee
Historical Commission
Olde Town Centre Historic Commission
Barnstable County HOME Consortium

Planning staff regularly attends monthly meetings, hearings and workshops to assist the boards and committees in carrying out their assigned charges. Staff provides reports and performs research and analysis on various subjects.

The Planning Department has been using the following goals to implement a comprehensive planning program:

1. Promote Traditional Village Style Development in North Eastham
2. Improve Traffic Safety along Route 6
3. Support/Improve Local Economy and Community Character & Resiliency
4. Improve Affordable Housing Opportunities

5-Year Strategic Plan

Significant work was carried out by multiple town departments, boards and committees in accordance with the action items included in the strategic plan. Planning staff started working with the Strategic Planning Committee on a comprehensive plan to track the implementation process, communicate the goals of the plan and report the progress being made to the public, and design a strategy to gather feedback and evaluate the plan on an ongoing basis. A public reporting tool will roll out in 2021.

Tee-Time Redevelopment:

Staff provided technical support to the committee for data gathering, research, review of common goals with the Strategic Plan, soliciting community and stakeholder needs to identify potential uses. This work will continue through 2021 culminating in recommendations to the Select Board followed by public outreach on the recommended uses.

Zoning Bylaw Re-Codification

Staff provided technical support to the Zoning Bylaw Task Force. The purpose of the Task Force was to conduct an analysis of the Zoning Bylaw and make recommendations for how the document might be re-codified to improve the document for clarity and ease of use. It was not in the purview of the Task Force to change any

substantive regulatory language. Any changes to the actual text have been limited to grammar, punctuation, and structure, or in certain areas, to add clarifying language. All other changes are related to the organization and layout of the document to make it more accessible to the user. The re-codified bylaw was approved at the September 2020 Annual Town Meeting.

Route 6 Corridor

Staff continues to work with State and Regional partners on improvements to the Route 6 corridor. This work is being coordinated with related elements of the Strategic Plan and Tee-Time redevelopment initiatives. Preliminary designs for traffic improvements within the highway layout were started and the plans are being vetted by MassDOT. Public information sessions will be scheduled in 2021.

In November, the Town hired Lauren Barker as the Economic Development Planner. Lauren brings a wide range of knowledge and experience to Eastham. She will serve as the point person for a number of strategic planning initiatives. She will also serve as a liaison to the local business community and the Chamber of Commerce working to improve communications and town services.

I would like to thank all of my colleagues who work for the Town of Eastham. Their assistance and support in a variety of areas is greatly appreciated. Also, very special thanks to Administrative Assistant Debbie Cohen for her hard work and assistance overseeing the day-to-day operations of the Planning Department. I am also pleased to share that in 2020 Ms. Cohen completed a GIS certification course. Her certification enhances our ability to use the Town's mapping software to conduct spatial analysis for land use development, environmental assessments and town infrastructure. I would also like to express my gratitude to the volunteers who serve on the boards and committees for their hard work and dedication to the community.

Respectfully submitted,

Paul Lagg, Town Planner

POLICE DEPARTMENT

The year of 2020 was a year of extensive change within your Eastham Police Department. Chief Edward Kulhawik retired on February 19, 2020, after serving as the Eastham Police Chief for over 10 years. On that same day, I was promoted to serve as the sixth chief of police at the Eastham Police Department. As a lifelong resident of the Town of Eastham and a 20 year veteran of the Eastham Police Department, it is an absolute honor and privilege to be given the opportunity to lead this department into the future. I am humbled and thankful to the residents of the Eastham Community, as well as to Eastham Town Administration, for placing their trust in me to hold the position of police chief. My promise to you is that the Eastham Police Department will provide the highest level of police services to this community and we will do so in a fair, ethical, and transparent manner.

There were several other promotions within the Eastham Police Department this year as well. Sergeant Daniel Deschamps was promoted to the rank of deputy chief, and Detective Sergeant Robert "Gus" Schnitzer was promoted to the rank of lieutenant. Both of these officers have 20 years of experience with the Eastham Police Department and bring a strong knowledge base and level of experience to our department. They will both provide a high level of leadership as our department moves into the future. Officer Ryan Daigle was promoted to the rank of sergeant in March. Sergeant Daigle has shown exemplary skills as a police officer and is also an outstanding leader. Sergeant Daigle is currently assigned to supervise the overnight shift.

In addition, Officer Andi Murphy was re-assigned to the rank of detective. Detective Murphy will now investigate all large or time-consuming cases and will manage court prosecution for the Eastham Police Department. Officer Victoria Wagner was hired as our newest full-time police officer. Officer Wagner came to us fully trained from previous employment at a different Massachusetts police department and also is very familiar with the Town of Eastham due to spending her childhood here.

Dispatcher/Records Clerk Julie Austin retired after serving with the Eastham Police Department for 34 years. We will miss Dispatcher Austin's experience and knowledge, but we wish her a healthy and happy retirement! Dispatcher Melanie Beaulieu will be re-assigned to the role of dispatcher/records clerk once the hiring process is complete for a new dispatcher.

COVID19 presented many challenges for the Eastham Police Department in 2020, as it has for everyone in our community. In March 2020, the department quickly had to learn how to protect ourselves and our citizens from the virus while still providing a high level of police services to the Town of Eastham. The officers worked hard to alter some of our policies and procedures to make this happen. I am happy to report that we have not had any positive cases of COVID19 within the department and that we have come as close to "business as usual" as possible. I also want to thank all Eastham residents for your calls, emails, and comments on social media expressing support for the Eastham Police Department as we all work to stay healthy and to continue to serve the community. Hopefully during 2021 we can all put the virus behind us and return to some form of normal.

The year of 2020 also brought much political unrest in our country as well as several police-involved incidents that questioned the public's trust in law enforcement. The Eastham Police Department works hard to develop relationships in our community with residents and visitors, and this will not change. We continue our commitment of providing the highest level of police services to the Eastham community and doing so in a fair, unbiased, ethical, and transparent manner. COVID19 greatly restricted our ability to participate in community events during 2020, but we look forward to getting back to a time where we can regularly interact with our residents in a setting where you can get to know your police officers on a personal level. We are hoping that 2021 brings us that opportunity.

The Eastham Police Department continues to aggressively seek grant funding opportunities in an effort to keep the cost of running the police department as low as possible for Eastham taxpayers. In 2020, we received the 911 Training and Incentive Grants which fund improvements and maintenance to our emergency dispatch center, as well as supplementing overtime and salary expenses. We also received a grant totaling almost \$40,000 to upgrade the security surveillance system for both the inside and outside of the Eastham police facility. Much of the existing equipment was original to the facility which was built in 1989.

Traffic enforcement continues to be a primary mission for the Eastham Police Department. We continue to aggressively enforce speed limits, as well as other motor vehicle laws, both on Route 6 and on our secondary roadways. We are happy to report that our major motor vehicle crashes were down about ten percent from 2019. Traffic enforcement will continue to be one of our top priorities moving into 2021. We will be adding a police motorcycle to our fleet during the spring of 2021, which will be assigned a primary function of traffic enforcement.

Our community outreach programs such as our Eastham Citizen's Police Academy and Eastham Neighborhood Watch Program meetings have unfortunately had to take a backseat this year due to COVID19. Our officers have been working hard behind the scenes to try to think of ways to continue safely interacting with the community. We offered "reverse trick or treating" and visits from Santa at the end of 2020 in an effort to stay in touch with the youth in our community. For the Santa visits, Eastham Police Officers were able to escort Santa to over 80 Eastham residences to hopefully put a smile on the face of close to 150 Eastham children. Eastham Police Officers also partnered with the Eastham Council on Aging to deliver holiday meals to the residences of many of our senior citizens. Eastham officers will continue to think outside of the norm to try to continue offering community policing programs to the best of our ability during the COVID19 pandemic. We are hoping that sometime this year, COVID19 will become a thing of the past and we can return to our normal programs. I want our residents to know that our officers miss these programs as much as the community does.

Officer Daniel Burnham continues to serve as the Eastham Police School Resource Officer assigned to Nauset Regional High School. Officer Burnham has been in this role for two years and continues to receive specialized training for this position. Officer Carrie DeAngelo also assigned as the liaison to Eastham Elementary School. Officer DeAngelo is available to school staff for any need that they have and also conducts regular walk-throughs of the facility. Finally, Sergeant Josh Adams continues to work hard as the department's representative for both elder services and

mental health services. Sergeant Adams has extensive training and experience in these areas and has developed many contacts and resources that can be utilized when situations call for them.

Our department continues to maintain our certification with the Massachusetts Commission on Police Accreditation, under the management of Deputy Chief Dan Deschamps. We are due to be evaluated for re-certification once again in 2022; however, we have committed to pursue the Massachusetts Commission on Police Accreditation's full accreditation standards moving forward. Achieving full accreditation means meeting the highest standards of police policies and procedures as set by the accreditation board. You will hear much more on this from us moving forward.

The Eastham police facility underwent a renovation project during 2020. Projects included a new roof, renovation of the male and female locker rooms, as well as a kitchen and bathroom renovation. All of these areas were original to the building's construction in 1989. The renovations have put those areas of the facility in great shape as we move into the future. Once the COVID19 pandemic subsides, we welcome our residents to visit the facility to view the improvements!

For more information on other services offered by the Eastham Police Department, please visit our website at www.eastham-ma.gov and browse to the police department page under "Departments." The entire staff at the Eastham Police Department looks forward to continuing to serve the Eastham community in 2021. We will continue to work hard for our residents and visitors and will do so **"In Partnership with Our Community."**

Respectfully Submitted,

Adam E. Bohannon
Chief of Police

**TOWN REPORT 2020 FOR POLICE DEPARTMENT
SERVICES STATISTICS**

VIOLENT CRIMES

Sex Crimes	19
Kidnapping	0
Assault	33
Threats	13
Domestic Disturbance	37
Domestic Order Violations	3

SERVICE CALLS/COMPLAINTS

Animal Control Calls	359
Suspicious Incidents	365
Missing Persons	18
Sudden Deaths	11
Well Being Checks	307
911 Hang up/Abandoned Call	663
Alarms	348
Restraining Order Service	54
Summons Service	63
Lost/Found Property	215
Assist Citizen	400
Assist Other Police Agency	356
Directed Patrols	5327
Directed Traffic Enforcement	822
Business Checks	4376
House Checks	359
Noise Complaints	113
Assist Fire Department	1721
School Incidents/Services	89
Disabled Motor Vehicle	120

DRUG/ALCOHOL INCIDENTS

Drug Violations	4
Protective Custody	3
Driving While Intoxicated	19
Drug Overdose	5

PROPERTY CRIMES

Burglaries	6
Larceny/Fraud Reports	88
Motor Vehicle Theft	1
Vandalism	23
Trespassing	3

Motor Vehicle Law Enforcement

Civil/Criminal Citations	199
Written Warning Citations	676
Verbal Warnings	1933

2020 TOTALS

Total Calls for Service- 2020	20566
Total Motor Vehicle Crashes	164
Total Motor Vehicle Stops	2720
Total 911 Calls Answered	2545
Total Firearm Licenses Issued	136

PUBLIC WORKS & NATURAL RESOURCES

During Calendar Year 2020, the Department of Public Works & Natural Resources continued to provide the best possible services to the residents of Eastham by responding to the needs of our community while protecting the character that makes our town unique. Due to the COVID-19 pandemic, our department was relied upon to assist in maintaining services all while keeping our residents and staff safe and healthy. This most certainly upended some of our previously planned projects, but we are extremely proud to have been of assistance and will continue to operate in this capacity until the pandemic ends. This report provides a summary of the work done by the department, its accomplishments and our plans for the near future.

Some of our accomplishments this year included the following:

- Addressing a variety of projects and requests from public and internal patrons as follows (*data reflects requests since September 4, 2020 only*):
 - DPW Administration: 25 Work Orders and Service Requests
 - Building Maintenance: 80 Work Orders and Service Requests
 - Highway: 95 Work Orders and Service Requests
 - Natural Resources: 29 Work Orders and Service Requests
 - Water Division: 48 Work Orders and Service Requests
- Development of a clear and concise 5-Year Capital Improvement Plan to upgrade the Town's Fleet and Infrastructure with a focus on using outside sources of funding in order to limit Capital Funding requests to a minimum
- Implemented good housekeeping practices in our municipal operations. Our staff continued to sweep our streets and clean our catch basins in order to meet the requirements of the NPDES Permit
- Continuing snow & ice operations on 53 miles of public ways, plowing 40 private ways, Nauset High School and all town-owned parking lots
- Trash removal and beach nourishment to protect our publicly-funded beach parking lots
- Development of a comprehensive drainage repair list, installation of new drainage structures at various locations, as well as the in-house design and construction of a Best Management Practice (BMP) to address the continual puddling at the end of Cole Road.

Solid Waste

Our courteous staff assisted over 3,800 Eastham households, and handled over 2,900 additional visits, who brought in close to:

- 3,600 tons of municipal solid waste
- 570 tons of construction and demolition materials
- 230 tons of cardboard
- 900 mattresses
- 40 tons of newspaper
- 160 tons of mixed paper
- 80 tons of plastics
- 190 tons of glass
- 25 tons of aluminum cans
- 260 tons of metal
- 20 tons of cathode ray tubes and electronics

We continue to pursue innovative and efficient ways to run our operations, to work closely with our Recycling Committee, and to create new programs that benefit our residents. We also hired a Machine Operator/Driver who is dedicated to hauling recyclables to their tipping locations when it is most convenient to the Town, and made substantial repairs to the MSW compactors to keep them in operation.

Highway (Roads & Drainage)

One of the department's biggest fiduciary responsibilities is to protect the investments made throughout the years to our public infrastructure. Good maintenance is key to bettering our quality of life and providing our residents with a multitude of services that make modern life possible. Some of the strides we made in this category are:

- Construction of an Innovative Stormwater Treatment Practice at Cole Road
- Installation of Drainage Structures on Nauset Road
- Successful and timely completion of Eastham's MS4 Permit's Year 2 requirements
- Construction of new road in order to relocate Nauset Light Beach Road further inland
- Maintaining our gravel roads, such as Hay Road and Nauset Light Beach Road
- Installation of Regulatory and Safety signs at Various Locations town-wide
- In-house conversion of old Fire Truck into a working Dump Truck

Our goals for the upcoming year include: continue to repair our roadway/storm water assets per our drainage repair list, continue developing and implementing the requirements of our MS4 Permit for Year 3, and begin overhaul of Street Names for all roads in Eastham to ensure MUTCD compliance.

Building Maintenance

The challenges presented by the COVID-19 pandemic ended up shifting our priorities, and delaying some planned projects, but our staff was able to adapt in order to retrofit our buildings and allow the Town to provide its services under the new conditions. Some of the strides we made in this category are:

- Rehabilitation of the Conservation Building into the new Sticker Office and ensuring it complied with Social Distancing guidelines
- Retrofitting Town Hall, beach bathhouses, and Transfer Station spaces to continue providing services all while complying with Social Distancing guidelines
- Continual sanitizing and disinfecting of Town facilities and vehicles to maintain the safety of Town staff

Our upcoming goals include:

- Perform building envelope (exterior walls, trim, gutters, etc.) repairs and upgrades at Town Hall funded with Community Preservation Funds
- Perform various HVAC upgrades at Town Hall and the Eastham Fire Station

Water Department

In 2020, the Eastham water distribution system continued to grow extending our ability to provide a great source of potable water for our residents. Some of the highlights include:

- 202 applications were submitted for connection to the water system
- 189 customers were connected to the water system
- 2 new commercial customers connected: Willy's Gym and Red Barn.
- 20 units at Nauset Green were connected to town water
- The Water Department performed 31 seasonal turn on/off's
- The Water Department performed 55 final water reads or ownership transfers
- The water storage tank off Nauset Road was inspected and cleaned per MA Department of Environmental Protection (DEP) requirements.
- A leak detection survey was performed per MA DEP requirements on the 70 miles of water main installed from the start of construction in 2015 through 2019. No leaks in the system were found.
- Water main construction Contracts 15 and 16 were awarded to Dig It Construction in May. Under Contracts 15 and 16, 14 miles of water main were installed, 134 hydrants were installed, and 645 curb stops were installed in 2020.
- Developed a comprehensive plan to repair all roads affected by the water project.

Our upcoming goal for 2021 is to work with the Town's leadership to develop funding scheme to provide these repairs in the most cost-effective manner possible.

Natural Resources

In 2020, the Department of Natural Resources continued our efforts to manage and protect Eastham's environment, while ensuring the public safety of everyone enjoying our natural resources throughout the year. This includes maintenance of conservation lands, oversight of our waterways and shellfish areas, and continuing our law enforcement responsibilities by assisting the conservation violations, and enforcing laws and regulations pertaining to harbors, waterways, and regulated shellfishing activities.

Due to the effects of the rise in sea level, and our location on Cape Cod, our natural resources need our constant attention and continued maintenance. Programmatic maintenance of beaches, culverts, outfalls and recreational areas not only helps us to responsibly enjoy the beauty our town has to offer, but it also prepares our community to better handle storm events. Some of our achievements for this past year include:

■ *Covid-19 relief activities:*

To assist those affected by the Covid-19 pandemic, the Natural Resources Department requested to the Select Board that the deadline to apply for a Commercial Shellfish Permit be extended 3 months which changed the 2020 deadline from April

30 to July 31. Additionally, the Select Board approved our request to allow slip holders who paid full price in 2020 to purchase a slips at a 50% reduced price for 2021. Due to the pandemic and the delays with the boat ramp replacement project, there were fewer slips used by slip holders allowing us to rent those spaces as transient.

■ *Harbor and Waterways*

The Harbormaster’s responsibilities include oversight and management of Eastham’s harbor and waterways, enforcement of Federal and State Laws and Regulations permitting moorings, waiting lists, Rock Harbor dockage, and vessel storage permits and also maintenance of town landings, and aids to navigation. Staff conducted mooring sweeps to identify unused and unmarked moorings and used this to contact, those who we could identify, to remove the moorings. Lastly, we maintained the waterways by the use of aids to navigation, in the marsh, inlet and in the bay to assist boaters by marking the channels and hazardous areas.

■ *Vessel Permitting*

The following are the number of permits issued in year 2020:

- 29 Freshwater Launch Permits
- 304 Mooring Permits
- 46 Rock Harbor Dockage
- 25 Transient Dockage Permits
- 107 Vessel Storage Permits

We received mostly positive feedback from the community concerning the vessel storage lottery. Vessel storage has become very popular and continues to attract a lot of interest, including the lottery system. I recommend the use of the lottery going forward in 2021 and years to come

■ *Shellfish Propagation*

The Natural Resources Department raises shellfish each year to help keep up with both the recreational and commercial demand in the Town of Eastham. In the upweller at the Salt Pond, the Department grew 250,000 quahogs from approximately 2-3mm in size to 15mm. The quahogs are then broadcasted throughout different parts of the Nauset Marsh Estuary and Town Cove.

125 bags of shells with oyster spat attached to them were placed in the family area at Hemenway Landing. The Department also raised 50,000 oysters in float bags at the Salt Pond. These oysters are broadcasted in the fall in the Salt Pond River as well as Hemenway Landing for recreational harvest.

Over a period of two days in late October and early November, AmeriCorps assisted the Department in broadcasting the oysters in the Salt Pond River. After the oysters were cleaned and broadcasted in the river, AmeriCorps assisted the Department with power washing, repairing and storing of the bags in preparation for the 2021 season.

■ *Shellfish Permitting*

- A permit is required to recreationally or commercially harvest shellfish. A total of 1,971 shellfish permits were sold in 2020. They are broken down as follows:

- 916 year round resident recreational permits
- 598 year round senior resident recreational permits
- 56 year round nonresident recreational permits
- 257 one week recreational permits
- 121 Commercial permits
- 23 Senior commercial permits

■ *Aquaculture licenses:*

37 individuals are licensed to an aquaculture site in the Town. There is a total of 32 aquaculture licenses of which 4 were licenses issued, 2 licenses were renewed and one aquaculture site was expanded from ½ acre to 2 acres.

■ *Land Management*

The Natural Resources Departments worked with the assistance of AmeriCorps Cape Cod Lehigh house on different projects throughout the year.

Sandy Meadow Pitch Pine Removal. This ongoing project consists of felling, cutting and chipping pitch pine trees in order to preserve the rare Sandplain grasslands and heathland habitat that exists within the Sandy Meadow Open Space. This year, a total of 19,960 pounds of pitch pine trees were removed from the property in early December.

Herring Run clean-up. The Town of Eastham has two herring runs, one that connects to, Bridge Pond and one that connects to Herring Pond. In early March, the runs were walked to ensure that they are free of debris and any necessary maintenance and clean up was completed. The runs are important to not only for river herring but for the eels as well. While adult river herring swim upstream in the spring to spawn in the ponds, the adult eels swim downstream to spawn in the ocean. After spawning, both adult and juvenile river herring will swim downstream to return to the ocean while adult and juvenile eels swim upstream to return to the ponds.

Our upcoming projects include:

- Grow shellfish for recreational and commercial permit holders
- Continue the work at Sandy Meadow removing pitch pines
- Continue cleaning/maintaining herring runs and conservation trails
- We are working on adding electricity to the south docks, making them mirror the same amenities as the north dock
- We will pursue the installation of a self-payment kiosk to charge to use the boat ramp to help improve and maintain our Rock Harbor facility

Acknowledgements

This year we also had the retirement of one of our longest serving members: Martin Mickle. Marty, as he was affectionately known, served our Town and Public Works department for 45 years, so we would like to take this opportunity to thank him again for his service. He has been missed by all of us at the DPW.

I would like to thank our staff for all your work during Calendar Year 2020: Brian Holmes, Jeffrey Peters, Victoria Reis, Ronald Simons, Scott Santos, Charles Young, Kevin McCarthy, Kimberly St. Aubin, Barry Clifford, James Goodrich, Stephen Herbstreit, Rex Christian, Michael O'Connor, Nicole Paine, Scott Richards, Ronald

Cormier, Aaron Carroll, and Teresa Pechonis. Even with the challenges brought on by the pandemic, you rose to the occasion and kept the public and your colleagues safe and healthy during these trying times

We would all like to thank the community in general for your continued support of your Department of Public Works and Natural Resources.

Respectfully submitted,

Silvio Genao, P.E.
Superintendent of Public Works and Natural Resources

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round programs and activities that enhance the quality of life of its participants.

New Recreation Programs, Field Trips and Special Events:

- January started off with the hiring of Stephanie Komich as the Program Coordinator where she brought many new and creative ideas to the department!
- January was also jam-packed with basketball for grades K-6, Brazilian Jiu Jitsu, Bowling Books and Board games, Indoor Adult Pickleball, Indoor Adult Basketball, Indoor Yoga and Sunday Open Gym.
- In February we continued with our full roster of winter programs and another full month of operating 7-days a week. Plus adding in Lil' Kickers, Futsal and Open Gym time for Tots! We also hosted a candy contest, a family skate day, February vacation trips and programs and early dismissal day field trips. We began preparing for new events such as Mythical Creatures Obstacle Course and Daytona 500 Race.
- March began with our Drama Program and an extension of all our Indoor Adult programs. Unfortunately, on March 14...due to Covid-19 restrictions...our programs stopped. Shifting on the fly, we switched to virtual programming (fitness videos, scavenger hunts and in-home challenges) and handing out Craft/Activity Packs.
- April was filled with creative ways of reaching out to the community any way that was possible. Craft/Activity Packs were stuffed with five different crafts and occasionally an outdoor game. We were able to bring the Bunny to families around town with our "Bunny Drive By" event where we stopped at over forty homes and saw many smiling faces. Within town hall, we hosted a spirit week to bring the cheer to our fellow coworkers. Our Annual Egg Hunt went home to families as a craft pack where families could scatter their own eggs at their own homes.
- In May, we continued with Activity Packs and began our summer preparations and the processing of mail-in stickers. Our virtual fitness training videos continued, and we also filmed a virtual tour of the windmill. Thanks to the VERY generous donations from our community members and Blue Fins Restaurant, we began holding gift card lotteries and raffles. We gave away gift cards to the Eastham Superette. Our most fun raffle was our pizza raffle where the community won a gift card to either the Fairway, Red Barn, or Good Eats!
- June brought us sad news...we were unable to have the Summer Rec Program and swim lessons due to the restrictions of Covid-19. Our Sticker Office opened on June 12 in our new location with a new set up. We introduced walk-up windows and managed the outside process with staff in the parking lot to create a smooth and easy process for community members to pick-up their stickers. Our beaches opened June 20 with some changes of

parking lot restrictions and plexi-glass additions! A new position was created in the department called the Beach Monitor. They assisted in maintaining beach protocols, educating the public regarding Covid-19 safety protocols, and having masks and hand sanitizer available to the public. We were able to continue the Food 4 Kids program. This is a great asset to our community and is typically part of our Summer Rec day but this year we helped serve meals drive-up style at the Eastham Elementary School.

- In July, our primary focus was on the beaches, but we were very excited to be able to start safe weekly events on the Field of Dreams! We hosted Bingo and Water Games for families and cohorts. Great to see all our Rec families! We also collaborated with local yoga instructors and began our much sought-after beach yoga at First Encounter Beach. Activity Packs were still going strong!
- In August, we continued producing activity packs and at this point, we had given out over 500 bags! We added trivia to our weekly events and Beach Zumba at First Encounter Beach was back for the month!
- The beach season was extended for one more week and two additional weekends going into September. We ended the activity packs after twenty-nine weeks, in 29 weeks, we gave out over 550 packs! We began preparing for after school, and night programs for the fall. We continued our family and beach events. The Rec Staff also assisted the Health Department in the first-ever drive through clinic!
- October was exciting for us as we were able to get back to our after-school programs! The programs we ran were Treasure Hunt Club, Bike and Hike, Basketball Clinics and Soccer Clinics. Thanks to the collaborative effort of our volunteers and staff, we brought back the Pumpkin Patch Event where families stuffed scarecrows with hay and painted pumpkins. In addition, to top off October, we hosted a Halloween Parade where families were stationed at various beaches waiting for the parade to go by! Thank you to the town departments, local businesses and residents who volunteering their time driving and tossing candy. The children left with buckets full of candy!
- We moved to our new office location in November. Our after-school programs concluded but not until after we were able to extend them due to the great weather! Our Annual Duck Race looked a little different this year as we went virtual. Our ducks were launched into and plucked from a small pool and the live stream was filmed through Facebook Live. We continue to love this event and the opportunity to pass out and deliver turkeys to our residents. The Rec staff was also able to help the COA in Thanksgiving meal deliveries!
- In December, our basketball and soccer clinics concluded, and we offered basketball for middle school students. We created a new event for December - Wiley Wonderland! We decorated the road into Wiley Park with lights and figurines and invited Santa to wave from a social distance gate shack! Families drove through and left letters for Santa!

Field of Dreams Projects: Construction of Dugouts
Plantings in Gravel Area
Resurfacing of Playground

Future Recreation Projects: Wiley Park Area Repairs and Renovations

Thank you! A very special thank you goes to all of those who donated to us this past year – whether it was in gift cards for our raffles or towards our activity packs – your generosity is very much appreciated! A shout out to Mike Caliri from all of us at Rec – thank you so so much for everything you did to keep us moving – we could not have done it without you! To all our players and participants, volunteer coaches, chaperones, instructors, parents, guardians, friends, and fans – we look forward to seeing you all soon and getting back to Rec!

Respectfully submitted,

Edmund Casarella (Chair)
Alexandra Davis
Barbara Komins
Christine LaBranche
Brent Warren

RECYCLING COMMITTEE

The central charge of the Recycling Committee is public education. Specifically, our focus is educating the citizens of Eastham on the disciplines of correct and effective recycling practices to meet the Town's overarching goal of decreasing the volume of solid waste while increasing the volume of recyclables, thereby reducing the Town's solid waste expenses.

To meet that goal, our mission then is to deliver to the community of Eastham, an ongoing, carefully sequenced lesson plan which, in its totality, provides a complete tutorial on correct and effective recycling practices.

To that end, the Recycling Committee has embarked on an inspired and aggressive Recycling Education program delivered through a broad and diverse range of communication platforms chosen to reach as many Eastham residents as possible, including summer residents. *These platforms include:* The use of Channel 18 for productions of workshops, educational presentations, interviews with guest experts and panel discussions; the town's community Facebook page; Eastham Library's Facebook page; timely educational mailings to town residents and recycling instruction pamphlets that accompany the purchase of Transfer Station stickers.

To help reach our summer visitors, we will include a pamphlet with the purchase of beach stickers asking for their cooperation in following our recycling practices during their visit with us. Pamphlets will also be placed at the Eastham Information Booth.

In 2021 we will begin to introduce in our messaging the concept of *Waste prevention* accomplished by means of messaging centered around *conscious consumption and reuse education programs* as part of an integrated, long-term strategy to reduce Eastham's carbon footprint. To this end we will work closely with the Climate Action Committee, thereby coordinating our joint outreach to the Eastham community on sustainability. Moving forward, the Recycling Committee will gradually move sustainability to the center of our outreach educational programs alongside recycling.

Finally, we will continue to work closely with the DPW Supervisor toward adding a *composting component* at the Transfer Station and, by the end of 2021 we hope to complete an assessment and potential plan for a *food waste-to-energy* operation as well.

SEARCH COMMITTEE

The Search Committee is charged with facilitating the process of filling openings on Eastham's committees, boards and commissions. The committee provides public information about openings, reviews applications, arranges applicant interviews with a panel consisting of the chair of the relevant committee, the Select Board liaison to that committee, the town employee involved with the work of that committee when appropriate, and the Search Committee representative, and sends an appointment recommendation to the Select Board.

The committee used the following means to provide information to citizens about committees and openings:

- Displayed recruitment banner at the Council on Aging, the Library, and Town Hall, along with leaflets briefly describing each committee.
- Displayed recruitment posters in fifteen locations at town facilities, including the post offices, library, DPW, library, Town Hall, police and fire departments.
- Provided information tables with leaflets during some elections and at town meeting.
- Placed recruitment notices in the Cape Codder, the Provincetown Independent, the Eastham Community Space on Facebook, and advertised on WOMR.
- Provided assistance to Moderator.
- Worked with Select Board members to revise the charge, interview form and volunteer application.
- Welcomed two new members, Ellen Greer, Ron Mullett, and reinstated Gloria Schroper after the one-year hiatus, and said goodbye to Jessica Dill and Ruth Gail Cohen. The committee is now fully staffed at seven members.

There were 17 appointments and 24 reappointments in 2020.

Respectfully Submitted By:

Amy Hackworth, Chair
George Deptula, Co-Chair
Pat Donovan, Clerk
Christine Zajak
Gloria Schroper
Ellen Greer
Ron Mullett

STRATEGIC PLANNING COMMITTEE

The Strategic Planning Committee was authorized in 2017 by the Eastham Select Board to develop a strategic plan for the Town of Eastham that would identify those projects critical to the long term-success of the community. The Committee was made up of representatives from each of the Town's regulatory boards, the Finance Committee, a business representative, a member of the community at-large, and a high-school representative. The Eastham Strategic Plan FY2020-2024 was approved by the Select Board in late 2019.

The plan focuses on six goals:

1. Preserve and protect coastal, estuary, pond, and other natural resources.
2. Encourage and welcome a diversity of residents.
3. Improve travel experience for all users.
4. Foster and enhance community spirit.
5. Increase diversity of housing options.
6. Provide and enhance access to public recreational resources for all people.

Four strategies and numerous action steps were developed to further those goals. Each action step was assigned a timeframe within the plan, as well as responsible and supporting Town departments, staff, and committees. Actions steps were designed to encourage responsible entities to think creatively on how best to achieve results while considering the goals of the plan.

During 2020, work began on the items prioritized for 2020 and for 2020-2021. Preliminary data suggests that for most categories, work progressed as expected with little impact from Covid. Data gathering and analysis is ongoing and public dissemination of the information will follow in early 2021.

The Committee met once in late December to reorganize and to continue to oversee and manage the plan. During 2020, the Committee's chair was elected to the Select Board, the vice-chair moved on to other things, and the business representative was elected Town Moderator and chose not to continue as a member. The Committee thanks Art Autorino, Mary Shaw, and Scott Kelly for their service. We welcome new members Jim Kivlehan, Planning Board representative, and Steve Zbell, Finance Committee representative.

Respectfully Submitted By:

Karen Strauss, Chair

SUPERINTENDENT OF SCHOOLS

Eastham Elementary School is committed to building strong, healthy relationships which are the building blocks for a positive school culture. This past year, the EES school community continued to work on culture and climate. Through the Social/Emotional curriculum Second Step, classroom teachers and staff taught thematic units addressing skills for learning, empathy, emotional management, and problem solving, and the school psychologist taught lessons on bullying prevention and child protection.

As the school year progressed and the pandemic occurred, there was a renewed focus on technology and remote learning. Staff participated in Professional Development opportunities in a wide variety of areas including pandemic protection across all schools. The Eastham School Community remained healthy and strong, rising to the challenges of learning from home with everyone linked together!

Planning forward, Eastham Elementary Schools' goals and priorities will be inspired by a changing education landscape. EES is dedicated to teaching and practicing 21st century skills, developing students' cognitive, interpersonal, and intrapersonal competencies fundamental to global citizenship, and supporting all students' social emotional learning.

Due to the COVID 19 pandemic, The Nauset District Reopening Task Force worked tirelessly over the summer to develop a safe reopening plan for all Nauset schools. The virus presented the entire district with challenges ranging from staff and student safety, to PPE, to remote and in-person learning schedules. Education has changed more in the past 9 months than it has in the past 100 years. Exceptional leadership has been demonstrated by all staff including our Nurses who have been and continue to be on the front lines of managing education issues surrounding the pandemic. Nauset Regional High School and Middle School staff worked to develop individual learning schedules for all students based on need and learning choices. With remote, hybrid, and in person learning options every effort was made to encourage safe and effective learning throughout all grade levels. Nauset Elementary Schools opened on September 16, 2020 for in person learning while Nauset Middle School started with a hybrid model. Nauset Regional High School required ventilation system work prior to any in person learning, which was accomplished as quickly as possible, and delayed opening of school until October 15, 2020.

Two years of planning, meetings and dialogue have culminated in a progressive and exciting new five year Strategic Plan for the Nauset Public Schools. This plan will now guide the District as we endeavor to build and improve upon the excellent programs that have been the hallmark of Nauset Schools. With the events of the past year, this document is timely and on point as we address the changing landscape of learning in this country. We are living in a hyper-connected, global society that few could have envisioned a short time ago and one that is continuing to change at a breathtaking pace. Our strength and future opportunities only come when we recognize the critical need to learn and evolve, both as individuals and as institutions.

Nauset Regional High School has restarted its quest for a building renovation project, with Building Committee meetings starting up again on a virtual platform. The COVID 19 Pandemic confirmed the need for an upgrade to the facility with issues on

ventilation and space being identified. MSBA granted an extension through the Spring of 2021 which will be the final extension considered for this project. A vote will take place in the four towns sometime in early spring. Please visit the Nauset Building Project website to be updated on the latest news at www.nausetbuildingproject.com.

Partnerships with a variety of town departments, as well as local businesses, continues to be the cornerstone of the Nauset community. We thank our volunteers, PTA groups, local businesses, and communities for their continued support of our schools. Without their assistance, our students would not have such rich opportunities and the learning experiences that they enjoy. Our partnerships are strong and our beliefs the same, "if not education, then what for our students."

In my sixth year as your Superintendent, I am continually thankful for the supportive School Committee Members with whom I work, the dedicated Staff, and my Administrative Team that is second to none! During this unprecedented time, Administrators, Teachers, Nurses, Support Staff, Cafeteria Staff, Custodial Staff Bus Drivers and Parents have gone above and beyond to educate the children in our District through collaboration and dedication. I am also thankful for the supportive communities of the Nauset Region and their belief in the importance of education. I will continue to focus on deeper learning for all students, as we prepare our children to live in a technical and global world. I am honored and privileged to be the Superintendent of the Nauset Public Schools. My door is always open and I look forward to hearing your thoughts and ideas.

Respectfully Submitted By:

Thomas M. Conrad
Superintendent, Nauset Public Schools

T-TIME DEVELOPMENT COMMITTEE

The T-Time Committee's charter is to develop recommendations for the use of the former T-Time property on Route 6 (4790 State Highway), which was purchased by the town after receiving approval at the May 2019 Town Meeting. Committee members were solicited from the community, and the Select Board appointed 11 citizens to advise the board on the future use and development of this important parcel. The committee is tasked with conducting an inclusive process that reflects and assimilates the ideas, values and best interests of the entire community.

The Committee has organized into three work groups, each working closely with the Town Administrator, Town Planner and Economic Development Planner.

1. **Community Development:** Studying how the T-Time site might best benefit the community through review of existing studies and discussions with a broad range of local entities and regional organizations.
2. **Infrastructure:** Working on traffic, wastewater, and other infrastructure matters with the Town Planner to ensure any development will have as little impact as possible.
3. **Economic Development:** Studying the business needs of Eastham and neighboring communities to determine how they might intersect with the T-Time site.

Phase 1: Data Gathering, Research and Analysis

Since January 2020, the T-Time Committee has been hard at work, leveraging the Eastham Strategic Plan FY2020-2024 for guidance. We have gathered information and sought input from a wide range of Eastham stakeholders and organizations, including the Recreation Department, Council on Aging, housing agencies, the Chamber of Commerce, interested citizens and local officials, as well as organizations and representatives from adjacent communities. Additionally, the committee has met with regional land trusts, builders, arts organizations, infrastructure companies, environmental groups, visited nearby facilities and researched many more subjects. A business needs survey is being conducted by the town's new Economic Development Planner, and we are leveraging work by the Cape Cod Commission.

Phase 2: Community Input to Narrow Options, Lead to Concepts

Beginning in early 2021, the committee will focus on a series of community outreach activities through Zoom, social media, print and other avenues as we seek the community's ideas and comments on the options we have researched. We strive to be as inclusive as possible, and we welcome your opinions, experience and valued perspectives. This input will lead to the presentation of concepts to the Select Board, additional public input, and the beginning of the formal design and feasibility process.

T-Time Committee meetings are held on Zoom, open to the public, and begin with an open forum for public comments. Meeting dates, agendas, videos and minutes are available on the Town website.

Respectfully submitted,

Scott Kerry, Chair
Karen Strauss, Vice-Chair

TOWN CLERK

The year 2020 will be remembered in the Town Clerk's office as the year of the COVID-19 pandemic; social distancing protocols; early voting and never-ending elections.

On March 3rd, a total of 2,188 voters cast their votes at the Presidential Primary, noting 1,820 voted early, either in-person (1 week prior to election) or via mail. This represented a 50.7% turnout.

In April, due to the pandemic, the State revised the safety protocols to protect election workers and voters. The "no excuse" option to vote early via mail was State mandated for all remaining elections in 2020.

The May Annual Town Meeting was postponed until the Fall while the uncontested May Annual Town Election was postponed to June 23rd. There were 1,046 total ballots cast with 910 early mail-in ballots requested. This represented a 24.23% turnout for the Annual Town Election.

For the first time in history, the State Primary allowed voters a choice of voting "in-person" or vote by mail. On September 1st, a total of 2,185 voters cast their votes at the State Primary, noting 1,726 voted early, either in-person (2 weeks prior to election, including both Saturdays and Sundays) or via mail. This represented a 49.43% turnout.

The Annual Town Meeting successfully convened outside on September 26th on the Nauset Regional High School football field with electronic check-in and voting availability. In accordance with Section 7 of "An Act Relative to Municipal Governance during the COVID-19 emergency" on August 31st, the Select Board voted to adjust the quorum requirement to 100. The Town Clerk declared the quorum of 100 and the Moderator called the meeting to order with 262 voters in attendance, representing 6.07% turnout for this meeting.

Following the Annual Town Meeting, a Special Town Election was held on October 6th where 1,457 voters cast their votes, representing a 32.56% turnout. Early in-person voting was not available for this election.

The highly scrutinized November 3rd Presidential Election totaled 4,117 cast ballots that included 47 overseas, 3,298 early voter and 88 absentee ballots, representing 89.34 percent turnout. Once again, early in-person voting was available 2 weeks in advance (including Saturdays and Sundays) as well as a no-excuse mail-in option.

In 2020, the Town Clerk's office issued:

Dog licenses:

Single tags – 925; Household kennel licenses - 7

Permits:

Business – 102; Common Victualler – 40; Liquor – 23; Hawker-Peddler -3;

Entertainment – 5; Used Car Dealership – 2; Billiard - 2;

Coin-Operated Amusement - 2;

Miniature Golf - 3; Fuel License - 4; Yard Sale - 18;

Parking/Beach Sticker violations - 1,350.

The town's population reached 5,242 in 2020 including 21 births, 34 marriages and 71 deaths.

The Town Clerk's Office continues to streamline its operations and provide the best service possible to the residents of Eastham. I applaud my Assistant Town Clerk, Linda Sassi, and Administrative Assistant, Liz Carlson Jones for their dedication to the town and diligence in executing their duties. As always, I thank the registrars and dozens of election workers that help us ensure elections run smoothly and efficiently. I thank the residents of Eastham for the opportunity to continue to serve as your Town Clerk.

Notes from the Past

One hundred years ago, in 1920, Eastham had 195 registered voters, and 236 houses, 68 horses, 80 cows and 5,063 fowl assessed. There were 6 births, 7 marriages, 9 deaths issued. The selectmen's salary was voted to allow \$100.00 per year, the Chairman to receive an additional \$50.00 for his services. There was 4,977 books in the library.

On December 16, 1920, five members of the Society of Colonial Wars of the Commonwealth of Massachusetts came to Eastham and presented to the town, the boulder and bronze table, which stands on the Town Hall Grounds. This boulder is to commemorate the first encounter between the Pilgrims led by Myles Standish, and the Indians. On behalf of the town, this boulder and table was accepted by the Selectmen.

Respectfully submitted,

Cindy Nicholson
Town Clerk

Town of Eastham, Massachusetts
Board of Selectmen
Declaration of Emergency

WHEREAS, the 2019 Novel Coronavirus (COVID-19) is a highly contagious and potentially fatal respiratory disease, the prevalence of which is increasing rapidly throughout the world, inclusive of the United States and the Commonwealth of Massachusetts; and

WHEREAS, on March 11, 2020 the World Health Organization designated the COVID-19 outbreak a Pandemic Health Emergency; and

WHEREAS, on March 10, 2020, the Governor of the Commonwealth of Massachusetts issued a Declaration of a State of Emergency to Respond to COVID-19; and

WHEREAS, on March 13, 2020, the President of the United States announced a national declaration of emergency; and

WHEREAS, on March 15, 2020, Governor Baker announced emergency actions to respond to the evolving COVID-19 public health emergency impacting the Commonwealth, including prohibitions on public gatherings of twenty-five or more people and prohibiting on-premises consumption of food or drink at bars and restaurants from March 17, 2020 until April 7, 2020, as well as suspension of elementary and secondary school educational operations from March 17, 2020 until April 7, 2020; and

WHEREAS, the Town of Eastham and its Board of Health, in consultation with the State Department of Public Health has determined that COVID-19 presents a major disaster which poses an immediate threat to public health, safety, and general welfare of people residing both within and outside of Eastham; and

WHEREAS, the Board of Selectmen and its Board of Health have determined that immediate public action is needed in order to prevent or minimize the spread of COVID-19 by and among the people of Eastham; and

WHEREAS, it is critical to take additional steps to prepare for, respond to, and mitigate the spread of COVID-19 to protect the health and welfare of the people of Eastham; and

WHEREAS, declaring a state of emergency will facilitate and expedite the use of resources to protect persons from the impacts of COVID-19, including but not limited to emergency

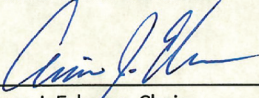
expenditures pursuant to Massachusetts General Laws, Chapter 44, Section 31 and limitations on operating hours and access to public buildings; and

WHEREAS, the Board of Selectmen and Town Administrator recommended that a state of emergency be declared in the Town of Eastham, in order to proactively reorder Town administrative and service capabilities, and ensure the proper allocation of resources as of March 16, 2020, subject to the affirmation of the Eastham Board of Selectmen at its meeting on March 23, 2020.

NOW THEREFORE, we, the Board of Selectmen, Town Administrator and Board of Health of the Town of Eastham, Massachusetts, hereby declare that as of, a state of emergency exists in the Town of Eastham. This declaration of emergency shall remain in effect until further notice is given, pursuant to our judgment that the conditions leading to this declaration no longer exist.

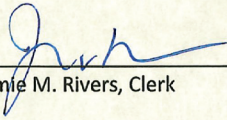
Date: March 23, 2020

Town of Eastham
By the Board of Selectmen



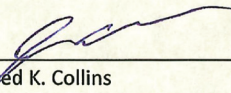
Aimee J. Eckman, Chair

Alexander G. Cestaro, Vice Chair



Jamie M. Rivers, Clerk

Martin F. McDonald



Jared K. Collins

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS. Barnstable County
To: The Constables of the Town of Eastham

GREETINGS:

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

Eastham Town Hall Precinct 1

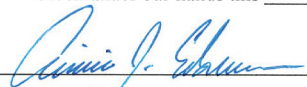

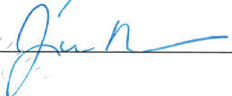


on **TUESDAY, THE THIRD DAY OF MARCH, 2020**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

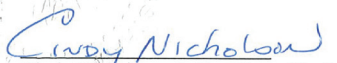
PRESIDENTIAL PREFERENCE	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS	SENATORIAL DISTRICT
STATECOMMITTEE WOMAN	SENATORIAL DISTRICT
EASTHAM COMMITTEE	TOWN OF EASTHAM

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

Given under our hands this 3rd day of February, 2020.
(month)

	
_____	_____
	
_____	_____
	
Board of Selectmen of the Town of Eastham	

A True Copy, Attest:


Cindy Nicholson, Acting Town Clerk

I certify that I have posted this warrant on the principal bulletin board in the Town Hall and in each of the Town's Post Offices.

 _____ 2/7, 2020.
Police Officer (month and day)

Warrant must be posted by **February 25, 2020**,
(at least *seven days* prior to the **March 3, 2020**, Presidential Preference Primary).

TOWN OF EASTHAM

THE COMMONWEALTH OF MASSACHUSETTS

PRESIDENTIAL PRIMARY – MARCH 3, 2020

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the Presidential Primary and the results are as follows:

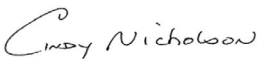
Democratic Ballots voted were	1,804
Republican Ballots voted were	380
Green-Rainbow Ballots voted were	2
Libertarian Ballots voted were	<u>2</u>
	2188

The Ballot Box stood at 0000 at the beginning and read 2,180 when the polls were closed at 8:00pm. The Deputy Warden, John Lennox, declared the polls closed and the voter lists were verified.

Note: Eight (8) overseas absentee ballots were received by the Town Clerk's office on or before March 3, 2020 and were added to the total ballot count, as required by state election laws, bringing the total number of votes cast to 2188. This vote represented 51 percent of registered voters.

There were 4,311 voters registered for this election.

A True Copy Attest:



Cindy Nicholson
Acting Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS. Barnstable County
To: The Constables of the Town of Eastham

GREETINGS:

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

Eastham Town Hall Precinct 1

on TUESDAY, THE TWENTY-THIRD DAY OF JUNE, 2020, from 12:00 P.M.(Noon) to 6:00 P.M. for the following purpose:

To cast their votes in the Eastham Annual Town Election for the candidates for the following offices:

- W. SCOTT KERRY MODERATOR
- AIMEE J. ECKMAN (INCUMBENT) BOARD OF SELECTMEN
- ARTHUR A. AUTORINO BOARD OF SELECTMEN
- CYNTHIA L. NICHOLSON TOWN CLERK
- JUDY L. LINDAHL (INCUMBENT) ELEMENTARY SCHOOL COMMITTEE
- WRITE IN ELEMENTARY SCHOOL COMMITTEE
- MARY M. SHAW LIBRARY TRUSTEE
- IGNATIUS ALFANO LIBRARY TRUSTEE

Question No. 1

Shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security at the decommissioned Pilgrim Nuclear Power Plant to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

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

Given under our hands this 1st day of May, 2020.
(month)

Aimee J. Eckman _____
[Signature] _____
[Signature] _____

Board of Selectman of the Town of Eastham

A True Copy, Attest:

Cindy Nicholson
Cindy Nicholson, Acting Town Clerk

I certify that I have posted this warrant on the principal bulletin board in the Town Hall and in each of the Town's Post Offices.

Ann Miller _____ May 4th, 2020.
Police Officer (month and day)

Warrant must be posted by June 8, 2020
(at least seven days prior to the June 23, 2020, Annual Town Election)

**Eastham Annual Town Election Minutes
June 23, 2020
(Postponed from May 19, 2020)**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant. The results are as follows:

Moderator

Three-year term	Vote for One
W. Scott Kerry	992
Blanks	51
Write-Ins	<u>3</u>
Total	1046

Board of Selectman

Three-year term	Vote for two
Aimee J. Eckman	932
Arthur A. Autorino	909
Blanks	243
Write-Ins	<u>8</u>
Total	2092

Town Clerk

Three-year term	Vote for One
Cynthia L. Nicholson	986
Blanks	57
Write-Ins	<u>3</u>
Total	1046

Elementary School Committee

Three-year term	Vote for two
Judy Lindahl	959
Write-In/ Benten Niggel	102
Blanks	<u>1031</u>
Total	2092

Library Trustee

Three-year term	Vote for two
Mary M. Shaw	975
Egnatious Alfano	953
Blanks	158
Write-Ins	<u>6</u>
Total	2092

Question #1

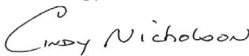
Shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security at the decommissioned Pilgrim Nuclear Power Plant to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

Yes	970
No	57
Blanks	<u>19</u>
Total	1046

Due to the COVID-19 pandemic, the election date was moved from May 19, 2020 to June 23, 2020; polls opened at 12:00 noon and closed at 6:00 p.m. Early voter applications were mailed to every registered voter in town prior to the election. Nine hundred and ten (910) early voter ballots were requested and processed. The results were read and posted by the Warden, Shawn Shea.

There were 4,317 registered voters for this election with 1,046 (24.23 percent) casting their ballots.

A True Copy Attest



Cindy Nicholson
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS. Barnstable County
To: The Constables of the Town of Eastham

GREETINGS:

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

Eastham Town Hall Precinct 1



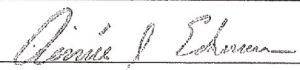
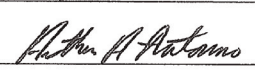
on **TUESDAY, THE FIRST DAY OF SEPTEMBER, 2020** from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

SENATOR IN CONGRESS -----	FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS -----	NINTH DISTRICT
COUNCILLOR -----	FIRST DISTRICT
SENATOR IN GENERAL COURT -----	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT -----	FOURTH BARNSTABLE DISTRICT
REGISTER OF PROBATE -----	BARNSTABLE COUNTY
COUNTY COMMISSIONER -----	BARNSTABLE COUNTY


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

Given under our hands this 3rd day of August, 2020.
(month)

 _____	 _____
 _____	 _____

Board of Selectmen of the Town of Eastham

A True Copy, Attest:


Cindy Nicholson, Town Clerk

I certify that I have posted this warrant on the principal bulletin board in the Town Hall and in each of the Town's Post Offices.

 _____ Police Officer	<u>August 7</u> , 2020. (month and day)
--	--

Warrant must be posted by **August 25, 2020**,
(at least *seven days* prior to the **September 1, 2020**, State Primary).

TOWN OF EASTHAM

THE COMMONWEALTH OF MASSACHUSETTS

STATE PRIMARY – SEPTEMBER 1, 2020

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the State Primary and the results are as follows:

Democratic Ballots voted were	1,843
Republican Ballots voted were	337
Green-Rainbow Ballots voted were	2
Libertarian Ballots voted were	$\frac{3}{2185}$

The Ballot Box stood at 0000 at the beginning and read 2,162 when the polls were closed at 8:00pm. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified.

Note: Thirteen (13) ballots were hand counted when the ballot was unable to feed into tabulator, and finally, ten (10) overseas absentee ballots were received by the Town Clerk’s office on or before September 1, 2020 and were added to the total ballot count, as required by state election laws, bringing the total number of votes cast to 2185.

This was the first State Primary to allow early voting, a choice of either one week of “in-person” voting *or* vote by mail. The Secretary of State sent all Massachusetts voters a “Vote to Mail” postcard in July, allowing voters the chance to request their ballot by mail. The town clerk’s office processed 1,983 early voter applications with 1,726 ballots returned. There were also 66 absentee ballots returned for this election.

This vote represented 49.4 percent of registered voters.
There were 4,420 registered voters for this election.

A True Copy Attest:



Cindy Nicholson
Town Clerk

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT

WITH FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

TOWN MEETING

Saturday, September 26, 2020, 10:00 A.M.

Rain date: Sunday, September 27, 2020 at 1:00 P.M.

Nauset Regional High School Football Field
100 Cable Road
Eastham, MA

Special Pre-Town Meeting

(Remote Participation Only)

Discussion of Articles

Thursday, September 10, 2020
6:00- 8:00 p.m.

Eastham Town Hall
2500 State Highway
Eastham, MA

Zoom Participation:

<https://us02web.zoom.us/j/86105350156?pwd=S1doWFlyWUVvZUFESElYT3hOUlU5QT09>

Meeting ID: 861 0535 0156

Passcode: 955133

Dial by your location 1 646 558 8656 US (New York)

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts

County of Barnstable

TO: The Constables of the Town of Eastham in the County of Barnstable

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs, to meet at the Nauset Regional High School Football Field, Saturday the 26st of September, Two thousand and twenty, at 10 o'clock in the morning, then and there to act on the following articles in the warrant.

REPORT ON THE EASTHAM STRATEGIC PLAN

The Town of Eastham Strategic Planning Committee in consort with Town Administration, town planning, multiple boards and commissions and citizens has created a Strategic Plan for the next five years (FY20-FY24) in order to provide priorities and direction relative to allocation of funds, staff, and resources on various initiatives. The plan outlines a number of goals and strategies to achieve them. Underlying these are the following overarching principles:

- Honor Eastham’s history and protect its small town identity
- Live in harmony with the natural environment and local culture
- Enhance community vibrancy and viability for people of all ages

Focusing on “ENVIRONMENTAL PROTECTION” and enhancing “COMMUNITY CHARACTER” the following goals were established:

- Preserve/protect coastal, estuary, pond, and natural resources
- Encourage and welcome a diversity of residents
- Improve travel experience for all users
- Foster and enhance community spirit
- Increase diversity of housing options
- Provide/enhance access to public recreation resources for all

The real substance of the plan consists of the strategies developed to achieve the stated goals. There are four categories of strategies with a number of actions defined to achieve them. The categories are:

- Support a clean environment and resilient community
- Support intentional and well-designed development
- Improve quality of life and diversity of residents and strengthen the community
- Improve safety for all modes of transportation

If you are interested in learning more about the plan or getting additional detail on the strategies please go to the town website and click on Strategic Planning Committee.

Respectfully Submitted,

Arthur A. Autorino, Chair
Mary Shaw, Vice Chair
Scott Kerry, Clerk

Dr. Joanna Buffington
Brian Ridgeway
Karen Strauss

REPORT OF THE FINANCE COMMITTEE

The role of the Eastham Finance Committee under our Town Charter and By-Laws is to provide recommendations to the citizens of the Town on articles and questions presented in the Town Warrant. The committee considers each warrant question and article carefully, seeking and receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions. We encourage the public to attend our meetings, which are posted on the Town's website and in the Town Clerk's office.

The items in this year's warrant which the Finance Committee (FINCOM) thought it appropriate to bring to the taxpayers' attention include Articles 1, 2, 4, 8, 19 and 34.

Article 1 establishes a water fund enterprise fund, as a separate budget for the operation and future capital needs of our municipal water system. This enables us to clearly identify the costs and revenues of the system and build a fund for future repair and capital costs. The FINCOM recommends acceptance of this article 7-0.

Article 2 is the Town's annual operating budget. FINCOM congratulates Town Administration on minimizing the annual increase in face of the uncertainties of the COVID pandemic and would like to thank the Nauset school committee for moving OPEB (Other Post Employment Benefits – i.e. predominately retiree health benefits) costs for the school employees into their budget. OPEB is a critically underfunded cost across the state. Locally it is a problem for the schools and town. It is millions of dollars in arrears. In past years, the school committee requested it be a town line item. At FINCOM's urging, this year it was moved into the school budget. THANK YOU! The FINCOM recommends acceptance of this Article 9-0.

Article 4 requests an Proposition 2 ½ override for \$400,000 annually for the creation of a recurring source designated for capital projects. Those designated funds could be used solely for capital projects and would avoid the necessity for frequent override votes for capital items, would reduce the need for Town borrowing which would eliminate the costs of such borrowing and would be an asset to improve the Town's bond rating (which would reduce interest on Town borrowing). Any spending from these funds in future years would require approval by a future town meeting. In this fiscal year the designated funds would be used to upgrade police radios and dispatch equipment. The State 911 system is converting to a new format, and our current equipment is not compatible with the new system. Impact on real estate tax bills for FY 2021 is \$62.86 on a median valued home of \$449,000. The FINCOM recommends acceptance of this article 8-0.

Article 8 requests funding education, housing & human services with a Proposition 2 ½ override for \$490,500. This is a critical investment if we are to achieve our five-year strategic

plan. Our ability to attract a diversity of people to locate in our community depends upon the financial and educational support we provide. We are in competition with all our neighboring towns to attract younger individuals and families that can both work and live in our town. Preschool and After School programs, food programs year-round and workforce affordable housing are the types of support we need to provide if we are to win that competition. Impact on real estate tax bills for FY 2021 will be \$71.84 on a median valued home of \$449,000. The FINCOM recommends acceptance of this article 9-0.

Article 19 (banning single use plastic water bottles), in principle, has the support of the Committee. Protecting our environment is a goal of the Eastham Strategic Plan. However, the Committee believes that a regional approach is required. We understand that articles similar to Article 19 are before neighboring towns. The Committee believes that the Article should state that approval of neighboring towns be a condition precedent before Article 19 is enforced to avoid placing Eastham businesses at a competitive disadvantage. Thus, the Committee recommends against this Article as written in the Warrant by a vote Of 0-9.

The Committee unanimously opposes Article 34 as written in the Warrant. Eastham By-Laws should be enforceable laws which this Article would not be. The Committee does not oppose the goal of the Article. It urges the petitioners to work closely with Town Staff and to join town committees to help bring their goal to fruition. Moreover, a majority of the Committee would likely favor the essence of the Article if it were a resolution rather than a By-Law.

Respectfully Submitted,

Jerry Cerasale, Chair
Steven Cole, Vice Chair
Mary Shaw, Clerk
George Deptula
Russ French
Tom Gardner
Richard Knight
Peter Wade
Steve Zbell

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
1	ESTABLISH A WATER ENTERPRISE FUND	7
2	ANNUAL OPERATING BUDGET	7 - 11
2A	WATER ENTERPRISE FUND BUDGET	12
3	CAPITAL ACQUISITION ARTICLE	12 - 14
3A	FIVE-YEAR CAPITAL PLAN	14 - 19
4	RECURRING CAPITAL PLAN FUNDING / FIRST YEAR RADIOS & 911 SYSTEM EQUIPMENT	20
5	FUND BETTERMENT/LOAN PROGRAM FOR WATER CONNECTION	20 - 21
6	FUND COLLECTIVE BARGAINING AGREEMENTS	21
7	CORRECT NRHS DEED	21 - 22
8	FAMILY SUPPORT PACKAGE	22 - 23
9	VISITOR'S SERVICE BOARD FUNDING	23 - 24
10	CHAMBER OF COMMERCE FUNDING	24
11	FUND T-TIME PLANNING & 400 COMMITTEE	24
12	TOWN CHARTER AMENDMENTS	25 - 26
13	ELECTED OFFICIALS SALARIES	26
14	AUTORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS	26 - 27
15	GREENHEAD FLY CONTROL	27
16	DEP LIABILITY	27
17	NAUSET REGIONAL SCHOOL FUNDING AGREEMENT	28
18	PLASTIC BAN	28 - 34
19	PETITION – COMMERCIAL SINGLE USE WATER BOTTLE BAN	34 - 35
20	TRANSFER OF DISTRICT H LAND FOR PERMANENT CONSERVATION RESTRICTION	35
21	FINANCE HARDSHIP TAX DEFERRAL	36
22	SENIOR TAX DEFERRAL	36
23	ESTABLISH ELDERLY/DISABLED TAX RELIEF FUND – VOLUNTARY DONATIONS	37
24	ZONING – MAP & DISTRICTS	37 - 38
25	ZONING - ADMINISTRATION	38
26	ZONING – SITE PLAN APPROVAL, RESIDENTIAL	39
27	ZONING – GENERAL WIND FACILITIES	40
28	ZONING – MARIJUANA REGULATIONS	40 - 41
29	ZONING – PROPOSED RE-CODIFICATION OF ZONING BYLAW	41 - 45
30	CPA-COMMUNITY PRESERVATION COMMITTEE RECOMMENDED PROJECTS & ALLOCATION	46
30A	SOURCE OF FUNDS AND FUNDING FORMULA, TOTAL COMMUNITY PRESERVATION FY21	46

30B	CPA HOUSING, FUND HOUSING COORDINATOR	46 - 47
30C	CPA HOUSING, FUND HOUSING ASSISTANCE PROGRAMS	47
30D	CPA HOUSING, FUND CAPE HOUSING INSTITUTE	47
30E	CPA HISTORIC PRESERVATION , PRESERVATION OF EASTHAM PUBLIC RECORDS	48
30F	CPA HISTORIC PRESERVATION, EASTHAM UNITED METHODIST CHURCH	48
30G	CPA HISTORIC PRESERVATION, TOWN HALL PRESERVATION	48 - 49
30H	CPA ACTIVE RECREATION, WILEY PARK RECREATION AREA	49
31	GENERAL BYLAW – BUSINESS CERTIFICATES	49 - 50
32	GENERAL BYLAW – REPAIRS TO PRIVATE WAYS	50 - 52
33	PETITION – ACCEPT A PORTION OF TOLAND DRIVE AS A PUBLIC WAY	53
34	PETITION – CLIMATE POLICY	53 - 54
35	PETITION – NON-BINDING PUBLIC ADVISORY QUESTION	54 - 55
36	ACCEPT PUBLISHED REPORTS	55
	APPENDIX A – RECOMMENDATION FROM THE CHARTER REVIEW COMMITTEE	56 - 59
	APPENDIX B – CHARTER WITH PROPOSED AMENDMENTS	60 - 82

Budget & Capital Articles (1-6):

ARTICLE 1 (ESTABLISH A WATER ENTERPRISE FUND)

To see if the Town will vote to accept the provisions of Chapter 44, Section 53F1/2 of the Massachusetts General Laws and to establish water operations as an enterprise fund for FY21, effective July 1, 2020; or take any action relative thereto.

By Board of Selectmen

Summary:

We recommend the adoption of an enterprise fund as a separate budget for the operation and future capital needs of the new municipal water system. This will allow us to clearly identify for taxpayers the cost of providing the service and the revenue that is being taken in annually from the service, allows reserves to build in the fund for future capital needs or repairs and identify any subsidy the service is being granted from the general fund (operating) budget of the Town. Although this year's budget requires a subsidy from the general fund, we expect that the Water Enterprise Fund will support itself within two years.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 2 (ANNUAL OPERATING BUDGET)

To see if the Town will vote to act on the operating budget, including recommendation and reports of the Board of Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved and other available funds and accounts, the sum of **\$30,422,389** and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, or take any action relative thereto.

By Board of Selectmen

Summary:

The budget presented represents funding of the Town's operations, all departments and the school system, for the year beginning July 1, 2020 through June 30, 2021. Due to the COVID-19 crisis, we have reduced the revenue projections from all non-property tax revenues, and reduced spending in both the operating and capital budgets for this year. The proposed budget maintains most existing services and represents some growth in areas important to the strategic plan, such as community development. Overall, it represents a 1% decrease (including debt) from last year's budget and if debt is excluded, an overall 2.4% decrease in last year's operating budget.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
 FINANCE COMMITTEE RECOMMENDATION: 9-0
 (Majority Vote required)

**ARTICLE 2
 FY21 BUDGET**

LINE #	GENERAL GOVERNMENT	FY20 APPROVED BUDGET	FY21 SELECTMEN'S BUDGET	\$ CHANGE	% CHANGE	FIN COMM REC
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	203,052	312,797	109,745		9-0
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	18,045	17,245	(800)		9-0
3	FINANCE OFFICE SALARY	166,040	183,220	17,180		9-0
4	RESERVE FUND	340,000	80,000	(260,000)		9-0
5	TOWN ACCOUNTANT OFFICE SALARY	143,604	144,790	1,186		9-0
6	TOWN ACCOUNTANT EXPENSE	45,640	48,030	2,390		9-0
7	ASSESSOR OFFICE SALARY	179,676	170,975	(8,701)		9-0
8	ASSESSOR EXPENSE	40,885	42,910	2,025		9-0
9	TREASURER/COLLECTOR OFFICE SALARY	205,142	241,923	36,781		9-0
10	TREASURER/COLLECTOR EXPENSE	13,420	23,420	10,000		9-0
11	LEGAL SERVICES EXPENSE	80,000	80,000	-		9-0
12	IT DEPARTMENT SALARY	123,640	140,775	17,134		9-0
13	IT DEPARTMENT EXPENSE	182,728	212,774	30,046		9-0
14	TAX TITLE EXPENSE	10,000	7,500	(2,500)		9-0
15	CENTRAL PURCHASING SUPPLY & SERVICE	117,788	119,088	1,300		9-0
16	TOWN CLERK/ELECTIONS OFFICE SALARY	114,354	84,589	(29,765)		9-0
17	TOWN CLERK /ELECTIONS EXPENSE	10,515	11,270	755		9-0
18	NATURAL RESOURCES/CONSERVATION SALARY	399,747	202,985	(196,762)		9-0
19	NATURAL RESOURCES/CONSERVATION EXPENSE	29,665	29,665	-		9-0
20	NATURAL RESOURCES/CONSERVATION CAPITAL	14,571	-	(14,571)		9-0

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, SEPTEMBER 26, 2020

21	COMMUNITY DEVELOPMENT SALARY	106,718	239,034	132,316		9-0
22	COMMUNITY DEVELOPMENT EXPENSE	5,045	5,705	660		9-0
23	ENERGY FUELS EXPENSE	288,854	328,600	39,746		9-0
24	ENGINEERING & SUPPORT SERVICES EXPENSE	20,000	32,000	12,000		9-0
		\$ 2,859,130	\$ 2,759,295	\$ (99,835)	-3.49%	
	PUBLIC SAFETY & INSPECTIONAL SERVICES					
25	POLICE SALARY	1,777,552	1,808,904	31,352		9-0
26	POLICE EXPENSES	183,436	114,994	(68,442)		9-0
27	POLICE CAPITAL	14,241	14,241	-		9-0
28	FIRE SALARY	2,386,749	2,358,822	(27,927)		9-0
29	FIRE EXPENSE	185,289	206,029	20,740		9-0
30	FIRE CAPITAL EXPENSE	155,130	-	(155,130)		9-0
31	DISPATCHING SALARY	387,515	390,916	3,401		9-0
32	DISPATCHING EXPENSE	2,700	3,200	500		9-0
33	BUILDING/PLMBG/ELEC INSPECTION SALARY	259,584	257,139	(2,445)		9-0
34	BUILDING INSPECTION EXPENSE	7,255	7,255	-		9-0
35	EMERGENCY MANAGEMENT EXPENSE (CIVIL DEFENSE)	1,000	1,000	-		9-0
36	TREE WARDEN EXPENSE/DUTCH ELM/INSECT PEST	7,590	7,590	-		9-0
		\$ 5,368,041	\$ 5,170,090	\$ (197,951)	-3.69%	
	EDUCATIONAL SERVICES					
37	EASTHAM ELEMENTARY SCHOOL OPERATIONS	3,677,160	3,889,061	211,901		9-0
38	NAUSET REGIONAL MIDDLE SCHOOL OPERATING	1,281,995	1,233,969	(48,026)		9-0
39	NAUSET REGIONAL HIGH SCHOOL OPERATING	1,831,686	1,731,394	(100,292)		9-0
40	NAUSET REGIONAL REGION ONLY EXPENSES	1,476,735	1,515,614	38,879		9-0
41	NAUSET REGIONAL CENTRAL OFFICE	167,469	161,407	(6,062)		9-0
42	NAUSET REGION DEBT ASSESSMENT	54,698	49,611	(5,087)		9-0

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, SEPTEMBER 26, 2020

43	NAUSET REGION CAPITAL ASSESSMENT	110,643	106,038	(4,605)		9-0
44	NAUSET REGION OPEB FUNDING	83,135	-	(83,135)		9-0
45	CAPE COD REGIONAL TECHNICAL SCHOOL OPERATING	467,750	435,565	(32,185)		9-0
		\$ 9,151,271	\$ 9,122,658	\$ (28,613)	-0.31%	
PUBLIC WORKS & SANITATION						
46	GENERAL MAINTENANCE SALARY	625,297	576,825	(48,472)		9-0
47	GENERAL MAINTENANCE EXPENSE	170,007	140,700	(29,307)		9-0
48	GENERAL MAINTENANCE CAPITAL	103,865	168,349	64,484		9-0
49	MUNICIPAL BUILDINGS SALARY	96,907	110,872	13,965		9-0
50	MUNICIPAL BUILDINGS EXPENSE	77,323	73,100	(4,223)		9-0
51	SNOW & SANDING EXPENDITURES	83,104	83,104	0		9-0
52	STREET LIGHTING EXPENSE	7,600	7,600	-		9-0
53	WASTE COLLECTION & DISPOSAL SALARY	208,562	241,151	32,589		9-0
54	WASTE COLLECTION & DISPOSAL EXPENSE	479,350	438,800	(40,550)		9-0
55	WATER OPERATIONS SALARY	86,906	-	(86,906)		9-0
56	WATER OPERATIONS EXPENSE	290,000	-	(290,000)		9-0
		\$ 2,228,920	\$ 1,840,501	\$ (388,419)	-17.43%	
HEALTH & HUMAN SERVICES						
57	VETERANS' GRAVE OFFICER	75	75	-		9-0
58	PUBLIC HEALTH SALARY	233,597	213,849	(19,748)		9-0
59	PUBLIC HEALTH EXPENSE	101,380	76,880	(24,500)		9-0
60	INSPECTION OF ANIMALS EXPENSE	7,750	7,750	-		9-0
61	COUNCIL ON AGING SALARIES	271,715	226,534	(45,181)		9-0
62	COUNCIL ON AGING EXPENSE	31,426	26,505	(4,921)		9-0
63	COUNCIL ON AGING CAPITAL	-	10,000	10,000		9-0
64	VETERANS' SERVICES - EXPENSE	20,400	22,392	1,992		9-0
65	VETERANS' SERVICES - BENEFITS	17,000	35,000	18,000		9-0
66	HUMAN SERVICES AGENCIES	99,600	102,350	2,750		9-0
		\$ 782,943	\$ 721,335	\$ (61,608)	-7.87%	
CULTURE & RECREATION						
67	LIBRARY SALARY	381,077	391,726	10,649		9-0
68	LIBRARY EXPENSE	119,801	123,222	3,421		9-0
69	BEACH & RECREATION SALARY	355,192	297,138	(58,055)		9-0

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, SEPTEMBER 26, 2020

70	BEACH & RECREATION EXPENSE	86,962	86,962	-	9-0
71	BEACH & RECREATION CAPITAL	5,095	-	(5,095)	9-0
		\$ 948,127	\$ 899,048	\$ (49,080)	-5.18%
	DEBT AND BANKING SERVICES				
72	LIBRARY BOND	225,000	225,000	-	9-0
73	INTEREST EXPENSE (LONG/SHORT TERM)	1,802,152	1,761,143	(41,009)	9-0
74	TAX ANTICIPATION NOTES/BANS	10,000	74,648	64,648	9-0
75	SEPTIC BETTERMENT LOANS	20,400	20,200	(200)	9-0
76	PURCELL LAND PURCHASE	50,000	-	(50,000)	9-0
77	EASTHAM ELEMENTARY SCHOOL RENOVATION	390,000	385,000	(5,000)	9-0
78	MUNICIPAL WATER - GO BOND (1)	390,000	265,000	(125,000)	9-0
79	MUNICIPAL WATER - GO BOND (2)	117,000	120,000	3,000	9-0
80	MCWT (DW-15-01)	606,280	621,940	15,660	9-0
81	MCWT (DW-15-01-A)	54,513	55,921	1,408	9-0
82	MCWT (DW-16-02)	246,070	252,426	6,356	9-0
83	MCWT (DW-16-16)	89,913	92,235	2,322	9-0
84	MCWT (DW-17-01)	-	304,560	304,560	9-0
85	MCWT (ESTIMATE)	-	-	-	9-0
86	MUNICIPAL WATER USDA (1)	28,231	28,725	494	9-0
87	TOWN GO BOND (Tri-Town, Police Reno, Rock Harbor)	190,000	200,000	10,000	9-0
88	CAPE COD TECH SCHOOL	113,281	223,596	110,315	9-0
89	ROCK HARBOR - GO BONDS	73,000	80,000	7,000	9-0
90	BANK AGENT PAYING FEES & CHARGES	151,973	157,421	5,448	9-0
		\$ 4,557,813	\$ 4,867,815	\$ 310,002	6.80%
	OTHER EXPENSES (GENERAL GOVERNMENT)				
91	EMPLOYEE BENEFITS/TRAINING	16,850	14,350	(2,500)	9-0
92	BARN. COUNTY RETIREMENT ASSESSMENT	1,769,636	1,863,068	93,432	9-0
93	TOWN INSURANCE - UNEMPLOYMENT EXPENSE	20,000	20,000	-	9-0
94	TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH	2,661,500	2,711,430	49,930	9-0
95	TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)	377,500	432,800	55,300	9-0
		\$ 4,845,486	\$ 5,041,648	\$ 196,162	4.05%
	TOTAL	\$ 30,741,731	\$ 30,422,389	\$ (319,342)	-1.04%
	TOTAL (WITHOUT DEBT)	\$ 26,183,918	\$ 25,554,575	\$ (629,343)	-2.40%

ARTICLE 2A (WATER ENTERPRISE FUND BUDGET)

To see what sums of money the Town will vote to appropriate, raise, or transfer from available funds, to operate the Water Enterprise Fund, or take any other action thereon:

	FY 2021 Budget
Amounts Appropriated:	
Salaries and Wages	\$ 86,906
Expenses	307,500
Transfer for Costs Appropriated in General Fund	-
Total Amounts Appropriated	\$ 394,406
 Funding Sources:	
Water Revenue	\$ 250,000
Free Cash (General Fund Subsidy)	144,406
Total Funding Sources	\$ 394,406

Summary:

This year the new enterprise fund will require a subsidy or transfer from free cash and the general fund in order to meet its expenses. It is anticipated that it will cover its own expenses and begin to build reserves for future capital within two years. By Board of Selectmen

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

ARTICLE 3 (CAPITAL ACQUISITION ARTICLE)

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of **\$671,900** for the purposes, and from the sources, as listed below, or take any other action thereon.

ITEM	DEPARTMENT/ITEM	FY 21 REQUEST	SOURCE
INFORMATION TECHNOLOGY DEPARTMENT			
1	Server Upgrades/Network Enhancements	10,000	Free Cash
2	Video Equipment Upgrades & Purchases	5,000	Cable Fund
3	Mobile Computers & Tablets purchase & replacements	5,000	Free Cash
4	Software & Hardware Upgrades	25,000	Free Cash
5	PA System Upgrades & Purchases	3,500	Cable Fund
	Subtotal	48,500	
NATURAL RESOURCES DEPARTMENT			

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, SEPTEMBER 26, 2020

6	Kayak Vessel Storage Racks	5,000	Free Cash
7	Portable GPS	2,500	Free Cash
	Subtotal	7,500	
	MUNICIPAL BUILDINGS & FACILITIES DEPARTMENT		
8	Floor Machine/Snow Blower	1,400	Free Cash
9	Building Repairs, Maintenance & Painting (all buildings)	40,000	Free Cash
10	Energy Enhancements (Electric Vehicles & Charging Stations)	25,000	Free Cash
11	Fire Department Diesel Exhaust Apparatus	30,000	Ambulance Fund
	Subtotal	96,400	
	SCHOOL DEPARTMENT		
12	Building Maintenance & Improvements	22,500	Free Cash
13	Indoor/Outdoor Lighting Replacements & Upgrades	7,000	Free Cash
14	Booster Water Heater/Kitchen	2,500	Free Cash
	Subtotal	32,000	
	BEACHES/RECREATION DEPARTMENT		
15	Rinse Towers/Water Filling Stations	12,000	Free Cash
	PUBLIC WORKS DEPARTMENT		
16	Parking Lot Maintenance	20,000	Free Cash
17	Stormwater upgrades & MS4 permit support services	58,000	Free Cash
18	Transfer Station Container Maintenance & Upgrades	10,000	Free Cash
19	Snow & Ice Sanders	15,000	Free Cash
	Subtotal	103,000	
	POLICE DEPARTMENT		
20	Electronic Speed/Information Signs	10,000	Free Cash
	Subtotal	10,000	
	FIRE DEPARTMENT		
21	Upgrade and Replace Turnout Gear	25,000	Ambulance Fund
22	Extrication Equipment (i.e. Jaws/Air Bags)	40,000	Ambulance Fund
23	Fire Hose (various sizes) replacement	10,000	Ambulance Fund
	Subtotal	75,000	
	MISCELLANEOUS REQUESTS		
24	Coastal Erosion Planning/Study/Mitigation	75,000	Free Cash
25	Wastewater Planning & Implementation	162,500	Free Cash
26	Town Landings	25,000	Free Cash
27	Grant Matching Funds	25,000	Free Cash
	Subtotal	287,500	
	TOTAL CAPITAL PROJECTS REQUESTS	671,900	

SUMMARY OF FUNDING SOURCES	
Free Cash	558,400
Ambulance Receipts Fund	105,000
Cable Fund	8,500
TOTAL FUNDING	671,900

By Board of Selectmen

Summary:

Article 3 represents the Capital Plan for the coming year, covering all town departments and the Eastham Elementary School. It includes vehicle purchases, technology upgrades, and improvements and maintenance to municipal buildings. Each year Town departments work with the Town Administrator and Finance Director to prioritize items from the five-year plan, address any urgent items and recommend them for funding in the annual budget cycle. Article 3 is the acquisition article for this year. The plan as presented continues our investment in improving IT services, replaces vehicles, provides necessary maintenance to town buildings, and continues the Town's investment in finding wastewater solutions for the continued health of our local environment.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

ARTICLE 3A (FIVE - YEAR CAPITAL PLAN)

To see if the Town will vote, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, to accept the Capital Improvement Plan for FY22-26 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 3A represents the items that are being considered for funding in the next five years. Until the items are approved by Town Meeting in the annual article that is now article 3, they remain on the plan and must be recommended and approved prior to being funded. Dollar amounts are estimated as placeholders.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

FIVE YEAR CAPITAL PLAN (FY21-FY26)

DEPARTMENT/CAPITAL ITEM	FY21	FY22	FY23	FY24	FY25	FY26
INFORMATION TECHNOLOGY						
1 COMPUTER HARDWARE/SPECIALIZED SOFTWARE		\$25,000 F		\$25,000 F		\$25,000 F
2 SERVER UPGRADES/NETWORK ENHANCEMENTS	\$10,000 F		\$15,000 F		\$15,000 F	
3 FIBER OPTIC CABLE/OPEN CAPE CONNECTION		\$10,000 F				
4 VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS	\$5,000 CT		\$5,000 CT		\$5,000 CT	
5 LASER/ICHE UPGRADES/EXPANSION	\$7,000 F		\$20,000 F		\$20,000 F	
6 REPLACE COPIERS/PLOTTER/SCANNERS)	\$5,000 F		\$5,000 F		\$12,000 F	
7 MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS	\$5,000 F		\$5,000 F		\$5,000 F	
8 WIRELESS UPGRADE TOWN HALL	\$25,000 F		\$25,000 F		\$25,000 F	
9 SOFTWARE & HARDWARE UPGRADES						
LIBRARY REQUESTS						
10 UPGRADE 6 PUBLIC PC'S (50% OF THE COST)				\$5,000 F		
11 UPGRADE CIRCULATION PC'S (60% OF THE COST)				\$5,000 F		
12 UPGRADE STAFF PC'S (50% OF THE COST)				\$5,000 F		
13 UPGRADE CHILDREN STAFF PC'S (50% OF THE COST)				\$5,000 F		
14 UPDATE WIRELESS ACCESS POINTS & NETWORK EQUIPMENT			\$10,000 F			
TOWN VIDEO SERVICES						
15 UPGRADE OF PA SYSTEM IN EARLE ROOM & SMALL MTG ROOM	\$3,500 CT					
16 75" SMART MONITOR FOR SMALL MEETING ROOM	\$55,500	\$6,000 CT	\$73,000	\$60,000	\$82,000	\$57,000
SUBTOTAL						
COA/ADULT DAYCARE						
VAN REPLACEMENT			\$10,000 F		\$10,000 F	
SUBTOTAL			\$10,000		\$10,000	
ASSESSING/INSPECTION VEHICLES						
18 DATA COLLECTOR VEHICLE (3YR LEASE)			\$10,000 F	\$10,000 F	\$10,000 F	
19 PLANNER/INSPECTOR VEHICLE (3YR LEASE)			\$10,000 F	\$10,000 F	\$10,000 F	
SUBTOTAL			\$20,000	\$20,000	\$20,000	
NATURAL RESOURCES						
20 4X4 PICK UP TRUCK			\$36,000 F		\$36,000 F	
21 SAND DRIFT FENCE - VARIOUS LOCATIONS			\$50,000 F		\$50,000 F	
22 EQUIPMENT CHAINSAWS/PRESSURE WASHER		\$2,500 F				\$50,000 F
23 HERRING RUN GATE & IMPROVEMENTS		\$2,000 F				\$2,500 F
24 RAYAK VESSEL STORAGE RACKS						
25 PORTABLE GPS	\$5,000 F					
26 RUBOTTA TRACTOR TRAILER REPLACEMENT	\$2,900 F					
27 UTILITY TASK VEHICLE		\$7,500 F				\$7,500 F
28 UTILITY TRUCK		\$25,000 F				
29 SALT POND BUILDING REPAIRS	\$50,000 F	\$10,000 F			\$10,000 F	
SUBTOTAL	\$57,500	\$97,000	\$86,000		\$46,000	\$60,000
HARBOR IMPROVEMENTS						
30 TOWN LANDING (ENGINEERING & PERMITTING)		\$25,000 F				
31 DREDGE ROCK HARBOR/ROCK HARBOR IMPROVEMENTS				\$2,500,000 D/C		
SUBTOTAL		\$25,000		\$2,500,000		
MUNICIPAL BUILDINGS EQUIPMENT						
32 VACUUM/CARPET CLEANERS/LADDERS				\$2,000 F		\$2,000 F
33 VAN REPLACEMENT		\$35,000 F			\$35,000 F	
34 COPERS/POSTAGE METERS			\$20,000 F			

FIVE YEAR CAPITAL PLAN (FY21-FY26)

DEPARTMENT/CAPITAL ITEM	FY21	FY22	FY23	FY24	FY25	FY26
35						
FLOOR MACHINE/SNOW BLOWER	\$1,400 F				\$1,400 F	
SUBTOTAL	\$1,400	\$35,000	\$20,000	\$2,000	\$36,400	\$2,000
MUNICIPAL BUILDINGS IMPROVEMENTS						
ALL BUILDINGS						
PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC.	\$50,000 F	\$75,000 F	\$75,000 F	\$75,000 F	\$75,000 F	\$75,000 F
36						
TOWN HALL						
GREEN ENERGY ENHANCEMENTS		\$45,000 F		\$45,000 F		
MECHANICAL SYSTEMS/HVAC OVERHAUL	\$40,000 F			\$50,000 F		
EXTERIOR REPAIRS			\$10,000 F			
REPLACE CIRCULATOR PUMPS			\$50,000 F	\$5,000 F		
REPLACE EXHAUST FAN						
REPLACE EXHAUST FAN UNITS	\$50,000 F					
REPLACE/REPAIR ROOF			\$5,500 F		\$5,500 F	
FURNISHINGS						
INFO/WWILL						
WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORTABLES			\$6,000 F			
COA						
ACCESSIBILITY UPGRADES		\$36,000 F				
EXTERIOR WALLS/WINDOWS & DOORS		\$22,000 F				
ROOF REPLACEMENT (ADDED TO FY20 APPROPRIATION)	\$10,000 F					
RENOVATION/REPLACEMENT/ SENIOR CENTER			\$500,000 D	\$5,000,000 D/C		
DPW/NR						
AIR/HEATING SYSTEM OVERHAUL/REPLACE		\$10,000 F				
EXTERIOR MAINTENANCE - STUCCO/DPW BLDG			\$25,000 F			
FEASIBILITY EXPAND DPW GARAGE SPACE/INTERIOR RENOVATION		\$100,000 F	\$3,500,000 D/C			
NR BLDG PAINT EXTERIOR			\$15,000 F			
POLICE						
EXTERIOR WALL REPAIR						
REPLACE 2 OF 4 AIR HANDLING UNITS		\$11,000 F				
INTERIOR/EXTERIOR PAINTING		\$25,000 F				
FIRE						
BUILDING MAINTENANCE (VARIOUS ITEMS)		\$20,000 F		\$30,000 A		
PAINTING INTERIOR/EXTERIOR	\$20,000 A					
REPLACE ROOF		\$60,000 A				
INTERIOR FINISHES			\$40,000 A			
DIESEL EXHAUST APPARATUS	\$30,000 A					
LIBRARY						
NEW BUILDING MAINTENANCE (6+ YEARS OLD)		\$20,000 F			\$45,000 F	
GENERATOR CIRCUITS	\$200,000	\$474,000	\$4,271,500	\$5,205,000	\$80,500	\$120,000
SCHOOL						
ROUTINE PAINTING ROTATION	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F
REPLACE PLAYGROUND/ASCETRAL COURT SURFACE	\$6,000 F	\$1,000 F				\$20,000 F
FOUNDATIONS MAINTENANCE - DRAINAGE/FENCING			\$7,000 F			
GYM FLOOR REFINISHING			\$15,000 F			
COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$12,500 F	\$25,000 F		\$25,000 F		\$25,000 F
BUILDING MAINTENANCE/IMPROVEMENTS	\$22,500 F		\$25,000 F		\$25,000 F	
SEPTIC IMPROVEMENTS		\$50,000 F				

FIVE YEAR CAPITAL PLAN (FY21-FY26)

DEPARTMENT/CAPITAL ITEM	FY21	FY22	FY23	FY24	FY25	FY26
71. PHONE SYSTEM UPGRADE				\$5,000 F		
72. REPLACE CAFE TABLES	\$9,000 F					
73. GYM ELECTRIC BACKSTOP	\$8,000 F					
74. PORTABLE WIRELESS SOUND SYSTEM				\$1,000 F	\$7,000 F	
75. CAFE FLOOR EPOXY		\$5,000 F				
76. MAIN CORRIDOR TILE REPLACEMENT		\$10,000 F	\$10,000 F	\$5,000 F		\$10,000 F
77. CLASSROOM TILE REPLACEMENT		\$2,000 F	\$2,000 F			\$2,000 F
78. REPLACE CARPET MUSIC/LIBRARY ROOM		\$4,000 F		\$5,000 F		
79. REPLACE CARPET MUSIC/LIBRARY ROOM		\$5,000 F		\$5,000 F		
80. HVAC OVERHAUL/REPLACE		\$20,000 F			\$15,000 F	
81. INDOOR/OUTDOOR LIGHTING REPLACE/UPGRADE	\$7,000 F			\$20,000 F		
82. BOOSTER WATER HEATER/KITCHEN	\$2,500 F			\$10,000 F		
83. KITCHEN REFRIGERATOR REPLACEMENT			\$40,000 F			
84. GENERATOR		\$119,000	\$117,000	\$81,000	\$52,000	\$80,000
SUBTOTAL	\$72,500	\$119,000	\$45,000	\$81,000	\$52,000	\$80,000
BEACHES/RECREATION						
85. UPGRADE/ADA BATH HOUSES						
86. PARKING LOT REPAIRS (VARIOUS LOCATIONS)		\$10,000 F		\$10,000 F		
87. ADA BEACH CHAIR		\$10,000 F		\$10,000 F	\$10,000 F	
88. ADA TRUCK (SHARED WITH NATURAL RESOURCES)		\$5,500 F				
89. 4 X 2 TRUCK (SHARED WITH NATURAL RESOURCES)		\$32,000 F		\$32,000 F		
90. BALL RESOURCES (MAINTENANCE)		\$15,000 F	\$15,000 F			
91. PICKLEBALL COURTES (MAINTENANCE)		\$5,000 F			\$5,000 F	
92. WALKWAYS/DUNE MAIN FENCING/MOBIL MANT EXTEND		\$20,000 F		\$20,000 F		\$20,000 F
93. OUTDOOR SHOWERS @ WILEY PARK/COOKS BROOK, ETC	\$25,000 F					
94. IRRIGATION SYSTEM MAINTENANCE/REPAIR		\$5,000 F		\$5,000 F		\$5,000 F
SUBTOTAL	\$25,000	\$70,500	\$45,000	\$77,000	\$23,500	\$25,000
DPW						
95. PUBLIC ROADS MAINTENANCE (NOT CH 90)	\$40,000 F	\$100,000 F	\$100,000 F	\$100,000 F	\$100,000 F	\$100,000 F
96. STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	\$25,000 F	\$25,000 F	\$25,000 F	\$25,000 F	\$25,000 F	\$25,000 F
97. TOWNWIDE SIGN REPLACEMENT PROGRAM	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F
98. PARKING LOT MAINTENANCE	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F	\$20,000 F
HIGHWAY - EQUIPMENT MAINTENANCE & UPGRADES						
99. LOADER REPLACEMENT (E. MOVES)		\$20,000 F				\$20,000 F
100. LOADER REPLACEMENT						\$40,000 F
101. VARIOUS EQUIPMENT UPGRADES (DUE TO AGE)		\$10,000 F	\$40,000 F		\$40,000 F	
HIGHWAY - FLEET MAINTENANCE & UPGRADES						
102. TRUCK BODY SYSTEM AND UNITS		\$100,000 F	\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F
103. VARIOUS EQUIPMENT UPGRADES (DUE TO AGE)						
TRANSFER STATION - EQUIPMENT MAINTENANCE & UPGRADES						
104. REPLACE/UPGRADE RECYCLING COMPACTOR		\$40,000 F				
105. NEW TRASH TRAILERS		\$130,000 F		\$40,000 F		
106. CONTAINER MAINTENANCE & UPGRADES	\$10,000 F		\$10,000 F		\$10,000 F	
TRANSFER STATION - FLEET MAINTENANCE & UPGRADES						
107. ROLL OFF TRUCK REPLACEMENT (5 YR. LEASE)		\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F
108. TRACTOR TRAILER REPLACEMENT (5 YR. LEASE)		\$50,000 F	\$50,000 F	\$50,000 F	\$50,000 F	\$50,000 F
109. PICKUP TRUCK REPLACEMENT (5 YR. LEASE)		\$10,000 F	\$10,000 F	\$10,000 F	\$10,000 F	\$10,000 F
SNOW & ICE - EQUIPMENT MAINTENANCE & UPGRADES						
110. SANDERS	\$15,000 F	\$7,000 F				\$7,000 F

FIVE YEAR CAPITAL PLAN (FY21-FY26)

DEPARTMENT/CAPITAL ITEM	FY21	FY22	FY23	FY24	FY25	FY26
POLICE						
111	\$110,000	\$565,565	\$251,565	\$235,000	\$335,000	\$352,000
112						
113						
114						
115						
116						
117						
118						
119						
120						
121						
122						
123						
124						
Subtotal	\$110,000	\$565,565	\$251,565	\$235,000	\$335,000	\$352,000
FIRE						
125						
126						
127						
128						
129						
130						
131						
132						
133						
134						
135						
136						
Subtotal	\$110,000	\$565,565	\$251,565	\$235,000	\$335,000	\$352,000
RESO (MEDICAL EQUIP UPGRADE/REPLACEMENT						
137						
138						
139						
140						
141						
142						
Subtotal	\$233,754	\$523,754	\$577,754	\$563,754	\$449,754	\$588,754
MISC						
143						
144						
145						
146						
147						
148						
149						
Subtotal	\$1,481,154	\$3,444,819	\$6,884,021	\$9,164,794	\$3,946,154	\$6,555,754
TOTAL CAPITAL EXPENSES	\$1,481,154	\$3,444,819	\$6,884,021	\$9,164,794	\$3,946,154	\$6,555,754

FIVE YEAR CAPITAL PLAN (FY21-FY26)

DEPARTMENT/CAPITAL ITEM	FY21	FY22	FY23	FY24	FY25	FY26
(KEY)						
F = FREE CASH						
SF = SPECIAL FUND						
C = COMMUNITY PRESERVATION FUND						
HST = HUMAN SERVICES GIFT FUND						
A = AMBULANCE RECEIPTS						
EX = BOAT EXCISE						
T = TAX LEVY						
D/C = DEBT/CAPITAL EXCLUSION						
CT = CABLE TV REVENUE						
TOTAL	\$1,481,154	\$3,444,819	\$6,384,021	\$9,164,754	\$3,346,154	\$6,555,754

ARTICLE 4 (RECURRING CAPITAL PLAN FUNDING / FIRST YEAR RADIOS & 911 SYSTEM EQUIPMENT)

To see if the Town will vote to raise and appropriate **\$400,000** to provide for permanent funding of the town capital plan, with the first year (FY21) going towards the purchase of new police radios and the replacement of the Town's 911 system equipment, contingent on the passage of a proposition 2 ½ override ballot question; or take any action relative thereto.

By Board of Selectmen

Summary:

The State 911 system is converting to a new format in 2020. As we have had to replace radios or upgrade them in the last three years, we have chosen the new format, so the fire equipment does not need to be upgraded. The 911 equipment that our dispatch uses including consoles and radios needs to be completely replaced, as do all the police radios. We do not have enough capacity to make this upgrade within our tax levy so are requesting funding through a proposition 2 ½ override. Revenue from the override raised in the first year will go towards funding this radio upgrade.

Currently, there is no recurring funding available for the Town capital plan, accordingly, future year revenues from the override will go towards the ongoing funding of the Town capital plan to minimize future borrowing costs and limit the need to continue to ask for one-time capital exclusions. The cost for the first year in additional taxes to fund this annual, recurring capital funding is \$62.86 for a median home valued at \$449,000.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 5 (FUND BETTERMENT/LOAN PROGRAM FOR WATER CONNECTION)

To see if the Town will vote to transfer from free cash the sum of **\$50,000** for the initial funding of a loan/betterment program authorized by Chapter 5 of the Acts of 2020 to assist residents who are interested in borrowing money from the Town to connect their residence or small business to the public water system, and to authorize the Town Treasurer to establish and administer said program; or to take any action relative thereto.

By Board of Selectmen

Summary:

At Annual Town Meeting in 2019 voters authorized special legislation to allow the town to establish a loan (or betterment) program for residents who wanted to connect to the public water system but are unable to fund the connection. This legislation was passed and signed into law by the Governor as Chapter 5 of the Acts of 2020. This appropriation will allow the town to

start this program and allow residents to borrow the connection fees and spread repayment annually in their tax bill.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 6 (FUND COLLECTIVE BARGAINING AGREEMENTS)

To see if the Town will vote to raise and appropriate **\$363,554** to fund and implement the cost items of the first year of separate collective bargaining agreements between the Town and all employee unions, with each agreement covering the period of July 1, 2020 through June 30, 2023, and to fund wage adjustments for non-union employees for FY21; (as follows with list) or take any action relative thereto.

By Board of Selectmen

Summary:

State Law requires that the first year of union and non-union contracts are funded by a separate article. The collective bargaining contracts for the Eastham Employees Association, Dispatchers, Fire Union, Police Union, and United Steel Workers, and non-union (Personnel Code) employees are included in this line. These are three-year contracts through June 30, 2023. This amount is incorporated into the operation budget and within the levy limit.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

Nauset Regional High School Building Project (7):

ARTICLE 7 (CORRECT NRHS DEED)

To see if the Town will vote to authorize the Select Board to execute and deliver, for nominal consideration, a deed conveying to the Nauset Regional School District, formerly the Eastham-Orleans-Wellfleet Regional School District, the land in said Town of Eastham comprising lots 7,8,9,10,11,12,13,14,15,16,17 and 22, together with the fee in Queen Anne Road and Lucinda Road, all depicted in a plan of land entitled: Subdivision Plan of Land in Eastham, Nickerson and Berger, Civil Engineers, February 1961, and duly recorded as Land Court Plan 13959-B, in the Land Registration Office, Barnstable County Registry of Deeds, and to take such other action as

may be required for such purpose; or to take any action relative thereto.

By Board of Selectmen

Summary:

This article is to correct a legal defect in the title to the property. As the Nauset High School building project advanced, research determined that the deed conveying the property from the Town of Eastham to the School District was improperly recorded. This transfer of land was voted on and authorized by the Special Town Meeting of May 10, 1967. The new vote will allow the School District to correct the title.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

Economic & Community Development (8-11):

ARTICLE 8 (FAMILY SUPPORT PACKAGE)

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$490,500 for the purposes of funding the Family Support Package which provides for funding Education, Housing, and Human Service needs to the residents of Eastham, contingent on the passage of a Proposition 2 ½ override vote; or to take any other action thereon.

By Board of Selectmen

Summary:

An essential element of sustaining our community is maintaining young adults and children. The high cost of housing, childcare, transportation and other essential services increase challenges to our resident families. The proposed article groups together some services for families and children that will help them better manage work and prepare children for improved learning. Pre-school and after-school programs can cost in excess of \$17,000 per year per child for working families. All of the other outer cape towns have adopted childcare subsidy or free pre-school programs for residents and there are widespread statistics that show that children achieve better educational results when they have access to pre-school programs and for all grade levels, when they have nutritious food during the school day.

In addition, Affordable Housing funding regulations greatly limit assistance for working individuals and families, and we need to explore more ways to create better workforce housing options.

The cost for the first year in additional taxes to fund the entire family support package is \$71.84 for a median home valued at \$449,000

This article will fund the following new services annually:

- *Pre-School*- It will pay for 5 full days of pre-school education (8am-3pm) for every resident 4 year old, and 5 half days (8am-12pm) of pre-school education to every resident 3 year old. Parents can choose any licensed provider, and once deemed eligible via confirmed residency, payment will be made directly to the service providers to a maximum of the amounts listed in the article.
- *School Nutrition/Lunch*-It will provide school lunch, and some other nutrition assistance, including some breakfast and/or healthy snacks, to all resident children enrolled in the Nauset School System. Payment will be made directly to the school by the town once invoices are submitted. We will be billed only for the meals actually consumed.
- *Additional human service grants*-It will fund the Food 4 Kids (summer free lunch program) and ECEC (elementary after-school program) with an additional \$7,000 that was requested, and this amount will be added to the human services budget of the town.
- *Housing Funding*-It will provide additional funding annually to the Affordable Housing Trust in order to support services and housing development not covered by other subsidy programs including Community Preservation funds. This new funding will be used by the Trust to develop a wider range of options for meeting our affordable and workforce housing goals. The housing funds will be held in a special fund until a suitable project is identified and then will be allocated to that project with a vote of Town Meeting.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

ARTICLE 9 (VISITOR'S SERVICE BOARD FUNDING)

To see if the Town will vote to appropriate and transfer the sum of **\$12,000** from FY20 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor's Service Board on the following items: landscaping, lighting, holiday decorations, and general improvement of the Windmill Green \$3,500; flower island support \$500 and summer concerts \$8,000; or take any action thereto. By Board of Selectmen

Summary:

This is an annual article to fund activities of the Visitors Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 10 (CHAMBER OF COMMERCE FUNDING)

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$18,000** to be given to the Eastham Chamber of Commerce as a grant to help support the operations of the Information Booth; or take any action relative thereto.

By Board of Selectmen

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. The funds are used primarily for summer staff salaries. The Town continues to provide maintenance services and utilities to this Town-owned property.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 11 (FUND T-TIME PLANNING & 400 COMMITTEE)

To see if the Town will transfer from free cash **\$20,000** to be used, once approved by the Select Board, to assist the T-Time Committee in the planning and development of the parcel and **\$10,000** to be used, once approved by the Select Board, for additional town services, and/or special events for the 400 Commemoration; or to take any action relative thereto.

By Board of Selectmen

Summary:

The 400 Commemoration Committee has planned many events for 2020 and we expect additional services may be needed and/or additional funds used to help support programming and events until the end of the year. The T-Time Committee as it develops ideas for the site would like to have funds available to conduct a professional market analysis of what is needed and would be successful in the area.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

Amendments to the Eastham Home Rule Charter (12):

ARTICLE 12 (TOWN CHARTER AMMENDMENTS)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town of Eastham Charter in order to create a gender neutral Charter by changing the name of the Board of Selectmen to Select Board, and to change the position of Town Administrator to Town Manager, to reorganize certain provisions in order to make the Charter more understandable, and to make various additional substantive and non-substantive changes; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and authorizing the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition; a full copy of the proposed changes are in the warrant in Appendix B with the recommendation from the Charter Review Committee in Appendix A, on file in the Office of the Town Clerk and published on the Town's website; or to take any other action relative thereto.

By Board of Selectmen

Summary: The article if voted will:

- Change the title of Town Administrator to Town Manger and the title of Board of Selectmen to Select Board
- Establish a Department of Municipal Finance to integrate all Town finance operations under the leadership of a Director of Municipal Finance.
- Authorize delegation of the Town Manager's authority to the Assistant Town Manager during short absences of the Town Manager and appointment of an Acting Town Manager during extended absences.
- Create one Capital Projects Committee that would have oversight over all capital projects bonded for \$1,000,000 or more (an increase from \$500,000) rather than a separate CPC for each capital project.
- Specify procedures for filling vacancies that occur between elections on various elected Town Boards, commissions and committees and in the office of Town Moderator.
- Allow a member of an appointed multimember body to be reappointed after 3 terms if no one else is available to serve.
- Allow the Select Board to wait to fill a vacancy on the Board until the next election if the vacancy occurs less than 8 months before the next election.
- Ensure that the Board of Library Trustees would be consulted in the appointment of a Library Director.
- Change the number of Select Board member votes required for removal of a Town Manager from three to four, the same number required to appoint a Town Manager
- Change the need for Charter amendments to restructure some Boards, committees or commissions and require public notification of the establishment of any new multimember body.
- Remove obsolete transitional provisions and duplicative statements of requirements, reorganize the Charter articles to keep provisions dealing with the same subject matter together, establish the principle of gender neutral language in the Charter and correct some editorial errors and ambiguities in the existing Charter.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
 FINANCE COMMITTEE RECOMMENDATION: 9-0
 (Majority Vote required)

Annual Housekeeping Articles (13-17):

ARTICLE 13 (ELECTED OFFICIALS SALARIES)

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Massachusetts General Law, Chapter 41, Section 108 as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$72,000
Select Board Member (5) \$2,500 each	<u>\$12,500</u>
Total	\$85,000

or take any action relative thereto.

By Board of Selectmen

Summary:

This is the article that funds the salary of all elected officials in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
 FINANCE COMMITTEE RECOMMENDATION: 7-0
 (Majority Vote required)

ARTICLE 14 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)

To see if the Town will vote to set the Fiscal Year 2021 spending limits for all revolving funds as follows or take any action relative thereto:

<u>Revolving Fund</u>	<u>FY 2021 Spending Limit</u>
Recreation Bottles & Cans	25,000
Home Composting Bin/Recycling	1,200
Vehicular Fuel Sales	35,000
COA/Day Center	12,500

By Board of Selectmen

Summary:

This article is required annually to set spending limits on each revolving account. Revolving accounts are special revenue accounts, where revenues, such as fees or donations, are

deposited and then may be spent to fund programs or services, as long as the Town Accountant approves the expense.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

ARTICLE 15 (GREENHEAD FLY CONTROL)

To see if the Town will vote to raise and appropriate or transfer from available funds **\$2,500** for Greenhead Fly Control as authorized by G.L Chapter 252, Section 24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is the standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 16 (DEP LIABILITY)

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Massachusetts Department of Environmental Protection for the improvement, development, maintenance, and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in their local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 17 (NAUSET REGIONAL SCHOOL FUNDING AGREEMENT)

To see if the Town will vote to accept the provisions of G.L. Chapter 71, Section 16B, which would reallocate the sum of member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2021; or take any other action related thereto.

By Board of Selectmen

Summary:

This article will apportion the Nauset Regional School Assessments for FY21 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last 10 years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

Proposed Bylaws Plastic & Plastic Bottles (18-19)

ARTICLE 18 (PLASTIC BAN)

To see if the Town will vote to adopt the following as a general bylaw and to insert it into the Code of the Town of Eastham, Massachusetts.

Plastic and Marine Hazards Reduction Bylaw

Preamble:

This bylaw seeks to reduce the reliance on single-use plastics by residents and visitors within the Town of Eastham. It further seeks to reduce the hazard to wildlife caused by balloons filled with lighter-than-air gases. The intent is for the Town of Eastham to:

- Phase out single-use plastic Checkout Bags effective November 1, 2020.
- Phase out the use of Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery, effective November 1, 2020.
- Ban the sale, distribution, and intentional release of Helium balloons as of November 1, 2020.

Section 1: Definitions

"Checkout Bag" shall mean a carryout bag provided by a Retail Establishment to a customer at the point of sale.

“Polystyrene” shall mean blown Polystyrene (Polystyrene that has been expanded or blown using a gaseous blowing agent into a solid foam) and expanded and extruded forms, which are thermoplastic petrochemical materials utilizing a styrene monomer and processed by any number of techniques including but not limited to fusion of polymer spheres (expandable bead Polystyrene), injection molding, form molding, and extrusion blown molding (extruded foam Polystyrene), sometimes called Styrofoam, a Dow Chemical Co. trademarked form of Polystyrene foam. It bears the recycling number 6.

“Food Establishments” shall mean any operations including without limitation, restaurants, schools, farmers markets, and other public venues that store, prepare, package, serve, vend and otherwise provide food for human consumption. Any establishment requiring a permit to operate in accordance with the State Food Code, 105 CMR 590.000 et. seq., shall be considered a Food Establishment for the purposes of this bylaw.

“Lighter-Than-Air Gas” shall mean a gas that is buoyant in air because it has a density less than air (including but not limited to helium gas). Herein, Helium will be used interchangeably with Lighter-Than-Air Gas.

“Retail Establishment” shall mean any person, corporation, partnership, business venture, or vendor that sells or provides merchandise, goods or materials directly to a customer, whether for or not for profit, including but not limited to restaurants, pharmacies, convenience and grocery stores, liquor stores, seasonal and temporary businesses, jewelry stores, household goods stores, and bazaars or festivals.

“Plastic Straw” shall mean any single-use thin plastic tube that is meant to allow its user to more conveniently consume a beverage, including but not limited to those made from polyethylene, polypropylene and Polystyrene.

“Polystyrene Disposable Food Services Containers and Cutlery” shall mean single-use disposable products made from Polystyrene for serving or transporting food or beverages, including without limitation take-out foods and/or leftovers from partially consumed meals prepared by a restaurant and/or retail food establishment. This includes but is not limited to plates, cups, bowls, trays, hinged or lidded containers, straws, stirrers, cup lids, and cutlery. It shall also include single-use disposable packaging for uncooked foods prepared on the premises, as well as disposable catering trays.

“Public Venues” shall mean facilities available for public use without charge including but not limited to meeting halls, churches, Town offices, Recreation Department, Library and schools.

Section 2: Plastic Checkout Bag Reduction

2.1 Requirements

- A. Effective November 1, 2020, Retail Establishments shall not use, sell or distribute single use plastic Checkout Bags. Durable bags made from polypropylene or polyester intended for long-term reuse are still permitted.
- B. The Board of Health may promulgate rules and regulations to implement this section.
- C. Any old stock not used by November 1, 2020 will be accepted by the Eastham Transfer Station free of charge for proper disposal until November 30, 2021.

2.2 Enforcement

This bylaw may be enforced by any Town of Eastham Police Officer, Health Agent or her designee, and any agents designated by the Select Board.

2.3 Violations

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300.

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date a prior reported offense will be considered a subsequent offense.

Section 3: Polystyrene Reduction

The Town of Eastham will phase out the use of Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery, effective November 1, 2020.

3.1 Requirements.

- A. Effective November 1, 2020, Food Establishments and Retail Establishments shall not use, sell or distribute Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery including foam packing peanuts and Polystyrene foam coolers (including “Styrofoam” coolers). Any stock remaining after that date shall be accepted for disposal free of charge at the Eastham Transfer Station for proper disposal, through November 30, 2021.
- B. This Bylaw shall not apply to polystyrene packing peanuts and foam packaging reused from shipments coming into Eastham; prepackaged meat and produce trays, egg cartons and other foods or beverages bought from a wholesaler or out-of-town supplier, or polystyrene foam freezer chests enclosed in durable rigid plastic.
- C. Accommodation for disabled residents and visitors: In recognition of the needs of disabled citizens and visitors, businesses shall make available on demand

bendable Plastic Straws. They may not question patrons about their disabilities nor demand proof of disability. The Eastham Senior Center is exempt from the provisions of this Bylaw concerning plastic drinking straws.

- D. Single-use service containers and cutlery, including but not limited to bowls, cups, trays, and plates, must be 100% recyclable or compostable in a natural setting at a rate comparable to other biodegradable materials such as paper, leaves, and food waste. Compostable products requiring a commercial composting facility or a composting facility where temperatures reach 140°F may not be used until such time as the residents and businesses in Eastham have reliable access to such facilities as determined by the Select Board or its designees.

3.2 Enforcement:

This bylaw may be enforced by any Town of Eastham Police Officer or designee, or any agent designated by the Select Board.

3.3 Violations:

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300 fine

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date of a prior reported offense will be considered a subsequent offense.

The Board of Health, after a hearing conducted in accordance with the procedures set forth in 105 CMR 590.14 and 590.15, may suspend or revoke the food service permit for any establishment failing to comply with this bylaw.

Section 4: Balloon Ban

Balloons filled with Lighter-Than-Air Gas (including but not limited to Helium) and their strings constitute a public nuisance creating litter along our beaches and in our salt marshes and pose a danger to sea turtles, marine mammals, marine and terrestrial birds, and to small wildlife. Mylar balloons, when tangled with power lines, can cause power outages. Therefore, the Town of Eastham will ban the sale, distribution, and intentional release of Helium balloons as of November 1, 2020.

Effective November 1, 2020, no person shall sell or distribute to the public, any type of balloon (including but not limited to plastic, latex, rubber or Mylar balloons) inflated with any type of Lighter-Than-Air Gas. This includes so-called Chinese Floating Lanterns. No businesses or events shall use balloons with Lighter-Than-Air Gas as advertising props.

No person shall intentionally release, or cause to be released, any balloon into the air in the Town of Eastham. No person shall throw, deposit, discard or otherwise discharge inflated or uninflated balloons into any street, alley, waterway, park, beach or other public place in the Town of Eastham.

1.1 Exemptions:

The launching of balloons inflated with Lighter-Than-Air Gas by government agencies or scientific research organizations is allowed. This law does not apply to dirigibles or lighter-than-air aircraft which are intended to be recovered after use.

4.2 Enforcement:

This bylaw may be enforced by any Town of Eastham Police Officer, Natural Resources Officer, or any agent authorized by the Select Board.

4.3 Violations:

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300 fine

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date of a prior reported offense will be considered a subsequent offense. Each balloon may constitute a separate offense.

Section 5: Severability

If any provision of this Bylaw is declared invalid, or unenforceable, the other provisions shall not be affected thereby; or to take any action relative thereto.

By Conservation Commission & Board of Selectmen

Summary:

Eastham, surrounded by ocean and bay, salt marsh and an abundance of freshwater ponds, has a long and rich history of reliance on these resources for food, recreation, drinking water,

tourism and other economic opportunities. This Bylaw recognizes the importance of preserving these natural resources and the plants and animal life they contain for current and future generations and seeks to reduce the reliance on single-use plastics by residents and visitors within the Town of Eastham. It further seeks to reduce the hazard to wildlife caused by balloons filled with lighter-than-air gases.

Eight million tons of plastic waste are added to the world's oceans every year, joining the estimated 150 million tons already floating on the ocean currents. These plastics are increasingly recognized as a hazard to marine life, navigation, and the human food chain. Once plastic is in the oceans and waterways, there is no practical way to remove it and it doesn't degrade. It will remain for 500 to 1000 years, eventually breaking down into smaller and smaller fragments but never disappearing.

Americans generate some 10 million tons of plastic waste each year. Massachusetts residents alone use two billion plastic bags a year, or about one bag per person per day. These plastic bags are mostly made out of polyethylene, which is a byproduct of petroleum and natural gas. Petroleum and natural gas are two of the primary contributors to global warming and climate change.

Polystyrene is also created from petrochemicals. The foam form of polystyrene in particular is often mistaken for food by both domesticated and wild animals. Birds may also use the foam for nesting material. It does not biodegrade. It fragments into smaller and smaller bits, called micro plastics. Polystyrene is rarely recycled. The bulky foam form of polystyrene is not accepted in recycling programs in Massachusetts and most other places. Because the foam is 95% air and often contaminated with food residue, recycling is impractical. The rigid form of polystyrene is rarely recycled, even when it makes it into a recycling center. Thus, they create a burden for solid waste collection and recycling centers.

Some marine animals, such as sea turtles that eat jellyfish, mistake plastic bags and balloons for food. Once ingested it can become stuck in the esophagus, causing suffocation. When it enters the stomach, it can impede their ability to absorb and process nutrients, leading to malnutrition and death from starvation. Balloon strings can entangle marine and terrestrial wildlife and potentially harm the digestive tracts of sea turtles. Recent research shows that plastic is present in all species of sea turtles, from post-hatchling stages to adults. Just a small amount can kill a turtle. Plastic has also been found in six out of ten sea birds, and in the stomachs of whales, dolphins and other marine mammals.

Plastic in the ocean doesn't degrade, it fragments into smaller pieces and becomes what is known as micro plastics and microfiber plastics. These are ingested by a wide variety of marine animals from zooplankton, oysters, and fish to whales. The micro plastics replace food for these animals, and enter the food chain, of which we are a part.

Given the impact that plastics and balloons have on the natural world, this Bylaw seeks to reduce their use within the Town of Eastham. Affordable replacements that are more environmentally friendly and sustainable are readily available.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-1

(Majority Vote required)

ARTICLE 19 (PETITION - COMMERCIAL SINGLE USE WATER BOTTLE BAN)

To see if the Town will vote to adopt the following as a general bylaw and to insert it into the Code of the Town of Eastham, Massachusetts.

Section 1: Sale of single-use Plastic Water Bottles

Effective on September 21, 2021, it shall be unlawful to sell non-carbonated, unflavored drinking water in single-use plastic bottles of less than one gallon in the Town of Eastham.

Enforcement of this regulation will begin September 1, 2021.

Section 2: Definitions

A single-use plastic bottle is a beverage container made from any type of plastic resin.

Section 3: Exemptions

Sales or distribution of con-carbonated, unflavored drinking water in single-use plastic bottles occurring subsequent to a declaration of emergency by the Emergency Management Director or other duly authorized Town, County, State or Federal official affecting the availability and/or quality of drinking water to the Town shall be exempt from this bylaw until seven days after the declaration has ended.

Section 4: Enforcement

Enforcement of this article shall be the responsibility of the Town Manager or his/her designee. The Town Manager shall determine the inspection process to be followed, incorporating the process into other Town duties as appropriate. Any establishment conducting sales in violation of this article shall be subject to a non-criminal disposition fine as specified in Massachusetts General Laws, Chapter 40, Section 21D. The following penalties apply:

- First violation: Written warning
- Second violation: \$150 fine
- Third and subsequent violations: \$300 fine

Each day a violation continues constitutes a separate violation, incurring additional fines. Any such fine collected shall be payable to the Town of Eastham. All businesses will be routinely inspected until the Town Manager deems the inspection to be no longer required.

By Petition

Summary by Petitioner:

Single-use plastic bottles impact environmental health, and the health and longevity of other species, who may ingest plastic as food. Ultimately, plastic re-enters the human food chain

where the adverse consequences are both known and emerging. Plastics pollute and impact our environment across their lifecycle from production to use to disposal. Over 1,500 single-use plastic water bottles are used and discarded in the United States per second. Elimination of the use of single-use plastic water bottles will have a significant impact on future plastic-based pollution including the nation's greenhouse gas footprint, and is consistent with protection of the natural environment in Eastham, Barnstable County, our nation, and our earth, which we have a common responsibility to protect and steward.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 0-9

(Majority Vote required)

ARTICLE 20 (TRANSFER OF DISTRICT H LAND FOR PERMANENT CONSERVATION RESTRICTION)

To see if the Town will vote to transfer the care, custody, management and control of a parcel of land off Ocean View Drive, Eastham, containing 21.3± acres, shown as "Proposed Parcel for Conservation Restriction, Total Acreage= 21.3 Acres" on a plan entitled "District H- Conservation Restriction Boundary Plan, Eastham, MA," prepared by Environmental Partners Group, a copy of which is on file with the Town Clerk's office, and being a portion of land shown on Assessor's Map 24 as Lots 28 and 29, from the Board of Selectmen held for recreational purposes to the Board of Selectmen for habitat and conservation purposes; and further to authorize the Board of Selectmen to impose on the above described parcel a perpetual declaration of restriction and to grant a perpetual conservation restriction in accordance with the provisions of G.L. Chapter 184, Section 31-34 for habitat and conservation purposes, to the Eastham Conservation Foundation, Inc., or such other qualified land trust, nonprofit organization or government entity, and to execute any other documents as may be necessary pursuant to the Conservation and Management Permit dated March 3, 2020, issued to the Town by the Commonwealth of Massachusetts Division of Fisheries and Wildlife, on such terms and conditions as the Board of Selectmen deem suitable; or take any action relative thereto.

By Board of Selectmen

Summary:

This article places into permanent conservation 21.3 acres of land that surrounds the new District H well and tower site. It mitigates the disruption of habitat that will occur during construction of the well and tower and ensures no future development in these parcels that are in the National Seashore Park District.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(2/3 Majority Vote required)

New or Amended Tax Deferral Programs & Exemptions (21-23)

ARTICLE 21 (FINANCIAL HARDSHIP TAX DEFERRAL)

To see if the Town will vote pursuant to the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 18A, to reduce the interest rate to 3% interest; or to take any other action relative thereto.
By Board of Assessors & Board of Selectmen

Summary:

Clause 18A allows a qualifying taxpayer to defer all or a portion of the taxes assessed on their primary residence if they do not have the financial means to pay them because of a change in military service, unemployment, illness or other temporary hardship. There are no age restrictions on this deferment, but the taxpayer must meet qualifications established by the Board of Assessors and enter into a tax deferral agreement with the Town. Currently the law sets the interest rate for the deferment at 8% per year. An affirmative vote on this article would establish the deferment program and set the interest rate at 3% per year.

BOARD OF ASSESSORS: 3-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 22 (SENIOR TAX DEFERRAL)

To see if the Town will vote pursuant to the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 41A, to reduce the interest rate to 3%; or to take any other action relative thereto.
By Board of Assessors and Board of Selectmen

Summary:

Clause 41A permits a qualifying tax payer over the age of 65 to defer all or a portion of the taxes assessed on their primary residence. There are occupancy, income and other requirements. To qualify a resident must meet the requirements and enter into a tax deferral agreement with the Town. Currently the law sets the interest rate on this program at 8% per year. An affirmative vote on this article will establish the program and set the interest rate at 3% per year.

BOARD OF ASEESSORS: 3-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

ARTICLE 23 (ESTABLISH ELDERLY/DISABLED TAX RELIEF FUND-VOLUNTARY DONATIONS)

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 60, Section 3D, which will allow the town to designate a place on the tax bill whereby taxpayers may voluntarily check off, donate and pledge an amount not less than \$1 or other higher amount to be added to taxes due, and to establish a Town, "Aid to the Elderly and Disabled Tax Fund", for the purpose of defraying the real estate taxes of elderly and disabled residents of low income, and also to vote for the minimum qualifying age permitted to be 55 years of age and of low income, or disabled of any age; or to take any other action relative thereto.

By Board of Assessors & Board of Selectmen

Summary:

This will establish a Town fund to assist low-income seniors and disabled residents to defray a portion of their taxes. Any amounts donated will be held by the Town Treasurer in a special fund for this purpose. The law requires the Town form a Taxation Aid Committee to consist of the Chair of the Board of Assessors, the Town Treasurer and three residents to be appointed by the Select Board. Said new board will adopt regulations to carry out the provisions of this section and to disperse the funds when needed.

BOARD OF ASSESSORS: 3-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

Amendments to the Zoning Bylaws (24-29):

ARTICLE 24 (ZONING - MAP & DISTRICTS)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to adopt a map entitled "Town of Eastham Zoning Map May 7, 2018" as the official zoning map for the Town; and also

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION II –ZONING DISTRICTS** by amending the following language:

All shown on a map entitled 'ZONING MAP OF THE TOWN OF EASTHAM, MASSACHUSETTS dated ~~July 24, 2001~~ May 7, 2018" which is on file with the Town Clerk and which has been duly adopted as the official zoning map for the Town; or take any action relative thereto.

By Eastham Planning Board

Summary:

This article seeks to adopt a new official zoning map that will reflect changes made to certain zoning districts approved at the May 7, 2018 Annual Town Meeting. The article also seeks to update the date reference for the town’s zoning map listed within the zoning bylaw to match the proposed map.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority vote required)

ARTICLE 25 (ZONING - ADMINISTRATION)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION XI ADMINISTRATION** by reformatting the section and inserting the following language:

D. ENFORCEMENT

- 3. Noncriminal Disposition process. Violations of the zoning bylaw provisions may be sanctioned through the noncriminal disposition process authorized by Massachusetts General Laws Chapter 40, Section 21D, as amended. Resort to this noncriminal disposition method shall lie within the discretion of the Building Commissioner, or his or her designee. The option of noncriminal disposition shall exist in addition to all other available enforcement alternatives. To enforce the provisions of this Bylaw through noncriminal disposition, the following is an assessment of penalties that shall be imposed upon violators of this Bylaw:

<u>First Offense:</u>	<u>\$100</u>
<u>Second Offense:</u>	<u>\$200</u>
<u>Third Offense and all further offenses:</u>	<u>\$300</u>

or take any action relative thereto.

By Eastham Planning Board

Summary:

This article inserts the proposed penalty amounts to comply with the requirements under MGL Chapter 40A Section 7.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority Vote required)

ARTICLE 26 (ZONING - SITE PLAN APPROVAL, RESIDENTIAL)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION XIV– SITE PLAN APPROVAL RESIDENTIAL** by amending the following language:

B. APPLICATION

~~Each application for Site Plan approval – Residential shall be filed with the Planning Board along with twelve (12) copies and the required fee~~

1. Each application for Site Plan Special Permit shall be filed by the petitioner with the Town Clerk, and twelve (12) copies of said application, including the date and time of filing certified by the Town Clerk, shall be filed with the Planning Board.
2. Each application shall be accompanied by the required fee:
 - a. The fee schedule is listed in the Planning Board Regulations.
 - b. In addition, the applicant will bear the costs of any outside planning or engineering consultant requested by the Planning Board.

And to further amend

I. ENFORCEMENT

2. Any decision approving a Site Plan – Residential under this section shall lapse within ~~two~~ years-three (3) years if a substantial use thereof has not sooner commenced or, in the case of a permit for construction, if construction has not begun by such date. Such approval may be extended for reasonable cause if substantial completion of the approved site plan has not taken place. The Planning Board for reasonable cause may extend such approval; or take any action relative thereto.

By Eastham Planning Board

Summary:

This article updates the language in the Residential Site Plan approval section regarding the application process to match the existing language for Commercial Site Plan submittal process. The article also updates the expiration date for site plan for consistency with the corresponding State statute under Massachusetts General Laws Chapter 40A.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority vote required)

ARTICLE 27 (ZONING - GENERAL WIND FACILITIES)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION XX – GENERAL WIND FACILITIES (WFs) subsection C.3** by amending the following language:

3. Height: No WF may exceed seventy-five (75) feet in height, except in the Trade Park (TP) District where they may not exceed one-hundred (100) feet.

District	A	B	TP	D	<u>LC</u>	<u>TC</u>	<u>LC</u>	<u>CC</u>	<u>OR</u>	E	F	G	H
Height	75'	75'	100'	75'	<u>75'</u>	<u>75'</u>	<u>75'</u>	<u>75'</u>	<u>75'</u>	75'	75'	75'	75'

or take any action relative thereto.

By Eastham Planning Board

Summary:

This article amends references to zoning districts that were previously changed pursuant to Article 22 of the May 2018 Annual Town Meeting,

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority vote required)

ARTICLE 28 (ZONING - MARIJUANA REGULATIONS)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION XIII –MARIJUANA REGULATIONS** by inserting the following language:

F. STANDARDS AND CRITERIA

Special Permits are granted when the Special Permit Granting Authority determines that the use involved will not be detrimental to the established or future character of the neighborhood and the Town and when it has been found that the use involved will be in harmony with the general purpose and intent of the Zoning By-law and zoning district. It shall be the responsibility of the applicant for any Special Permit to demonstrate, to the satisfaction of the Special Permit Granting Authority, that criteria including, but not limited to, the following are met:

1. Adequacy of the site, in terms of size, for the proposed structure or use;

2. Compliance with all applicable requirements for Minor Site Plan Review, Major Site Plan Review or Site Plan Special Permit.
3. Suitability of the site for the proposed structure or use with regard to the purpose and intent of the zoning district;
4. Adequacy of traffic flow management within the site as well as in relation to adjoining streets and properties so as to minimize unsafe and harmful impacts;
5. Compatibility of the proposed structure or use with surrounding land uses so as to minimize harmful impact or conflict with existing desirable neighborhood character, including views, vistas and other aesthetic values;
6. Adequacy of the method of sewage disposal, source of potable water and site drainage;
7. Protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies;
8. Adequacy of provision of utilities and other necessary or desirable public services;
9. Adequacy of control of artificial light, noise, litter, odor or other sources of nuisance or inconvenience to adjoining properties, public ways and the neighborhood;
10. Protection from degradation and alteration of the natural environment, including, but not limited to, slopes and other topographical features, vegetation, wetlands, and wildlife habitat; or take any action relative thereto.

By Eastham Planning Board

Summary:

This article adds review criteria specific to the zoning use itself. The goal of this article is to add language to the bylaw that will provide the Planning Board with adequate and appropriate standards by which to review proposed marijuana facilities.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority vote required)

ARTICLE 29 (ZONING - PROPOSED RE-CODIFICATION OF ZONING BYLAW)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw in its entirety by re-codifying the bylaw, a complete copy of which is on file with the Town Clerk's Office and published on the Town's website; or take any action relative thereto.

By Board of Selectmen

Summary:

Several months ago, a Zoning Bylaw Task Force was assembled. The purpose of the Task Force was to conduct an analysis of the Zoning Bylaw and make recommendations for how the document might be improved for clarity and ease of use. The proposed re-codified Zoning By-Law does not alter the policies embodied in the present By-Law but instead constitutes a thorough reorganization of the document’s contents to make it more accessible to the residents of Eastham and others who would utilize the bylaw. The following charts summarize the proposed changes to the bylaw.

Zoning Bylaw Re-Codification: Present Sections and Proposed New Sections				
Current	Section	Changes	Proposed	Section
I	Purpose	Sections I and XVI combined, severability text consolidated/added to new section	1.0	Purpose, Validity and Severability
II	Zoning Districts	No Change	2.0	Zoning Districts
III	Definitions	Definitions moved to Section 21.0	3.0	Uses
IV	Flood Plain Zoning	Flood Plain moved to Section 18.0	4.0	Non-Conforming Uses
V	Uses	Uses moved to Section 3.0	5.0	Accessory Uses
VI	Non-Conforming Uses	Non-Conforming Uses moved to Section 4.0	6.0	Prohibited Uses
VII	Accessory Uses	Accessory Uses moved to Section 5.0	7.0	Intensity Regulations
VIII	Prohibited Uses	Prohibited Uses moved to Section 6.0	8.0	Parking Requirements
IX	Intensity Regulations	Intensity regulations moved to Section 7.0	9.0	Landscape Requirements
X	Parking Requirements	Site Plan Approval Consolidated into one section	10.0	Site Plan Approval
XI	Landscape Requirements	Landscape Requirements moved to Section 9.0	11.0	Procedure for the Demolition of Historically or Architecturally

				Significant Building
XII	Administration	Administration moved to Section 19.0	12.0	Sign Code
XIII	Site Plan Approval Special Permit	Site Plan Special Permit consolidated into new Section 10	13.0	Open Space Residential Site Development
XIV	Site Plan Approval Residential	Site Plan Residential consolidated into new Section 10	14.0	General Wind Facilities (WFs)
XV	Review	Review moved to Section 20.0	15.0	Municipal Wind Facilities (MWFs)
XVI	Validity	Validity moved to Section 1.0	16.0	Environmental Standards
XVII	Demolition of Historical/Architecturally Significant buildings	Historical moved to Section 11.0	17.0	Marijuana Regulations
XVIII	Sign Code	Sign Code moved to Section 12.0	18.0	Flood Plain Zoning
XIX	Open Space Residential	Open Space moved to Section 13.0	19.0	Administration
XX	General Wind Facilities (WFs)	General Wind Facilities moved to Section 14.0	20.0	Review
XXI	Municipal Wind Facilities (MWFs)	Municipal Wind Facilities moved to Section 15.0	21.0	Definitions
XXII	Environmental Standards	XXII eliminated due to consolidation of other sections, Environmental Standards moved to new Section 16	NA	NA
XXIII	Marijuana Regulations	XXIII eliminated due to consolidation Marijuana moved to Section 17.0	NA	NA

Zoning Bylaw Re-Codification: Summary of Proposed Changes to Text	
NEW SECTION	TEXT CHANGES SUMMARY
All Sections	References to subsections throughout the document have been changed to reflect the proposed new index and numbering format.

	<p>Minor edits to the text have been made to correct syntax, punctuation and grammar No substantive changes have been made.</p> <p>Cross-references to various sub sections embedded throughout the document have been changed from roman numeral format.</p> <p>Subsection cross references have been renumbered to correct for changes due to consolidation of other sub sections.</p> <p>Bullet points have been changed to numbers in various subsections.</p>
1.0	Severability language from various other sections deleted and one comprehensive severability section added.
2.0	Section 2.0 Zoning Districts has been re-formatted adding new text and new subsections as “pointer” references to help guide users to other sections of bylaw.
3.0	<p>Text describing Uses for Districts A and F has been relocated to Section 2.0 under the “Uses” reference</p> <p>New text added to explain that Districts C and D no longer exist per changes to the bylaw adopted at the 2018 annual town meeting.</p> <p>District I ECSD definitions relocated to consolidated new definitions section, severability section deleted</p> <p>District J definitions relocated to consolidated new definitions section, severability section deleted</p>
5.0	Severability text has been deleted (see 1.0 above)
7.0	Portions of certain definitions which contain regulatory language have been relocated from the definitions section to Section 7.0 Intensity Regulations under new subsections: 7.5 – “Use Requirements” and 7.6 - “Building/Structural Dimensional Requirements”
11.0	Section heading text deleted to conform to new numbering system. Current Section 2 Definitions relocated to consolidated definitions under Section 21.0

	Text in current Section 7.0 “Historic District Act” relocated to new subsection 11.1.1 Current Section 6 “Severability” deleted (see 1.0)
12.0	Sign Code definitions relocated to consolidated definitions new Section 21.0
13.0	Open Space Residential Subdivision definitions relocated to consolidated definitions new Section 21.0
18.0	Flood Plain Zoning definitions relocated to consolidated definitions new Section 21.0
19.0	New bullet point text added as “pointer” references to help guide users to other sections of bylaw.
21.0	Various Duplicate definitions have been removed or consolidated Portions of certain definitions have been deleted or amended for clarity, grammar etc. e.g: “Line, Street” renamed to “Street, Line” and “Structure, Floodplain” – added “floodplain” to differentiate from stand-alone definition of “Structure”. Certain definitions have been amended to remove portions of the text that are not part of definition but are part of regulatory language. The text has been inserted into more appropriate sections of the bylaw (see notes on section 7.0 above). Minor edits to definition text have been made to correct for syntax, punctuation and grammar. No substantive changes were made.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

PLANNING BOARD RECOMMENDATION: 6-0

(2/3 Majority Vote required)

Community Preservation Act Funding Articles (30 A - H):

ARTICLE 30 (CPA COMMUNITY PRESERVATION COMMITTEE RECOMMENDED PROJECTS & ALLOCATION)

To see if the Town will Vote to approve the recommended projects of the Community Preservation Committee for FY21 and to appropriate or reserve for future appropriation monies from the Community Preservation Fund’s annual or available revenues for the purpose of undertaking the Community Preservation projects listed in the warrant below, for administrative expenses, and all other necessary and appropriate expenses for FY21, or take any other action relative thereto. By Community Preservation Committee

Summary: This article funds the projects and programs approved and recommended by the Community Preservation Committee. Each year, the Committee spends months reviewing and researching requests for funding and recommends projects and programs they believe meet the guidelines for the program. *The article is divided into projects/programs A-H for easier reference and motions with exact transfers are listed in italics.*

A. Source of Funds and Funding Formula, Total Community Preservation FY21 **\$891,261**

- Open Space **89,126**
- Historic Preservation **\$89,126**
- Affordable Housing **\$89,126**
- Active Recreation **\$89,126**
- CPA Administration (support expenses) **\$44,563**
- Reserves for Appropriation **\$490,194**

This vote sets aside 10% of estimated Community Preservation revenue for open space, historic resources, affordable community housing, and active recreation, respectively, and 5% for the CPA Committee for administrative purposes. The remaining balance allocated to a budgeted reserve, as required and/or permitted G.L. Chapter 44B (6).

CPA COMMITTEE RECOMMENDATION: 7-0
BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 9-0
(Majority Vote required)

B. CPA Housing, Fund Housing Coordinator **\$40,000**

*This vote is to transfer the sum of **\$40,000** from the Community Preservation Affordable Housing Reserves to the Town of Eastham for the purpose of funding a part-time affordable housing coordinator.*

Summary: This funding will allow the Town to hire a part time affordable housing coordinator. This position will be responsible for administering several housing assistance programs designed to meet current and future demands for assistance identified in the 2016 Eastham Housing Production Plan including but not limited to: the Housing Preservation Program, Lease to Own Program, Closing Cost Assistance Program and/or other programs deemed appropriate by the Eastham Affordable Housing Trust.

CPA COMMITTEE RECOMMENDATION: 8-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

C. CPA Housing, Fund Housing Assistance Programs, EAHT **\$300,000**

This vote is to transfer the sum of \$211,587 from the Community Preservation Affordable Housing Reserves and \$88,413 from the Community Preservation Undesignated Fund Balance to the Eastham Affordable Housing Trust in support of Housing Assistance programs.

Summary: This allows the Eastham Affordable Housing Trust (EAHT) to continue implementation of several housing assistance programs designed to meet current and future demands for assistance identified in the 2016 Eastham Housing Production Plan. The proposed programs are based on successful models utilized in neighboring communities. The overarching goal of these programs is to provide housing assistance to a broad base of the community.

CPA COMMITTEE RECOMMENDATION: 8-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

D. CPA Housing, Fund Cape Housing Institute, Community Housing Partnership, **\$7,500**

This vote is to transfer the sum of \$7,500 from the Community Preservation Undesignated Fund Balance to Cape Housing Institute to support housing assistance programs.

Summary: The Cape Housing Institute delivers training programs to build public support for affordable housing and equip local elected and appointed officials with the knowledge and skills to support the creation of more year-round housing.

CPA COMMITTEE RECOMMENDATION: 9-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

E. CPA Historic Preservation, Preservation of Eastham Public Records, \$16,000

This vote is to transfer the sum of \$16,000 from the Community Preservation Historic Reserves to the Eastham Public Library to ensure the longevity of public records.

Summary: The Eastham Public Library has developed a project to secure preservation materials to help ensure the longevity of historical records. The library plans to make a bulk purchase of preservation supplies for use by the institutions entrusted with the stewardship of Eastham's ancient and vital records. Among the institutions are the Eastham Public Library, Eastham Town Hall, Eastham Historical Society and the Federated Church of Orleans. The records maintained by each institution are intrinsically valuable to the cultural heritage of the greater Eastham community. The preservation of these records will prove particularly useful to the upcoming Eastham 400 celebration.

CPA COMMITTEE RECOMMENDATION: 9-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

F. CPA Historic Preservation, Eastham United Methodist Church, \$20,000

This vote is to transfer the sum of \$20,000 from the Community Preservation Historic Reserves to the Eastham United Methodist Church for the purpose of renovating the restroom facilities.

Summary: This article will provide funds to renovate the restroom facilities at the Eastham United Methodist Church and bring the facility into compliance with current ADA accessibility requirements. The church has been designated by the Eastham Historical Commission as a historic structure. The original building was constructed in 1926. The restroom facility serves both the church and the Fellowship Hall which is utilized by numerous community organizations and serves as the Lower Cape Outreach Food Pantry.

CPA COMMITTEE RECOMMENDATION: 7-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

G. CPA Historic Preservation, Eastham Town Hall Preservation, \$300,000

This vote is to transfer the sum of \$206,724 from the Community Preservation Historic Reserves and \$93,276 from the Community Preservation Undesignated Fund Balance to the Town of Eastham for Town Hall preservation.

Summary: This article will provide funds to repair and rehabilitate the exterior of the Town Hall. The project includes repairs to the roof, trim, gutters, brick repointing and associated work necessary to preserve the exterior of the building. The Town Hall is listed on the Massachusetts Register of Historic Places. The structure is also located within the Eastham Center Historic District, which was designated as a National Historic District in 1999.

CPA COMMITTEE RECOMMENDATION: 8-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

H. CPA Active Recreation, Wiley Park Recreation Area, \$375,000

This vote will transfer the sum of \$210,465 from the Community Preservation Active Recreation Reserves and \$164,535 from the Community Preservation Undesignated Fund Balance to the Town of Eastham for playground improvements at Wiley Park.

Summary: The Eastham Recreation Commission seeks funds for Phase 2 of the Wiley Park Recreation Area project. Phase 2 will include renovation of the existing playground, a new picnic area and improvements to the site for compliance with ADA access standards. The goal of the overall project is to maximize the use of the available recreation areas by designing context sensitive amenities that complement the surrounding area and that meet the evolving needs of the community.

CPA COMMITTEE RECOMMENDATION: 9-0

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

General Bylaw Amendments (31-32):

ARTICLE 31 (GENERAL BYLAW - BUSINESS CERTIFICATES)

To see if the Town will vote to amend Chapter 39 of the Town's general bylaws, section 5. Term of Certificate as follows: change the term of the certificate from two-years to annually, the text to read:

"A certificate issued in accordance with this bylaw shall be in force and effect for ~~two~~ *one* year, from the date of issue and shall be renewed ~~each two years~~ *annually* so long as such business shall be conducted and shall lapse and be void unless so renewed."; or take any action relative thereto.

By Board of Selectmen

Summary:

The Town requires annual license renewal, so this article will correct the bylaw to reflect the current practice.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 32 (GENERAL BYLAW - REPAIRS TO PRIVATE WAYS)

To see if the Town will vote to amend Chapter 118 of the Town's general bylaws, Temporary Repairs to Private Ways as follows:

118-1 Purpose and authority.

For the purpose of enabling safe and convenient passage for public safety vehicles and the public over private ways open to and serving the general public, The Selectmen may designate for temporary repairs in a given year certain private roads that are open to the public, and Town Meeting may appropriate funds for said purpose, subject to the conditions set forth herein. No temporary repair may be made unless the Selectmen have previously determined that such repair is required by public necessity and an appropriation therefore is available.

118-2 Regulations.

The Selectmen may adopt regulations for the general administration of this bylaw and prescribing deadlines and procedures for submission of petitions, including official forms for petitions and indemnification, and may determine therein or by vote from time to time which, if any, private ways open to the public may receive temporary repair, and to the extent and types of repairs that may be made, subject to the availability of appropriation. Any private way that receives repairs pursuant to this bylaw must remain continuously open and available for public use.

118-3 Limits of Repairs

Temporary repairs are limited to those as are determined by the Selectmen to be required as a public necessity, including but not limited to, minor grading and patching, ~~maintenance,~~ resurfacing, installation and repair of drainage, not to exceed \$100,000 in value. Temporary repairs does not include new construction of sidewalks or streets.

118-4 Road conditions or standards

At a minimum, each private road shall meet the following requirements:

- A. Opened to and used by the public for a term of five or more years;
- B. With a traveled and improved width of at least 14' wide, clear of overhanging branches or other obstructions for at least such width, to a height of at least 14' wide;
- C. A visible street sign at each terminus and significant intersections ~~Serving as access to 25~~ 10 or more residences or businesses.

118-5 Petition Requirements

- A. The signature of 100% two-thirds of owners of property abutting the road is required;
- B. An executed indemnification of the Town in a form prescribed by the Selectmen must accompany each petition;
- C. ~~A cash deposit in an amount determined by the Selectmen shall be made in an amount no less than 50% of the cost to the Town of the temporary repair.~~ The Town of Eastham will begin receiving applications on July 1 of every calendar year.
- D. A non-refundable deposit in an amount determined by the Select Board, but not to exceed \$500, shall be made to the Town for the development of a preliminary scope of work. If after initial investigation by the Department of Public Works (DPW) it is determined that additional engineering, surveying or title research is required, the scope of work will include an estimate of these costs. The non-refundable fee will be credited against the assessment of betterments.
- E. The Town will generate a certified list of abutters to the road which will be the official list of abutters for the purposes of the project.
- F. The abutters shall appoint one person to act as their representative to the Town for the purpose of the project, who will be known as the Applicant. The Applicant will be responsible to submit the official application, appear at public hearings, and track the progress of the project and report to the other abutters.
- G. Once the Applicant has accepted the scope of work, the Town will send each abutter on the certified list a breakdown of their estimated share of the total betterment costs for their signature and approval. The estimated betterment cost will include all the costs of the project and may include engineering, surveying, materials, labor, formal layout plans and legal fees if any.
- H. The Town must receive the executed forms from two-thirds of the abutters by December 1 in the year the application was made in order for the project to move forward. If the package is not complete by the deadline, the applicant must wait and re-apply the following July 1.
- I. Once the Town receives the executed betterment forms from two-thirds of the abutters, the DPW will forward the completed application to the Town Manager with a request for a public hearing with the Select Board. At that hearing, the Select Board will review the petition and if approved, will then vote to recommend a warrant article for funding the work at the next Town Meeting.

118-6 Betterments

The Selectmen may assess betterments, according to the circumstances of each private way, including but not limited to consideration of the use of the road by the public.

- A. When all estimated costs associated with the temporary repairs are less than \$400 per abutter, the total amount of the repair must be furnished prior to the start of any work. When the total costs exceed \$500 per abutter, a betterment will be assessed.
- B. If the project is approved after the public hearing, the Selectmen will approve the certified abutters list, adopt an order of assessment and estimate of betterments in accordance with MGL Chapter 80.
- C. After approval of the warrant article at Town Meeting, the Town Treasurer shall record the Order of Assessment and Estimate of Betterments at the Barnstable County Registry of Deeds.
- D. Within six months of the completion of the project, the DPW will provide the Town Assessor with the final costs of the project in order to assess the betterment for each property. Betterments will be assessed on a per lot (parcel) basis shall constitute a lien, and be assessed in accordance with MGL Chapter 80, Section 12.
- E. Repayment will occur in accordance with the following schedule:
 - a. \$0-\$499 prior to construction
 - b. \$500-\$1,999 Within five years of when assessment is levied
 - c. \$2,000 or greater- Within ten years of when assessment is levied

118-7 Liability

The Town shall not be liable for any damage to persons or property caused by such repairs, nor for a claim of public road status on account of such repairs. MGL Chapter 84, Section 25 shall not apply to the repairs. Any future maintenance or necessary repairs shall be the sole responsibility of the abutters; or take any action relative thereto.

By Board of Selectmen

Summary:

This bylaw has been on the books for many years, however, the dollar amounts and process have made it impossible for private road owners to make use of the bylaw to repair their roads. Many private town roads have neighborhood associations that do the work of collecting fees and maintaining and plowing private roads, but many do not. Often, year round residents are on streets that have a majority of summer resident property owners and they are unable to get assistance for maintaining and upgrading roads. If this article is adopted, it will amend the bylaw and create a process by which a majority of owners on a road can petition the town for assistance, and accept a betterment charged over time to assist with road maintenance and re-surfacing.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 33 (PETITION - ACCEPT A PORTION OF TOLAND DRIVE AS A PUBLIC WAY)

To see if the Town will vote to lay out and accept as a Town way that portion of Toland Drive from Aspinet Road to Jay Dee Lane as shown in the Subdivision Plan of Land in Eastham made for Joseph A. Toland and approved by the Eastham Planning Board on December 14, 1978 and to raise an appropriate the sum of \$5,000 for the costs associated therewith; or take any action relative thereto. By Petition

Summary by Petitioner:

The residents of this portion of Toland Drive would like the Town to accept their road as public way. Toland Drive is a paved road with 40 foot right of way and a storm water drainage system. The Town currently plows this portion of Toland Way as residents purchased the street sign and keep the 14' clearance that is required for acceptance into the road plowing program. Toland Drive also provides the only access to Jay Dee Lane which is not a part of the Joseph A. Toland subdivision. Storm water from a portion of Aspinet Road, a public way, drains into the Toland Drive drainage system. For all of these reasons, the acceptance of this road by the Town is appropriate.

Summary by Town:

Unfortunately, due to the COVID-19 situation, we did not refer this article to the Planning Board for evaluation and recommendation, nor was a public hearing held. These are legally required steps prior to acceptance by Town Meeting. It is recommended that we postpone this article to the Annual Town Meeting in May 2021, and agree to complete the required steps prior to that vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0-1

(2/3 Majority vote required)

ARTICLE 34 (PETITION - CLIMATE POLICY)

To see if the Town will vote to adopt the following as a general by-law and insert it into the Eastham General Bylaws as Chapter 45:

Chapter 45 Climate Policy

Section 1: The Town of Eastham recognizes that the climate emergency, driven by human activity including human consumption and land use practices and leading to global warming , rising seas, deadly storms, dangerous heat waves, acidifying oceans, and melting ice sheets, poses a threat to the health, safety and economic security of the residents of the Town. The Town of Eastham therefore adopts as its policy the objective of reducing net greenhouse gas

emissions from human activity within and by the Town to zero at the earliest technically and economically feasible time, and directs that all officers and departments of the Town take such measures within the scope of their respective responsibilities and authority as may be necessary and prudent to facilitate such policy and objective. By Petition

Summary by Petitioner: none provided

Summer by Town:

The language of this article is not appropriate as a Town By-law. By-laws have a specific form that includes: definition of terms, enforcement and appeal process, entity responsible for enforcement, and fines/penalties applicable if not followed. If the article was framed as a policy (as is suggested in the text) or a resolution, it would be more appropriate. Basically, the article requires the Town to adopt a policy, which is achievable, and also asks that it be adopted as a bylaw, which is not achievable.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 0-9

(Majority Vote required)

ARTICLE 35 (PETITION - NON-BINDING PUBLIC ADVISORY QUESTION)

Whereas, the high level nuclear waste will remain at Pilgrim for decades or more in dry casks that present safety concerns, each holding half the radioactive cesium released at Chernobyl;

Whereas, the spent fuel pool remains full and is vulnerable to terrorist attack or accident that could cause radioactive contamination rendering our communities inhabitable;

Whereas, lax security on the property currently allows open access to the Pilgrim Plant beyond the posted, "no trespassing" signs to within line-of-sight dry casks and spent fuel pool;

Whereas, during decommissioning, the Nuclear Regulatory Commission has approved exemptions requested by Pilgrim owner Holtec for reduced off-site liability insurance, reduced cybersecurity, and reduced offsite emergency planning, thus potentially endangering the public including residents of the Town of Eastham;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to our health and safety that must be addressed in the timeliest manner;

Therefore, shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors? By Petition

Summary by Petitioner: none provided

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 3-4

(Majority Vote required)

ARTICLE 36 (ACCEPT PUBLISHED REPORTS)

To see if the Town will accept the published reports of the Town Officers as printed and made available to the public in the 2019 Town of Eastham Annual Report, to accept the published Strategic Plan, and to hear any unpublished reports of committees and do or act on anything which may legally come before this meeting.

By Board of Selectmen

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 9-0

(Majority Vote required)

Appendix A

The Reasons for the Charter Review Committee’s Recommended Changes in the Eastham Home Rule Charter

August 5, 2020

There would be changes in language and content intended to update the Charter and make it easier to understand:

- The title of the Town’s principal managing officer would be changed from Town Administrator to Town Manager because it is a more readily understandable description of the functions of the position;
- Headings for some sections would be changed to describe the contents of those sections more clearly;
- Sections would be moved to keep associated material together, for example, language in Article IX relating to compensation for the Select Board would be moved to Article III which covers the Board;
- Obsolete provisions would be removed, for example, transitional provisions related to establishment of the first Town Charter; and
- Duplicative statements of requirements that do not add to the force of the requirement would be deleted, for example, deleting the requirement in §C2-8.B that the Town Meeting rules be available to requestors and TM attendees because it duplicates §C2-5.C which requires that the rules be included in the Warrant which is available to requestors and provided to TM attendees.

To embed the principle of gender neutrality in the Charter, we would change the Board’s title to Select Board and substitute position titles for pronouns throughout the Charter, using a gender neutral pronoun where use of a pronoun is unavoidable and would also provide for continuation of that practice in future Charter amendments. (§C2-9.C)

We are recommending that the Library Director be appointed upon the recommendation of the Board of Library Trustees since that Board is charged with responsibility for the operation and administration of the Library. (§C3-8.H) Similarly we would provide that the rules for Town Meeting should be prepared by the Town Moderator in consultation with the Town Clerk, rather than the reverse, in recognition that the Charter provides that the Moderator shall regulate Town Meeting proceedings. (§§C2-8.B and C3-8.B).

We would replace the requirement that a Charter Review Committee be convened in a year ending in zero with a requirement that it be convened every 10 years since Town Meeting occurs in the years ending in zero and the committee needs to begin its work before that year. To conform the Charter to current practice we would provide that the Select Board should be notified of appointments to the Charter Review Committee. (§C2-9.A)

We would delete the statement in §C3-3.B that the Select Board “shall be the licensing

board for the Town” because the Select Board is not the only Town body that issues licenses. The Board would still have the power to issue licenses as the subsection also provides that the Board “shall have the power to issue licenses as authorized by law”.

To reinforce the principle of transparency in government, we are recommending adding all policies adopted for the governance of the Town to the list of documents required to be maintained and published. (C3-3.D)

We are recommending that a special election to fill a vacancy on the Select Board need not be held if the vacancy occurs less than 8 months before the next scheduled election, leaving it to the Select Board in such situation to balance the costs of holding a special election against the importance of filling the vacancy at the time that could be achieved with a special election. (§3-1.C) There also would be procedures for temporarily filling vacancies in the Elementary School Committee, Board of Library Trustees, Housing Authority and Nauset Regional School Committee without a special election. (§C3-8.J and k) Similarly, we are concerned about the impracticality of waiting for Town Meeting to select a Moderator to preside over that meeting if the Town Moderator cannot attend. We are recommending allowing appointment of an Acting Town Moderator in the case of a temporary absence and for a replacement process where the office becomes vacant during a term. (§C3-8.L and M) We would delete §C3-4.D which provides for Select Board appointment of Town Officers and members of the Town’s multimember bodies (boards, committees, commissions) whose primary responsibilities are policy making and whose appointment is not covered by the Charter because it is unnecessary. The Charter specifies the appointing authority for all appointed Town Officers and for multimember bodies established by the Charter and leaves the management of other multimember bodies including appointment of members to the Select Board.

We would delete §C3-4.E which provides that appointed multimember bodies shall be responsible to the Select Board through the Town Administrator and shall respond to all requests from that officer because we think it is unwise to impose a barrier to multimember bodies making direct contact with the Board and that mandating responses is unnecessary.

We would specify that the Town Clerk who is responsible for managing elections be part of the process of selecting Registrars and other election officials. (§C3-8.D)

We would delete §C4-4.E providing for Finance Committee review of the appointment of the Town Treasurer thereby making Treasurer appointments by the Town Administrator subject only to review by the Select Board like all other Town employee appointments. (subsections D and E of §C4-4)

In recognition of the growing difficulty of recruiting members for Town multimember bodies, we would allow members to be reappointed after three terms if no one else is available or the position has special requirements, and we would define what constitutes availability for this purpose. (§C5-2.C). We also would limit the multimember bodies established by the Charter to those where (1) Charter endorsement of appointment of members is necessary to override statutes providing for their election (BOH, Assessors, Hwy Comm’rs.) or (2) the Select Board

is not the sole appointing authority, and we would expand the Board's powers with respect to existing and future bodies that are not established by the Charter to provide greater flexibility in the management of those bodies. Bodies established by the Charter cannot be modified without a Charter change. (§ C5-4 and §C5-5) To expand the pool of those available to serve on multimember bodies we would limit the prohibition of service on more than three such bodies to service on bodies that are permanent as opposed to bodies being set up to serve a time limited purpose such as a task force to examine a specific issue. (§C5-2.D) And we would increase public knowledge of the opportunity to serve by requiring that whenever any new multimember body is being established, be it a board, committee, commission, task force or other type of body, there shall be public notice and an opportunity for interested persons to apply for membership. (§C5-2.H)

We would amend §C5-2.A(5) which relates to minutes of the meetings of multimember bodies to spell out the responsibility of the multimember body to create minutes that comply with all requirements of the Open Meeting Law and to specify their status as public records and that the Town Clerk who is the custodian of public records for the Town is the keeper of the minutes.

There would be a single permanent Capital Projects Committee to provide oversight of all capital projects that meet the funding threshold for oversight instead of the current system of a separate committee for each project. The purpose is to provide for a consistent approach to projects and creation of expertise in oversight. (§C5-4.F) The committee would have five voting members: The Town Manager or Director of Municipal Finance (an office described below), two members appointed by the Select Board and two members appointed by the Finance Committee. Up to two additional voting members could be added and, if the project was sponsored or requested by one of the Town's multimember bodies or would impact on a facility of a multimember body, a member of that body would have to be appointed as a voting member for that particular project. This committee would have nonvoting members where required by state law or Town Meeting vote, for example, an Owner's Project Manager. The threshold for CPC oversight would be raised from \$500,000 to projects bonded for \$1,000,000 or more in recognition of the proliferation of less expensive projects because of the inflation of costs.

To strengthen seamless management of the Town's day to day operations, we are recommending endorsement of the Town Manager's authority to appoint an Assistant Town Manager and empowering the Town Manager to appoint such Assistant to perform as Town Manager in the Town Manager's absence for a period expected to be two weeks or less. (§§C4-4 and C4-3.C (11)) Our recommendations also include authorization of the appointment of an Acting Town Manager in the case of a Town Manager's absence or disability that is expected to last more than two weeks and specification of the powers and limitations that the Acting Town Manager would have. (§C4-11)

We would change the number of Select Board member votes required for removal of a Town Manager from three to four, to provide parity with the number required to appoint a Town

Manager. (§§C4-9.A and C4-1).

We have provided for the establishment of a Department of Municipal Finance under a Director appointed by and responsible to the Town Manager to provide a second set of eyes with an overview of all the financial activities of the Town. The provision specifies qualifications for the Director and the Director's relationship to other Town financial staff. (§C4-12) There would be conforming changes to other Charter provisions dealing with the processing of warrants and vouchers for payment of Town Funds and the preparation of revenue estimates for the annual budget. (§§C4-7 and C6-1.C)

The language of Article VI, Financial Provisions and Procedures would be changed to conform to the terms currently used in budget presentations and in the Warrant. This should help to clarify the distinctions between the budgets for operating expenses and for capital acquisitions for the upcoming fiscal year and the plan for five-year capital improvements. To emphasize the integral role of the Finance Committee in all financial matters including long range capital planning, we are proposing clarifying that the Town Manager would consult with the committee before submitting the five-year capital improvements plan to the Select Board for action at Town Meeting. (§C6-4.E)

Charter Review Committee

Peter Wade, Chair

Adele Blong, Vice-Chair

Kara Risk/L. Michael Hager, Clerk

Aimee Eckman

Darin Krum

Elizabeth

Gawron

APPENDIX B

See Following Pages

**Eastham Home Rule Charter As Amended By Recommendations of the Charter Review
Committee
August 5, 2020**

Insertions or additions – single underline, for example, Responsibility for

Deletions – single strikethrough, for example, ~~The administration~~

Text moved from another location – double underline, for example, The warrant shall

Text moved to another location –double strikethrough, for example, ~~~~once every 10 years~~~~

Chapter C

Insertions or additions – single underline, for example, Responsibility for	1
Chapter C	1
Charter.....	1
Article I Incorporation and Powers	1
Article II Legislative Branch	2
Article III Select Board and Other Elected Officers	4
Article IV Town Manager.....	7
Article V Appointed Multimember Bodies	11
Article VI Financial Provisions and Procedures	15
Article VII Elections and Recall	17
Article VIII Definitions	18

Charter

Article I Incorporation and Powers

C1-1 Incorporation.

The inhabitants of the Town of Eastham, within the territorial limits established by law, shall continue to be a body corporate and politic under the name "Town of Eastham."

C1-2 Short title.

This instrument shall be known and may be cited as the Eastham Home Rule Charter.

C1-3 Division of powers.

The legislative powers of the Town shall be vested in a Town Meeting open to all voters. ~~The administration of~~ Responsibility for the fiscal, prudential, and municipal affairs of the Town shall be vested in ~~an~~ a nonpartisan executive branch headed by a ~~Board of Selectmen~~ Select Board.

C1-4 Powers of the Town: intent of the voters.

It is the intent of the voters of the Town of Eastham, through the adoption of the Charter, to secure for the Town of Eastham all of the powers possible under the Constitution and General Laws of the ~~commonwealth~~ Commonwealth, as fully and as completely as though each such power were specifically and individually enumerated herein.

C1-5 Interpretation of powers.

The powers of the Town under the Charter shall be construed liberally in favor of the Town and the specific mention of any particular power is not intended to limit the general powers of the Town as stated in C1-4.

C1-6 Intergovernmental regulations.

The Town may enter into agreements with any other agency of municipal government, agency of the ~~commonwealth~~ Commonwealth, other states, or the United States government to perform jointly, by contract or otherwise, any of its powers or functions and may participate in the financing thereof.

**Article II
Legislative Branch**

C2-1 Open Town Meeting.

The legislative powers of the Town shall be vested in a Town Meeting open to all voters. A quorum for conducting Town business shall be set by bylaw.

C2-2 Presiding officers.

A Moderator, elected as provided in Article III, shall preside and regulate the proceedings of each session of the Town Meeting.

C2-3 Annual Town Meeting.

The Annual Town Meeting shall be held on a date fixed by bylaw and at such time and place as the ~~Board of Selectmen~~ Select Board shall designate.

C2-4 Special Town Meetings.

Special Town Meetings may be held at the call of the ~~Board of Selectmen~~ Select Board at such times as it may deem appropriate and whenever a Special Town Meeting is requested by voters in accordance with procedures established by General Laws, Town bylaw or this Charter.

C2-5 Warrants.-

- A. Every Town Meeting shall be called by a warrant issued by the ~~Board of Selectmen~~ Select Board which shall state the time and place at which the Town Meeting is to convene, and by separate articles, the subjects which are to be acted upon. ~~The publication and distribution of the warrants for Town Meetings shall be in accordance with all bylaws of the Town governing such matters.~~
- B. The ~~Board of Selectmen~~ Select Board shall prepare the warrant for all Town Meetings and, by public notice published in a local newspaper, shall advertise the date of the opening and closing of the warrant for all Town Meetings.
- C. The warrant shall include rules and procedures as provided for in Section 2-8-~~2B~~.
- D. The opening of the warrant shall be no less than 90 days prior to the date of the Annual Town Meeting. The opening of the warrant for any Special Town meeting shall be no less than 20 days prior to the date of the Special Town Meeting.
- E. The warrant for the Annual Town Meeting shall remain open no less than 30 days.
- F. A notice of the availability of the warrant shall be published on the Town website and in a local newspaper at least 14 days prior to any such Town Meeting.
- G. All said warrants shall also be posted in every post office in the Town at least 14 days prior to any such Town Meeting, and shall remain so posted until the date of the meeting.
- A-H. The order of consideration of the articles as printed in the warrant may be changed only by a two-thirds vote of the Town Meeting.

C2-6 ~~Certain Articles~~ articles having fiscal implications.

- A. All proposed operating expenses shall be included in a single article in the Annual Town Meeting warrant. In addition, all ~~regular~~ proposed capital ~~improvements~~ acquisitions expenditures ~~also~~ shall ~~also~~ be included in another, single article in the Annual Town Meeting warrant.-
- B. The ~~Board of Selectmen~~ Select Board and the Finance Committee shall review and comment on all articles calling for the appropriation of funds that are to be considered at all Town Meetings.-

C2-7 Initiative.

- A. By written petition to the ~~Board of Selectmen~~ Select Board, 10 voters may secure the inclusion of an article in the warrant for the Annual Town Meeting, provided that such petition shall be submitted in accordance with bylaws governing Town Meeting warrants.
- B. By written petition to the ~~Board of Selectmen~~ Select Board, any 100 voters may secure the inclusion of an article for the warrant of any special Town Meeting, provided that such petition shall be submitted in accordance with bylaws governing Town Meeting warrants.

C2-8 Town Meeting.

- A. Town officers, members of boards and commissions, department heads, or their duly designated representatives, shall attend Town Meeting for the purpose of furnishing information when proposals affecting their particular office, board, or department are included in the warrant.
- B. The ~~Town Clerk~~ Moderator shall prepare, in consultation with the ~~Moderator~~ Town Clerk, rules of parliamentary procedure in simplified form, ~~which shall be available for distribution to all those requesting them and to those in attendance at Town Meeting.~~
- C. No person shall speak twice on the same question until all those wishing to speak thereon have done so, nor shall any person speak for more than five minutes at one time, except by permission of the Town Meeting; provided, however, that the restrictions shall apply neither to those persons required to be in attendance under provision of C2-8A, nor to those persons making the original motion under any article.
- D. The ~~Board of Selectmen~~ Select Board shall, by recorded vote in the warrant, indicate its recommendations on all articles.-
- E. No motion, the effect of which would be to dissolve the Town Meeting, shall be in order until every article in the warrant has been duly considered and acted upon. This requirement shall not preclude the postponement or consideration of any motion to adjourn the meeting to a stated time and place.-
- F. All special committees created by any Town Meeting shall make a report in accordance with the schedule set by the Town Meeting action which created the committee. Such report shall serve to discharge any such committee unless the Town Meeting shall vote to prolong its existence for a period not exceeding one year. Written copies of such reports shall be submitted to the Town Clerk, Town ~~Administrator~~ Manager and the ~~Board of Selectmen~~ Select Board and shall be published in full or in summary form in the next annual Town report.-

C2-9 Amending the Charter ~~C3-10 Charter review.~~

- A. At least once every 10 years, in every year ending in a zero, a special committee shall be appointed by the Town Moderator, with the approval of notification to the Select Board ~~Board of Selectmen~~, for the purpose of reviewing the provisions of the Charter and to make a report, with recommendations to the Town Meeting, concerning any proposed amendments or revision which said committee may deem to be necessary or desirable.
- B. This Charter may be revised, amended, or replaced in accordance with the procedures made available by Article Eighty-Nine and Article One Hundred Thirteen of the Amendments to the Constitution of the Commonwealth and any legislation enacted to implement said amendments.

- C. Any future amendments to this Charter shall minimize the use of pronouns by using the title of the office wherever possible and where not possible by using gender neutral pronouns such as they, them or their.

Article III

Board of Selectmen ~~Select Board~~ and Other Elected Officers

C3-1 Board of Selectmen ~~Select Board~~.

- A. A Board of five ~~Selectmen~~ members shall be elected at-large for three-year overlapping terms.-
- B. No ~~Selectman~~ Select Board member may hold any other elective Town office.
- C. ~~Vacancies in the office of Selectman shall be filled by special election in accordance with the provisions of General Law. Vacancies on the Select Board shall be filled by special election in accordance with the provisions of General Law if the vacancy occurs 8 months or more before the next scheduled regular election. If the vacancy occurs less than 8 months before the next scheduled regular election, the vacancy similarly may be filled by special election at the discretion of the Board~~
- D. The ~~Board of Selectmen~~ Select Board shall hold meetings no less than two times per month, in the evening or if on a Saturday, during the day.-
- E. Each M~~Members of the Board of Selectmen~~ members of the Board of Selectmen ~~Select Board; shall each receive annual compensation and shall receive reimbursement for actual and necessary expenses incurred in the performance of their duties of office as provided by General Laws and vote of the Town.~~

C3-2 Policy leadership.

The ~~Board of Selectmen~~ Select Board shall serve as the chief executive goal-setting and policy-making agency of the Town and as such shall not administer the day-to-day affairs of the Town.

C3-3 Executive powers.

- A. Except as otherwise provided by this Charter, all executive powers of the Town shall be vested in the ~~Board of Selectmen~~ Select Board, and it shall have all the powers and duties given to Boards of Selectmen under the Constitution and General Laws, and such additional powers and duties as may be authorized by this Charter, bylaw, or Town Meeting vote.-
- B. The ~~Board of Selectmen~~ Select Board ~~shall be the licensing board for the Town and~~ shall have the power to issue licenses as authorized by law, to make all necessary rules and regulations regarding the issuance of such licenses and to attach conditions and to impose restrictions on any such licenses as it deems to be in the public interest, and to enforce all laws, rules, regulations and restrictions relating to all such businesses for which it issues licenses.
- C. Members of the ~~Board of Selectmen~~ Select Board shall possess no individual authority unless such authority shall have previously been granted by vote of the ~~Board of Selectmen~~ Select Board.
- D. The ~~Board of Selectmen~~ Select Board shall cause the Charter, bylaws, ~~and~~ rules and regulations and policies for the government of the Town to be enforced and published and shall cause an up-to-date record of all its official acts to be kept.

C3-4 Appointment.

- A. The ~~Board of Selectmen~~ Select Board shall appoint a Town ~~Administrator~~ Manager. The appointment of the ~~Administrator~~ Manager shall be at the affirmative vote of at least four members of the ~~Board of Selectmen~~ Select Board.-
- B. The ~~Board of Selectmen~~ Select Board shall appoint a Town Counsel.-

- C. ~~The Board of Selectmen~~Select Board shall appoint the Board of Registrars of Voters and election officials.-
- ~~D. The Board of Selectmen shall appoint such other Town officers and members of multimember bodies, the primary responsibilities of which are policy making and not administrative, as may be provided by bylaw and for which no other provision is made in this Charter.-~~
- ~~E. Unless otherwise specified, appointed boards, committees and commissions shall be responsible to the Board of Selectmen through the Town Administrator and shall respond to all requests from the office of the Town Administrator.-~~

C3-5 Administration.

The responsibility for the administration of the Town's business shall be vested in the Town ~~Administrator~~Manager.

C3-6 Prohibitions.

No member of the ~~Board of Selectmen~~Select Board shall serve on any appointed Town Board established by this Charter or by bylaw, for which the ~~Board of Selectmen~~Select Board is the appointing authority, except when acting in an ex-officio capacity.

C3-7 Powers in intergovernmental relations.

Members of the ~~Board of Selectmen~~Select Board will represent the Town on regional and/or intermunicipal committees, or may designate a Town employee or other person to represent the Town.

C3-8 ~~Other~~ Elected officers and Town boards.

A. Town Moderator. There shall be a Town Moderator elected for a term of three years at an annual Town election.

~~(1)B. Duties.~~ The Town Moderator shall be the presiding officer of Town Meetings as provided in Article II of this Charter, shall regulate its proceedings and shall perform such other duties as may be provided by General Laws, this Charter, bylaws or vote of Town Meeting. ~~He/She~~The Moderator shall appoint two members to the Cape Cod Regional Vocational High School Committee, three members of the Finance Committee, two members of the Search Committee, all members of the Charter Review Committee, and such members to ~~standing~~permanent and temporary committees as the Town Meeting may vote.-

~~B. Town Clerk.~~ A Town Clerk shall be elected for a term of three years at an annual Town election.

~~D. (1) Duties.~~ The Town Clerk shall be the keeper of vital statistics for the Town, the custodian of the Town seal and all records of the Town, shall administer the oath of office to all Town officers, elected and appointed, shall make recommendations to the Select Board for the appointment of members of the Board of Registrars and other election officials, shall issue permits and licenses required by law, shall supervise and manage the conduct of elections, shall serve as clerk of Town Meeting, and shall have all other powers and duties which are given to Town Clerks by General Laws, this Charter, bylaw or Town Meeting vote, ~~consistent with the provisions of this Charter.~~

~~E.C. Eastham Elementary School Committee.~~ There shall be an Eastham Elementary School Committee consisting of five members elected for terms of three years each, so arranged that the terms of as nearly an equal number of members as is possible shall expire each year. The Eastham Elementary School Committee shall have all the powers and duties which are given to school committees by General Laws and it shall have such additional powers and duties as may be authorized by this Charter, by bylaw, or by Town Meeting vote. The powers of the Eastham Elementary School Committee shall include, but ~~are not intended to be~~ limited to the following:

- (a+) To make all reasonable rules and regulations consistent with law for the administration and

management of the public school system, and for the conduct of its business and affairs; and

(b2) To vote on matters associated with the appointment and removal of officers and employees of the school system, including fixing their compensation, defining their duties, making rules regarding their tenure in office, and discharging them as may be necessary; ~~and~~

(3) ~~To appoint one of its members annually to the Nauset Regional School Committee.~~

D ~~F.~~ ~~Nauset Regional School Committee.~~ At least one representative shall be elected to the Nauset Regional School Committee for a term of three years. Any terms shall be arranged so that they will expire in different years.

E ~~G.~~ ~~Board of Library Trustees.~~ There shall be a Board of Library Trustees of five members, elected for three-year overlapping terms at an annual election, ~~which board~~ ~~The Board of Library Trustees~~ shall be responsible for the administration and operation of the Public Library. ~~;~~

(1) ~~Library Director.~~ ~~The Board of Library Trustees shall be responsible for the administration and operation of the Public Library.~~ ~~The Town Manager shall appoint the Library Director upon the recommendation of the Board of Library Trustees.~~

F4. ~~Housing Authority.~~ There shall be a Housing Authority of five members, appointed and elected in accord with G.L. c.121B, §§5 and 5A, one of whom shall be appointed under the authority of the commonwealth and four of whom shall be elected. All members shall serve five-year overlapping terms. ~~;~~

C3-9 Vacancies in Certain Elected Offices

A. Elementary School Committee, Board of Library Trustees or Housing Authority (other than the position appointed by the state). ~~;~~ If a vacancy occurs in a position in one of these bodies, it shall be filled by the Select Board and the remaining members of the respective body, jointly, from amongst the registered voters of the Town, following the procedures set out in Section 11 of Chapter 41 of the General Laws. The person so appointed shall serve until the next regular election.

B. Representative to the Nauset Regional School Committee If a vacancy occurs, it shall be filled by the Select Board from amongst the registered voters of the Town. The person so appointed shall serve until the next regular election or sooner special election.

C. Town Moderator.

Temporary Absence. The Moderator may, in advance of a known temporary absence, appoint a person to serve as Acting Town Moderator for that Meeting and who shall have and exercise all the powers given to the Moderator for that meeting only.

Vacancy or Unanticipated Absence. If there is a vacancy in the office of Town Moderator, the vacancy shall be filled at the next regular scheduled election. If a Town Meeting will be held prior thereto, the Select Board and the Finance Committee acting jointly may appoint an Acting Town Moderator who shall exercise all the powers given to the Moderator for that meeting only.

~~C3-9 Codification of bylaws and regulations.~~

~~The Board of Selectmen shall cause a compilation of bylaws and regulations to be made within 12 months of the adoption of this Charter, and cause the compilation to be updated no less than every five years.~~

~~At least once every 10 years, in every year ending in a zero, a special committee shall be appointed by the Town Moderator, with the approval of the Board of Selectmen, for the purpose of reviewing the provisions of the Charter and to make a report, with recommendations to the Town Meeting, concerning~~

~~any proposed amendments or revision which said committee may deem to be necessary or desirable.~~

Article IV Town ~~Administrator~~Manager

C4-1 Appointment and term of office.

The ~~Board of Selectmen~~Select Board, by an affirmative vote of at least four members, shall appoint a Town ~~Administrator~~Manager to serve an indefinite term and shall fix the compensation for such person within the amount appropriated by the Town. The Town ~~Administrator~~Manager shall not have served in an elective office in the Town government for at least 12 months prior to the appointment.

C4-2 Qualifications.

The Town ~~Administrator~~Manager shall be appointed on the basis of education, and executive and administrative qualifications. ~~The professional qualifications shall be established by bylaw and may be revised as deemed necessary. The educational qualifications shall consist of at least a bachelor's degree, granted by an accredited degree-granting college or university. Professional experience shall include at least five years of prior full-time compensated executive or administrative service in public or private business administration. Alternatively, at least two years of prior full-time compensated executive service in public or business administration and a master's degree in an appropriate discipline shall qualify an applicant.~~

C4-3 Powers and duties.

- A. The Town ~~Administrator~~Manager shall be the chief administrative officer of the Town and shall be responsible for administering and coordinating all employees, activities, and departments placed by General Laws, this Charter or bylaw under the control of the ~~Board of Selectmen~~Select Board and the Town ~~Administrator~~Manager. The ~~Administrator~~Manager shall implement the goals and carry out the policies of the ~~Board of Selectmen~~Select Board.
- B. The ~~Administrator~~Town Manager shall devote full time to the duties of the office and shall not hold any other public office, elective or appointive, nor be engaged in any other business, occupation or profession while serving in such office unless such action is approved, in advance and in writing, by the ~~Board of Selectmen~~Select Board.
- C. The powers and duties of the Town ~~Administrator~~Manager shall include but are not limited to the following:-
- (1) ~~Attendance at~~To attend all meetings of the ~~Board of Selectmen~~Select Board, unless excused at the Town ~~Administrator~~Manager's request, and ~~the right to speak but not to vote at all such meetings;~~
 - (2) ~~To keep the~~To keep the ~~Board of Selectmen~~Select Board fully informed as to the needs of the Town, and to recommend to the ~~Board of Selectmen~~Select Board for adoption by it such measures requiring action by it or by the Town as the Town ~~Administrator~~Manager deems necessary or expedient;
 - (3) ~~To inform the~~To inform the ~~Board of Selectmen~~Select Board ~~on all of~~ departmental operations, fiscal affairs, general problems, and administrative actions, and to this end submit periodic reports;-
 - (4) ~~To keep the~~To keep the ~~Select Board of Selectmen~~Select Board fully informed of the availability of all sources of outside funding, both public and private, including intergovernmental grants, so-called "in-lieu-of" payments, gifts, grants, contributions and otherwise, giving special consideration as to how any such funding source might relate to the short- and long-range needs and goals of the Town;-
 - (5) ~~Prepare and present simultaneously to the Board of Selectmen and the Finance Committee, in the manner provided in Article VI of this Charter, a draft annual operating budget for the Town and a proposed capital outlay program;~~To fulfill all responsibilities and duties assigned to the Town Manager under Article VI of this Charter;

- (6) ~~Administer~~ To manage during the fiscal year the annual operating budget and ~~capital outlay appropriations~~ the capital acquisitions budget as voted by the Town, so as to assure all such funds are expended or committed in accordance with General Laws, Charter, bylaws and the Town Meeting votes relating thereto:-
- (7) ~~A~~ To act as the Chief Procurement Officer for the Town:-
- (8) ~~D~~ To develop, keep and update annually a full and complete inventory of all real and personal property of the Town:-
- (9) ~~Possess the right to~~ To attend and speak at any regular meeting of any Town multimember body as the Town Manager chooses:-
- (10) ~~To N~~ egotiate collective bargaining contracts on behalf of the ~~Board of Selectmen~~ Select Board, unless the Town ~~Administrator~~ Manager, with the approval of the ~~Board of Selectmen~~ Select Board, shall have designated another negotiator or negotiating team-; ~~All~~ all such contracts shall be subject to the approval of the ~~Board of Selectmen~~ Select Board:-
- (11) To authorize the Assistant Town Manager, if any, to exercise the powers or perform the functions or duties assigned to the office of Town Manager in that Manager's absence for a period of no more than two weeks, provided, however, that all acts performed by the Assistant Town Manager in such circumstance shall be deemed to be the acts of the Town Manager.
- (12) ~~(11)~~ C To coordinate the activities of all Town agencies serving under the office of Town ~~Administrator~~ Manager and the office of the ~~Board of Selectmen~~ Select Board with those under the control of other officers and multimember bodies elected directly by the voters. For this purpose, the Town ~~Administrator~~ Manager shall have authority to require the persons so elected, or their representatives, to meet with the Town ~~Administrator~~ Manager, at reasonable times, for the purpose of effecting coordination and cooperation among all agencies of the Town:-
- (13) ~~(12)~~ A To attend all sessions of all Town Meetings and answer all questions directed to the Town ~~Administrator~~ Manager which relate to the office; and
- (14) ~~(13)~~ P To perform such other duties as assigned by Charter, bylaw, vote of the Town Meeting or vote of the ~~Board of Selectmen~~ Select Board:-

C4-4 Powers of appointment.

The Town ~~Administrator~~ Manager shall appoint, on the basis of merit and fitness alone, and may remove, except as otherwise provided by General Laws, this Charter, personnel bylaws, or collective bargaining agreements that may be applicable, a Town Treasurer/Collector, a Police Chief, a Fire Chief, a Town Accountant, and all other department heads, officers, subordinates and employees, full- and part-time, excepting that:

- A. Employees of the School Department and the Library shall be appointed by their respective department heads;
- B. The Police Chief and Fire Chief shall appoint employees of their respective departments subject to the approval of the Town ~~Administrator~~ Manager;
- C. The Town ~~Administrator~~ Manager shall appoint personnel in all other departments after consultation with supervisors and department heads to whom such personnel report or are assigned; and
- D. ~~With the exception of the appointment of the Town Treasurer/Collector, all~~ All appointments made or approved by the Town ~~Administrator~~ Manager shall become effective no later than the 15th day following the day on which notice of the proposed appointment is filed with the ~~Board of Selectmen~~ Select Board, unless three members of the ~~Board of Selectmen~~ Select Board shall vote to

reject such an appointment within such period or shall sooner approve it.

~~E. Appointment of the Town Treasurer/Collector shall become effective no later than the 15th day following the day on which notice of the proposed appointment is filed with the Finance Committee and the Board of Selectmen, unless five members of the Finance Committee and three members of the Board of Selectmen shall vote to reject such an appointment within such period-~~

C4-5 Personnel administration.

- A. The Town ~~Administrator~~Manager shall administer and enforce collective bargaining agreements, personnel policies and practices, rules and regulations, and personnel bylaws adopted by the Town.
- B. The Town ~~Administrator~~Manager shall, ~~in conjunction with the Personnel~~consultation with the ~~Select Board,~~ prepare, maintain, and keep current a plan establishing the personnel staffing requirements for each Town agency, except those under the jurisdiction of the School Committee.
- C. The creation of any new full-time compensated position shall require approval by the ~~Board of Selectmen~~Select Board, and such action shall not be effective until the position has been funded by Town Meeting vote.

C4-6 Administrative reorganization.-

The Town ~~Administrator~~Manager may recommend to the ~~Board of Selectmen~~Select Board and implement, with the Board's approval, reorganization of any department or position placed by this Charter under the Town ~~Administrator~~Manager's direction or supervision, except as otherwise provided by General Laws or this Charter.

C4-7 Disbursements.-

Warrants or vouchers for payment of Town funds prepared and signed by the Town Accountant in accordance with General Laws shall be submitted to the Town ~~Administrator~~Manager after review and approval by the Director of Municipal Finance, if any, and approval of the Town Manager whose ~~approval~~ shall be sufficient authorization for payment by the Town Treasurer/Collector. At least three ~~members of the Select Board~~ men shall approve all warrants or vouchers in the Town ~~Administrator~~Manager's absence or in the event that office is vacant.

C4-8 Evaluation.-

- A. The ~~Board of Selectmen~~Select Board shall annually evaluate the performance of the Town ~~Administrator~~Manager. The ~~Board of Selectmen~~Select Board shall adopt a written set of procedures and criteria which shall form the basis for the evaluation.-
- B. The ~~Board of Selectmen~~Select Board shall provide a copy of the evaluation to the Town ~~Administrator~~Manager and a copy shall be kept on file in the office of the ~~Board of Selectmen~~Select Board for examination by the public.-

C4-9 Removal.-

- A. The ~~Board of Selectmen~~Select Board, by the affirmative vote of at least ~~three-four~~ members, may initiate the removal of the Town ~~Administrator~~Manager by adopting a resolution to that effect. Said resolution shall state the reason therefor, provided that no such resolution shall be adopted within 60 days following any Town election. Any such resolution shall be adopted only at a regularly scheduled public meeting and in open session.-
- B. The adoption of said resolution shall serve to suspend the Town ~~Administrator~~Manager for not more than 45 days, during which the salary shall continue to be paid. A copy of such resolution shall be delivered in hand forthwith to the Town ~~Administrator~~Manager or sent by registered mail, return receipt requested, to the ~~Administrator~~Manager's last known address.-
- C. Within five days following receipt of such resolution, the Town ~~Administrator~~Manager may file a written request for a public hearing with the ~~Board of Selectmen~~Select Board. Upon receipt of such

request, the ~~Board of Selectmen~~ Select Board shall schedule a public hearing within two weeks. At least seven days prior to the public hearing, the Board shall advertise the hearing in a local newspaper and shall cause identical notices stating the purpose, location, time, and date to be posted in the Town Hall and in every post office in Town.-

- D. The Town Moderator shall preside at any such hearing.-
- E. At any such hearing, the reasons for the removal shall first be read aloud. The Town ~~Administrator/Manager~~ shall then have the right to respond, personally, or through counsel. The ~~Board of Selectmen~~ Select Board and the Town ~~Administrator/Manager~~ shall have the power to compel testimony and to subpoena any Town records.-
- F. Final removal of any Town ~~Administrator/Manager~~ shall be effected by the affirmative vote of at least ~~three-four~~ members of the ~~Board of Selectmen~~ Select Board at a public meeting, the time and place of which are announced, held within seven days of such hearing, if any. If no hearing has been requested, final removal may be effected by an affirmative vote of at least ~~three-four~~ members, at a meeting of the ~~Board of Selectmen~~ Select Board held not earlier than 14 days after the resolution initiating removal is adopted. The salary of the Town ~~Administrator/Manager~~ shall be paid for a period of 60 days after the vote effecting removal from office or otherwise in accordance with the termination clause in the Town ~~Administrator/Manager's~~ contract.-
- G. The Town ~~Administrator/Manager~~ shall provide the ~~Board of Selectmen~~ Select Board with at least 90 days' notice of the Town ~~Administrator/Manager's~~ intent to resign. The ~~Board of Selectmen~~ Select Board may shorten or waive this requirement.-

C4-10 Filling vacancy.-

When a vacancy arises in the office of the Town ~~Administrator/Manager~~, the ~~Board of Selectmen~~ Select Board shall advertise the vacancy at once. The Board shall fill the vacancy as quickly as possible, but in any case, within six months. The Board of Selectmen Select Board in its search for a Town Administrator/Manager shall advertise in the International City Management Association (ICMA) Newsletter or similar professional publication and in at least two newspapers having state-wide or multistate regional circulation.

C4-11 Acting Town Administrator/Manager.-

A. Temporary Absence or Disability of Town Manager. In the event of the temporary absence or disability of the Town Manager that is expected to last longer than 2 weeks, the Town Manager may appoint, subject to the approval of the Select Board, a suitable person to serve as Acting Town Manager and perform the duties of the Town Manager during such absence or disability. If the Town Manager fails to make such appointment or the person so appointed fails to serve, the Select Board may appoint a suitable person; to perform such duties.

B. Powers of Acting Town Manager. An Acting Town Manager serving because of the temporary absence or disability of the Town Manager under paragraph 4-11-A shall:

(1) Exercise only those powers of the Town Manager as are essential to conduct the business of the Town in an orderly and efficient manner and to take action on matters that cannot be delayed until the expected date of return of the Town Manager; and

(2) Have no authority to make any permanent appointment to or removal from Town service unless the absence or disability of the Town Manager has extended beyond sixty (60) days.

C4-12 Temporary Town Manager.

During a vacancy caused by suspension, removal, resignation or death of the Town ~~Administrator/Manager~~, the ~~Board of Selectmen~~ Select Board shall designate, within 10 days of the vacancy, a Town employee or other person to exercise the powers and perform the duties of the Town ~~Administrator/Manager~~. This designation shall be for a period not to exceed 90 days, and it may be

renewed, ~~in the case of suspension, removal, resignation, or death,~~ as necessary, no more than twice for additional periods not to exceed 90 days each.

~~B. The Town Administrator shall, subject to the approval of the Board of Selectmen, and by letter filed with the Board of Selectmen and the Town Clerk, designate a qualified Town officer or employee to exercise the powers and perform the duties of the Town Administrator during a temporary absence.~~

C4-13 Department of Municipal Finance.

A. There shall be a Department of Municipal Finance under the direct control and supervision of a Director of Municipal Finance who shall be appointed by and responsible to the Town Manager. The Director of Municipal Finance shall be a person especially suited by education, training, and previous experience to perform the duties of the office. The Director of Municipal Finance shall be required to be a Certified Public Accountant (CPA) or hold a degree in Public Finance or a related field. The Director shall be responsible for the supervision and coordination of all municipal finance operations of the Town that are placed within the Department of Municipal Finance by this Charter.

B. The Department of Municipal Finance shall include accounting, treasury/collection and property assessing. The responsibilities of the Director of Municipal Finance shall include, but not be limited to:

(1) Preparation of rules, regulations and instructions relating to financial activities that, when approved by the Town Manager and the Select Board, shall be binding upon all town agencies and employees;

(2) Examination and approval of all warrants for payment as not being fraudulent, unlawful or excessive prior to submission to the Town Manager, or in the event of a vacancy in that office, or the absence or disability of the Town Manager to act, to the Select Board;

(3) Carrying out a continuous audit to assure that the Town Accountant, Town Treasurer and Assessor are following Town financial policies, State law and best practices and that their records match; and

(4) Making an annual report, to be included in the Town's Annual Report, giving a statement of all receipts and expenditures of the Town for the past fiscal year.

Article V

Town Boards, Committees and Commissions Appointed Multimember Bodies

C5-1 Powers and duties.-

Multimember bodies shall possess and exercise all powers given to them under the Constitution and General Laws of the Commonwealth, and shall have and exercise such additional powers and duties as may be granted and delegated by this Charter, bylaw, ~~or~~ vote of the Town Meeting, or the charge adopted for the body by the Select Board consistent therewith.

C5-2 Organizations and procedures.

A. ~~Each multimember body shall act in accord with the particular charge adopted for it by the Board of Selectmen, subject to any state law requirements.~~

A. ~~B. In addition all~~ All multi-member multimember bodies shall:

(1) Organize annually at the first meeting of the fiscal year;

(2) Elect a chairperson, clerk and any other necessary officers;

(3) Adopt rules of procedure and voting;

(4) Establish that a quorum, ~~which is by statute a simple majority of the committee membership of a~~ multimember body as constituted, unless otherwise provided in a general or special law or applicable

state regulation, must be present at all meetings;

(5) ~~Maintain minutes and all other records of proceedings, copies of which shall be a public record. Create accurate minutes that fulfill all the requirements set out in the State Attorney General's Guide to the Open Meeting Law which shall be subject to mandatory disclosure as provided by the Public Records Law, as it may be amended from time to time. Approved minutes of open session meetings, and of executive session meetings where the multimember body has voted to release the same, and shall be filed with the Town Clerk within five days of such action;~~

(6) ~~Report to the Board of Selectmen annually.~~

(6) (7) ~~—~~ Submit a report for inclusion in the Annual Report; and

(7) (8) ~~—~~ Conduct all meetings in accordance with the open meeting provision of the General Laws;

B. ~~C-Number of Members.~~ Each appointed body shall consist of an odd number of members, who shall be appointed for three-year overlapping terms unless otherwise specified in the charge to that body;

C. ~~D-Limitation on Length of Service. —~~

(1) Term Limit. No member shall be appointed to the same multimember body for more than three consecutive full terms, except as provided below. After reaching the maximum term of service, an individual may be reappointed after one year elapses.-

(2) ~~(4)-Exception.~~ Notwithstanding any other provision of this section, however, the appointing authority may reappoint an individual for more than three consecutive terms when no other individual is available ~~and or~~ when membership on an appointed committee, board or commission requires, by statute, special training, certification, or technical skills. An individual shall be considered available for purposes of this section when they have applied for membership on the committee, and, after being interviewed, are considered to be qualified.

(2) ~~This act shall take effect upon passage.~~

~~C-D.~~ Limitation of Service on Multiple Permanent Multimember Bodies. No member-person may be appointed to more than three permanent committees or multimember bodies, provided, however, that this section shall not prohibit the appointment of a person to any number of ad-hoc or otherwise temporary committees multimember bodies.

~~D-E.~~ F- Any person duly appointed or elected to any office or multimember body shall take up the duties ~~of the office or body thereof~~ immediately upon the date specified by statute ~~or and~~ as soon as such person shall have been sworn to the faithful performance of those duties by the Town Clerk.-

~~E-F.~~ G-Multiple Absences. ~~—~~The absence ~~without appropriate explanation~~ of any member of an appointed multimember body from three consecutive meetings without advance notice to the chair with an appropriate explanation may serve as cause to deem that the office has been vacated by such person the office. The decision to recommend that the office be deemed to have been vacated shall be made by majority vote of the multimember body. After such a majority vote, the Chairperson of the body shall advise the appointing authority forthwith. Upon receipt of such a recommendation, the appointing authority shall vote on whether to declare a vacancy. For any vacancy created in this manner, the appointing authority shall fill the vacancy in accordance with the General Laws and this Charter.-

G. H-Limitations on Appointments. While ~~a~~ compensated Town employee may be appointed to serve on a multimember body, with the exception of other than the Finance Committee, no compensated Town employee may be appointed to a provided such multimember body shall have no with administrative responsibility authority over any such employee.-

~~F.H. New Multimember Bodies. When any new multimember body is established by Town Meeting, bylaw, vote of the Select Board or a Town Officer, notice thereof and of the opportunity for interested persons to apply to become members of such body, shall be posted on the Town website and in a local newspaper for no less than fourteen days prior to appointments being made.~~

C5-3 Compensation.

Members of appointed multimember Boards may receive such compensation as may be authorized by the Town Meeting. During the term for which a member is appointed and for one year following expiration of such term, no member of any appointed Board ~~under this Charter~~ shall be eligible to accept any additional paid position under any ~~such other~~ multimember Board.

~~C5-4 Change in composition of appointed multimember bodies.~~

~~The Town Meeting may, by bylaw, enlarge or decrease the number of persons to serve as members of multimember Boards established under this chapter, provided, however, that all such Boards shall always consist of an uneven number of members and no fewer than three~~

C5-4 Certain appointed multimember bodies.

- ~~A. Search Committee. A Search Committee consisting of seven members shall be appointed for three-year overlapping terms. Three members shall be appointed by the Board of SelectmenSelect Board; two members shall be appointed by the Moderator; and two members shall be appointed by the Finance Committee. The committee shall advise the Board of SelectmenSelect Board and the Moderator concerning the names and qualifications of residents of the Town available to serve on multimember bodies. The Search Committee may establish procedures for soliciting candidates for consideration and may consult with Town committee members or chairs to assist in determining preferred skills for the individuals to be considered. The Search Committee shall periodically review all Town committee charges. If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement. Upon the appointment and qualification of the Search Committee, the office of Search Coordinator shall be abolished.~~
- ~~B. Board of Assessors. A Board of Assessors of three members shall be appointed by the Board of SelectmenSelect Board for three-year overlapping terms. The Board of SelectmenSelect Board may also appoint one alternate member for a three-year term. The role of this alternate will be to exercise the duties and responsibilities of a regular Board of Assessors member, in the absence of one or more regular members or in the event of a conflict of interest of one or more members such that a quorum is not present. The alternate and regular members shall possess appropriate qualifications or obtain the necessary training, at Town expense, after appointment. If any appointed member resigns or otherwise is no longer able to serve, the Select Board shall appoint a replacement.~~
- ~~C. Finance Committee. A nine-member Finance Committee shall be appointed consisting of three members appointed by the Board of SelectmenSelect Board, three members appointed by the Moderator and three members appointed by the Finance Committee. The appointments shall be for three-year overlapping terms. No compensated Town employee may be a member of the Finance Committee. If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement.~~
- ~~D. Board of Health. A Board of Health of five members shall be appointed by the Board of SelectmenSelect Board to three-year overlapping terms. The Board of Health shall cooperate with the Conservation Commission and the Planning Board and shall participate in joint meetings with them at least once annually. If any appointed member resigns or otherwise is no longer able to serve, the Select Board shall appoint a replacement.~~
- ~~E. Board of Highway Surveyors and Public Works. A Board of Highway Surveyors and Public Works consisting of three members shall be appointed by the Board of SelectmenSelect Board to three-year overlapping terms. If any appointed member resigns or otherwise is no longer able to serve, the Select Board shall appoint a replacement.~~

F. Capital Projects Committee. The Capital Projects Committee shall oversee the management of any municipal project of \$1,000,000 or more financed through the issuance of bonds, including the expenditure of funds. The Capital Projects Committee shall consist of five voting members, who shall be permanent committee members, and the committee ~~and~~ may be supplemented as described below for specific projects.

(1) The five permanent committee members shall be:

- a. The Town Manager or, at the Town Manager's discretion, the Director of Municipal Finance, serving ex officio;
- b. Two members appointed by the Select Board for three-year overlapping terms; and
- c. Two members appointed by the Finance Committee for three-year overlapping terms.

(2) Up to two additional voting members may be appointed for each specific project by the committee to serve for as long as the committee is overseeing that project and who may only participate as committee members with regard to the project for which they are appointed; provided, however, that where the project was sponsored or requested by a multimember body or the project would impact on the facility of a multimember body, there must be at least one appointee who is a member of the multimember body.

(3) In addition, in its consideration of a specific project, the committee shall rely on such other resources as may be desirable or include such other nonvoting members as may be required for that project by statute or Town Meeting vote.

(4) If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement.

(2) ~~Capital Projects Committee. Upon any successful votes at Town Meeting and Town election which bonds a municipal project of \$500,000 or more, there shall be activated a Capital Projects Committee to oversee the management of the project, including the expenditure of funds. The Capital Projects Committee shall consist of three voting members and other nonvoting members, as follows: (1) — A Selectman, to be appointed by the Board of Selectmen (voting member);~~

(2) ~~— A member of the Finance Committee, to be appointed by the Finance Committee (voting member);~~

(3) ~~— The Town Administrator (voting member);~~

(3) ~~(4) — And other nonvoting members as may be required by statute or specified by Town Meeting vote. Should the project not be completed when either the Selectman or the member of the Finance Committee have completed their tenure on those bodies, then the respective body shall appoint a replacement.~~

C5-5 Powers of the Select Board

The Select Board shall have the power:

A. To enlarge or decrease the number of members of any multimember bodies not established under this Charter or by bylaw, subject to any state law requirements, and provided further that all such bodies shall always consist of an uneven number of members and no fewer than three;

B. To dissolve any appointed boards, committees or commissions not established under this Charter or by bylaw, subject to any state law requirements; and

A.C. ~~The Board of Selectmen shall also To appoint the members of such other boards, committees, or commissions multimember bodies as may be hereafter established by General Laws, Charter, Bylaw, Town Meeting vote, or vote of the Board of Selectmen Select Board, and for which no other method of appointment is provided in this Charter, subject to the requirements of the authorizing provisions.~~

C5-6 List of all multimember bodies

The Town Clerk shall maintain a list of all existing multimember bodies that includes their composition and appointing authorities.

Article VI
Financial Provisions and Procedures

C6-1 Submission of budget and budget message.

- A. Annually, prior to the first day of October, the Town ~~Administrator~~Manager shall establish and issue a budget schedule which shall set forth the calendar dates relating to the development of the annual operating budget for the ensuing fiscal year.-
- B. The schedule shall be in accordance with this Charter unless deviation therefrom is recommended by the Town ~~Administrator~~Manager and approved by the ~~Board of Selectmen~~Select Board and the Finance Committee.-
- C. Annually, prior to the first day of October, the Town ~~Administrator~~Manager shall request and receive from the ~~Town Treasurer/Collector, the Town Accountant, the Board of Selectmen, and the Board of Assessors~~Director of Municipal Finance the estimated revenues for the ensuing fiscal year. Upon receipt of any additional specific fiscal data provided by the Commonwealth or any other source, the ~~above officials~~Director of Municipal Finance shall revise, update, and submit the data forthwith to the Town ~~Administrator~~Manager.-
- D. Annually, prior to the first day of November, the ~~Board of Selectmen~~Select Board, after consulting with the Town ~~Administrator~~Manager, shall issue a policy statement that shall establish the general guidelines for the next Town budget.-
- E. All department heads and all multimember bodies shall submit their budget requests to the Town ~~Administrator~~Manager at least 150 days before the date of the Annual Town Meeting.-
- F. At least 120 days prior to the scheduled date of the Annual Town Meeting, the Town ~~Administrator~~Manager shall submit to the ~~Board of Selectmen~~Select Board and Finance Committee, simultaneously, a comprehensive draft budget for all Town functions for the ensuing fiscal year and an accompanying draft budget message.
- G. The draft budget message shall explain the draft budget both in fiscal terms and in terms of what specific projects are contemplated in the year ahead. It shall:
- (1) Outline the proposed financial policies of the Town for the ensuing fiscal year;-
 - (2) Describe the important features of the budget;-
 - (3) Indicate any major changes from the current fiscal year in financial policies, expenditures, and revenues, together with the reasons for such changes;-
 - (4) Summarize the Town's debt position; and-
 - (5) Include such other material as the Town ~~Administrator~~Manager may deem appropriate.-
- H. The draft budget shall provide a complete financial plan for all Town funds and activities and shall be in such form as the Town ~~Administrator~~Manager, in consultation with the Finance Committee, may establish. The draft budget shall ~~indicate state the~~ proposed expenditures for ~~current operations operating expenses~~ and for ~~capital projects~~capital acquisitions during the ensuing fiscal year, detailed by each Town agency and by specific purposes and projects.

C6-2 Action on proposed budget.

- A. Within 30 days following the submission of the draft budget to the ~~Board of Selectmen~~Select Board and the Finance Committee by the Town ~~Administrator~~Manager, the ~~Board of Selectmen~~Select Board shall adopt its proposed budget, with or without amendments, and submit same with its recommendations to the Finance Committee.-
- B. On receipt of the budgets for the Eastham Elementary School Committee, Nauset Regional School Committee, and Vocational School Committee, each budget shall be submitted simultaneously to the ~~Board of Selectmen~~Select Board and the Finance Committee. The ~~Board of Selectmen~~Select Board shall, within 30 days of each submission, submit its recommendations of the school committee budgets to the Finance Committee.-
- C. Meeting jointly, the ~~Board of Selectmen~~Select Board and the Finance Committee shall conduct at least one public hearing on the proposed Town budget and the school budgets. The ~~Board of Selectmen~~Select Board and/or the Finance Committee may hold additional nonjoint public hearings on the budgets, if deemed necessary. The ~~Board of Selectmen~~Select Board and the Finance Committee may jointly and/or separately require the Town ~~Administrator~~Manager, any Town department, office, board, commission and/or committee to appear or furnish appropriate financial reports and budgetary information.-
- D. The Finance Committee shall vote on all articles and issue its recommendations shall be printed in the warrant as well as its Finance Committee Report and detailed explanations of all financial articles in an Annual Finance Committee Report, which shall be made available at least 14 days prior to the scheduled date of the Annual Town Meeting. ~~on all articles and issue its recommendations shall be printed in the warrant as well as its Finance Committee Report and detailed explanations of all financial articles in an Annual Finance Committee Report, which shall be made available at least 14 days prior to the scheduled date of the Annual Town Meeting.-~~
- E. The ~~Board of Selectmen~~Select Board shall present the proposed budget to the Annual Town Meeting.-

C6-3 Budget adoption.

The Town Meeting shall adopt the annual operating budget with or without amendments prior to the beginning of the fiscal year.

C6-4 Capital improvements plan.

- A. The Town ~~Administrator~~Manager shall prepare a five-year capital improvements plan which shall be designed to deal with unmet long-range needs, and to implement the goals and objectives of the ~~official Town plan~~local Comprehensive Plan and the Strategic Plan.
- B. The capital improvements plan shall include all Town activities and departments. Proposed capital expenditures for the regional school and other regional entities shall be included in the plan, provided that such inclusion shall be consistent with regional or intermunicipal agreements establishing such entities.-
- C. The capital improvements plan shall include:
 - (1) ~~A~~A clear summary of its contents;-
 - (2) ~~A~~A list of all capital improvements proposed to be undertaken during the next five years, together with supporting data;-
 - (3) ~~e~~e Cost estimates, methods of financing, and recommended time schedules; and-
 - (4) ~~T~~The estimated annual cost of operating and maintaining the facilities or equipment to be constructed or acquired.
- D. ~~The above~~ information required by §6-4.C may be revised and shall be extended each year with regard to capital improvements pending or in the process of construction or acquisition.

- E. ~~D-After consultation with the Finance committee. The the Town Administrator/Manager shall submit the five-year capital improvements plan to the Board of Selectmen/Select Board at least 150-120 days prior to the date of the Annual Town Meeting. The Board of Selectmen/Select Board shall act thereon within 30 days and shall then submit it to the Finance Committee, which shall issue its recommendations as part of the annual Finance Committee report.~~

C6-5 Notice of public hearing on the five-year capital improvements plan.

The ~~Board of Selectmen/~~Select Board shall publish, in one or more local newspapers, the general summary of the five-year capital improvements plan and a notice stating: (1) the times and places where copies of the capital improvements plan are available for inspection; and (2) the date, time, and place when the ~~Board of Selectmen/~~Select Board and the Finance Committee shall conduct a joint public hearing on said plan.

C6-6 Action of Town meeting.

- A. The Town Meeting shall act on the five-year capital improvements plan, and budget, provided that ~~no article for capital improvements shall be inserted in the warrant for any Town Meeting unless it is in compliance with the clauses in C6-4.~~

- B. No article for capital acquisition for the next fiscal year shall be inserted in the warrant for any Town Meeting unless it is in compliance with the clauses in C6-4 and the capital acquisitions in said article were included in the last five-year plan covering that fiscal year.

- ~~BC.~~ The requirements of ~~C6-6A-6.6.B~~ may be waived by a four-fifths vote of the Town Meeting.

C6-7 Annual audit.

Prior to the end of each fiscal year, the ~~Board of Selectmen/~~Select Board shall retain a certified public accountant or accounting firm to conduct an audit of all accounts, books, records, and financial transactions of every department, office, board, commission, and committee of the Town government, including the School Department.

Article VII Elections and Recall

C7-1 Town elections.-

The regular election for all Town offices shall be by official ballot held on ~~the~~ a date established by bylaw.

C7-2 Town elections to be nonpartisan.

All Town elections shall be nonpartisan and election ballots shall be printed without any party mark or designation.

C7-3 Eligibility of Town voters.

Any voter shall be eligible for election to any elective office or multimember body of the Town. However, no person shall hold, concurrently, more than one paid elective office of the Town.

C7-4 Time of taking office.-

Any person duly elected to any office or multimember body shall forthwith be sworn and assume the duties of the office.

C7-5. Recall of elective officers.

- A. One hundred voters may file with the Town Clerk an affidavit containing the name of the officer sought to be recalled and a statement of the grounds for recall, ~~which shall include but not be limited to neglect of duties, corruption or malfeasance.~~ The Town Clerk shall thereupon ~~deliver~~ make available to the voter first named on such affidavit a sufficient number of copies of petition forms demanding such recall. Blank forms shall be kept available. The Town Clerk shall issue the blanks with the Town Clerk's signature and official Seal attached thereto. They shall be dated and addressed

to the ~~Board of Selectmen~~ Select Board, and shall contain the name of the person to whom they are issued, the number of petition forms issued, the name of the person whose recall is sought, the grounds for recall as stated in the affidavit, and shall demand the election of a successor to the office held by the officer whose recall is requested.

- B. A copy of the petition shall be entered in the Town records. The recall petition shall bear the signatures and residential addresses of voters sufficient to equal at time of filing at least 15% of the registered voters of the town as of the date of the last election. The recall petition shall be returned to the Town Clerk within 20 working days after notice of the availability of the petitions, the filing of the affidavit. The petitions containing the signatures requesting a recall election need not all be submitted at the same time.
- C. The Town Clerk shall within one working day of receipt submit the petition to the Registrar of Voters who shall within seven working days certify thereon the number of signatures that are those of voters.
- D. If the petition shall be found and certified by the Registrar of Voters to be sufficient, the same shall be submitted with the Town Clerk's certificate to the ~~Board of Selectmen~~ Select Board. The ~~Board of Selectmen~~ Select Board shall, within three working days, give written notice of the receipt of the certificate by registered mail to the officer sought to be recalled. If the officer does not resign within five days thereafter, the ~~Board of Selectmen~~ Select Board shall order a recall election to be held on a date fixed by them. The date of the election shall be not less than 45 nor more than 60 ~~45 nor more than 60~~ days nor more than 90 days from the date the Board orders the recall election after the date of the Town Clerk's certificate that a sufficient petition has been filed. However, if any other Town election is to occur within 90 days after the date of the certificate, the ~~Board of Selectmen~~ Select Board shall postpone the holding of the recall election to the date of such other election.
- E. Any officer sought to be removed may not be a candidate to succeed to the office in the recall election. The nomination of candidates, the publication of the warrant for the recall election, and the conduct of the same, shall all be in accordance with the provisions of General Laws relating to elections. The election to replace the officer sought to be removed shall be held on the same day as the recall election.
- F. The incumbent shall continue to perform the duties of office until the recall election. If not recalled, the incumbent shall continue in office for the remainder of the unexpired term. An incumbent having successfully survived a recall election shall not again be subject to recall during the same term of office. If recalled, the incumbent shall be deemed removed upon the ~~certification~~ qualification of the successor who shall hold office during the unexpired term. If the successor fails to be ~~certified~~ qualified within ~~five~~ 10 days after receiving notification of election, the incumbent shall thereupon be deemed removed and the office vacant.
- G. The form of the question to be voted upon shall be substantially as follows: "Shall {here insert the name and title of the elective officer whose recall is sought} be recalled?" The action of the voters to recall shall require a plurality, but shall not be effective unless the total of those voting for and against recall shall exceed 30% of the voters.
- H. No person, having been removed from office by recall or having resigned from office while proceedings were pending, shall be appointed to any Town office within two years following said removal or resignation.

Article VIII Provisions Definitions

~~C8-1 Effective date-~~

~~This Charter shall become fully effective the first day of January in the year following the year of its approval by a majority of the voters voting thereon.~~

~~C8-2 Enlarged board of selectmen.
[Repealed 5-1-2000 ATM by Art. 20]~~

~~C8-3 Continuation of existing laws.~~

~~Except as specifically provided in this Charter, all General Laws, Special Laws, bylaws, votes, rules and regulations of or pertaining to the Town of Eastham which are in force when this Charter takes effect and which are not inconsistent with the provisions of this Charter shall continue in full force and effect until amended or rescinded by due course of law or expire by their own limitation.~~

~~C8-4 Continuation of government.~~

~~Except as specifically provided in the Charter, all committees, boards, commissions, councils, departments, offices and other agencies of the Town shall continue in existence and their incumbents shall continue to perform their duties until not reappointed, reelected or until successors to their respective positions are duly appointed or elected or their duties have been transferred.~~

~~C8-5 Continuation of personnel.~~

~~Any person serving in the employment of the Town shall remain in such position and shall continue to perform the duties of the office until provisions shall have been made in accordance with this Charter for the performance of said duties by another person or agency; provided, however, that no person in the permanent, full time and part time service of the Town shall forfeit pay grade or time in service. All such persons shall be retained in a capacity as similar to their former capacity as it is practical so to do and shall be eligible for appointment to a position at a higher pay grade.~~

~~C8-6 Transfer of records and property.~~

~~A. If a power or duty is reassigned as the result of the provisions of this Charter, the records, property and equipment necessary to fulfill said power or duty shall likewise be reassigned to the newly responsible office or agency.~~

~~B. Said transfer shall be carried out under the direction of the Town Administrator.~~

~~C8-7 Amending Charter.~~

~~This Charter may be revised, amended, or replaced in accordance with the procedures made available by Article Eighty Nine and Article One Hundred Thirteen of the Amendments to the Constitution of the Commonwealth and any legislation enacted to implement said amendments.~~

~~C8-8-1 Definitions.~~

~~Unless another meaning is clearly apparent, from the manner in which the word is used, the following words as used in the Charter shall have the following meanings.~~

APPOINT

To select a person to fill an office or to employ in the service of the Town.

CERTIFICATION

~~A. That person has been declared elected and sworn to the faithful performance of duty by the Town Clerk.~~

~~B. The unavoidable use of masculine and feminine nouns and pronouns in this Charter shall be taken to mean both masculine and feminine.~~

CHARTER

This Charter and any amendments to it made through any of the methods provided under Articles 89 and 113 of the Amendments to the Constitution of the Commonwealth.

GENERAL LAWS

Massachusetts General Laws, Official Edition.

LOCAL NEWSPAPER

A newspaper of general circulation in the Town.

MAJORITY VOTE

A majority of those present and voting provided that a quorum of the body is present.

MULTIMEMBER BODY

Any board, commission, ~~or~~ committee, task force or other such body of the Town consisting of two or more persons, whether appointed or elected.

TOWN AGENCY

Any office, department, board, committee or commission of the Town government.

TOWN

The Town of Eastham.

VOTERS

The registered voters of the Town of Eastham.

~~Article IX Implementing Bylaws~~

~~§ 1 Time of effect.~~

~~Until such time as the Town may act by bylaw to amend or to revise or to repeal them, the following shall have the force of Town bylaws.~~ ~~§ 2 Warrants.~~

~~[Amended 5-4-1992 ATM by Art. 37; 5-3-1993 ATM by Arts. 32, 33 and 34]~~

- ~~A. The Board of Selectmen shall prepare the warrant for all Town Meetings and, by public notice published in a local newspaper, shall advertise the date of the opening and closing of the warrant for all Town Meetings. The warrant shall include rules and procedures as provided for in Section 2-8-2.~~
- ~~B. The opening of the warrant shall be no less than 90 days prior to the date of the Annual Town Meeting. The opening of the warrant for any Special Town meeting shall be no less than 20 days prior to the date of the Special Town Meeting.~~
- ~~C. The warrant for the Annual Town Meeting shall remain open no less than 20 days.~~
- ~~D. A notice of the availability of the warrant shall be published in a local newspaper at least 14 days prior to any such Town Meeting.~~
- ~~E. All said warrants shall also be posted in every post office in the Town at least 14 days prior to any such Town Meeting, and shall remain so posted until the date of the meeting.~~
- ~~F. The order of consideration of the articles as printed in the warrant may be changed only by a two-thirds vote of the Town Meeting.~~

~~§ 3 Compensation.~~

~~[Amended 5-3-1999 ATM by Art. 15; 5-1-2000 ATM by Art. 20]~~

~~Members of the Board of Selectmen shall each receive annual compensation and shall receive actual and necessary expenses incurred in the performance of their duties of office as provided by General Laws and vote of the Town.~~

~~C9-4 Town Administrator qualifications-~~

- ~~A. The Town Administrator shall be appointed on the basis of education, executive and administrative qualifications. The educational qualifications shall consist of at least a bachelor's degree, granted by an accredited degree granting college or university. Professional experience shall include at least five years of prior full-time compensated executive or administrative service in public or private business administration. Alternatively, at least two years of prior full-time compensated executive service in public or business administration and a master's degree in an appropriate discipline shall qualify an applicant.~~
- ~~B. The Board of Selectmen in its search for a Town Administrator shall advertise in the International City Management Association (ICMA) Newsletter or similar professional publication and in at least two newspapers having state-wide or multi-state regional circulation.~~

~~C9-5 Town boards, committees and commissions-~~

- ~~A. Search Committee. A Search Committee consisting of seven members shall be appointed for three-year overlapping terms. Three members shall be appointed by the Board of Selectmen; two members shall be appointed by the Moderator and two members shall be appointed by the Finance Committee. The committee shall advise the Board of Selectmen and the Moderator concerning the names and qualifications of residents of the Town available to serve on multimember bodies. The Search Committee may establish procedures for soliciting candidates for consideration and may consult with Town committee members or chairs to assist in determining preferred skills for the individuals to be considered. The Search Committee shall periodically review all Town committee charges. Upon the appointment and qualification of the Search Committee, the office of Search Coordinator shall be abolished.~~
 - ~~B. Board of Assessors. A Board of Assessors of three members shall be appointed by the Board of Selectmen for three-year overlapping terms. The Board of Selectmen may also appoint one alternate member for a three-year term. The role of this alternate will be to exercise the duties and responsibilities of a regular Board of Assessors member, in the absence of one or more regular members or in the event of a conflict of interest of one or more members such that a quorum is not present. The alternate and regular members shall possess appropriate qualifications or obtain the necessary training, at Town expense, after appointment.~~
- ~~C. Conservation Commission. A seven-member Conservation Commission shall be appointed by the Board of Selectmen for three-year overlapping terms. The Conservation Commission shall cooperate with the Planning Board and Board of Health and shall participate in joint meetings with them at least annually.~~
- ~~D. Council on Aging. An eleven-member Council on Aging Board of Directors shall be appointed by the Board of Selectmen for three-year overlapping terms.~~
- ~~E. Finance Committee. A nine-member Finance Committee shall be appointed consisting of three members appointed by the Board of Selectmen, three members appointed by the Moderator and three members appointed by the Finance Committee. The appointments shall be for three-year overlapping terms. No compensated Town employee may be a member of Finance Committee.~~
- ~~F. Board of Health. A Board of Health of five members shall be appointed by the Board of Selectmen to three-year overlapping terms. The Board of Health shall cooperate with the Conservation Commission and the Planning Board and shall participate in joint meetings with them at least once annually.~~
- ~~G. Board of Highway Surveyors and Public Works. A Board of Highway Surveyors and Public Works consisting of three members shall be appointed by the Board of Selectmen to three-year overlapping terms.~~

- ~~H. A Long Range Planning Advisory Board of five members shall be appointed by the Board of Selectmen for three year overlapping terms. Any plan for implementing, revising or adding to the Local Comprehensive Plan as certified by the Cape Cod Commission, or for any bylaw affecting any matter within the scope of the Local Comprehensive Plan, shall be reviewed by said Board, which shall provide its written recommendation thereon to the Board of Selectmen.~~
- ~~I. Personnel Board. The Board of Selectmen shall act as the Personnel Board.~~
- ~~J. Planning Board. A Planning Board of seven members and two alternates shall be appointed by the Board of Selectmen to three year overlapping terms. The Planning Board shall cooperate with the Conservation Commission and the Board of Health and shall participate in joint meetings with them at least once annually.~~
- ~~K. Recreation Commission. A Recreation Commission of five members shall be appointed by the Board of Selectmen to three year overlapping terms.~~
- ~~L. A Water Management Committee of nine members shall be appointed by the Board of Selectmen for three year overlapping terms. Upon the appointment and qualification of the Water Management Committee, the Water Resources Advisory Board shall be abolished.~~
- ~~M. Zoning Board of Appeals. A Zoning Board of Appeals of five members and two alternates shall be appointed by the Board of Selectmen for three year overlapping terms.~~
- ~~N. Capital Projects Committee. Upon any successful votes at Town Meeting and Town election which bonds a municipal project of \$500,000 or more, there shall be activated a Capital Projects Committee to oversee the management of the project, including the expenditure of funds. The Capital Projects Committee shall consist of three voting members and other nonvoting members, as follows: **[Added 5-3-2010 ATM by Art. 29]**~~
- ~~(1) A Selectman, to be appointed by the Board of Selectmen (voting member);~~
- ~~(2) A member of the Finance Committee, to be appointed by the Finance Committee (voting member);~~
- ~~(3) The Town Administrator (voting member);~~
- ~~(4) And other nonvoting members as may be required by statute or specified by Town Meeting vote. Should the project not be completed when either the Selectman or the member of the Finance Committee have completed their tenure on those bodies, then the respective body shall appoint a replacement.~~
- ~~O. Other. The Board of Selectmen shall also have the power to appoint some or all members to such other boards, committees, or commissions as may be in existence on the effective date of this Charter and for whom no other method of appointment is provided. The Board of Selectmen shall also appoint the members of such other boards, committees, or commissions as may be hereafter established by General Laws, Charter, bylaw, Town Meeting vote, or vote of the Board of Selectmen.~~

Charter Review Committee

You are directed to serve this warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 17th day of April in the year of our Lord, two thousand and twenty.



Jamie M. Rivers, Chair



Aimée J. Eckman, Vice Chair



Arthur A. Autorino, Clerk



Alexander G. Cestaro



Jared K. Collins

EASTHAM SELECT BOARD

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

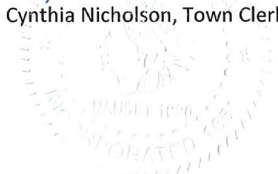


Constable

A True Copy Attest:



Cynthia Nicholson, Town Clerk



PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8. B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator or a motion to call the question is approved.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles requiring a 2/3 vote will be by hand count or electronic device count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator may then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

The only persons allowed on the field at Town Meeting will be Registrars, Checkers and voters.

Non Voters will be assigned to a designated area.

Persons with handouts of any nature must be outside the field in a designated area.

PLEASE BE COURTEOUS.

ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION

NOTES

NOTES

NOTES

Minutes for the Annual Town Meeting held September 26, 2020

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Football Field to vote on the following articles with actions as noted. In accordance with Section 7 of “An Act Relative to Municipal Governance during the COVID-19 emergency” (S2680); on August 31, 2020, the Board of Selectmen voted to adjust the quorum requirement to 100. The quorum of 100 was declared by the Town Clerk and the Moderator called the meeting to order at 10:03a.m. with 262 voters in attendance.

Articles 1. (Establish a Water Enterprise Fund)

A motion was made and seconded by the Board of Selectmen to accept the provisions of Chapter 44, Section 53F1/2 of the Massachusetts General Laws and to establish water operations as an enterprise fund for FY21, effective July 1, 2020.

Majority vote declared by Moderator
Count: 234 Yes 21 No

Article 2. (Annual Operating Budget)

A motion was made and seconded by the Board of Selectmen to see if the Town raise and appropriate the sum of **\$30,422,389** for the Town operating budget for the fiscal year 2021 as printed in the warrant, and to defray this amount, transfer the following amounts from the following funds:

Ambulance Receipts Reserved Fund	\$520,000	For Line 28 – Fire Salary
Septic Loan Betterment Fund	\$20,400	For Line 75 – Debt Service
Government Media Access Fund	\$105,000	For Line 12 – IT Department Salary
Waterway Improvement Fund	\$2,000	For Line 18 - Natural Resources Salary
Library Trustee Fund	\$30,000	For Line 67 - Library Salaries
and, Transfer from Free Cash	\$2,500	

Majority vote declared by Moderator
Count: 246 Yes 16 No

Article 2A. (Water Enterprise Fund Budget)

A motion was made and seconded by the Board of Selectmen to appropriate from estimated water revenue the sum of **\$250,000**, and transfer from free cash the sum of **\$144,406**, for a total appropriation of **\$394,406** to fund the Water Enterprise Fund budget for the fiscal year 2021.

Amounts Appropriated:	FY 2021
Salaries and Wages	\$ 86,906
Expenses	307,500
Transfer for Costs Appropriated in General Fund	-
Total Amounts Appropriated	\$ 394,406

-Continued-

Article 2A cont'd:

Funding Sources:

Water Revenue	\$ 250,000
Free Cash (General Fund Subsidy)	144,406
Total Funding Sources	\$ 394,406

Majority vote declared by Moderator
Count: 244 Yes 15 No

Article 3 & 3A Consolidated.

A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the five-year Capital Improvement Plan for Fiscal Year 2021 through 2026 and to appropriate the sum of **\$671,900** for the purposes of acquiring the items and undertaking the improvements, and to fund this appropriation: transfer **\$558,400** from Free Cash; transfer **\$105,000** from the Ambulance Receipts Reserved Fund; and transfer **\$8,500** from the Government Media Access (Cable) Fund.

ITEM	DEPARTMENT/ITEM	FY 21 REQUEST	SOURCE
INFORMATION TECHNOLOGY DEPARTMENT			
1	Server Upgrades/Network Enhancements	10,000	Free Cash
2	Video Equipment Upgrades & Purchases	5,000	Cable Fund
3	Mobile Computers & Tablets purchase & replacements	5,000	Free Cash
4	Software & Hardware Upgrades	25,000	Free Cash
5	PA System Upgrades & Purchases	3,500	Cable Fund
	Subtotal	48,500	
NATURAL RESOURCES DEPARTMENT			
6	Kayak Vessel Storage Racks	5,000	Free Cash
7	Portable GPS	2,500	Free Cash
	Subtotal	7,500	
MUNICIPAL BUILDINGS & FACILITIES DEPARTMENT			
8	Floor Machine/Snow Blower	1,400	Free Cash
9	Building Repairs, Maintenance & Painting (all buildings)	40,000	Free Cash
10	Energy Enhancements (Electric Vehicles & Charging Stations)	25,000	Free Cash
11	Fire Department Diesel Exhaust Apparatus	30,000	Ambulance Fund
	Subtotal	96,400	
SCHOOL DEPARTMENT			
12	Building Maintenance & Improvements	22,500	Free Cash
13	Indoor/Outdoor Lighting Replacements & Upgrades	7,000	Free Cash
14	Booster Water Heater/Kitchen	2,500	Free Cash
	Subtotal	32,000	
BEACHES/RECREATION DEPARTMENT			
15	Rinse Towers/Water Filling Stations	12,000	Free Cash

	PUBLIC WORKS DEPARTMENT		
16	Parking Lot Maintenance	20,000	Free Cash
17	Stormwater upgrades & MS4 permit support services	58,000	Free Cash
18	Transfer Station Container Maintenance & Upgrades	10,000	Free Cash
19	Snow & Ice Sanders	15,000	Free Cash
	Subtotal	103,000	
	POLICE DEPARTMENT		
20	Electronic Speed/Information Signs	10,000	Free Cash
	Subtotal	10,000	
	FIRE DEPARTMENT		
21	Upgrade and Replace Turnout Gear	25,000	Ambulance Fund
22	Extrication Equipment (i.e. Jaws/Air Bags)	40,000	Ambulance Fund
23	Fire Hose (various sizes) replacement	10,000	Ambulance Fund
	Subtotal	75,000	
	MISCELLANEOUS REQUESTS		
24	Coastal Erosion Planning/Study/Mitigation	75,000	Free Cash
25	Wastewater Planning & Implementation	162,500	Free Cash
26	Town Landings	25,000	Free Cash
27	Grant Matching Funds	25,000	Free Cash
	Subtotal	287,500	
	TOTAL CAPITAL PROJECTS REQUESTS	671,900	

SUMMARY OF FUNDING SOURCES	
Free Cash	558,400
Ambulance Receipts Fund	105,000
Cable Fund	8,500
TOTAL FUNDING	671,900

Article 3A (Five – Year Capital Plan)

A motion was made and seconded by the Board of Selectmen, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, to accept the Capital Improvement Plan for FY22-26 as printed in the warrant.

Majority vote declared by Moderator
Count: 251 Yes 13 No

Article 4. (Recurring Capital Plan Funding / First Year Radios & 911 System Equipment)

A motion was made and seconded by the Board of Selectmen to raise and appropriate \$400,000 to provide for permanent funding of the town capital plan, with the first year (FY21) going towards the purchase of new police radios and the replacement of the Town’s 911 system equipment, contingent on the passage of a proposition 2 ½ override ballot question.

Majority vote declared by Moderator
Count: 244 Yes 21 No

Article 5. (Fund Betterment/Loan Program for Water Connection)

A motion was made and seconded by the Board of Selectmen to transfer from free cash the sum of \$50,000 for the initial funding of a loan/betterment program authorized by Chapter 5 of the Acts of 2020 to assist residents who are interested in borrowing money from the Town to connect their residence or small business to the public water system, and to authorize the Town Treasurer to establish and administer said program.

Majority vote declared by Moderator
Count: 245 Yes 20 No

Article 6. (Fund Collective Bargaining Agreements)

A motion was made and seconded by the Board of Selectmen to raise and appropriate \$363,554 to fund and implement the cost items of the first year of separate collective bargaining agreements between the Town and all employee unions, with each agreement covering the period of July 1, 2020 through June 30, 2023, and to fund wage adjustments for non-union employees for FY21.

Majority vote declared by Moderator
Count: 223 Yes 33 No

Article 7. (Nauset Regional High School Building Project)

A motion was made and seconded by the Board of Selectmen to authorize the Select Board to execute and deliver, for nominal consideration, a deed conveying to the Nauset Regional School District, formerly the Eastham-Orleans-Wellfleet Regional School District, the land in said Town of Eastham comprising lots 7,8,9,10,11,12,13,14,15,16,17 and 22, together with the fee in Queen Anne Road and Lucinda Road, all depicted in a plan of land entitled: Subdivision Plan of Land in Eastham, Nickerson and Berger, Civil Engineers, February 1961, and duly recorded as Land Court Plan 13959-B, in the Land Registration Office, Barnstable County Registry of Deeds.

Majority vote declared by Moderator
Count: 251 Yes 5 No

Article 8. (Family Support Package)

A motion was made and seconded by the Board of Selectmen to appropriate the sum of \$490,500 for the purposes of funding the family support package which provides for funding education, housing and human service needs to the residents of Eastham, contingent on a proposition 2 ½ override vote.

Majority vote declared by Moderator
Count: 221 Yes 45 No

Article 9. (Visitors Service Board Funding)

A motion was made and seconded by the Board of Selectmen to appropriate and transfer the sum of \$12,000 from FY20 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Service Board on the following items: landscaping, lighting, holiday decorations, and general improvement of the Windmill Green \$3,500; flower island support \$500 and summer concerts \$8,000.

Majority vote declared by Moderator
Count: 257 Yes 11 No

Article 10. (Chamber of Commerce Funding)

A motion was made and seconded by the Board of Selectmen to transfer **\$18,000** from free cash to the Eastham Chamber of Commerce as a grant to fund the operations of the Information Booth.

Majority vote declared by Moderator
Count: 241 Yes 23 No

Article 11. (Fund T-Time Planning & 400 Committee)

A motion was made and seconded by the Board of Selectmen to transfer from free cash **\$20,000** to be used, once approved by the Select Board, to assist the T-Time Committee in the planning and development of the parcel and **\$10,000** to be used, once approved by the Select Board, for additional town services, and/or special events for the 400 Commemoration.

Majority vote declared by Moderator
Count: 235 Yes 30 No

Article 12. (Town Charter Amendments)

A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Town of Eastham Charter in order to create a gender neutral Charter by changing the name of the Board of Selectmen to Select Board, and to change the position of Town Administrator to Town Manager, to reorganize certain provisions in order to make the Charter more understandable, and to make various additional substantive and non-substantive changes; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court, and authorizing the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition as printed in the warrant.

The amendments will:

- Change the title of Town Administrator to Town Manger and the title of Board of Selectmen to Select Board
- Establish a Department of Municipal Finance to integrate all Town finance operations under the leadership of a Director of Municipal Finance.
- Authorize delegation of the Town Manager’s authority to the Assistant Town Manager during short absences of the Town Manager and appointment of an Acting Town Manager during extended absences.
- Create one Capital Projects Committee that would have oversight over all capital projects bonded for \$1,000,000 or more (an increase from \$500,000) rather than a separate CPC for each capital project.
- Specify procedures for filling vacancies that occur between elections on various elected Town Boards, commissions and committees and in the office of Town Moderator.
- Allow a member of an appointed multimember body to be reappointed after 3 terms if no one else is available to serve.
- Allow the Select Board to wait to fill a vacancy on the Board until the next election if the vacancy occurs less than 8 months before the next election.
- Ensure that the Board of Library Trustees would be consulted in the appointment of a Library Director.
- Change the number of Select Board member votes required for removal of a Town Manager from three to four, the same number required to appoint a Town Manager
- Change the need for Charter amendments to restructure some Boards, committees or commissions and require public notification of the establishment of any new multimember body.

- Remove obsolete transitional provisions and duplicative statements of requirements, reorganize the Charter articles to keep provisions dealing with the same subject matter together, establish the principle of gender neutral language in the Charter and correct some editorial errors and ambiguities in the existing Charter.

Majority vote declared by Moderator
 Count: 241 Yes 26 No

Article 13-17 Consolidated. (Elected Officials Salaries, Authorization & Spending Limits for Revolving Accounts, Greenhead Fly Control, Department of Environmental Protection & Nauset Regional School Funding Agreement)

A motion was made and seconded by the Board of Selectmen to approve Articles 13-17:

Article 13 - that the sum of **\$85,000** be raised and appropriated for Elected Officials Salaries;

Moderator	\$ 500
Town Clerk	\$72,000
Select Board Member (5) \$2,500 each	<u>\$12,500</u>
Total	\$85,000

Article 14 – Set Authorization & Spending Limits for Revolving Accounts;

<u>Revolving Fund</u>	<u>FY 2021 Spending Limit</u>
Recreation Bottles & Cans	25,000
Home Composting Bin/Recycling	1,200
Vehicular Fuel Sales	35,000
COA/Day Center	12,500

Article 15 - Greenhead Fly Control \$2,500 be transferred from free cash

Article 16 - Department of Environmental Protection: to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Massachusetts Department of Environmental Protection for the improvement, development, maintenance, and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts and

Article 17 (Nauset Regional School Funding Agreement) to accept the provisions of G.L. Chapter 71, Section 16B, which would reallocate the sum of member towns’ contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2021

Majority vote declared by Moderator
 Count: 247 Yes 14 No

Article 18. (Plastic Ban)

A motion was made and seconded by the Board of Selectmen to adopt the Plastic and Marine Hazards Reduction Bylaw as a general bylaw and insert it into the Code of the Town of Eastham, Massachusetts.

Plastic and Marine Hazards Reduction Bylaw

Preamble:

This bylaw seeks to reduce the reliance on single-use plastics by residents and visitors within the Town of Eastham. It further seeks to reduce the hazard to wildlife caused by balloons filled with lighter-than-air gases. The intent is for the Town of Eastham to:

- Phase out single-use plastic Checkout Bags effective November 1, 2020.
- Phase out the use of Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery, effective November 1, 2020.
- Ban the sale, distribution, and intentional release of Helium balloons as of November 1, 2020.

Section 1: Definitions

“Checkout Bag” shall mean a carryout bag provided by a Retail Establishment to a customer at the point of sale.

“Polystyrene” shall mean blown Polystyrene (Polystyrene that has been expanded or blown using a gaseous blowing agent into a solid foam) and expanded and extruded forms, which are thermoplastic petrochemical materials utilizing a styrene monomer and processed by any number of techniques including but not limited to fusion of polymer spheres (expandable bead Polystyrene), injection molding, form molding, and extrusion blown molding (extruded foam Polystyrene), sometimes called Styrofoam, a Dow Chemical Co. trademarked form of Polystyrene foam. It bears the recycling number 6.

“Food Establishments” shall mean any operations including without limitation, restaurants, schools, farmers markets, and other public venues that store, prepare, package, serve, vend and otherwise provide food for human consumption. Any establishment requiring a permit to operate in accordance with the State Food Code, 105 CMR 590.000 et. seq., shall be considered a Food Establishment for the purposes of this bylaw.

“Lighter-Than-Air Gas” shall mean a gas that is buoyant in air because it has a density less than air (including but not limited to helium gas). Herein, Helium will be used interchangeably with Lighter-Than-Air Gas.

“Retail Establishment” shall mean any person, corporation, partnership, business venture, or vendor that sells or provides merchandise, goods or materials directly to a customer, whether for or not for profit, including but not limited to restaurants, pharmacies, convenience and grocery stores, liquor stores, seasonal and temporary businesses, jewelry stores, household goods stores, and bazaars or festivals.

“Plastic Straw” shall mean any single-use thin plastic tube that is meant to allow its user to more conveniently consume a beverage, including but not limited to those made from polyethylene, polypropylene and Polystyrene.

“Polystyrene Disposable Food Services Containers and Cutlery” shall mean single-use disposable products made from Polystyrene for serving or transporting food or beverages, including without limitation take-out foods and/or leftovers from partially consumed meals prepared by a restaurant and/or retail food establishment. This includes but is not limited to plates, cups, bowls, trays, hinged or lidded containers, straws, stirrers, cup lids, and cutlery. It shall also include single-use disposable packaging for uncooked foods prepared on the premises, as well as disposable catering trays.

“Public Venues” shall mean facilities available for public use without charge including but not limited to meeting halls, churches, Town offices, Recreation Department, Library and schools.

Section 2: Plastic Checkout Bag Reduction

2.1 Requirements

- A. Effective November 1, 2020, Retail Establishments shall not use, sell or distribute single use plastic Checkout Bags. Durable bags made from polypropylene or polyester intended for long-term reuse are still permitted.
- B. The Board of Health may promulgate rules and regulations to implement this section.

- C. Any old stock not used by November 1, 2020 will be accepted by the Eastham Transfer Station free of charge for proper disposal until November 30, 2021.

2.2 Enforcement

This bylaw may be enforced by any Town of Eastham Police Officer, Health Agent or her designee, and any agents designated by the Select Board.

2.3 Violations

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300.

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date of a prior reported offense will be considered a subsequent offense.

Section 3: Polystyrene Reduction

The Town of Eastham will phase out the use of Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery, effective November 1, 2020.

3.1 Requirements.

- A. Effective November 1, 2020, Food Establishments and Retail Establishments shall not use, sell or distribute Polystyrene, Plastic Straws, and Polystyrene Disposable Food Services Containers and Cutlery including foam packing peanuts and Polystyrene foam coolers (including “Styrofoam” coolers). Any stock remaining after that date shall be accepted for disposal free of charge at the Eastham Transfer Station for proper disposal, through November 30, 2021.
- B. This Bylaw shall not apply to polystyrene packing peanuts and foam packaging reused from shipments coming into Eastham; prepackaged meat and produce trays, egg cartons and other foods or beverages bought from a wholesaler or out-of-town supplier, or polystyrene foam freezer chests enclosed in durable rigid plastic.
- C. Accommodation for disabled residents and visitors: In recognition of the needs of disabled citizens and visitors, businesses shall make available on demand bendable Plastic Straws. They may not question patrons about their disabilities nor demand proof of disability. The Eastham Senior Center is exempt from the provisions of this Bylaw concerning plastic drinking straws.
- D. Single-use service containers and cutlery, including but not limited to bowls, cups, trays, and plates, must be 100% recyclable or compostable in a natural setting at a rate comparable to other biodegradable materials such as paper, leaves, and food waste. Compostable products requiring a commercial composting facility or a composting facility where temperatures reach 140°F may not be used until such time as the residents and businesses in Eastham have reliable access to such facilities as determined by the Select Board or its designees.

3.2 Enforcement:

This bylaw may be enforced by any Town of Eastham Police Officer or designee, or any agent designated by the Select Board.

3.3 Violations:

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300 fine

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date of a prior reported offense will be considered a subsequent offense.

The Board of Health, after a hearing conducted in accordance with the procedures set forth in 105 CMR 590.14 and 590.15, may suspend or revoke the food service permit for any establishment failing to comply with this bylaw.

Section 4: Balloon Ban

Balloons filled with Lighter-Than-Air Gas (including but not limited to Helium) and their strings constitute a public nuisance creating litter along our beaches and in our salt marshes and pose a danger to sea turtles, marine mammals, marine and terrestrial birds, and to small wildlife. Mylar balloons, when tangled with power lines, can cause power outages. Therefore, the Town of Eastham will ban the sale, distribution, and intentional release of Helium balloons as of November 1, 2020.

Effective November 1, 2020, no person shall sell or distribute to the public, any type of balloon (including but not limited to plastic, latex, rubber or Mylar balloons) inflated with any type of Lighter-Than-Air Gas. This includes so-called Chinese Floating Lanterns. No businesses or events shall use balloons with Lighter-Than-Air Gas as advertising props.

No person shall intentionally release, or cause to be released, any balloon into the air in the Town of Eastham. No person shall throw, deposit, discard or otherwise discharge inflated or uninflated balloons into any street, alley, waterway, park, beach or other public place in the Town of Eastham.

1.1 Exemptions:

The launching of balloons inflated with Lighter-Than-Air Gas by government agencies or scientific research organizations is allowed. This law does not apply to dirigibles or lighter-than-air aircraft which are intended to be recovered after use.

4.2 Enforcement:

This bylaw may be enforced by any Town of Eastham Police Officer, Natural Resources Officer, or any agent authorized by the Select Board.

4.3 Violations:

Enforcement of fines will begin on November 1, 2021.

First Offense: Written warning

Second Offense: \$200 fine

Third and Subsequent Offenses: \$300 fine

Each day or portion thereof that a violation continues shall constitute a separate offense.

Each offense occurring within two years of the date of a prior reported offense will be considered a subsequent offense. Each balloon may constitute a separate offense.

Section 5: Severability

If any provision of this Bylaw is declared invalid, or unenforceable, the other provisions shall not be affected thereby; or to take any action relative thereto.

Majority vote declared by Moderator

Count: 245 Yes 20 No

Article 19. (Petition – Commercial Single Use Water Bottle Ban)

A motion was made by petition and seconded by the Board of Selectmen to adopt the following as a general bylaw and to insert it into the Code of the Town of Eastham, Massachusetts.

Section 1: Sale of single-use Plastic Water Bottles

Effective on September 21, 2021, it shall be unlawful to sell non-carbonated, unflavored drinking water in single-use plastic bottles of less than one gallon in the Town of Eastham. Enforcement of this regulation will begin September 1, 2021.

Section 2: Definitions

A single-use plastic bottle is a beverage container made from any type of plastic resin.

Section 3: Exemptions

Sales or distribution of con-carbonated, unflavored drinking water in single-use plastic bottles occurring subsequent to a declaration of emergency by the Emergency Management Director or

other duly authorized Town, County, State or Federal official affecting the availability and/or quality of drinking water to the Town shall be exempt from this bylaw until seven days after the declaration has ended.

Section 4: Enforcement

Enforcement of this article shall be the responsibility of the Town Manager or his/her designee. The Town Manager shall determine the inspection process to be followed, incorporating the process into other Town duties as appropriate. Any establishment conducting sales in violation of this article shall be subject to a non-criminal disposition fine as specified in Massachusetts General Laws, Chapter 40, Section 21D. The following penalties apply:

- First violation: Written warning
- Second violation: \$150 fine
- Third and subsequent violations: \$300 fine

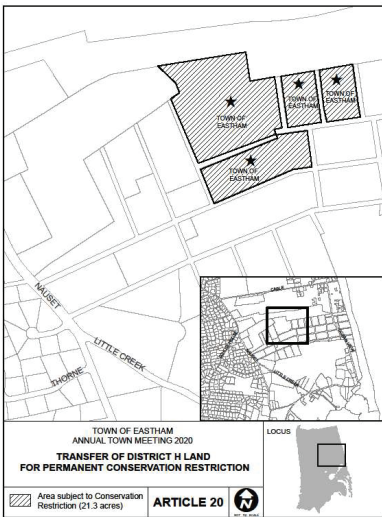
Each day a violation continues constitutes a separate violation, incurring additional fines. Any such fine collected shall be payable to the Town of Eastham. All businesses will be routinely inspected until the Town Manager deems the inspection to be no longer required.

Majority vote declared by Moderator
 Count: 231 Yes 29 No

Article 20. (Transfer of District H Land for Permanent Conservation Restriction)

A motion was made and seconded by the Board of Selectmen to transfer the care, custody,

management and control of a parcel of land off Ocean View Drive, Eastham, containing 21.3± acres, shown as “Proposed Parcel for Conservation Restriction, Total Acreage= 21.3 Acres” on a plan entitled “District H-Conservation Restriction Boundary Plan, Eastham, MA,” prepared by Environmental Partners Group, a copy of which is on file with the Town Clerk’s office, and being a portion of land shown on Assessor’s Map 24 as Lots 28 and 29, from the Board of Selectmen held for recreational purposes to the Board of Selectmen for habitat and conservation purposes; and further to authorize the Board of Selectmen to impose on the above described parcel a perpetual declaration of restriction and to grant a perpetual conservation restriction in accordance with the provisions of G.L. Chapter 184, Section 31-34 for habitat and conservation purposes, to the Eastham Conservation Foundation, Inc., or such other qualified land trust, nonprofit organization or government entity, and to execute any other documents as may be necessary pursuant to the Conservation and Management Permit dated March 3, 2020, issued to the Town by the Commonwealth of Massachusetts Division of Fisheries and Wildlife, on such terms and conditions as the Board of Selectmen deem suitable.



Two-thirds vote declared by Moderator
 Count: 244 Yes 9 No

Article 21-23 Consolidated (New or Amended Tax Deferral Programs & Exemptions)

A motion was made and seconded by the Board of Selectmen to:

Article 21 (Financial Hardship Tax Deferral) reduce the interest rate to 3% interest; pursuant to the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 18A.

Article 22 (Senior Tax Deferral) reduce the interest rate to 3%; pursuant to the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 41A.

Article 23 (Establish Elderly/Disabled Tax Relief Fund-Voluntary Donations) accept the provisions of Massachusetts General Laws Chapter 60, Section 3D, which will allow the town to designate a place on the tax bill whereby taxpayers may voluntarily check off, donate and pledge an amount not less than \$1 or other higher amount to be added to taxes due, and to establish a Town, "Aid to the Elderly and Disabled Tax Fund", for the purpose of defraying the real estate taxes of elderly and disabled residents of low income, and also to vote for the minimum qualifying age permitted to be 55 years of age and of low income, or disabled of any age.

Majority vote declared by Moderator

Count: 242 Yes 6 No

Article 24-28 (Consolidated Amendments to the Zoning Bylaws)

A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw:

- Section II -Zoning Districts (Article 24);
- Section XI- Administration, reformatting (Article 25);
- Section XIV-Site Plan Approval Residential (Article 26);
- Section XX-General Wind Facilities, subsection C.3 (Article 27);
- **Section XX-General Wind Facilities, subsection C.3** (Article 28) and
- Section XIII-Marijuana Regulations, as printed in the warrant.

Article 24 (Zoning - Map & Districts)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

- adopt a map entitled "Town of Eastham Zoning Map May 7, 2018" as the official zoning map for the Town; and also
- amend the Eastham Zoning Bylaw, **SECTION II –ZONING DISTRICTS** by amending the following language:

All shown on a map entitled 'ZONING MAP OF THE TOWN OF EASTHAM, MASSACHUSETTS dated ~~July 24, 2004~~ May 7, 2018' which has been duly adopted as the official zoning map for the Town.

Article 25 (Zoning – Administration)

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

Amend the Eastham Zoning Bylaw, **SECTION XI ADMINISTRATION** by reformatting the section and inserting the following language:

D. ENFORCEMENT

3. Noncriminal Disposition process. Violations of the zoning bylaw provisions may be sanctioned through the noncriminal disposition process authorized by Massachusetts General Laws

Chapter 40, Section 21D, as amended. Resort to this noncriminal disposition method shall lie within the discretion of the Building Commissioner, or his or her designee. The option of noncriminal disposition shall exist in addition to all other available enforcement alternatives. To enforce the provisions of this Bylaw through noncriminal disposition, the following is an assessment of penalties that shall be imposed upon violators of this Bylaw:

First Offense:	\$100
Second Offense:	\$200
Third Offense and all further offenses:	\$300

Article 26 (Zoning – Site Plan Approval, Residential)

~~Strikethrough – Language proposed for deletion~~

Underline = Language proposed for inclusion

Amend the Eastham Zoning Bylaw, **SECTION XIV– SITE PLAN APPROVAL RESIDENTIAL** by amending the following language:

B. APPLICATION

~~Each application for Site Plan approval – Residential shall be filed with the Planning Board along with twelve (12) copies and the required fee~~

1. Each application for Site Plan Special Permit shall be filed by the petitioner with the Town Clerk, and twelve (12) copies of said application, including the date and time of filing certified by the Town Clerk, shall be filed with the Planning Board.
2. Each application shall be accompanied by the required fee:
 - a. The fee schedule is listed in the Planning Board Regulations.
 - b. In addition, the applicant will bear the costs of any outside planning or engineering consultant requested by the Planning Board.

And to further amend

I. ENFORCEMENT

2. Any decision approving a Site Plan – Residential under this section shall lapse within ~~two~~ years-three (3) years if a substantial use thereof has not sooner commenced or, in the case of a permit for construction, if construction has not begun by such date. Such approval may be extended for reasonable cause if substantial completion of the approved site plan has not taken place. The Planning Board for reasonable cause may extend such approval; or take any action relative thereto.

Article 27 (Zoning – General Wind Facilities)

~~Strikethrough – Language proposed for deletion~~

Underline = Language proposed for inclusion

Amend the Eastham Zoning Bylaw, **SECTION XX – GENERAL WIND FACILITIES (WFs) subsection C.3** by amending the following language:

3. Height: No WF may exceed seventy-five (75) feet in height, except in the Trade Park (TP) District where they may not exceed one-hundred (100) feet.

District	A	B	TP	D	<u>LC</u>	<u>TC</u>	<u>LC</u>	<u>CC</u>	<u>OR</u>	E	F	G	H
Height	75'	75'	100'	75'	<u>75'</u>	<u>75'</u>	<u>75'</u>	<u>75'</u>	<u>75'</u>	75'	75'	75'	75'

Article 28 (Zoning – Marijuana Regulations)

~~Strikethrough = Language proposed for deletion~~

Underline = Language proposed for inclusion

Amend the Eastham Zoning Bylaw, **SECTION XIII –MARIJUANA REGULATIONS** by inserting the following language:

F. STANDARDS AND CRITERIA

Special Permits are granted when the Special Permit Granting Authority determines that the use involved will not be detrimental to the established or future character of the neighborhood and the Town and when it has been found that the use involved will be in harmony with the general purpose and intent of the Zoning By-law and zoning district. It shall be the responsibility of the applicant for any Special Permit to demonstrate, to the satisfaction of the Special Permit Granting Authority, that criteria including, but not limited to, the following are met:

1. Adequacy of the site, in terms of size, for the proposed structure or use;
2. Compliance with all applicable requirements for Minor Site Plan Review, Major Site Plan Review or Site Plan Special Permit.
3. Suitability of the site for the proposed structure or use with regard to the purpose and intent of the zoning district;
4. Adequacy of traffic flow management within the site as well as in relation to adjoining streets and properties so as to minimize unsafe and harmful impacts;
5. Compatibility of the proposed structure or use with surrounding land uses so as to minimize harmful impact or conflict with existing desirable neighborhood character, including views, vistas and other aesthetic values;
6. Adequacy of the method of sewage disposal, source of potable water and site drainage;
7. Protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies;
8. Adequacy of provision of utilities and other necessary or desirable public services;
9. Adequacy of control of artificial light, noise, litter, odor or other sources of nuisance or inconvenience to adjoining properties, public ways and the neighborhood;
10. Protection from degradation and alteration of the natural environment, including, but not limited to, slopes and other topographical features, vegetation, wetlands, and wildlife habitat; or take any action relative thereto.

Two-thirds vote declared by Moderator

Count: 234 Yes 11 No

Article 29 (Zoning – Proposed Re-Codification of Zoning Bylaw)

A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw in its entirety by re-codifying the bylaw.

Zoning Bylaw Re-Codification: Present Sections and Proposed New Sections				
Current	Section	Changes	Proposed	Section
I	Purpose	Sections I and XVI combined, severability text consolidated/added to new section	1.0	Purpose, Validity and Severability
II	Zoning Districts	No Change	2.0	Zoning Districts

III	Definitions	Definitions moved to Section 21.0	3.0	Uses
IV	Flood Plain Zoning	Flood Plain moved to Section 18.0	4.0	Non-Conforming Uses
V	Uses	Uses moved to Section 3.0	5.0	Accessory Uses
VI	Non-Conforming Uses	Non-Conforming Uses moved to Section 4.0	6.0	Prohibited Uses
VII	Accessory Uses	Accessory Uses moved to Section 5.0	7.0	Intensity Regulations
VIII	Prohibited Uses	Prohibited Uses moved to Section 6.0	8.0	Parking Requirements
IX	Intensity Regulations	Intensity regulations moved to Section 7.0	9.0	Landscape Requirements
X	Parking Requirements	Site Plan Approval Consolidated into one section	10.0	Site Plan Approval
XI	Landscape Requirements	Landscape Requirements moved to Section 9.0	11.0	Procedure for the Demolition of Historically or Architecturally Significant Building
XII	Administration	Administration moved to Section 19.0	12.0	Sign Code
XIII	Site Plan Approval Special Permit	Site Plan Special Permit consolidated into new Section 10	13.0	Open Space Residential Site Development
XIV	Site Plan Approval Residential	Site Plan Residential consolidated into new Section 10	14.0	General Wind Facilities (WFs)
XV	Review	Review moved to Section 20.0	15.0	Municipal Wind Facilities (MWFs)
XVI	Validity	Validity moved to Section 1.0	16.0	Environmental Standards
XVII	Demolition of Historical/Architecturally Significant buildings	Historical moved to Section 11.0	17.0	Marijuana Regulations
XVIII	Sign Code	Sign Code moved to Section 12.0	18.0	Flood Plain Zoning
XIX	Open Space Residential	Open Space moved to Section 13.0	19.0	Administration
XX	General Wind Facilities (WFs)	General Wind Facilities moved to Section 14.0	20.0	Review
XXI	Municipal Wind Facilities (MWFs)	Municipal Wind Facilities moved to Section 15.0	21.0	Definitions

XXII	Environmental Standards	XXII eliminated due to consolidation of other sections, Environmental Standards moved to new Section 16	NA	NA
XXIII	Marijuana Regulations	XXIII eliminated due to consolidation Marijuana moved to Section 17.0	NA	NA

Zoning Bylaw Re-Codification: Summary of Proposed Changes to Text	
NEW SECTION	TEXT CHANGES SUMMARY
All Sections	<p>References to subsections throughout the document have been changed to reflect the proposed new index and numbering format.</p> <p>Minor edits to the text have been made to correct syntax, punctuation and grammar No substantive changes have been made.</p> <p>Cross-references to various sub sections embedded throughout the document have been changed from roman numeral format.</p> <p>Subsection cross references have been renumbered to correct for changes due to consolidation of other sub sections.</p> <p>Bullet points have been changed to numbers in various subsections.</p>
1.0	Severability language from various other sections deleted and one comprehensive severability section added.
2.0	Section 2.0 Zoning Districts has been re-formatted adding new text and new subsections as “pointer” references to help guide users to other sections of bylaw.
3.0	<p>Text describing Uses for Districts A and F has been relocated to Section 2.0 under the “Uses” reference</p> <p>New text added to explain that Districts C and D no longer exist per changes to the bylaw adopted at the 2018 annual town meeting.</p> <p>District I ECSD definitions relocated to consolidated new definitions section, severability section deleted</p> <p>District J definitions relocated to consolidated new definitions section, severability section deleted</p>
5.0	Severability text has been deleted (see 1.0 above)
7.0	Portions of certain definitions which contain regulatory language have been relocated from the definitions section to Section 7.0 Intensity Regulations under new subsections: 7.5 – “Use Requirements” and 7.6 - “Building/Structural Dimensional Requirements”
11.0	<p>Section heading text deleted to conform to new numbering system.</p> <p>Current Section 2 Definitions relocated to consolidated definitions under Section 21.0</p> <p>Text in current Section 7.0 “Historic District Act” relocated to new subsection 11.1.1</p>

	Current Section 6 “Severability” deleted (see 1.0)
12.0	Sign Code definitions relocated to consolidated definitions new Section 21.0
13.0	Open Space Residential Subdivision definitions relocated to consolidated definitions new Section 21.0
18.0	Flood Plain Zoning definitions relocated to consolidated definitions new Section 21.0
19.0	New bullet point text added as “pointer” references to help guide users to other sections of bylaw.
21.0	<p>Various Duplicate definitions have been removed or consolidated</p> <p>Portions of certain definitions have been deleted or amended for clarity, grammar etc. e.g: “Line, Street” renamed to “Street, Line” and “Structure, Floodplain” – added “floodplain” to differentiate from stand-alone definition of “Structure”.</p> <p>Certain definitions have been amended to remove portions of the text that are not part of definition but are part of regulatory language. The text has been inserted into more appropriate sections of the bylaw (see notes on section 7.0 above). Minor edits to definition text have been made to correct for syntax, punctuation and grammar. No substantive changes were made.</p>

Two-thirds vote declared by Moderator
Count: 232 Yes 6 No

Article 30 A-H Consolidated (Community Preservation Act Funding)

A motion was made and seconded by the Board of Selectmen to approve the recommended projects of the Community Preservation Committee for FY21 and to appropriate or reserve for future appropriation monies from the Community Preservation Fund’s annual or available revenues for the purpose of undertaking the Community Preservation projects, for administrative expenses, and all other necessary and appropriate expenses for FY21:

A. Source of Funds and Funding Formula, Total Community Preservation FY21 **\$891,261**

- Open Space **89,126**
- Historic Preservation **\$89,126**
- Affordable Housing **\$89,126**
- Active Recreation **\$89,126**
- CPA Administration (support expenses) **\$44,563**
- Reserves for Appropriation **\$490,194**

B. CPA Housing, Fund Housing Coordinator **\$40,000 - transfer the sum of **\$40,000** from the Community Preservation Affordable Housing Reserves to the Town of Eastham for the purpose of funding a part-time affordable housing coordinator.**

C. CPA Housing, Fund Housing Assistance Programs, EAHT **\$300,000 - to transfer the sum of **\$211,587** from the Community Preservation Affordable Housing Reserves and **\$88,413** from the Community Preservation Undesignated Fund Balance to the Eastham Affordable Housing Trust in support of Housing Assistance programs.**

D. CPA Housing, Fund Cape Housing Institute, Community Housing Partnership, **\$7,500 - transfer the sum of **\$7,500** from the Community Preservation Undesignated Fund Balance to Cape Housing Institute to support housing assistance programs.**

E. CPA Historic Preservation. Preservation of Eastham Public Records, **\$16,000** - transfer the sum of **\$16,000** from the Community Preservation Historic Reserves to the Eastham Public Library to ensure the longevity of public records.

F. CPA Historic Preservation. Eastham United Methodist Church, **\$20,000** - transfer the sum of **\$20,000** from the Community Preservation Historic Reserves to the Eastham United Methodist Church for the purpose of renovating the restroom facilities.

G. CPA Historic Preservation. Eastham Town Hall Preservation, **\$300,000** - transfer the sum of **\$206,724** from the Community Preservation Historic Reserves and **\$93,276** from the Community Preservation Undesignated Fund Balance to the Town of Eastham for Town Hall preservation.

H. CPA Active Recreation. Wiley Park Recreation Area, **\$375,000** - transfer the sum of **\$210,465** from the Community Preservation Active Recreation Reserves and **\$164,535** from the Community Preservation Undesignated Fund Balance to the Town of Eastham for playground improvements at Wiley Park.

Majority vote declared by Moderator
Count: 227 Yes 14 No

Article 31 (General bylaw – Business Certificates)

A motion was made and seconded by the Board of Selectmen to indefinitely postpone this article. “A certificate issued in accordance with this bylaw shall be in force and effect for ~~two~~ *one* year, from the date of issue and shall be renewed ~~each two years~~ *annually* so long as such business shall be conducted and shall lapse and be void unless so renewed.”; or take any action relative thereto.

Indefinitely postpone vote declared by Moderator
Count: 197 Yes 22 No

Article 32 (General Bylaw – Repairs to Private Ways)

A motion was made and seconded by the Board of Selectmen to amend Chapter 118 of the Town’s general bylaws, Temporary Repairs to Private Ways as follows:

118-1 Purpose and authority.

For the purpose of enabling safe and convenient passage for public safety vehicles and the public over private ways open to and serving the general public, The Selectmen may designate for temporary repairs in a given year certain private roads that are open to the public, and Town Meeting may appropriate funds for said purpose, subject to the conditions set forth herein. No temporary repair may be made unless the Selectmen have previously determined that such repair is required by public necessity and an appropriation therefore is available.

118-2 Regulations.

The Selectmen may adopt regulations for the general administration of this bylaw and prescribing deadlines and procedures for submission of petitions, including official forms for petitions and indemnification, and may determine therein or by vote from time to time which, if any, private ways open to the public may receive temporary repair, and to the extent and types of repairs that may be made, subject to the availability of appropriation. Any private way that receives repairs pursuant to this bylaw must remain continuously open and available for public use.

118-3 Limits of Repairs

Temporary repairs are limited to those as are determined by the Selectmen to be required as a public necessity, including but not limited to, minor grading and patching, ~~maintenance, resurfacing,~~ installation and repair of drainage, not to exceed \$100,000 in value. Temporary repairs does not include new construction of sidewalks or streets.

118-4 Road conditions or standards

At a minimum, each private road shall meet the following requirements:

- A. Opened to and used by the public for a term of five or more years;
- B. With a traveled and improved width of at least 14' wide, clear of overhanging branches or other obstructions for at least such width, to a height of at least 14' wide;
- C. A visible street sign at each terminus and significant intersections Serving as access to 25-10 or more residences or businesses.

118-5 Petition Requirements

- A. The signature of 100% two-thirds of owners of property abutting the road is required;
- B. An executed indemnification of the Town in a form prescribed by the Selectmen must accompany each petition;
- C. A cash deposit in an amount determined by the Selectmen shall be made in an amount no less than 50% of the cost to the Town of the temporary repair. The Town of Eastham will begin receiving applications on July 1 of every calendar year.
- D. A non-refundable deposit in an amount determined by the Select Board, but not to exceed \$500, shall be made to the Town for the development of a preliminary scope of work. If after initial investigation by the Department of Public Works (DPW) it is determined that additional engineering, surveying or title research is required, the scope of work will include an estimate of these costs. The non-refundable fee will be credited against the assessment of betterments.
- E. The Town will generate a certified list of abutters to the road which will be the official list of abutters for the purposes of the project.
- F. The abutters shall appoint one person to act as their representative to the Town for the purpose of the project, who will be known as the Applicant. The Applicant will be responsible to submit the official application, appear at public hearings, and track the progress of the project and report to the other abutters.
- G. Once the Applicant has accepted the scope of work, the Town will send each abutter on the certified list a breakdown of their estimated share of the total betterment costs for their signature and approval. The estimated betterment cost will include all the costs of the project and may include engineering, surveying, materials, labor, formal layout plans and legal fees if any.
- H. The Town must receive the executed forms from two-thirds of the abutters by December 1 in the year the application was made in order for the project to move forward. If the package is not complete by the deadline, the applicant must wait and re-apply the following July 1.
- I. Once the Town receives the executed betterment forms from two-thirds of the abutters, the DPW will forward the completed application to the Town Manager with a request for a public hearing with the Select Board. At that hearing, the Select Board will review the petition and if approved, will then vote to recommend a warrant article for funding the work at the next Town Meeting.

118-6 Betterments

The Selectmen may assess betterments, according to the circumstances of each private way, including but not limited to consideration of the use of the road by the public.

- A. When all estimated costs associated with the temporary repairs are less than \$400 per abutter, the total amount of the repair must be furnished prior to the start of any work. When the total costs exceed \$500 per abutter, a betterment will be assessed.
- B. If the project is approved after the public hearing, the Selectmen will approve the certified abutters list, adopt an order of assessment and estimate of betterments in accordance with MGL Chapter 80.

- C. After approval of the warrant article at Town Meeting, the Town Treasurer shall record the Order of Assessment and Estimate of Betterments at the Barnstable County Registry of Deeds.
- D. Within six months of the completion of the project, the DPW will provide the Town Assessor with the final costs of the project in order to assess the betterment for each property. Betterments will be assessed on a per lot (parcel) basis shall constitute a lien, and be assessed in accordance with MGL Chapter 80, Section 12.
- E. Repayment will occur in accordance with the following schedule:
 - a. \$0-\$499 prior to construction
 - b. \$500-\$1,999 Within five years of when assessment is levied
 - c. \$2,000 or greater- Within ten years of when assessment is levied

118-7 Liability

The Town shall not be liable for any damage to persons or property caused by such repairs, nor for a claim of public road status on account of such repairs. MGL Chapter 84, Section 25 shall not apply to the repairs. Any future maintenance or necessary repairs shall be the sole responsibility of the abutters.

Majority vote declared by Moderator
 Count: 199 Yes 27 No

Article 33 (Petition – Accept a Portion of Toland Drive as a Public Way).

A motion was made and seconded by the Board of Selectmen to postpone to the May 3, 2021 Annual Town Meeting to lay out and accept as a Town way that portion of Toland Drive from Aspinet Road to Jay Dee Lane as shown in the Subdivision Plan of Land in Eastham made for Joseph A. Toland and approved by the Eastham Planning Board on December 14, 1978 and to raise an appropriate the sum of \$5,000 for the costs associated therewith.

Postpone majority vote declared by Moderator
 Count: 207 Yes 13 No

Article 34. (Petition – Climate Policy)

A motion was made by petition to adopt the following as a general by-law and insert it into the Eastham General Bylaws as Chapter 45:

Chapter 45 Climate Policy

Section 1: The Town of Eastham recognizes that the climate emergency, driven by human activity including human consumption and land use practices and leading to global warming, rising seas, deadly storms, dangerous heat waves, acidifying oceans, and melting ice sheets, poses a threat to the health, safety and economic security of the residents of the Town. The Town of Eastham therefore adopts as its policy the objective of reducing net greenhouse gas emissions from human activity within and by the Town to zero at the earliest technically and economically feasible time, and directs that all officers and departments of the Town take such measures within the scope of their respective responsibilities and authority as may be necessary and prudent to facilitate such policy and objective.

Summary by Town:

The language of this article is not appropriate as a Town By-law. By-laws have a specific form that includes: definition of terms, enforcement and appeal process, entity responsible for enforcement, and fines/penalties applicable if not followed. The article requires the Town to adopt a policy, which is achievable, and also asks that it be adopted as a bylaw, which is not achievable.

Majority vote to adopt policy/not as bylaw
 was declared by Moderator
 Count: 182 Yes 44 No

Article 35. (Petition – Non-binding Public Advisory Question)

A motion was made by petition:

Whereas, the high level nuclear waste will remain at Pilgrim for decades or more in dry casks that present safety concerns, each holding half the radioactive cesium released at Chernobyl;

Whereas, the spent fuel pool remains full and is vulnerable to terrorist attack or accident that could cause radioactive contamination rendering our communities inhabitable;

Whereas, lax security on the property currently allows open access to the Pilgrim Plant beyond the posted, “no trespassing” signs to within line-of-sight dry casks and spent fuel pool;

Whereas, during decommissioning, the Nuclear Regulatory Commission has approved exemptions requested by Pilgrim owner Holtec for reduced off-site liability insurance, reduced cybersecurity, and reduced offsite emergency planning, thus potentially endangering the public including residents of the Town of Eastham;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to our health and safety that must be addressed in the timeliest manner;

Therefore, shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

Motion to amend and change verbiage from “inhabitable” to “un-inhabitable”

Two-thirds vote declared by Moderator

Count: 195 yes 7 no

Motion to Call the question

Two-thirds vote declared by Moderator

Count: 185 – yes 10 no

Majority vote declared by Moderator

Count: 182 yes 22 no

Article 36. (Accept Published Reports)

A motion was made and seconded by the Board of Selectmen to accept the published reports of the Town Officers as printed and made available to the public in the 2019 Town of Eastham Annual Report and to accept the published Strategic Plan.

Majority vote declared by Moderator

Count: 194 Yes 4 No

There were 279 voters present at the close of Town Meeting out of a possible 4,420. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 12:25 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

Cindy Nicholson
Town Clerk

TOWN OF EASTHAM
SPECIAL TOWN ELECTION WARRANT

SPECIAL TOWN ELECTION
Tuesday, October 6, 2020
POLLS OPEN 8:00 A.M. - 6:00 P.M.

EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA

TOWN OF EASTHAM
SPECIAL TOWN ELECTION WARRANT

Commonwealth of Massachusetts

County of Barnstable

TO: The Constables of the Town of Eastham in the County of Barnstable

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs, to vote at the Eastham Town Hall, Tuesday the 6th day of October, Two thousand and twenty, from 8 o'clock in the morning to 6 o'clock in the evening, then and there to act on the following questions:

1. Shall the Town of Eastham be allowed to assess an additional **\$400,000** in real estate and personal property taxes in order to provide for permanent funding of the Town's capital plan, with the first year to be used for the purchase of new police radios and to replace aging dispatch/911 consoles and equipment for the fiscal year beginning July first two thousand and twenty?
2. Shall the Town of Eastham be allowed to assess an additional **\$490,500** in real estate and personal property taxes in order to fund the Family Support Package which provides funding for Education, Housing, and Human Service needs to the residents of Eastham for the Fiscal Year beginning July first two thousand and twenty?
3. Shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security at the decommissioned Pilgrim Nuclear Power Plant to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

TOWN OF EASTHAM SPECIAL TOWN ELECTION TUESDAY OCTOBER 6, 2020

You are directed to serve this warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 10th day of September in the year of our Lord, two thousand and twenty.

Jamie M. Rivers, Chair

Aimée J. Eckman, Vice Chair

Arthur A. Autorino, Clerk

Alexander G. Cestaro

Jared K. Collins

EASTHAM SELECT BOARD

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

A True Copy Attest:

Cynthia Nicholson, Town Clerk

A True Copy, Attest:

TOWN OF EASTHAM
ANNUAL TOWN MEETING
Saturday, September 25, 2020
Sunday, September 26, 2020 (rain date)

SPECIAL TOWN ELECTION WARRANT
Tuesday, October 6, 2020

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham seven days before time of said meeting.

Cindy Nicholson, Town Clerk
A True Copy, Attest

I certify that I have posted this warrant in each of the Eastham town’s post offices.

_____, 2020.

Police Officer

(month and day)

Warrant must be posted by **September 11, 2020**

(at least *seven days prior* to the **September 26, 2020**, Annual Town Meeting and Special Town Election)

Eastham Special Town Election Minutes

October 6, 2020

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the questions in the Special Town Election and the results are as follows:

Question #1

Shall the Town of Eastham be allowed to assess an additional **\$400,000** in real estate and personal property taxes in order to provide for permanent funding of the Town's capital plan, with the first year to be used for the purchase of new police radios and to replace aging dispatch/911 consoles and equipment for the fiscal year beginning July first two thousand and twenty?

Yes	932
No	522
Blanks	<u>3</u>
Total	1457

Question #2

Shall the Town of Eastham be allowed to assess an additional **\$490,500** in real estate and personal property taxes in order to fund the Family Support Package which provides funding for Education, Housing, and Human Service needs to the residents of Eastham for the Fiscal Year beginning July first two thousand and twenty?

Yes	948
No	506
Blanks	<u>3</u>
Total	1457

Question #3

Shall the people of the Town of Eastham direct the local government to request that Governor Baker and the State Legislature employ all means available to ensure that: (1) spent nuclear fuel is secured in better quality dry casks and hardened, on-site storage; and (2) spent fuel pool and casks are protected with heightened security at the decommissioned Pilgrim Nuclear Power Plant to prevent intrusion in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

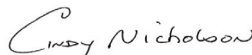
Yes	1332
No	120
Blanks	<u>5</u>
Total	1457

The ballot box stood at 0000 at the beginning recorded by Warden Michael Bransfield and read 1,455 proclaimed and posted by Deputy Warden James McMakin (two ballots were hand counted when ballot was unable to feed into tabulator).

Due to the COVID-19 pandemic, polls opened at 8:00 a.m. and closed at 6:00 p.m. The Town Clerk's office processed 1,596 early voter applications with 1,111 ballots returned. There were also 63 absentee ballots returned for this election.

This vote represented 32.56 percent of registered voters. There were 4,471 registered voters for this election.

A True Copy Attest



Cindy Nicholson
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR 2020 STATE ELECTION

SS. Barnstable County

To the Constables of the Town of Eastham,

GREETINGS:

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

Eastham Town Hall Precinct 1

on **TUESDAY, THE THIRD DAY OF NOVEMBER, 2020**, from 7:00 A.M. TO 8:00 P.M. for the following purpose:

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

ELECTORS OF PRESIDENT AND VICE PRESIDENT..... FOR THESE UNITED STATES
SENATOR IN CONGRESS..... FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS..... NINTH DISTRICT
COUNCILLOR FIRST DISTRICT
SENATOR IN GENERAL COURTCAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURTFOURTH BARNSTABLE DISTRICT
REGISTER OF PROBATE..... BARNSTABLE COUNTY
COUNTY COMMISSIONER..... BARNSTABLE COUNTY
ASSEMBLY DELEGATE..... BARNSTABLE COUNTY

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems — systems that collect and wirelessly transmit mechanical data to a remote server — with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing.

Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle’s on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer.

The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law’s requirements concerning access to the vehicle’s mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and

prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority.

Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages or \$10,000 per violation.

A YES VOTE would provide motor vehicle owners and independent repair facilities with expanded access to wirelessly transmitted mechanical data related to their vehicles' maintenance and repair.

A NO VOTE would make no change in the law governing access to vehicles' wirelessly transmitted mechanical data.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would implement a voting system known as "ranked-choice voting," in which voters rank one or more candidates by order of preference. Ranked-choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member.

Under the proposed law, votes would be counted in a series of rounds. In the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary. If no candidate received more than 50 percent of the first-place votes, then the candidate or candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter's ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter's next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates' support in earlier rounds. Ultimately, the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner.

Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected.

Under the proposed law, if no candidate received more than 50 percent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility, voters' rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least three days to request a recount.

The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice voting process. The proposed law would take effect on January 1, 2022.

A YES VOTE would create a system of ranked-choice voting in which voters would have the option to rank candidates in order of preference and votes would be counted in rounds, eliminating candidates with the lowest votes until one candidate has received a majority.

A NO VOTE would make no change in the laws governing voting and how votes are counted.

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

Given under our hands this 5th day of October, 2020.

Jamie J. Banti _____
Annunzio J. Edmun _____
Alfonso A. Paterno _____

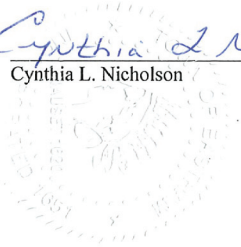
_____ SELECT BOARD OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

[Signature] _____ 10/14 _____, 2020.
Constable Signature (Month and Day)

A True Copy Attest:

Cynthia L. Nicholson
Cynthia L. Nicholson



**THE COMMONWEALTH OF MASSACHUSETTS
STATE ELECTION
TUESDAY, NOVEMBER 3, 2020
TOWN OF EASTHAM**

President and Vice President

BIDEN & HARRIS-Democratic	2864
HAWKINS & WALKER-Green-Rainbow	16
JORGENSEN and COHEN-Libertarian	48
TRUMP and PENCE-Republican	1151
WRITE INS	21
BLANKS	17

Senator in Congress

EDWARD J. MARKEY – Democratic	2814
KEVIN J. O'CONNOR – Republican	1223
WRITE INS: DR. SHIVA	17
BLANKS	63

Representative in Congress

BILL KEATING – Democratic	2846
HELEN BRADY – Republican	1066
MICHAEL MANLEY-Coach Team America	112
WRITE INS	3
BLANKS	90

Councillor – First District

JOSEPH C. FERREIRA – Democratic	3049
WRITE INS	42
BLANKS	1026

Senator in General Court-

Cape & Islands

JULIAN ANDRE CYR - Democratic	3185
WRITE INS: LEAH MERCURIO	15
BLANKS	917

Representative in General Court

4th Barnstable District

SARAH K. PEAKE - Democratic	3235
WRITE INS	54
BLANKS	828

Register of Probate – Barnstable County

ANASTASIA WELSH PERRINO- Republican	2512
WRITE INS	65
BLANKS	1540

County Commissioner Barnstable County

	Vote for 2
RONALD R. BEATY, JR – Republican	1161
MARK R. FOREST - Democratic	2019
SHEILA LYONS – Democratic	2569
ABRAHAM KASPARIAN, JR.- Ind. Unifying Thinking	259
WRITE INS:	10
BLANKS	2216

Barnstable Assembly Delegate – Eastham

JOHN TERENCE GALLAGHER	3000
WRITE INS	17
BLANKS	1100

QUESTION 1

Require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

YES	3216
NO	775
BLANKS	126

QUESTION 2

Would implement a voting system known as “ranked-choice voting,” in which voters rank one or more candidates by order of preference.

YES	1599
NO	2338
BLANKS	180

The Ballot Box stood at 0000 at the beginning and read 4,041 when the polls were closed at 8:00pm. Eastham’s election warden, Shawn Shea, declared the polls closed and the voter lists were verified.

Additional ballots not included in tabulator total: Twenty-six (26) ballots not processed in the tabulator on election night were hand-counted, forty-seven (47) overseas absentee ballots received by the Town Clerk’s office on or before November 3, 2020, one (1) provisional ballot approved plus two (2) ballots postmarked on November 3rd and received in the mail on or before November 5th. These ballots were added to the total count, as required by state election laws, bringing the total number of votes cast to 4,117.

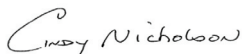
Due to the COVID pandemic, fourteen (14) days of early in-person voting were State mandated, to include two Saturdays and Sundays.

Three thousand three hundred ninety-nine (3,399) early voter and ninety-two (92) absentee ballots were requested by mail with a return of three thousand two hundred ninety-eight (3,298) early and eighty-eight (88) absentee ballots. If a voter requested a ballot via mail and did not return it, an additional option to vote in-person was then available. Six hundred fifty-five voters (655) voted in-person with social distancing and proper personal protection provided to voters and election workers.

This vote represented 89.34 percent of registered voters.

There were 4,608 voters registered for this election.

A True Copy Attest:

A handwritten signature in cursive script that reads "Cindy Nicholson".

Cindy Nicholson
Town Clerk

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

	UNCOLLECTED TAXES 6/30/2019	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2020
REAL ESTATE						
2019	\$ 275,093	\$ -	\$ 41	\$ 39,054	\$ 235,987	\$ 11
2020	\$ -	\$ 26,256,241	\$ 103,251	\$ -	\$ 25,572,602	\$ 580,389
COMMUNITY PRESERVATION ACT						
2019	\$ 7,291	\$ -	\$ -	\$ 1,492	\$ 5,799	\$ -
2020	\$ -	\$ 787,717	\$ 2,949	\$ -	\$ 769,191	\$ 15,576
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2013	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2014	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ 316	\$ -	\$ -	\$ -	\$ -	\$ 316
2016	\$ 21	\$ -	\$ -	\$ -	\$ -	\$ 21
2017	\$ 80	\$ -	\$ -	\$ -	\$ -	\$ 80
2018	\$ 242	\$ -	\$ -	\$ -	\$ 141	\$ 101
2019	\$ 2,750	\$ -	\$ -	\$ -	\$ 2,004	\$ 746
2020	\$ -	\$ 243,924	\$ 217	\$ -	\$ 239,155	\$ 4,552

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED	COMMITMENTS	ABATEMENTS	COLLECTIONS	UNCOLLECTED
	TAXES 6/30/2016		& ADJUSTMENTS	NET OF REFUNDS	TAXES 6/30/2017
1995	\$ 143	\$ -	\$ -	\$ -	\$ 143
1996	\$ 189	\$ -	\$ -	\$ -	\$ 189
1997	\$ 234	\$ -	\$ -	\$ -	\$ 234
1998	\$ 221	\$ -	\$ -	\$ -	\$ 221
1999	\$ 332	\$ -	\$ -	\$ -	\$ 332
2000	\$ 523	\$ -	\$ -	\$ -	\$ 523
2001	\$ 2,085	\$ -	\$ -	\$ -	\$ 2,085
2002	\$ 2,479	\$ -	\$ -	\$ -	\$ 2,479
2003	\$ 2,024	\$ -	\$ -	\$ -	\$ 2,024
2004	\$ 2,317	\$ -	\$ -	\$ -	\$ 2,317
2005	\$ 2,113	\$ -	\$ -	\$ -	\$ 2,113
2006	\$ 2,567	\$ -	\$ -	\$ -	\$ 2,567
2007	\$ 1,336	\$ -	\$ -	\$ -	\$ 1,336
2008	\$ 2,171	\$ -	\$ -	\$ -	\$ 2,171
2009	\$ 2,402	\$ -	\$ -	\$ -	\$ 2,402
2010	\$ 1,846	\$ -	\$ -	\$ 15	\$ 1,831
2011	\$ 1,839	\$ -	\$ -	\$ 30	\$ 1,809
2012	\$ 1,808	\$ -	\$ -	\$ 30	\$ 1,778
2013	\$ 2,481	\$ -	\$ -	\$ 43	\$ 2,438
2014	\$ 2,706	\$ -	\$ -	\$ 193	\$ 2,514
2015	\$ 2,263	\$ -	\$ -	\$ 241	\$ 2,022
2016	\$ 2,698	\$ -	\$ 121	\$ 563	\$ 2,014
2017	\$ 3,028	\$ -	\$ 467	\$ 687	\$ 1,874
2018	\$ 12,927	\$ -	\$ 699	\$ 7,488	\$ 4,741
2019	\$ 48,514	\$ 91,060	\$ 11,013	\$ 111,166	\$ 17,395
2020	\$ -	\$ 856,595	\$ 15,805	\$ 741,872	\$ 98,918

TREASURER'S CASH
JUNE 30, 2018

Cash & Checks in Office	\$ 150.00
Non-Interest Bearing Checking Accounts	\$ -
Interest Bearing Checking Accounts	\$ 14,009,838
CD's	\$ 604,921
Trust Funds	\$ 1,728,033
Total All Cash and Investments	<u>\$ 16,342,942</u>

Respectfully Submitted,

Susan M. Laak
Treasurer/Collector

TRUST FUNDS
June 30, 2020

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON- EXPENDABLE</u>	<u>BALANCE 6/30/2020</u>
Timothy Smith Fund	\$ 115,074.65	\$ 50,000.00	\$ 165,074.65
Olde Wind Grist Mill	\$ 5,903.99	\$ 5,500.00	\$ 11,403.99
Town Hall Fund	\$ 3,218.73	\$ 1,400.00	\$ 4,618.73
World War I Memorial Fund	\$ 12.88	\$ 268.38	\$ 281.26
Maurice Wiley Scholarship Fund	\$ 4,160.95	\$ 2,040.00	\$ 6,200.95
Mercy Mines Cemetery fund	\$ 888.45	\$ 50.00	\$ 938.45
Frank O. Daniels Cemetery fund	\$ 68.34	\$ 50.00	\$ 118.34
Eastham Grange Education Aid	\$ 12,977.40		\$ 12,977.40
Affordable Housing Trust	\$ 678,126.72		\$ 678,126.72
Stabilization	\$ 689,415.54		\$ 689,415.54
Law Enforcement Trust	\$ 2,317.24		\$ 2,317.24
OPEB Trust Fund	\$ 316,913.13		\$ 316,913.13
Library Trustees Interest Account	\$ 552,745.71		\$ 552,745.71
Library Trustees Memorial Fund	\$ 10,262.81	\$ 48,821.81	\$ 59,084.62
Eugenia & Andrew Merrill Memorial Fund	\$ 797.53	\$ 500.00	\$ 1,297.53
Robert C. Billings Memorial Fund	\$ 7,909.25	\$ 14,000.00	\$ 21,909.25
Thomas R. Cawley Memorial Fund	\$ 599.12	\$ 1,275.00	\$ 1,874.12
Gertrude D. Nason Memorial Fund	\$ 2,295.72	\$ 2,500.00	\$ 4,795.72
Gertrude P. Zollinger Memorial Fund	\$ 1,151.85	\$ 1,000.00	\$ 2,151.85
Robert W. Sparrow Memorial Fund	\$ 313.23	\$ 8,162.00	\$ 8,475.23
Capt. Cyrus H. Campbell Memorial Fund	\$ 783.60	\$ 1,000.00	\$ 1,783.60
Vivian Andrist Memorial Fund	\$ 151.68	\$ 2,290.00	\$ 2,441.68

Department	First Name	Last Name	Title	Gross Pay
Selectman	Martin	McDonald	Selectman	2500.00
	Alexander	Cestaro	Selectmen	2500.00
	Jared	Collins	Selectmen	2500.00
	Jamie	Demetri	Selectmen	2500.00
	Aimee	Eckman	Selectmen	1875.00
Moderator	Steven	Cole	Moderator	500.00
Administration	Jacqueline	Beebe	Town Administrator	136073.11
	Shana	Brogan	Projects and Procurement Director	78847.15
	Laura	Gillespie-Lee	Executive Assistant	69409.15
	Karl	Shipman	Admin Assistant	3111.97
Accounting	Teena	Tilton	Town Accountant	87911.36
	Cassidy	Weeks	Asst. Town Accountant	55966.28
Assessing	Belinda	Eyestone	Principal Assessor	104496.58
	Denise	Kopasz	Admin Assistant	26361.95
	John	Robertson	Field Appraiser/Assistant Assessor	48567.19
Beach/Recreation	Christine	Mickle	Recreation Director	81514.71
	Jacob	Congel	Recreation Asst. Director	62490.00
	Stephanie	Komich	Admin Assistant	12470.77
	Ted	Anderson	Seasonal Worker	1752.00
	Emma	Barnes	Seasonal Worker	3172.77
	Paul	Bentley	Seasonal Worker	1647.00
	Scott	Anderson	Seasonal Worker	8757.52
	Aurin	Barnes	Seasonal Worker	114.75
	Noah	Bentley	Seasonal Worker	1720.43
	Ronald	Anderson	Seasonal Worker	3394.51
Connor	Barnes	Seasonal Worker	1354.02	
Jade	Bentley	Seasonal Worker	1316.45	

Department	First Name	Last Name	Title	Gross Pay
	Cade	Anderson	Seasonal Worker	4396.38
	Therese	Barnes	Seasonal Worker	7436.90
	Brendan	Bentley	Seasonal Worker	1265.42
	Christopher	Anderson	Seasonal Worker	3163.51
	Thomas	Barnes	Seasonal Worker	503.50
	Sergio	Bentley	Seasonal Worker	1287.00
	Judith	Anderson	Seasonal Worker	4942.82
	Mara	Barnes	Seasonal Worker	1872.00
	Paige	Bentley	Seasonal Worker	4747.33
	Andrew	Anderson	Seasonal Worker	538.56
	Aquinnah	Barnes	Seasonal Worker	3696.40
	Tika	Bentley	Seasonal Worker	2775.25
	Alexis	Anderson	Seasonal Worker	941.87
	Irene	Barnes	Seasonal Worker	2944.50
	Donald	Bentley	Seasonal Worker	3301.38
	Emmalynn	Anderson	Seasonal Worker	684.00
	Maya	Barnes	Seasonal Worker	312.38
	Andrew	Bentley	Seasonal Worker	798.70
	Alisha	Anderson	Seasonal Worker	749.51
	Kathryn	Barnes	Seasonal Worker	8231.55
	Elizabeth	Bentley	Seasonal Worker	3292.31
	Reid	Anderson	Seasonal Worker	4210.89
Building Inspector	Thomas	Wingard Jr	Building Inspector	107508.80
	Wallace	Adams II	Electrical Inspector	45880.20
	Deborah	Cohen	Admin Assistant	50444.66
	William	Reeves	On-Call Electrical Inspector	2340.00
	Richard	Stevens	On-Call Building Inspector	1010.00
	Kenneth	Thomas	On-Call Plumbing Inspector	1545.00
	Scott	Van Ryswood	Plumbing Inspector	46940.04
Council on Aging	Dorothy	Burritt	COA Director	68562.53
	George	Abbott	Driver	784.12
	Gerard	Boucher	Driver	4410.53

Department	First Name	Last Name	Title	Gross Pay
	George	Civita	Driver	1950.77
	Cynthia	Dunham	Community Outreach Worker	59610.05
	Katherine	Gill	Driver	13611.98
	Monica	Keefe-Hess	Admin Assistant	49766.92
	L Paul	Langlois	Driver	2298.20
	Alan	Larson	Driver	8341.71
	Brianna	Lepage	Day Center Manager (10/3/19)	7614.27
	Frank	Massa	Driver /Reception	10290.00
	Jeffrey	Nogas	Driver	1966.69
	William	Salem	Driver	2272.70
	James	Small	Day Center Aide	43648.91
	Mary	Tierney	Day Center Manager	14155.66
	Paul	Lagg	Town Planner	92359.69
Community Development	Amy	Blakesley	Admin Assistant	48567.20
	Julie	Austin	Senior Dispatcher	103548.30
Dispatch	Melanie	Beaulieu	Dispatcher	84384.60
	Kerianne	Leidenfrost	Dispatcher	82698.88
	Beverly	Rose	On-Call Dispatcher	573.50
	Ann	Schaefer	Dispatcher	74577.85
	Jacqueline	Sprague	Dispatcher	55814.06
	Silvio	Genao	Superintendent Public Works & Natural Resources	111605.86
DPW	Martin	Mickle	Assistant Superintendent (Retired)	114058.05
	Jeffrey	Peters	Working Foreman/Parks & Forestry (Tree Warden)	71378.49
	Charles	Becker	On-Call DPW Laborer	9322.50
	Paul	Burns	DPW Laborer	14035.00
	Brian	Holmes	Heavy Motor Equipment Operator	58424.63
	Victoria	Reis	Admin Assistant	51021.29
	Scott	Santos	Heavy Motor Equipment Operator	55792.81
	Ronald	Simons	Operations Manager	64025.48
	Charles	Young III	Heavy Motor Equipment Operator	71121.20

Department	First Name	Last Name	Title	Gross Pay
Finance	Richard	Bienvenue	Asst. Town Administrator & Finance Director	6564.22
	Karen	Erdos	Admin Assistant	48567.19
	Michael	Lorenzo	Asst. Town Administrator & Finance Director (5/1/20)	88850.59
Fire	Kent	Farrenkopf	Fire Chief	144657.66
	Daniel	Keane	Deputy Fire Chief	111202.00
	Lisa	Albino	Captain	168483.99
	Benjamin	Bartolini II	Firefighter	614.16
	Samuel	Blakeslee	Firefighter	92633.21
	Christianna	Brown	Firefighter	10101.84
	Ryan	Callahan	Firefighter	95238.95
	Jesse	Cappello	Firefighter	90327.36
	David	Clark	Firefighter	69447.12
	Kurt	Fisher	Firefighter	127864.68
	Barbara	Francke	Firefighter	93172.23
	Charles	Frazier	Captain	165183.82
	Eric	Hilferty	Firefighter	95893.20
	Glenn	Kinahan	Firefighter	44605.27
	James	Mcgrath	Firefighter	95476.25
	Connor	Mcshera	Firefighter	91890.05
	Kyle	Morse	Captain	129970.82
	William	Piltzecker	Captain (Retired)	119071.64
	Sherrri	Porteus	Admin Assistant	54402.25
	Laytin	Reis	Firefighter	74741.95
	William	Sprague	Captain (Retired)	30967.98
	Michael	Sprague	Firefighter	31473.49
	Rachel	Topal	Firefighter	97096.13
Ryan	Van Buskirk	Firefighter	94572.03	
Donald	Watson Jr.	Firefighter	109262.72	
Maurice	Wiley	Firefighter	117323.58	
Elections	Lewis	Andujar	Election Teller	92.44
	Maureen	Andujar	Election Teller	342.76
	Ruth	Bentsen	Election Teller	51.00

Department	First Name	Last Name	Title	Gross Pay
	Audrey	Bohannon	Election Teller	63.75
	Kathleen	Boucher	Election Teller	121.13
	Michael	Bransfield	Election Teller	149.82
	Jean	Coppelman	Election Teller	102.00
	Ann	Crozier	Election Teller	376.13
	Edward	Daniels	Election Teller	95.63
	Helen	Derman	Election Teller	76.50
	Gary	Derman	Election Teller	63.75
	Carol	Dibona	Election Teller	194.44
	Carol	Dobek	Election Teller	63.75
	Marcia	Ericson	Election Teller	286.88
	Susan	Folger	Election Teller	82.88
	Matthew	Hatch	Election Teller	66.94
	Kathy	Herrick	Election Teller	63.75
	Beverly	Hobbs	Election Teller	70.13
	Rashida	Jamieson	Election Teller	51.00
	Selma	Keene	Election Teller	63.75
	John	Lennox	Election Teller	229.50
	Teresa	Martin	Election Teller	70.13
	Robert	Miller	Election Teller	76.50
	Janice	Nickerson	Election Teller	325.13
	Mary Beth	O'Shea	Election Teller	102.00
	Susan	Petrosky	Election Teller	51.00
	Lisa	Radke	Registrar	137.50
	Suzanne	Regua Trautz	Registrar	536.25
	Lisa	Roberts	Election Teller	12.75
	Diane	Rowe	Election Teller	66.94
	Cynthia	Saul	Election Teller	70.13
	Susan	Saunders	Election Teller	76.50
	Marcia	Scholl	Election Teller	197.63
	Gloria	Schropher	Election Teller	44.63
	Beth	Silver	Election Teller	76.50
	Patricia	Skehan	Election Teller	165.75
	Dawn	Skiba	Election Teller	76.50

Department	First Name	Last Name	Title	Gross Pay
	Margaret	Tenczar	Election Teller	12.75
	Cathy	Thomas	Election Teller	374.94
	James	Thomas	Election Teller	219.94
Health	Jane	Crowley	Health Agent	100861.20
	Susan	Barker	Asst. Health Agent	62795.24
	Karen	Chimwaza	Admin Assistant	49766.92
Library	Debra	Dejonker-Berry	Library Director	78832.50
	Karen	Macdonald	Asst. Library Director /Adult Services Librarian	63387.52
	Devin	Baker	Library Float	8212.00
	Freya	Hemley	Circulation Supervisor	45232.60
	Barbara	Honda	Library Floater or Monitor	765.00
	Melanie	McKenzie	Access & Technology Services Librarian	44474.55
	Frances	McLoughlin	Youth Services Librarian	57426.88
	Pamela	North	Library Floater or Monitor	675.00
	Janice	Riley	Library Floater or Monitor	2133.99
	Elizabeth	Shaw	Library Floater or Monitor	450.00
	Marianne	Sinopoli	Library Floater or Monitor	49757.68
	Jamie	Thornton	Library Floater or Monitor	3783.75
	Cornelia	Wells	Tech Services Assistant	26507.72
Maintenance	Ronald	Cormier	Custodian	51905.10
	Aaron	Carroll	Custodian	35608.23
MIS	Wayne	Burns	On-Call Videographer	8881.25
	Michael	Calliri Jr	Video Services Coordinator	60274.56
	Jeffrey	Caton	Network & Technical Svcs. Director	57285.00
	Art	Cestaro	MIS Services	1515.15
	Owen	Currier	MIS Intern	735.75
	Jacob	Riker	MIS Intern/IT Services	7384.50
	Aidan	Vincent	MIS Intern	1589.63
Natural Resources	Robert	Freeman	Seasonal Wharfinger	3070.32

Department	First Name	Last Name	Title	Gross Pay
	Ian	Hamilton	Seasonal Worker	1842.50
	David	Johnson	Deputy Natural Resources Officer (10/3/19)	10629.41
	Ryan	Nolan	Harbor Master (10/3/19)	10993.01
	Michael	O'Connor	Deputy Natural Resources Officer	76222.10
	Nicole	Paine	Shellfish Constable	58820.54
	Suzanne	Phillips	Seasonal Worker	1938.86
	Scott	Richards	Harbor Master	39889.64
Police	Adam	Bohannon	Police Chief	128486.97
	Daniel	Descamps	Deputy Police Chief	108298.18
	Robert	Schnitzer	Lieutenant	115652.18
	Joshua	Adams	Sergeant	103500.32
	Joan	Baker	Asst. to the Chief	28398.36
	Reid	Booth	Sergeant	122785.17
	Daniel	Burnham	Police Officer	68128.45
	Brendan	Cronin	Police Officer	107164.22
	Ryan	Daigle	Sergeant	109516.02
	Carrie	Deangelo	Police Officer	110545.77
	Mark	Haley	Sergeant	171120.09
	Edward	Kulhawik	Police Chief (Retired)	117894.20
	Jacob	Mcgrath	Police Officer	93527.32
	Ryan	Melia	Police Officer	130681.02
	Andi	Murphy	Detective	81053.31
	Richard	Pellegrino	Police Officer	155227.39
	Marc	Petersen	Police Officer	74558.53
	Gregory	Plante	Police Officer	113793.64
	Victoria	Wagner	Police Officer	1694.00
	Paul	Guerin Jr.	Police Temp	6506.01
	Kenneth	Roderick	Police Temp	43567.00
	Robert	Sivazilian	Police Temp	6833.75
Town Clerk	Cynthia	Nicholson	Town Clerk	62427.60
	Susanne	Fischer	Town Clerk (Retired)	11490.16
	Elizabeth	Carlson-Jones	Admin Assistant	12857.75

Department	First Name	Last Name	Title	Gross Pay
	Linda	Sassi	Asst. Town Clerk	52127.55
Transfer Station	Barry James Stephen Heidi Robert	Clifford Goodrich Hebenstreit Vaughan Wing	Foreman/Machine Operator Skilled Laborer/Landfill Skilled Laborer/Gate Attendant On-Call DPW Laborer Seasonal DPW Laborer	86192.14 54765.34 53551.10 2452.50 10414.50
Treasurer	Susan Sandra Brian Asya	Laak Johnson LaValley Novakova	Treasurer/Collector Assistant Treasurer/Collector Benefits/Payroll Office Assistant	89463.27 64177.20 50783.34 1150.63
Water Dept	Kimberly	St. Aubin	Water Contracts Manager	50839.30

Employee Earnings History

Date Range from 07/01/2019 to 06/30/2020 and Eastham School District

EASTHAM ELEMENTARY

Name	Position	Date of Hire	Overtime	Sub Pay	Dhrw's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Ames, Kimberly	SN Teacher	09/19/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	86,797.53
Bailey, Gregory J	Custodian	05/30/2017	0.00	0.00	0.00	375.62	250.00	0.00	0.00	0.00	0.00	50,093.94
Bartolini, Nicolette N	EES Teacher	09/01/2011	0.00	0.00	0.00	0.00	647.64	0.00	0.00	0.00	0.00	86,690.46
Brodie, Kerin L	EES SN Ed Assistant	09/05/2006	0.00	0.00	0.00	0.00	0.00	194.28	0.00	0.00	1,200.00	26,850.29
Brown, Muriel	Teacher	09/01/1993	0.00	0.00	0.00	0.00	2,875.00	0.00	0.00	0.00	2,000.00	104,879.67
Burt, Linda	Head Custodian	07/20/1987	0.00	0.00	0.00	0.00	3,450.00	0.00	0.00	0.00	1,500.00	79,148.00
Carlisle, Jill	Teacher	06/11/1985	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	95,690.17
Crosby, William H	Eastham Principal	07/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118,672.87
Deegan, Tracey	Teacher	09/01/1994	0.00	0.00	0.00	0.00	1,417.50	0.00	0.00	0.00	2,000.00	88,781.71
Deschamps, Samantha	Ed Assistant	10/24/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,356.91
Donovan, Caroline M	Data Mngmnt Sec	09/13/2004	428.60	196.30	0.00	0.00	500.00	0.00	0.00	0.00	1,350.00	49,358.55
Douglas, Diane P	Substitute	09/01/1987	0.00	7,505.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,505.93
Driscoll, Molly	Teacher	09/01/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53,940.24
Fitzgerald, Phoebe H	Educational Assistant	09/21/2009	0.00	1,761.63	0.00	0.00	0.00	32.08	0.00	0.00	450.00	42,519.67
Forgeron, Susan C	Teacher	09/02/1998	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	101,504.67
Frye, Amy	SN Teacher	09/23/1996	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	101,504.67
Gauley, Debra E	EES Teacher	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85,816.48
Gibbons, Kirk P	Eastham Custodian	07/01/2019	0.00	0.00	0.00	400.40	250.00	0.00	0.00	0.00	0.00	44,306.40
Gibbons, Melissa	EES SN Teacher	09/03/2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,249.03
Graiano, Catherine T	School Psychologist	09/04/2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91,365.79
Hautanen, Kelly D	EES Cafeteria	08/31/2016	0.00	0.00	0.00	153.75	225.00	0.00	0.00	0.00	0.00	15,658.83
Hollander-Essig,	Teacher	09/01/1980	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	19,799.79
Kender, Kollene	EES SN Ed Assistant	11/20/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	27,389.70
Kramer, Kaitlyne T	EES SN Teacher	08/31/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62,643.67
LaBranche, Karen L	EES Nurse	02/09/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71,053.17
Marquit, Megan S	EES TEACHER	10/02/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,595.14
Martin-Langtry, Donna	Speech/Language Teacher	09/01/1994	0.00	0.00	0.00	0.00	640.00	0.00	0.00	0.00	2,000.00	102,644.67
McCarthy, Mary	Teacher	09/01/1986	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	100,736.18
McHugh, Eileen	Ed Assistant	12/08/2007	0.00	0.00	0.00	0.00	0.00	32.38	0.00	0.00	750.00	40,905.43
Menza, Breigh Ann	EES Librarian Teacher	09/04/2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75,231.46
Narkon, Hamah	EES SN Ed Assistant	12/03/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	40,314.43
Newton, Julie T	Teacher	09/01/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	96,690.17
Newton, Karen B	Kaboom Coordinator	12/01/2016	0.00	4,379.00	0.00	0.00	3,567.00	0.00	0.00	0.00	0.00	7,946.00
Olson, Coreen M	Teacher	09/05/1989	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	96,690.17

Paul, Dorothy J	EES ED ASSISTANT	12/01/2016	0.00	0.00	0.00	0.00	0.00	193.33	0.00	0.00	0.00	0.00	0.00	26,151.13
Peno, Erica	Teacher	09/01/1997	0.00	0.00	0.00	0.00	0.00	640.00	0.00	0.00	0.00	0.00	1,500.00	102,144.67
Poltas, Eileen	Teacher	09/01/1996	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	52,318.20
Shaw, Tamsyn	Teacher	09/08/1995	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	91,900.31
Springer, Soni R	Tutor	11/01/1999	0.00	0.00	0.00	0.00	0.00	5,654.09	0.00	0.00	0.00	0.00	0.00	5,654.09
Stewart, Morgan M	Teacher	09/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,907.87
Varley, Elise C	Secretary	12/04/1997	0.00	0.00	0.00	0.00	0.00	225.90	0.00	0.00	0.00	0.00	1,600.00	62,841.67
Wallace, Colleen	Cafeteria Eastham	09/01/2000	3,451.71	0.00	0.00	0.00	0.00	885.10	0.00	0.00	0.00	0.00	1,100.00	44,287.71
Weber, Jill S	Ed Assistant	09/02/1998	0.00	0.00	0.00	0.00	0.00	0.00	32.38	0.00	0.00	0.00	1,400.00	41,575.43
Yakola, Eric P	Teacher	09/01/1988	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	90,132.53
Total EASTHAM		3,880.31	13,842.86	0.00	929.77	21,227.23	516.53	0.00	0.00	0.00	0.00	0.00	37,050.00	2,801,247.40

ELEMENTARY

REGION SHARED - EASTHAM

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Da Silva, Carina C	ESL Teacher	03/27/2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,878.68
Tefft, Ann M	Administrative Asst to Superintendent	12/21/2009	0.00	0.00	0.00	0.00	530.15	0.00	0.00	0.00	0.00	530.15
Total REGION SHARED		0.00	0.00	0.00	0.00	0.00	530.15	0.00	0.00	0.00	0.00	2,408.83

EASTHAM - GRANT FUNDED

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Escher, Mary Christine	Teacher	09/01/1989	0.00	0.00	0.00	0.00	2,835.00	0.00	0.00	0.00	2,500.00	74,089.70
Ryan, Eileen G	Ed Assistant	09/02/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,043.21
Souther, Deirdre J	Ed Assistant	09/05/2000	0.00	0.00	20.00	0.00	97.14	0.00	0.00	0.00	1,200.00	13,843.70
Williams, Kathleen	ELL TEACHER	09/15/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,982.26
Total REGION WORKING FOR TOWN		0.00	0.00	0.00	20.00	2,835.00	97.14	0.00	0.00	0.00	3,700.00	104,958.87

EASTHAM SUBSTITUTES

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Anson, Amy H	Pre School Ed Assistant	01/10/2019	0.00	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00
Callahan, Anna S	Substitute	10/17/2018	0.00	315.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	315.00
Beale, Tamara	Substitute	09/03/2004	0.00	54.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.00
Czajak, Deborah	Substitute	10/07/1998	0.00	16,360.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,360.74

Daniels, Patsy	Substitute	11/17/1995	0.00	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,000.00
Deegan, Tanner J	Substitute	02/24/2020	0.00	210.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	210.00
Fromm, Alice D	Substitute	10/01/2011	0.00	2,475.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,475.00
Gill, Laura	Substitute	09/02/2008	0.00	750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00
Hamilton, Ian K	Substitute	01/04/2019	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00
Hayes, Sandra L	Substitute	10/11/2012	0.00	1,970.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,970.00
Iles, Allison J	Substitute	02/01/2017	0.00	0.00	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00
Kopitsky, Kathleen G	Substitute	03/26/2012	0.00	3,330.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,330.00
LaBranche, Peter A	Substitute	01/01/2020	0.00	479.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	479.14
Lewis, David S	Substitute	02/01/2017	0.00	0.00	0.00	0.00	0.00	560.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	560.00
Mangelinkx, Crystal J	ED ASSISTANT	09/28/2020	0.00	140.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.00
McGuigan, Johanna E	Substitute	03/01/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Nadeau, Haley J	Substitute	10/30/2019	0.00	370.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	370.00
Napolitano, Denise I	Kaboom instructor	01/06/2018	0.00	0.00	0.00	0.00	0.00	320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	320.00
Noone, Traci M	Substitute	11/01/2010	0.00	810.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	810.00
O'Connor, Thomas	Substitute	11/18/2015	0.00	554.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	554.08
Reiter, Laura R	Substitute	09/20/2012	0.00	140.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.00
Salmon, Donald D	Substitute	07/01/2014	0.00	1,616.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,616.32
Scholl, M. Grady	Substitute	09/15/2017	0.00	625.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	625.00
Stagakis, Angela M	Substitute	05/15/2017	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.00
Tansey, Kimberly L	Substitute	11/14/2017	0.00	0.00	0.00	0.00	0.00	320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	320.00
Widdcombe, Claire	Substitute	02/01/2019	0.00	0.00	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00
Zuckerman, Stephanie	Substitute	01/14/2020	0.00	350.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	350.00
Total SUBSTITUTES			0.00	35,884.28	0.00	0.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49,213.82

SUMMER SCHOOL ONLY

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month		Longevity	Total
										Secs.	Secs.		
Grzewinski, Kathleen M	Summer School	07/01/2015	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.00
Total SUMMER SCHOOL ONLY			0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.00

Nauset Regional Schools

Employee Earnings History

Date Range from 01/01/2020 to 12/30/2020 and Nauset Regional School

COACHES

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Alger, Rachel A	Region Coach	03/01/2020	0.00	0.00	0.00	0.00	901.00	0.00	0.00	0.00	0.00	901.00
Arce, Marc	Region Coach	03/01/2020	0.00	0.00	0.00	0.00	497.50	0.00	0.00	0.00	0.00	497.50
Bell-Lavin, Michael J	Coach	04/01/2019	0.00	0.00	0.00	0.00	4,382.50	0.00	0.00	0.00	0.00	4,382.50
Bentley, Paul	Region Coach	04/01/2020	0.00	0.00	0.00	0.00	995.00	0.00	0.00	0.00	0.00	995.00
Bohlin, Neill H	Coach	09/15/2017	0.00	0.00	0.00	0.00	2,925.48	0.00	0.00	0.00	0.00	2,925.48
Brenneman, Thomas R	Coach	04/01/2017	0.00	0.00	0.00	0.00	2,401.00	0.00	0.00	0.00	0.00	2,401.00
Cullinan, Ryan M	Coach	12/01/2017	0.00	0.00	0.00	0.00	3,831.00	0.00	0.00	0.00	0.00	3,831.00
Curtin, Kevin	Coach	04/01/2020	0.00	0.00	0.00	0.00	1,274.75	0.00	0.00	0.00	0.00	1,274.75
Dalmau, Tony	Region Coach	03/01/2020	0.00	0.00	0.00	0.00	462.58	0.00	0.00	0.00	0.00	462.58
DeLaVega, Marcus L	Coach	09/01/2019	0.00	0.00	0.00	0.00	3,831.00	0.00	0.00	0.00	0.00	3,831.00
Fancy, Ronald A	Coach	09/01/2019	0.00	0.00	0.00	0.00	1,878.80	0.00	0.00	0.00	0.00	1,878.80
Gildehaus, Christopher	Coach	12/01/2015	0.00	0.00	0.00	0.00	9,413.00	0.00	0.00	0.00	0.00	9,413.00
Goguen Jr, Ronald P	Coach	09/01/2019	0.00	0.00	0.00	0.00	2,818.20	0.00	0.00	0.00	0.00	2,818.20
Guttmann, Brendan J	Community	10/25/1993	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Harrigan, Kevin D	Coach	12/01/2019	0.00	0.00	0.00	0.00	3,201.00	0.00	0.00	0.00	0.00	3,201.00
Hay, MacGregor B	Coach	04/01/2019	0.00	0.00	0.00	0.00	2,348.00	0.00	0.00	0.00	0.00	2,348.00
Johnson, Andrea g	Coach	04/01/2015	0.00	0.00	0.00	0.00	510.37	0.00	0.00	0.00	0.00	510.37
Lajolie, Peter A	Region Coach	09/01/2016	0.00	0.00	0.00	0.00	2,407.00	0.00	0.00	0.00	0.00	2,407.00
Leyton, Jean E	Coach	03/01/2007	0.00	0.00	0.00	0.00	1,915.50	0.00	0.00	0.00	0.00	1,915.50
Locke, Andrew R	Coach	12/01/2018	0.00	0.00	0.00	0.00	3,604.00	0.00	0.00	0.00	0.00	3,604.00
Lotti, Kelsey Lynn	Coach	12/01/2019	0.00	0.00	0.00	0.00	1,915.50	0.00	0.00	0.00	0.00	1,915.50
Manganaro, Salvatore J	Coach	12/01/2014	0.00	0.00	0.00	0.00	5,563.00	0.00	0.00	0.00	0.00	5,563.00
Mason, Douglas H	Coach	04/01/2016	0.00	0.00	0.00	0.00	1,706.00	0.00	0.00	0.00	0.00	1,706.00
McCarthy, John R	Coach	12/01/2011	0.00	0.00	0.00	0.00	6,023.00	0.00	0.00	0.00	0.00	6,023.00
McConchie, Craig T	Fall Coach	09/01/2010	0.00	0.00	0.00	0.00	2,894.00	0.00	0.00	0.00	0.00	2,894.00
McCully, John D	HS Coach	09/08/1992	0.00	0.00	0.00	0.00	5,141.00	0.00	0.00	0.00	0.00	5,141.00
Nagorski, Catherine A	Coach	09/15/2017	0.00	0.00	0.00	0.00	5,141.00	0.00	0.00	0.00	0.00	5,141.00
Nobili, Moira B	Coach	03/01/2012	0.00	0.00	0.00	0.00	13,673.75	0.00	0.00	0.00	0.00	13,673.75
ORourke, Jacqueline A	Coach	09/01/2019	0.00	0.00	0.00	0.00	3,700.00	0.00	0.00	0.00	0.00	3,700.00
Ortiz, Antonio B	Coach	09/04/2018	0.00	0.00	0.00	0.00	4,697.00	0.00	0.00	0.00	0.00	4,697.00
Perry, Alexander	Coach	09/04/2018	0.00	0.00	0.00	0.00	5,099.00	0.00	0.00	0.00	0.00	5,099.00
Piemontese, John	Coach	12/01/2019	0.00	0.00	0.00	0.00	6,023.00	0.00	0.00	0.00	0.00	6,023.00
Pirri JR, Harold J	Coach	04/01/2016	0.00	0.00	0.00	0.00	1,414.75	0.00	0.00	0.00	0.00	1,414.75

Poore, Cheryl M	Coach	09/01/2019	0.00	0.00	0.00	0.00	0.00	5,141.00	0.00	0.00	0.00	0.00	0.00	5,141.00
Powell, Kaleigh S	Coach	09/05/2018	0.00	0.00	0.00	0.00	0.00	3,994.00	0.00	0.00	0.00	0.00	0.00	3,994.00
Roderick, Mark Z	EXTRACURRICULAR	01/03/2020	0.00	0.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Sim, Yoeun	Coach	09/04/2018	0.00	0.00	0.00	0.00	0.00	5,099.00	0.00	0.00	0.00	0.00	0.00	5,099.00
Suydam, Jennie Lynn	Coach	09/04/2018	0.00	0.00	0.00	0.00	0.00	9,393.00	0.00	0.00	0.00	0.00	0.00	9,393.00
Wilcox, Edward S	Coach	12/01/2018	0.00	0.00	0.00	0.00	0.00	3,807.00	0.00	0.00	0.00	0.00	0.00	3,807.00
Total COACHES			0.00	0.00	0.00	0.00	0.00	141,022.68	0.00	0.00	0.00	0.00	0.00	150,336.68

COMMUNITY EDUCATION

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Summer		Stipends	Additional Pay	Snow Days	TU		Total
						Pay	Days				Month	Longevity	
Baron, Alexis P	Community Education	01/12/2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Claireaux, Christine	Community Education	09/05/2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.45	25,552.23
Cullen, Catherine E	Community Education	05/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	225.00
Doutirich, Cynthia B	Community Education	01/01/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	960.00
Gada, Frank M	Community Education	04/04/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	360.00
Higgins, Jane P	Community Education	09/03/1991	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,800.00
Israel, Deborah A	Community Education	03/30/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,600.00
Lee, Diane	Community Education	09/01/1990	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	480.00
Mackell, Louis M	Community Education	02/11/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	960.00
Moll, Gloria	Community Education	09/01/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,280.00
Newman, Marjorie E	Community Education	09/15/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	315.00
Newmiller, Wilhelmina	Asst Director Community	07/01/1976	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,660.75
Noyes, Richard K	Community Education	01/04/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,320.00
Smith, Eileen A	Community Education	11/14/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,480.00
Sweeney, Joseph T	Community Education	09/21/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	360.00
Walkley, Christine F	Community Education	09/15/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	270.00
Wentz, Charles R	Community Education	10/01/2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	540.00
Total COMMUNITY			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.45	56,262.98

REGION or GRANT FUNDED - EASTHAM

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Summer		Stipends	Additional Pay	Snow Days	TU		Total
						Pay	Days				Month	Longevity	
Brodie, Kerin L	EES SN Ed Assistant	09/05/2006	802.20	0.00	0.00	0.00	0.00	11,829.93	0.00	0.00	0.00	0.00	15,449.03
Deeagan, Tracey	Teacher	09/01/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,825.96
Driscoll, Molly	Teacher	09/01/2007	0.00	0.00	0.00	0.00	0.00	336.97	0.00	0.00	0.00	0.00	336.97
Graiano, Catherine T	School Psychologist	09/04/2012	0.00	0.00	0.00	0.00	0.00	58.43	0.00	0.00	0.00	0.00	58.43
Kramer, Kaitlyne T	EES SN Teacher	08/31/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,949.96
LaBranche, Karen L	EES Nurse	02/09/2010	0.00	0.00	0.00	0.00	0.00	506.35	0.00	0.00	0.00	0.00	506.35
Marquit, Megan S	EES TEACHER	10/02/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,673.00
Total EASTHAM			802.20	0.00	0.00	0.00	0.00	12,731.68	0.00	0.00	0.00	0.00	33,799.70

ELEMENTARY

REGION or GRANT FUNDED - EDDY

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Bellarosa, Caroline	Teacher	09/02/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,744.18
Belliveau, Leah	Teacher	09/01/1989	0.00	0.00	0.00	0.00	233.70	0.00	0.00	0.00	0.00	233.70
Benning, Julie K	Ed Assistant	03/16/1998	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,537.61
Brooks, Suzanne H	SN Educational	01/04/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,761.16
Doucette, Barbara	School Psychologist	09/03/2008	0.00	0.00	0.00	0.00	1,421.08	0.00	0.00	0.00	0.00	1,421.08
Dugas, Marsha	Eddy Teacher	09/02/1992	0.00	0.00	0.00	0.00	337.00	0.00	0.00	0.00	0.00	337.00
Hacking-Davis, Robin L	Eddy Ed Assistant	11/19/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,317.90
Hancock, Susan	EDDY Ed Assistant	10/12/2010	0.00	0.00	0.00	0.00	555.00	0.00	0.00	0.00	0.00	1,930.20
Hancock Craffey, Norma	Eddy Teacher	09/03/2019	0.00	0.00	0.00	0.00	48.69	0.00	0.00	0.00	0.00	48.69
Marchant, Patricia M	Eddy Teacher	07/01/1979	0.00	0.00	0.00	0.00	506.35	0.00	0.00	0.00	0.00	506.35
Rubin, Carol A	Eddy SN Teacher	09/04/1990	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,311.48
Seymour, Christine G	Eddy Teacher	09/01/1998	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,782.00
Shanahan, Talia R	SN Teacher	09/02/2014	0.00	0.00	0.00	0.00	1,011.00	0.00	0.00	0.00	0.00	1,011.00
Underhill, Wendy	Eddy SN Ed Assistant	11/22/2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,980.00
Total EDDY			0.00	0.00	0.00	0.00	4,112.82	0.00	0.00	0.00	0.00	47,922.35

NAUSET REGIONAL HIGH SCHOOL

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Abolin, John Paul	HS Ed Asst 60% and HS	09/02/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,651.45
Adams, Krystal M	HS Guidance Secretary	08/28/2017	0.00	0.00	0.00	0.00	1,599.00	0.00	0.00	0.00	0.00	37,738.26
Aitchison, Tania A	HS Cafeteria	03/28/2013	1,521.95	0.00	0.00	4,374.71	2,305.50	0.00	0.00	0.00	350.00	33,338.15
Albright, Lori S	Teacher	09/03/1996	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	1,500.00	102,358.67
Allen, Thomas F	HS Teacher	10/01/2013	0.00	0.00	0.00	0.00	1,254.00	0.00	0.00	0.00	0.00	60,616.00
Anderson, Norma Jean	HS Teacher	01/28/1998	0.00	0.00	0.00	0.00	1,586.00	0.00	0.00	0.00	0.00	55,519.67
Anthony, Daniel W	HS Teacher	08/30/2017	0.00	0.00	0.00	0.00	1,570.00	0.00	0.00	0.00	0.00	60,224.66
Appleton, Scott	Custodian	08/05/1996	514.92	0.00	0.00	0.00	400.00	0.00	0.00	0.00	825.00	31,134.64
Avery, Joshua	Custodian	11/29/2004	0.00	0.00	0.00	3,000.00	300.00	0.00	0.00	0.00	625.00	61,191.32
Avery, Sharon E	Cafeteria Worker	10/13/2011	1,114.80	445.38	0.00	2,607.36	225.00	0.00	0.00	0.00	0.00	21,990.76
Bartolini-Trott, Bonnie J	HS SN Teacher	09/01/1994	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	2,000.00	102,858.67
Beasley, Katherine M	SN Ed Assistant	09/02/2015	0.00	0.00	0.00	0.00	4,567.24	0.00	0.00	0.00	0.00	21,080.86
Beer, Ted W	HS MATH TEACHER	09/03/2019	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	77,289.17
Bentz, Alirami C	HS Teacher	09/01/2011	0.00	0.00	0.00	0.00	4,110.00	0.00	0.00	0.00	0.00	97,491.50
Birchall, Joanne N	HS SN Ed Assistant	09/06/1994	0.00	0.00	0.00	180.00	894.00	0.00	0.00	0.00	1,700.00	42,989.96
Birchall, Ryan N	HS Art Teacher	09/01/2011	0.00	0.00	0.00	0.00	1,635.08	0.00	0.00	0.00	0.00	79,696.10
Blascio, Katsiaryna	Teacher	09/07/2006	0.00	0.00	0.00	0.00	3,765.00	0.00	0.00	0.00	0.00	97,955.17

Boggs, Christine M	08/31/2016	0.00	0.00	1,836.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56,933.36
Bohamon, Justin C	09/01/2002	0.00	0.00	5,099.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	94,251.34
Bohamon, Meredith N	09/01/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	96,999.16
Bolinder, Richard	04/10/1990	0.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	925.00	60,200.12
Guidance Counselor	11/12/2003	0.00	0.00	1,788.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	101,395.73
Boyd, Margaret	09/02/2008	0.00	0.00	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	40,462.35
Brady, Jennifer L	08/31/2016	0.00	0.00	903.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80,968.14
Brister, William Carr	07/15/2019	1,320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,320.00	1,320.00
Brooks, Allison L	08/30/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84,031.17
Brown, Lisa	09/08/1998	0.00	0.00	912.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	102,417.10
Burnett, Laura C	08/30/2017	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	58,022.85
Cameron, Katie	09/01/2006	0.00	0.00	2,225.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98,962.54
Campbell, Diane	09/01/2007	0.00	0.00	20,761.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,761.46
Carpenter, Pamela	10/20/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52,783.32
Carpenter, Samuel A	07/15/2019	660.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	660.00
Caruso, Angela M	09/03/2013	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	900.00	27,922.79
Castellano, Alan	09/01/1988	0.00	0.00	284.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	122,111.65
Chiarello, Kerry C	09/01/2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,836.30
School Psychologist	09/02/2014	0.00	0.00	1,674.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71,845.63
Clark, Andrew	09/03/1996	0.00	0.00	2,491.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	102,227.18
Collins, Alana J	10/22/2012	0.00	0.00	14,669.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	450.00	36,011.69
Cowan, Robert	09/01/1988	0.00	0.00	0.00	0.00	6,965.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,965.00
Craven, Raymond	09/02/1997	0.00	0.00	1,220.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	96,910.17
Cravens, Joanne	10/13/2006	0.00	0.00	4,348.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,100.00	44,947.74
Cremmins, Joanne	09/01/1985	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,647.11
Davies, Paul	09/03/2019	0.00	0.00	3,110.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76,064.44
Dill, Ellen M	09/06/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	98,499.16
Donovan, David	10/09/2018	0.00	0.00	2,022.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68,068.16
Eitelbach, Robin C	07/15/2019	1,320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,320.00
Ellis, Benjamin J	07/01/2018	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150,854.00
Elisasser, Christopher	09/01/2004	0.00	0.00	919.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	101,424.11
Endlich, Roberta	09/02/2003	0.00	0.00	6,005.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	102,569.00
Evans, Henry K	11/01/2013	1,301.16	0.00	2,867.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	350.00	26,261.05
Fannon, Diane M	09/01/1999	0.00	0.00	6,858.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	106,267.11
Faris, Thomas A	09/01/1986	0.00	0.00	1,815.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	104,319.67
Faucher, Roger H	09/01/2011	0.00	0.00	1,174.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,700.00	43,089.96
Fitzpatrick, Julie Anne	07/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114,110.18
Fleming, Sean M	03/11/2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,600.55
Foster, Larkin	09/04/2018	0.00	0.00	5,175.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95,075.41
Gordon, Jerrold A	03/28/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,347.86
Graves Newton, Holly														

Grozier, Christine H	HS SN Ed Assistant	09/02/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400.00	46,614.05
Hamer, Judith	HS Teacher	09/01/1989	0.00	0.00	0.00	1,352.00	0.00	0.00	0.00	0.00	0.00	2,500.00	103,856.67
Hendricks, Ezra	HS Teacher	09/01/2001	0.00	0.00	0.00	11,324.00	0.00	0.00	0.00	0.00	0.00	500.00	109,732.68
Hepinstall, Karen E	HS Teacher	09/06/1994	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	2,000.00	102,858.67
Hicks, Brian R	HS Teacher	09/03/1996	0.00	0.00	0.00	5,274.08	0.00	0.00	0.00	0.00	0.00	1,500.00	100,964.25
Horton, David S	HS Cafeteria Worker	10/23/2017	1,514.57	0.00	3,401.35	3,389.09	0.00	0.00	0.00	0.00	0.00	0.00	24,573.60
Hoyt, Joseph C		09/02/2015	0.00	0.00	0.00	853.92	0.00	0.00	0.00	0.00	0.00	0.00	59,508.58
Hu, Xiaochuan	HS Teacher	08/30/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,427.03
Ilkovich, Katie	HS SN Ed Assistant	09/03/2013	0.00	0.00	0.00	1,034.00	0.00	0.00	0.00	0.00	0.00	0.00	33,463.13
Johnston, Ross B	HS Teacher	09/06/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	102,004.67
Kandall, Amy	HS Teacher	09/01/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	94,690.17
Keavy, Debra A	HS Teacher	09/01/2006	0.00	0.00	0.00	1,191.00	0.00	0.00	0.00	0.00	0.00	0.00	91,091.33
Kelley, Paul M	HS Teacher	09/04/2018	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	71,388.69
Kelly, Jeffrey J	HS teacher/Ed Assistant	05/16/2016	0.00	5,402.70	0.00	69.08	0.00	0.00	0.00	0.00	0.00	0.00	34,360.87
Kenyon, Keith Edward	HS Asst Principal	07/01/2010	0.00	0.00	0.00	2,231.00	0.00	0.00	0.00	0.00	0.00	0.00	129,387.59
Keon, Diane Smith	HS Teacher	09/02/1997	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	1,500.00	102,358.67
Kerse-McMillin, Maura	HS Teacher	09/01/2001	0.00	0.00	0.00	10,199.50	0.00	0.00	0.00	0.00	0.00	500.00	107,198.66
King, Selena F	HS Teacher	09/03/1991	0.00	0.00	0.00	5,209.43	0.00	0.00	0.00	0.00	0.00	2,000.00	103,708.59
Kntec, Ariana L	HS Teacher	09/01/2011	0.00	13,590.15	0.00	8,228.72	0.00	0.00	0.00	0.00	0.00	0.00	104,255.05
Kovac, Susan A	High School Ed	09/04/2012	0.00	0.00	0.00	2,378.56	0.00	0.00	0.00	0.00	0.00	450.00	42,360.91
LaBranche, Christine W	HS Secretary	09/13/2012	0.00	15,026.47	0.00	2,673.23	0.00	0.00	0.00	0.00	0.00	600.00	57,799.44
LaBranche, Robert A	HS Teacher	10/20/1999	0.00	9,124.00	0.00	1,814.82	0.00	0.00	0.00	0.00	0.00	500.00	105,628.99
Lagasse, Karen M	HS Teacher	09/01/1992	0.00	1,902.26	0.00	5,151.00	0.00	0.00	0.00	0.00	0.00	2,000.00	107,289.44
Layne, Alster A	HS Custodian	04/10/2017	480.32	0.00	1,708.80	4,041.60	0.00	0.00	0.00	0.00	0.00	0.00	49,850.16
Leary, Geoffrey W	Driver Ed	09/01/1988	0.00	6,328.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,328.00
Lebow, Elizabeth A	HS Teacher	11/03/1997	0.00	0.00	0.00	13,540.00	0.00	0.00	0.00	0.00	0.00	1,500.00	111,994.00
Lindahl, Paul	HS Teacher	09/01/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	115,644.16
Lopardo, Larisa	HS CAFETERIA	10/28/2014	0.00	3,744.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,744.00
Loureiro, Cristina O	Computer Tech Support	07/24/2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,454.00
Lum, Sally	HS Teacher	09/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90,324.00
MacDonald, Kathleen Z	HS Teacher	09/02/2014	0.00	0.00	0.00	6,005.00	0.00	0.00	0.00	0.00	0.00	0.00	104,241.18
Madoc-Jones, Jessica	HS TEACHER	08/31/2018	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	28,783.20
Margotta, Genevieve	HS SN Teacher	09/02/2015	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	59,091.90
Marquit, Jayne H	Ed Assistant	09/01/1994	0.00	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,700.00	42,115.96
Mathison, Alexis K	HS Teacher	08/31/2016	0.00	0.00	0.00	2,244.50	0.00	0.00	0.00	0.00	0.00	0.00	54,388.09
Mathison, Mark W	HS SN Teacher	09/01/1974	0.00	0.00	0.00	901.00	0.00	0.00	0.00	0.00	0.00	2,500.00	97,591.17
Mattison, John K	HS Athletic Director	09/03/2009	0.00	0.00	0.00	427.00	0.00	0.00	0.00	0.00	0.00	0.00	104,273.31
Maynard, Kenneth	HS Teacher	09/01/1986	0.00	6,816.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,816.00
McCully, Kathleen F	HS Teacher	10/14/1993	0.00	0.00	0.00	5,296.00	0.00	0.00	0.00	0.00	0.00	2,000.00	103,795.16
McGown, Jane	HS Teacher	09/02/1997	0.00	0.00	0.00	5,518.00	0.00	0.00	0.00	0.00	0.00	1,500.00	105,254.18

McGrath, Scott	09/03/2013	HS PE Teacher	0.00	433.76	0.00	0.00	4,328.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70,178.83
McNamara, Michael P	09/01/2007	HS Teacher	0.00	0.00	0.00	0.00	1,865.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97,929.00
Milan, Neal A	09/01/2011	Director of Access	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114,854.00
Morton, Vanessa L	09/03/2007	HS SN Teacher	0.00	0.00	0.00	0.00	2,784.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70,607.66
Mowers, Kelly E	09/03/2019	ELL TEACHER	0.00	0.00	0.00	0.00	19,732.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,732.59
Mulholland, Sean J	09/01/2011	HS Teacher	0.00	0.00	0.00	0.00	6,853.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95,923.08
Murphy, Alanna M	09/03/2019	HS SN Teacher	0.00	0.00	0.00	0.00	1,072.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53,638.15
Nannini, Anthony J	04/23/2018	High School Facilities	105.64	0.00	0.00	0.00	1,154.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75,059.86
Nelson, Jr, Roger E	09/05/2000	HS Ed Assistant	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	0.00	41,303.05
Nielsen, Lise	09/02/1980	Driver Education	0.00	0.00	3,562.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,562.00
Novacon, Karen J	09/03/1996	HS Teacher	0.00	0.00	0.00	0.00	919.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98,918.60
Ochoa-Roloff, Carolina	09/18/2017	HS Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83,537.17
Ogden, Virginia R	09/01/1988	HS Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87,297.53
Oriandella, Lisa E	09/02/2014	HS Teacher	0.00	0.00	0.00	0.00	6,966.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101,156.17
Pavlu, Michele M	09/02/2003	HS Athletic Trainer	0.00	0.00	0.00	0.00	840.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82,196.99
Peno, Jesse S	09/02/2015	HS Teacher	0.00	0.00	0.00	0.00	1,712.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90,364.59
Peters, Rydell S	11/20/2015	HS Teacher	0.00	0.00	0.00	0.00	2,086.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60,750.21
Pickard, Jacob F	01/04/2015	SN Teacher	0.00	0.00	0.00	0.00	2,537.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56,766.02
Polo, Ricardo R	10/01/2011	High School Teacher	0.00	0.00	13,205.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	100,002.53
Potts, David G	09/07/1993	HS Teacher	0.00	0.00	0.00	0.00	853.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,441.49
Quigley, Julie E	09/01/2011	HS Teacher	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,123.05
Read, Lynn E	09/01/2000	Ed Assistant	0.00	0.00	0.00	0.00	860.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96,686.17
Reeves, Jessica Jean	09/02/2010	Math Teacher	0.00	0.00	0.00	0.00	2,496.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100,003.08
Richards, Sharon C	09/01/2007	HS Teacher	0.00	1,823.96	0.00	0.00	3,488.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105,188.39
Roberts, Amy Lynn	09/02/2010	Spanish Teacher	0.00	0.00	0.00	0.00	5,183.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61,500.00
Rohrer, Edward F	07/01/2018	Integration Technology	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61,500.00
Ross, Maureen Keegan	05/01/2017	SN Ed Assistant	0.00	0.00	0.00	420.00	2,236.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,896.23
Schwebach, Suzanne M	09/08/1998	Ed Assistant	0.00	0.00	0.00	80.00	555.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400.00	0.00	49,831.84
Seiser, Beth A	09/15/2012	HS Teacher	0.00	0.00	0.00	0.00	2,809.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,268.66
Shedlosky III, Robert	08/30/2017	HS SN Ed Assistant	0.00	0.00	0.00	240.00	6,744.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,772.38
Simpson, Luke E	09/01/2011	HS Teacher	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91,178.00
Simpson, Courtney W	09/02/2015	HS Teacher	0.00	0.00	0.00	0.00	1,586.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95,776.17
Smith, Dorothea A	09/02/1998	Guidance Counselor	0.00	0.00	0.00	0.00	14,005.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	0.00	118,212.41
Smith, Jenny L	10/07/2019	HS Sn Ed Assistant	0.00	0.00	0.00	0.00	261.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,653.78
Smith, Noelle K	09/01/2011	Teacher	0.00	0.00	0.00	0.00	6,151.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100,341.17
Spampinato, Marcia W	02/01/2007	HS Principal's Secretary	0.00	0.00	0.00	0.00	1,815.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65,660.52
Spencer, Susan J	09/01/2002	HS SN Ed Assistant	0.00	0.00	0.00	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400.00	0.00	41,583.05
Spurr, Kelly L	/ /	HS ATHLETICS	0.00	0.00	0.00	0.00	105.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.00
Staniels, Jaime L	09/02/2014	HS Nurse	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61,510.51
Stevens, Heather L	09/02/1998	HS Teacher	0.00	0.00	0.00	0.00	3,651.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100,650.41

Stevens, Jennifer L	HS Teacher	09/02/2015	0.00	1,441.43	0.00	0.00	2,592.75	0.00	0.00	0.00	0.00	0.00	0.00	75,423.29
Stewart, Sarah E	HS Guidance Counselor	09/03/2013	0.00	0.00	0.00	0.00	3,063.53	0.00	0.00	0.00	0.00	0.00	0.00	76,040.96
Straughn, Eren	HS Custodian	05/04/2018	0.00	0.00	0.00	0.00	2,008.80	0.00	0.00	0.00	0.00	0.00	0.00	43,067.44
Strunk, Bruce R	HS Teacher	08/30/2017	0.00	0.00	0.00	0.00	18,550.75	0.00	0.00	0.00	0.00	0.00	0.00	101,846.25
Sullivan, Erin B	HS SN Teacher	08/31/2016	0.00	0.00	0.00	0.00	10,454.50	0.00	0.00	0.00	0.00	0.00	0.00	88,607.65
Terrenzi, Kelly J	HS Teacher	09/03/2019	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	68,448.17
Tichnor, Richard L	HS Teacher	06/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	39,953.20
Timmons, Mae A	HS Speech Therapist	09/01/1996	0.00	0.00	0.00	0.00	4,901.00	0.00	0.00	0.00	0.00	1,200.00	0.00	106,105.67
Tortorella, Susan L	HS Teacher	09/04/2018	0.00	0.00	0.00	0.00	912.43	0.00	0.00	0.00	0.00	0.00	0.00	89,564.77
Tringale, Kathleen A	HS Teacher	09/02/1997	0.00	0.00	0.00	0.00	6,261.50	0.00	0.00	0.00	0.00	1,500.00	0.00	107,766.17
Tupper, Katherine	HS SN Secretary	09/01/2001	0.00	0.00	0.00	0.00	130.00	0.00	0.00	0.00	0.00	1,350.00	0.00	46,264.78
Tupper, Stephanie J	HS Teacher	05/25/2009	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	73,193.03
Wall, Lauren J	Ed Assistant	09/08/1997	0.00	0.00	0.00	120.00	1,586.00	0.00	0.00	0.00	0.00	1,400.00	0.00	43,201.43
Weeks, Addison J	HS Teacher	08/30/2017	0.00	0.00	0.00	0.00	6,452.00	0.00	0.00	0.00	0.00	0.00	0.00	60,681.02
White, Brian M	Guidance Counselor	09/01/2004	0.00	0.00	0.00	0.00	2,256.92	0.00	0.00	0.00	0.00	500.00	0.00	105,463.51
Wilson, Ellis S	HS Custodian	11/17/2017	329.00	0.00	0.00	0.00	2,108.80	0.00	0.00	0.00	0.00	0.00	0.00	44,734.92
Yurgelun, Nancy C	HS SN TEACHER	10/05/2017	0.00	36,098.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36,098.71
deBaun Yates, Jenny E	HS Teacher	08/30/2017	0.00	0.00	0.00	0.00	854.00	0.00	0.00	0.00	0.00	0.00	0.00	97,353.16
Total HIGH SCHOOL			10,182.36	64,882.35	61,026.47	19,539.74	391,697.59	0.00	0.00	0.00	0.00	77,575.00	10,692,999.47	

NAUSET REGIONAL MIDDLE SCHOOL

Name	Position	Hire Date	Overtime	Sub Pay	Driver's Ed	Summer Pay	Stipends	Accidental Pay	Show Days	Month	Longevity	Total
Allen, Lyndsey E	MS SN Ed Assistant	02/07/2019	0.00	0.00	0.00	20.00	1,113.62	0.00	0.00	0.00	0.00	24,134.00
Ambrose, Clifford	Custodian	05/03/2007	1,028.28	0.00	0.00	0.00	2,008.80	0.00	0.00	0.00	625.00	59,212.16
Anthony, Megan L	Middle School Teacher	09/04/2012	0.00	0.00	0.00	0.00	897.76	0.00	0.00	0.00	0.00	92,609.95
Bader, Brandon	MS SN Ed Assistant	10/22/2018	0.00	2,230.00	0.00	0.00	3,613.85	0.00	0.00	0.00	0.00	19,598.84
Bader, Carol A	MS SN Secretary	07/01/1991	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,900.00	0.00	44,846.44
Baldwin, Nancy P	Teacher	09/01/2001	0.00	1,417.50	0.00	0.00	0.00	0.00	0.00	0.00	500.00	98,416.66
Barr, Gregory A	Middle School Teacher	09/04/2012	0.00	0.00	0.00	0.00	6,605.09	0.00	0.00	0.00	0.00	100,795.26
Berger, Hayden F	SN Ed Assistant	10/22/2018	0.00	0.00	0.00	380.00	499.18	0.00	0.00	0.00	0.00	26,231.35
Bertrand, Shannon	Teacher	09/06/1994	0.00	0.00	0.00	0.00	243.98	0.00	0.00	0.00	0.00	97,847.39
Blair, Gail L	Ed Assistant	10/15/1996	0.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	1,400.00	41,445.99
Blau, Reva T	MS Teacher	09/04/2012	0.00	0.00	0.00	0.00	1,041.40	0.00	0.00	0.00	0.00	70,596.21
Bonanni, John M	MS SN Teacher	09/02/2015	0.00	0.00	0.00	0.00	3,260.00	0.00	0.00	0.00	0.00	70,139.99
Brady, Joann L	Data Reporting	06/27/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66,117.82
Bucar, James F	Ed Assistant	09/07/2010	0.00	0.00	0.00	0.00	140.00	0.00	0.00	0.00	450.00	42,846.80
Bucknor, Chelsea S	MS SN Teacher	12/20/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54,404.50

Krikorian, Kathleen	MS SN Ed Assistant	09/01/2007	0.00	0.00	0.00	1,532.00	0.00	0.00	0.00	0.00	0.00	750.00	46,102.45
Lane, Theresa L	Ed Assistant	09/21/2009	0.00	160.00	0.00	3,328.74	0.00	0.00	0.00	0.00	0.00	1,200.00	44,751.79
Lavery, Brian D	MS PE Teacher	09/03/2013	0.00	0.00	0.00	11,201.22	0.00	0.00	0.00	0.00	0.00	0.00	105,391.39
Leighton, Ann C	Spanish Teacher	09/02/2010	0.00	0.00	0.00	3,632.44	0.00	0.00	0.00	0.00	0.00	0.00	85,520.42
Leong, Michelle P	MS Teacher	03/07/2017	0.00	0.00	0.00	3,899.00	0.00	0.00	0.00	0.00	0.00	0.00	68,206.48
Liska, Kathleen I	SN Ed Assistant	12/10/2018	0.00	0.00	0.00	182.05	220.00	0.00	0.00	0.00	0.00	0.00	23,966.15
MacLelland, Eloise G	MS Teacher	09/05/2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	98,736.18
MacNeill Malloy,	MS Teacher	09/01/2011	0.00	0.00	0.00	97.38	0.00	0.00	0.00	0.00	0.00	500.00	92,541.82
Mack, Kristina L	MS SN Teacher	09/01/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83,127.35
Maloney, Rose M	MS SN Ed Assistant	09/11/2017	0.00	4,765.44	0.00	271.29	60.00	0.00	0.00	0.00	0.00	0.00	29,534.70
McCarthy, Tammy J	MS Teacher	09/01/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100,004.67
McConchie, Ann S	MS Teacher	09/05/2000	0.00	2,835.00	0.00	800.95	0.00	0.00	0.00	0.00	0.00	500.00	104,611.95
McCormack, Patrick	Tutor	09/03/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,406.12
Minkoff, Maxine	MS Principal	09/13/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,500.00
Moneghan, Cathy F	MS Teacher	12/21/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94,190.17
Moore, Michael G	MS Teacher	09/01/1987	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	102,504.67
Morris, Catherine E	Ed Assistant	09/02/1997	0.00	140.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400.00	43,121.23
Needel, Anne M	MS Teacher	09/05/2000	0.00	0.00	0.00	366.00	0.00	0.00	0.00	0.00	0.00	500.00	100,870.67
Newell, Jessica A	MS Adjustment	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68,686.62
Nicholson, Dawn	Ed Assistant	09/07/2010	0.00	0.00	0.00	1,464.00	40.00	0.00	0.00	0.00	0.00	450.00	43,032.47
Nickerson, Linda	MS Nurse	09/02/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	84,795.50
O'Brien, Mary Catherine	Ed Assistant	09/22/2008	0.00	0.00	0.00	260.00	0.00	0.00	0.00	0.00	0.00	450.00	47,254.73
O'Hara, Cristin E	MS Teacher	09/01/2001	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	90,400.33
O'Neil, Dawn J	MS Teacher	09/02/1997	0.00	2,835.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	104,339.67
Pacileo, Marisa A	MS Ed Assistant	10/15/2017	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	34,127.96
Paulus, Ann K	MS Teacher	09/01/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82,348.10
Pavlu, Edward J	MS Teacher	09/05/2000	0.00	0.00	0.00	8,682.00	0.00	0.00	0.00	0.00	0.00	500.00	109,186.67
Perry, Vivian M	Ed Assistant	10/11/2005	0.00	0.00	0.00	340.00	0.00	0.00	0.00	0.00	0.00	750.00	41,075.99
Peters, Kristin E	MS SN Teacher	09/01/2004	0.00	0.00	0.00	15,896.48	0.00	0.00	0.00	0.00	0.00	500.00	79,842.31
Peters, Richard E	MS Custodian	05/27/2014	1,160.16	0.00	0.00	300.00	131.60	0.00	0.00	0.00	0.00	0.00	48,409.04
Peterson, Richard F	teacher	09/01/2005	0.00	0.00	0.00	1,036.50	0.00	0.00	0.00	0.00	0.00	0.00	99,272.68
Pino, Marie T	MS Guidance Secretary	08/17/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52,504.80
Pirtle, Leslie E	MS Teachers	08/31/2016	0.00	0.00	0.00	1,006.47	0.00	0.00	0.00	0.00	0.00	0.00	87,460.29
Prickett, Margaret H	HS SN ED ASSISTANT	09/02/2015	0.00	0.00	0.00	1,121.02	160.00	0.00	0.00	0.00	0.00	0.00	28,414.85
Puffer, Jacqueline A	Middle School Teacher	09/04/2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66,879.99
Rae, Stephanie M	NRMS Assist Principal	07/29/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113,000.00
Reddish, Karen A	MS Teacher	09/02/1997	0.00	1,417.50	0.00	449.00	0.00	0.00	0.00	0.00	0.00	1,500.00	103,371.17
Richard, Paul	MS Head Custodian	02/08/1999	634.69	0.00	0.00	1,380.00	0.00	0.00	0.00	0.00	0.00	1,000.00	85,898.53
Roy, Marie-France	Middle School Teacher	09/03/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,665.17
Schnitzer, Dawn N	MS SN Teacher	09/01/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96,499.16

Name	Position	Hire Date	Overtime	Sub Pay	Driver's Ed	Summer	Stipends	Accrual	Snow Days	Month	Longevity	Total
Sheehan, William P	MS SN Teacher	01/30/2001	0.00	0.00	0.00	0.00	467.40	0.00	0.00	0.00	500.00	100,972.07
Siemer, Nancy A	MS Ed Assistant	09/17/2013	0.00	40.00	0.00	0.00	732.00	0.00	0.00	0.00	450.00	31,711.06
Silva, Pamela	MS Secretary to the	08/04/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,100.00	62,115.77
Simms, John	MS Teacher	09/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78,241.18
Simpson, Christy L	MS Teacher	09/01/2011	0.00	0.00	0.00	0.00	1,464.00	0.00	0.00	0.00	0.00	77,918.67
Smith, Audrey C	MS Long Term Sub	09/01/2011	0.00	8,619.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,619.68
Smith, Lorraine	MS Speech Therapist	09/01/1985	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	105,227.71
Sousa, Katie E	MS SN Teacher	09/02/1999	0.00	0.00	0.00	0.00	3,148.00	0.00	0.00	0.00	1,500.00	104,652.67
Thatcher, Kimberly A	MS SN Ed Assistant	08/21/2007	0.00	0.00	0.00	400.00	3,617.50	0.00	0.00	0.00	750.00	45,467.18
VanKleeff Jr, Harold M	Groundsman	01/14/2019	1,485.91	0.00	0.00	0.00	300.00	0.00	0.00	0.00	0.00	45,405.35
Vining, Kerri L	SN Teacher	09/01/2001	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	85,297.53
Von Hausen, Estefania	MS Teacher	09/02/2014	0.00	0.00	0.00	0.00	1,804.00	0.00	0.00	0.00	0.00	66,853.83
Walther, Wendy T	MS Teacher	03/20/2015	0.00	0.00	0.00	0.00	2,835.00	0.00	0.00	0.00	0.00	73,369.69
Ward, Lawrence F	MS Custodian	08/28/2017	615.36	0.00	0.00	0.00	2,108.80	0.00	0.00	0.00	0.00	47,688.48
Warren, Patricia A	MS SN Teacher	01/07/2002	0.00	0.00	0.00	0.00	6,369.00	0.00	0.00	0.00	500.00	104,578.40
Wiley, Kerry	MS SN Ed Assistant	08/28/1990	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	1,700.00	41,818.37
Williams, Monique A	MS SN Ed Assistant	11/13/2018	0.00	0.00	0.00	0.00	3,079.22	0.00	0.00	0.00	0.00	26,643.32
Williams, Shelby E	Guid Coun/ Soc Work	09/01/2004	0.00	0.00	0.00	0.00	1,091.00	0.00	0.00	0.00	500.00	100,699.03
Total MIDDLE			7,311.99	29,292.68	0.00	9,510.95	140,781.79	123.93	0.00	1,900.00	42,600.00	7,622,928.21

REGION or GRANT FUNDED - ORLEANS

Name	Position	Hire Date	Overtime	Sub Pay	Driver's Ed	Summer	Stipends	Accrual	Snow Days	Month	Longevity	Total
Ambrose, Bethany L	OES Guidance	09/02/2015	0.00	0.00	0.00	0.00	58.43	0.00	0.00	0.00	0.00	247.53
Bean, Jessica LT	OES SN Teacher	08/31/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,441.62
Carroll-Reed, Mary	Nurse	09/05/2006	0.00	0.00	0.00	0.00	5,656.50	0.00	0.00	0.00	0.00	5,656.50
Christopher, Amy M	OES Ed Assistant	09/21/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,231.96
Collea, Marnie H	Orleans Ed Assistant	10/14/2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,193.76
Cyr, Elaine M	OES SN Teacher	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,560.58
Da Silva, Carina C	ESL Teacher	03/27/2014	0.00	0.00	0.00	0.00	5,209.43	0.00	0.00	0.00	0.00	5,209.43
DeSimone, Christine	Tutor	09/03/1997	0.00	450.00	0.00	0.00	38.95	0.00	0.00	0.00	0.00	488.95
Eldridge, Michele	OES Teacher	09/01/1992	0.00	0.00	0.00	0.00	194.75	0.00	0.00	0.00	0.00	194.75
Frankel, Karen A	Teacher	09/02/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,576.98
Jenkins, Martha F	Teacher	09/01/1988	0.00	0.00	0.00	0.00	58.43	0.00	0.00	0.00	0.00	58.43
Richer, Susan M	Teacher	09/21/2009	0.00	0.00	0.00	0.00	337.00	0.00	0.00	0.00	0.00	337.00
Rosato, Kayleen E	Ed Assistant	09/01/1997	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,086.80
Sanzo, Anthony J	Orleans Custodian	05/23/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	935.75
Staruk, Karen L	Ed Assistant	09/01/2011	0.00	0.00	0.00	0.00	32.38	0.00	0.00	0.00	0.00	3,852.20
Steber, Dawn K	Teacher	12/21/2006	0.00	0.00	0.00	0.00	337.00	0.00	0.00	0.00	0.00	337.00
Suchecky, Judy	Teacher	09/01/1983	0.00	0.00	0.00	0.00	48.69	0.00	0.00	0.00	0.00	48.69

Waldron, Nancy	Teacher	09/08/1987	0.00	0.00	0.00	0.00	38.95	0.00	0.00	0.00	0.00	0.00	0.00	38.95
Wissmann, Lianna K	OES Ed Assistant	05/13/2013	0.00	0.00	0.00	0.00	4,697.00	0.00	0.00	0.00	0.00	0.00	0.00	4,697.00
Total ORLEANS ELEMENTARY			0.00	450.00	0.00	0.00	16,707.51	0.00	0.00	0.00	0.00	0.00	0.00	75,193.88

REGION ONLY

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Interim Pay	Stipends	Accumal Pay	Snow Days	Month	Longevity	Total
Cahill, Maryanne	Preschool Ed Assist	09/21/2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,064.70
Day, Judith	MS Cafeteria	03/01/1999	748.76	0.00	0.00	2,651.49	3,277.76	119.91	0.00	0.00	1,100.00	35,975.44
Edwards, Julie	Physical Therapist	09/05/2006	0.00	0.00	0.00	0.00	5,354.10	0.00	0.00	0.00	0.00	62,858.19
Fitzgerald, Esther	Adult Ed Director	08/19/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	850.00	29,585.06
Manach, Emily R	Educational Assistant	09/28/2009	0.00	0.00	0.00	0.00	17,924.00	0.00	0.00	0.00	450.00	32,546.78
O'Connell, Nancy	WES Preschool Teacher	09/01/1987	0.00	0.00	0.00	0.00	337.00	0.00	0.00	0.00	2,000.00	100,573.18
Raimo, Carey	Occupational Therapist	09/01/2006	0.00	0.00	0.00	0.00	1,011.00	0.00	0.00	0.00	0.00	95,960.43
Rice, Darla W	Occupational Therapist	08/20/2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,900.33
Rotti, Marjorie H	Secretary to Adult Ed	09/02/2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00	5,464.59
Souza, Judith E	Cafeteria	09/15/1993	1,074.68	0.00	0.00	2,607.36	225.00	119.91	0.00	0.00	1,400.00	32,012.71
Total REGION ONLY			1,823.44	0.00	0.00	5,258.85	28,128.86	239.82	0.00	0.00	6,400.00	490,941.41

REGION REVOLVING

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Interim Pay	Stipends	Accumal Pay	Snow Days	Month	Longevity	Total
Ferrara, Margaret M	Preschool Ed Assistant	10/11/2012	0.00	40.00	0.00	0.00	857.60	0.00	0.00	0.00	450.00	30,409.58
O'Connell, Joanne T	Speech/Language	09/01/2011	0.00	0.00	0.00	0.00	1,040.05	0.00	0.00	0.00	0.00	57,199.01
Stevens, Joanna W	Pre School Director	09/02/2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73,171.73
Total REGION			0.00	40.00	0.00	0.00	1,897.65	0.00	0.00	0.00	450.00	160,780.32

REGION SHARED

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Interim Pay	Stipends	Accumal Pay	Snow Days	Month	Longevity	Total
Ahern, Shannon M	Social Worker	03/01/2020	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,575.00
Boulos, Constance	Treasurer	04/08/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,640.00
Caretti, Ann	Director of Student Svcs	02/19/2001	0.00	0.00	0.00	0.00	8,000.00	0.00	0.00	0.00	0.00	158,215.00
Chappel, Michael R	Custodian	02/23/2015	0.00	0.00	0.00	1,259.01	0.00	0.00	0.00	0.00	0.00	10,438.93
Conrad, Thomas	Superintendent of	07/14/1994	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	203,199.00
Consiglio-Noks, Arlynn	Admin Asst	08/21/1996	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70,850.56
Daley, Janet H	Business Office Clerk	03/07/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48,810.06

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Ummannual Pay	Stipends	Additional Pay	Snow Days	Month	Longevity	Total
Fernandes, Abigail L	CO Secretary AYP	03/26/2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00	59,943.00
Forgione, Carol A	HR Director	08/17/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98,194.25
Gauley, Keith	Assistant Superintendent	07/01/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71,608.00
Kremer, Ralf	Network Systems	12/09/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	89,403.65
Lavoine, Barbara A	Director of Technology	08/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107,047.14
Miller, Sarah E	Admin Asst	10/21/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60,174.68
Mohan, Thomas	Out of District	09/03/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52,964.52
Mullen, Barbara A	Substitute HR Clerk	04/23/2018	0.00	2,643.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,643.00
Murray, Susan G	Director of Food Service	07/01/2012	0.00	0.00	0.00	0.00	12,775.60	0.00	0.00	0.00	0.00	102,445.53
Newcomb, Lori L	Secy to the Business	11/23/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	55,108.13
Nowack, James M	Accounting Manager	12/18/1997	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114,279.53
Sandison, Rhonda J	HR & Accounting	10/19/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48,810.60
Venditti, Giovanna B	Administrative Asst to Dir of Finance &	12/21/2009	0.00	0.00	0.00	0.00	1,606.52	0.00	0.00	0.00	0.00	91,699.36
Wallen, Susan A	Payroll and Benefits	09/09/2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147,793.52
Yarlets, Mackenzie L	Computer Technician	03/03/2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72,695.10
Total REGION			0.00	2,643.00	0.00	1,259.01	22,382.12	0.00	0.00	0.00	1,350.00	1,762,424.64

REGION WORKING FOR TOWN

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Ummannual Pay	Stipends	Additional Pay	Snow Days	Month	Longevity	Total
Allard, Margaret E	Ed Assistant	01/01/1992	0.00	0.00	0.00	0.00	32.38	0.00	0.00	0.00	0.00	13,480.04
Anson, Amy H	Pre School Ed Assistant	01/10/2019	0.00	480.00	0.00	0.00	99.77	0.00	0.00	0.00	0.00	16,585.21
Bianchi, Elizabeth A	Ed Assistant	09/11/2000	0.00	25.00	0.00	0.00	857.60	0.00	0.00	0.00	1,200.00	34,132.91
Bono, Sonja A	Adjustment Counselor	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,994.12
Callahan, Anna S	Substitute	10/17/2018	0.00	0.00	0.00	0.00	16,603.00	0.00	0.00	0.00	0.00	16,603.00
Callahan, Kristen E	Technology Integration	09/04/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,157.68
Carr, Deborah	Ed Assistant	01/03/2002	0.00	0.00	0.00	0.00	12,070.38	0.00	0.00	0.00	0.00	15,269.67
Clark, Katherine A	WES SN Teacher	09/03/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,352.66
Colgan, Teri-Lynn	Tutor	09/03/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,909.92
Daddy, Kimberly L	SN Ed Assistant	09/03/2019	0.00	0.00	0.00	0.00	916.80	0.00	0.00	0.00	0.00	20,520.53
Doherty, Michaela B	Preschool Secretary	10/16/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,100.00	31,174.26
Escher, Mary Christine	Teacher	09/01/1989	0.00	0.00	0.00	0.00	5,151.00	0.00	0.00	0.00	0.00	30,586.47
Hinote, Danielle	Preschool OT	08/31/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	57,284.26
King, Kelly A	Pre-School Teacher	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96,499.16
Kylie, Victoria E	Occupational Therapist	09/03/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54,669.51
Margotta, Kathryn M	Ed Assistant	09/02/1998	0.00	20.00	0.00	0.00	1,412.60	0.00	0.00	0.00	1,400.00	34,882.91
Meyer, Deborah A	Teacher Title 1 and	09/16/2013	0.00	0.00	0.00	0.00	674.00	0.00	0.00	0.00	0.00	34,201.22
Montano, Dawn M	Ed Assistant	09/01/2005	0.00	85.00	0.00	0.00	889.98	0.00	0.00	0.00	750.00	33,775.29

Pina, Michelle D	Region OT	09/03/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,034.85	
Pranga, Christina L	Ed Assistant Preschool	05/04/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,655.19	
Regan, Melissa J	Pre K SN Teacher	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59,891.89	
Ryan, Eileen G	Ed Assistant	09/02/1999	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400.00	36,104.14	
Ryan, Justine A	SB Preschool Teacher	09/02/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	99,736.18
Smith, Gail M	Ed Assistant	09/01/2003	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	534.80	
Souther, Deirdre J	Ed Assistant	09/05/2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,616.56	
Sullivan, Linda Lee	Eddy SN Ed Assistant	09/01/2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,746.13	
Tlumacki, Jessica	Speech and Language	10/01/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48,244.85	
Wallace, Marjorie A	WES Teacher	09/06/2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,166.01	
Williams, Kathleen	ELL TEACHER	09/15/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,017.80	
Total REGION WORKING FOR TOWN			0.00	610.00	80.00	80.00	62,632.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,350.00	866,827.22

REGION or GRANT FUNDED STONY BROOK

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential Pay	Stipends	Additional Pay	Snow Days	10 Month Secs.	Longevity	Total
Barnatchez, Kelly J	SBES Teacher	09/01/1985	0.00	0.00	0.00	0.00	1,011.00	0.00	0.00	0.00	0.00	1,011.00
Bausch, Janet L	Ed Assistant	09/01/2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,322.68
Bucci, Elisa	Teacher	09/02/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,186.00
Bunce, Rebecca A	Teacher	09/04/2018	0.00	0.00	0.00	0.00	58.43	0.00	0.00	0.00	0.00	58.43
Cahill, Roberta A	Substitute	06/28/1996	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,512.80
Donovan, Tonia	Teacher	09/01/2000	0.00	0.00	0.00	0.00	337.00	0.00	0.00	0.00	0.00	337.00
Everson, Holly L	SBES Ed Assistant	09/08/2015	0.00	0.00	0.00	0.00	227.50	0.00	0.00	0.00	0.00	227.50
Gordon, Kelly	SBES Ed Assistant	09/01/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,284.48
Hannon, Kathleen B	SBES Teacher	09/01/1990	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,134.60
Holcomb-Jones,	Stony Teacher	09/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,079.12
Johnson, Patricia	SBES Ed Assistant	09/02/2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,600.00
Mangalinx, Crystal J	ED ASSISTANT	09/28/2020	0.00	2,355.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,355.00
Matulaitis, Susan	SBES SN Ed Assistant	09/02/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,941.30
Moody, Dana Elizabeth	SBES SN Ed Assistant	12/01/2016	0.00	0.00	0.00	0.00	555.00	0.00	0.00	0.00	0.00	1,767.86
Muniz, Nancy B	SBES SN Ed Assistant	10/05/2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	496.60
Rogers, Jennifer L	Brewster Teacher	09/01/2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,924.66
Smorol, Lynne M	SN Ed Assistant	09/25/2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,484.08
Total STONY BROOK			0.00	2,355.00	0.00	0.00	2,188.93	0.00	0.00	0.00	0.00	66,723.11

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential		Additional		10		Total
						Pay	Stipends	Pay	Snow Days	Month Secs.	Longevity	
Anthony, Laird P	Substitute	04/01/2017	0.00	1,080.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,080.00
Beale, Tamara	Substitute	09/03/2004	0.00	1,188.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,188.00
Bean, Oriane E	Substitute	03/12/2020	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.00
Berg, Kathryn J	Substitute	01/03/2020	0.00	455.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	455.00
Berzins, Mary D	Substitute	10/16/1995	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	39,664.52
Branch, Taylor Nicole	Firebirds	06/14/2018	0.00	0.00	0.00	0.00	1,392.00	0.00	0.00	0.00	0.00	1,392.00
Brodeur, Kerry	Substitute	10/24/2016	0.00	585.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	585.00
Caliri, Diane E	Substitute	09/15/2014	0.00	900.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	900.00
Carnathan, Susan M	Substitute	09/17/2012	0.00	0.00	0.00	0.00	4,177.40	0.00	0.00	0.00	0.00	4,177.40
Cibrowski Jr, John	Substitute	11/04/2015	0.00	2,070.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,070.00
DE Castro, Marismar R	Substitute	09/06/2018	0.00	144.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	144.00
Deegan, Tanner J	Substitute	02/24/2020	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00
Dale, Matthew R	Substitute	03/02/2018	0.00	160.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.00
Delfino, Linda M	Substitute	09/19/2013	0.00	6,390.00	0.00	0.00	605.00	0.00	0.00	0.00	0.00	6,995.00
DellaRocco, Elizabeth E	Substitute	09/13/2019	0.00	1,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,750.00
Dumont, Maureen	Substitute	09/11/2018	0.00	1,191.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,191.00
Franchitto, Dana L	Substitute	03/01/2016	0.00	8,090.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,411.47
Gardner, Charles F	Substitute	10/03/2013	0.00	3,015.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,015.00
Gill, Laura	Substitute	09/02/2008	0.00	525.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00
Gregory, Patricia A	Substitute	06/01/2013	0.00	1,430.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,430.00
Hart, Susan C	Substitute	09/21/2011	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00
Hilliar, Emily J	Substitute	07/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	337.50
Honda, Barbara G	Substitute	02/09/2018	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00
Jervis, Velma V	Substitute	09/26/2019	0.00	204.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	204.00
Jordan, Edward J	Substitute	02/01/2011	0.00	5,220.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,220.00
Kelly, Karen	Substitute	09/05/2012	0.00	4,815.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,815.00
Kelly, Madeline O	Firebirds	06/26/2018	0.00	0.00	0.00	0.00	1,065.00	0.00	0.00	0.00	0.00	1,065.00
Kendall, Maria	Substitute	02/12/2020	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00
Kendall, Richard R	Substitute	11/12/2019	0.00	3,595.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,595.00
Keohan, Mary Sue	Substitute	09/08/1981	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00
Keon, Taylor A	Substitute	04/01/2015	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,171.10
Kozak, Nancy E	Firebirds	07/21/2019	0.00	0.00	0.00	0.00	123.50	0.00	0.00	0.00	0.00	123.50
Langer, John	Long Term Substitute	02/05/2020	0.00	22,945.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,945.38
LeBlanc, Catherine	Proctor	05/06/2019	0.00	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00	200.00
LeBlanc, John	Proctor	05/06/2019	0.00	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00	200.00
Leduc, Diane J	Substitute	11/03/2010	0.00	585.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	585.00
Lisle, Andrew R	Substitute	03/01/2015	0.00	0.00	0.00	0.00	1,110.50	0.00	0.00	0.00	0.00	1,110.50

MacDonald, Amy M	Substitute	11/18/2019	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.00
Mack, TylerAnn M	Substitute	10/17/2017	0.00	4,360.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,360.00
Marcellino, Norma	Substitute	01/27/2006	0.00	540.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	540.00
McDermott, Nancy H	Substitute	03/07/2013	0.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00
McGuigan, Johanna E	Substitute	03/01/2016	0.00	0.00	0.00	11,383.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,383.85
Muse, Timothy C	Athletic Trainer	11/01/2019	0.00	0.00	0.00	2,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,100.00
Nadeau, Haley J	Substitute	10/30/2019	0.00	705.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	705.00
Noone, Traci M	Substitute	11/01/2010	0.00	4,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,500.00
Olin, Lily I	Substitute	12/01/2019	0.00	240.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.00
Paskavitch, Rylee	Whitecaps	06/14/2019	0.00	0.00	0.00	537.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,713.00
Quill, Joanne L	Substitute	09/01/1988	0.00	0.00	0.00	1,440.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,440.00
Read, Hebert R	All Stars games	07/08/2019	0.00	0.00	0.00	313.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	313.50
Read, Melissa M	Firebirds	07/16/2019	0.00	0.00	0.00	427.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.50
Reinhardt, Marin M	Substitute	03/12/2018	0.00	770.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	770.00
Ressner, Anabel R	Substitute	10/05/2010	0.00	240.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.00
Richards, Katrina M	Substitutes	09/03/2019	0.00	2,730.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,730.00
Sanzo, Luke A	Whitecaps	06/14/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,035.00
Scheel, Laura V	Substitute	10/31/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.00
Scholl, M. Grady	Substitute	09/15/2017	0.00	2,530.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,530.00
Silberberg, David	Substitute	11/19/2012	0.00	1,970.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,970.00
Stagakis, Angela M	Substitute	05/15/2017	0.00	450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	975.00
Stein, Beth R	Substitute	12/09/2015	0.00	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	618.75
Swiniarski, Stephen J	Substitute	09/01/1987	0.00	0.00	0.00	2,995.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,995.00
Thomas, Savannah M	SUBSTITUTE	01/07/2020	0.00	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	120.00
Thompson, Vicki	Substitute	09/04/2008	0.00	270.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	270.00
Tierney, Mary A	Substitute	09/21/2018	0.00	150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	300.00
Walsh, Christa G	Firebirds	06/20/2019	0.00	0.00	0.00	1,395.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,395.00
Walther, Anne M	Substitute	09/01/2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,800.00
Webb-Brazel, Angela N	Substitute	10/02/2019	0.00	189.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.00
Westie, Bradlee S	Substitute	09/20/2018	0.00	3,780.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,780.00
Zevon, Paul R	Substitute	12/20/2016	0.00	900.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	900.00
Total SUBSTITUTES			0.00	92,811.38	0.00	27,575.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	170,953.97

REGION SUMMER SCHOOL ONLY

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential	Additional			10		Total	
							Stipends	Pay	Snow Days	Month	Longevity		
Brocklebank, Veronica	Summer School	02/03/1997	0.00	3,020.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,020.00
Graham, Christina M	Summer School	07/09/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,735.00
Grzewinski, Kathleen M	Summer School	07/01/2015	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,777.54

Phelan, Robin S	Summer School	07/04/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,320.00
Scoff, Tina M	Summer School	07/08/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	900.00
Stevens, Emma E	Summer School	07/12/2016	0.00	320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,695.20
Sweden, Nancy F	Summer School	10/03/2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,985.55
Total SUMMER			0.00	3,340.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,433.29

REGION TUTORS

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential		Additional			10			Total
						Pay	Stipends	Pay	Snow Days	Month	Longevity	Month	Longevity	
Bergstrom, Debra A	Tutor	09/16/1999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,000.63
Brunt, Diane	Tutor	07/01/2001	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,809.70
Dufault, Jennifer V	Tutor	06/01/2020	0.00	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	1,248.06
Gearly, Zarina	Tutor	06/01/2020	0.00	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	1,248.06
Hewitt, Sarah H	Tutor	03/12/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,056.20
Hoff, Elizabeth A	Tutor	06/01/2020	0.00	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	1,248.06
Hourihan, Maureen	Middle School Tutor	09/27/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,460.53
Johnsmeyer, Patricia	Tutor	06/01/2020	0.00	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	1,248.06
Saidnaway, James A	Tutor	06/01/2020	0.00	0.00	0.00	0.00	1,248.06	0.00	0.00	0.00	0.00	0.00	0.00	1,248.06
Smith-Fay, Georgia K	Tutor	10/15/2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	593.99
Total TUTORS			0.00	0.00	0.00	0.00	6,240.30	0.00	0.00	0.00	0.00	0.00	0.00	41,161.35

REGION or GRANT FUNDED - WELLFLEET

Name	Position	Date of Hire	Overtime	Sub Pay	Driver's Ed	Differential		Additional			10			Total
						Pay	Stipends	Pay	Snow Days	Month	Longevity	Month	Longevity	
Brightman, April V	SN Educational	09/03/2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	439.30
Deschamps, Samantha	WES SN Ed Assistant	10/24/2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,000.18
Ellis, Alana G	WES Teacher	09/04/2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,723.04
Hansen, Laura B	WES Principal	12/17/2009	0.00	0.00	0.00	0.00	29.11	0.00	0.00	0.00	0.00	0.00	0.00	29.11
Kocoba, Kathleen G	Title I/Reading Specialist	06/15/2010	0.00	0.00	0.00	0.00	87.64	0.00	0.00	0.00	0.00	0.00	0.00	10,823.70
Leather, Naomi J	WES SN Teacher	09/04/2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.09
Shuemaker, Jennifer G	Teacher	09/01/2005	0.00	0.00	0.00	0.00	58.43	0.00	0.00	0.00	0.00	0.00	0.00	58.43
Staker, Andrew J	WES Teacher	09/03/2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,666.31
Tanner, Sarah A	Ed Assistant	10/13/2014	0.00	0.00	0.00	0.00	555.00	0.00	0.00	0.00	0.00	0.00	0.00	555.00
Total WELLFLEET ELEMENTARY			0.00	0.00	0.00	0.00	730.18	0.00	0.00	0.00	0.00	0.00	0.00	24,714.16

TOWN OF EASTHAM

**Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2020**

	Governmental Fund Types		Proprietary Fund Types		Fiduciary Fund Types Trust and Agency	Account Groups Long-term Debt	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise			
ASSETS							
Cash and cash equivalents	6,817,693.45	4,153,506.93	3,094,482.30		2,277,258.46		16,342,941.14
Investments							0.00
Receivables:							
Personal property taxes	6,243.44						6,243.44
Real estate taxes	580,799.38						580,799.38
Deferred taxes							0.00
Allowance for abatements and exemptions	(298,114.35)						(298,114.35)
Special assessments	31,801.49						31,801.49
Tax liens	245,544.96	1,757.44					247,302.40
Tax foreclosures							0.00
Motor vehicle excise	152,289.40						152,289.40
Other excises	6,180.54						6,180.54
User fees							0.00
Utility liens added to taxes							0.00
Departmental Receivable	53,541.35	745,960.40			187,888.79		987,390.54
Roll Back & CPA Receivable	37,292.12						37,292.12
Due from other governments			4,418,063.00				4,418,063.00
Due to/from other funds							0.00
Working deposit							0.00
Prepays							0.00
Inventory							0.00
Fixed assets, net of accumulated depreciation						77,945,633.50	77,945,633.50
Amounts to be provided - payment of bonds						365,837.44	365,837.44
Amounts to be provided - vacation/sick leave						78,311,470.94	78,311,470.94
Total Assets	7,601,470.29	4,933,026.26	7,512,545.30	0.00	2,465,147.25	0.00	100,823,660.04
LIABILITIES AND FUND EQUITY							
Liabilities:							
Accounts payable	328,167.01	112,488.84			15,122.00		455,777.85
Payroll Warrants payable	356,816.37						356,816.37
Accrued payroll and withholdings	148,116.16						148,116.16
Accrued claims payable							0.00
IBNR							0.00
Other liabilities	1,412.50						1,412.50
Agency Funds							0.00

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	Account Groups		
								Trust and Agency	Long-term Debt	
Deferred revenue:										
Real and personal property taxes	288,792.80									288,792.80
Deferred taxes										0.00
Prepaid taxes/fees										0.00
Special assessments		31,801.49								31,801.49
Tax liens	245,544.96	1,757.44								247,302.40
Tax foreclosures										0.00
Motor vehicle excise	152,289.40									152,289.40
Other excises	6,180.54									6,180.54
User fees										0.00
Utility liens added to taxes										0.00
Departmental		745,960.40				187,888.79				933,849.19
Water receivable	53,541.35									53,541.35
Rollback & CPA receivables	37,728.20	(436.08)								37,292.12
Due to other governments			4,418,063.00							4,418,063.00
Due to/from other funds										0.00
Bonds payable			2,740,000.00					77,945,633.50		77,945,633.50
Vacation and sick leave liability								365,837.44		365,837.44
Total Liabilities	1,618,589.29	891,572.09	7,158,063.00	0.00	0.00	203,010.79	78,311,470.94	77,945,633.50	365,837.44	88,182,706.11
Fund Equity:										
Reserved for encumbrances	409,346.47									409,346.47
Reserved for expenditures	817,806.00	484,150.53								1,301,956.53
Reserved for continuing appropriations	1,574,189.65	247,400.16	354,482.30							2,176,072.11
Reserved for petty cash										0.00
Reserved for appropriation deficit										0.00
Reserved for snow and ice deficit										0.00
Reserved for COVID-19 deficit										0.00
Reserved for debt service	37,764.00									37,764.00
Reserved for premiums										0.00
Reserved for working deposit										0.00
Undesignated fund balance	3,143,774.88	3,309,903.48				2,262,136.46				8,715,814.82
Unreserved retained earnings										0.00
Investment in capital assets										0.00
Total Fund Equity	5,982,981.00	4,041,454.17	354,482.30	0.00	0.00	2,262,136.46	78,311,470.94	77,945,633.50	365,837.44	12,640,953.93
Total Liabilities and Fund Equity	7,601,470.29	4,933,026.26	7,512,545.30	0.00	0.00	2,465,147.25	78,311,470.94	77,945,633.50	365,837.44	100,823,660.04

PROOF BALANCE SHEET IS IN BALANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PROOF FUND BALANCE DETAIL AGREES TO THE BALANCE SHEET	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(0.00)	
PROOF RECEIVABLES DETAIL AGREES TO THE BALANCE SHEET		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

2020 Revenue Ledger

	FY20	General	Community Preservation	Municipal Water Supply	Debt Service Fund	Nonmajor Governmental Funds	Total Revenue
REVENUES							
Real Estate and Personal Property Taxes		25,890,811					25,890,811
Motor Vehicle and Other Excise Taxes		862,420					862,420
Hotel/Motel & Room Tax		614,393					614,393
Meals Tax		127,986					127,986
Tax Liens		117,841					117,841
Payments in Lieu of Taxes		9,137					9,137
Community Preservation Surcharges		-	778,066				778,066
Charges for Services		894,223		313,936		743,363	1,951,522
Intergovernmental		562,467	235,373	10,108,144		534,971	11,440,955
Penalties and Interest on Taxes		132,734					132,734
Licenses and Permits		524,262					524,262
Fines and Forfeitures		26,350					26,350
Departmental and Other		1,190,572				346,084	1,536,656
Contributions						127,977	127,977
Investment Income		102,494	14,274			40,881	157,649
Total Revenues		31,055,690	1,027,713	10,422,080		1,793,276	44,298,759

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
June 30, 2020

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>MODERATOR</u>					
SALARY	500.00		500.00	500.00	0.00
TOTAL MODERATOR	500.00	0.00	500.00	500.00	0.00
<u>SELECTMEN (ELECTED) SALARY</u>					
SELECTMEN (ELECTED) SALARY	12,500.00		12,500.00	12,500.00	0.00
ADMINISTRATION SALARY	203,052.00	7,640.00	210,692.00	210,688.14	3.86
ADMINISTRATION EXPENSE	18,045.00		18,045.00	15,846.77	2,198.23
ARTICLES		20,200.00	20,200.00	20,200.00	0.00
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	70,354.99	9,645.01
TOTAL SELECTMEN	313,597.00	27,840.00	341,437.00	328,589.90	11,847.10
<u>FINANCE COMMITTEE</u>					
RESERVE FUND	340,000.00	-2,089.00	337,911.00	230,000.00	107,911.00
TOTAL FINANCE COMMITTEE	340,000.00	-2,089.00	337,911.00	230,000.00	107,911.00
<u>FINANCE OFFICE</u>					
SALARY	166,040.00		166,040.00	146,181.33	19,858.67
EXPENSE					
TOTAL FINANCE OFFICE	166,040.00	0.00	166,040.00	146,181.33	19,858.67
<u>ACCOUNTANT</u>					
SALARY	143,604.00	1,104.00	144,708.00	144,707.84	0.16
EXPENSE	45,640.00		45,640.00	40,766.50	4,873.50
ENCUMBERED		7,867.00	7,867.00	2,210.92	5,656.08
TOTAL ACCOUNTANT	189,244.00	8,971.00	198,215.00	187,685.26	10,529.74

ASSESSORS									
SALARY	179,676.00	1,304.00	180,980.00	181,001.34					(21.34)
EXPENSE	40,885.00		40,885.00	39,137.10					1,747.90
VEHICLE LEASE			0.00						0.00
TOTAL ASSESSORS	220,561.00	1,304.00	221,865.00	220,138.44	0.00	0.00	0.00	0.00	1,726.56

TREASURER/COLLECTOR									
SALARY	205,142.00	1,285.00	206,427.00	206,426.56					0.44
EXPENSE	13,420.00		13,420.00	12,149.48					1,270.52
TAX TITLE/FORECLOSURE	10,000.00	10,488.00	20,488.00	20,103.36					384.64
BANK CHARGES	151,973.00		151,973.00	93,279.18					58,693.82
ENCUMBERED		208.00	208.00	208.07					-0.07
TOTAL TREASURER/COLLECTOR	380,535.00	11,981.00	392,516.00	332,166.65	0.00	0.00	0.00	0.00	60,349.33

DATA PROCESSING									
DATA PROCESSING									
SALARY	123,640.00		123,640.00	115,450.44					8,189.56
EXPENSE	182,728.00	5,000.00	187,728.00	185,681.93					2,046.07
ENCUMBERED		2,000.00	2,000.00	1,635.85					364.15
TOTAL DATA PROCESSING	306,368.00	7,000.00	313,368.00	302,768.22	0.00	0.00	0.00	0.00	-0,599.78

GENERAL PURCHASING									
EXPENSE	117,788.00		117,788.00	117,501.18					286.82
ENCUMBERED		1,771.00	1,771.00	1,770.74					0.26
TOTAL GENERAL PURCHASING	117,788.00	1,771.00	119,559.00	119,271.92	0.00	0.00	0.00	0.00	287.08

TOWN CLERK									
SALARY-ELECTED	74,686.00	-49,666.00	25,020.00	21,075.82					3,944.18
SALARY	114,354.00	20,900.00	135,254.00	135,249.81					4.19
EXPENSE	10,515.00		10,515.00	7,139.14					3,375.86
TOTAL TOWN CLERK	199,555.00	-28,766.00	170,789.00	163,464.77	0.00	0.00	0.00	0.00	7,324.23

<u>NATURAL RESOURCES</u>						
SALARY	399,747.00	-58,128.00	341,619.00	325,525.14	16,093.86	
EXPENSE	29,665.00	177.00	29,665.00	26,584.35	3,080.65	
ENCUMBERED			177.00	176.80	0.20	
VEHICLE LEASE	14,571.00		14,571.00	14,570.42	0.58	
TOTAL NATURAL RESOURCES	443,983.00	-57,951.00	0.00	366,856.71	0.00	19,175.29
<u>PLANNING</u>						
SALARY	106,718.00	1,653.00	108,371.00	108,370.54	0.46	
EXPENSE	5,045.00		5,045.00	2,782.22	2,262.78	
TOTAL PLANNING	111,763.00	1,653.00	0.00	111,152.76	0.00	2,263.24
<u>PUBLIC BUILDINGS/GROUNDS</u>						
SALARY	96,907.00		96,907.00	88,543.56	8,363.44	
EXPENSE	77,323.00		77,323.00	76,964.32	358.68	
ENCUMBERED		3,660.00	3,660.00	3,660.00	0.00	
BULK FUEL	288,854.00	15,000.00	303,854.00	258,165.79	45,688.21	
ENCUMBERED		17,500.00	17,500.00	15,125.36	2,374.64	
TOTAL BUILDINGS/GROUNDS	463,084.00	36,160.00	0.00	442,459.03	0.00	56,784.97
<u>ENGINEERING & CONSULTING</u>						
EXPENSE	20,000.00		20,000.00	7,026.00	12,974.00	
TOTAL ENGINEERING & CONSULTING	20,000.00	0.00	0.00	7,026.00	0.00	12,974.00
<u>POLICE</u>						
SALARY	1,777,552.00		1,777,552.00	1,634,987.80	142,564.20	
EXPENSE	183,436.00		183,436.00	179,746.28	3,689.72	
CAPITAL	14,241.00		14,241.00	14,241.09	-0.09	
DISPATCHER SALARY	387,515.00		387,515.00	377,929.96	9,585.04	
DISPATCHER EXPENSE	2,700.00		2,700.00	1,145.38	1,554.62	
TOTAL POLICE	2,365,444.00	0.00	0.00	2,208,050.51	0.00	157,393.49

FIRE									
SALARY	2,386,749.00	2,386,749.00		2,297,583.82					89,165.18
EXPENSE	185,289.00	185,289.00		167,371.34					17,917.66
CAPITAL	155,130.00	155,130.00		120,129.33					35,000.67
ENCUMBERED		2,000.00		1,712.30					287.70
TOTAL FIRE	2,727,168.00	2,000.00	2,729,168.00	2,586,796.79	0.00	0.00	0.00	0.00	142,371.21
BUILDING INSPECTOR									
SALARY	259,584.00	259,584.00		238,992.32					20,591.68
ENCUMBERED	7,255.00	7,255.00		2,119.03					5,135.97
TOTAL BUILDING INSPECTOR	266,839.00	0.00	266,839.00	241,111.35	0.00	0.00	0.00	0.00	25,727.65
CIVIL DEFENSE									
EXPENSE	1,000.00	1,000.00							1,000.00
TOTAL CIVIL DEFENSE	1,000.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	1,000.00
TREE WARDEN									
EXPENSE	7,590.00	7,590.00							7,590.00
TOTAL TREE WARDEN	7,590.00	0.00	7,590.00	0.00	0.00	0.00	0.00	0.00	7,590.00
EDUCATION									
ELEMENTARY SCHOOL EXPENSE	3,677,160.00	3,677,160.00		3,310,904.18					366,255.82
ELEMENTARY SCHOOL ENCUMBERED		349,338.00		348,508.18					829.82
ARTICLES CARRIED FORWARD	5200	70,354.00		60,143.97					10,210.03
NAUSET OPERATING ASSESSMENTS	530001	5,006,361.00		4,973,300.31					33,060.69
CAPE COD REGIONAL TECHNICAL HS		467,750.00		462,916.00					4,834.00
TOTAL EDUCATION	9,151,271.00	419,692.00	9,570,963.00	9,155,772.64	0.00	0.00	0.00	0.00	415,190.36

<u>DPW</u>									
SALARY	625,297.00	11,093.00	636,390.00	636,390.00	636,389.42	0.58			
EXPENSE	170,007.00		170,007.00	170,007.00	124,225.11	45,781.89			
CAPITAL	103,865.00		103,865.00	103,865.00	103,864.31	0.69			
ENCUMBERED		10,000.00	10,000.00	10,000.00	2,468.42	7,531.58			
TOTAL DPW	899,169.00	21,093.00	920,262.00	920,262.00	866,947.26	0.00			53,314.74

<u>SNOW AND ICE</u>									
SALARY/EXPENSE	83,104.00		83,104.00	83,104.00	40,341.06	42,762.94			
TOTAL SNOW AND ICE	83,104.00	0.00	83,104.00	83,104.00	40,341.06	0.00			42,762.94

<u>STREETLIGHTING</u>									
EXPENSE	7,600.00		7,600.00	7,600.00	6,788.46	811.54			
ENCUMBERED		520.00	520.00	520.00	517.25	2.75			
TOTAL STREETLIGHTING	7,600.00	520.00	8,120.00	8,120.00	7,305.71	0.00			811.54

<u>COLLECTION/DISPOSAL</u>									
SALARY	208,562.00	996.00	209,558.00	209,558.00	209,557.95	0.05			
EXPENSE	479,350.00		479,350.00	479,350.00	454,596.50	24,753.50			
ENCUMBERED		15,000.00	15,000.00	15,000.00		15,000.00			
TOTAL COLLECTION/DISPOSAL	687,912.00	15,996.00	703,908.00	703,908.00	664,154.45	0.00			39,753.55

<u>WATER</u>									
SALARY	86,906.00		86,906.00	86,906.00	58,537.03	28,368.97			
EXPENSE	290,000.00		290,000.00	290,000.00	260,987.19	29,012.81			
ENCUMBERED		6,000.00	6,000.00	6,000.00	3,530.90	2,469.10			
TOTAL WATER	376,906.00	6,000.00	382,906.00	382,906.00	323,055.12	0.00			59,850.88

<u>VETERANS</u>					
GRAVE OFFICER	75.00		75.00		0.00
ASSESSMENT	20,400.00		20,400.00	21,025.98	-625.98
BENEFITS	17,000.00	15,000.00	32,000.00	31,374.02	625.98
ENCUMBERED		1,185.00	1,185.00	1,184.68	0.32
TOTAL VETERANS	37,475.00	16,185.00	53,660.00	53,659.68	0.00
<u>HEALTH</u>					
SALARY	233,597.00		233,597.00	215,324.12	18,272.88
EXPENSE	101,380.00		101,380.00	49,410.99	51,969.01
ENCUMBERED		6,300.00	6,300.00	3,000.00	3,300.00
INSPECTION OF ANIMALS	7,750.00		7,750.00	7,500.00	250.00
TOTAL HEALTH	342,727.00	6,300.00	349,027.00	275,235.11	0.00
<u>COUNCIL ON AGING/ADULT DAY CARE</u>					
SALARY	271,715.00		271,715.00	263,932.66	7,782.34
EXPENSE	31,426.00		31,426.00	21,998.12	9,427.88
ENCUMBERED		145.00	145.00		145.00
TOTAL COUNCIL ON AGING	303,141.00	145.00	303,286.00	285,930.78	0.00
<u>HUMAN SERVICES</u>					
EXPENSE	99,600.00		99,600.00	99,600.00	0.00
TOTAL HUMAN SERVICES	99,600.00	0.00	99,600.00	99,600.00	0.00
<u>LIBRARY</u>					
SALARY	381,077.00	2,500.00	383,577.00	382,923.59	653.41
EXPENSE	119,801.00		119,801.00	119,645.47	155.53
TOTAL LIBRARY	500,878.00	2,500.00	503,378.00	502,569.06	0.00

BEACH									
SALARY	355,192.00	355,192.00	301,943.62	53,248.38					
EXPENSE	86,962.00	86,962.00	6,1312.8	25,649.20					
CAPITAL VEHICLE EXPENSE	5,095.00	5,095.00	5,094.60	0.40					
ENCUMBERED		502.00	502.00	0.00					
TOTAL BEACH	447,249.00	502.00	447,751.00	0.00	368,853.02	0.00	0.00	76,897.98	
PRINCIPAL AND INTEREST									
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	0.00					
PURCELL LAND PRINCIPAL	50,000.00		50,000.00	0.00					
INTEREST ON LONG TERM DEBT	1,802,152.00		1,802,152.00	36,483.77					
INTEREST EXPENSE	10,000.00		10,000.00	0.00					
EASTHAM ELEMENTARY	390,000.00		390,000.00	0.00					
BANS MUNICIPAL WATER	390,000.00		390,000.00	0.00					
SRF BONDS MUNICIPAL WATER	996,776.00		996,776.00	0.00					
BAN MUNICIPAL WATER	117,000.00		117,000.00	0.00					
LIBRARY	225,000.00		225,000.00	0.00					
BAN ROCK HARBOR DRED	73,000.00		73,000.00	0.00					
Water USDA #1	28,231.00		28,231.00	0.50					
Town GO Bond FY19	190,000.00		190,000.00	0.00					
Cape Cod Tech	113,281.00		113,281.00	0.00					
TOTAL DEBT	4,405,840.00	0.00	4,405,840.00	0.00	4,369,355.73	0.00	0.00	36,484.27	
ASSESSMENTS									
COUNTY		236,101.00	236,101.00	1.00					
STATE		382,829.00	382,829.00	-61,223.00					
TOTAL COUNTY/STATE ASSESSMENTS	0.00	618,930.00	618,930.00	0.00	680,152.00	0.00	0.00	-61,223.00	

<u>BENEFITS AND INSURANCE</u>									
EXPENSE	16,850.00		16,850.00		9,865.18				6,984.82
RETIREMENT ASSESSMENT	1,769,636.00		1,769,636.00		1,709,449.87				60,186.13
UNEMPLOYMENT	20,000.00		20,000.00		15,337.68				4,662.32
HEALTH INSURANCE/MEDICARE TOWN SHARE	2,661,500.00		2,661,500.00		2,571,468.99				90,031.01
TOWN INSURANCE PREMIUMS ENCUMBERED	377,500.00	27,547.00	377,500.00	27,547.00	375,549.29				1,950.71
					25,464.58				2,082.42
TOTAL BENEFITS AND INSURANCE	4,845,486.00	27,547.00	4,873,033.00	0.00	4,707,135.59	0.00	0.00	0.00	165,897.41
<u>TRANSFERS TO OTHER FUNDS</u>									
SPECIAL REVENUE FUNDS		1,036,500.00	1,036,500.00		1,036,500.00				0.00
TOTAL TRANSFERS	0.00	1,036,500.00	1,036,500.00	0.00	1,036,500.00	0.00	0.00	0.00	0.00
TOTAL BUDGET	30,829,417.00	2,181,784.00	33,011,201.00	#REF!	31,431,786.85	5,691.98	1,579,411.40		

LONG TERM DEBT

	BALANCE			BALANCE
	7/1/2019	RETIRED	ADDITIONS	6/30/2020
<u>Inside Debt Limit</u>				
LIBRARY	\$ 3,600,000.00	\$ 225,000.00		\$ 3,375,000.00
ROCK HARBOR BLDG	\$ 444,887.00	\$ 14,887.00		\$ 430,000.00
EPD ROOF BLDG	\$ 580,000.00	\$ 20,000.00		\$ 560,000.00
ELEMENTARY SCHOOL	\$ 2,645,000.00	\$ 390,000.00		\$ 2,255,000.00
TRITOWN PLANT DEMO	\$ 700,000.00	\$ 65,000.00		\$ 635,000.00
SALT POND WW PLANNING	\$ 180,000.00	\$ 30,000.00		\$ 150,000.00
SALT POND DRAINAGE	\$ 250,000.00	\$ 10,000.00		\$ 240,000.00
ASCETTINO PROPERTY	\$ 120,000.00	\$ 120,000.00		\$ -
ROCK HARBOR DREDGE	\$ 438,000.00	\$ 73,000.00		\$ 365,000.00
ROCK HARBOR PIERS/WALKWAYS	\$ 855,113.00	\$ 35,113.00		\$ 820,000.00
NAUSET ESTUARY DREDGE	\$ 95,000.00	\$ 15,000.00		\$ 80,000.00
<u>Outside Debt Limit</u>				
TITLE V MWPAT	\$ 90,600.00	\$ 20,400.00		\$ 70,200.00
MUNICIPAL WATER GO Bond 1	\$ 655,000.00	\$ 390,000.00		\$ 265,000.00
SRF - WATER DW 15-01	\$ 23,256,629.00	\$ 606,280.00		\$ 22,650,349.00
SRF - WATER DW 15-01-A	\$ 2,199,604.00	\$ 54,513.00		\$ 2,145,091.00
SRF - WATER DW 16-02	\$ 9,929,013.00	\$ 358,914.00		\$ 9,570,099.00
SRF - WATER DW 16-16	\$ 4,000,000.00	\$ 89,913.00		\$ 3,910,087.00
USDA WATER BONDS	\$ 1,615,000.00	\$ 28,230.50		\$ 1,586,769.50
WATER SYSTEM BONDS 2	\$ 4,727,000.00	\$ 117,000.00		\$ 4,610,000.00
SRF - WATER DW 17-01			\$ 13,114,000.00	\$ 13,114,000.00
SRF - WATER DW 19-06			\$ 11,114,038.00	\$ 11,114,038.00
TOTAL BONDS AUTHORIZED	\$ 56,380,846.00	\$ 2,663,250.50	\$ 24,228,038.00	\$ 77,945,633.50
TOTAL LONG TERM DEBT	\$ 56,380,846.00	\$ 2,663,250.50	\$ 24,228,038.00	\$ 77,945,633.50

EASTHAM VETERANS' SERVICES

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2020. Our duties are categorized in two basic areas: Benefits and Services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably discharged veterans, eligible dependents and parents of veterans who establish need and worthiness and are residents of the Town of Eastham. During the FY2020 the Town, through our office, extended benefits to qualified veterans totaling \$35,186.36 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining over \$3,442,794.48 in cash payments for compensation and pensions for Eastham veterans and their dependents. This was a large increase over previous years. Eastham applications for VA Aid and Attendance benefits and low-income non-service connected pension applications increased along with their subsequent awards. These federal funds do not impact the Eastham budget, bring tax-free funds into the Eastham economy and greatly reduce the demand on the Town's CH115 local aid fund.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform Eastham veterans and widows of benefits they are entitled to.

We would especially like to thank the Town Administrator, and Town Accountant for their assistance and support throughout the year.

Contact Information:

Our service officer for the Town is Shawney Carroll. We encourage all veterans and their dependents to utilize our services. We can make an appointment in one of our Cape offices in Hyannis, Harwich or Provincetown. Due to COVID, please contact our main office in Hyannis five days per week at 508-778-8740 and we will make an appointment to either meet with you or conduct business remotely. We are pleased to report that we have a new District Web Site, capevets.org, that allows you to complete an intake form, file VA claims and a link to a benefits calculator to see if you may qualify for Town CH115 veteran financial benefits.

In Service to Veterans,

Shawney Carroll
Veterans Service Officer
Town of Eastham

Gregory J. Quilty
Director/Veterans Agent
Barnstable District

capevets.org

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Our charge: the Visitors' Services Board is to enhance and promote services for tourists which will also provide opportunities for our residents.

In 2020, despite COVID, we were able to continue our most popular and well-attended events, summer's Concerts on Windmill Green, and thanks to media promotions, special signage on the Green, plus the Board's design of a socially distanced grid system permitting up to 100 guests in July through mid-August. With the invaluable help of DPW, the concert series allowed residents and visitors alike the chance to enjoy the music of diverse local and imported talent appealing to all age groups, all in the great outdoors. COVID regulations, however, shut down the concerts in mid-August by severely limiting attendance.

Despite plans to continue the well-regarded, December Carols on the Green, the Board was again forced to cancel due to COVID. The Board is optimistic, however, that this year will see a return on December 4th of this family-oriented event, only bigger and better.

The Winter of 2020 saw, for the first time, special solar-powered Christmas lights surrounding the Welcome to Eastham signs at both town lines. Beautiful, decorated fir wreaths once again decorated the gazebo on Windmill Green.

In 2021, assuming continuing positive developments in the country's reaction to COVID, the Board continues to plan both the summer concert series and winter Carols on the Green.

Respectfully submitted,

Jim Russo, Chair
Bonnie Nuendel
Faith Casarella
Kathy Bunnell

ZONING BOARD OF APPEALS

The following summarizes the activities of the Eastham Zoning Board of Appeals for 2020.

The Zoning Board of Appeals acted upon 9 applications, distributed as follows:

Special Permits	7, 6 approved and 1 denied
Variances	1 approved
Appeals of the Building Commissioner	2, 1 upheld and 1 overturned

As a result of the Covid 19 pandemic the Governor of the Commonwealth suspended provisions of the Open Meeting Law and allowed remote video participation in public meetings. The ZBA adjusted its meeting procedures so as to require all votes to be a roll call vote. The remote participation for ZBA meetings began at the April 2,2020 meeting and continued through out the remainder of the year.

Robert Sheldon a former member and chair returned to the ZBA as an alternate. The ZBA maintained a full membership of five regular members and two alternates until November. A regular member position became available as the result of a resignation. The Selectboard appointed Gay Craig to fill the open regular member position. An alternate position remains.


Respectfully Submitted By:

Edward Schneiderhan Chair
Members/Alternates:
Joanne Verlinden Vice Chair
Brian Ridgeway Clerk
Robert Bruns
Gay Craig
Robert Sheldon

INDEX

Appointed Officials	6
Affordable Housing Trust.	44
Board of Assessors	16
Board of Health	19
Board of Selectmen.	13
Declaration of Emergency	94
Building, Plumbing & Gas	22
Cable T.V. License Renewal Advisory Committee.	24
Cape Cod Commission	25
Cape Light Compact	28
Cemetery Commissioners.	18
Charter Review Committee	36
Community Preservation Committee	37
Conservation Commission	38
Conservation Department	39
Council on Aging	40
Cultural Council.	43
Department of Public Works	77
Eastham 400 Commemorative Committee	49
Elected Officials	3
Annual Town Election –	98
Finance Committee	55
Fire Department	56
1651 Forest Advisory Committee	59
Harbor Planning Committee	60
Historical Commission.	61
Housing Authority	62
Human Services Advisory Committee	63
Library Trustees	64
Natural Resources Department.	79
Office Hours & Telephone Number.	Back Cover
Olde Town Centre Historic District Commission	68
Open Space Committee	69
Planning Board	70

Planning Department	71
Police Department.	73
Recreation Commission	83
Recycling Committee	86
Salaries & Wages	223
Schools	
Cape Cod Regional Technical High School	31
Eastham Elementary School	53
Eastham Elementary School Committee	51
Superintendent of Schools	89
Search Committee	87
Strategic Planning Committee.	88
Tax Collector	220
Tax Rate Recapitulation	17
Town Accountant	250
Town Administrator	13
Town Clerk	92
Presidential Primary – March 3, 2020.	96
Annual Town Election – June 23, 2020.	98
State Primary Election – September 1, 2020	100
Annual Town Meeting Warrant – September 26, 2020	102
Annual Town Meeting Minutes – September 26, 2020	190
Annual Town Election Minutes – June 23, 2020.	99
Special Town Election – October 6, 2020	210
State Election – November 3, 2020	215
Treasurer.	222
T-Time Development Committee.	91
Trust Funds	222
Veterans Services	263
Visitor Services Board	264
Wiring Inspector	23
Zoning Board of Appeals.	265

 Printed on recycled paper (30% post consumer) by
J & R Graphics, Inc.

155 Webster St., Unit L, Hanover, MA 02339-1229

781-871-7577 • Fax 781-871-7586

TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway	911
Non Emergency	508-255-2727
Animal Control Officer	508-255-2727
FIRE – EMERGENCY - 2520 State Highway	911
Non Emergency	508-255-2324
TOWN HALL - 2500 State Highway,	
8 a.m. – 4 p.m. (<i>exceptions noted</i>)	508-240-5900
Administration	Ext. 3207
Assessing	Ext. 3212
Accounting	Ext. 3208
Buildings & Maintenance	774-801-0520
Beach & Recreational Services	Ext. 3237
Building Department	Ext. 3231
Inspector of Building/Zoning: Mon-Fri 7:30 a.m.-4:00 p.m	Ext. 3202
Wiring Inspector: M/W/F 7:30-8:30 a.m	Ext. 3233
Plumbing & Gas Inspector: T/Th 7:30-8:30 a.m	Ext. 3233
Planning & Zoning	Ext. 3228
Town Clerk/Registrar	Ext. 3223
Treasurer/Collector	Ext. 3218
Conservation Commission	Ext. 3221
Council on Aging - 1405 Nauset Road	774-801-3151
Department of Public Works – 555 Old Orchard Road	774-801-0520
Deputy Tax Collector - 76 Falmouth Road, Hyannis	508-473-9660
Eastham Elementary School - 200 Schoolhouse Road	508-255-0808
Library – 190 Samoset Road	508-240-5950
Natural Resources (Harbormaster/Shellfish) – 555 Old Orchard Road ..	Ext 3601
Nauset Regional High School - 100 Cable Road	508-255-1505
Nauset Regional Schools - 78 Eldredge Parkway, Orleans	508-255-8800
Transfer Station - 255 Old Orchard Road	774-801-0520
Hours of operation: Saturday through Wednesday 7:30-3:30	Ext. 3618
Veteran’s Services, 66 Falmouth Road, Hyannis	508-778-8740

The Select Board meet regularly on the first and third Monday of the month at 5:30pm and as posted on the Town webpage at www.eastham-ma.gov.

For the immediate future, all meetings are held remotely. Any changes in venue will be posted on the website.