

Town of Eastham

Annual Report 2021



Eastham Historical Society Museum

Cover photo by Kathy Sferra

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2021

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2021 Town Census 5,182

ELECTED OFFICIALS

PRESIDENT

Joseph Biden 2024

VICE PRESIDENT

Kamala Harris 2024

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, Chair 2023

Alexander G. Cestaro, Clerk 2022

Jared Collins 2022

Jamie Demetri 2024

Aimee J. Eckman, Vice-Chair 2023

TOWN CLERK

Cynthia L. Nicholson 2023

LIBRARY TRUSTEES

Marilyn Ace 2021

Ignatus Alfano, Chair 2023

Derek Burritt 2022

Holly Reeve Funston 2022

Mary Shaw 2023

Willow Shire 2024

EASTHAM HOUSING AUTHORITY

Edward Brookshire, Governor’s Appointee, Chair INDEF

Gerald Cerasale 2023

Eileen Morgan 2026

Mary Beth O’Shea 2022

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier, Vice Chair 2022

Judy Lindahl, Chair 2023

Edgar Miranda 2024

Moira Noonan-Kerry 2022

Mary Louise Sette 2022

Benten Niggel 2023

NAUSET REGIONAL SCHOOL COMMITTEE

Patricia Aurigemma 2024

Edward Brookshire 2022

Resignations

Sylvia Sullivan Board of Cemetery Commissioners
Keith Roberts Board of Highway Commissioners
Adam Prince Cape and Vineyard Utility Cooperative
Kait Logan Climate Action Committee

Jay Holden Camp	Community Preservation Committee
Steven Sukovich	Conservation Commission
Janis Nogas	Council on Aging Board of Directors
Richard Ramon	Council on Aging Board of Directors
Stephen Zbell	Finance Committee & Strategic Planning Committee
Karen Boucher	Old Towne Centre Historic District Commission
Vicky Anderson	Board of Registrars
Elizabeth Gawron	Eastham Affordable Housing Trust
Benten Niggel	Eastham Elementary School Committee
Scott Sebastian	Recycling Committee
Brian Ridgeway	Strategic Planning Committee as a Zoning Board Representative
Stephen Wasby	Planning Board, Zoning Task Force
Christine Zajac	Search Committee

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Karen Burns, <i>Secretary</i>	2023
William Darin Krum	2023
Aimee Eckman	2023
Carolyn McPherson, <i>Chair</i>	2022
Bonnie Nuendel	2023

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2023
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BOARD OF ASSESSORS

Joanna Buffington	2023
Wendy Walsh, <i>Alternate</i>	2024
Denise Kopasz	2023
W Davis Hobbs, <i>Chair</i>	2023

BOARD OF CEMETERY COMMISSIONERS

Roger Thurston, <i>Clerk</i>	2022
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BOARD OF HEALTH

Adele Blong	2023
Joanna Buffington, <i>Chair</i>	2022
Francie Williamson	2022
Hope Plavin	2024
Catherine Mondon, <i>Vice Chair</i>	2022
Wendy Walsh, <i>Alternate</i>	2024

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	2024
Steven Gulrich	2024
Michael Harnett, <i>Chair</i>	2024
Henry Lind	2023
Janet Benjamins	2023

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Charles Harris	INDEF
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BOARD OF REGISTRARS

Cindy Nicholson, <i>Chair</i>	2023
Colleen O'Duffy-Johnston	2024
Lisa Radke	2023
Suzanne Requa-Trautz	2022
Linda Sassi, <i>Alternate</i>	2023

CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

Tricia Ford 2023
Beverly Hobbs, *Chair* 2023
Denise Kopasz 2023

CAPE COD COMMISSION

Joyce Brookshire 2024

**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 WATER PROTECTION COLLABORATIVE,
EASTHAM REPRESENTATIVE**

Jane Crowley 2022

CAPE LIGHT COMPACT

Fred Fenlon 2023

CAPITAL PROJECTS COMMITTEE

Rock Harbor:

Jared Collins, Select Board 2022
Thomas W. Gardner, Finance Committee 2024
Jacqueline W. Beebe, Town Administrator INDEF

Water:

Russell French III, Finance Committee 2024
Aimee Eckman, Select Board 2023
Jacqueline W. Beebe, Town Administrator INDEF

Wastewater:

Jared Collins, Select Board 2022
Jacqueline W. Beebe, Town Administrator INDEF
Peter Wade, Finance Committee 2024

CLIMATE ACTION COMMITTEE

Cheryl Gayle, *Chair* 2022
Ellen Greer 2023
Devon O'Rourke 2022
Roberta Longley, *Vice Chair* 2024
Roy Merolli 2024

COMMUNITY PRESERVATION COMMITTEE

Mark Herman 2024
Edmund Casarella 2023
Gerald Cerasale 2022
Daniel Coppelman, *Chair* 2024
Sheila Filipowski, *Clerk* 2022

Carolyn McPherson	2024
W. Davis Hobbs	2024
Kait Logan	2024
Mary Shaw	2022

CONSERVATION COMMISSION

Janet Benjamins	2024
Thomas Durkin, <i>Clerk</i>	2022
Sheila Filipowski, <i>Chair</i>	2024
Steven Sukovich	2023
Karen Strauss, <i>Vice Chair</i>	2023
Charles Wagner	2023
Suzanne Bryan	2024

COUNCIL ON AGING

Deborah Albert	2021
Elizabeth Beard	2021
Paula Bruns	2024
Janis Nogas	2023
Lucile Cashin	2023
James Connor	2021
Carol DiBona	2024
Joan Lockhart, <i>Chair</i>	2024
Richard Ramon	2023
Patricia Unish	2023
Patricia Turiello	2023
Linda Reed	2024
Beverly Hobbs	2024
William O'Shea	2023
Jan Guidess	2023
Dr. Richard Trimble	2024

CULTURAL COUNCIL

Brian LaValley, <i>Chair</i>	2023
Kathleen Masterston LaValley	2024
Charles McVinnay	2023
Johanna Schneider	2024
Lindsey Palmer	2023
Diann Milone	2024
Amanda Johnson	2024

EASTHAM 400 COMMEMORATION COMMITTEE

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

FINANCE COMMITTEE

Gerald Cerasale, <i>Chair</i>	2024
Steven Cole, <i>Vice Chair</i>	2023
George Deptula	2022
Russell French III	2022
Thomas Gardner	2023
Richard Knight	2024
Mary Shaw, <i>Clerk</i>	2023
Peter Wade	2024
Stephen Zbell	2022
Roy Merolli	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
Charles Wagner	2021

HISTORICAL COMMISSION

J. Holden Camp, Jr., <i>Chair</i>	2024
Marie Forjan, <i>Clerk</i>	2024
Elizabeth Sandler	2021
Mark Herman, <i>Vice Chair</i>	2022
Sylvia Sullivan	2024
John Case Bumby	2023
Marca Ann Daley	2024

HUMAN SERVICES ADVISORY BOARD

Kate Berg, <i>Chair</i>	2023
Marcia Bromley	2021
Felice Coral	2023
Estella Edmondson	2022
Dilys Jones Smith	2023
Hilda Merolli	2024
Beverly Hobbs	2023

LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.

Walter Sebastian	2023
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OLD TOWNE CENTRE HISTORIC DISTRICT COMMISSION

Karen Boucher	2022
James Cohen, <i>Chair</i>	2022
Eileen Morgan	2022
Jonathan Rowe	2022
Kathryn Sette	2022
Mike Greer	2024

OPEN SPACE COMMITTEE

Joanna Buffington, <i>Vice Chair</i>	2023
Robert Cook	2021
Saul Fisher	2024
Frances Lewis, <i>Chair</i>	2023
Karen Strauss	2024
Peter Wade	2022
Kait Logan	2022
Rob Young	2024

PLANNING BOARD

Daniel Coppelman, <i>Chair</i>	2023
Stephen L. Wasby	2022
Lauren Barker	2022
W. Davis Hobbs, <i>Vice Chair</i>	2024
Joseph Manas	2022
Craig Nightingale	2023
Peter Weston	2024
William Craig	2022
Jim Kivlehan	2024

RECREATION COMMISSION

Edmund Casarella, <i>Chair</i>	2023
Alexandra Davis	2023
Barbara Komins	2022
Christine LaBranche, <i>Secretary</i>	2024
Brent Warren	2022

RECYCLING COMMITTEE

Lee Bartell, <i>Vice Chair</i>	2022
Molly Chapman	2023
Amy Hackworth, <i>Clerk</i>	2022
Scott Sebastian	2021
Gary Senecal, <i>Chair</i>	2022
Fredric Leary, <i>Alternate</i>	2024
Alicia Couture, <i>Alternate</i>	2022

SEARCH COMMITTEE

George Deptula	2021
Patricia Donovan, <i>Vice Chair</i>	2022
Amy Hackworth, <i>Chair</i>	2024
Gloria Schropfer	2021
Christine Zajac	2022
Ellen Greer, <i>Clerk</i>	2023
Ronald Mullett	2023
Hilda Merolli	2024
Sheldon Ross	2022

STRATEGIC PLANNING STEERING COMMITTEE

Joanna Buffington, <i>Vice Chair</i>	2022
Brian Ridgeway	2021
Karen Strauss, <i>Chair</i>	2024
Stephen Zbell	2022

Mary Shaw	2022
Jim Kivlehan, <i>Clerk</i>	2023
Robert Bruns	2024
Fredric Leary	2024
Patricia McGraw	2023

TAXATION AID COMMITTEE

W. Davis Hobbs, <i>Chair</i>	2023
Georgia Autorino	2024
Linda Finkral	2022
Eileen Morgan	2023

T-TIME DEVELOPMENT COMMITTEE

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

VISITORS TOURISM & PROMOTION SERVICES BOARD

Kathleen Bunnell	2022
Faith Casarella	2024
Bonnie Nuendel, <i>Clerk</i>	2024
Jim Russo, <i>Chair</i>	2022

ZONING BOARD OF APPEALS

Robert Bruns, <i>Vice Chair</i>	2023
Gay Craig, <i>Clerk</i>	2024
Brian Ridgeway	2024
Edward Schneiderhan, <i>Alternate</i>	2022
Robert Sheldon	2024
Joanne Verlinden, <i>Chair</i>	2022
Stephen Wasby	2021

ZONING TASK FORCE

Jeffrey Cusack	INDEF
Kevin Gatlin	INDEF
Jim Kivlehan	INDEF
Carolyn McPherson	INDEF
Roy Merolli, <i>Alternate</i>	INDEF
Mary Nee	INDEF
Edward Schneiderhan	INDEF
Stephen Wasby	2021

REPORT OF THE SELECT BOARD & TOWN ADMINISTRATOR

We are pleased to submit the 2021 Annual Report for the Town of Eastham on behalf 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. 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.

2021 continued to be a significant challenge due to Covid-19. Every element of town operation was affected including Town Hall being closed for 2 days a week. Jacqui, the Board, professional town staff, and our dedicated volunteer boards and committee members continued to adapt as appropriate to assure we continued steady progress as we focused on several critical goals of the Town.

1. The Town's Financial Position

FY 2021 was a successful year financially owed to conservative budgeting practices, having and sticking to well-developed financial plans and policies, and strategically utilizing municipal revenues to improve our financial condition. Improved financial condition of the town is important in order to maintain a long-term stewardship of the community that is thoughtful, practical and cost-effective over the long-term and isn't reactive to short-term challenges. We continue to generate levels of Free Cash that are sufficient to fund our Capital Plan and avoid deferred maintenance that will cost us more in the long run. Due to careful stewardship of our Free Cash, we have been able to increase our Town Financial reserves to over 15% of our budget, which is a key target outside bond rating agencies expect to see in order to maintain a top bond rating. Currently, the Town of Eastham has an AA+ bond rating, which is the second highest possible rating. With the results we have achieved over the last two fiscal years, we are poised and hopeful to be able to achieve the top AAA bond rating in the upcoming year, which is important for our community to reduce interest costs on future borrowing.. Having improved our reserves and improved on our capital maintenance, we are planning on utilizing future Free Cash allocations to address areas of significant community need, for example, housing, community, and human services support. We are able to address these issues because of our practice of strategically utilizing short-term rental receipts for these purposes and not just letting this new revenue be absorbed into the operating budget. We received a year-end financial review update from our Finance Department showing our favorable budgetary results from the fiscal year, but also compares our financial position to other communities on Cape Cod. These comparisons indicate that we are in a good financial position relative to our Cape peers, and that we are able to maintain a relatively modest average tax burden comparable to our neighbors and less than 2/3rds of all other Massachusetts communities, while providing a high level of services

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

a. Eastham Community Housing Plan (FY23-27)

The Select Board, Town staff, and the Affordable Housing Trust reviewed the goals of the draft Housing Production Plan (HPP) and made a commitment to increase our "Housing inventory" in a variety of ways and across income levels, so that development reflects our community and is not just through development of new-build housing. Preservation of existing housing, rehab/redevelopment of underutilized properties into housing, incentivizing residents to develop ADU's and year-round rentals, and other community support programs will be options used to create attainable housing without increasing overall land use, all while balancing our strategic planning and community goals of preserving and supporting our community and our environment. Strategies include:

- **New policy** (displacement prevention, trust/fund development, incentives, community ownership initiatives, public-private partnerships)
 - **Programs** (down payment assistance, housing buy-down program, rental conversion program, adjusting program structure/income limits)
 - **Raising income guidelines** to include residents who have higher incomes but are still struggling to afford housing,
 - **Re-development of existing already built properties**, hotel-motel and cottage colony conversions, and housing over businesses in certain districts
 - **Special legislation** that allows us to structure housing solutions that best fit our community.
 - **Zoning Changes** to allow for more density in some areas, (condos, more than one unit per lot), balance development with green space
 - **Setting aside town-owned land** for re-development or for new build housing that can be either be traditional affordable development, transfer of land to habitat for humanity or any other specialized housing development.
- b. **North Eastham Village Center Master Plan.** This past year the T-Time Committee completed their planning and survey work and made final recommendations to the Select Board regarding the use of the T-Time and Town Center Plaza properties. This project will continue into 2022 with work on creating a visual rendering of a "master plan" for both parcels. Please visit the T-Time website at www.easthamttime.org, for information and join us in sessions to design the future of the properties.
- c. **The Zoning Task force** created last year has zeroed in on seven areas for bylaw changes which will be presented at the 2022 Town Meeting. The purpose of these is to aid in our efforts to increase affordable, work force housing, and housing in general:
- Inclusionary Zoning Bylaw
 - Motel Conversion Bylaw
 - Two-Family Dwelling Regulations

- Duplex Dwelling Bylaw
- Open Space Residential Development Bylaw
- Accessory Outdoor Dining Bylaw
- Floodplain Zoning Bylaw

d. **Improved Safety** for all modes of transportation is an element of our strategic plan. This past the year the Eastham Police Department added an unmarked Dodge Charger and Harley Davidson motorcycle to its inventory of vehicles to aid in increased traffic enforcement. Additionally, they applied for and received grants totaling \$160,500 for increased traffic enforcement, radio replacements, EMD, 911 support and municipal road safety.

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

- Charging Stations - After considerable effort and coordination, public charging station installation at the Town Hall and Library were completed and they are now in operation
- Plastic Ban - Effective 9/21/21 the bylaw presented and passed at a previous Town Meeting banning the use of plastic checkout bags, polystyrene, plastic straws and polystyrene, disposable containers and banning the sale of single use plastic bottles was fully implemented including the ban on the sale, distribution and intentional release of Helium balloons.
- Nauset Marsh Dredging – After much consideration and considerable input from the community, we communicated to the Town of Orleans our withdrawal from the project. The unknown environmental risks associated with the dredging of Nauset Marsh were just too great as well as the fact that there was a lack of any kind of economic justification for doing it.

4. **Capital/Infrastructure Projects:**

- **The Public Water System** construction proceeded smoothly this year. In 2021, we completed phase IIB and are currently 70% complete with phase IIC. In the next two years, we will complete the third and final well station and second water tower both off Nauset Road and the last water main contracts. The 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 1580 properties to the new system, with 200 applications pending. For more information, or to connect to the system, go to: <https://www.eastham-ma.gov/water-department>.

- **Rock Harbor Improvements.** The Town received \$750,000 in grant funds from the Massachusetts Seaport Council to pay for the construction of the Harbormaster building and site improvements that include parking, environmentally friendly drainage, walkways, and better connections to both dock areas. In 2021, we completed the permitting process and went out to bid for the building. The bid came in significantly over-budget. We expect to

have final design, a new application for funding to the Seaport Council, and an approval to build in the fall. We are exploring the possibility of a modular design to reduce the cost. Also, in 2021, we will begin the process of permitting a maintenance dredge of the harbor with the Town of Orleans.

- **Wastewater Capital- Permeable Reactive Barrier & Pond Remediation** projects have all moved forward in 2021. The Permeable Reactive Barriers that were installed on Salt Pond Visitor's Center site are functioning well. The NPS also replaced the septic system for the Visitor Center's Bathrooms last year, and both should have a positive effect on the water quality of Salt Pond. Pond remediation for Schoolhouse and Minister's Ponds continued. 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>. We have spent most of 2021 on a draft Watershed Management Plan which will be discussed and refined into 2022 and, once approved, become our map for wastewater planning and water remediation.

- **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. In 2021, the 911 system and dispatch area were renovated and all new equipment installed. The police station project is now complete.

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
Art Autorino, Chair Select Board
Aimee Eckman, Vice Chair Select Board

Al Cestaro, Clerk Select Board
Jared Collins, Select Board
Jamie Demetri, Select Board

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
- 4.6% 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 Select Board and approved by the State in November 2021. The Housing Production Plan identifies the following high priority needs for Eastham:

- Year-round rental units are top need, particularly for the community’s most vulnerable residents.
- Homeownership units for starter housing and downsizing.
- Support for those with special needs including unit modifications and supportive services.

- Financial and technical assistance to improve housing conditions.

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. The initiatives from the HPP include:

LOCAL CAPACITY BUILDING

Hire a Housing Coordinator.

Continue to conduct community outreach and education.

Explore new local support programs.

DEVELOPMENT AND PRESERVATION

Continue to make suitable public property available for affordable housing.

Continue to partner with developers on private properties.

Continue to partner with non-profit organizations on local housing programs.

DEVELOPMENT AND PRESERVATION

Strategies that serve a local need but are unlikely to qualify for inclusion in the SHI.

Continue to pursue regional opportunities.

Housing Rehab Program

Rental Subsidy Program

ADUs

REGULATORY STRATEGIES

Adopt inclusionary zoning.

Integrate affordable housing in the OSRSD bylaw.

Explore rezoning to convert motels to mixed-income housing.

Prepare Design Guidelines.

These initiatives include the following:

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 2021, 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 application 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 under-writing.

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 2021.

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 11 ADU applications approved by the Town.

Progress in 2021

- 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. 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 5 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
 Darrin Krum
 Bonnie Nuendel

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2022 Interim Year Update as required by the state to achieve full and fair cash value assessments and was first town/city in the state to receive certification from the Department of Revenue. The median value of a single-family home as of the January 1, 2021 assessment date was approximately \$493,400 compared to \$449,800 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$104 from \$4,129 ($\$449,800 \times \9.18 per \$1,000) to \$4,233 ($\$493,400 \times \8.58 per thousand dollars)

The Town of Eastham had 6,355 taxable real estate parcels and 2,541 taxable personal property accounts as of January 1, 2021. The Select Board held a public hearing on July 26, 2021 to determine the percentages of the tax levy to be borne by each class of property for FY2022. The Select Board voted to adopt a single tax rate for all classes of property. The FY2022 tax rate is \$8.58 per \$1,000 of valuation, down \$.60 from FY2021.

To date the Board of Assessors acted on 86 tax exemption applications for veterans, the blind, seniors, paraplegic, a surviving spouse of a police officer killed in the line of duty and a Gold Star parent. There were no tax deferrals. The total tax exempted is \$66,930.02. These figures are expected to rise as the deadline for applications is April 1st of each year. There was one application for a real estate abatement for FY2022.

The assessing department continues the on-going 10-year cyclical inspection of properties as required by the Massachusetts 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.

Long time Board of Assessors member Maureen Fagan left the Board this year. The Board would like to thank her for her many years of service and professionalism. The Board welcomes Wendy Walsh as alternate member.

The assessing department and Board of Assessors extend our continued thanks to all town departments and the taxpayers of Eastham for their assistance in the implementation of the tax assessment process. Special thanks to our consultant, Paul Kapinos, and his staff at PK Assessment Systems and PK Valuation Group, for their professionalism and skill, helping to ensure the fairness and accuracy of our values.

Respectfully submitted,

Belinda Eyestone, MAA
Principal Assessor

Board of Assessors:
W.Davis Hobbs, Chair
Denise Kopaz, Co-Chair
Joanna Buffington
Wendy Walsh, Alternate

TAX RATE RECAPITULATION FISCAL YEAR 2021

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from IIE)	\$38,981,441.18
Ib.	Total estimated receipts and other revenue sources (from IIIE)	\$ 9,806,852.00
Ic.	Tax levy (IA minus IB)	\$29,174,589.18
Id.	Distribution of Tax Rates and levies	
	Is this a recertification year? <u>No</u>	

(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	96.5694%	28,173,725.72	3,283,651,833.00	8.58	28,173,732.73
Open Space	0.000%	0.00	0		0
Commercial	2.2082%	644,233.28	75,085,497.00	8.58	644,233.56
Industrial	0.2829%	82,534.91	9,617,400.00	8.58	82,517.29
SUBTOTAL	99.0605%	---	3,368,354,730.00		28,900,483.58
Personal	.9395%	274,095.27	31,947,040.00	8.58	274,105.60
TOTAL	100.0000%	---	3,400,301,770.00		29,174,589.18

BOARD OF CEMETERY COMMISSIONERS

2021 was a year of limited meetings and activities, primarily due to the COVID problems. The commission continued to oversee the maintenance of both the Cove Burying Ground and Bridge Road Cemetery which are the two town owned cemeteries. Both are closed to new interments. Plans were discussed for the removal of a wild red cedar tree that has grown between the head and foot stone of an ancient grave.

This is the final report of the Cemetery Commission. Beginning January 2022 the supervisory and administrative activities will be assumed by the Eastham Historical Commission. The general maintenance, such as grass mowing and tree trimming will continue to be done by the Eastham Department of Public Works. This will make it possible to continue the current needs in a more efficient manner.

The Commission once again wishes to thank the members of the Department of Public Works for their continued help and support, in particular Mr. Genao and Mr. Simons.

Respectfully Submitted,

Roger T. Thurston, Chairman and Clerk

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 continuing to affect all of us, 2021 has been an extremely busy year for the Town's full-time Director of Health and the Environment, Assistant Health Agent, and Health Administrative Assistant. Two part-time nurses that were hired and trained in the fall of 2020 continue to assist with monitoring and communications regarding the COVID-19 pandemic. A new position, Rental Inspector, was filled in the fall, and Richard Scali was welcomed on board to assist with the growing rental certificate program. Guided as always 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 remained at the top of Eastham's Health Department "Dashboard", with the Director of Health and the Environment Jane Crowley meeting frequently with Police/Fire/School representatives as cases and clusters of COVID-19 continued to occur. These meetings and ongoing communications ensured that staff was able to stay on top of the changing situation in Eastham and surrounding areas. Health staff continued to work 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 of the multitude of other health issues in town.

The BOH issued an indoor mask mandate at the end of August, which the Health Department helped to implement by communicating with businesses and supplying signs and masks when requested. In addition, the Health Department led or assisted with multiple other COVID-19 services including 1) assisting with regional drive-through Covid -19 vaccine clinics at Little Creek parking area along with the Barnstable County Department of Health and the Environment; 2) hosting free Covid-19 PCR testing at the Eastham Police Station to increase availability of testing on the Outer Cape in conjunction with Barnstable County and MRC volunteers; 3) hosting free test kit distribution at the Eastham Elks Lodge and Little Creek Parking Area to the general population, along with direct distribution to targeted programs conducted by the COA, Recreation Department, Cape Cod Children's Place, Eastham Elementary and NRHS. Contact tracing was conducted by VNA and a part time Public Health Nurse to guide residents throughout 2021.

From the beginning of the pandemic to December 31, 2021 Eastham had a total of 353 confirmed (PCR Test) cases and 92 probable (Antigen Test) Covid-19 cases reported to the Massachusetts Department of Public Health. Throughout the pandemic beginning in January 2020, the Eastham Health Department has worked with the Emergency Management Committee to implement strategic planning and effectively adjust to provide services to the community. The Emergency Management Team includes Eastham Police, Fire, Administration, DPW, Administration, COA and Recreation Departments. Unwavering staff support has been greatly appreciated in this difficult year.

The BOH held 12 regular formal meetings in 2021, responding to requests for variances and reviewing numerous septic system proposals to support requests for renovations and expansions of existing properties. 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 8 workshops and voted into regulation “Keeping of Non- Commercial Farm Animals”, with applications for 2022 permits available on the Town website beginning October 1.

The BOH welcomed new members Hope Plavin and Wendy Walsh (Alternate), and thanked Ellen (Pat) LaRiviere for her many years of service on the Board.

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 installation of a Permeable Reactive Barrier adjacent to Salt Pond. Our Wastewater Management Team has worked in partnership with CCNSS
- Joint Workshop with Wastewater Capital Project Committee and Wastewater Planning Consultants May 10
- Presentation on Eastham’s Water Protection Plan, Salt Pond and Nauset Estuary July 20
- Completed Draft Nauset Estuary (Eastham Focus) Targeted Watershed Management Plan October 2021
- Stormwater – design of stormwater remediation project on Route 6 and fisherman’s landing (behind EES)
- 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 Aeration (ongoing), vegetative surveys, 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 at Eastham Town Hall, Eastham Elementary School, and NRHS
- Representation on the Strategic Planning Committee

Respectfully submitted,

Dr. Joanna Buffington, Chair

BOARD OF HEALTH EASTHAM HEALTH STATISTICS

(Calendar Year 2021)

License/Permit/Inspection Type	#	Total Fee Amount
Septic Installer	54	\$5,400.00
Septic Hauler	18	\$1,800.00
Refuse Hauler	8	\$500.00
Motel/Cottage Colony/Inn	26	\$5,200.00
Food Establishment	53	\$5,000.00
Milk and Cream	8	\$400.00
Manufacture Ice Cream	5	\$250.00
Swimming Pool/Whirl Pool	14	\$1,400.00
Tobacco	7	\$700.00
Perc Tests	80	\$7,900.00
Septic Permits	120	\$12,000.00
Well Permits	16	\$800.00
BOH Variance Requests	8	\$600.00
BOH Review Requests	30	\$2,250.00
Camps	2	\$400.00
Abutters List	20	\$500.00
BOH FINES		\$300.00
Inspections for Septic Permits	134	
Title V Septic Report Review	184	\$13,800.00
Hotel/Motel/Cottage Colony Inspections	28	
Food Establishment Inspections	74	
Swimming Pool Inspections	38	
Walk Through Inspections	39	
Rental Inspections	256	
Bathing Beach Samples Taken	270	
Septic Reminder Postcards sent	2317	
Rental Certificate	1090	\$81,750.00
Total Fees Collected		\$145,150.00

Respectively submitted,

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

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 makes recommendations for terms of the renewal of the contract. These terms include the length of the license, extension of the service area, upgrades, our local public access stations, service standards, performance reviews, revenue pass through, and possible expansion of service.

The Cable Contract has been reviewed and revised in 2021 and will not come up for review for a period of ten (10) years.

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

Respectfully submitted,

Beverly Hobbs, Chair
Denise Kopasz

CAPE LIGHT COMPACT

Eastham Representative – Fred Fenlon

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 2021, Cape Light Compact has reinvested over \$1,129,060.68 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 1,027 participants approximately \$152,609.60 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 2021, 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 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). By retiring RECs to match the Compact's customers' usage, Compact customers are financially supporting renewable energy resources, including resources located on Cape Cod. In addition, NextEra deposits 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. 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, which have been updated as of December 2021. The CLC Local Green program gives customers an option to support local renewable energy development by paying a small premium on their monthly electric bill. The Compact uses this premium to purchase and retire Massachusetts Class 1 RECs such that a total of either 50% or 100% of customers' annual electricity usage is matched with Class 1 RECs, inclusive of the RECs retired as part of the Compact's standard power supply product. These additional Class 1 RECs are sourced from renewable energy projects in New England, including several solar installations on Cape Cod.

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; however, natural gas pipeline capacity has not substantially increased during that same period. This creates a supply shortage of natural gas for electricity production during winter cold snaps, 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 2021, the Compact had approximately 6,523 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.

CLIMATE ACTION COMMITTEE

In March, 2021 Eastham's Select Board established the town's first Climate Action Committee (CAC). The Committee was given a twofold charge: (1) propose methods for minimizing the town's carbon footprint and (2) advise on the town's vulnerabilities to the consequences of climate change. In conjunction with Eastham's Strategic Plan, the Committee's work is also committed to being consistent with those goals and strategies which include supporting a clean environment and a resilient community.

CAC held its first meeting in May, 2021. Members continue to educate themselves on the extensive and interconnected challenges related to climate change, learning from the experiences and work of state and regional entities, and other Cape Cod communities. This research is instrumental in helping CAC fulfill its committee charge "to prepare recommendations outlining the specific policies necessary to achieve carbon reduction and vulnerability mitigation goals, for the approval of the Select Board."

With the approval by the Select Board of the T-Time Committee's recommendations for the T-Time property, proposed new Town Center Plaza, and the COA properties, CAC has broadened its scope to prepare its own recommendations relating to the project.

The Committee believes that sustainability, resiliency, and Net Zero or energy neutral, should be key factors included in the design and construction processes in any of the Town's major building or renovation projects (Net Zero or energy neutral principle applied to building generally refers to a facility that consumes only as much energy as it produces). CAC looks forward to working with the Master Planner, as well as other committees and town departments concerning the development of this town initiative.

In addition, CAC maintains that the concerns and principles of environmental justice need to be clear and consistent in any project plan. This can be defined as focusing on local impacts and experience, inequitable vulnerabilities, the importance of community voice, and demands for community sovereignty and functioning.

CAC has also partnered with the Recycling Committee to advocate for and assist in the development of a town composting program. While many residents are currently committed to individual home composting, with substantial methane gas emissions coming from food waste, this initiative is something that needs to expand to all within the town.

The Committee thanks the people of Eastham and town officials for addressing climate change as a priority. We know what's at stake if we do not act with urgency. We look forward to working with our Eastham residents as we build a carbon-free and climate-ready future.

Respectfully submitted,

Cheryl Gayle, Chair

COMMUNITY DEVELOPMENT DEPARTMENT

The Community Development Department is comprised of the Planning, Building, and Conservation divisions. The department's primary areas of oversight include land use and economic development, inspectional services (building, wiring, plumbing and gas), regulatory enforcement, affordable housing, environmental protection and historic preservation.

PLANNING DIVISION

Planning, Zoning & Land Use Development

(Submitted by: Paul Lagg, Community Development Director)

The department provides administrative and professional staff support to the following boards and committees:

Planning Board	Tee-Time Development Committee
Zoning Board of Appeals	Historical Commission
Community Preservation Committee	Old Town Centre Historic Commission
Eastham Affordable Housing Trust	Barnstable County HOME Consortium
Strategic Planning Committee	Zoning Bylaw Task Force
Open Space Committee	Conservation Commission

Community Development staff also worked on a number of special projects during 2021 including:

- **Route 6 Corridor Improvements**

Staff continues to work with the Cape Cod Commission and MassDOT on improvements to the Route 6 corridor. This work is being coordinated with related elements of the Strategic Plan and T-Time redevelopment initiatives. Preliminary designs for traffic improvements within the highway layout were created based on input received during public forums and meetings conducted in 2019/2020. A final report from the Cape Cod Commission is currently under review by town staff and will be incorporated into the town's comprehensive planning efforts in 2022.

Staff also worked with MA Department of Transportation to address ongoing safety concerns with the HAWK traffic beacon located near the Route 6/Governor Prence Road intersection.

- **Zoning Bylaw Task Force**

The Select Board appointed a Task Force to examine issues relating to housing with the goal of recommending residential zoning or regulatory changes to the Select Board for consideration for placement on a Town Meeting Warrant. Planning staff has provided technical assistance to the Task Force. The Task Force examined several potential topics and prioritized the following items to work on as Phase 1 of a two phase work plan:

- Inclusionary (Affordable Housing) Zoning Bylaw
- Open Space Residential Subdivision (Cluster) Bylaw
- Motel/Cottage Colony Conversion Bylaw
- Two-family Development Regulations

- **Wiley Park Playground Project**

Planning staff oversaw procurement and project management for the rehabilitation of the Wiley Park Playground. The project includes replacement and rehab of playground equipment, new perimeter fencing and gates, improvements to the picnic area and trailhead adjacent to the playground and new sidewalk and site access elements to comply with ADA requirements. This project was made possible through funding from the Community Preservation Act with funds authorized at the 2020 Eastham Annual Town Meeting. The project is scheduled for completion in April 2022.

- **ADA Self Evaluation and Transition Plan**

Using a grant awarded through the MA Office on Disability, the Town completed an Americans with Disabilities Act (ADA) Self-Evaluation & Transition Plan (SETP). To help make progress in ensuring our programs and services are accessible. Staff assisted professional consultants in conducting surveys of current programs and services and assisted in conducting architectural assessments of municipal facilities. The findings and recommendations of the report will be used to improve compliance with ADA requirements and to help meet the goals of the Town's strategic plan, which include encouraging and welcoming a diversity of residents and providing and enhancing access to public recreational resources for all people.

- **Hazard Mitigation**

Planning staff participated in the following regional planning initiatives:

- Model Coastal Resiliency Bylaw
- Low Lying Roads Vulnerability Analysis
- Storm Tide Pathways Analysis

Economic Development and Business Outreach

(Submitted by Lauren Barker, Economic Development Planner)

Eastham's Office of Economic Development was established in November of 2020, and has now completed its first full year of operation. Since joining the Town, Economic Development Planner Lauren Barker has focused on building connections with the Eastham business community to support retention, expansion, and creation of local businesses. Lauren and the Community Development Staff team offer assistance to existing business and property owners, as well as support for prospective new businesses, particularly related to the permitting and licensing process with the Town. An Economic Development Work Plan was developed by staff and presented to the Select Board in 2021, with the goal of fostering an environment where businesses can not only succeed, but become active partners in building community quality of life in Eastham. Key to this plan are monthly "Business Meetup" events with Eastham business owners and managers. Meetups are hosted by staff to provide regular updates on Town initiatives that may be of interest to local businesses, while strengthening communication between the business community and the Town. Additional aspects of the Work Plan focus on major projects and initiatives that staff will take on in future years, including a "Doing Business in Eastham" landing page on the Town website; support for commercial property improvements; exploring partnerships and regulatory solutions for key business sectors such as outdoors-based businesses, construction/home services, and commercial shellfishing; and improving infrastructure for broadband, wastewater, and transportation.

- **Massachusetts Local Rapid Recovery Planning**

In January of 2021, Eastham was selected to participate in the Local Rapid Recovery Planning (LRRP) program from the Massachusetts Downtown Initiative (MDI), part of the Commonwealth’s Department of Housing and Community Development. Eastham was one of just two Cape Cod towns awarded technical assistance through this intensive, 12-month long program; the other participating town was Barnstable. Through the LRRP program, staff worked closely with an appointed planning and development consultant, Zapalac Advisors in Boston (at no cost to the Town) to identify short- and long-term actions the Town could take to mitigate the effects of COVID-19 on Eastham’s local businesses. The final LRRP report for Eastham outlines five priority projects focused on infrastructure, programming, and other efforts aligned with the Town’s Strategic Plan. These five projects, once implemented, will support business recovery and resiliency in Eastham now and in the future, and the work done through the LRRP to develop these programs will position Eastham for future competitive grant funding and private investment.

- **5-Year Strategic Plan**

Eastham is now in Year 3 of this foundational 5-Year plan. Staff continue to provide support to the Strategic Planning Committee, Town Administration and Department staff, and the Select Board in tracking and monitoring progress on the plan goals and actions. Efforts are continually underway to improve efficiency of the reporting and tracking process for the Strategic Plan, most of which is done without the use of any specialized software or automation. An “Annual Community Update” publication will be released as an insert in the Town Meeting warrant, and will include status information for each major strategy area in the Strategic Plan. An updated plan document with all annual updates is released each fiscal year via the Town website.

- **T-Time Development Initiative**

The T-Time Development Initiative continues, through the work of the T-Time Committee, to examine future use of the Town-owned T-Time property in North Eastham (4790 State Highway). Staff provides support to the T-Time Development Committee, and this year worked alongside the committee to manage the most comprehensive community engagement effort undertaken by the Town to date. Community members were invited to give input through a dedicated T-Time project website at www.easthamttime.org (kept current by staff with 2,707 unique visits as of November 2021); via email to ttimecommittee@eastham-ma.gov (22 emails, monitored and fielded by staff); a T-Time Facebook page (monitored and maintained by staff, with a reach of 12,174); a T-Time Community Input Survey (2,200 responses compiled and analyzed by staff); a Quick Reaction Poll designed to gauge community response to the committee’s draft recommendations (207 responses); a Public Forum Series (148 attendees at 3 forums, planned and managed by staff); and a series of focus groups for 40-and-under aged residents, who were underrepresented in other community engagement efforts (11 participants in three focus groups, facilitated by staff).

Staff also worked closely with the T-Time Committee to draft a report of the committee’s final recommendations for use of the T-Time site, which was

presented to the Select Board in November 2021. The final recommendations report marks the end of Phase I of the T-Time Development Initiative. The complete report can be found on the Town website under the T-Time Committee's page or at www.easthamttime.org.

Phase II of the T-Time project will consist of a Master Planning process which will help us to visualize and design future use of T-Time and other Town-owned properties, including the Town Center Plaza (4550 State Highway). Creation of the Master Plan will be facilitated by Town staff with contract support from a team of professionals in architecture, construction, site use planning, and housing. We would like to extend our deepest thanks to the community for your ongoing participation and interest in the T-Time Initiative - this process would not be possible without YOU! We look forward to your continued engagement to envision the future of North Eastham through the Master Planning process!

Community Housing Support

(Submitted by: Rachel Butler, Housing Coordinator)

The Community Development Department staff continues to support the Affordable Housing Trust with implementation of the Trust's educational initiatives and assistance programs. The Covid19 pandemic continued to put strains on local households and their ability to find and maintain adequate year round housing options. In response to the housing crisis, the town has implemented several new programs and initiatives:

- **New Housing Coordinator**

The Town supported and funded, with the assistance of the Community Preservation Act committee the hiring of a full time Housing Coordinator to provide administrative support services for housing related programs, projects, and activities for the community. In December, the Town hired Rachel Butler as the Housing Coordinator. Rachel brings many years of housing related experience to her new role.

- **Comprehensive Community Housing Program**

With the support of the Select Board, Town Administration and the Affordable Housing Trust, the department has engaged in a comprehensive strategic planning process for the future by presenting innovative solutions to appeal to the broader community. The Community Housing Plan includes (1) new policies from the Select Board to support and increase housing options for residents across income levels, (2) new zoning regulations that incentivize private developers and homeowners to create affordable units and diversify the types of housing available in the community, (3) More diverse funding options to extend the reach of the Affordable Housing Trust's assistance programs (4) new assistance programs that broaden the range of income eligibility to meet the spectrum of need in the community.

- **Community Preservation Act Funding**

The Eastham Affordable Housing Trust (EAHT) was awarded a grant in the amount of \$300,000 from The Community Preservation Act Committee (CPAC).

Funds received from the CPAC will continue to support existing affordable housing related programs including, support and expansion of the rental assistance and Housing Emergency Loan Program (H.E.L.P) for Eastham residents. Community Development staff are responsible for implementing and monitoring these programs as part of the comprehensive community housing plan.

- **5-Year Housing Production Plan Update**

The Town completed its update to the 5-Year Housing Production Plan.

The MA Department of Housing & Community Development approved the plan on November 30, 2021. The plan documents the extent of the unmet need for affordable housing as well as identifies a comprehensive approach for promoting affordable housing throughout the community. The strategies and production goals outlined in the plan will help make progress towards achieving the State's goal of having each town in the Commonwealth have a minimum of 10% of its year round housing stock be affordable to individuals earning at or below 80% of the area median income. The plan also provides production goals for the creation of affordable and workforce units that go beyond the State's minimum housing goals, which will serve local housing needs above the 80% area median income level.

BUILDING DIVISION

Report of the Building Commissioner

(Submitted by Justin Post, Building Commissioner)

Permit numbers in calendar year 2021 were increased from calendar years 2020 and 2019. In addition to our daily work of addressing inquiries to zoning, building and various other community requests, the Eastham Building Department issued 814 building permits. An overwhelming majority of the permits were for the improvement of existing structures and uses. Permit fees collected in 2021 totaled \$252,860.76

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.

Report of the Plumbing & Gas Inspector

(Submitted by Scott Van Ryswood, Plumbing & Gas Inspector)

For the calendar year 2021, 331 plumbing permits and 358 gas permits were issued. 640 plumbing inspections and 663 gas inspections were conducted. Permit fees were \$72,725.

For the municipal water service, a further 297 plumbing permits were issued and 244 inspections were conducted. Permit fees were \$27,900.

Report of the Wiring Inspector

(Submitted by Wallace Adams, Wiring Inspector)

During the Calendar Year 2021, 691 wiring permits were issued and the following inspections were made:

Temporary	14
Service	115
Rough	237
Final	463
Other	309
Fire	3
Advisory	52
Code	47
<hr/>	
Total Inspections	1240

Total Receipts turned in by the Wiring Inspector were \$56,180.00.

CONSERVATION DIVISION

(Submitted by: Charles Katuska, Conservation Agent)

The Conservation Department began 2021 with a large volume of filings and projects and a new staff member. Charles Katuska was hired as Eastham's Conservation Agent; Charles brings a wealth of knowledge and experience to Eastham. In all, the department processed and issued 31 Orders of Conditions, 5 Amended Orders of Conditions, 39 Determinations of Applicability, 16 Certificates of Compliance and 15 Extension Permits, conducted 24 Administrative Reviews, and accepted 9 plan revisions. Separate work sessions with the commission, primarily to develop and revise wetlands regulations, continued throughout the year. The Conservation Commission continued to hold its public meetings via remote access, and we continued to require all filings and procedures in electronic format, at least to the degree possible. In addition to its regular and on-going regulatory responsibilities, the department worked with the Conservation Commission to discuss and address several topics including:

- Establishment of a Conservation Fund
- Process to hire independent peer review consultants for complex projects
- Modification to existing project performance standards
- Simplified application submission practice

Conservation Staff also participated in several planning projects:

- **Low-Lying Roadways Analysis**

Staff worked with consultants from the Woods Hole Group. Through a grant from the Massachusetts Office of Coastal Zone Management (CZM), to assess Dyer Prince Road, Samoset Road, Smith Lane and Bridge Road. The final comprehensive report continues to be developed with recommendations to mitigate flooding impacts on areas of these roadways.

- **Phase II of the Regional Shoreline Management Project**

This grant project 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.

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 continued to adapt our processes this year. I also want to thank administrative assistant Amy Blakesley for keeping everything together and organized as we navigated through continuing COVID challenges and completed the move of the Conservation offices to Town Hall.

Acknowledgments

I would like to thank the hardworking staff of the Community Development Department for their professionalism, dedication and good cheer. My thanks also to all of our colleagues who work for the Town of Eastham. Their support in a variety of areas is greatly appreciated. Also, very special thanks to our Administrative Assistants, Kayla Urquhart and Amy Blakesley. Their hard work and attention to detail overseeing the day-to-day operations of the office is an integral part of our department's success. Finally, 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, Community Development Director

Community Development Dept. Staff:

- Kayla Urquhart, Administrative Assistant
- Amy Blakesley, Administrative Assistant
- Lauren Barker, Economic Development Planner
- Justin Post, Building Commissioner
- Charles Katuska, Conservation Agent
- Rachel Butler, Housing Coordinator
- Scott Van Ryswood, Plumbing & Gas Inspector
- Wally Adams, Wiring Inspector

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.

Projects that were approved for funding at the 2021 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 Nauset Lighthouse preservation Efforts (\$180,000)
- A grant to fund resurfacing of the Field of Dreams Playground (\$70,000)
- A grant to fund an interpretive program at Sandy Meadow Conservation Area (7,130)
- A grant to fund an open space stewardship program (\$5,500)
- A grant to fund an affordable housing development in Orleans (\$100,000)

The CPC is currently evaluating applications for FY2023 projects and will make recommendations to Town Meeting in May 2022.

Respectively submitted,

Dan Coppelman, 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 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 2021 the Commission pursued 6 violations, issued 4 enforcement orders, received and processed 31 Notice of Intent applications, 15 Extension Permits, 5 applications for Amended Orders of Conditions, 39 Requests for Determination of Applicability, 16 Requests for Certificates of Compliance, and 24 Administrative Reviews.

During its work sessions in 2021, the Commission has continued to review the Town of Eastham Wetlands Protection By-Law. Presently, the Commission is analyzing, clarifying, and updating the regulations pertaining to the construction of salt water docks and piers, the use of pressure treated wood and the 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 the resource area, any proposed changes must be submitted to and approved by the Commission. The Town of Eastham's website contains invaluable information about native and invasive plants, the Plastics Bylaw, trail maps, and the Wetlands Protections By-law and Regulations. The Commission invites all residents to join with us in protecting our precious and unique environment.

Respectfully submitted,

Sheila Filipowski
Conservation Commission Chair

EASTHAM COUNCIL ON AGING (COA) EASTHAM SENIOR CENTER

Mission Statement: The mission of the Eastham Council on Aging 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 to the town's seniors. The staff advocates for and offers case management support and referrals for seniors, their families and caregivers.

Although the Senior Center Building was closed to walk-in traffic for the first half of the year, the COA staff continued its important work by helping seniors with their biggest needs: referral services, transportation, food, meal and prescription deliveries/pickups, socialization, wellness calls and securing vaccination appointments.

While the Center's doors were physically closed to seniors, the COA Board and Friends group, volunteers and staff focused on "Operation Refresh." Thanks to the generosity of the community – from financial contributions to donated materials and services – and the hard work by scores of volunteers cleaning, painting, organizing and redecorating – the Senior Center's interior was renewed. Efforts included brightly painted walls, fresh artwork, updated furnishings, landscaping and new window treatments. The outdoor deck in the upper parking lot was also restored by a dedicated crew of volunteers, creating a welcoming outdoor space for exercise programs, social programs and cookouts. With well over 2,000 volunteer hours contributed, the Senior Center building, deck and grounds were transformed. Jerry Boucher (COA driver) and Joan Lockhart (COA Board of Directors Chair) were instrumental in leading this project. During this time, the COA newsletter was also redesigned by volunteer Graphic Designer, Susan Abbott, and the full-color printed version began to be mailed to the town's seniors.

The COA reopened its doors on Friday, June 25th with an open house to welcome seniors back and showcase its updates. Hundreds of guests enjoyed ice cream and socializing on the rebuilt deck and toured the refreshed interior space. With the shift back to in-person programming (virtual programs continued for those remaining in their homes), members participated in a variety of services and programs offered throughout the year.

SERVICES

Case Management
Durable Medical Equipment Loans
Elder Law Attorney
Entitlement Program Application Support
(Fuel Assistance, SNAP & Tax Abatements)
Health Insurance Counseling (SHINE)
Income Tax Assistance
Life Alert/File of Life Assistance
Mental Health Support & Wellness Programs
Mobile Library/Media Delivery
On-site Food Pantry/Food Distribution/Support
Outreach Home and Office Visits
Support Groups/Caregiver Support

PROGRAMS

Art/Craft Classes
Computer Center
Cooking Club
Cultural/Education Programs
Evidence Based Programs
Local Trips/Excursions
Fitness Classes
Health and Wellness Education Series
Intergenerational Pen Pal Program
Meal Delivery Program
Men's/Women's Social Groups
Music Programs
Nutrition/Meal Programs

Technology Support
Transportation
Vaccine/Flu Shot Appointment Support
Veterans Services Support

Recreation/Social Programs
Special Holiday Meal/Food Delivery
Tablet Loan Program/Technology Class
Virtual Programs with Local COAs/COAST

In line with its mission, Eastham COA's goal is to help seniors maintain, enhance and enjoy an independent lifestyle in the community by providing a place to connect. Since people over 65 years of age were considered higher risk for complications from the Coronavirus, many seniors felt unsafe being together and self-isolated in their homes. The COA served as a connection to the outside world for many vulnerable seniors. Staff received close to a thousand phone calls regarding help in receiving the Covid-19 vaccination. The Senior Center staff worked with other town departments and volunteers to successfully help over 750 ambulatory/non-ambulatory seniors receive Covid-19 vaccinations and boosters.

Despite the ongoing challenges of 2021 brought on by the pandemic, the COA staff continued to address the needs of Eastham seniors. Highlights included:

- Engaged in over 8,000 interactions (remote/in-person) with seniors and/or their family members, through programs, events, services and referrals
- Delivered approximately 4,500 nutritious, home-cooked meals to socially isolated and homebound seniors
- Provided close to 1,000 round-trip rides to medical appointments, hospitals, grocery and drug stores
- Distributed close to 2,000 bags of groceries to seniors via the Healthy Meals in Motion Mobile Food Pantry service, Brown Bag Pantry grocery program, special holiday baskets and 175 holiday meals in partnership with volunteers, local and regional nonprofits, restaurants and merchants
- Helped seniors save over \$500,000, through tax assistance (federal, state and property), elder legal counsel, food insecurity/entitlement programs, and insurance counseling

The COA staff is led by COA Director Dorothy Burritt, and includes Cindy Dunham, Outreach Coordinator; Monica Keefe-Hess, Administrative Assistant; Katherine Gill, Program Coordinator/Driver; James Small, Program Aide/Driver and on-call Medical Transportation Drivers (George Abbott, Gerard Boucher, Paul Langlois, Alan Larson and Jeffrey Nogas). The staff continually works to expand offerings to meet the needs of the growing senior community, which makes up close to 60% of Eastham's year-round population.

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 operates all year, through a combination of on-call paid drivers (paid through grant money from the Executive Office of Elder Affairs and as needed by the town), volunteers and rides outsourced to a private company (funded by the Friends group).

In addition to a dedicated staff, the Senior Center is supported by the Friends of the Eastham Council on Aging (FECO) 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 Director and Board of Directors. This year, the Friends group began funding the full-color printed version of the COA newsletter and helped to cover increased transportation costs. The FECOA's primary source of revenue comes from operating the all-volunteer run Thrift Shop on Massasoit Road.

The town's COA Board of Directors is comprised of 11 active community members who work with the COA staff and Friends to advocate for the town's senior population. Several long-serving and valued Board members ended their terms over the last two years and we would like to thank them for their contributions. Current Board members include Paula Bruns, Carol DiBona, Jan Guidess, Beverly Hobbs, Joan Lockhart (Chair), William O'Shea, Linda Reed, Dr. Richard Trimble, Patricia Turiello (Vice Chair) and Patricia Unish. The Board brings a wealth of experience and expertise, providing significant value to the town in its partnership with and oversight of the COA.

Towards the end of 2021, the COA staff and the COA Board began work on a 5-year strategic plan to address the needs of Eastham's growing senior population. Phase 1 of the strategic planning process, the discovery phase, provided an analysis of current operations and short-term recommendations for increasing the scope of programs and services to a broader range of Eastham seniors. The second phase will be conducted in partnership with UMass Boston's McCormack School of Gerontology and include a comprehensive needs assessment of Eastham's aging population, to allow both the COA and town to plan for the future needs of our seniors. The survey is scheduled to be completed in the fall of 2022.

The COA is grateful to the community and would be unable to provide all these programs and services without the help of other town agencies, volunteers, board members, community partners, the "Friends," and the residents it serves. The COA staff strives to enhance its offerings and will continue to provide needed services to allow Eastham seniors to live well, "age strong" and remain independent as vital members of our community.

Respectfully submitted,

Dorothy Burritt, COA Director
Joan Lockhart, COA Board Chair

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, 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 June of each year inviting local artists, entertainers, school children and the local community to celebrate arts and culture in Eastham. The festival has been cancelled the last two years because of COVID but we hope to bring it back again in 2022.

Grants to Support the Arts, Humanities and Sciences

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. In 2021 we received and distributed Grant monies from the state in the amount of \$6,594 to support local arts and humanities programs.

Volunteers Welcome

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the town's elected officials falling under the guidelines of the Massachusetts Cultural Council. In 2021 the council welcomed three new volunteer members and continues to encourage more residents to join us.

Respectfully,

Brian LaValley, Chairman

PUBLIC WORKS & NATURAL RESOURCES

During Calendar Year 2021, 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 continue assisting all Town departments while keeping our residents and staff safe and healthy. We have been able to resume previously scheduled projects, start new ones, and continue to be proud of assisting during the pandemic. This report provides a summary of the work done by the department, its accomplishments, and our plans for the near future.

Administration

- Some of our accomplishments this year included the following:
 - Addressing a variety of projects and requests from public and internal patrons as follows:
 - DPW Administration: 26 Work Orders and Service Requests
 - Building Maintenance: 49 Work Orders and Service Requests
 - Highway: 29 Work Orders and Service Requests
 - Natural Resources: 8 Work Orders and Service Requests
 - Water Division: 36 Work Orders and Service Requests
- Began implementing our 5-Year Capital Improvement Plan to upgrade the DPW/DNR Fleet and Infrastructure and kept our promise to rely on outside sources of funding in order to limit Capital Funding requests to a minimum
- Filed the Year 3 (2021) Annual Report with the Environmental Protection Agency (EPA) and continued to implement good housekeeping practices in our municipal stormwater management operations as required by Eastham's NPDES permit.
- Reviewed 68 new Road Opening permits.

Solid Waste

Our courteous staff assisted over 3,800 Eastham households, and handled over 4,300 additional visits, who brought in close to:

- 3,300 tons of municipal solid waste
- 680 tons of construction and demolition materials
- 200 tons of cardboard 600 mattresses
- 60 tons of newspaper
- 180 tons of mixed paper
- 70 tons of plastics
- 150 tons of glass
- 17 tons of aluminum cans
- 320 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 have purchased 4 new containers funded by a grant and are in the midst of replacing one of two aging trash compactors.

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:

- Installation of new Drainage Structures, Berms, and Roadway Patches on Meetinghouse Road, Candlewood Road, Governor Prence Road, and Galway Lane
- Sweeping 59 miles of roads multiple times, leading to the removal of over 500 tons of debris
- Completely cleaning 400 Catch Basins, which amounts to 50% of the total CBs in public ways
- Marking over 170,000 feet of yellow centerlines, 35,000 feet of white fog lines, and 2,700 feet of stop bars
- Purchase and installation of 272 new Street Name signs as part of Phase 1 of the Street Name sign upgrade plan
- Continued Snow & Ice operations on 53 miles of public ways and parking lots. 10 more private roads were added on to the plow list, bringing that total 50 private roads.
- Assisted with service and mechanical repairs to vehicles from various departments (Recreation, COA, etc.)

Our goals for the upcoming year include: complete the last of the installation of new drainage per our repair list, complete cleaning the rest of the existing Catch Basins, continue upgrading the DPW/DNR fleet, and continue installing new Street Names for all roads in Eastham to ensure MUTCD compliance and assist emergency calls.

Building Maintenance

The challenges presented by the COVID-19 pandemic ended up shifting our priorities, but we have been able to finally resume some of our planned projects. Some of the strides we made in this category are:

- Retrofitting the Town Hall annex building into the new Health Department
- Building a new office for the Economic Development Planner at Town Hall
- Project to update the HVAC Controls at Town Hall (on-going)
- Project to address existing issues with the exterior of the Town Hall (on-going, CPA-funded)
- Installation of new Boiler at the Eastham Senior Center
- Repair of the Town Hall Annex Water Service pipe
- Continued sanitizing and disinfecting of Town facilities and vehicles to maintain the safety of Town staff
- Assisting with setup of Town Meeting, Town Elections, as well as a variety of other miscellaneous request for assistance from various Town Departments.

Our upcoming goals include:

- Install 3 new garage doors and repair windows at the Eastham Police Station
- Repair the apparatus ramp at the Eastham Fire Station
- Upgrade lighting and install new garage door at the Eastham DPW/DNR garages
- Complete scheduled repairs to the Salt Pond upweller building
- Complete scheduled HVAC, Lighting, and Plumbing repairs at various buildings

Water Department

In 2021, 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:

- 309 applications were submitted for connection to the water system, an increase of over 50% from 2020
- 290 customers were connected to the water system, similarly an increase of over 50% from 2020. An additional 200 applications are pending or on-going.
- 3 new commercial customers were connected: Caroline's Restaurant, Viking Shores Motel and Nauset Village Shops. Cape Cod Five Bank is also in the process of connecting.

The Water Department performed 50 seasonal turn on/off service calls, an increase of over 60% from 2020.

- The Water Department performed 51 final water reads or ownership transfers, 4 less than in 2020.
- The Eastham Water Department worked with Coastal Properties to develop and begin implementation of Cedarbanks Development's connection to Town Water
- In accordance with Environmental Protection Agency (EPA) regulations, Eastham performed a Risk and Resiliency Assessment of its water system and updated its Emergency Response Plan.
- Construction on Contracts 15 and 16 was completed in 2021. The final 3 miles of water main, 29 hydrants, and 265 water services were installed in 2021, as well as 8.5 miles of road paved.
- Water main construction Contracts 17, 18, and 19 were awarded to Robert B. Our (17) and Dig It Construction (18, 19) in March. Under these contracts, 12.6 miles of water main, 152 hydrants, and 617 water services were installed in 2021.
- Approximately \$10 million of construction work was completed in 2021 as part of the Water Project.
- Design and permitting requirements continued for the new storage tank and well station off Nauset Road, with construction of the new well station slated for 2022.

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 2021, the Department of Natural Resources continued its efforts to protect Eastham's environment, while ensuring the public safety of everyone enjoying our natural resources. This includes maintenance of conservation lands, oversight of our waterways and shellfish areas, and our responsibility to assist with enforcement of laws and regulations.

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, fish runs, and recreational areas helps the public enjoy the beauty our town has to offer, and prepares our community to better handle storm events. Some of our achievements for this past year include:

- *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, including managing town landings and aids to navigation. The Harbormaster's office also issues permits for moorings, docks at Rock Harbor, and vessel storage.

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 2021:

- 33 Freshwater Launch Permits
- 293 Mooring Permits
- 48 Rock Harbor Dockage
- 24 Transient Dockage Permits
- 112 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.

The Department also raised 25,000 oysters in float bags at the Salt Pond from approximately 15mm in size to around an inch and a half. These oysters were broadcasted in the fall at Hemenway Landing for recreational harvest.

Four shellfish closures occurred in 2021:

- The Nauset Marsh Estuary was closed to due Red Tide from March 17 through June 17.
- Preliminary closure of the entire town due to Hurricane Henri August 22 through August 23.
- The entire town closed on September 2 due to the heavy amounts of rain from Hurricane Ida, the bayside re-opened September 3 but the Nauset Marsh Estuary remained closed until September 9 due to high bacteria from the rain.
- The Nauset Marsh Estuary closed due to the heavy amounts of rain from September 10 through September 15.

- *Shellfish Buyback Program*

In order to continue fostering a strong partnership with the Eastham Shellfish community, our Shellfish Constable Nicole Paine created the Shellfish Buyback Program. This provides a fantastic opportunity for the Natural Resources Department to source shellfish from our local growers for propagation in our recreational areas.

In 2021, 22,000 oysters were purchased from Eastham Aquaculture licensees for the annual Oyster Sunday Program at the Salt Pond. Approximately 180 individuals attended opening day on November 7, 2021.

- *Aquaculture licenses*

32 individuals are licensed to an aquaculture site in the Town. There is a total of 28 aquaculture licenses totaling 39.5 acres.

- *Science in Eastham*

From June to mid-August Mary Lane, a student from Boston University, interned with Shellfish Constable Nicole Paine on Mondays, Tuesday and Thursdays measuring the growth of the quahogs and oysters as well as experimented with different density amounts. Mary also assisted with the cleaning and maintenance of the Salt Pond upweller and aquaculture gear.

- *Shellfish Permitting*

A permit is required to recreationally or commercially harvest shellfish. A total of 2141 shellfish permits were sold in 2021. They are broken down as follows:

- 959 year round resident recreational permits
- 641 year round senior resident recreational permits
- 65 year round nonresident recreational permits
- 326 one week recreational permits
- 127 Commercial permits
- 23 Senior commercial permits

- *Land Management*

The Natural Resources Departments worked with the assistance of AmeriCorps Cape Cod Lebac house on the following projects in 2021:

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.

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 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 unfortunately lost one of our own. Jim Goodrich was affectionately known by everyone who visited our transfer station because of his happy demeanor and willingness to cheerfully assist anyone he came across. He was a great co-worker, and an even better human being, so we dedicate this Town Report to Jim and his family. May he rest in peace.

I would like to thank the rest of our staff for all your work during Calendar Year 2021: Aaron Carroll, Rex Christian, Barry Clifford, Ronald Cormier, Stephen Hebenstreit, Brian Holmes, Kevin McCarthy, Michael O'Connor, Nicole Paine, Teresa Pechonis, Jeffrey Peters, Victoria Reis, Scott Richards, Scott Santos, Ronald Simons, Kimberly St. Aubin, and Charles Young. You continue to set a good example for our department and are the reason why we provide excellent service to the residents of Eastham.

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

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 2020-2021, the enrollment on October 1 was **626** students.

Budget: For school year 2020-21 (FY21) there was a Total Operating Budget of **\$15,504,000**, a 2.76% increase over FY20. To view: <https://www.capedtech.us/about/departments/business-office>

News from Superintendent Sanborn:

The entire Cape Cod Tech community: our staff, students, parents, guardians, School Committee, School Building Committee and technical advisory committees extend a sincere appreciation to our twelve towns and their taxpayers for supporting this new facility as a reality. On October 8, 2021 in our current school year, we finally, under the constraints of COVID protocols, held a restricted invitee ribbon cutting event for the community. I do think you would have been proud of our students who were front and center at this event. Your forethought to support construction of their school will benefit current and future technical students for decades to come. Finally, we not only view our facility as a school but as a community resource providing services to towns and community members, offering afternoon and evening workforce training, and hosting events for town and local organizations. Thank you, again.



Town of Eastham: Eastham had 23 students enrolled at Cape Cod Tech as of October 1, 2020. The assessment for Eastham in FY21 was \$447,131, based on 22 students on October 1, 2019. Assessments are based on the previous year's enrollment.

Highlights from Cape Cod Tech 2020-21 School Year

- Graduated 127 seniors: six from Eastham.
- Enrolled 174 freshman: eight from Eastham.
- The student newspaper *Tech Talk* won numerous prestigious awards this year: a gold medal from Columbia Scholastic Press Association, the Highest Achievement Award from New England Press Association, multiple awards from the Youth Journalism International competition and first Place with Special Merit from the American Scholastic Association.
- Through the generosity of Cape Cod community organizations, charities and family memorials, Cape Cod Tech presented 38 toolships and 46 scholarships to the graduating class of 2021 for a total of \$84,766.
- Thirty-four (34) students received John and Abigail Adams Scholarships; two from Eastham.
- *SkillsUSA* is a national student organization and is a huge part of the of the Cape Cod Tech experience combining technical, academic and employability skills. Forty-two (42) students participated in competitions winning 19 District medals and 14 state medals. Cape Cod Tech was recognized as a National Model of Excellence.
- Future Farmers of America, “*FFA*” is a national career and technical student organization based on middle and high school classes that promote and support agricultural education. This year Horticulture Instructor Stephen Dolan received the Honorary FFA Bay State Award in recognition of his outstanding service in the advancement of agricultural education.
- The Cooperative Education (Co-Op) program placed a total of 62 junior and senior students to work with local businesses, enhancing their skills through Co-Op placements. Senior internships for Health and Dental were not active this year due to COVID-19.
- Athletics offered a modified sports program due to COVID-19 restrictions. The following teams did compete competitively: football, volleyball, girls and boys soccer, baseball, cross-country, golf, ice hockey, girls and boys lacrosse, girls softball and tennis.

Technical Highlights from 2020-21

The school was not open to the public for services this year due to the COVID-19 pandemic.

- The Auto Collision program graduated 100% of its seniors and 80% of those seniors were employed as of graduation day. This program completed jobs for local town departments and Habitat for Humanity.
- The Auto Technology program significantly altered their curriculum to increase shop time for 9th and 10th grades.
- The Carpentry Department accomplished many carpentry projects, despite COVID-19 pandemic. Five of their seniors participate in the Co-Op program. The department is a member of the Home Builders and Remodelers of Cape Cod.

- In the Cosmetology program six seniors completed their Massachusetts State Board Exams. All students are certified in the Barbicide disinfectant training and SP/2 Safety Training.
- Culinary Arts had great success in 2021 including filling 100% of their freshman seats, restructuring their curriculum delivery, and receiving the highest possible score for food service operation from the Harwich Board of Health on multiple inspections.
- Dental Assisting students were active in community service events at local preschools, veteran centers and Angel House. The program added new equipment and software to their curriculum and they are working towards expanding clinical experience at the community college.
- The Design & Visual Communications program is working hard to boost the new school's look in all things involving design and presentation. The new building's technology and equipment have provided opportunities to push the students' knowledge.
- The Electrical Department earned praise from the DESE safety inspector for work station safety. This shop was the number one shop chosen by freshmen as they explored their placement options.
- Engineering Technology sophomores learned to program and fly drones; juniors completed 3D Design and Analysis in dual-enrollment with the community college; seniors received a grant from the MIT Club of Cape Cod to design, 3D print and build a personal transport using a skateboard or scooter concept.
- The Health Technologies students were impacted by the pandemic in terms of practicing their trade. They were unable to do internships at the hospital or nursing homes. Seniors did sit for the CNA exam. There was a new 9th grade shared program between Health and Dental.
- The Horticulture program did more outside work on the new campus. Within every live project there were opportunities using real experiences to teach technical skills and fundamental skill development.
- The HVAC program is now an approved training program for hours toward the MA State Refrigeration Technician license. All freshman earned Hot Works Certification. Ninety percent (90%) of HVAC upper-classmen went out on Co-Op placements.
- The Information Technology Program moved their sophomore curriculum to the freshman year to give 9th graders a head start in preparing for certifications. Thirty-one (31) students received certifications in specialty programs.
- Marine Services had seven students participate in Co-Op placements. In SkillsUSA, Marine Services students took home 1st Place, 2nd Place and 3rd Place Marine awards.
- The Plumbing Shop had seven students participate in Co-Op placements and 40% of their total students participated in SkillsUSA. The department's curriculum is teaching 21st Century skills to keep pace with fast changing boiler technology and new codes.

Academic Highlights from 2020-21

- The Business Education/21st Century Learning department offered several exciting activities: an online simulation to create a new business in a city; a Stock Market Game competition, and a virtual Credit for Life Fair in which students created a budget, navigated through various budget booths and virtually chatted with Cape Cod Five volunteers while doing so.
- The English Department learned a great deal this year about technology-based instruction and assessment to integrate it into the curriculum. As DESE continuously adjusted their MCAS requirements throughout the year the English department continuously adjusted curriculum and instruction to ensure that students were prepared.
- The Social Studies department focused heavily on teaching the historical and current event moments attached to the Civil Rights movements of the past up to the Black Life Matters movement of today.
- The Math Department also realigned 9th and 10th curriculum to the Next Gen MCAS computer based testing throughout the year and implemented online testing practice into their overall curriculum.
- The Science Department adjusted to changes this year: a new building with new labs, and remote learning - to hybrid classes - to 100% in person, while continuing to provide the students with meaningful and rigorous curricula.
- The Student Services Department attended countless webinars to learn best practices for navigating the pandemic with a focus on student mental health. A school-wide mental health screening was administered to identify students in crisis and needing mental health assistance.

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

Respectfully submitted,

Michael Sarcione and Yasmine McNellis
Eastham Representatives,
Cape Cod Regional Technical High School District School Committee

EASTHAM ELEMENTARY SCHOOL COMMITTEE

“The Eastham Elementary School community continues to be a beacon shining brightly to help and support our children as they navigate the challenges of a rigorous curriculum and cope with social/emotional issues, all while providing them with rich, engaging learning experiences.”

The Eastham Elementary School Committee has the responsibility and is committed to continuing the vision, mission, goals and strategies of our school system. 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 to our committee meetings all new policies and changes to existing policies to be discussed and voted on. These policies are reflective of the fact that the school committee has oversight of and responsibility for the school, the direction in which the system must go, and establish criteria to determine if its goals and policies are being met.

Other areas of accomplishment are:

- Hire interim superintendent to begin July 1, 2021
- Evaluate the performance of the interim superintendent
- Hire interim superintendent as permanent superintendent to begin July 1, 2022
- Review and approve the annual School Improvement Plan
- Review and approve the EES Parent Group’s upcoming activities and fundraisers
- Monthly review of the EES expenditure report
- Updates on school enrollment and projections for the future
- Review of Next-Generation MCAS results
- Promoting 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
- Involvement in community outreach, i.e. Council On Aging activities, visiting classrooms during American Education Week
- Collaborate with other elementary schools in our Union 54 regarding our local concerns, issues, updates and information

- Collaborate with Nauset Regional Committee regarding all 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,

Judy Lindahl, Chair
Ann Crozier, Vice Chair
Moirá Noonan-Kerry
Edgar Miranda
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, our supportive families, and administration have work collaboratively to fulfill this mission year after year. Although 2020 and 2021 continue to be defined by a global pandemic and the anxiety it produces, we continued to persevere, taking one day at a time, controlling what we can. Again, we successfully reopened EES in September 2021 wearing masks and washing hands often. It hasn't been easy, but collectively we have made the very best of a challenging 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. 2021-2022 student enrollments:

Pre-K: 15	K: 35	Gr 1: 21	Gr 2: 27	Gr 3: 28	Gr 4: 32	Gr 5: 33
Total: 191						

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. Social / Emotional teaching and learning is vital in creating a safe, challenging, and joyful school. Responsive Classroom, the Second Step Social Emotional Learning program, and the Seven Habits of Highly Effective Kids (Leader in Me) are used as a curriculum framework 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 HISTORICAL COMMISSION

The Eastham Historical Commission held three regular meetings during 2021. Two workshops and one site visit were conducted as well. With the exception of one workshop conducted in June, the EHC held no meetings till August 2021, due to COVID.

The December meeting was a joint meeting with the Old Towne Center Historic District Commission.

Larson Fisher Associates, Inc. a historic preservation and planning service, completed the project to identify and document 134 houses in the town built between 1672 and 1900.

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 demolition hearing was held in November to accommodate a request for demolition of a cabin located at 240 Pierce Road. The Commission approved a demolition permit for this dwelling.

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
Eileen Morgan
MaryBeth O'Shea
Eastham Housing Authority

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.

A secondary 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 project for Nauset Regional High School, the town-wide Water project, Wastewater project, and the Rock Harbor 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. We undertake additional financial monitoring in conjunction with the Town Finance Department.

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 and uses of those funds;
- 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, including pensions and retiree health benefits;
- Planning for capital projects and capital expenditures focusing on funding in an effort to reduce borrowing costs and repeated override votes and the overall level of debt for the town;
- Monitoring the plan to increase housing opportunities for Eastham citizens within the town; and,
- Adjusting public financial reports to be as transparent and helpful as possible 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
Roy Merolli
J. Russell French

FIRE DEPARTMENT



The Eastham fire department is committed to providing the citizens of Eastham an effective, well-trained team of professionals to protect their lives and property through fire prevention, fire suppression, emergency medical services and education.

We are a career department made up of one fire chief, one deputy chief, four Captains, four Lieutenants, twelve career firefighters, and one administrative assistant. Thirteen firefighters are certified Paramedics and nine are certified EMTs. The fire station is manned by a minimum of 4 members, twenty-four hours per day, and seven days a week.

Summary of Activity 2021

Incident Type	Number of Incidents
Medical Emergencies / Rescue	1,593
Fires	36
Motor Vehicle Accidents	84
Service Calls	171
Good Intent Calls	139
False Calls	186
Hazardous Conditions	145
Special Type/Complaints	2
Severe Weather	21
Total	2,377

Fire and EMS Operations

The average response time was 4 minutes 2 seconds. Mutual aid was provided to other communities 159 times and mutual aid was received 72 times. Damage from fire totaled \$391,551. Medical emergencies continue to account for the largest percentage of our call volume. There were 818 medical transports, 207 of which were basic life support and 611 were advanced life support. \$901,000.00 was collected in ambulance fees. Additionally, we applied for and received \$113,320 from the ambulance certified public expenditure program. This program, which is run by MA



Health and Human Services Department, enhances our reimbursement of Medicare/Medicaid costs to help defray the costs of providing ambulance services to our residents and guests. Typically the reimbursements are far below the actual costs, so this program is very welcome to the department and town.

The fire department is classified by the insurance services office (ISO) as a class 4 department from a class 9 department, with a class 1 being the best. This improvement is due to Eastham having over 90% fire hydrant coverage. This upgrade has resulted in lower property insurance rates for our residents and business owners.

PERSONNEL

We restructured our organization in 2021 to bring us more in line with national standards. By adding 4 Lieutenant Positions we are able to have an additional level of supervision and increased safety for our members.

The four newly appointed Lieutenants are Maurice Wiley, Eric Hilferty, Kurt Fisher and Rachel Topal. Each of these new officers has been with the Eastham fire department for at least 12 years. Ryan VanBuskirk was promoted to the rank of Captain, filling a void created at the end of 2020 by the retirement of Captain Bill Sprague. Since promoted, these individuals have done an excellent job performing their duties and have been a great addition to the management team.

Firefighter Jesse Cappello was assigned the role of EMS officer. This role is vital to the successful administration of our very busy ambulance service as well as the continuing education and training of all of our EMT's and Paramedics.

Due to the high cost of housing, we found ourselves with several vacancies due to the resignation of 2 members who relocated off Cape. To make matters worse, there is a substantial shortage of Paramedics throughout the State. As we work to deal with these issues on a regional level, the Eastham fire department will strive to attract new members by maintaining the highest standards for professionalism and training.

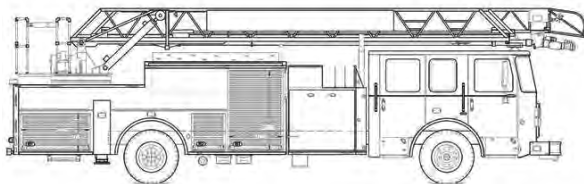
Captain Lisa Albino has been the backbone of our Covid-19 response team. She has been an integral part of maintaining our focus on CDC guidelines for employees as well as positive patients we treat. She also has maintained an adequate supply of personal protective equipment (PPE) that, at times was very difficult to acquire. Due to her hard work, our members were well equipped and kept safe throughout the pandemic.

Our office manager, Sherri Porteus was not able to “work from home” during the pandemic due to the nature of our business. She was here every day since the pandemic started and was always here to answer our citizens questions about permits, reports and records all while dealing with all the paperwork we were required to submit to FEMA. Sherri is an invaluable member of the fire department.

VEHICLES, STATION AND EQUIPMENT

The department is fortunate to have a well-maintained fleet of apparatus and we are very grateful to the residents for supporting our fire apparatus capital replacement plan. This year we will be replacing our 2 ambulances. To create a better work environment for our EMS providers, we order identical ambulances. This reduces the need to remember where supplies are kept in each vehicle. In an emergency,

seconds count. Both of our ambulances have over 130,000 miles on them and are showing wear and tear as our repair budget has been climbing. These will be replaced by 2 2022 Lifeline custom ambulances. Delivery should be the end of Summer 2022. We also placed an order for Eastham fire departments first ever ladder truck. Called a Quint, this multi-use apparatus was approved at town meeting in June. Expected to be delivered in early fall, this 2022 Pierce Enforcer 75' aerial will add to the fleet to



EASTHAM, MA FIRE DEPARTMENT
Enforcer 75' Quint

further meet our mission and provide an even safer work environment for our firefighters. It should be noted that the purchase of these vehicles was done with revenues from our ambulance fund requiring no increase in taxes to our citizens.

While we continue to maintain the station to the best of our ability it is beginning to show its age. Built in 2000, our station is in need of some important infrastructure improvements in the near future. The roof is in need of replacing as well as the HVAC system. We are currently in the process of estimating the costs of these projects. We will strive to maintain all buildings and equipment entrusted to us as if it were our own. That may be why you see us washing your fire trucks daily.

In addition to fighting fires, the fire departments expanded role includes a host of other emergency services such as paramedic level emergency medical care, hazardous materials response, technical rescue and water rescue. We also provide many educational and community risk reduction programs including CPR training, car seat installation and fire prevention programs.

FIRE PREVENTION AND LIFE SAFETY EDUCATION

In November, we welcomed the Eastham elementary school to an in person fire safety class. In addition to a great day of fun, it was an excellent opportunity for students to meet the firefighters that are here to serve them every day and learn more about the services we provide.

The department was awarded a \$4,100 grant from the Massachusetts department of fire services for the student awareness of fire education (SAFE.) and Senior SAFE programs. These funds allow us to conduct fire prevention and educational programs for school-aged children and members of our senior population.

We conducted 448 inspections in 2021 – \$21,450 was collected in fees for permits and inspections. Many of these inspections were on properties that were being sold. Upon the resale of a property, the seller must have an inspection from the fire department to certify that all smoke and carbon monoxide detectors are in working order. The importance of having these devices in proper working order cannot be understated. Three of every five home fire deaths in the United States resulted from fires in homes with no working smoke alarms.

Remembering to change the batteries in your detectors when changing the time on your clock is the best way to ensure they remain in proper working condition. If you need assistance or have questions, please do not hesitate to contact us.

This year 629 burning permits were issued and \$6,290 was collected in fees. As a reminder, Massachusetts provides an open burning season from January 15th to May 1st. The commonwealth has strict guidelines that must be adhered to, and everyone must obtain a permit from the fire department. We do not have any discretion to expand the guidelines, change the hours, or extend the burning season. The decision to allow burning varies from day-to-day depending on weather conditions. All permit holders must call to see if burning is allowed prior to starting the fire. I ask that persons who wish to burn respect others and the law. The right to burn brush is limited and not guaranteed. The burning of anything other than brush is strictly prohibited.

In closing, on behalf of the officers and members of the Eastham fire department, i would like to extend our gratitude to the board of selectmen, town administrator and all town departments for their assistance and support during the year. On a personal note, I would like to thank the members of the department for the outstanding work they do every day serving the citizens of Eastham. They are an amazing group of dedicated men and women who provide the very best in fire and emergency services. Finally, i would like to extend my sincere appreciation to the newly retired chief Kent Farrenkopf. I would not have this opportunity without him hiring me and mentoring me for the last 4 years. Thank you Kent for your tireless leadership the last 6 years.

Respectfully submitted,

Daniel Keane
Fire Chief

1651 FOREST ADVISORY COMMITTEE

In 2021 the Forest Advisory Committee continued to work to with the Friends of the Eastham 1651 Arboretum and 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 recording all new plantings and updating the location, growth and survival rate of prior plantings. 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 and the Schonstet spot magnetic locator that have allowed for positioning accurate GPS locations with a 5 foot level of accuracy. 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 2021 season, planting fifteen High bush Blueberry plants, erecting a wire mesh cylinder around each of them to reduce herbivore depredation and establishing a summer watering program. As a result the majority of the blueberry plants not only survived but exhibited a healthy growth rate. Two survivors appeared to struggle and did not exhibit a growth rate similar to the other thirteen plants. We are planning to monitor their future progress.

The Committee and Friends also continued our summer watering program for the fifteen black cherry trees and thirty huckleberry bushes planted last year. The huckleberry bushes all survived and exhibited good growth. We lost two of the fifteen black cherry trees last year soon after we planted them and lost two more this summer. The two recent loses had been growing well exhibiting good stem growth and showing a lot of leaves. Then they went into decline and died. We pulled up one of the recently deceased trees and were surprised to find that it had been girdled below ground by a white footed deer mouse or a vole.

We are also pleased with the wire mesh barriers we installed two years ago around the remaining eight of the fifteen original sassafras trees. The barriers kept the rabbits away from the young trees and they are continuing to grow.

Respectfully Submitted,

Michael Harnett, Chairperson

BOARD OF HIGHWAY SURVEYORS AND PUBLIC WORKS

The Boards activities were a little curtailed this year by the Covid virus but we were still able to advise/assist the Superintendent of Public Works on several ongoing public works projects.

The board is continuing to look into several traffic safety related issues such as intersection geometry, stopping point sight distance coupled with right-of-way brush/tree trimming with the goal of creating a traffic safety policy for removing sight distance obstructions and improving overall intersection safety.

The board assisted the DPW with their ongoing street name sign installation replacement program by advising them of the condition and location of street name signage at a number of town intersections. The board has also surveyed and advised the DPW of several traffic sign conditions regarding the existing signs condition (possibly worn, loose, missing etc.) and or placement in as defined in The Manual of Uniform Traffic Control Devices (MUTCD).

Respectfully Submitted,

Michael Harnett, Chairperson

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: Felice Coral, Stella Edmondson, Beverly Hobbs, Hilda Merolli, 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 the submitted applications. Continuing to meet remotely via Zoom, the committee looks to see how the requested funding will help an agency continue to provide services that support Eastham residents. The process includes an application review and agency interviews and presentations at weekly meetings. 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 FY2022, the committee recommended the following:

AIDS Support Group of Cape Cod	\$ 4,000
Alzheimer's Family Support Center	\$ 4,250
Cape Cod Children's Place	\$ 8,000
Cape Mediation	\$ 500
Consumer Assistance Council	\$ 200
ECEC	\$ 20,000
Family Pantry	\$ 2,000
Food 4 Kids	\$ 5,000
Gosnold	\$ 500
Helping Our Women	\$ 2,800
Homeless Prevention Council	\$ 11,000
Independence House	\$ 6,700
Lower Cape Outreach	\$ 10,500
Mass Appeal	\$ 2,800
Nauset Together We Can	\$ 2,000
Outer Cape Health	\$ 2,500
Outer Cape HealthCommunity Navigator Program	\$ 25,000
Sight Loss Services	\$ 1,500
Total Distributed:	\$109,350

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's mission is to be a safe and welcoming center for information, materials, services and programs intended to strengthen community; enhance leisure time; open access to the latest technologies and support lifelong learning.

Adopted August 10, 2019

At the start of 2021, the library continued to offer virtual programming as well as curbside pick-up of library materials. Unique, diverse adult programs were offered, as speakers were able to Zoom in remotely. The library reopened to the public for 15 hours per week on June 2, 2021. At the same time, library staff launched a new website, designed by local web developer ColeWebDev. The new website features additional content management software to help staff maximize digital promotion of library services.

In July, the library doubled its open hours, expanding to 30 hours per week and offering curbside pick-up two days per week. The Youth Services department offered outdoor programs and take-away crafts during the summer months. This year's Summer Reading Program, themed *Tails and Tales*, had 126 participants. This summer also featured the installation of a Pollinator's Playground in the backyard of the library. Raised garden beds were installed, seed kits were given away to families, and youth were invited to identify local flora and fauna with a fun matching activity. The Pollinator Playground and all associated programs were paid for by LSTA grant funds and additional support from the Friends of the Eastham Library.

LSTA grant funds were also used to purchase a permanent StoryWalk® display, which has allowed families to make great use of our outdoor space well into the fall. In addition, local families have loved having the weekly Story Time program outside, and Youth Services Librarian Fran McLoughlin will continue to offer it this way so as long as weather permits.

In-person programs have been limited to a select number of participants, and require pre-registration to participate. In-person adult programs started back up in October with a new Short Story Group, coordinated by Assistant Director Karen MacDonald and Circulation Supervisor Freya Hemley. The Short Story Group has continued into the winter, and we plan to offer more programs of a similar nature as interest increases into the new year.

Ebooks continue to soar in popularity, even as the library is open for physical browsing. Ebook circulation increased from 15,953 in FY20 to 19,864 in FY21, and library staff continue to curate our collection of digital books. In the early months of 2021, the library contributed its own ebook, *The First Encounter at Nauset* by Ian Saxine, to the OverDrive e-reading platform. Subsequently, the library collaborated with Nate Goodman of Goodman Films, author Ian Saxine, and Outreach Librarian Marianne Sinopoli to create an audiobook of *The First Encounter at Nauset*, which will be available on OverDrive as well in 2022.

After a year without art exhibits, the library hosted a photograph exhibit entitled "First Steps" by Bruce McCamish for the months of November and December. Library Art Committee has reformed and put together a full calendar of exhibits for 2022. This coming February, the library will bring back its annual Repurposed Book Art Exhibit & Contest, featuring the work of local student and adult artists.

This year's Turnip Festival was themed A Taste of Turnips, Take 2! On Saturday, November 20, 27 local eateries served up a creative list of dishes featuring turnips. Eastham turnips were sold over at the Orleans Farmers Market, and the library hosted a Friends of the Library merchandise sale while author Kathryn Kleekamp sold copies of her book *Celebrating Cape Cod & the Islands: Traditions, Festivals & Food* (featuring a chapter on Eastham's own Turnip Festival). Families with young children picked up grab 'n go craft bags assembled by Fran McLoughlin, and also enjoyed the StoryWalk® on the grounds of the library featuring Jan Brett's *The Turnip*.

In September we wished a fond farewell to Library Director Debra DeJonker-Berry as she retired. The subsequent search for a new Library Director led to the hire of former Access & Technology Services Librarian, Melanie McKenzie. Melanie started her role as Library Director on September 13, and just recently announced a new hire, Corey Farrenkopf, to fill the open staff librarian position. Corey will begin at the library just after the new year.

Our beautiful library building was honored with an award for Design Excellence from the American Institute of Architects, New England at the end of September. This makes our third award, including a 2017 LEED Gold Award, and a 2018 ALA/AIA Library Building Award.

Storms in late October led to power outages in Eastham, and with collaborative efforts from the Eastham Police Department, Recreation Department, and Library Staff, the library served as a Warming and Charging Station for locals for three days.

This past year has been an incredible learning experience for staff, and we are so proud of what we have been able to accomplish this year. Library staff were able to continue to offer hybrid in-person and remote services to patrons as regulations surrounding COVID-19 continually changed. We are looking forward to continuing to expand our hours and services as we move into the new year!

The following library statistics are from FY21:

Staff: 6 full-time | 1 part-time | 4 floaters

Hours open per week: 35, with curbside pickup available an additional 6 hours on Sundays

Holdings: 50,601 physical holdings; 51,184 electronic holdings

Circulation: 94,364

Interlibrary Loans: 16,561 sent out | 12,923 received

Registered Borrowers: 6,920 total | 2,697 Eastham residents

Programs: 93 offered | 2,260 attendees

Summer Reading Participants: 126

Respectfully submitted,

Al Alfano, Trustee Chair

Holly Funston, Trustee Vice Chair

Derek Burritt, Secretary

Mary Shaw, Trustee

Willow Shire, Trustee

Melanie McKenzie, Library Director

Charlotte LaBranche, NRHS Student Ambassador

NAUSET REGIONAL SCHOOL DISTRICT

This school year has been unique in so many ways. As educational leaders, we knew moving into this new school year that it was going to be different from last year. We understood the need for stability for the district and schools during an incredibly turbulent time of COVID 19. We anticipated change, yet we also knew that we were continuing to navigate uncharted territory.

Nauset staff continue to demonstrate themselves as outstanding educators. The changes in education that we have witnessed over the past two years have been unparalleled to anything in our history of education. They have met all challenges linked to the COVID 19 pandemic with thoughtfulness, leadership and innovation. Staff and administration have worked collaboratively to find ways to abide by CDC and DESE guidelines, and continue to move their educational goals forward.

This year our students are being educated in person. After school activities, clubs and sports are running, albeit in certain cases with shorter seasons and new regulations in place. We are working diligently to address not only the academic needs of our students, but the social-emotional needs as well. We have not yet returned to 'pre-pandemic' life, but we are steadily working to get there.

I could not be more proud of our Nauset Community. Staff, families and students are working in a collective effort to support all of our efforts and to keep our students educated within the buildings.

A highlight for our district and communities this year was the approval by the voters in March 2021 to move forward with the Nauset Regional High School Building Project. We are appreciative of the Brewster, Orleans, Eastham and Wellfleet Communities who supported this exciting venture. This project will provide our students and future generations with a state of the art learning experience. The Nauset High School Building Committee meets regularly and is currently in the planning phase. The project is expected to break ground in July 2022. During the construction phase of the project, we anticipate that students will be educated in modular units. Please visit the Nauset Building Project website to be updated on the latest news at www.nausetbuildingproject.com.

One of the many pleasant things I have discovered during my time at Nauset is the collaborative community partnerships that exist between Nauset and the member towns. I have met individually and in groups with our Police Chiefs, Fire Chiefs, Town Administrators and Town Officials. The Nauset Community as a whole is one of the most supportive I have known, and it has been a pleasure getting to know and see the level of unity of all members as they work together. "If everyone is moving forward together, then success takes care of itself" - Henry Ford.

I began my work with the Nauset Public Schools in July 2021. We hosted a 3 day summit for all Administrative Leadership in August entitled "Charting the Course" which was a resounding success. Through those sessions I learned a great deal about Nauset, the individual needs of our Principals, schools, staff, students and families. In addition, I quickly realized that the support of our School Committee members is steadfast and faithful.

This is a fabulous community and I am thankful to be part of the educational leadership team at Nauset Public Schools.

Respectfully submitted,

Brooke A. Clenchy
Interim Superintendent, Nauset Public Schools

OPEN SPACE COMMITTEE

The Open Space Committee continued its work in developing two new programs for our open spaces. At the 2021 Town meeting, the Town approved the funding of two CPA 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 at the 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.

In November, the Committee submitted an application to the CPA Committee to establish a Conservation Fund to use for land purchases. The Eastham Conservation Commission and Open Space Committee propose to create a Conservation Fund to help preserve open space, protect water resources and wildlife, and protect land for passive recreation. The establishment of a Conservation Fund would allow the Town to move quickly in the event that an environmentally important parcel becomes available for purchase.

In conjunction with Natural Resources Department and DPW, the OSC has been working on a Priority Parcels Land Management Plan, which details the land management plans for the major open space parcels in Eastham: Wiley Park/Nickerson Conservation Area, Cottontail Acres, Upper Boat Meadow/South Eastham Conservation Area, Sandy Meadow, and Higgins Conservation Area. Work on this land management plan will continue into 2022.

The Committee is working with Town administration to write a new Open Space and Recreation Plan as required by the State. It is important to have a current approved plan when applying for many State grants. Work on the plan will continue in 2022

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.

In December, AmeriCorps Cape Cod continued its work of habitat management at Sandy Meadow removing pitch pine stumps and invasive locust vegetation.

The committee was pleased to welcome Kait Logan, and Rob Young, who joined the committee this year. We would like to thank Bob Cook for his innumerable contributions over the years to Eastham and the Open Space Committee. Bob resigned from the OSC in June, we will miss his environmental expertise and generous mentoring to all of us.

Respectfully submitted,

Frances Lewis, Chair

OLD TOWNE CENTRE HISTORIC DISTRICT COMMISSION

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

Karen Boucher gave notice to the commission and the town that she was resigning from the commission. The commission thanks Karen for her past service. The commission welcomed Mike Greer as a new member for a three year term ending 2024.

Two applications were received and approved by the commission in 2021, as follows:

Case No. OTC2021-1: 150 Locust Road, Map 12, Parcel 45B, Susan Bodie and Matthew Dowgert (Owners) were seeking a Certification of Non- Applicability, under the Old Towne Centre Historic District Commission by-law, to construct a single family dwelling that will not be visible from any way or public place. The members reviewed the site plans prepared by J.M. O'Reilly & Associates, Inc., which confirm that the proposed new house will not be visible from the street. The application was approved by a voice vote.

Case No. OTC2021-2: 130 Locust Road, Map 12. Parcel 45. Thompson Family Trust (Owner) were seeking a Certification of Non-Applicability under the Old Towne Centre Historic District Commission by-law, to renovate the existing house exterior and interior. The existing structure is not the original house on the site, and therefore is not designated as an original historic house within the historic district. Under Categories Entitled To Certificates of Non-Applicability, which lists categories that require filing for Certificates of Non-Applicability, the proposed exterior work is within Category 1, ordinary maintenance and repair of exterior architectural features. The description of the exterior work includes the repair and replacement of deteriorated existing windows, siding and trim, and that all work shall match existing. The application was approved by a voice vote.

OTCHDC and the Historical Commission met for their annual meeting on December 21, 2021.

Respectfully submitted,

James Cohen, OTCHDC - Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for the year 2021.

The Planning Board acted on 18 applications, distributed as follows:

Residential Site Plan Approvals 15

Commercial Site Plan Approval (Special Permits) 3

During the course of the year. Long time member of both Planning Board and Zoning Board, Stephen Wasby, passed away, Stephen's knowledge and experience will be greatly missed. William Craig was appointed as a regular board member to fill Stephen's vacancy and Brian Early joined the board as a new alternate member. The Board finished 2021 with seven full time members and one alternate member.

Activity for the coming year will include coordination with the Zoning Bylaw Task Force to review proposed zoning amendments related to residential development.

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
Planning Board Chairman

POLICE DEPARTMENT

The year 2021 was a year of stability within the ranks of the Eastham Police Department. After many changes and promotions in 2020, due to retirements, 2021 allowed for the newly promoted officers and staff to settle into their new roles and move the department forward. Within the restrictions of COVID-19, we continued to emphasize training as one of the top priorities for your Eastham Police Officers. Officers who had been recently promoted to command roles attended classes based around leadership and supervision, while our patrol officers continued to train in areas such as law updates, de-escalation, and proper practices for handling mental health related calls. Training is always one of our top priorities, and your Eastham Police Officers take pride in their high level of training.

Dispatcher/Records Clerk Julie Austin retired in 2020 after serving with the Eastham Police Department for 34 years. Due to her retirement, Dispatcher Kevin Tansey was hired and underwent extensive public safety telecommunicator training before beginning to man our 911 and business lines in the spring of 2021. Dispatcher Tansey is a native of Eastham and very quickly has picked up the skills needed to be an effective public safety telecommunicator. We welcome him to our team and wish him a long and successful career here in Eastham.

COVID-19 continued to present many challenges and concerns for the Eastham Police Department in 2021, as it has for everyone in our community. The department has quickly learned how to protect ourselves and our citizens from the virus while continuing to provide 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 had very few positive cases of COVID-19 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 2022, we can all put the virus behind us and return to some form of normalcy.

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 2021, we received the 911 Training and Incentive Grants which not only fund training opportunities and improvements and maintenance to our emergency dispatch center but also supplement overtime and salary expenses. We also obtained grant funding from the State of Massachusetts to provide additional traffic enforcement on our roadways and to purchase traffic enforcement equipment.

Two large projects within the infrastructure of your police department were completed in 2021. First, the communications center at the Eastham Police Department was completely renovated. The communications center is where emergency 911 calls, as well as business line calls, are answered. Eastham Public Safety Departments are also dispatched out of this portion of our facility. This renovation involved removing all older, outdated radios and computer technology (some of which dated back to 1989) and replacing it with new, state-of-the-art technology. This new equipment will allow our public safety telecommunicators to best handle any emergency calls that arise and also will help all of our public safety agencies to provide the highest level of service to our residents and visitors. Second,

the Eastham Police Department underwent a complete upgrade of our entire two-way radio system which our officers and dispatchers use to communicate with each other as well as with other departments. Approximately \$75,000 of this \$100,000 project was funded through state grants. All radios operated by the Eastham Police Department, including cruiser radios, portable radios, and dispatch center radios, were replaced with state of the art, digital radios. This new equipment will provide consistent, reliable communication for the Eastham Police Department to help ensure the safety of our officers as well as a high level of police services for our community.

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. In 2021 we added a Harley Davidson Police Motorcycle to our fleet through a generous donation from a community member. Officer Jake McGrath is fully trained to operate the motorcycle, and we look forward to training a second officer in the spring of 2022. This new tool will be primarily utilized for traffic enforcement on our secondary roadways but will also help the department with access to confined areas (such as the Cape Cod Rail Trail), traffic control at special events, and community policing initiatives.

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 COVID-19. Our officers have been working hard behind the scenes to try to think of ways to continue safely interacting with the community. We offered visits from Santa at the end of 2021 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 50 Eastham residences to hopefully put a smile on the face of many Eastham children. 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 COVID-19 pandemic. We are hoping that sometime this coming year, COVID-19 will subside enough to allow us to return to our normal programs. I want our residents to know that our officers miss these programs as much as the community does.

Detective Daniel Burnham continues to serve as the Eastham Police School Resource Officer assigned to Nauset Regional High School. Detective Burnham has been in this role for three years and continues to receive specialized training for this position. Officer Carrie DeAngelo is also assigned as the liaison to Eastham Elementary School. Officer DeAngelo is available to school staff for any need that they have and conducts regular walk-throughs of the facility. Both officers have worked hard during the pandemic to adjust police practices and procedures to stay in line with the adjustments schools have been forced to make.

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 this spring and then, moving forward, will pursue the Massachusetts Commission on Police Accreditation's full accreditation standards. 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 on this topic in the future.

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 2022. 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 2021 FOR POLICE DEPARTMENT SERVICES STATISTICS

VIOLENT CRIMES

Sex Crimes	14
Kidnapping	0
Assault	31
Threats	10
Domestic Disturbance	36
Domestic Order Violations	3

SERVICE CALLS/COMPLAINTS

Animal Control Calls	416
Suspicious Incidents	374
Missing Persons	17
Sudden Deaths	11
Well Being Checks	345
911 Hang up/Abandoned Call	969
Alarms	283
Restraining Order Service	35
Summons Service	74
Lost/Found Property	295
Assist Citizen	499
Assist Other Police Agency	450
Directed Patrols	3071
Directed Traffic Enforcement	710
Business Checks	2459
House Checks	339
Noise Complaints	99
Assist Fire Department	1041
School Incidents/Services	102
Disabled Motor Vehicle	141
Civil Rights Violation	1

DRUG/ALCOHOL INCIDENTS

Drug Violations	13
Protective Custody	4
Driving While Intoxicated	22
Drug Overdose	2

PROPERTY CRIMES

Burglaries	30
Larceny/Fraud Reports	80
Motor Vehicle Theft	3
Vandalism	21
Trespassing	17

Motor Vehicle Law Enforcement

Civil/Criminal Citations	219
Written Warning Citations	900
Verbal Warnings	2068

2021 TOTALS

Total Calls for Service- 2021	17718
Total Motor Vehicle Crashes	206
Total Motor Vehicle Stops	3044
Total 911 Calls Answered	3264
Total Firearm Licenses Issued	119

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 and Special Events:

- **January**

The New Year began with virtual programming as the Covid-19 pandemic prevented us from hosting in person programming such as basketball, after-school programs or adult programs. We continued to make our weekly craft packs for families to pick-up and use at home. We hosted weekly zoom bingo night on Fridays and winners earned local business gift cards! We also encouraged families to get outdoors and participate in our photography contest of people's favorite spots in town with their families.

- **February**

We introduced a new zoom Cooking Program for kids. The meals were fun to make, and they typically included one savory item and a sweet treat. We loved seeing all the kids we used to see in person! We were still able to host our annual candy contest by setting it up virtually for members of the community and families to take their best guesses.

- **March**

We added a Geocache Event where we made up maps of 3 areas - Field of Dreams, Wiley Park and Dyer Prince Beach Area. "Rec Flags" made from laminated paper with the town seal on it were hid throughout the areas. Families would use the maps to mark where they found each flag. Every completed map was an entry for a raffle. In addition, there was a treasure hunt filled with riddles and trinkets with the Geocache Event.

- **April**

Warm weather returned and with it came our outdoor programming. We were very excited to be working in person with the kids once more! All programs we ran had mask requirements on par with the current health regulations. We started a new program called Recess Club where we walked from Eastham Elementary to Field of Dreams via the bike path. We brought back basketball clinics and began planning for soccer clinics starting the next month. We were unable to host our annual Egg Hunt at the Elks Lodge, so we organized a Bunny Drive By for families who wanted a visit from the Easter Bunny. This included our final craft pack where we included prepackaged eggs, candy and stuffed animals so egg hunts could be done at home.

- **May**

We offered Softball, Farm League Baseball, T-Ball and Tots T-Ball for a variety of age groups. We also offered soccer clinics and flag football. The outdoor mask mandate was lifted during this time, but with limitations on games and inter-league play. We continued with Recess Club and Basketball Clinics through May. We started our beach prep and opened our Sticker Office for in person service starting Memorial Day Weekend.

- **June**

As our spring programs finished, we jumped right into our beach season with getting our staff organized, beaches cleaned and opened. Summer Rec was moved to Eastham Elementary, as it was easier for the kids to transition from Summer Rec to ECEC without the need for transportation. We had a limited capacity for our Summer Rec Program due to health and safety regulations at that time and being short-staffed. Due to our limited staff, lifeguards were posted at Great Pond seven days a week, Wiley Park only on weekends and we did not have swim lessons. Each year we take on the Bottles and Cans recycling at the Transfer Station that runs from June through September. Beach Yoga at First Encounter returned! Yoga ran 7-days a week and always had a great turnout in participants!

- **July**

Summer Rec started and everyone was excited to be back between staff, kids and parents. The kids participated in lots of activities that included sports, water games, crafts, board games, spirit week themed games and more. We had access to multiple classrooms, the gym, the playgrounds and field. All our beaches functioned at a regular capacity this year. No limitations on parking and we had gate shacks at First Encounter, Wiley Park, Campground, Cook's Brook, Dyer Prince and Nauset Light Beach. Beach. Low Tide Evening Yoga at Campground Beach was a new event this summer. Guided Historical Bike Rides also made a comeback this summer that ran through September.

- **August**

Summer Rec and our lifeguards finished off mid-August. We had Beach Zumba back for the month of August. The beaches and the Sticker Office were going strong as some of our staff finished to start/return to school. Bike Rides also continued in August.

- **September**

The beach season was extended through September 13 and then the last 2 weekends of the month. Despite a much smaller crew and lots of rainy days this summer, the beaches had a record summer and generated over six hundred thousand in beach revenue! September also brought back inter-town soccer where for the first time in a year and a half we would be able to play games with other towns. We offered our annual Flag Football program and our Bike and Hike Program and introduced a new one for grades K-1 called Spellcasters Club. Scientific activities were prepared for the kids to participate in mixing of various ingredients to create potions and they made Harry Potter style wands and robes. The program was well received by both kids and parents.

- **October**

For soccer, we had a team at every level for boys and girls and in total had seven teams. The kids had fun with Bike and Hike as we rode from Wellfleet to Brewster, Spellcasters made many messy and fun concoctions! We introduced a new Halloween event called "Town Hall-o-ween". This event was held on the Windmill Green and involved local businesses, town departments and a few food trucks to set up for kids to go trick or treating. There was also a costume contest and a pumpkin-carving contest! There was a massive turnout, and this was an absolute success thanks to

everyone who participated! The month ended with a strong storm that knocked out power for thousands of people for several days. The Rec Department assisted the Eastham Police Department and helped to oversee the temporary warming and charging center at the library.

- **November**

Soccer, Bike and Hike and Spellcasters all concluded in early November and we began prepping for the Annual Duck Race, Holiday Craft Club and basketball season. The office continued to be open 5-days a week to the public and our program participants! We saw our largest turnout for the Duck Race with approximately 250 people in attendance and 325 ducks floated down the river. We gave away over 30 prizes between turkeys, pies and gift cards.

- **December**

December was a busy month with our Holiday Craft Club, basketball prep and basketball practices. We were very excited to work with the Police Department and bring Santa to visit over 40 homes in Eastham! We decorated inside and opened the Windmill for the Eastham Chamber of Commerce's Carol's on the Green event. We were trained to operate the COA's 14-seater bus/van with a wheelchair ramp to on occasion use it to transport kids for programs.

Field of Dreams Project: The Cape Cod Tech started construction on the dugouts in October and will be finished in 2022. At the time of this report, the softball field dugouts were complete and they look great! We enjoy partnering with CCT on projects!

Wiley Park Project: Construction began in November at Wiley Park where the old playground pieces were removed and a new concrete sidewalk has been placed. The project will be finished in 2022 and we look forward to a ribbon cutting ceremony in the Spring!

Future Projects: New poured-in-place surfacing for the Field of Dreams playground is the works and we look forward to having this installed and it increasing access and the use of the playground!

The Rec Department and the Rec Commission have also met with the T-Time Committee to communicate our interest and need for a community center.

Thank you! Special thanks go to all our players and participants, volunteer coaches, chaperones, instructors, local businesses, parents, guardians, friends and fans! Without their support, dedication and inspiration all the programs and events would not be as successful.

Respectfully submitted,

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

RECYCLING COMMITTEE

In keeping with our primary charge of encouraging recycling and developing public education on correct recycling practices, the Recycling Committee began 2021 focused on formulating and launching an outreach program that educated on the environmental importance of recycling and reducing solid waste. In 2021 we posted a monthly newsletter on each of our most consistently utilized platforms, the town website, the town's Community FB page and the Eastham Library's FB page. Each newsletter focused on a different category of recyclables such as plastics, glass containers, metal cans, cardboard, and others. For Recycling Day 2021, we recruited students from the High School to hand out leaflets at the Transfer Station on MA recycling mandates. Our goal is to inform, educate and encourage. As an ongoing effort, we continue to seek out and evaluate the use of additional platforms that will help us reach even greater numbers of residents and summer visitors with greater consistency and effectiveness. In 2022 we will further explore possibilities such as Channel 18 presentations, WOMR Radio presentations, Lower Cape Media opportunities and Recycling Committee special events.

In mid-2021, the Recycling Committee reached out to the Climate Action Committee with an idea. Being aware of the similarities in our two committee's responsibilities regarding care of the environment, we began a connection and an exchange that has now led to a formal working collaboration between our two committees! We are currently working together on a public survey that will be sent out to our residents designed to measure their awareness levels on the environmental dangers of food waste and, more specifically, their perception of composting. The results, we feel, will aid the DPW as they weigh the feasibility and potential support for adding a town-managed composting component to the Transfer Station, i.e., food waste collection.

Finally, in 2021 the Recycling Committee began discussions on broadening our educational messaging by spending more time on the broader subject of *sustainability*. In 2022 the Recycling Committee will begin broadening and deepening our messaging with more of an emphasis on conscious, mindful consumption of products as an integral part of our public education efforts.

The mantra of sustainability is generally some variation of the five R's — Refuse, Rethink, Reduce, Reuse, Recycle. In 2022 we will focus on the four R's preceding Recycle and develop outreach that elaborates on what each R really means when put to use in everyday practice, and with examples of how to incorporate each R more consciously into our lives and lifestyles. It is our way of shining a light on our society's culture of infinite consumption, which feeds our landfills and incinerators with environmentally harmful waste materials.

Respectfully submitted,

Gary Senecal
Recycling Committee Chair

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 library along with brochures briefly describing each committee.
- Continued to display recruitment posters at fifteen locations at town facilities, including post office, library, DPW, town hall, police and fire departments.
- Provided information table with brochures at Nauset Newcomers meeting.
- Displayed brochures at local businesses.
- Placed recruitment notices in the Provincetown Independent and the Eastham Community Space on Facebook.
- Said goodbye to three members – George Deptual, Christine Zajak, and Gloria Schropfer – and welcomed three new members – Gail Brown, Hilda Merolli and Sheldon Ross. The committee is now fully staffed with seven members.

There were 33 appointments in 2021.

Respectfully submitted by:

Amy Hackworth, Chair
Pat Donovan, Vice Chair
Ellen Greer, Clerk
Ron Mullett
Gail Brown
Hilda Merolli
Sheldon Ross

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 with key strategies and action steps to be undertaken by Town departments, staff, and committees on a five-year timeline:

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.

In 2021, the Committee transitioned from developing the Strategic Plan to monitoring and supporting Town progress towards the goals and actions outlined in the plan. This includes monitoring and supporting implementation of the plan and adjusting the plan as needed; reviewing new projects or opportunities presented to the Town to help staff determine if or how they further progress towards established goal, actions or metrics; reviewing and giving on Strategic Plan related warrant articles for Town Meeting; working with Town staff to formulate and recommend content for an annual update report to the public on progress toward established plan goals, actions, and metrics; and maintaining a process to continue to assess and adjust the Town's direction in response to the changing environment and/or the changing needs of resident. A new charge reflecting these changing priorities was approved by the Select Board in September.

The 2021 Town Meeting Warrant included the first Annual Community Update, which highlighted progress under the Strategic Plan for fiscal year 2020 and was intended to keep the community informed and engaged in the plan's priorities. Additional metrics and plan updates are available on the Town's website.

The committee welcomed back returning member Mary Shaw and new members Robert Bruns, Fredric Leary, and Patricia McGraw.

The Committee also would like to recognize the excellent work of Lauren Barker, and Paul Lagg, in supporting the Strategic Plan and the Strategic Planning Committee.

Respectfully submitted by:

Karen Strauss
Strategic Planning Committee Chair

T-TIME DEVELOPMENT COMMITTEE

The T-Time Development Committee is an advisory committee to the Select Board charged with identifying the highest and best uses for the former T-Time Property (4790 State Highway) and to develop recommendations for its use through a wide-ranging, transparent, and inclusive process taking into consideration input from the entire community as well as referencing the Eastham 5-Year Strategic Plan and other local and regional planning documents.

In January 2021, the Committee completed the main portion of its research phase, issuing an interim Public Status Report sharing the findings from research and information gathered up to that time. The release of this document marked the beginning of a substantial community engagement period with the goal of obtaining public feedback on additional needs and uses for the T-Time site and their priorities.

The T-Time Committee invited community input through a Community Input Survey, a dedicated email address, a Facebook page, the Eastham T-Time web site, and continuing the standing public comment period at each regular committee meeting. The Committee received an unprecedented 2200 responses to the Community Input Survey and an additional 142 pages of open-ended comments from March-May. The Committee would like to thank everyone who participated in this process, and to thank the local organizations that helped to publicize the survey.

At the June 2021 Town Meeting purchase of the 3.5-acre Town Center Plaza commercial property at 4550 State Highway was approved by a three-quarter majority vote. The T-Time Committee was asked to amend its process to examine potential uses for the T-Time and Town Center Plaza site collectively, considering whether certain community needs or current market demands identified through its research and planning process could be met at the Town Center Plaza location.

In addition, as it became clear that the Committee was ready to include a public community center building in its recommendations, the Committee was asked by the Town Administrator to consider how the current Council on Aging property and building could be repurposed should the COA move its operations and programming to the community center building at the T-Time site.

In September, the T-Time Committee released its draft recommendation and development guidelines for the T-Time, Town Center Plaza, and COA properties, following this with additional public input opportunities via two virtual and one in-person public forums, a quick response survey, and a special outreach initiative to Eastham's 40 and under residents, who had been underrepresented in the earlier public survey.

The Committee presented its **Report and Recommendations to the Town of Eastham Select Board** in early December. The Select Board accepted the report with a unanimous vote. This report and presentation can be found on the Town of Eastham Web Site.

Recommendations include a community center at the T-Time property anchored by the Recreation Department and the Council on Aging; housing at T-Time and Town Center Plaza for income levels up to 150% of area median income; affordable housing at the current Council on Aging location should they decide to relocate to T-Time; maintaining the six existing businesses at Town Center Plaza, while also adding space

for additional restaurant, retail and entrepreneurial start-ups; a balance of green and build spaces; and making environmental stewardship at all three properties a priority.

The T-Time Development Committee has now completed Phase I of its charge. Phase II will be undertaken as part of a Master Planning Process throughout 2022, building from the Committee's work as well as addressing infrastructure, traffic, and feasibility studies, among other things. Multiple community engagement opportunities are expected.

The Committee also thanks Lauren Barker, Paul Lagg, and Jacqueline Beebe for all their work and support throughout this process.

Respectfully Submitted By:

Karen Strauss,
T-Time Development Committee Chair

TOWN CLERK

The town clerk's office is the official keeper of all town records, bylaws, the town seal, chief election official, public records officer, town census, town committee involvement, tracking of parking and bylaw violations, dog licensing and various other business permitting and more! Typically, the year that follows a Presidential election is a quieter time; a time to tend to all the responsibilities and tasks postponed, but 2021 was not to be so quiet.

A special dual Town/District Election held on March 30th allowed voters to approve or disapprove the funding for the Nauset Regional High School Renovation. Voters were also asked to exempt from the provisions of proposition two and one-half the amounts required to pay the town's share of the costs. Eastham cast their votes with 1559 "yes" and 415 "no". A representation of 43.41%. Brewster, Orleans and Wellfleet also voted in approval. The State Emergency Order was still enacted, allowing voters the choice to vote-by-mail.

The uncontested Annual Town Election was held on May 18th as mandated by our town bylaws. Temporary legislation again allowed vote-by-mail ballots for this election.

Results from 4,556 registered voters:
1,692 ballots mailed: 803 ballots returned: 91 in-person
894 ballots were processed on election day: a 19.623% turnout.

The Annual Town Meeting successfully convened outside 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", the meeting date was moved from May 3rd to June 12th. The Town Clerk declared a quorum and the Moderator called the meeting to order at 11:05 a.m. after a one-hour rain delay with 341 voters in attendance. There were 205 voters present at the close of town meeting out of a possible 4,582.

This year the vault that housed the town's archival records, was in jeopardy due to the discovery of mold. With the immediate help from the library staff, all books were boxed and sent out to be treated. During this time, a grant was approved, and expert consultation was obtained, made possible through the Massachusetts State Historic Records Advisory Board (MA SHRAB) and the National Historic Publications and Records Commission (NHPRC) grant program. It was confirmed the vault's design and composition cannot maintain the proper climate control needed for a safe environment. The ancient books were again sent out, this time to the Boston Public Library to be digitized made possible by the generosity from the Edward Harnett Trust Fund. With the teamwork and support from the Eastham Library Trust and the Eastham town librarian, Melanie McKenzie and recently retired Deborah DeJonker-Berry, the records have been restored, digitized and are in a safe place until construction of a new climate-controlled room in the town hall is complete.

The town clerk's office continues to streamline its operations and provide the best service possible to the residents of Eastham. In 2021, the town clerk's office issued:

Dog licenses:

Single tags – 986; Household kennel licenses – 5 (18 dogs)

Permits:

Business – 148; Common Victualler – 41; Liquor – 24; Hawker-Peddler - 2;
Entertainment – 5; Used Car Dealership – 2; Billiard - 1;

Coin-Operated Amusement - 2;

Miniature Golf - 3; Fuel License - 4; Yard Sale - 47;

Parking/Beach Sticker violations:

Written 780; Paid: 517 paid; 76 unpaid; 187 voided

2,700 households were mailed a census; population reached 5,182 in 2021 including 24 births, 43 marriages and 97 deaths.

The town is fortunate to have dedicated staff, Assistant Town Clerk, Linda Sassi, and Administrative Assistant, Patty Hauser in the town clerk's office. Their diligence to do their very best to serve the public with a smile, whether in-person or on the phone, their flexible and positive attitude shines as they go the extra mile to serve the community and complete the continual variety of requests received from the public in a timely manner.

As always, I thank my staff, the registrars and dozens of election workers that support the town clerk's office with their support of help to ensure elections run smooth and efficient. I also thank the residents of Eastham for the opportunity to continue to serve as your Town Clerk.

Fun Notes from the Past

One hundred years ago as recorded from the Annual Town Report:

Eastham had 198 registered voters, 240 houses, 64 horses, 72 cows and 4,552 fowl assessed. There were 8 births, 3 marriages, 6 deaths. Voters voted to pay the Moderator \$5 for his services at town meeting.

There were 5,063 books in the library. "The Trustees would greatly appreciate it if the people into whose homes library books or magazines go would see that they receive proper care. Some of the books and papers show signs of rather hard usage."

Respectfully submitted,

Cindy Nicholson
Town Clerk

National Suicide Prevention Month Proclamation 2021 Town of Eastham

WHEREAS, September is known as Suicide Prevention Month, a time in which mental health advocates, individuals, prevention organizations, survivors, allies and communities around the country unite to promote suicide prevention awareness; and

WHEREAS, the past year has presented our communities with challenges and led to transitions that, expected or unexpected, welcomed or not, can be unsettling, disorienting, and stressful; and

WHEREAS, the pandemic has changed our fabric of life, and major life changes are environmental risk factors for suicide; and

WHEREAS, we know that connecting, working with, and supporting one another can help prepare us for the future; and

WHEREAS, according to the American Foundation for Suicide Prevention (AFSP), Suicide is the 10th leading cause of death among adults, and the 2nd leading cause of death among individuals between the ages of 10 and 34 in the US; and

WHEREAS, more than 48,000 people died by suicide across the United States in 2019, with an average of 132 suicides completed daily; and

WHEREAS, each suicide directly impacts a minimum of 100 additional people, including family, friends, co-workers, neighbors, and community members; and

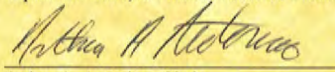
WHEREAS, local organizations like the Cape and Islands Suicide Prevention Coalition encourage all residents to take the time to understand the importance of mental health education and recognize that taking care of ourselves and others includes taking care of mental health; and

WHEREAS, the Town of Eastham, MA publicly places its full support behind those who work in the fields of mental health, education, and law enforcement;

WHEREAS, all Barnstable residents are urged to play a role in suicide prevention and promote mental health and wellness as we strive towards reducing suicides; and

WHEREAS, September is recognized across the United States as Suicide Prevention Month and provides the opportunity to educate our community about the warning signs for suicide and how to reach out and connect to those experiencing an emotional crisis;

NOW, THEREFORE, be it resolved that the Eastham Select Board, do hereby proclaim the month of September 2021, as National Suicide Prevention Month in the Town of Eastham, MA.



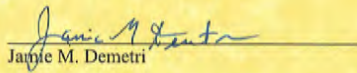
Arthur A. Autorino, Chair



Alexander G. Cestaro, Clerk



Aimée J. Eckman, Vice Chair



Janie M. Demetri

Jared K. Collins

**TOWN OF EASTHAM
SPECIAL TOWN ELECTION WARRANT**

**SPECIAL TOWN ELECTION
March 30, 2021**

POLLS OPEN 11 A.M. – 7 P.M

**EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT
PLEASE CALL 508-240-5900**

**Also available on the town website
www.eastham-ma.gov**

**TOWN OF EASTHAM
SPECIAL TOWN ELECTION WARRANT**

TOWN OF EASTHAM SPECIAL TOWN ELECTION MARCH 30, 2021

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

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 in the Eastham Town Hall on **TUESDAY, the THIRTH-DAY OF MARCH 2021** from 11 o'clock in the morning to 7 o'clock in the evening for the following purpose:

Question No. 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay its allocable share of the bonds issued by the Nauset Regional School District to pay costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto?

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 11 day of February, 2021.
(month)




Jamie Demetri, Chair



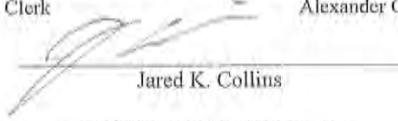
Aimee J. Eckman, Vice Chair



Arthur A. Autorino, Clerk



Alexander G. Cestaro



Jared K. Collins

EASTHAM SELECT BOARD

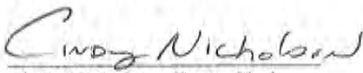
I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.



Police Officer/Constable

2/11, 2021.
(month and day)

A True Copy, Attest:



Cindy Nicholson, Town Clerk

**Minutes
Eastham Special Town &
Nauset Regional High School Renovation Dual Election
March 30, 2021**

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 dual election and the results are as follows:

**NAUSET REGIONAL HIGH SCHOOL
RENOVATION**

QUESTION

Do you approve of the vote of the Regional District School Committee of the Nauset Regional School District adopted on January 28, 2021, to authorize the borrowing of \$131,825,665 to pay costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto, which vote provides, in relevant part, as follows:

“VOTED: That the Nauset Regional School District (the “District”) hereby appropriates the amount of One Hundred Thirty-One Million Eight Hundred Twenty-Five Thousand Six Hundred Sixty-Five Dollars (\$131,825,665) for the purpose of paying costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto (the “Project”), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to G.L. c. 71, §16(n) and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall

be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) forty-three and thirty-nine hundredths percent (43.39%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

If the District were to receive an MSBA grant in the amount of 43.39% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

<u>Member Town</u>	<u>Approximate Amount</u>
Brewster	\$45,830,225
Orleans	\$18,157,605
Eastham	\$18,871,224
Wellfleet	\$12,290,135

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District’s member towns for approval at a District-wide election to be held on Tuesday, March 30, 2021 in accordance with the provisions of Chapter 71, Section 16(n) of the General Laws and the District Agreement.

Yes 1559 No 415

EASTHAM

QUESTION

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay its allocable share of the bonds issued by the Nauset Regional School District to pay costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto?

Yes 1479 No 476

Recorded by the Warden, Shawn Shea, the ballot box stood at 0000 at opening of the polls. This dual election created double the volume of ballots processed through the tabulators. Nine (9) Vote-by-Mail ballots were hand-counted when these ballots could not be fed through the voting tabulator. Final tally was 3,935.

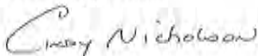
	<u>Eastham</u>	<u>Nauset Reg'l High School:</u>
Vote by mail returned:	1,400	1381
In Person	<u>577</u>	<u>577</u>
	1,977	1,958

Polls opened at 11:00 a.m. and closed at 7:00 p.m.

The Town Clerk's office processed 3,146 early voter applications with 2,781 ballots returned and cast for both elections.

Eastham Special Town Election results represented 43.41 percent of the registered voters. There were 4,554 registered voters for this election.

A True Copy Attest



Cindy Nicholson
Town Clerk



ELECTION WARRANT
The Commonwealth of Massachusetts
NAUSET REGIONAL SCHOOL DISTRICT

Barnstable, ss.

To the registered voters of the Towns of Brewster, Eastham, Orleans and Wellfleet,

GREETINGS:

You are hereby notified and warned that the inhabitants of the Towns of Brewster, Eastham, Orleans, and Wellfleet registered to vote in any of said Towns, said Towns being the member towns of the Nauset Regional School District, are to meet at their respective polling places, to wit,

In the TOWN OF BREWSTER at the Brewster Baptist Church, located at 1848 Main Street in said Town, in the TOWN OF EASTHAM at the Town Hall, located at 2500 State Highway in said Town, in the TOWN OF ORLEANS at the Orleans Senior Center (Council on Aging), located at 150 Rock Harbor Road in said Town, and in the TOWN OF WELLFLEET at the Wellfleet Senior Center, located at 715 Old King's Highway in said Town,

on Tuesday, March 30, 2021, at 11:00 a.m., to vote by BALLOT on the following question:

“Do you approve of the vote of the Regional District School Committee of the Nauset Regional School District adopted on January 28, 2021, to authorize the borrowing of \$131,825,665 to pay costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto, which vote provides, in relevant part, as follows:

“VOTED: That the Nauset Regional School District (the “District”) hereby appropriates the amount of One Hundred Thirty-One Million Eight Hundred Twenty-Five Thousand Six Hundred Sixty-Five Dollars (\$131,825,665) for the purpose of paying costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto (the “Project”), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to G.L. c. 71, §16(n) and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the

Nauset Believes ... Every Child Matters

MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) forty-three and thirty-nine hundredths percent (43.39%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

If the District were to receive an MSBA grant in the amount of 43.39% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

<u>Member Town</u>	<u>Approximate Amount</u>	<u>Member Town</u>	<u>Approximate Amount</u>
Brewster	\$45,830,225	Orleans	\$18,157,605
Eastham	\$18,871,224	Wellfleet	\$12,290,135

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member towns for approval at a District-wide election to be held on Tuesday, March 30, 2021 in accordance with the provisions of Chapter 71, Section 16(n) of the General Laws and the District Agreement."

Yes _____ No _____

The polls will be open from 11:00 a.m. to 7:00 p.m.

The District Secretary is hereby directed to serve this Warrant by posting an attested copy thereof in at least one public place in each of the Towns of Brewster, Eastham, Orleans, and Wellfleet, and by publishing a copy thereof at least once in a newspaper of general circulation in the District, said posting and publication to occur at least ten days before the day of election as aforesaid.

The District Secretary shall make due return of this Warrant with his or her doings thereon to the District Secretary, on or before the day of the election aforesaid.

[The balance of this page is intentionally blank.]

Given under our hands and the seal of the Nauset Regional School District this January 28, 2021.

Edward Brewster
Ed. H. H.
W. Schumacher
W. Schumacher
Lu. King

[Signature]
[Signature]
[Signature]

Nauset Regional School District School Committee

RETURN OF SERVICE

The undersigned, Secretary of the Regional District School Committee of the Nauset Regional School District, certify that at least 10 days prior to Tuesday, March 30, 2021, I posted or caused to be posted, a true and attested copy of this warrant in at least one public place in each of the Towns of Brewster, Eastham, Orleans, and Wellfleet (collectively, the District's "Member Towns"), and in addition, that I caused a copy of the within warrant to be published in a newspaper of general circulation within the Member Towns of the District on February 14, 2021, which date was also at least 10 days prior to Tuesday, March 30, 2021, all as required by Chapter 71, Section 16(n) of the General Laws.

[Signature]
District Secretary

DATE: January 28, 2021

A True Copy Attest:
[Signature]
District Secretary

DATE: January 28, 2021



OFFICIAL BALLOT
DISTRICT ELECTION
NAUSET REGIONAL SCHOOL DISTRICT
March 30, 2021

QUESTION

Do you approve of the vote of the Regional District School Committee of the Nauset Regional School District adopted on January 28, 2021, to authorize the borrowing of \$131,825,665 to pay costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto, which vote provides, in relevant part, as follows:

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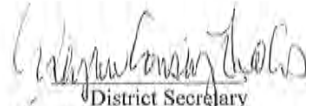
Nauset Believes ... Every Child Matters

If the District were to receive an MSBA grant in the amount of 43.39% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

Member <u>Town</u>	Approximate <u>Amount</u>	Member <u>Town</u>	Approximate <u>Amount</u>
Brewster	\$45,830,225	Orleans	\$18,157,605
Eastham	\$18,871,224	Wellfleet	\$12,290,135

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member towns for approval at a District-wide election to be held on Tuesday, March 30, 2021 in accordance with the provisions of Chapter 71, Section 16(n) of the General Laws and the District Agreement.

Yes _____ No _____



District Secretary
Nauset Regional School District

IF

Nauset Believes ... Every Child Matters



Nauset Public Schools

78 Eldredge Park Way, Orleans MA 02653

Phone: 508-255-8800 • Fax: 508-240-2351 • <http://nausetschools.org>

Thomas M. Conrad
Superintendent of Schools

Keith E. Gauley
Assistant Superintendent

Mary E. Buchanan
Director of Student Services

Giovanna B. Venditti
Director of Finance and Operations

Eileen Belastock
Director of Technology

Nauset Regional School District
Suggested Votes for Proposed Addition/Renovation of NRHS

(Vote of the Regional School District School Committee)

I, the undersigned Secretary of the Nauset Regional School District School Committee (the "Committee") of the Nauset Regional School District, Massachusetts (the "District"), hereby certify that the following is a true copy of excerpts from the minutes of a special meeting of the Committee duly called and held on January 28, 2021 at 6:00 p.m. at the offices of the District, pursuant to due and proper notice of time, place and purpose of said meeting (the "Meeting") given to each member of the Committee. The meeting was attended by seven (7) of the nine (9) members of the Committee, constituting a quorum, which members were present and voting throughout; and the following vote was duly adopted by vote of seven (7) yeas, zero (0) nays and zero (0) abstentions:

"VOTED: That the Nauset Regional School District (the "District") hereby appropriates the amount of One Hundred Thirty-One Million Eight Hundred Twenty-Five Thousand Six Hundred Sixty-Five Dollars (\$131,825,665) for the purpose of paying costs of renovating and adding to Nauset Regional High School, located at 100 Cable Road, North Eastham, Massachusetts, including the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to G.L. c. 71, §16(n) and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) forty-three and thirty-nine hundredths percent (43.39%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the

MSBA. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

If the District were to receive an MSBA grant in the amount of 43.39% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

<u>Member</u> <u>Town</u>	<u>Approximate</u> <u>Amount</u>	<u>Member</u> <u>Town</u>	<u>Approximate</u> <u>Amount</u>
Brewster	\$45,830,225	Orleans	\$18,157,605
Eastham	\$18,871,224	Wellfleet	\$12,290,135

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member towns for approval at a District-wide election to be held on March 30, 2021 in accordance with the provisions of G.L. c. 71, §16(n).

The warrant calling the District-wide election to be held on March 30, 2021, in the form presented to this meeting, is hereby approved, with such changes as bond counsel to the District shall approve prior to its posting."

WITNESS my hand as of this 29th day of January, 2021.


District Secretary

(District Seal)

TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT
WITH FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

TOWN MEETING

Saturday, June 12, 2021, 10:00 A.M.

Rain date: Sunday, June 13, 2021 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, June 3, 2021

6:00 - 8:00 p.m.

Eastham Town Hall
2500 State Highway
Eastham, MA

Zoom Participation:

<https://us02web.zoom.us/j/83417620128?pwd=L3dkblNRQUZRWi2T1N0NXF0eG9XUT09>

Meeting ID: 834 1762 0128

Passcode: 639074

Dial by your location 1 929 205 6099 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 12th of June, Two thousand twenty-one, at 10 o'clock in the morning, then and there to act on the following articles in the warrant.

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 Committee is pleased to report that despite the pandemic-related strains placed on all municipal governments, Eastham has fared well. Revenues were higher than anticipated, and through sound financial management and the close attention to controlling expenditures, at this point the Town is weathering the storm. The patience and understanding of our residents is much appreciated.

The items in this year's warrant that the Finance Committee thought it appropriate to bring to the taxpayers' attention includes Articles 2A, 2B, 3C, 3D, 4, 5, 8, and 9.

Article 2A is the Town's annual operating budget.

The major driver of the 4.49% overall budget increase is for compensation of our employees, most of which is required by union contracts and some of which is intended to provide comparability to other Cape towns for compensation of senior officials.

The budget also includes a new position for an Affordable Housing Coordinator which will be funded 50% by tax levy and 50% by Community Preservation Act funds. The purpose of this position will be to coordinate, facilitate, and promote activities and projects that address Eastham's need for affordable housing for low and moderate income, senior, and disabled populations and to foster workforce housing to promote the local economy. This arrangement will allow the individual to coordinate efforts for Eastham citizens whose income qualifies for state and federal subsidies as well as those slightly above the state and federal income thresholds for Affordable Housing assistance. Economic growth for the town and keeping young families in Town requires housing that workers are able to afford. The Committee strongly supports this effort.

The Committee commends the Town Administration for proposing to fill the position in the Beach and Recreation Department that had been cut partially in light of the pandemic.

The Committee recommends acceptance of this article 8-0.

Article 2B is the budget for the Water Enterprise Fund that the Town established at the 2020 Town Meeting. The Committee is pleased that the Town keeps getting closer to its goal of funding current operations with water fees. It is possible that with the growing number of residents opting for Town water that this goal might be met by next year. During the next year the Committee will undertake a detailed review of the allocation of operating expenses and revenues of the town water enterprise and provide recommendations to the Select Board. The Committee recommends acceptance of this article 8-0.

Articles 3C and 3D authorize lease purchase agreements for two ambulances and a Quint (in laymen's terms, a ladder fire truck that is also a pumper). The current 5 year-old town ambulances have served their useful purpose and require replacement. The new ambulances will serve the town for the next 5 years which is the length of the agreement. The Quint will provide the ability for the Fire Department to safely

fight any fire in the Nauset Green apartment complex, the Library, and Town Hall. It will provide the town with another tanker truck to improve fire-fighting capability in the town. The expected life for the Quint is 25 years, and the lease purchase agreement is for a ten year period. The funding for both these lease purchase agreements is the ambulance fund. Thus, there will be no impact on the tax levy. The Committee recommends acceptance of these articles 8-0.

Article 4 appropriates Free Cash to various funds. The Committee applauds the efforts of the Town Administration to use Free Cash to fund both the Stabilization Fund and the Other Post Employment Benefit (OPEB) Trust Fund. With this Article the Town has almost reached its goal for General Fund Reserves. Reaching that goal will help improve the Town's bond rating, from a healthy AA+ to the coveted AAA. The transfer to the OPEB Trust Fund is needed. The Committee hopes that transfers in the future toward OPEB liabilities will increase significantly. The Committee recommends acceptance of this article 8-0.

Article 5 establishes an Injury Leave Indemnity Fund. In essence, this fund would create an insurance pool from which the Town may draw to cover overtime needed to deal with long term disabilities due to employee job related injuries. Initial funding would come from Free Cash. Also any insurance reimbursements for injuries would be applied to the fund. The Committee believes that such a fund would help protect the Town from financial swings in its budget due to on the job injuries. The Committee recommends acceptance of this article 8-0.

Article 8 provides for an increase in the short-term rental tax from 4% to 6% as allowed by state law. Over the course of the coming year Town administration will explore uses for the increased rental tax revenue (about \$300,000 based on receipts from this past year). The intent is to dedicate these funds to community support programs. The sort of programs that will be considered include possible property tax relief, programs to deal with attainable housing needed by many of our residents, and creation of a Community Fund. The Committee recommends acceptance of this article 6-0.

Article 9 allows the Town to make permanent utility improvements to private roads, have Eversource take ownership of such utilities, and assess betterments therefor. There are 65 private roads in Eastham that have private electric utilities. If there is a problem with electric lines in those private utilities, the residents of that road must contract and pay for the repairs. Such an event may cause confusion for the residents about whom to call and how to pay. Any delay can be harmful. It may cause a financial hardship for some. Article 9 provides citizens with a mechanism to have repairs made quickly, to pay for the repairs, and allow Eversource to assume ownership of that private utility. Since the Town will assess betterments for any such work, any impact on the tax levy would be de minimis. The Committee recommends acceptance of this article 8-0.

Respectfully Submitted,

Jerry Cerasale, Chair
 Steve Cole, Vice Chair
 Mary Shaw, Clerk
 Peter Wade
 Tom Gardner
 Rick Knight
 George Deptula
 Russ French
 Roy Merolli

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ARTICLE 1 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)

To see if the Town will vote to set the Fiscal Year 2022 spending limits for all revolving funds as follows, or take any action relative thereto:

<u>Revolving Fund</u>	<u>Spending Limit</u>
Recreation Bottles & Cans	25,000
Home Composting	2,000
Bin/Recycling	
Vehicular Fuel Sales	40,000
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 related programs or services, with approval of the Town Accountant.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 2A (GENERAL FUND OPERATING BUDGET)

To see if the Town will vote to act on the operating budget, including recommendations 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 **\$32,807,105**; or take any action relative thereto.

By Board of Selectmen

Summary:

The presented budget shows the anticipated costs of funding all town and school departments and operations for the year beginning July 1, 2021 and ending June 30, 2022. The budget goes through an extensive internal review process with Department Heads and Town Administration and is reviewed in detail with the Finance Committee and Select Board. The proposed expenditure budget is balanced, within the limits of Proposition 2 ½ and is funded by ongoing, recurring revenue sources. The proposed budget maintains the existing services to which the community has been accustomed and provides for some growth and additional positions in those areas of

need in order to maintain current service levels. This budget proposal also addresses Select Board goals and the objectives identified within the Town's Strategic Plan. Included in the Community Development budget is the addition of a Housing staff position which is 50% funded by Community Preservation funds; a new Application Specialist position in the Municipal Finance/IT budget; a part-time rental inspector position in the Community Development Services – Health Department budget; as well as some additional seasonal staff support for the DPW and Recreation Departments.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION (with regard to CPA Funding of one half of the Housing position): 9-0
(Majority Vote required)

TOWN OF EASTHAM FY 22 OPERATING BUDGET - ARTICLE 2A

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 21 APPROVED BUDGET	FY 22 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
Elected & General						
1	Elected Official's Salary	13,000	13,000	-		
2	Reserve Fund	80,000	100,000	20,000		
Subtotal Elected & General		\$ 93,000	\$ 113,000	\$ 20,000	21.51%	
Town Administration						
3	Town Administration Salary	318,084	351,364	33,280		
4	Town Administration Expense	49,245	49,245	-		
5	Legal Services	80,000	80,000	-		
6	Central Purchasing Supply & Service	119,090	119,090	-		
Subtotal Town Administration		\$ 566,419	\$ 599,699	\$ 33,280	5.88%	
Municipal Finance						
7	Municipal Finance Salaries	923,307	1,050,171	126,864		
8	Municipal Finance Expense	-	-	-		
9	Town Accountant Expense	48,030	48,030	-		
10	Treasurer/Collector Expense	30,920	38,630	7,710		
11	Assessors Expense	42,910	43,910	1,000		
12	IT Expense	212,774	248,592	35,818		
Subtotal Municipal Finance		\$ 1,257,941	\$ 1,429,333	\$ 171,392	13.62%	
Town Clerk & Elections						
13	Town Clerk & Elections Salary	159,950	170,148	10,198		
14	Town Clerk & Elections Expense	11,270	11,270	-		
Subtotal Town Clerk & Elections		\$ 171,220	\$ 181,418	\$ 10,198	5.96%	
Community Development & Inspectional Services						
15	Comm. Dev. & Inspectional Services Salary	525,153	598,904	73,751		
16	Community Development Expense	5,705	7,495	1,790		
17	Building Inspection Expense	7,255	7,255	-		
Subtotal Community Dev. & Inspections		\$ 538,113	\$ 613,654	\$ 75,541	14.04%	
Public Safety						
18	Police Salary	1,811,012	1,871,835	60,823		
19	Police Expense	129,135	118,494	(10,641)		
20	Animal Control Expense	37,750	37,750	-		
21	Emergency Management Expense	1,000	1,000	-		
22	Fire Salary	2,463,740	2,594,149	130,409		
23	Fire Expense	206,029	205,035	(994)		
24	Dispatching Salary	402,669	398,430	(4,239)		
25	Dispatching Expense	3,200	4,200	1,000		
Subtotal Public Safety		\$ 5,054,535	\$ 5,230,893	\$ 176,358	3.49%	
Educational Services						
26	Eastham Elementary School Operations	3,889,061	3,783,480	(105,581)		
27	Nauset Regional School District Assessment	4,798,033	5,018,970	220,937		
28	Cape Cod Regional Technical School Assessment	665,402	692,845	27,443		
Subtotal Educational Services		\$ 9,352,496	\$ 9,495,295	\$ 142,799	1.53%	
Public Works						
29	Public Works Salaries	1,231,300	1,289,063	57,763		
30	General Maintenance Expense	309,049	166,200	(142,849)		

TOWN OF EASTHAM FY 22 OPERATING BUDGET - ARTICLE 2A

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 21 APPROVED BUDGET	FY 22 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
31	Municipal Buildings Expense	73,100	87,000	13,900		
32	Snow & Ice Expense	83,104	83,104	-		
33	Street Lighting Expense	7,600	7,600	-		
34	Waste Collection & Disposal Expense	433,800	505,470	71,670		
35	Tree Warden Expense	7,590	7,590	-		
36	Natural Resources Expense	29,665	33,215	3,550		
Subtotal Public Works		\$ 2,175,208	\$ 2,179,242	\$ 4,034	0.19%	
Community Services						
37	Health & Environment Salary	222,205	251,091	28,886		
38	Health & Environment Expense	76,880	76,880	-		
39	Council on Aging Salaries	236,232	249,461	13,229		
40	Council on Aging Expense	36,505	35,710	(795)		
41	Library Salaries	407,222	428,848	21,626		
42	Library Expense	123,222	121,199	(2,023)		
43	Beach & Recreation Salary	304,816	384,606	79,790		
44	Beach & Recreation Expense	86,962	86,962	-		
Subtotal Community Services		\$ 1,494,044	\$ 1,634,757	\$ 140,713	9.42%	
Unallocated Expenditures						
45	Energy & Fuels Expense	328,600	361,750	33,150		
46	General Liability Insurance	432,800	460,932	28,132		
47	Employee Pension	1,863,068	1,921,317	58,249		
48	Employee Insurance	2,731,430	2,878,287	146,857		
49	Employment Costs Expenses	14,350	39,350	25,000		
50	Veterans Service Expense & Benefits	57,392	63,064	5,672		
51	Human Service Contracts	622,850	622,850	-		
Subtotal Unallocated Expenditures		\$ 6,050,490	\$ 6,347,549	\$ 297,059	4.91%	
Debt Service						
52	Exempt Debt - Debt Service	4,608,600	4,816,601	208,001		
53	Non-Exempt Debt - Debt Service	20,000	20,000	-		
54	Borrowing Costs & Charges	15,619	16,000	381		
55	Capital Lease Payments <small>(amts. previously shown in dept. budgets)</small>		129,663	129,663		
Subtotal Debt Service		\$ 4,644,219	\$ 4,982,264	\$ 338,045	7.28%	
GRAND TOTAL BUDGET		\$ 31,397,685	\$ 32,807,105	\$ 1,409,420	4.49%	
Summary						
	Salary	9,018,690	9,651,071	632,381	7.01%	
	Expense	17,734,776	18,173,770	438,994	2.48%	
	Debt Service	4,644,219	4,982,264	338,045	7.28%	
GRAND TOTAL BUDGET		\$ 31,397,685	\$ 32,807,105	\$ 1,409,420	4.49%	

ARTICLE 2B (WATER ENTERPRISE FUND OPERATING 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	FY 2022 Budget
Amounts Appropriated:		
Salaries and Wages	\$ 86,906	\$ 89,328
Expenses	307,500	310,672
Transfer for Costs Appropriated in General Fund	-	-
Total Amounts Appropriated	\$ 394,406	\$ 400,000
Funding Sources:		
Water Revenue	\$ 250,000	\$ 400,000
Free Cash (General Fund Subsidy)	144,406	
Total Funding Sources	\$ 394,406	\$ 400,000

By Board of Selectmen

Summary:

The presented budget shows the anticipated costs of the newly adopted water enterprise fund for the year beginning July 1, 2021 and ending June 30, 2022. The water enterprise fund budget goes through the same development and review process as the general operating budget but is separately funded by anticipated water rates revenue.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 3A (5 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 presents the 5-year capital plan of the Town as compiled from Department Head requests and other identified needs. Items listed on the plan, and their associated amounts, are "place-holders" for planning purposes only. The approval of this plan by Town Meeting does not approve or provide funding to any of the items on the plan. Each year the items on the capital plan are considered by town administration and those items ready to be implemented and funded

are prioritized and presented to the Select Board and Finance Committee for their recommendation. The resultant Capital Budget for the upcoming fiscal year lists specific funding requests and is presented as article 3B, which must be approved by Town Meeting. In addition, certain items in the Capital Plan may also require a separate approval – this year, those items are listed as article 3C and 3D.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ASSET TYPE/ITEM	Classification	Department	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027	
			Amount	Source	Amount	Source	Amount	Source	Amount	Source	Amount	Source	Amount	Source
Storage for Locker	Office	Office	30,000	0260										
Shop/Mechanics Tools Inventory	Operational Equip	Office	13,000	FC										
Portable Printer	Operational Equip	Office	6,500	FC										
CDM Kitchen Appliance Replacement	Operational Equip	Office	7,000	FC	20,000	FC	3,000	FC						
Perish Trading Software	Operational Equip	Office	25,000	FC										
Cleaning/Maint. Equip. (refractor, vacuum, ladder, etc.)	Operational Equip	Office	5,000	FC	10,000	CF	10,000	CF	10,000	CF	10,000	CF	10,000	CF
Media Equipment Replacement Program	Operational Equip	Office	20,000	CF										
ADA Beach Chair	Operational Equip	Office	3,500	FC	3,500	FC	3,500	FC	3,500	FC	3,500	FC	3,500	FC
Elementary School equipment Replacement Program (Books)	Operational Equip	Education	37,000	FC	28,000	FC	25,000	FC	25,000	FC	25,000	FC	25,000	FC
Programmed Equipment Replacement	Operational Equip	Education			90,000	CPA								
Elementary School Director Replacement	Operational Equip	Education					40,000	FC						
Subtotal Equipment			474,250		346,250	342,250	220,750		187,250		188,250		188,250	
TOTAL CAPITAL PLAN EXPENDITURE AMOUNTS			3,893,500		1,896,000	3,111,000	2,399,500		1,818,000		3,797,000		3,797,000	
ANTIICIPATED FUNDING SOURCES														
(C1) Capital Levy (Recurring)			417,260		425,000	425,000	425,000		425,000		425,000		425,000	
(C2) Capital Levy Election			250,000		250,000	750,000							2,500,000	
(U) Bond Issuance			1,888,000								350,000			
(F) Fund Balance			1,239,000		865,000	894,000					459,500		292,000	
Less: Offset from GAF articles			(200,000)											
Adjusted Free Cash Revenues			15,000		115,000	15,000					15,000		15,000	
(GSA) Community Preservation Act			30,000		10,000	10,000					10,000		10,000	
(CF) Cable Fund			120,000		215,000	415,000					115,000		385,000	
(CHS) Chapter 50			200,000											
(OAF) Other Available Fund			75,000		5,000	560,000					400,000		400,000	
(RF) Grant			5,000		1,896,000	3,111,000					2,168,500		1,818,000	
Other/To Be Determined														
TOTAL ANTICIPATED FUNDING			3,629,000		1,896,000	3,111,000			2,168,500		3,111,000		3,797,000	
Capital Plan Funding Surplus (Deficit)			118,420		118,420	118,420			118,420		118,420		118,420	
Notes: Antebalance Fund amounts committed for future lease payments: Antebalance			118,420		118,420	118,420			118,420		118,420		118,420	
Client:			118,420		118,420	118,420			118,420		118,420		118,420	

ARTICLE 3B (CAPITAL BUDGET)

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$1,576,500 for the purposes, and from the sources, as listed below, or take any other action thereon.

INFORMATION TECHNOLOGY DEPARTMENT		
PCs and Component Replacement Program	20,250	Tax Levy
Servers and Network Component Replacement Program	57,000	Tax Levy
Media Equipment Replacement Program	20,000	PEG Access Fund
Subtotal	97,250	
MUNICIPAL BUILDINGS & FACILITIES DEPARTMENT		
Public Works Facility Upgrades	75,000	Free Cash
Energy Efficiency & Solar PV Project	25,000	Free Cash
Salt Pond Shed	10,000	Free Cash
Fire Department Building Maintenance	85,000	Free Cash
Town Hall Annex Building Maintenance	34,000	Free Cash
Beach Bath House Facilities Assessment	40,000	Free Cash
Cleaning/Maint. Equip. (extractor, vacuum, ladders, etc.)	5,000	Free Cash
Subtotal	274,000	
SCHOOL DEPARTMENT		
Elementary School Bldg. Maintenance Program	48,000	Free Cash
Elementary School Grounds Maintenance Program	15,000	Free Cash
Elementary School Equipment Maintenance Program	37,000	Free Cash
Subtotal	100,000	
BEACHES/RECREATION DEPARTMENT		
Beach & Recreation Fleet Replacement Program	15,000	Tax Levy
Walkways/Dune Fencing/Mobi Mats	20,000	Free Cash
ADA Beach Chair	3,500	Free Cash
Subtotal	38,500	
COUNCIL ON AGING		
Senior Center Fleet Replacement Program	25,000	Tax Levy
COA Kitchen Appliance Replacement	7,000	Free Cash
Subtotal	32,000	
PUBLIC WORKS DEPARTMENT		
Stormwater Systems Maintenance Program	25,000	Free Cash
Parking Lot Maintenance Program	20,000	Tax Levy
DPW Fleet Replacement Program	123,750	Tax Levy & Free Cash
Town-Wide Sign Replacement	25,000	Free Cash
Semi-Trailer	80,000	Free Cash
Shop/Mechanic Tools Inventory	13,000	Free Cash

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, JUNE 12, 2021

Portable Welder	6,500	Free Cash
Rock Harbor Response Boat (acquisition & equip)	150,000	Tax Levy & Free Cash
Subtotal	443,250	
SANITATION		
Trash Compactors	85,000	Free Cash
Containers	35,000	Free Cash
Subtotal	120,000	
POLICE DEPARTMENT		
PD Fleet Replacement Program	134,000	Tax Levy
PD Departmental Equipment Replacement Program	30,000	Tax Levy & Free Cash
Subtotal	164,000	
FIRE DEPARTMENT		
FD Fleet Replacement Program	27,500	Tax Levy
Medical/Rescue Equipment Replacement Program	15,000	Ambulance Fund
Fire Suppression Equipment Replacement Program	25,000	Tax Levy
Subtotal	67,500	
COMMUNITY DEVELOPMENT		
Permit Tracking Software	25,000	Reappropriated Articles
Subtotal	25,000	
MISCELLANEOUS REQUESTS		
Grant Matching Funds	40,000	Free Cash
Harbor Management Plan Implementation	75,000	Reappropriated Articles
Wastewater Planning	100,000	Reappropriated Articles
Subtotal	340,000	
TOTAL CAPITAL PROJECTS REQUESTS	1,576,500	

SUMMARY OF FUNDING SOURCES	
Free Cash	864,000
Ambulance Receipts Fund	15,000
PEG Access Fund	20,000
Reappropriated Articles	200,000
Tax Levy	477,500
TOTAL FUNDING	1,576,500

By Board of Selectmen

Summary:

Article 3B through 3D represent the capital budget for the upcoming fiscal year. Using our 5-year capital plan as a guide, town administration works with town and school departments to ensure existing capital equipment, vehicles, facilities, and infrastructure are maintained and replaced on a planned replacement cycle to minimize overall costs, maintain existing services and to ensure

operational efficiency and readiness. These needs are prioritized and included in our annual capital budget for approval and funding by Town Meeting. In addition to funding these recurring needs, new capital assets determined to be needed to address service or program demands, as well as engineering, planning and design for significant facility or infrastructure needs are also included in this funding request.

The Capital Budget is funded partially by our tax levy, which provides for funding ongoing, recurring replacement costs. One-time, or infrequent requests are funded by other available funds to the extent they are available to minimize the impact on our tax rate.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 3C (LEASE PURCHASE AMBULANCE)

To see if the Town will authorize, under General Laws Chapter 44, Section 21C, upon the recommendation of the Select Board, a lease purchase financing agreement for the acquisition of two ambulances for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the ambulance fund the sum of \$118,420, or to take any action relative thereto.

By Board of Selectmen

Summary:

This article provides for the acquisition and equipping of two new ambulances for the Fire Department through a lease arrangement. This is the normal 5-year replacement cycle for these advanced life support vehicles. These ambulances will replace the two current 2016 ambulances with approximately 130,000 miles and 4,500 operating hours on each. This article authorizes the town to enter a lease arrangement to finance the vehicles over a 5-year period and provides for the first-year lease payment. The annual payment of \$118,420 is anticipated to be funded by the Ambulance Receipts Fund and therefore will not impact the tax rate.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Two-Thirds Majority Vote required)

ARTICLE 3D (LEASE PURCHASE QUINT)

To see if the Town will authorize, under General Laws Chapter 44, Section 21C, upon the recommendation of the Select Board, a lease purchase financing agreement for the acquisition of a Quint Fire Engine for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the ambulance fund the sum of \$114,766, or to take any action relative thereto.

By Board of Selectmen

Summary:

This article provides for the acquisition and equipping of a Quint Fire Engine/ladder truck for the Fire Department through a lease arrangement. This apparatus is designed to be the initial emergency response vehicle to structure fire and rescue type situations and provides for improved fire department capabilities and greatly improved firefighter safety. This vehicle is in lieu of replacement of the existing 1997 tanker and will allow the department to have an additional back-up fire engine in the event another is out of service. This article authorizes the town to enter a lease arrangement to finance the vehicle over a 10-year period, although the anticipated service life of the vehicle is 25 years, and, provides for the first-year lease payment. The annual payment of \$114,766 is anticipated to be funded by the Ambulance Receipts fund and therefore will not impact the tax rate.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Two-Thirds Majority Vote required)

ARTICLE 4 (FREE CASH APPROPRIATIONS)

To see if the Town will vote to raise and appropriate from Free Cash, and/or transfer from available funds, a sum of monies for the following purposes or take any action relative thereto.

Fund	Amount
Transfer to Stabilization Fund	780,000
Transfer to Other Post-Employment Benefit Trust Fund	200,000
Fund T-Time Master Plan	50,000
Fund Private Road Repair Fund	100,000
Fund Seashore Land Transfer Costs	75,000
Beach & Recreation Enforcement	25,000
Total	\$ 1,230,000

By Board of Selectmen

Summary:

The listed items are being funded with certified free cash. The Select Board has a goal to increase the stabilization fund to 16% of the budget and this deposit will help us get very close to the goal. The Town is dedicated to increasing funding for our OPEB liability and has increased the amount set aside this year by 70,000. The T-Time Master Plan may be funded by a grant, but we will not receive notice of this until after Town Meeting, so need to plan for the expense. The bylaw to assist residents to pay for repairs of private roads (Article 9) needs an appropriation for the first year. Any amounts spent will come back to the town in the form of betterments to the private road property owners. Finally, the creation of the new Nauset Light Beach road requires legal and surveying work to exchange land with the National Seashore Park and this funding will allow us to begin that process.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 5 (ADOPT INJURY LEAVE INDEMNITY FUND)

To see if the Town will vote to accept the last paragraph of G.L. c.41, section 111F to create a special fund to be known as the Injury Leave Indemnity Fund, to be expended without further appropriation for payment of injury leave compensation or medical bills incurred under G.L. c.41, section 111F or 100, to which appropriations may be made, and amounts received from insurance proceeds or restitution for injuries to firefighters or police officers shall be credited, provided that amounts therein not immediately necessary or required in the foreseeable future, may be released to the General Fund; and further, to raise and appropriate \$70,000 from Free Cash to transfer to said fund or take any other action relative thereto.

By Board of Selectmen

Summary:

This article allows the town to create this special fund to accumulate resources to pay for injured on duty costs for police and fire personnel. Currently, these costs are paid out of each department's operating budget when they occur. Fortunately, the town has had good experience in recent years on these costs, but when long-term absences do occur, they have significant impact on that years' annual operating budget and the ability for the police and fire department to maintain appropriate staffing and normal operations. Adopting this fund provides a mechanism for the town to pay for these costs outside of the operating budget therefore normalizing each department's operating budget and reducing impacts due to a long-term injury.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 6 (GOLD STAR EXEMPTION)

To see if the Town will vote pursuant to the provisions of Massachusetts General Laws to adopt G.L. c. 5, §5, Clause 22H, which provides as follows:

To exempt Real estate to the full amount of the taxable valuation of real property of the surviving parents or guardians of soldiers and sailors, members of the National Guard and veterans who: (i) during active duty service, suffered an injury or illness documented by the United States Department of Veterans Affairs or a branch of the armed forces that was a proximate cause of their death; or (ii) are missing in action with a presumptive finding of death as a result of active duty service as members of the armed forces of the United States; provided, however, that the real estate shall be occupied by the surviving parents or guardians as the surviving parents' or guardians' domicile; and provided further, that the surviving parents or guardians shall have been domiciled in the commonwealth for the 5 consecutive years immediately before the date of filing for an exemption pursuant to this clause or the soldier or sailor, member of the National Guard or veteran was domiciled in the commonwealth for not less than 6 months before entering service.

Surviving parents or guardians eligible for an exemption pursuant to this clause shall be eligible regardless of when the soldier, sailor, member of the National Guard or veteran died or became missing in action with a presumptive finding of death; provided, however, that the exemption shall only apply to tax years beginning on or after January 1, 2019. Such exemption shall be available until such time as the surviving parents or guardians are deceased. No real estate shall be so exempt which has been conveyed to the surviving parents or guardians to evade taxation.

By Board of Selectmen

Summary:

The Town currently allows a \$400 tax exemption for Gold Star parents or guardians and passage of this article will follow the state law allowing a 100% exemption. Gold Star parents or guardians are parents of active duty military personnel who died as a result of injuries sustained during active duty. The surviving parent or guardian must have lived in the State of MA for at least five years and the veteran must have lived in the town at least six months prior to entering military service.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 7 (AUTHORIZE SALE OF 0 NAUSET LIGHT BEACH ROAD)

To see if the Town will vote to authorize the Board of Selectmen to convey the fee simple title or a lesser interest in a certain parcel of land known as) Nauset Light Beach Rear, Eastham shown on a plan of land as lots 12, 13 and 14 in block 4 on the plan entitled, " Nauset Beach Plan No. 5, Eastham, MA prepared by Tully Crosby in 1898, recorded with the Barnstable County Registry of Deeds in Plan Book 24-41, on such terms and conditions as the Board of Selectmen deem in the Town's best interest; and further to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to effect said conveyance; or take any other action relative thereto.

By Board of Selectmen

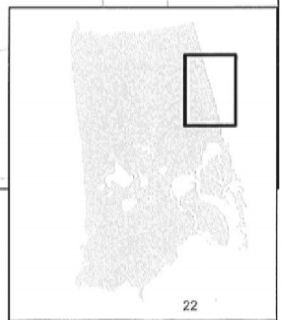
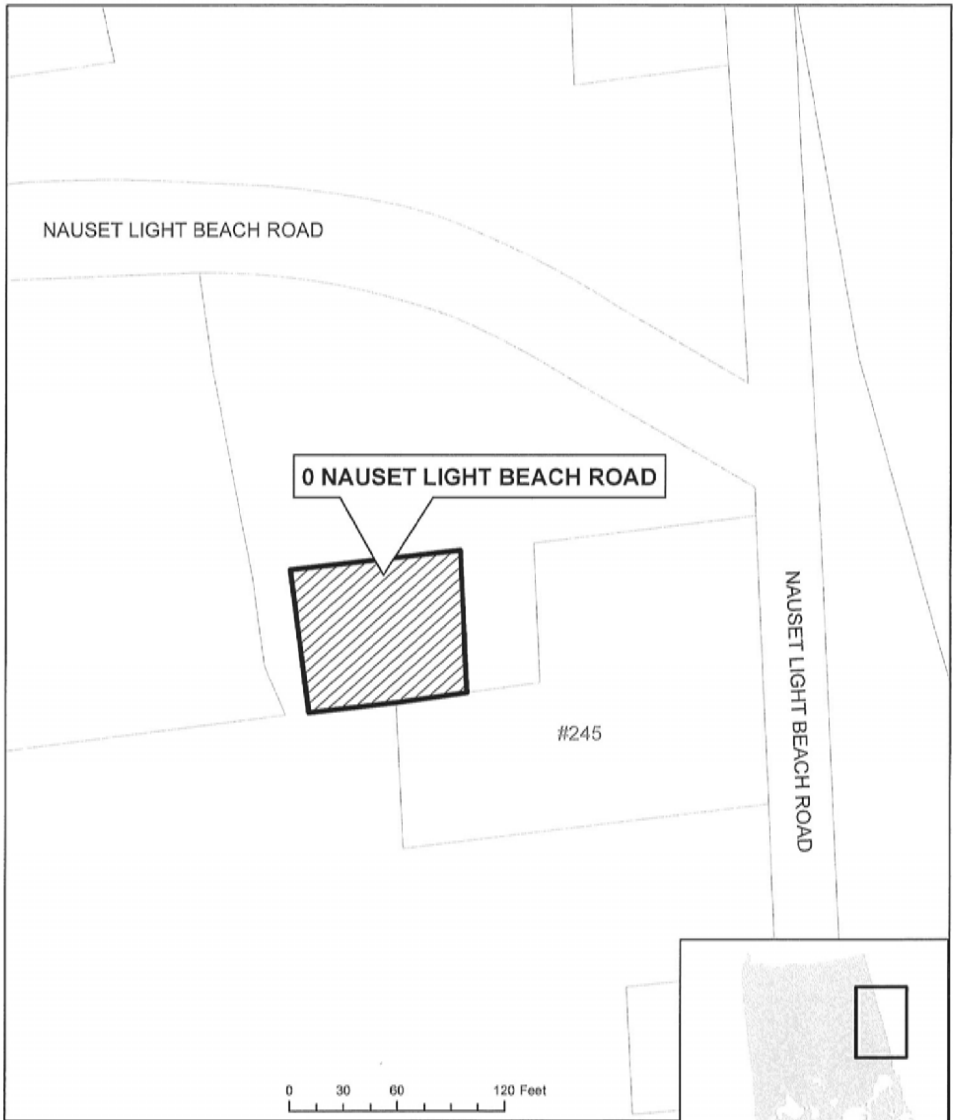
Summary:

The property owner that directly abuts O Nauset Road, requested to purchase this small town-owned parcel in order to be able to move his home back from the coastal dune when necessary. It gives the property owner some landward space in which to accomplish the move when needed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Two-Thirds Majority Vote required)



TOWN OF EASTHAM
ANNUAL TOWN MEETING JUNE 12, 2021
ARTICLE: 7

ARTICLE 8 (AUTHORIZE INCREASE IN ROOMS EXCISE TAX)

To see if the Town will vote to amend its local room occupancy excise under G.L. c. 64G, §3A to 6% percent, to take effect as of January 1, 2022; or to take any other action relative thereto.

By Board of Selectmen

Summary:

The Town of Eastham currently has in place a 4% rooms excise tax, which is paid by visitors to the Town, and is applicable to all short-term rentals. Wellfleet and Truro are also currently at the 4% rate but are contemplating an increase. Orleans' rate is at 6% (the maximum allowed by law) as are most Cape Cod communities. The 4% excise generated \$614,392 in fiscal year 2020, of which the amount generated from hotel/motel rentals (\$232,609) supports our operating budget resulting in a reduction to the property tax levy. The 4% of excise collected from private short-term rentals (\$381,783), which began on July 1, 2019, has been committed by the Select Board to improve the Town's overall financial reserves, and to help fund the Town's capital plan going forward.

This article seeks approval to increase the rooms excise tax paid by visitors to town from the 4% rate to the 6% rate, which would generate approximately an additional \$300,000, annually (based on 2020 collections). The Select Board has identified the need for additional "Community Support" programs that deliver financial relief to residents in need and is committed to the idea of restricting this additional revenue for those purposes. The Select Board is contemplating several ideas for Community Support Programs, some of which can be enacted quickly, others which will take some time to implement. However, it is clear the community need exceeds our ability to fully fund such programs. The additional revenue generated by this increase provides the Select Board a source of funding and an opportunity to begin providing support to residents in need.

The specific programs to be funded by this revenue are yet to be determined but will be modeled after our very successful Family Support Package that provides funding for housing, food security, and day care for Eastham residents. Some ideas for resident Community Support Programs that are currently under consideration include: affordable and attainable housing assistance; town fee waivers; property tax payment assistance; and creation of an Eastham Community Fund. In the event funding of Community Support Programs is not needed, by law this revenue reverts to the Town's general fund and will be used to reduce the property tax burden to all real-estate taxpayers.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority Vote required)

ARTICLE 9 (HOME RULE PETITION AUTHORIZING THE TOWN OF EASTHAM TO MAKE PERMANENT UTILITY IMPROVEMENTS TO PRIVATE WAYS AND ASSESS BETTERMENTS THEREFOR)

To see if the Town will vote to authorize the Select Board to petition the General Court for special legislation, in the form set forth below, in order to authorize the Town to appropriate money to undertake utility improvements on private roads; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition.

AN ACT RELATIVE TO UTILITY IMPROVEMENTS ON PRIVATE ROADS IN THE TOWN OF EASTHAM

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

Section 1. Notwithstanding the provisions of section six N of chapter forty of the General Laws or any other general or special law to the contrary, the town of Eastham is hereby authorized to make permanent utility repairs and/or improvements on private ways in the town, appropriate money and contract with public utility companies for such purposes, and assess betterments for costs incurred by the town therefor in accordance with the procedures set forth in chapter 118 of the town of Eastham code, as amended

Section 2. Notwithstanding the provisions of any general or special law to the contrary, the town of Eastham is authorized to borrow, from time to time, such sums as may be necessary for the purposes set forth in section 1 of this Act, provided that any debt incurred shall be subject to the provisions of chapter forty-four and shall not exceed twenty years.

Section 3. Any appropriation or borrowing by the town for purposes contained within this section shall not be included for the purpose of computation of the levy or borrowing limits otherwise imposed upon the town by the general laws.

Section 4. This Act shall take effect upon its passage.

Or to take any other action relative thereto.

By Board of Selectmen

Summary:

Passage of this article will allow the town to assist private road owners who have discovered that they own private utility lines, to replace those services and turn them over to the utility company. We were first aware of this problem in 2018, when 20 residents on Thoreau Drive lost power and were told by Eversource that they own and must repair their underground electric utility. We have

now researched the issue and are aware of 65 town roads (public and private) that may have similar issues. In the Thoreau Drive situation, when the subdivision was created, and power installed the developer failed to complete the final step of turning the service over to Eversource. This article and subsequent filing of special legislation will allow the town to do the replacement and apply the cost to the individual property owners as a betterment. We will then be able to apply this same article to other private road owners in similar situations.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(Majority Vote required)

ARTICLE 10 (AUTHORIZE LEASE TERM UP TO 30 YEARS FOR SOLAR)

To see if the Town will authorize Select Board to enter into long-term leases, licenses, agreements, or other contractual agreements on behalf of the Town, for a period of up to 30 years, subject to such terms and conditions as the Select Board shall deem to be in the best interest of the Town, for all or part of any of the following Town-owned properties:

Item	Location	Street Address	Assessor Map Parcel ID(s)
A	Town Hall Campus (Town Hall, Police & Fire Stations)	2500, 2520 and 2550 State Hwy.	15-60A, 15-60, 15-61
B	DPW Facility & Transfer Station	555 Old Orchard Road	08-89
C	District G Wellhouse site, North Eastham & surrounding lands	0 Old County Road	02-6, 02-5, 02-5A, 05-17

for the purposes of developing, sponsoring, administering, installing, operating, and maintaining solar photovoltaic energy systems and supplying solar energy, and further to authorize the Select Board and Town Administrator to take such actions as may be necessary under Massachusetts law to effectuate said agreements; provided that the specific areas to be leased for Item/Location "C", are depicted on a sketch plan on file with the Town Clerk; or take any action in relation thereto.

By Board of Selectmen

Summary:

The Town is exploring options for use of selected parcels of town-owned land for potential solar development through a Request for Proposal (RFP) process. Massachusetts law limits most contractual agreements to three years, unless specifically authorized by Town Meeting. However,

agreements for solar development typically are crafted for 15 to 25 years in order to be financially viable. In order to perform a fair RFP process, the Select Board needs to have the authorization in place to execute an agreement.

No specific proposal has been provided or is under consideration at this time, this article seeks Town Meeting authorization for the Select Board to enter into these longer-term agreements, as appropriate, in the event the Town is presented with a beneficial and desirable opportunity through the RFP process.

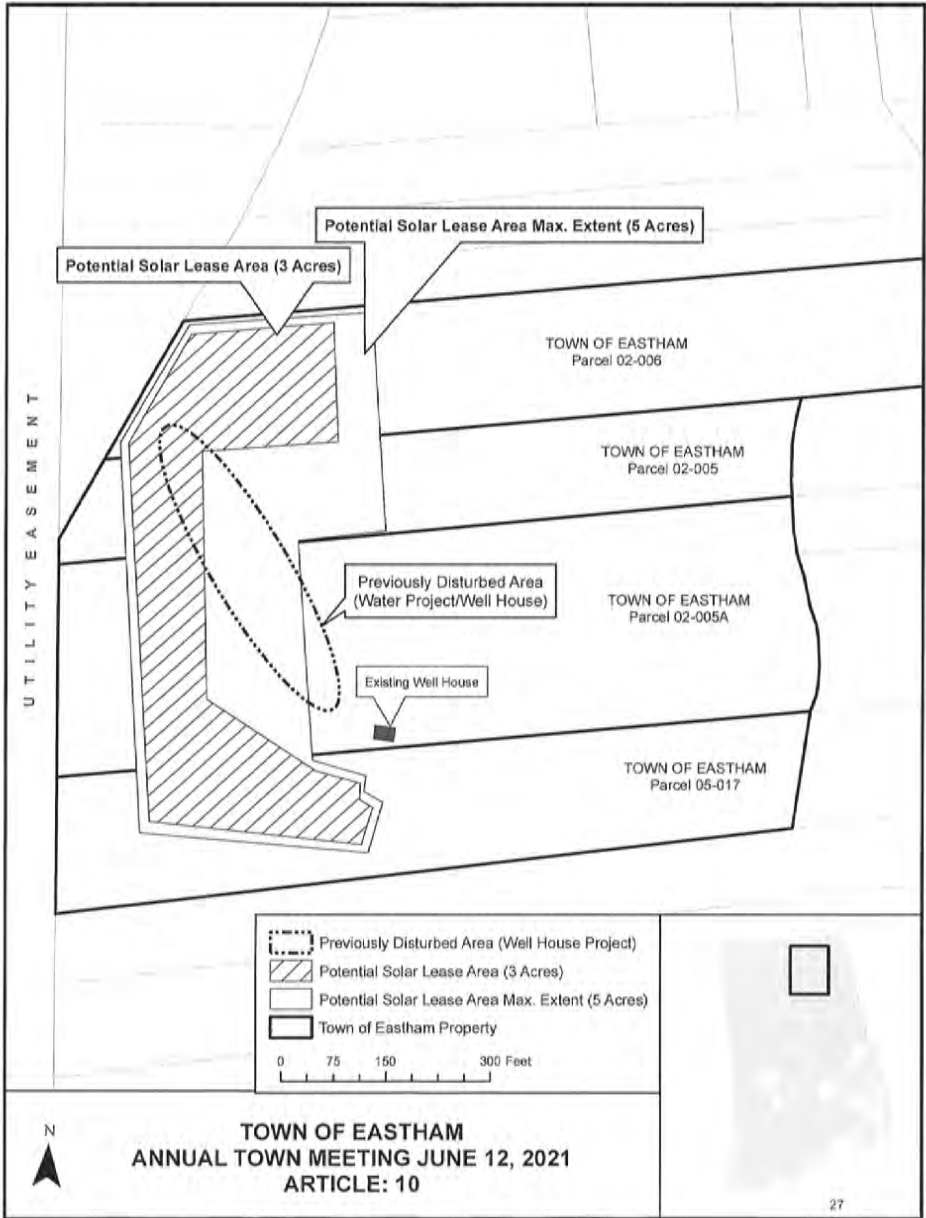
Currently, we are contemplating "solar canopy" installations over parking areas at the listed sites, with the exception of the 0 Old County Road parcel, which is also contemplating up to 5 acres of "ground-mount" solar panels and require only a small portion of the listed parcels, located adjacent to the Eversource Right of Way (power lines) and some of which was previously disturbed by the Town Water project. (See sketch plan indicating the maximum extent of the proposed area).

All potential project proposals will be vetted by the Select Board prior to being authorized and developers are required to go through state and local permitting processes prior to beginning work.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Two-Thirds Majority Vote required)



ARTICLE 11 (AUTHORIZE PURCHASE OF TOWN CENTER PLAZA, LLC, 4550 STATE HIGHWAY)

To see if the Town will vote to authorize the Select Board to acquire by purchase, gift, eminent domain, or otherwise, a parcel of land located at 4550 State Highway, Parcel 8-193-B, consisting of 3.536 acres, more or less, to be placed under the care, custody, management and control of the Select Board and held for general municipal purposes; and further to raise and appropriate, transfer from available funds, or borrow a sum of money for said acquisition, make improvements thereon; including all costs incidental and related thereto; or to take any other action relative thereto.

By Board of Selectmen

Summary:

The Town Center property presents a unique opportunity for the Town to make progress toward the vision of a walkable, mixed-use village center in North Eastham. As stated in the 2020-24 Strategic Plan (page 37- 38), the creation of a more walkable village center in North Eastham near Brackett Road "would bring a sense of identity to the town, create economic development opportunities, and provide a vibrant public place for residents and visitors to enjoy."

Acquisition of the Town Center property would give us the opportunity to undertake a more comprehensive, community-informed planning effort for North Eastham that includes both the Town Center and T-Time properties and allow for incremental improvements over time.

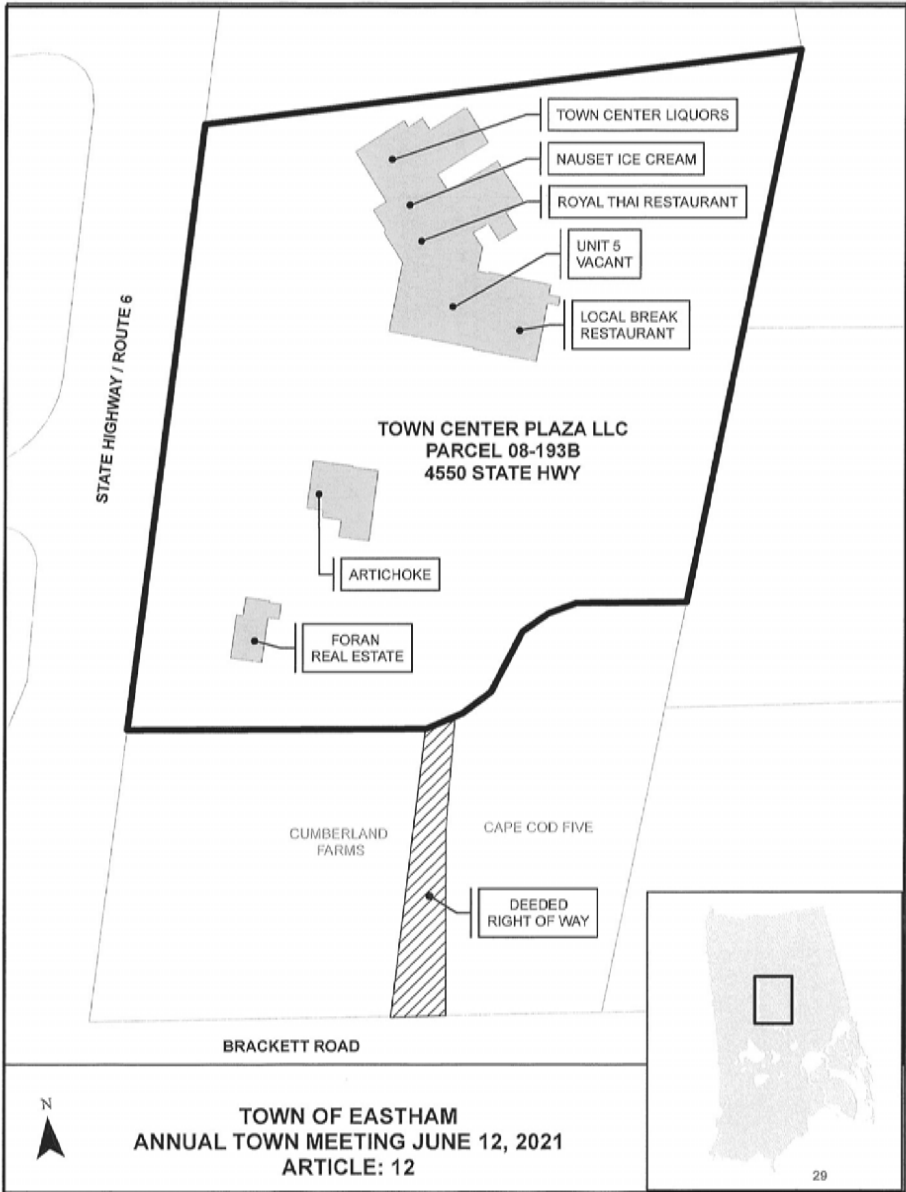
With this acquisition, the Town would be able to control the terms of redevelopment in an established district with limited available land, while preserving vibrant small businesses. We would ensure the stability of existing tenant businesses in Town Center for a period of at least 2 years while planning the redevelopment. This arrangement would prevent commercial rent increases or acquisition and redevelopment by an outside party that may not share the community's long-term vision for creating a walkable village center in North Eastham (2020-24 Strategic Plan, page 37).

Further, the adjacency of the Town Center property to Route 6, the Cape Cod Rail Trail, and existing residential and commercial development would facilitate Town efforts to implement multi-modal transportation and safety improvements (i.e., pedestrian and bicycle connections; Route 6 corridor improvements) for which planning is already underway (2020-24 Strategic Plan, page 40). Finally, acquisition and control of this property in the short-term would improve opportunities for preserving Eastham's rural character and allow the Town to be strategic in balancing economic needs with housing and year-round livability.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION:

(Two-Thirds Majority Vote required)



ARTICLE 12 (GENERAL BYLAW - ADOPT MA STRETCH CODE REGULATIONS)

To see if the Town will vote to enact Chapter 137 of the Town of Eastham General Bylaws, entitled "Stretch Energy Code" for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date of July 1, 2021 as illustrated below, or take any other action relative thereto.

Chapter 137**STRETCH ENERGY CODE**

§ 137-1 Definitions

§ 137-2 Purpose

§ 137-3 Applicability

§ 137-4 Stretch Code

§ 137-1 Definitions

International Energy Conservation Code (IECC) - The International Energy Conservation Code (IECC) is a building energy code created by the [International Code Council](#). It is a model code adopted by many state and municipal governments in the [United States](#) for the establishment of minimum design and construction requirements for energy efficiency, and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards.

Stretch Energy Code - Codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA of the Massachusetts building code, the Stretch Energy Code is an appendix to the Massachusetts building code, based on further amendments to the International Energy Conservation Code (IECC) to improve the energy efficiency of buildings built to this code.

§ 137-2 Purpose

The purpose of 780 CMR 115.AA is to provide a more energy efficient alternative to the Base Energy Code applicable to the relevant sections of the building code for new buildings.

§ 137-3 Applicability

This code applies to residential and commercial buildings. Buildings not included in this scope shall comply with 780 CMR 115.AA, as indicated.

§ 137-4 Stretch Code

The Stretch Code, as codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA, including any future editions, amendments or modifications, is herein incorporated by reference into the Town of Eastham General Bylaws, Chapter 137.

The Stretch Code is enforceable by the inspector of buildings or building commissioner and effective as of July 1, 2021, or after approval by the Attorney General.

By Board of Selectmen

Summary:

The Town is applying to be designated as a "Green Community" by the Massachusetts Department of Energy Resources. This designation comes with a financial award to improve municipal energy efficiency, provides the opportunity to apply for significant grant funding in the future, and demonstrates our commitment to maintaining energy efficiency, which provides budget savings to our taxpayers. Part of the requirements of obtaining this designation is for the community to adopt what is known as the "Stretch Energy Code," essentially a bylaw meant to improve energy efficiency in building practices over and above the base building code.

Current versions of the stretch energy code and the base building code have relatively small differences between them but does add a nominal additional cost to new home construction, which is offset by the energy efficiency savings. The stretch code does not apply to residential renovations and additions. The building code is implemented and enforced by our Building Inspector who does not anticipate any issues in administering this new bylaw. As of January 11, 2021, 288 Massachusetts cities and towns have adopted the Stretch Code, including all of our neighboring communities on Cape Cod.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority Vote required)

ARTICLE 13 (GENERAL BYLAW – UPDATE DRIVING ON THE BEACH)

To see if the Town will vote to amend the Eastham General Bylaws- Beaches, Chapter 26, Sections 1.B. Operations Restrictions, and add Section 26-4 Severability and 26-5 Penalties, as follows:

UNDERLINE = Proposed New Language

~~STRIKETHROUGH~~ = Proposed Language for Deletion

**Town of Eastham
BEACH BYLAW**

Beaches

§ 26-1. Operation restrictions

Operation of dune buggies, motorcycles, minibikes, snowmobiles, all-terrain vehicles and ground effect or air-cushioned vehicles are prohibited from all flats, beaches, dunes and marshes within the Town of Eastham. Only vehicles with properly operative four-wheel drive shall be allowed to operate on beaches within the Town of Eastham, and all such operations shall be restricted as follows:

- A. All vehicles shall be registered for over-the-sand use at the Eastham Selectmen's office and shall receive a permit which may be suspended or revoked for cause by the Selectmen.
- B. All operation of vehicles on the beaches and flats located on the western shore of Eastham shall be prohibited during the months of June, July, August and September; with the exception of vehicles necessary for aquaculture grant holder access who have met the conditions of the Conservation Commission and been duly permitted to drive at times and in places designated by the town each year.
- C. All operation of vehicles shall be prohibited from the beach, dune and marsh area lying south of Coast Guard Beach. [Amended 5-4-1998 ATM by Article 4]
- D. Maximum speed limit on any beach area shall not exceed 15 miles per hour.
- E. All vehicles operating on the beach shall be equipped with a shovel, vehicle jack, board or other suitable jack support, spare tire, low-pressure gauge, tow rope or strap.
- F. No vehicle shall operate upon any beach vegetation, dune or marsh within the Town of Eastham.

§ 26-2. Ban and limits on number of vehicles

The Board of Selectmen shall have the right to ban or limit the number of four-wheel drive vehicles operating or parking in any beach area and may, after a public hearing, prohibit, restrict or regulate such vehicle use if, in its judgement, such limitation, restriction or prohibition is appropriate to protect the public welfare and preserve the natural environment.

§ 26-3. Exceptions

This bylaw shall not apply to Town, county, state or federal vehicles operated by authorized personnel acting in an official capacity.

§ 26-4 Severability

If any section, paragraph, sentence clause, or phrase of this Bylaw is held invalid or unconstitutional, such portion shall be deemed a separate and distinct provision and such decision shall not affect the validity of the remaining portions of these Bylaw which shall remain in force and effect; and to this end, the provisions of this Bylaw are hereby declared severable.

§ 26-4 26-5. Violations and penalties. Whoever violates the provisions of this bylaw shall be subject to a fine in an amount not to exceed \$200 for each offense and/or suspension or revocation of the over the sand permit. In addition to any other legal remedies that may be available, any designated enforcing person, may enforce this By-law by Non-Criminal Disposition. If a Non-Criminal Disposition process, as provided in Massachusetts General Laws, Chapter 40, Section 21D and Section 1-2 of the Town's General Bylaws is elected, then any person who violates the provisions of this bylaw shall be subject to the following enforcement fines and penalties. The enforcing officer may give a written Warning for the first offense or shall impose the following fines:

First Offense: \$50.00

Second Offense: \$100.00

Third Offense and subsequent offenses: \$300.00

Each day or portion thereof shall constitute a separate offense. If more than one, each provision violated shall constitute a separate offense.

The Town may enforce this Bylaw or enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means

In addition to a fine, violation of any provision of this bylaw may, after a public hearing held by the Select Board, result in loss of any or all of the following Town permits for one year from the date of the violation: Over-the-Sand Permit, Shellfish Permit, Freshwater Launch Permit, Mooring Permit, Vessel Storage Permit.

By Board of Selectmen

Summary:

This bylaw revision is the first step in the process for shellfish farmers to access their grants out on the tidal flats with pick-up trucks in the summer months. Access would primarily occur from First Encounter Beach where the shellfish farmers currently have permission to use pickup trucks from October to April. A specific path will be outlined for travel and the dates and times that this option will be available will be designated by the Select Board by April 1 each calendar year. Additional approvals will be required from the Eastham Conservation Commission and other state agencies.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 14A (GENERAL BYLAW – BOATING/FRESHWATER PONDS)

To see if the town will vote to amend the Eastham General Bylaws - Boating, Chapter 30, Sections 30-3 Horsepower Limit, and 30-5(A-J) Operation on Freshwater Ponds, as follows:

UNDERLINE = Proposed New Language

STRIKETHROUGH = Proposed Language for Deletion

Town of Eastham

BOATING BYLAW

§ 30-3. Horsepower limit. No motorboat or vessel shall be operated on any pond other than Great Pond that has a total horsepower in excess of three as defined by manufacturer's specification.

§ 30-5. Operation on freshwater ponds. No person shall operate, or permit to be operated, any motorboat or vessel, except a seaplane, on any freshwater pond in the Town of Eastham which violates any of the following regulations:

- A. No motorboat or vessel shall be operated on, or placed on, any freshwater pond without an annual inspection permit from the Natural Resources Department of Eastham. Said permit shall be kept on board and available for examination.
- B. No motorboat or vessel shall be operated at a speed in excess of 30 miles per hour.
- C. No motorboat or vessel shall be operated by a minor under the age of 16 years without a person 18 years, or over, aboard.
- D. The maximum horsepower for all motorboats and vessels operated on Great Pond is fifty (50) horsepower.
- E. The maximum horsepower for all motorboats and vessels operated on all other freshwater ponds in Eastham other than Great Pond is three (3) horsepower. ~~No motorboat or vessel shall be operated has a total horsepower in excess of 50 as defined by manufacturer's specifications.~~
- F. No racing-type motorboats or vessels, i.e., hydroplanes, or jet skis, so-called, shall be operated at any time on any freshwater pond within the Town of Eastham. Hydrofoils may only be operated on Great Pond.
- G. Gasoline tanks shall not be filled while a boat or vessel is in the water or within 50 feet of the edge of a freshwater pond.
- H. No motorboat or vessel shall be used for waterskiing except on even-numbered days. Tow lines shall not exceed 75 feet in length and only one skier may be towed per boat. All waterskiing shall be conducted in a counterclockwise direction, and all stops and starts shall be in deep water (five feet or more.)
- I. No waterskiing shall be allowed on any freshwater pond other than Great Pond.
- J. Hours for waterskiing shall be from ~~10:00AM 7:00 a.m.~~ to ½ hour before sunset.

By Board of Selectmen

Summary:

These revisions are proposed based on public input and feedback received during the bylaw revision process this winter and spring. Sections 30-5 (D) and 30-5 (E) were reworded to clarify the maximum horsepower allowed on ponds. The horsepower requirements have not changed.

Hydrofoils (motorized surfboards) operating on freshwater are proposed to be restricted to only be allowed to operate on Great Pond. Waterskiing hours on Great Pond have been changed to start at 10AM instead of 7AM. The goal of these revisions was to clarify language in the regulations, as well as promote safety and enjoyment on the waterways for everyone.

BOARD OF SELECTMEN RECOMMENDATION: 4-1

FINANCE COMMITTEE RECOMMENDATION: 2-4-1

(Majority Vote required)

ARTICLE 14B (GENERAL BYLAW – BOATING /SALTWATER & OTHER)

To see if the town will vote to amend the Eastham General Bylaws - Boating, Chapter 30 as follows:

UNDERLINE = Proposed New Language

~~STRIKETHROUGH~~ = Proposed language for deletion

(language in parenthesis and italics) = general comments

Town of Eastham

BOATING BYLAW

Article SECTION I. Definitions.

§ 30-1 - Definitions. As used in this bylaw the following terms have the following meanings:

Personal Watercraft - A vessel usually less than 16 feet in length (measured from end to end over the deck excluding shear) which uses an inboard, internal combustion engine powering a water jet pump as its primary source of propulsion. The vessel is intended to be operated by a person or persons sitting, standing or kneeling on the vessel rather than within the confines of the hull. Personal watercraft includes vessels commonly referred as jet ski, waverunner, wavejammer, wetjet, ~~ski-sea~~-doo, wet bike, and surf jet.

Waterskiing - For the purpose of this bylaw, shall include towing or manipulating a surfboard, inner-tube or other similar watersport device towed or riding the wake behind a motor vessel.

Vessel - includes all types of watercraft including non-displacement craft and seaplanes used or capable of being used as a means of transportation on water.

Hydrofoil – a motorized surfboard designed to lift the vessel above the water surface as it gains speed.

SECTION II – General Regulations.

§ 30-2. Applicability. This bylaw is issued under the authority of Massachusetts General Laws Chapter 90B, Section 15. The bylaw is intended to promote the protection of public safety and welfare by encouraging voluntary compliance, and by deterring noncompliance through penalties and fines. This bylaw shall apply to all persons, vessels or objects on or using the waterways of the Town of Eastham.

§ 30-3. Horsepower limit.

§ 30-4. Operation near swimming areas. No motorboat or vessel shall be operated within 150 feet of any swimming area designated by the Board of Selectmen and marked by buoys.

§ 30-5 – Operation on Freshwater Ponds

§ 30-6. Waterskiing on Salt Pond prohibited. Waterskiing on Salt Pond is hereby prohibited.

~~**§ 30-7. Violations and penalties.** Violation of any of the above regulations shall be punishable by a fine of up to \$200 and/or loss of inspection permit with each violation constituting a separate offense. (Moved to 30-12.)~~

Article SECTION III. Personal Watercraft

~~**§ 30-6. Definitions.** (moved to Section 30-1)~~

§ 30-7. Areas in which operation prohibited. Except as provided in § 30-9, the operation of personal watercraft is prohibited in the waters of the Town of Eastham in the following areas:

- A. Within the boundaries of the Cape Cod National Seashore as set forth in Public Law 87-126, 7 August 1961, 75 Stat. 293, and as most recently surveyed by the U.S. Department of Interior.
- B. Tidal waters of Town Cove, Nauset Harbor, Nauset Marsh, Hemenway, Salt Pond, Station Bay and any adjoining rivers, inlets, coves, embayments, ponds or harbors.
- C. Herring River (Bee's River so-called), Hatches Creek, Boat Meadow Creek, or within 100 yards of public beaches or designated town swim areas.

§ 30-8. Operation in prohibited areas by governments or for emergency purposes.

Personal watercraft may be operated within the waters described in § 30-8 as follows:

- A. The personal watercraft is owned or licensed by the United States, the Commonwealth of Massachusetts, or the Town of Eastham and/or County of Barnstable and used solely for official purposes and is clearly identifiable.
- B. The personal watercraft is needed for emergency purposes when there is reasonable belief that such use is necessary to protect persons, animals or property.

SECTION IV. No Wake Zones**30-9. No Wake Zones**

1. Vessels shall operate at only headway speed so as to make no wake in all areas listed below:

- A. Vessels shall make no wake within 150 feet of bathers, swimmers, divers, piers, docks, floats, moored vessels, small boats propelled by means other than machinery, vessels not underway, shorelines used as swimming areas, or the shoreline. Wake is considered a part of the vessel, and vessel owners and operators are responsible for any damage or injury caused by their vessel's wake regardless of whether they are in a designated No Wake Zone.

- B. The number and location of "no wake" zones may be modified at the discretion of the Harbormaster, provided that such action is approved by the Select Board and that a two-week period for public comment is allowed prior to any change(s).

30-10. The following areas are classified as "no wake" zones:

- A. The entrance to Rock Harbor, including the entire inner basin.
B. Hemenway Landing:
In the waterway nine-hundred feet northerly of the Hemenway Town Landing.
In the waterway in front of Fort Hill four thousand feet southerly of Hemenway Town Landing.
C. The entirety of Cable Creek out to and including the Nauset Inlet mooring field, as designated by the Harbormaster.
D. Herring River (Bee's River so-called), Hatches Creek, Boat Meadow Creek.

§ 30-9 11 Severability

If any section, paragraph, sentence clause, or phrase of this Bylaw is held invalid or unconstitutional, such portion shall be deemed a separate and distinct provision and such decision shall not affect the validity of the remaining portions of these Bylaw which shall remain in force and effect; and to this end, the provisions of this Bylaw are hereby declared severable.

§ 30-10 12. Violations and penalties. In addition to any other legal remedies that may be available, the Harbormaster or other designated enforcing person, may enforce this By-law by Non-Criminal Disposition. If a Non-Criminal Disposition process, as provided in Massachusetts General Laws, Chapter 40, Section 21D and Section 1-2 of the Town's General Bylaws is elected, then any person who violates the provisions of this bylaw shall be subject to the following enforcement fines and penalties.

The enforcing officer may give a written Warning for the first offense or shall impose the following fines:

First Offense: \$50.00

Second Offense: \$100.00

Third Offense and subsequent offenses: \$300.00

Each day or portion thereof shall constitute a separate offense. If more than one, each provision violated shall constitute a separate offense.

The Town may enforce this Bylaw or enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means

In addition to a fine, violation of any provision of this bylaw may, after a public hearing held by the Select Board, result in loss of any or all of the following Town permits for one year from the date of the violation: Shellfish Permit, Freshwater Launch Permit, Mooring Permit, Vessel Storage Permit.

By Board of Selectmen

Summary:

These bylaws have been revised to improve safety on the waterways. Areas in Nauset Marsh and other tidal creeks can be narrow and visibility can be poor for motorboat operators and other users. Swimming areas and beaches are also popular with stand up paddle boarders swimmers, and other users. These revisions will create zones and buffers in these areas where motorboat operators will need to slow their speed for the safety of others in the water, and to protect the integrity of the Nauset Marsh.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority Vote required)

ARTICLE 15 (COMMUNITY PRESERVATION COMMITTEE RECOMMENDED APPROPRIATIONS, RESERVATIONS AND PROJECTS)

To see if the Town will vote to approve and appropriate, pursuant to Massachusetts General Laws Chapter 44B, the recommended appropriations and reservations of the Community Preservation Act estimated annual revenues for FY 2022 as indicated in item "A" below. And, furthermore, to approve the recommended projects of the Community Preservation Committee listed below as items "B" through "H" and to appropriate and/or transfer the amounts, from the funding sources indicated, for the purposes described, or take any other action relative thereto.

By Community Preservation Act Committee

Summary:

This article provides for an amount of annual revenue that must be set-aside, or "reserved" from each year's estimated annual revenues for certain community preservation purposes, and for administrative expenses of the CPA program, in accordance with G.L. c.149, §298 of the Acts of 2004. In addition, 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. Each of these purposes is identified as items A-H below for easier reference and for the purpose of potential motions on a particular item.

COMMUNITY PRESERVATION RECOMMENDATION: 9-0

BOARD OF SELECTMEN RECOMMENDATION: A, B, C, D, E, G & H – 5-0; F – 4-0-1

FINANCE COMMITTEE RECOMMENDATION: A, C, D, E, F, G, & H – 8-0; B: 7-0-1

(Majority Vote required)

A. Appropriation and Reservations of Community Preservation Act FY 22 Estimated Annual Revenues

Appropriate and Reserve **\$1,058,731** of the FY 22 estimated annual revenues of the Community Preservation Act Fund as follows:

- Reserve for Open Space **\$105,873**
- Reserve for Historic Preservation **\$105,873**
- Reserve for Affordable Housing **\$105,873**
- Reserve for Active Recreation **\$105,873**
- CPA Administration (appropriation for support expenses) **\$52,936**
- Reserve for Appropriation (Budgeted Reserve) **\$582,303**

Summary:

This action sets aside 10% of estimated Community Preservation revenue for open space, historic resources, affordable community housing, and active recreation, respectively, and appropriates 5% for CPA Administrative expenses, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

B. Fund Cape Housing Institute

Appropriate and/or transfer \$7,500 from the Community Preservation Fund Undesignated Fund Balance to provide funding to the Cape Housing Institute.

Summary:

This action provides funding to The Cape Housing Institute, which supports housing assistance programs and delivers training 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.

C. Fund Eastham Affordable Housing Trust

Appropriate and/or transfer \$300,000 from the Community Preservation Fund Undesignated Fund Balance to provide funding to the Eastham Affordable Housing Trust in support of housing assistance programs.

Summary:

This action will allow the Eastham Affordable Housing Trust 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. These programs include a Rental Subsidy Program, a Housing Preservation Program, a Lease to Own Program, and a Closing Cost

Assistance Program, and other programs deemed appropriate by the Eastham Affordable Housing Trust. 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.

D. Fund Orleans Affordable Housing Project

Appropriate and/or transfer \$100,000 from the Community Preservation Fund Undesignated Fund Balance to assist in funding a proposed affordable housing development located at 19 West Road, in Orleans. The Select Board is authorized to enter into a grant agreement to set forth the terms of the grant, which may include acquiring an affordable housing restriction on said property, and to accept said restriction.

Summary:

This proposed 62-unit affordable rental housing property is under development by Pennrose Properties, LLC, the same company that recently completed Eastham's "Village at Nauset Green" affordable housing development. The developer received CPA funding support from Orleans and Wellfleet (\$100,000 each) and additional support from Eastham's Community Preservation Funds further supports the collaborative efforts of neighboring communities to address the lack of affordable housing on the lower and outer cape.

E. Fund Field of Dreams Playground Resurfacing Project

Appropriate and/or transfer \$70,000 from the Community Preservation Fund Undesignated Fund Balance to resurface the playground area at the Field of Dreams Recreation Facility.

Summary:

The Field of Dreams is the Town's primary recreation facility. It provides multiple recreation activities for all age groups. The funds allocated in this article would be used to replace the wood chips in the playground area with a rubber surface that will provide ADA compliant accessibility and reduce annual maintenance costs. The Eastham Recreation Commission has endorsed the proposal.

F. Fund Nauset Lighthouse Preservation Efforts

Appropriate and/or transfer \$180,000 from Community Preservation Fund Undesignated Fund Balance to fund preservation efforts related to the preservation of the Nauset Lighthouse. The Select Board is authorized to enter into a grant agreement to set forth the terms of the grant.

Summary:

The Nauset Lighthouse was built in Chatham, MA in 1877 and moved to Eastham in 1923. It is owned by the National Park Service but operated and maintained by the non-profit Nauset Light Preservation Society (NLPS). There is no government funding for the Lighthouse and all associated expenses are generated through donations and society membership fees. This article will provide funding to NLPS's preservation effort to paint the exterior of the lighthouse and make necessary repairs to preserve the structural and historic integrity of the lighthouse.

G. Fund Sandy Meadows Interpretive Program

Appropriate and/or transfer \$7,130 from the Community Preservation Fund Open Space Reserve for the purpose of creating, purchasing, and installing interpretive signage, maps, and educational materials for the Sandy Meadow Conservation Area.

Summary:

The 47-acre Sandy Meadow Conservation Area contains significant amounts of rare plant communities. The Massachusetts Natural Heritage Program has identified Sandy Meadows as "core habitat" critical to the long-term survival of rare species of conservation concern. This article will preserve and protect this land while also increasing its recreational value through the creation and placement of trail maps, brochures, and interpretive signs along the trails. Information and materials will also be available at other locations around town and linked to the Town website.

H. Fund Open Space Land Stewardship Program

Appropriate and/or transfer \$5,550 from the Community Preservation Fund Open Space Reserve for the purpose of creating a land stewardship program at the Town owned Higgins Property.

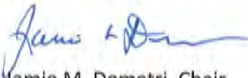
Summary:

The 5.76-acre Higgins Property located off Nauset Road was purchased for open space in 2019. The property is located within the Massachusetts Natural Heritage and Endangered Species Program Priority Habitat and Estimated Habitat for Rare Wildlife. The site is also located within the Water Resource Protection District. The site provides wildlife habitat and passive recreation opportunities with hiking trails that connect to adjacent town owned properties and the National Seashore. The pilot project will entail recruiting volunteers to visit the property regularly to report on conditions including trail conditions, debris, invasive species, wildlife, and plant sightings via web-based application that will be developed as part of this pilot program funding.

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 21st day of May in the year of our Lord, two thousand and twenty-one.


Jamie M. Demetri, 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

APPENDIX A

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.

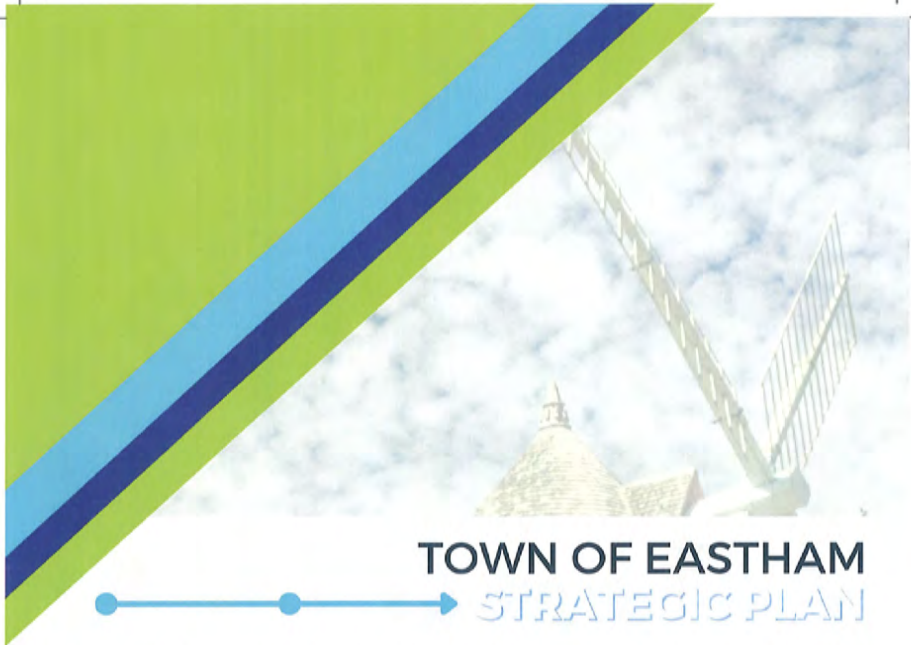
Persons with handouts of any nature must be outside the field in a designated area.

PLEASE BE COURTEOUS.

ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION

APPENDIX B

See Following Pages



TOWN OF EASTHAM
STRATEGIC PLAN

2020 COMMUNITY UPDATE





TOWN OF EASTHAM

FY 2020 STRATEGIC PLAN COMMUNITY UPDATE

Eastham's Strategic Planning Committee is pleased to present this first annual "Community Update" publication. This document provides a snapshot of progress toward the major goals and strategies outlined under Year 1 (FY 2020) of the Town's 5-Year Strategic Plan. The Community Update is designed to provide transparent communications around the Strategic Plan, and encourage community involvement in the Plan's ongoing evolution and implementation.

As the global COVID-19 pandemic arrived early in 2020, our Town boards, committees, and staff worked to adapt their work and services. Remarkably, no goals or actions in the Strategic Plan were "shelved" and much progress has been made. This Year 1 report reinforces and exemplifies what we love most about Eastham: when we work together as a community, we can achieve great things - even in the face of great challenges. Please enjoy reading through the pages that follow, and visit eastham-ma.gov for more detail on specific actions and projects outlined in the 2020-24 Strategic Plan.

Sincerely,
Town of Eastham Strategic Planning Committee

2020-2024 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**

SELECT BOARD

Jamie Demetri, Chair
Aimee Eckman
Arthur Autorino
Alexander Cestaro
Jared K. Collins

**TOWN
ADMINISTRATOR**
Jacqueline Beebe

STRATEGIC PLANNING COMMITTEE

Karen Strauss, Chair
Joanna Buffington
Jim Kivlehan
Mary Shaw

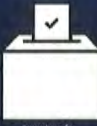
Information presented in this update is for Fiscal Year (FY) 2020 (July 1, 2020 - June 30, 2021), unless otherwise noted.

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2020 BY THE NUMBERS

10,993

ballots cast by Eastham voters in 5 elections, with an average voter turnout of 49.3%*



*numbers for calendar year 2020



Number of accessory dwelling units (ADUs) built, adding housing options for Eastham residents

6

550

Rec activity packs distributed to local families

Number of homecooked meals delivered by the Council on Aging to home-bound seniors

5500



14

Eastham public beaches received a perfect "passed" score for water quality testing
Tested over 14 weeks, June to August 2020

Average number of monthly participants in Town Zoom meetings

833



Number of households that applied to connect to Town water

228

33

Number of Eastham children enrolled in subsidized Pre-K



36

beach wheelchairs and Mobi-mats provided to increase beach access for all

Eastham Public Library

Nov 8 2020 10

READY WHEN YOU ARE... Curbside pickup at the Eastham Library is off to a fast start. This is what we've seen from our patrons to retrieve at 11 am Saturday. Please check our website at easthamlibrary.org to learn more.



ADAPTING TO COVID

During the COVID-19 pandemic, the Town of Eastham has continued to provide a standard level of programs and services while going above and beyond to adapt to COVID-related needs. Creativity and community-mindedness prevailed, as Town volunteers, elected officials, and staff found new ways to keep community members safe while also making progress toward one of the over-arching principles outlined in the 2020-24 Strategic Plan: **enhance Eastham's vibrancy and viability for people of all ages.**



- Eastham's Council on Aging (COA) delivered 5500+ meals to Eastham seniors, keeping our community's elders safe and healthy at home.
- The Police and Fire Departments adapted outreach programs to stay connected with children and families through virtual school-based fire safety education, "Reverse Trick-or-Treating," and at-home Santa visits.
- Eastham residents stayed entertained and well-read with weekly Rec activity packs (Rec & Beaches Dept) and contactless, curbside checkout (Eastham Library).

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2020 STRATEGIC PLAN

STRATEGY 1

SUPPORT A CLEAN ENVIRONMENT AND RESILIENT COMMUNITY

- HAZARD MITIGATION PLAN COMPLETE
- DESIGN AND INSTALL OF ON-SITE WASTEWATER TREATMENT SYSTEM AT SALT POND VISITOR CENTER
- TOWN WATER PROJECT: ON SCHEDULE AND UNDER BUDGET!

STRATEGY 2

SUPPORT INTENTIONAL AND WELL-DESIGNED DEVELOPMENT

- UPDATE OF EASTHAM'S HOUSING PRODUCTION PLAN IN PROGRESS
- EASTHAMHOUSINGHELP.ORG LAUNCHED
- T-TIME PLANNING PROCESS UNDERWAY VIA T-TIME DEVELOPMENT COMMITTEE

STRATEGY 3

IMPROVE QUALITY OF LIFE FOR A DIVERSITY OF RESIDENTS AND STRENGTHEN COMMUNITY

- FAMILY SUPPORT PACKAGE APPROVED AT 2020 TOWN MEETING
- WILEY PARK PLAYGROUND IMPROVEMENTS IN DESIGN PHASE

ACCOMPLISHMENTS

IMPROVE SAFETY FOR ALL MODES OF TRANSPORTATION

- ROUTE 6 IMPROVEMENTS IN DESIGN PHASE
- PHASE 1 OF TOWN-WIDE STREET SIGN UPDATE IN PROGRESS

STRATEGY 4

MEETING EASTHAM'S HOUSING NEEDS



What makes a town a *community* is the people who live in it. Yet many current and would-be Eastham residents - teachers, police and fire officers, seasonal workers, and more - are unable to find or afford suitable housing in our town. The COVID-19 pandemic has only exacerbated this challenge. Eastham's 5-Year Strategic Plan outlines an ambitious set of strategies and

actions designed to increase the diversity of housing options in our community to meet residents' needs at a variety of life stages and income levels. In 2020, with these goals in mind, the Eastham Housing Trust increased its outreach efforts to connect with community members through a new website. Combined with the Town's Housing Production Plan and existing assistance programs, including rental assistance and housing emergency loans, Eastham's Housing Help website will serve as a vital, one-stop resource for housing needs in our community.

Learn more: easthamhousinghelp.org

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TOWN OF EASTHAM

2500 State Highway | Eastham, MA 02642

(508) 240-5900

eastham-ma.gov



Minutes for the Annual Town Meeting held June 12, 2021

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) the meeting date was moved from May 3, 2021 to June 12, 2021. The Town Clerk declared a quorum and the Moderator called the meeting to order at 11:05 a.m. after a one-hour rain delay with 341 voters in attendance.

ARTICLE 1 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)

A motion was made and seconded by the Select Board to accept the Fiscal Year 2022 spending limits for all revolving funds as follows:

Revolving Fund	Spending Limit
Recreation Bottles & Cans	25,000
Home Composting	2,000
Bin/Recycling	
Vehicular Fuel Sales	40,000
COA/Day Center	12,500

Passed – Majority vote declared by Moderator

Count: Yes 278 No 12

ARTICLE 2A (GENERAL FUND OPERATING BUDGET)

A motion was made and seconded by the Select Board to accept the operating budget, including recommendations 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 **\$32,807,105**.

And, furthermore, that the Town vote to accept the provisions of Massachusetts General Law, Chapter 71, Section 16B, which allocates the budget of the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula.

Amounts Appropriated:	FY 2021 Budget	FY 2022 Budget
Salaries and Wages	\$ 86,906	\$ 89,328
Expenses	307,500	310,672
Transfer for Costs Appropriated in General Fund		
Total Amounts Appropriated	\$ 394,406	\$ 400,000

Funding Sources:		
Water Revenue	\$ 250,000	\$ 400,000
Free Cash (General Fund Subsidy)	144,406	
Total Funding Sources	\$ 394,406	\$ 400,000

Passed - Majority vote declared by Moderator

Count: Yes 276 No 27

Article 2B

A motion was made and seconded by the Select Board to raise and appropriate from Water Enterprise Revenues the sum of \$400,000 for the Water Enterprise Fund operating budget for the fiscal year 2022.

Passed - Majority vote declared by Moderator

Count: Yes 283 No 20

**ARTICLE 3A (5 YEAR CAPITAL PLAN) &
ARTICLE 3B (CAPITAL BUDGET) Consolidated:**

A motion was made and seconded by the Select Board 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 2022 through 2026 as printed in the warrant. Furthermore, I move to raise and appropriate the sum of 1,576,500 for the purpose of acquiring the items and undertaking the improvements as printed in the warrant at article 3B, and to defray this amount, transfer the following amounts from the following funds:

Transfer from Free Cash	864,000	
Transfer from the Ambulance Receipts Reserved Fund	15,000	
Transfer from PEG Access Fund	20,000	
Reappropriate unspent balances from the following articles from prior Town Meetings:		
Article 10 of the May, 2019 Annual Town Meeting	50,000	info only: Emergency response to beaches for sharks, approp. \$75k, only spent \$25k
Article 7 of the FY 2010 Annual Town Meeting	6,543.85	Info only: old/unused NRSB capital article
Article 13 of the May, 2018 Annual Town Meeting – various lines	80,000	Info only: line 10-copiers \$10k; line 33 FD computer enhancements \$20k; line 21 First Encounter bathhouse plan \$25k; line 37-Land acquisition (unallocated) \$25k
Article 20 of the FY 2004 Annual Town Meeting	15,447.64	Info only: unspent proceeds of Roach prop acquisition
Article 13 of the FY 2004 Annual Town Meeting	6,412.92	Info only: unspent proceed of Recycling facility construction.
Article 21 from the FY 2002 Annual Town Meeting	41,595.59	Info only: unspent proceeds of EES renovation.

Passed - Majority vote declared by Moderator
Count: Yes 286 No 22

ARTICLE 3C (LEASE PURCHASE AMBULANCE)

A motion was made and seconded by the Select Board to accept, under General Laws Chapter 44, Section 21C, a lease purchase financing agreement for the acquisition of two ambulances for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the ambulance fund the sum of \$118,420.

Passed – Two-Thirds declared by Moderator
Count: Yes 310 No 11

ARTICLE 3D (LEASE PURCHASE QUINT)

A motion was made and seconded by the Select Board to accept, under General Laws Chapter 44, Section 21C, a lease purchase financing agreement for the acquisition of a Quint Fire Engine for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the ambulance fund the sum of \$114,766.

Passed - Two-Thirds declared by Moderator
Count: Yes 297 No 19

ARTICLE 4 (FREE CASH APPROPRIATIONS)

A motion was made and seconded by the Select Board to accept and appropriate from Free Cash, and/or transfer from available funds, a sum of monies for the following purposes:

Fund	Amount
Transfer to Stabilization Fund	780,000
Transfer to Other Post-Employment Benefit Trust Fund	200,000
Fund T-Time Master Plan	50,000
Fund Private Road Repair Fund	100,000
Fund Seashore Land Transfer Costs	75,000
Beach & Recreation Enforcement	25,000
Total	\$ 1,230,000

Passed - Majority declared by Moderator
Count: Yes 285 No 31

ARTICLE 5 (ADOPT INJURY LEAVE INDEMNITY FUND)

A motion was made and seconded by the Select Board to accept the last paragraph of G.L. c.41, section 111F to create a special fund to be known as the Injury Leave Indemnity Fund, to be expended without further appropriation for payment of injury leave compensation or medical bills incurred under G.L. c.41, section 111F or 100, to which appropriations may be made, and amounts received from insurance proceeds or restitution for injuries to firefighters or police officers shall be credited, provided that amounts therein not immediately necessary or required in the foreseeable future, may be released to the General Fund; and further, to raise and appropriate \$70,000 from Free Cash to transfer to said fund.

Passed - Majority declared by Moderator
Count: Yes 291 No 22

ARTICLE 6 (GOLD STAR EXEMPTION)

A motion was made and seconded by the Select Board to adopt G.L. c. 59, §5, Clause 22H, under the provisions of Massachusetts General Laws, which provides as follows:

To exempt Real estate to the full amount of the taxable valuation of real property of the surviving parents or guardians of soldiers and sailors, members of the National Guard and veterans who: (i) during active duty service, suffered an injury or illness documented by the United States Department of Veterans Affairs or a branch of the armed forces that was a proximate cause of their death; or (ii) are missing in action with a presumptive finding of death as a result of active duty service as members of the armed forces of the United States; provided, however, that the real estate shall be occupied by the surviving parents or guardians as the surviving parents' or guardians' domicile; and provided further, that the surviving parents or guardians shall have been domiciled in the commonwealth for the 5 consecutive years immediately before the date of filing

for an exemption pursuant to this clause or the soldier or sailor, member of the National Guard or veteran was domiciled in the commonwealth for not less than 6 months before entering service.

Surviving parents or guardians eligible for an exemption pursuant to this clause shall be eligible regardless of when the soldier, sailor, member of the National Guard or veteran died or became missing in action with a presumptive finding of death; provided, however, that the exemption shall only apply to tax years beginning on or after January 1, 2019. Such exemption shall be available until such time as the surviving parents or guardians are deceased. No real estate shall be so exempt which has been conveyed to the surviving parents or guardians to evade taxation.

Passed - Majority declared by Moderator
Count: Yes 288 No 33

ARTICLE 7 (AUTHORIZE SALE OF 0 NAUSET LIGHT BEACH ROAD)

A motion was made and seconded by the Select Board to convey the fee simple title or a lesser interest in a certain parcel of land known as) Nauset Light Beach Rear, Eastham shown on a plan of land as lots 12, 13 and 14 in block 4 on the plan entitled, “ Nauset Beach Plan No. 5, Eastham, MA prepared by Tully Crosby in 1898, recorded with the Barnstable County Registry of Deeds in Plan Book 24-41, on such terms and conditions as the Board of Selectmen deem in the Town’s best interest; and further to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to effect said conveyance.

Passed – Two Thirds declared by Moderator
Count: Yes 280 No 42

ARTICLE 8 (AUTHORIZE INCREASE IN ROOMS EXCISE TAX)

A motion was made and seconded by the Select Board to amend the local room occupancy excise under G.L. c. 64G, §3A to 6% percent, to take effect as of January 1, 2022; or to take any other action relative thereto.

Passed - Majority declared by Moderator
Count: Yes 291 No 30

ARTICLE 9 (HOME RULE PETITION AUTHORIZING THE TOWN OF EASTHAM TO MAKE PERMANENT UTILITY IMPROVEMENTS TO PRIVATE WAYS AND ASSESS BETTERMENTS THEREFOR)

A motion was made and seconded by the Select Board to petition the General Court for special legislation , in the form set forth below, in order to authorize the Town to appropriate money to undertake utility improvements on private roads; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition.

AN ACT RELATIVE TO UTILITY IMPROVEMENTS ON PRIVATE ROADS IN THE TOWN OF EASTHAM

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

Section 1. Notwithstanding the provisions of section six N of chapter forty of the General Laws or any other general or special law to the contrary, the town of Eastham is hereby authorized to make permanent utility repairs and/or improvements on private ways in the town, appropriate money and contract with public utility companies for such purposes, and assess betterments for costs incurred by the town therefor in accordance with the procedures set forth in chapter 118 of the town of Eastham code, as amended

Section 2. Notwithstanding the provisions of any general or special law to the contrary, the town of Eastham is authorized to borrow, from time to time, such sums as may be necessary for the purposes set forth in section 1 of this Act, provided that any debt incurred shall be subject to the provisions of chapter forty-four and shall not exceed twenty years.

Section 3. Any appropriation or borrowing by the town for purposes contained within this section shall not be included for the purpose of computation of the levy or borrowing limits otherwise imposed upon the town by the general laws.

Section 4. This Act shall take effect upon its passage.
Or to take any other action relative thereto.

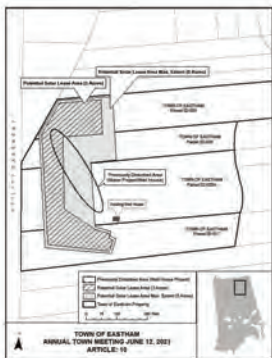
Passed - Majority declared by Moderator
Count: Yes 297 No 31

ARTICLE 10 (AUTHORIZE LEASE TERM UP TO 30 YEARS FOR SOLAR)

A motion was made and seconded by the Select Board to enter into long-term leases, licenses, agreements, or other contractual agreements on behalf of the Town, for a period of up to 30 years, subject to such terms and conditions as the Select Board shall deem to be in the best interest of the Town, for all or part of any of the following Town-owned properties:

Item	Location	Street Address	Assessor Map Parcel ID(s)
A	Town Hall Campus (Town Hall, Police & Fire Stations)	2500, 2520 and 2550 State Hwy.	15-60A, 15-60, 15-61
B	DPW Facility & Transfer Station	555 Old Orchard Road	08-89
C	District G Wellhouse site, North Eastham & surrounding lands	0 Old County Road	02-6, 02-5, 02-5A, 05-17

for the purposes of developing, sponsoring, administering, installing, operating, and maintaining solar photovoltaic energy systems and supplying solar energy, and further to authorize the Select Board and Town Administrator to take such actions as may be necessary under Massachusetts law to effectuate said agreements; provided that the specific areas to be leased for Item/Location “C”.



Motion to amend and delete Item “C” (Items A & B remain)
Passed Two Thirds declared by Moderator to amend article
Count: Yes 284 No 38

Amended article passed Two Thirds declared by Moderator
Count: Yes 305 No 18

ARTICLE 11 (AUTHORIZE PURCHASE OF TOWN CENTER PLAZA, LLC, 4550 STATE HIGHWAY)

A motion was made and seconded by the Select Board to purchase the parcel of land located at 4550 State Highway, Parcel 8-193-B, consisting of 3.536 acres, more or less, to be placed under the care, custody, management and control of the Select Board and held for general municipal purposes; and further that the sum of Three Million Eighty Thousand Dollars (\$3,080,000), be appropriated for this purchase, to make improvements thereon, and for costs incidental and related thereto; and to meet this appropriation, the Treasurer, with approval of the Select Board, is authorized to borrow the sum of Three Million Eighty Thousand Dollars (\$3,080,000) pursuant to General Law Chapter 44 section 7(1), or any other enabling authority, and to issue bonds or notes therefor; and provided further that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with General Law Chapter 44, Section 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Passed – Two Thirds declared by Moderator
Count: Yes 293 No 34

ARTICLE 12 (GENERAL BYLAW - ADOPT MA STRETCH CODE REGULATIONS)

A motion was made and seconded by the Select Board to enact Chapter 137 of the Town of Eastham General Bylaws, entitled “Stretch Energy Code” for the purpose of regulating the design and construction of buildings for the effective use of energy, pursuant to Appendix 115.AA of the Massachusetts Building Code, 780 CMR, the Stretch Energy Code, including future editions, amendments or modifications thereto, with an effective date of July 1, 2021 as illustrated below, or take any other action relative thereto.

Chapter 137

STRETCH ENERGY CODE

- § 137-1 Definitions
- § 137-2 Purpose
- § 137-3 Applicability
- § 137-4 Stretch Code
- § 137-1 Definitions

International Energy Conservation Code (IECC) - The International Energy Conservation Code (IECC) is a building energy code created by the [International Code Council](#). It is a model code adopted by many state and municipal governments in the [United States](#) for the establishment of minimum design and construction requirements for energy efficiency, and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards.

Stretch Energy Code - Codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA of the Massachusetts building code, the Stretch Energy Code is an appendix to the Massachusetts building code, based on further amendments to the International Energy Conservation Code (IECC) to improve the energy efficiency of buildings built to this code.

§ 137-2 Purpose

The purpose of 780 CMR 115.AA is to provide a more energy efficient alternative to the Base Energy Code applicable to the relevant sections of the building code for new buildings.

§ 137-3 Applicability

This code applies to residential and commercial buildings. Buildings not included in this scope shall comply with 780 CMR 115.AA, as indicated.

§ 137-4 Stretch Code

The Stretch Code, as codified by the Board of Building Regulations and Standards as 780 CMR Appendix 115.AA, including any future editions, amendments or modifications, is herein incorporated by reference into the Town of Eastham General Bylaws, Chapter 137.

The Stretch Code is enforceable by the inspector of buildings or building commissioner and effective as of July 1, 2021, or after approval by the Attorney General.

Passed - Majority declared by Moderator

Count: Yes 253 No 21

ARTICLE 13 (GENERAL BYLAW – UPDATE DRIVING ON THE BEACH)

A motion was made and seconded by the Select Board to amend the Eastham General Bylaws- Beaches, Chapter 26, Sections 1.B. Operations Restrictions, and add Section 26-4 Severability and 26-5 Penalties, as follows:

UNDERLINE = Proposed New Language
~~STRIKETHROUGH~~ = Proposed Language for Deletion

Town of Eastham
BEACH BYLAW

Beaches

§ 26-1. Operation restrictions

Operation of dune buggies, motorcycles, minibikes, snowmobiles, all-terrain vehicles and ground effect or air-cushioned vehicles are prohibited from all flats, beaches, dunes and marshes within the Town of Eastham. Only vehicles with properly operative four-wheel drive shall be allowed to operate on beaches within the Town of Eastham, and all such operations shall be restricted as follows:

- A. All vehicles shall be registered for over-the-sand use at the Eastham Selectmen’s office and shall receive a permit which may be suspended or revoked for cause by the Selectmen.
- B. All operation of vehicles on the beaches and flats located on the western shore of Eastham shall be prohibited during the months of June, July, August and September; **with the exception of vehicles necessary for aquaculture grant holder access who have met the conditions of the Conservation Commission and been duly permitted to drive at times and in places designated by the town each year.**
- C. All operation of vehicles shall be prohibited from the beach, dune and marsh area lying south of Coast Guard Beach. [Amended 5-4-1998 ATM by Article 4]
- D. Maximum speed limit on any beach area shall not exceed 15 miles per hour.
- E. All vehicles operating on the beach shall be equipped with a shovel, vehicle jack, board or other suitable jack support, spare tire, low-pressure gauge, tow rope or strap.
- F. No vehicle shall operate upon any beach vegetation, dune or marsh within the Town of Eastham.

§ 26-2. Ban and limits on number of vehicles

The Board of Selectmen shall have the right to ban or limit the number of four-wheel drive vehicles operating or parking in any beach area and may, after a public hearing, prohibit, restrict or regulate such

vehicle use if, in its judgement, such limitation, restriction or prohibition is appropriate to protect the public welfare and preserve the natural environment.

§ 26-3. Exceptions

This bylaw shall not apply to Town, county, state or federal vehicles operated by authorized personnel acting in an official capacity.

§ 26-4 Severability

If any section, paragraph, sentence clause, or phrase of this Bylaw is held invalid or unconstitutional, such portion shall be deemed a separate and distinct provision and such decision shall not affect the validity of the remaining portions of these Bylaw which shall remain in force and effect; and to this end, the provisions of this Bylaw are hereby declared severable.

~~§ 26-4 26-5. Violations and penalties. Whoever violates the provisions of this bylaw shall be subject to a fine in an amount not to exceed \$200 for each offense and/or suspension or revocation of the over-the-sand permit. In addition to any other legal remedies that may be available, any designated enforcing person, may enforce this By-law by Non-Criminal Disposition. If a Non-Criminal Disposition process, as provided in Massachusetts General Laws, Chapter 40, Section 21D and Section 1-2 of the Town's General Bylaws is elected, then any person who violates the provisions of this bylaw shall be subject to the following enforcement fines and penalties.~~

The enforcing officer may give a written Warning for the first offense or shall impose the following fines:

First Offense: \$50.00

Second Offense: \$100.00

Third Offense and subsequent offenses: \$300.00

Each day or portion thereof shall constitute a separate offense. If more than one, each provision violated shall constitute a separate offense.

The Town may enforce this Bylaw or enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means

In addition to a fine, violation of any provision of this bylaw may, after a public hearing held by the Select Board, result in loss of any or all of the following Town permits for one year from the date of the violation: Over-the-Sand Permit, Shellfish Permit, Freshwater Launch Permit, Mooring Permit, Vessel Storage Permit.

Passed - Majority declared by Moderator
Count: Yes 242 No 27

ARTICLE 14A (GENERAL BYLAW – BOATING/FRESHWATER PONDS)

A motion was made and seconded by the Select Board to amend the Eastham General Bylaws - Boating, Chapter 30, Sections 30-3 Horsepower Limit, and 30-5(A-J) Operation on Freshwater Ponds, as follows:

UNDERLINE = Proposed New Language
~~STRIKETHROUGH~~ = Proposed Language for Deletion

Town of Eastham
BOATING BYLAW

§ 30-3. Horsepower limit. No motorboat or vessel shall be operated on any pond other than Great Pond that has a total horsepower in excess of three as defined by manufacturer's specification.

§ 30-5. Operation on freshwater ponds. No person shall operate, or permit to be operated, any motorboat or vessel, except a seaplane, on any freshwater pond in the Town of Eastham which violates any of the following regulations:

- A. No motorboat or vessel shall be operated on, or placed on, any freshwater pond without an annual inspection permit from the Natural Resources Department of Eastham. Said permit shall be kept on board and available for examination.
- B. No motorboat or vessel shall be operated at a speed in excess of 30 miles per hour.
- C. No motorboat or vessel shall be operated by a minor under the age of 16 years without a person 18 years, or over, aboard.
- D. The maximum horsepower for all motorboats and vessels operated on Great Pond is fifty (50) horsepower.
- E. The maximum horsepower for all motorboats and vessels operated on all other freshwater ponds in Eastham other than Great Pond is three (3) horsepower. No motorboat or vessel shall be operated has a total horsepower in excess of 50 as defined by manufacturer's specifications.
- F. No racing-type motorboats or vessels, i.e., hydroplanes, or jet skis, so-called, shall be operated at any time on any freshwater pond within the Town of Eastham. Hydrofoils may only be operated on Great Pond.
- G. Gasoline tanks shall not be filled while a boat or vessel is in the water or within 50 feet of the edge of a freshwater pond.
- H. No motorboat or vessel shall be used for waterskiing except on even-numbered days. Tow lines shall not exceed 75 feet in length and only one skier may be towed per boat. All waterskiing shall be conducted in a counterclockwise direction, and all stops and starts shall be in deep water (five feet or more.)
- I. No waterskiing shall be allowed on any freshwater pond other than Great Pond.
- J. Hours for waterskiing shall be from 10:00AM ~~7:00 a.m.~~ to ½ hour before sunset.

Motion to Amend and change "J" from 10:00AM to 7AM
Passed – Majority vote declared by Moderator
Count: Yes 160 No 82

Amended Article Passed–Majority vote declared by Moderator
Count: Yes 200 No 37

ARTICLE 14B (GENERAL BYLAW – BOATING /SALTWATER & OTHER)

A motion was made and seconded by the Select Board to amend the Eastham General Bylaws - Boating, Chapter 30 as follows:

UNDERLINE = Proposed New Language
~~STRIKETHROUGH~~ = Proposed language for deletion
***(language in parenthesis and italics)* = general comments**

Town of Eastham
BOATING BYLAW

Article SECTION I. Definitions.

§ 30-1 - Definitions. As used in this bylaw the following terms have the following meanings:

Personal Watercraft - A vessel usually less than 16 feet in length (measured from end to end over the deck excluding shear) which uses an inboard, internal combustion engine powering a water jet pump as its primary source of propulsion. The vessel is intended to be operated by a person or persons sitting, standing or kneeling on the vessel rather than within the confines of the hull. Personal watercraft includes vessels commonly referred as jet ski, waverunner, wavejammer, wetjet, ski-sea-doo, wet bike, and surf jet.

Waterskiing - For the purpose of this bylaw, shall include towing or manipulating a surfboard, inner-tube or other similar watersport device towed or riding the wake behind a motor vessel.

Vessel - includes all types of watercraft including non-displacement craft and seaplanes used or capable of being used as a means of transportation on water.

Hydrofoil – a motorized surfboard designed to lift the vessel above the water surface as it gains speed.

SECTION II – General Regulations.

§ 30-2. Applicability. This bylaw is issued under the authority of Massachusetts General Laws Chapter 90B, Section 15. The bylaw is intended to promote the protection of public safety and welfare by encouraging voluntary compliance, and by deterring noncompliance through penalties and fines. This bylaw shall apply to all persons, vessels or objects on or using the waterways of the Town of Eastham.

§ 30-3. Horsepower limit.

§ 30-4. Operation near swimming areas. No motorboat or vessel shall be operated within 150 feet of any swimming area designated by the Board of Selectmen and marked by buoys.

§ 30-5 – Operation on Freshwater Ponds

§ 30-6. Waterskiing on Salt Pond prohibited. Waterskiing on Salt Pond is hereby prohibited.

~~**§ 30-7. Violations and penalties.** Violation of any of the above regulations shall be punishable by a fine of up to \$200 and/or loss of inspection permit with each violation constituting a separate offense. (Moved to 30-12.)~~

Article SECTION III. Personal Watercraft

~~**§ 30-6. Definitions.** (moved to Section 30-1)~~

§ 30-7. Areas in which operation prohibited. Except as provided in § 30-9, the operation of personal watercraft is prohibited in the waters of the Town of Eastham in the following areas:

- A. Within the boundaries of the Cape Cod National Seashore as set forth in Public Law 87-126, 7 August 1961, 75 Stat. 293, and as most recently surveyed by the U.S. Department of Interior.
- B. Tidal waters of Town Cove, Nauset Harbor, Nauset Marsh, Hemenway, Salt Pond, Station Bay and any adjoining rivers, inlets, coves, embayments, ponds or harbors.
- C. Herring River (Bee’s River so-called), Hatches Creek, Boat Meadow Creek, or within 100 yards of public beaches or designated town swim areas.

§ 30-8. Operation in prohibited areas by governments or for emergency purposes.

Personal watercraft may be operated within the waters described in § 30-8 as follows:

- A. The personal watercraft is owned or licensed by the United States, the Commonwealth of Massachusetts, or the Town of Eastham and/or County of Barnstable and used solely for official purposes and is clearly identifiable.
- B. The personal watercraft is needed for emergency purposes when there is reasonable belief that such use is necessary to protect persons, animals or property.

SECTION IV. No Wake Zones

30-9. No Wake Zones

1. Vessels shall operate at only headway speed so as to make no wake in all areas listed below:

- A. Vessels shall make no wake within 150 feet of bathers, swimmers, divers, piers, docks, floats, moored vessels, small boats propelled by means other than machinery, vessels not underway, shorelines used as swimming areas, or the shoreline. Wake is considered a part of the vessel, and vessel owners and operators are responsible for any damage or injury caused by their vessel's wake regardless of whether they are in a designated No Wake Zone.
- B. The number and location of "no wake" zones may be modified at the discretion of the Harbormaster, provided that such action is approved by the Select Board and that a two-week period for public comment is allowed prior to any change(s).

30-10. The following areas are classified as "no wake" zones:

- A. The entrance to Rock Harbor, including the entire inner basin.
- B. Hemenway Landing:
*In the waterway nine-hundred feet northerly of the Hemenway Town Landing.
In the waterway in front of Fort Hill four thousand feet southerly of Hemenway Town Landing.*
- C. The entirety of Cable Creek out to and including the Nauset Inlet mooring field, as designated by the Harbormaster.
- D. Herring River (Bee's River so-called), Hatches Creek, Boat Meadow Creek.

§ 30-9 11 Severability

If any section, paragraph, sentence clause, or phrase of this Bylaw is held invalid or unconstitutional, such portion shall be deemed a separate and distinct provision and such decision shall not affect the validity of the remaining portions of these Bylaw which shall remain in force and effect; and to this end, the provisions of this Bylaw are hereby declared severable.

§ 30-10 12. Violations and penalties. In addition to any other legal remedies that may be available, the Harbormaster or other designated enforcing person, may enforce this By-law by Non-Criminal Disposition. If a Non-Criminal Disposition process, as provided in Massachusetts General Laws, Chapter 40, Section 21D and Section 1-2 of the Town's General Bylaws is elected, then any person who violates the provisions of this bylaw shall be subject to the following enforcement fines and penalties.

The enforcing officer may give a written Warning for the first offense or shall impose the following fines:

First Offense: \$50.00

Second Offense: \$100.00

Third Offense and subsequent offenses: \$300.00

Each day or portion thereof shall constitute a separate offense. If more than one, each provision violated shall constitute a separate offense.

The Town may enforce this Bylaw or enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means

In addition to a fine, violation of any provision of this bylaw may, after a public hearing held by the Select Board, result in loss of any or all of the following Town permits for one year from the date of the violation: Shellfish Permit, Freshwater Launch Permit, Mooring Permit, Vessel Storage Permit.

Passed - Majority vote declared by Moderator
Count: Yes 193 No 18

ARTICLE 15 (COMMUNITY PRESERVATION COMMITTEE RECOMMENDED APPROPRIATIONS, RESERVATIONS AND PROJECTS) – Consolidated A-H

A motion was made and seconded by the Select Board to appropriate, pursuant to Massachusetts General Laws Chapter 44B, the recommended appropriations and reservations of the Community Preservation Act estimated annual revenues for FY 2022 as indicated in item "A" below. And, furthermore, to approve

the recommended projects of the Community Preservation Committee listed below as items “B” through “H” and to appropriate and/or transfer the amounts, from the funding sources indicated, for the purposes described.

A. Appropriation and Reservations of Community Preservation Act FY 22 Estimated Annual Revenues

Appropriate and Reserve **\$1,058,731** of the FY 22 estimated annual revenues of the Community Preservation Act Fund as follows:

- Reserve for Open Space **\$105,873**
- Reserve for Historic Preservation **\$105,873**
- Reserve for Affordable Housing **\$105,873**
- Reserve for Active Recreation **\$105,873**
- CPA Administration (appropriation for support expenses) **\$52,936**
- Reserve for Appropriation (Budgeted Reserve) **\$582,303**

B. Fund Cape Housing Institute

Appropriate and/or transfer \$7,500 from the Community Preservation Fund Undesignated Fund Balance to provide funding to the Cape Housing Institute.

C. Fund Eastham Affordable Housing Trust

Appropriate and/or transfer \$300,000 from the Community Preservation Fund Undesignated Fund Balance to provide funding to the Eastham Affordable Housing Trust in support of housing assistance programs.

D. Fund Orleans Affordable Housing Project

Appropriate and/or transfer \$100,000 from the Community Preservation Fund Undesignated Fund Balance to assist in funding a proposed affordable housing development located at 19 West Road, in Orleans. The Select Board is authorized to enter into a grant agreement to set forth the terms of the grant, which may include acquiring an affordable housing restriction on said property, and to accept said restriction.

E. Fund Field of Dreams Playground Resurfacing Project

Appropriate and/or transfer \$70,000 from the Community Preservation Fund Undesignated Fund Balance to resurface the playground area at the Field of Dreams Recreation Facility.

F. Fund Nauset Lighthouse Preservation Efforts

Appropriate and/or transfer \$180,000 from Community Preservation Fund Undesignated Fund Balance to fund preservation efforts related to the preservation of the Nauset Lighthouse. The Select Board is authorized to enter into a grant agreement to set forth the terms of the grant.

G. Fund Sandy Meadows Interpretive Program

Appropriate and/or transfer \$7,130 from the Community Preservation Fund Open Space Reserve for the purpose of creating, purchasing, and installing interpretive signage, maps, and educational materials for the Sandy Meadow Conservation Area.

H. Fund Open Space Land Stewardship Program

Appropriate and/or transfer \$5,550 from the Community Preservation Fund Open Space Reserve for the purpose of creating a land stewardship program at the Town owned Higgins Property.

Passed - Majority vote declared by Moderator
Count: Yes 198 No 7

There were 205 voters present at the close of Town Meeting out of a possible 4,582. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 1:53 PM. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

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

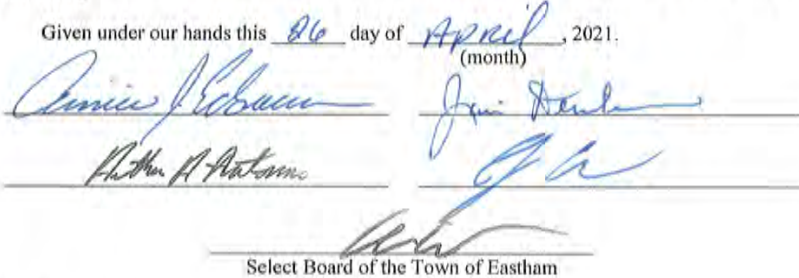
on **TUESDAY, THE EIGHTEENTH OF MAY**, from 11:00 A.M. to 7:00 P.M. for the following purpose:

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

JAMIE MARIE DEMETRI (INCUMBENT) SELECT BOARD
PATRICIA AURIGEMMA NAUSET REGIONAL SCHOOL COMMITTEE
EDGAR MIRANDA ELEMENTARY SCHOOL COMMITTEE
WRITE IN HOUSING AUTHORITY
WILLOW B. SHIRE LIBRARY TRUSTEE

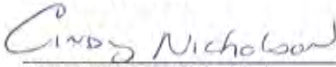
Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 26 day of April, 2021.
(month)



Select Board 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.

 _____ May 3, 2021.
Police Officer (month and day)

Warrant must be posted by **May 11, 2021**
(at least seven days prior to the **June 18, 2021**, Annual Town Election)

**Eastham Annual Town Election Minutes
May 18, 2021**

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:

Select Board

Three-year term	Vote for One
Jamie Marie Demetri	847
Blanks	35
Write-Ins	<u>12</u>
Total	894

Temporary legislation allowed mail-in ballot applications to be mailed to every registered voter in town due to the COVID-19 pandemic.

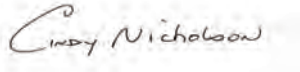
Results from 4,556 registered voters:
1,692 Ballots mailed as requested
803 Ballots returned
91 In-person voters

Nauset Regional School Committee

Three-year term	Vote for One
Patricia Aurigemma	848
Blanks	40
Write-Ins	<u>06</u>
Total	894

Polls opened at 11:00 a.m. and closed at 7:00 p.m. The results were read and posted by Warden, Shawn Shea. 894 ballots were processed, a 19.623% turnout.

A True Copy Attest,



Cindy Nicholson
Town Clerk

Elementary School Committee

Three-year term	Vote for One
Edgar Miranda	851
Blanks	40
Write-Ins	<u>03</u>
Total	894

Housing Authority

Five-year term	Vote for One
Write-In/Eileen Morgan	45
Write-In/ James McMakin	10
Blanks	<u>839</u>
Total	894

Library Trustee

Three-year term	Vote for One
Willow B. Shire	859
Blanks	29
Write-Ins	<u>06</u>
Total	894

**TREASURER'S CASH
JUNE 30, 2018**

Cash & Checks in Office	\$ 150.00
Non-Interest Bearing Checking Accounts	\$ -
Interest Bearing Checking Accounts	\$ 18,496,261
CD's	\$ 611,853
Trust Funds	\$ 2,719,074
Total All Cash and Investments	<u>\$ 21,827,339</u>

Respectfully Submitted,

Susan M. Laak
Treasurer/Collector

**TRUST FUNDS
June 30, 2021**

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON- EXPENDABLE</u>	<u>BALANCE 6/30/21</u>
Timothy Smith Fund	\$ 121,809.77	\$ 50,000.00	\$ 171,809.77
Olde Wind Grist Mill	\$ 5,925.42	\$ 5,500.00	\$ 11,425.42
Town Hall Fund	\$ 3,227.19	\$ 1,400.00	\$ 4,627.19
World War I Memorial Fund	\$ 12.88	\$ 268.38	\$ 281.26
Maurice Wiley Scholarship Fund	\$ 4,172.64	\$ 2,040.00	\$ 6,212.64
Mercy Mines Cemetery fund	\$ 889.71	\$ 50.00	\$ 939.71
Frank O. Daniels Cemetery fund	\$ 68.34	\$ 50.00	\$ 118.34
Eastham Grange Education Aid	\$ 13,001.62	\$ -	\$ 13,001.62
Affordable Housing Trust	\$ 906,885.18	\$ -	\$ 906,885.18
Stabilization	\$ 1,470,726.01	\$ -	\$ 1,470,726.01
Law Enforcement Trust	\$ 2,320.36	\$ -	\$ 2,320.36
OPEB Trust Fund	\$ 411,108.28	\$ -	\$ 411,108.28
Library Trustees Interest Account	\$ 28,967.73	\$ -	\$ 28,967.73
Library Trustees Memorial Fund	\$ 10,373.62	\$ 48,821.81	\$ 59,195.43
Eugenia & Andrew Merrill Memorial Fund	\$ 800.04	\$ 500.00	\$ 1,300.04
Robert C. Billings Memorial Fund	\$ 5,700.20	\$ 14,000.00	\$ 19,700.20
Thomas R. Cawley Memorial Fund	\$ 602.85	\$ 1,275.00	\$ 1,877.85
Gertrude D. Nason Memorial Fund	\$ 2,304.60	\$ 2,500.00	\$ 4,804.60
Gertrude P. Zollinger Memorial Fund	\$ 1,156.26	\$ 1,000.00	\$ 2,156.26
Robert W. Sparrow Memorial Fund	\$ 329.11	\$ 8,162.00	\$ 8,491.11
Capt. Cyrus H. Campbell Memorial Fund	\$ 787.14	\$ 1,000.00	\$ 1,787.14
Vivian Andrist Memorial Fund	\$ 156.57	\$ 2,290.00	\$ 2,446.57

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

	UNCOLLECTED TAXES 6/30/20	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/21
REAL ESTATE						
2019	\$ 11	\$ -	\$ 11	\$ -	\$ -	\$ -
2020	\$ 435,900	\$ -	\$ 496	\$ 3,564	\$ 431,840	\$ (0)
2021						
COMMUNITY PRESERVATION ACT						
2020	\$ 11,299	\$ -	\$ 105	\$ 94	\$ 11,099	\$ -
2021	\$ -	\$ 840,800	\$ 2,603	\$ 2,130	\$ 828,490	\$ 7,578
PERSONAL PROPERTY						
Prior Years						
2007	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2008	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2013	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2014	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2015	\$ 316	\$ -	\$ -	\$ -	\$ -	\$ 316
2016	\$ 21	\$ -	\$ -	\$ -	\$ -	\$ 21
2017	\$ 80	\$ -	\$ -	\$ -	\$ -	\$ 80
2018	\$ 101	\$ -	\$ -	\$ -	\$ 83	\$ 18
2019	\$ 746	\$ -	\$ -	\$ -	\$ 395	\$ 351
2020	\$ 4,552	\$ -	\$ (2)	\$ -	\$ 239,155	\$ (234,602)
2021	\$ -	\$ 261,311	\$ 404	\$ -	\$ 259,069	\$ 1,837

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES 6/30/20	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/21
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	\$ 1,831	\$ -	\$ -	\$ -	\$ 1,831
2011	\$ 1,809	\$ -	\$ -	\$ 33	\$ 1,777
2012	\$ 1,778	\$ -	\$ -	\$ -	\$ 1,778
2013	\$ 2,438	\$ -	\$ -	\$ -	\$ 2,438
2014	\$ 2,514	\$ -	\$ -	\$ 81	\$ 2,433
2015	\$ 2,022	\$ -	\$ -	\$ 5	\$ 2,017
2016	\$ 2,014	\$ -	\$ -	\$ 18	\$ 1,996
2017	\$ 1,874	\$ -	\$ -	\$ 100	\$ 1,774
2018	\$ 4,741	\$ -	\$ -	\$ 1,335	\$ 3,406
2019	\$ 17,395	\$ -	\$ 2,776	\$ 9,261	\$ 5,358
2020	\$ 98,918	\$ 88,203	\$ 11,001	\$ 160,213	\$ 15,907
2021	\$ -	\$ 918,995	\$ 19,445	\$ 788,275	\$ 111,275

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 2021. 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 FY2021 the Town, through our office, extended benefits to qualified veterans totaling \$23,666.52 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 \$1,574,071.56 in cash payments for compensation and pensions for Eastham veterans and their dependents. 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 office hours for us and holding information sessions for Eastham veterans and widows to obtain the 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 and especially during the pandemic.

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

VISITORS TOURISM AND PROMOTION SERVICES BOARD

The mission of the Visitors Tourism and Promotion Services Board (VSB) is to provide and promote enhanced area services for the thousands of tourists who support Eastham's economy. These same services also provide quality-of-life opportunities for our residents.

The Summer Concert Series on Windmill Green expanded this year by adding two concerts to our schedule for a total of eleven musical events. Each Monday night from the last Monday in June to the first Monday in September (Labor Day), this Board created and produced a schedule of popular music designed to attract a wide audience of visitors, families and friends to Windmill Green. Each act contributed to the diversity in the concert series' program, while aiming to appeal to all age groups. Performers that have been well received in the past were booked for the series plus new talent to add new energy.

The VSB brought back Carols-on-the-Green on the first Saturday of December. The Nauset Honors Chorus along with the Eddy Elementary School Choir led the crowd in a sing-along of holiday favorites as committee members served carolers steaming cups of hot chocolate and holiday cookies. The Recreation and Beach Department offered tours of our light-trimmed Windmill, always a treat on a winter's day. With fir wreaths on each post of the gazebo, and the twinkling lights outlining our unique displays, the entire Windmill Green glowed, now part of the Town of Eastham's cherished holiday tradition.

Under the auspices of the VSB, ongoing beautification efforts have continued with the tradition of supporting the charming flower gardens scattered around Eastham, all created and maintained by EFFI volunteers.

The VSB has planted a new, shapely spruce on the grounds of the Eastham Visitors Information Booth. The holiday season saw it festively decorated with multi-colored lights that can be converted to white lights for the remainder of the year — a new, shining landmark welcoming visitors and residents alike to Eastham, Gateway to the Cape Cod National Seashore.

Respectfully submitted,

Jim Russo, Chair
Bonnie Nuendel
Faith Casarella
Kathy Bunnell

ZONING BOARD OF APPEALS

The following items summarize the activities of the Eastham Zoning Board of Appeals for the year 2021.

The Zoning Board of Appeals acted upon 10 applications, yielding the following results:

- Special Permits 6 approved
- Variances 1 approved; 2 variance cases were withdrawn without prejudice
- Continuances 3 continuances for a project that required a special permit - the applicant ultimately requested a complete withdrawal
- Other business: The Board approved language changes to the "Mullin" rule and language changes to "de minimus" changes to site plans or building plans.

Robert Bruns was appointed to serve as a representative on the Strategic Planning Committee to replace Brian Ridgeway who had resigned after serving for 2 years.

Edward Schneiderhan, a former member and chair, was re-appointed to the Board as an alternate and then was appointed to be a liaison to the Zoning Task Force for Residential Zoning By-laws.

As a result of the Covid-19 pandemic, Governor Charlie Baker had suspended provisions of the Open Meeting Act to allow remote video participation in public meetings which the Zoning Board of Appeals first took advantage of at the April 2, 2020 meeting, and continued to implement sporadically as occasion warranted. When meetings were conducted remotely, votes were tabulated by "roll call."

Respectfully Submitted By:

Joanne Verlinden, Chair

Members/Alternates:

Robert Bruns, Vice Chair

Gay Craig, Clerk

Brian Ridgeway

Robert Sheldon

Edward Schneiderhan, Alternate

An Alternate position remains open.

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
June 30, 2021

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	500.00		500.00	500.00	0.00
TOTAL MODERATOR	500.00		500.00	500.00	0.00
SELECTMEN (ELECTED) SALARY	12,500.00		12,500.00	12,500.00	0.00
ADMINISTRATION SALARY	312,797.00	5,427.00	318,224.00	306,816.38	11,407.62
ADMINISTRATION EXPENSE	17,245.00		17,245.00	7,717.00	9,528.00
ARTICLES		20,200.00	20,200.00	20,200.00	0.00
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	70,171.61	9,828.39
TOTAL SELECTMEN	422,542.00	25,627.00	448,169.00	417,404.99	30,764.01
FINANCE COMMITTEE					
RESERVE FUND	80,000.00	-65,058.61	14,941.39		14,941.39
TOTAL FINANCE COMMITTEE	80,000.00	-65,058.61	14,941.39	0.00	14,941.39
FINANCE OFFICE					
SALARY	183,220.00	10,890.16	194,110.16	194,110.16	0.00
EXPENSE					
TOTAL FINANCE OFFICE	183,220.00	10,890.16	194,110.16	194,110.16	0.00
ACCOUNTANT					
SALARY	144,790.00	14,128.00	158,918.00	158,918.00	0.00
EXPENSE	48,030.00		48,030.00	40,313.68	7,716.32
TOTAL ACCOUNTANT	192,820.00	14,128.00	206,948.00	199,231.68	7,716.32
ASSESSORS					
SALARY	170,975.00	-6,472.00	164,503.00	163,185.97	1,317.03
EXPENSE	42,910.00		42,910.00	39,445.30	3,464.70
TOTAL ASSESSORS	213,885.00	-6,472.00	207,413.00	202,631.27	4,781.73

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
TREASURER/COLLECTOR					
SALARY	241,923.00	9,506.00	251,429.00	230,178.16	21,250.84
EXPENSE	23,420.00		23,420.00	21,370.94	2,049.06
TAX TITLE/FORECLOSURE	7,500.00	10,000.00	17,500.00	16,095.05	1,404.95
BANK CHARGES	157,421.00		157,421.00	117,039.40	40,381.60
TOTAL TREASURER/COLLECTOR	430,264.00	19,506.00	449,770.00	384,683.55	65,086.45
DATA PROCESSING					
SALARY	140,775.00	20,787.00	161,562.00	160,303.40	1,258.60
EXPENSE	212,774.00	29.94	212,803.94	180,526.22	32,277.72
TOTAL DATA PROCESSING	353,549.00	20,816.94	374,365.94	340,829.62	33,536.32
CENTRAL PURCHASING					
EXPENSE	119,088.00	29,245.48	148,333.48	146,911.50	1,421.98
TOTAL CENTRAL PURCHASING	119,088.00	29,245.48	148,333.48	146,911.50	1,421.98
TOWN CLERK					
SALARY-ELECTED	72,000.00	277.00	72,277.00	72,276.12	0.88
SALARY	84,589.00	3,508.00	88,097.00	88,059.67	37.33
EXPENSE	11,270.00		11,270.00	11,160.47	109.53
TOTAL TOWN CLERK	167,859.00	3,785.00	171,644.00	171,496.26	147.74
NATURAL RESOURCES					
SALARY	202,985.00	12,773.00	215,758.00	215,748.18	9.82
EXPENSE	29,665.00		29,665.00	28,774.70	890.30
TOTAL NATURAL RESOURCES	232,650.00	12,773.00	245,423.00	244,522.88	900.12

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PLANNING					
SALARY	239,034.00	6,266.00	245,300.00	237,714.32	7,585.68
EXPENSE	5,705.00	18.54	5,723.54	4,355.69	1,367.85
TOTAL PLANNING	244,739.00	6,284.54	251,023.54	242,070.01	8,953.53
PUBLIC BUILDINGS/GROUNDS					
SALARY	110,872.00	5,636.00	116,508.00	112,862.19	3,645.81
EXPENSE	73,100.00	482.00	73,582.00	73,581.81	0.19
BULK FUEL	328,600.00	492.76	329,092.76	251,971.27	77,121.49
TOTAL BUILDINGS/GROUNDS	512,572.00	6,610.76	519,182.76	438,415.27	80,767.49
ENGINEERING & CONSULTING					
EXPENSE	32,000.00		32,000.00	28,008.75	3,991.25
TOTAL ENGINEERING & CONSULTING	32,000.00	0.00	32,000.00	28,008.75	3,991.25
POLICE					
SALARY	1,808,904.00	35,184.00	1,844,088.00	1,725,595.60	118,492.40
EXPENSE	114,994.00		114,994.00	106,136.01	8,857.99
CAPITAL	14,241.00		14,241.00	14,241.09	-0.09
DISPATCHER SALARY	390,916.00	11,753.00	402,669.00	374,407.97	28,261.03
DISPATCHER EXPENSE	3,200.00		3,200.00	1,652.92	1,547.08
TOTAL POLICE	2,322,255.00	46,937.00	2,379,192.00	2,222,033.59	157,158.41
FIRE					
SALARY	2,358,822.00	130,923.00	2,489,745.00	2,437,607.15	52,137.85
EXPENSE	206,029.00		206,029.00	181,310.35	24,718.65
TOTAL FIRE	2,564,851.00	130,923.00	2,695,774.00	2,618,917.50	76,856.50

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	257,139.00		257,139.00	215,061.73	42,077.27
EXPENSE	7,255.00		7,255.00	1,209.70	6,045.30
TOTAL BUILDING INSPECTOR	264,394.00	0.00	264,394.00	216,271.43	48,122.57
CIVIL DEFENSE					
EXPENSE	1,000.00		1,000.00		1,000.00
TOTAL CIVIL DEFENSE	1,000.00		1,000.00	0.00	1,000.00
TREE WARDEN					
EXPENSE	7,590.00		7,590.00		7,590.00
TOTAL TREE WARDEN	7,590.00		7,590.00	0.00	7,590.00
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,889,061.00		3,889,061.00	3,889,061.00	0.00
CAPITAL ARTICLES		385,149.51	385,149.51	381,707.21	3,442.30
NAUSET OPERATING ASSESSMENTS	4,642,383.00		4,642,383.00	4,642,374.00	9.00
NAUSET CAPITAL ASSESSMENTS	155,649.00	-91,238.81	64,410.19	64,410.19	0.00
CAPE COD REGIONAL TECHNICAL HS	435,565.00		435,565.00	435,565.00	0.00
TOTAL EDUCATION	9,122,658.00	293,910.70	9,416,568.70	9,413,117.40	3,451.30
DPW					
SALARY	576,825.00	14,668.00	591,493.00	585,241.15	6,251.85
EXPENSE	140,700.00		140,700.00	139,584.96	1,115.04
CAPITAL	168,349.00		168,349.00	168,348.21	0.79
TOTAL DPW	885,874.00	14,668.00	900,542.00	893,174.32	7,367.68

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
SNOW AND ICE					
SALARY/EXPENSE	83,104.00	22,816.61	105,920.61	105,920.61	0.00
TOTAL SNOW AND ICE	83,104.00	22,816.61	105,920.61	105,920.61	0.00
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	6,879.45	720.55
TOTAL STREETLIGHTING	7,600.00	0.00	7,600.00	6,879.45	720.55
COLLECTION/DISPOSAL					
SALARY	241,151.00	4,751.00	245,902.00	243,486.06	2,415.94
EXPENSE	438,800.00	24,442.00	463,242.00	462,700.59	541.41
TOTAL COLLECTION/DISPOSAL	679,951.00	29,193.00	709,144.00	706,186.65	2,957.35
WATER					
EXPENSE ENCUMBERED		380.00	380.00		380.00
TOTAL WATER	0.00	380.00	380.00	0.00	380.00
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	22,392.00		22,392.00	22,392.06	-0.06
BENEFITS	35,000.00	2,338.22	37,338.22	23,333.52	14,004.70
TOTAL VETERANS	57,467.00	2,338.22	59,805.22	45,800.58	14,004.64
HEALTH					
SALARY	213,849.00	9,201.00	223,050.00	223,049.51	0.49
EXPENSE	76,880.00		76,880.00	61,525.86	15,354.14
INSPECTION OF ANIMALS	7,750.00		7,750.00	6,500.00	1,250.00
TOTAL HEALTH	298,479.00	9,201.00	307,680.00	291,075.37	16,604.63

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	226,534.00	10,428.00	236,962.00	236,961.07	0.93
EXPENSE	26,505.00		26,505.00	24,632.87	1,872.13
CAPITAL	10,000.00		10,000.00	10,000.00	0.00
TOTAL COUNCIL ON AGING	263,039.00	10,428.00	273,467.00	271,593.94	1,873.06
HUMAN SERVICES					
EXPENSE	102,350.00		102,350.00	102,100.00	250.00
TOTAL HUMAN SERVICES	102,350.00		102,350.00	102,100.00	250.00
LIBRARY					
SALARY	391,726.00	13,360.00	405,086.00	405,086.00	0.00
EXPENSE	123,222.00	2,500.00	125,722.00	124,371.47	1,350.53
TOTAL LIBRARY	514,948.00	15,860.00	530,808.00	529,457.47	1,350.53
BEACH					
SALARY	297,138.00	6,503.00	303,641.00	299,640.60	4,000.40
EXPENSE	86,962.00	1,296.16	88,258.16	74,010.46	14,247.70
TOTAL BEACH	384,100.00	7,799.16	391,899.16	373,651.06	18,248.10
PRINCIPAL AND INTEREST					
SEPTIC BETTERMENT LOAN PRINCIPAL	20,200.00		20,200.00	20,200.00	0.00
PURCELL LAND PRINCIPAL			0.00		0.00
INTEREST ON LONG TERM DEBT	1,761,142.00		1,761,142.00	1,685,469.25	75,672.75
INTEREST EXPENSE	74,648.00		74,648.00	34,934.92	39,713.08
EASTHAM ELEMENTARY	385,000.00		385,000.00	385,000.00	0.00
BANS MUNICIPAL WATER	265,000.00		265,000.00	265,000.00	0.00
SRF BONDS MUNICIPAL WATER	1,327,082.00		1,327,082.00	1,324,140.26	2,941.74
BAN MUNICIPAL WATER	120,000.00		120,000.00	120,000.00	0.00
LIBRARY	225,000.00		225,000.00	225,000.00	0.00
BAN ROCK HARBOR DRED	80,000.00		80,000.00	80,000.00	0.00
Water USDA #1	28,725.00		28,725.00	28,724.53	0.47
Town GO Bond FY19	200,000.00		200,000.00	200,000.00	0.00
Cape Cod Tech	223,596.00		223,596.00	223,596.00	0.00
TOTAL DEBT	4,710,393.00	0.00	4,710,393.00	4,592,064.96	118,328.04

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY		242,003.00	242,003.00	242,003.00	0.00
STATE		421,045.00	421,045.00	418,226.00	2,819.00
TOTAL COUNTY/STATE ASSESSMENTS	0.00	663,048.00	663,048.00	660,229.00	2,819.00
BENEFITS AND INSURANCE					
EXPENSE	14,350.00	307.00	14,657.00	10,085.70	4,571.30
RETIREMENT ASSESSMENT	1,863,068.00		1,863,068.00	1,857,352.66	5,715.34
UNEMPLOYMENT	20,000.00	3,551.00	23,551.00	23,550.61	0.39
HEALTH INSURANCE/MEDICARE TOWN SHARE	2,711,430.00	-20,746.59	2,690,683.41	2,622,365.78	68,317.63
TOWN INSURANCE PREMIUMS	432,800.00		432,800.00	332,681.05	100,118.95
TOTAL BENEFITS AND INSURANCE	5,041,648.00	-16,888.59	5,024,759.41	4,846,035.80	178,723.61
TRANSFERS TO OTHER FUNDS					
SPECIAL REVENUE FUNDS		3,276,867.21	3,276,867.21	3,276,867.21	0.00
TOTAL TRANSFERS	0.00	3,276,867.21	3,276,867.21	3,276,867.21	0.00
TOTAL BUDGET	30,507,389.00	4,585,617.58	35,093,006.58	34,182,192.28	910,814.30

**Net Funded Fixed Debt
FY2020**

	BALANCE 7/1/2020	RETIRED	ADDITIONS	BALANCE 6/30/2021
Inside Debt Limit				
LIBRARY	3,375,000.00	225,000.00		\$ 3,150,000.00
ROCK HARBOR BLDG	430,000.00	15,000.00		\$ 415,000.00
EPD ROOF BLDG	560,000.00	20,000.00		\$ 540,000.00
ELEMENTARY SCHOOL	2,255,000.00	385,000.00		\$ 1,870,000.00
TRITOWN PLANT DEMO	635,000.00	65,000.00		\$ 570,000.00
SALT POND WW PLANNING	150,000.00	35,000.00		\$ 115,000.00
SALT POND DRAINAGE	240,000.00	10,000.00		\$ 230,000.00
ROCK HARBOR DREDGE	365,000.00	80,000.00		\$ 285,000.00
ROCK HARBOR PIERS/WALKWAYS	820,000.00	35,000.00		\$ 785,000.00
NAUSET ESTUARY DREDGE	80,000.00	20,000.00		\$ 60,000.00
Outside Debt Limit				
TITLE V MW PAT	70,200.00	20,200.00		\$ 50,000.00
MUNICIPAL WATER GO Bond 1	265,000.00	265,000.00		\$ -
SRF - WATER DW 15-01	22,650,349.00	621,940.00		\$ 22,028,409.00
SRF - WATER DW 15-01-A	2,145,091.00	55,921.00		\$ 2,089,170.00
SRF - WATER DW 16-01	9,570,099.00	249,484.26		\$ 9,320,614.74
SRF - WATER DW 16-16	3,910,087.00	92,235.00		\$ 3,817,852.00
USDA WATER BONDS	1,586,769.50	28,724.53		\$ 1,558,044.97
WATER SYSTEM BONDS 2	4,610,000.00	120,000.00		\$ 4,490,000.00
SRF - WATER DW 17-01	13,114,000.00	304,560.00		\$ 12,809,440.00
SRF - WATER DW 19-06	11,114,038.00		\$ (1,966,837.00)	\$ 9,147,201.00
TRITOWN PLANT DEMO			\$ 171,300.00	\$ 171,300.00
NAUSET ESTUARY WASTE WATER			\$ 900,200.00	\$ 900,200.00
T-TIME PURCHASE A			\$ 1,178,000.00	\$ 1,178,000.00
T-TIME PURCHASE B			\$ 110,500.00	\$ 110,500.00
SRF - WATER DW 16-02R			\$ 112,586.00	\$ 112,586.00
SRF - WATER DW 20-23 INTERIM			\$ 12,291,758.00	\$ 12,291,758.00
TOTAL BONDS AUTHORIZED	77,945,633.50	2,648,064.79	\$ 12,797,507.00	\$ 88,095,075.71
TOTAL LONG TERM DEBT	77,945,633.50	2,648,064.79	\$ 12,797,507.00	\$ 88,095,075.71

REVENUE
JUNE 30, 2017

REVENUES	FY21	General	Community Preservation	Municipal Water Supply	Debt Service Fund	Nonmajor Governmental Funds	Total Revenue
Real Estate and Personal Property Taxes		28,362,404					28,362,404
Motor Vehicle and Other Excise Taxes		959,319					959,319
Hotel/Motel & Room Tax		141,239					141,239
Short Term Rental Tax		937,726					
Meals Tax		111,874					111,874
Tax Liens		125,979					125,979
Payments in Lieu of Taxes		6,685					6,685
Community Preservation Surcharges		-	845,705				845,705
Charges for Services		964,875		461,890		698,096	2,124,861
Intergovernmental		567,309	304,620			213,134	1,085,063
Penalties and Interest on Taxes		110,857					110,857
Licenses and Permits		652,767					652,767
Fines and Forfeitures		57,739				221,543	57,739
Departmental and Other Contributions		1,252,494				85,562	1,474,037
Investment Income		22,340	1,280			107,513	131,133
Total Revenues		34,273,607	1,151,605	461,890		1,325,848	37,212,950

Town of Eastham Gross Wages

Period Covered: July 1, 2020 - June 30, 2021

KEY
 *Retired
 **No longer employed

First Name	Last Name	Title/Position	Base Salary Amt	Longevity	Overtime / Details	Gross Wages
SELECTMEN						
Arthur	Autorino	Selectman	2,500.00			2,500.00
Alexander	Cestaro	Selectman	2,500.00			2,500.00
Jared	Collins	Selectman	2,500.00			2,500.00
Jamie	Demetri	Selectman	2,500.00			2,500.00
Aimee	Eckman	Selectman	2,500.00			2,500.00
						12,500.00
MODERATOR						
Scott	Kerry	Moderator	500.00			500.00
						500.00
ADMINISTRATION						
Jacqueline	Beebe	Town Administrator	150,816.32			150,816.32
Richard	Bienvenue	Asst. Town Administrator & Finance Director	134,162.24			134,162.24
Laura	Gillespie-Lee	Executive Assistant	72,812.42	650.00		73,462.42
Karen	Erdos	HR & Admin Coordinator*	57,245.90			57,245.90
Laurie	Barr	HR & Admin Coordinator	743.52			743.52
Shana	Brogan	Projects and Procurement Director	83,028.86	600.00		83,628.86
						500,059.26

ACCOUNTING

Teena Cassidy	Tilton Weeks	Town Accountant Asst. Town Accountant	93,671.20 64,131.68	93,671.20 64,131.68
			157,802.88	157,802.88

ASSESSING

Belinda John	Eyestone Robertson	Town Assessor* Field Appraiser/Assistant Assessor	109,244.62 51,709.23	109,244.62 51,709.23
			160,953.85	160,953.85

TREASURER

Susan Sandra	Laak Johnson	Treasurer/Collector** Assistant Treasurer/Collector	97,707.65 66,275.32	97,707.65 66,275.32
Brian	LaValley	Benefits/Payroll Coordinator	53,646.38	53,646.38
			219,604.35	219,604.35

TOWN CLERK

Cindy Linda	Nicholson Sassi	Town Clerk Asst. Town Clerk	80,056.00 53,206.81	80,056.00 53,230.53
Elizabeth	Carlson Jones	Admin Assistant**	18,847.47	18,847.47
Patricia	Hauser	Admin Assistant	6,619.84	6,619.84
			158,753.84	158,753.84

COMMUNITY DEVELOPMENT

Paul Lauren	Lagg Barker	Community Development Director Economic Development Planner	100,279.81 51,165.36	100,279.81 51,165.36
Amy	Blakesley	Admin Assistant	50,773.95	50,773.95
			202,219.12	202,219.12

BUILDING INSPECTION

Justin	Post	Building Inspector	64,269.11	64,269.11
Thomas	Wingard Jr	Building Inspector*	20,906.13	20,906.13
Deborah	Cohen	Admin Assistant**	52,349.99	52,349.99
Wallace	Adams II	Electrical Inspector	47,587.44	47,587.44
Scott	Van Ryswood	Plumbing Inspector	52,886.56	52,886.56
William	Reeves	On-Call Electrical Inspector	2,380.00	2,380.00
Jeffrey	Spiegel	On-Call Electrical Inspector	210.00	210.00
Richard	Stevens	On-Call Building Inspector	3,430.00	3,430.00
			244,019.23	244,019.23

HEALTH

Jane	Crowley	Health Agent	103,967.84	1,500.00	105,467.84
Susan	Barker	Asst. Health Agent	63,519.09	900.00	64,419.09
Karen	Chimwaza	Admin Assistant	52,027.92		52,027.92
Kristen	Helmuth	Nurse	2,465.00		2,465.00
Katherine	Yerkes	Nurse	8,400.00		8,400.00
			232,779.85		232,779.85

MAINTENANCE

Ronald	Cormier	Custodian	52,918.48	900.00	53,818.48
Aaron	Carroll	Custodian	45,155.72	1,021.29	46,177.01
Teresa	Pechonis	Custodian (Part Time)	11,446.37		11,446.37
			111,441.86		111,441.86

DATA PROCESSING

Michael	Caliri Jr	Video Services Coordinator	60,078.54	600.00	60,678.54
Jeffrey	Caton	Network & Technical Svcs. Director	64,935.00		64,935.00
Jacob	Riker	IT Services**	34,006.92		34,006.92
			159,620.46		159,620.46

NATURAL RESOURCES

Michael	O'Connor	Deputy Natural Resources Officer	76,175.76	1,950.00	3,298.60	81,424.36
Nicole	Paine	Sr Deputy Nat Res Officer/Shellfish Constable	61,568.36		3,313.37	64,881.73
Scott	Richards	Sr Deputy Nat Res Officer/Harbormaster	61,568.33		304.85	61,873.18
						208,179.27

LIBRARY

Melanie	McKenzie	Library Director	47,285.22			47,285.22
Debra	Dejonker-Berry	Library Director*	82,412.42	750.00		83,162.42
Karen	Macdonald	Librarian Adult Services	66,275.25	600.00		66,875.25
Frances	McLoughlin	Librarian Youth Services	60,042.08	700.00		60,742.08
Marianne	Sinopoli	Outreach Librarian	52,027.88			52,027.88
Freya	Hemley	Library Assistant	47,285.21			47,285.21
Devin	Baker	Library Float	6,997.50			6,997.50
Janice	Riley	Library Float	3,224.35			3,224.35
Judy	Sebastian	Library Acquisitions	232.50			232.50
Jamie	Thornton	Library Assistant	3,431.25			3,431.25
Cornellia	Wells	Library Assistant	27,769.35			27,769.35
						399,033.01

COUNCIL ON AGING

Dorothy	Burritt	COA Director	71,672.76	600.00		72,272.76
Cynthia	Dunham	Community Outreach Coordinator	53,585.47	1,400.00		54,985.47
Monica	Keefe-Hess	Admin Assistant	52,279.86			52,279.86
James	Small	Day Center Aide	45,158.97			45,158.97
George	Abbott	Driver	191.25			191.25
Gerald	Boucher	Driver	3,277.57			3,277.57
Ronald	Edson	Driver	1,357.88			1,357.88
Katherine	Gill	Program Coordinator/Driver	15,195.21			15,195.21
Paul	Langolis	Driver	1,016.83			1,016.83
Alan	Larson	Driver	5,918.47			5,918.47
Frank	Massa	Driver	1,207.50			1,207.50
						252,861.77

POLICE

Adam	Bohannon	Police Chief	144,504.08	1,500.00	-	146,004.08
Daniel	Deschamps	Deputy Police Chief	127,720.97	1,500.00	-	129,220.97
Joan	Baker	Admin Assistant	29,674.24			29,674.24
Robert	Schnitzer	Police Lieutenant	112,956.60	1,500.00	1,399.50	115,856.10
Mark	Haley	Police Sergeant	88,609.74	3,450.00	46,959.48	139,019.22
Joshua	Adams	Police Sergeant	86,563.91	900.00	20,552.92	108,016.83
Reid	Booth	Police Sergeant	98,443.64	700.00	21,633.28	120,776.92
Ryan	Daigle	Police Sergeant	89,873.08	650.00	19,830.74	110,353.82
Andi	Murphy	Detective	69,624.49		2,503.85	72,128.34
Daniel	Burnham	Detective/School Resource Officer	68,827.84		5,753.24	74,581.08
Brendan	Cronin	Police Officer	66,267.97		41,664.88	107,932.85
Carrie	Deangelo	Police Officer	75,591.22		31,289.12	106,880.34
Jacob	Mcgrath	Police Officer	66,040.93		33,137.72	99,178.65
Ryan	Melia	Police Officer	68,715.76		49,794.83	118,510.59
Richard	Pellegrino	Police Officer	80,501.49		69,691.47	150,192.96
Marc	Petersen	Police Officer**	52,194.81		22,197.53	74,392.34
Gregory	Plante	Police Officer	83,569.98		45,679.93	129,249.91
Victoria	Wagner	Police Officer	64,559.62		14,399.02	78,958.64
Paul	Guerin	Police Temp	2,308.50			2,308.50
Martin	Mickle	Police Temp	3,167.00		17,145.05	20,312.05
Kenneth	Roderick	Police Temp			48,927.17	48,927.17
						1,982,475.60

DISPATCH

Melanie	Beaulieu	Senior Dispatcher	67,722.00	1,400.00	21,765.45	90,887.45
Kerianne	Leidenfrost	Dispatcher	67,744.00	975.00	24,671.51	93,390.51
Ann	Schaefer	Dispatcher	66,560.48		7,818.87	74,379.35
Jacqueline	Sprague	Dispatcher	61,232.96		2,931.65	64,164.61
Kevin	Tansey	Dispatcher	18,572.32		2,030.37	20,602.69
Julie	Austin	On Call Dispatcher*	35,851.10	3,300.00	14,620.80	53,771.90
						252,537.16

FIRE

Daniel	Keane	Fire Chief	125,893.49			125,893.49
Kent	Farrenkopf	Fire Chief*	151,136.48			151,136.48
Lisa	Albino	Deputy Fire Chief	128,989.19	5,219.60	44,375.57	178,584.36
Sherrri	Porteus	Admin Assistant	55,981.19	850.00		56,831.19
Charles	Frazier	Fire Captain	119,039.99		62,710.41	181,750.40
Kyle	Morse	Fire Captain	98,258.28	5,728.60	35,040.06	139,026.94
Ryan	Van Buskirk	Fire Captain	93,576.19	4,903.60	30,086.25	128,566.04
William	Piltzecker	Fire Captain*	46,138.00		201.16	46,339.16
Rachel	Topal	Lieutenant Paramedic	92,469.87	1,050.00	18,898.51	112,418.38
Kurt	Fisher	Lieutenant Paramedic	94,431.93	975.00	55,151.96	150,558.89
Eric	Hilferty	Lieutenant Paramedic**	82,457.34	975.00	10,484.35	93,916.69
Maurice	Wiley	Lieutenant Paramedic	91,402.05	750.00	21,378.53	113,530.58
Donald	Watson Jr.	Firefighter	84,268.95	1,050.00	35,621.05	120,940.00
James	Mcgrath	Firefighter	75,663.77	1,050.00	18,578.20	95,291.97
Ryan	Callahan	Firefighter	81,551.60	600.00	17,280.49	99,432.09
Samuel	Blakeslee	Firefighter	81,387.19		23,714.09	105,101.28
Jesse	Cappello	Firefighter	75,876.91	3,170.35	17,641.24	96,688.50
Laytin	Reis	Firefighter	64,069.03		23,557.00	87,626.03
David	Clark	Firefighter	62,428.75		2,341.50	64,770.25
Connor	Mcshera	Firefighter	68,664.43		32,490.47	101,154.90
Benjamin	Bartolini III	Firefighter**	65,863.60		11,938.61	77,802.21
Marjorie	DeBrosky	Firefighter	23,980.60		5,065.32	29,045.92
Aaron	Cestaro	Firefighter**	11,690.52		197.47	11,887.99
Barbara	Francke	Firefighter*	14,012.00			14,012.00
						2,382,305.74

RECREATION

Christine	Mickle	Recreation Director	83,948.57	1,300.00	85,248.57
Jacob	Congel	Recreation Asst. Director	65,400.56		65,400.56
Stephanie	Komich	Admin Assistant**	28,185.07		28,185.07
Olivia	Anderson	Seasonal Worker	23.25		23.25
Ted	Anderson	Seasonal Worker	1,804.13		1,804.13
Delilah	Beebe	Seasonal Worker	168.94		168.94
Paul	Bentley	Seasonal Worker	3,060.00		3,060.00
Scott	Bernazzi	Seasonal Worker	9,432.01		9,432.01
Aurin	Costa	Seasonal Worker	4,590.01		4,590.01
Noah	Dziedzina	Seasonal Worker	4,290.57		4,290.57
Ron	Edson	Seasonal Worker	5,069.89		5,069.89
Jade	Francis	Seasonal Worker	5,313.58		5,313.58
Therese	Gallup	Seasonal Worker	10,667.15		10,667.15
Eliana	Gialazzi	Seasonal Worker	23.25		23.25
Brendan	Hamaty	Seasonal Worker	650.25		650.25
Connor	Healey	Seasonal Worker	4,249.33		4,249.33
Ryan	Healey	Seasonal Worker	4,099.89		4,099.89
Alannah	Kemple	Seasonal Worker	4,009.27		4,009.27
Jon	Lewis	Seasonal Worker	3,509.86		3,509.86
Judy	Mansur	Seasonal Worker	7,121.81		7,121.81
Paige	McMakin	Seasonal Worker	8,088.79		8,088.79
Jessica	Moy	Seasonal Worker	2,887.52		2,887.52
Athen	Murray	Seasonal Worker	376.25		376.25
Andrew	Nunnemacher	Seasonal Worker	4,139.77		4,139.77
Emma	Nunnemacher	Seasonal Worker	1,224.01		1,224.01
Nate	Overton	Seasonal Worker	5,393.26		5,393.26
Aquinnah	Rank	Seasonal Worker	4,839.01		4,839.01

Alexis	Ray	Seasonal Worker	2,827.32	2,827.32
Irene	Rembisz	Seasonal Worker	450.00	450.00
Chatham	Rochelle	Seasonal Worker	2,051.44	2,051.44
Don	Rogers	Seasonal Worker	3,050.44	3,050.44
Alisla	Stadnicki	Seasonal Worker	2,549.08	2,549.08
Andrew	Stadnicki	Seasonal Worker	3,840.95	3,840.95
Liz	Whalen	Seasonal Worker	7,154.00	7,154.00
Reid	Wynja	Seasonal Worker	23.25	23.25
				295,812.48

ELECTION WORKERS

Colleen	O'Duffy-Johnston	Registrar	253.75	253.75
Lisa	Radke	Registrar	3106.20	3,106.20
Suzanne	Requa Trautz	Registrar	3234.27	3,234.27
Maureen	Andujar	Election Teller	967.50	967.50
Audrey	Bohannon	Election Teller	957.40	957.40
Michael	Bransfield	Election Teller	581.45	581.45
Gail	Brown	Election Teller	410.07	410.07
Jean	Coppelman	Election Teller	264.56	264.56
Ann	Crozier	Election Teller	877.71	877.71
Edward	Daniels	Election Teller	159.01	159.01
Nancy	Daniels	Election Teller	275.07	275.07
Gary	Derman	Election Teller	213.57	213.57
Helen	Derman	Election Teller	782.44	782.44
Carol	Dibona	Election Teller	615.02	615.02
Marcia	Ericson	Election Teller	559.51	559.51
Michael	Fontanarosa	Election Teller	40.50	40.50
Patricia	Fontanarosa	Election Teller	40.50	40.50
Richard	Harris	Election Teller	27.00	27.00
Deborah	Hartung	Election Teller	127.50	127.50
Larry	Hartung	Election Teller	148.32	148.32
Matthew	Hatch	Election Teller	108.38	108.38

Beverly	Hobbs	Election Teller	215.07	215.07
Selma	Keene	Election Teller	114.75	114.75
John	Lennox	Election Teller	328.31	328.31
Teresa	Martin	Election Teller	262.51	262.51
James	McMakin	Election Teller	354.20	354.20
Eileen	Morgan	Election Teller	105.19	105.19
Jayne	O'Brien	Election Teller	117.94	117.94
James	Russo	Election Teller	171.19	171.19
Susan	Saunders	Election Teller	146.63	146.63
Marcia	Schoil	Election Teller	602.45	602.45
Shawn	Shea	Election Teller	996.76	996.76
Beth	Silver	Election Teller	95.63	95.63
				<hr/>
				17,260.36

Nauset Regional Schools

Employee Earnings History

Date Range from 07/01/2020 to 06/30/2021 Eastham and Region Accounts

REGION COACHES

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Alger, Rachel A	Region Coach	03/01/2020	0.00	0.00	0.00	3,694.00	0.00	3,694.00
Arce, Marc	Region Coach	03/01/2020	0.00	0.00	0.00	2,040.00	0.00	2,040.00
Bell-Lavin, Michael J	Coach	04/01/2019	0.00	0.00	0.00	5,689.50	0.00	5,689.50
Benfley, Paul	Region Coach	04/01/2020	0.00	0.00	0.00	8,459.00	0.00	8,459.00
Breneman, Thomas R	Coach	04/01/2017	0.00	0.00	0.00	2,407.00	0.00	2,407.00
Cullinan, Ryan M	Coach	12/01/2017	0.00	0.00	0.00	3,927.00	0.00	3,927.00
Curtin, Kevin	Coach	04/01/2020	0.00	0.00	0.00	5,296.00	0.00	5,296.00
Dalmau, Anthony	Region Coach	03/01/2020	0.00	0.00	0.00	1,896.50	0.00	1,896.50
Fancv, Ronald A	Coach	09/01/2019	0.00	0.00	0.00	1,926.00	0.00	1,926.00
Freeman, Laura A	Coach	04/01/2019	0.00	0.00	0.00	2,407.00	0.00	2,407.00
Goquen Jr, Ronald P	Coach	09/01/2019	0.00	0.00	0.00	2,888.00	0.00	2,888.00
Hirschberger, Steven	Coach	01/01/2021	0.00	0.00	0.00	3,694.00	0.00	3,694.00
Hunter, Jenna S	Coach	04/15/2021	0.00	0.00	0.00	3,699.00	0.00	3,699.00
Johnson, Andrea a	Coach	04/01/2015	0.00	0.00	0.00	2,092.50	0.00	2,092.50
Levton, Jean E	Coach	03/01/2007	0.00	0.00	0.00	3,927.00	0.00	3,927.00
Locke, Andrew R	Coach	12/01/2018	0.00	0.00	0.00	5,701.44	0.00	5,701.44
Lotti, Kelsie Lynn	Coach	12/01/2019	0.00	0.00	0.00	3,087.00	0.00	3,087.00
Mason, Douglas H	Coach	04/01/2016	0.00	0.00	0.00	4,254.00	0.00	4,254.00
McCarthy, John R	Coach	12/01/2011	0.00	0.00	0.00	6,174.00	0.00	6,174.00
McCulliv, John D	HS Coach	09/08/1992	0.00	0.00	0.00	5,270.00	0.00	5,270.00
Nobilii, Moira B	Coach	03/01/2012	0.00	0.00	0.00	20,605.00	0.00	20,605.00
Piemontese, John	Coach	12/01/2019	0.00	0.00	0.00	3,087.00	0.00	3,087.00
Pini JR, Harold J	Coach	04/01/2016	0.00	0.00	0.00	5,296.00	0.00	5,296.00
Pollert, Thomas J	Coach	09/01/2020	0.00	0.00	0.00	5,270.00	0.00	5,270.00
Poore, Cheryl M	Coach	09/01/2019	0.00	0.00	0.00	5,270.00	0.00	5,270.00
Powell, Kaleich S	Coach	09/05/2018	0.00	0.00	0.00	5,226.00	0.00	5,226.00
Rouillard, Lara	Coach	04/15/2021	0.00	0.00	0.00	4,813.00	0.00	4,813.00
Total COACHES			0.00	0.00	0.00	128,095.94	0.00	128,095.94

EASTHAM ELEMENTARY-REGION/GRANT-FUNDED

<u>Employee</u>	<u>Position</u>	<u>Date of Hire</u>	<u>Salary</u>	<u>Overtime</u>	<u>Sub.Pay</u>	<u>Stipends</u>	<u>Longevity</u>	<u>Total</u>
Ames, Kimberly	SN Teacher	09/19/1994	310.12	0.00	0.00	0.00	0.00	310.12
Bartolini, Nicolette N	EES Teacher	09/01/2011	0.00	0.00	0.00	2,099.01	0.00	2,099.01
Brodie, Kein L	EES SN Ed Assistant	09/05/2006	11,829.93	0.00	0.00	2,815.64	0.00	14,645.57
Chapel, Michael R	EES CUSTODIAN	10/05/2020	8,826.23	0.00	0.00	0.00	0.00	8,826.23
Deegan, Tracey	Teacher	09/01/1994	6,793.46	0.00	0.00	5,727.49	0.00	12,520.95
Fellows, Jennifer L	Ed Assistant	02/26/2020	0.00	0.00	0.00	3,101.24	0.00	3,101.24
Fitzgerald, Phoebe H	Educational Assistant	09/21/2009	17.87	0.00	0.00	794.22	0.00	812.09
Graciano, Catherine T	School Psychologist	09/04/2012	297.14	0.00	0.00	0.00	0.00	297.14
Howard, Andrea M	EES TEACHER	10/24/2016	75.17	0.00	0.00	3,006.69	0.00	3,081.86
Kramer, Kaitlyne T	EES SN Teacher	08/31/2016	88.88	0.00	0.00	3,555.08	0.00	3,643.96
LaBranche, Karen L	EES Nurse	02/09/2010	0.00	0.00	0.00	194.75	0.00	194.75
Marquit, Meagan S	EES TEACHER	10/02/2017	51.06	0.00	0.00	2,042.28	0.00	2,093.34
Paul, Dorothy J	EES ED ASSISTANT	12/01/2016	1,676.49	0.00	0.00	0.00	0.00	1,676.49
Wallace, Colleen	CAFETERIA MANAGER	09/01/2000	1,006.50	0.00	0.00	0.00	0.00	1,238.10
Total EASTHAM ELEMENTARY			30,972.85	0.00	0.00	23,336.40	0.00	54,540.85

EDDY ELEMENTARY - REGION/GRANT-FUNDED

<u>Employee</u>	<u>Position</u>	<u>Date of Hire</u>	<u>Salary</u>	<u>Overtime</u>	<u>Sub.Pay</u>	<u>Stipends</u>	<u>Longevity</u>	<u>Total</u>
Andac, Elizabeth P	Eddy SN Teacher/ Teacher SS	09/01/2001	0.00	0.00	0.00	798.48	0.00	798.48
Auson, Amy H	EDDY SN ED ASSISTANT	01/10/2019	24,847.38	0.00	0.00	1,093.96	0.00	25,941.34
Arcinco, Michelle	Eddy Cafeteria Worker	09/02/2008	5,837.45	0.00	0.00	0.00	0.00	6,109.05
Bellarosa, Caroline	Teacher	09/02/2008	58.62	0.00	0.00	2,344.84	0.00	2,403.46
Benjamin, Mary E	EDDY SN ED ASSISTANT	09/02/2020	1,117.50	0.00	0.00	0.00	0.00	1,117.50
Bennina, Julie K	Ed Assistant	03/16/1998	7,250.51	0.00	0.00	0.00	0.00	7,250.51
Brooks, Suzanne H	SN Educational Assistant	01/04/2010	5,262.15	0.00	0.00	4,959.45	0.00	10,221.60
Brunelle, Sarah J	Eddy Teacher	04/01/2011	0.00	0.00	0.00	895.85	0.00	895.85
Burt, Jessica	EDDY ELEMENTARY TEACHER	01/14/2015	0.00	0.00	0.00	3,025.60	0.00	3,025.60
Daniels, Laurie	Speech/Language	09/02/1999	71.48	0.00	0.00	3,176.88	0.00	3,248.36
Doucette, Barbara	School Psychologist	09/03/2008	220.54	0.00	0.00	9,639.71	0.00	9,860.25
Hacking-Davis, Robin L	Eddy Ed Assistant	11/19/2010	12,115.74	0.00	0.00	0.00	0.00	12,115.74
Hancock, Susan	EDDY Ed Assistant	10/12/2010	5,484.68	0.00	0.00	5,634.62	0.00	11,119.30
Hancock Craffev, Norma	Eddy Teacher	09/03/2019	10,497.90	0.00	0.00	1,038.10	0.00	11,536.00
Henderson, Hannah N	EDDY SN ED ASSISTANT	09/01/2021	0.00	0.00	35.00	0.00	0.00	35.00

Huse, Jessica J	Eddy SN Teacher	09/22/2015	49.17	0.00	0.00	1,966.64	0.00	2,015.81
Johnaren, Rachel E	Eddy SN Ed Assistant	12/01/2016	0.00	0.00	0.00	555.00	0.00	555.00
Johnson, Lorraine S	Tutor	09/01/1979	0.00	0.00	0.00	378.20	0.00	378.20
Noonan, Darlene T	Eddy Teacher	08/30/2017	0.00	0.00	0.00	701.10	0.00	701.10
Pelerson, Christine J	EDDY ELEMENTARY TEACHER	06/01/2007	0.00	0.00	405.50	0.00	0.00	405.50
Rubin, Carol A	Eddy SN Teacher	09/04/1990	119.13	0.00	0.00	4,765.32	0.00	4,884.45
Shanahan, Talia R	SN Teacher	09/02/2014	0.00	0.00	0.00	1,032.18	0.00	1,032.18
Shevory, Megan C	EDDY Teacher	08/30/2017	39.71	0.00	0.00	3,904.40	0.00	3,944.11
Smythe, Chelsea Rose	Eddy Teacher	09/02/2015	0.00	0.00	0.00	1,168.50	0.00	1,168.50
Taylor, Patti L	Cafeteria	09/01/1994	1,006.50	0.00	0.00	0.00	0.00	1,238.10
Underhill, Wendy	Eddy SN Ed Assistant	11/22/2004	7,980.00	0.00	0.00	555.00	0.00	8,535.00
Total EDDY ELEMENTARY			81,958.46	0.00	440.50	47,633.83	0.00	130,535.99

HIGH SCHOOL

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Adams, Krystal M	HS Guidance Secretary	08/28/2017	38,305.47	0.00	0.00	654.00	0.00	39,333.39
Aitchison, Tania A	HS Cafeteria	03/28/2013	28,983.34	0.00	0.00	225.00	450.00	29,803.65
Albright, Lori S	Teacher	09/03/1996	119,798.34	0.00	0.00	2,511.90	1,500.00	123,810.24
Allen, Thomas F	HS Teacher	10/01/2013	49,863.66	0.00	0.00	3,935.54	0.00	53,799.20
Anderson, Norma Jean	HS Teacher	01/28/1998	69,825.67	0.00	0.00	750.00	1,763.80	72,339.47
Anthony, Daniel W	HS Teacher	08/30/2017	61,279.51	0.00	0.00	2,459.90	1,546.40	65,285.81
Appleton, Scott	Custodian	08/05/1996	56,921.87	317.03	0.00	300.00	925.00	58,463.90
Avery, Joshua	Custodian	11/29/2004	56,921.87	0.00	0.00	300.00	825.00	61,046.87
Avery, Sharon E	Cafeteria Worker	10/13/2011	18,366.33	0.00	0.00	225.00	450.00	19,312.93
Baker, Curt E	HS Custodian	06/16/2021	485.28	0.00	0.00	0.00	0.00	509.28
Bartolini-Trott, Bonnie J	HS SN Teacher	09/01/1994	100,476.00	0.00	0.00	1,922.32	4,511.91	106,910.23
Beer, Ted W	HS MATH TEACHER	09/03/2019	94,634.00	0.00	0.00	0.00	2,365.85	96,999.85
Benitz, Ariami C	HS Teacher	09/01/2011	94,634.00	0.00	0.00	9,028.15	2,365.85	106,028.00
Birchall, Joanne N	HS SN Ed Assistant	09/06/1994	40,434.53	0.00	2,954.00	882.54	1,700.00	45,971.07
Birchall, Ryan N	HS Art Teacher	09/01/2011	81,925.68	0.00	0.00	33.54	2,063.40	84,022.62
Blascio, Katsiavna	Teacher	09/07/2006	94,634.00	0.00	0.00	0.00	2,365.85	96,999.85
Bocus, Christine M	HS SN Teacher	08/31/2016	58,517.41	0.00	0.00	1,856.56	1,469.98	61,843.95
Bohannon, Justin C	Teacher	09/01/2002	89,070.00	0.00	0.00	0.00	2,726.75	91,796.75
Bohannon, Meredith N	Teacher	09/01/2002	96,954.00	0.00	0.00	0.00	2,923.85	99,877.85
Bolinder, Richard	Groundsman	04/10/1990	58,735.47	0.00	0.00	300.00	1,025.00	60,060.47
Boskus, Stephen W	Guidance Counselor	11/12/2003	102,103.27	0.00	0.00	2,716.95	500.00	105,320.22
Bovd, Margaret	Ed Assistant	09/02/2008	40,362.86	0.00	0.00	808.69	42,161.55	42,161.55
Brady, Jennifer L	HS Teacher	08/31/2016	68,541.66	0.00	0.00	0.00	1,626.10	70,167.76
Brooks, Allison L	HS Teacher	08/30/2017	88,411.33	0.00	0.00	0.00	0.00	88,411.33
Brown, Lisa	Teacher	09/08/1998	100,476.00	0.00	0.00	750.00	4,011.90	105,237.90
Burnett, Laura C	HS TEACHER	08/30/2017	59,730.99	0.00	0.00	0.00	1,504.43	61,235.42

Cameron, Katie	09/01/2006	99,664.70	0.00	0.00	2,794.85	0.00	102,459.55
Carenter, Pamela	10/20/2006	55,143.68	0.00	0.00	0.00	1,388.86	56,532.54
Caruso, Angela M	09/03/2013	27,999.88	0.00	0.00	647.35	450.00	29,097.23
Chiarello, Kerry C	09/01/2009	48,187.88	0.00	0.00	0.00	1,204.70	49,392.58
Citron, Amanda V	09/02/2014	75,362.66	0.00	0.00	4,630.00	0.00	79,992.66
Clark, Andrew	09/03/1996	98,699.00	0.00	0.00	0.00	3,967.48	102,666.48
Collins, Alana J	10/22/2012	31,093.04	0.00	0.00	5,358.09	450.00	36,901.13
Cowan, Robert	09/01/1988	0.00	0.00	0.00	0.00	0.00	14,671.70
Craven, Raymond	09/02/1997	94,634.00	0.00	0.00	1,420.00	3,865.85	99,919.85
Cremins, Joanne	10/13/2006	40,837.36	1,036.62	0.00	3,250.50	46,623.18	46,623.18
Davies, Paul	09/01/1985	3,796.18	0.00	0.00	0.00	0.00	3,796.18
Dill, Ellen M	09/03/2019	90,324.00	0.00	12,205.96	3,312.80	2,258.10	108,100.86
Donovan, David	09/06/1994	96,954.00	0.00	0.00	718.63	4,423.85	102,096.48
Eitelbach, Robin C	10/09/2018	12,853.99	0.00	0.00	0.00	0.00	12,853.99
Ellsasser, Christopher	07/01/2018	152,000.00	0.00	0.00	0.00	0.00	152,000.00
Endrich, Roberta	09/01/2004	119,798.34	0.00	0.00	0.00	3,011.90	122,810.24
Evans, Henry K	09/02/2003	96,954.00	0.00	0.00	5,280.00	2,923.85	105,157.85
Fannon, Diane M	11/01/2013	332.15	0.00	0.00	0.00	0.00	511.37
Faris, Thomas A	09/01/1999	98,699.00	0.00	0.00	5,388.08	3,967.48	108,054.56
Farell, Karen M	10/15/2020	45,203.32	0.00	0.00	2,284.76	0.00	47,488.08
Faucher, Roder H	09/01/1986	100,476.00	0.00	0.00	100.61	5,011.90	105,588.51
Fitzpatrick, Julie Anne	09/01/2011	32,700.74	0.00	0.00	1,548.69	1,700.00	35,949.43
Fleming, Sean M	07/01/2015	115,251.28	0.00	0.00	0.00	0.00	115,251.28
Foster, Larkin	03/11/2009	54,516.52	0.00	0.00	0.00	1,446.45	55,962.97
Gordon, Jerrold A	09/04/2018	90,324.00	0.00	0.00	5,944.07	2,258.10	98,526.17
Gozier, Christine H	09/02/1999	45,714.53	0.00	0.00	936.77	1,400.00	48,051.30
Hamer, Judith	09/01/1989	100,476.00	0.00	0.00	1,874.80	5,011.90	107,362.70
Hamilton, Ian K	01/04/2019	0.00	0.00	0.00	151.28	0.00	151.28
Hecland, Christian O	04/05/2021	4,528.90	0.00	0.00	210.51	4,739.41	4,739.41
Hendrickx, Ezra	09/01/2001	98,699.00	0.00	0.00	10,766.04	2,967.48	112,432.52
Hepinstall, Karen E	09/06/1994	100,476.00	0.00	0.00	2,801.54	4,511.90	107,789.44
Hicks, Brian R	09/03/1996	94,634.00	0.00	0.00	4,218.54	3,865.85	102,718.39
Horton, David S	10/23/2017	22,380.22	0.00	0.00	225.00	0.00	22,952.32
Hovt, Joseph C	09/02/2015	11,415.85	0.00	0.00	0.00	0.00	11,415.85
Johnson, Dawn C	05/17/2021	3,435.41	0.00	0.00	68.71	3,504.12	3,504.12
Johnston, Ross B	09/06/1994	100,476.00	0.00	0.00	0.00	0.00	104,987.90
Kandali, Amy	09/01/2002	93,610.92	0.00	0.00	285.50	2,840.15	96,736.57
Keavv, Debra A	09/01/2006	90,324.00	0.00	0.00	0.00	0.00	1,940.10
Kelly, Paul M	09/04/2018	73,690.64	0.00	0.00	0.00	1,856.00	75,546.64
Kelly, Jeffrey J	05/16/2016	53,108.95	0.00	0.00	0.00	1,394.03	54,502.98
Keon, Diane Smith	09/02/1997	100,476.00	0.00	0.00	0.00	4,011.90	104,487.90
Keon, Taylor A	04/01/2015	0.00	0.00	1,406.25	0.00	0.00	1,406.25
Kerse-McMillin, Maura	09/01/2001	96,954.00	0.00	0.00	9,579.83	2,923.85	109,457.68

Kina, Selena F	HS Teacher	09/03/1991	96,954.00	0.00	0.00	5,280.99	4,423.85	106,657.85
Kmicic, Ariana L	HS Teacher	09/01/2011	86,848.50	0.00	19,136.27	10,841.99	2,187.40	119,014.16
Kovac, Susan A	High School Ed Assistant	09/04/2012	40,362.86	0.00	0.00	2,007.69	450.00	42,820.55
LaBranche, Christine W	HS Secretary	09/13/2012	40,837.36	1,036.62	0.00	1,743.00	600.00	68,359.68
LaBranche, Robert A	HS Teacher	10/20/1999	94,634.00	0.00	0.00	469.53	3,865.85	117,451.57
Lacasse, Karen M	HS Teacher	09/01/1992	98,699.00	0.00	0.00	5,280.00	4,467.48	108,446.48
Lavne, Alister A	HS Custodian	04/10/2017	43,570.73	241.80	0.00	4,095.68	0.00	49,514.61
Lebow, Elizabeth A	HS Teacher	11/03/1997	78,309.00	0.00	0.00	13,879.00	3,923.85	96,111.85
Leslie, Renwick R	HS Custodian	05/07/2021	5,044.03	227.48	0.00	198.40	0.00	5,469.91
Lopardo, Larisa	HS CAFETERIA	10/28/2014	15,709.68	0.00	0.00	225.00	0.00	15,934.68
Lum, Sally	HS Teacher	09/01/2011	90,324.00	0.00	0.00	0.00	2,258.10	92,582.10
MacDonald, Kathleen Z	HS Teacher	09/02/2014	98,699.00	0.00	10,715.51	19,737.84	2,467.48	131,619.83
Maddox-Jones, Jessica	HS TEACHER	08/31/2018	24,194.73	0.00	0.00	4,990.35	748.88	29,933.96
Marcolla, Genevieve	HS SN Teacher	09/02/2015	62,118.66	0.00	0.00	0.00	1,564.53	63,683.19
Marquit, Jayne H	Ed Assistant	09/01/1994	6,338.53	0.00	0.00	126.77	1,700.00	8,165.30
Mathison, Alexis K	HS Teacher	08/31/2016	55,186.32	0.00	0.00	5,088.79	1,394.03	61,669.14
Mathison, Mark W	HS SN Teacher	09/01/1974	94,634.00	0.00	0.00	3,694.00	4,865.85	103,193.85
Mattson, John K	HS Athletic Director	09/03/2009	106,961.70	0.00	0.00	0.00	0.00	106,961.70
Mavnard, Kenneth	HS Teacher	09/01/1986	0.00	0.00	0.00	0.00	0.00	10,379.40
McCulliv, Kathleen F	HS Teacher	10/14/1993	96,954.00	0.00	0.00	285.50	4,423.85	101,663.35
McGown, Jane	HS Teacher	09/02/1997	98,699.00	0.00	0.00	2,463.00	3,967.48	105,129.48
McGrath, Scott	HS PE Teacher	09/03/2013	37,325.67	0.00	0.00	98.16	607.73	38,031.56
McLeod, Alison C	HS GUIDANCE COUNSELOR	09/23/2020	41,931.37	0.00	0.00	1,558.00	0.00	43,489.37
McNamara, Michael P	HS Teacher	09/01/2007	96,954.00	0.00	0.00	342.00	2,423.85	99,719.85
Morton, Vanessa L	HS SN Teacher	09/03/2007	71,374.50	0.00	0.00	6,963.00	1,784.60	80,122.10
Mowers, Kelly E	ELL TEACHER	09/03/2019	31,326.29	0.00	0.00	18,660.66	1,020.04	51,006.99
Mullolland, Sean J	HS Teacher	09/01/2011	89,069.60	0.00	0.00	5,917.78	2,226.75	97,214.13
Murphy, Alanna M	HS SN Teacher	09/03/2019	67,219.32	0.00	0.00	2,457.43	1,692.15	71,368.90
Nannini, Anthony J	High School Facilities Mar	04/23/2018	77,198.16	1,135.77	0.00	300.00	0.00	78,633.93
Nelson, Jr, Rooper E	HS Ed Assistant	09/05/2000	40,434.53	0.00	0.00	808.69	1,400.00	42,643.22
Nielsen, Lise	Driver Education Teacher	09/02/1980	0.00	0.00	0.00	0.00	0.00	3,672.00
Novacon, Karen J	HS Teacher	09/03/1996	96,954.00	0.00	0.00	0.00	3,923.85	100,877.85
Ochoa-Roloff, Carolina	HS Teacher	09/18/2017	112,832.83	0.00	17,156.94	294.48	2,365.85	132,650.10
Oden, Virginia R	HS Teacher	09/01/1988	85,197.00	0.00	0.00	0.00	4,629.93	89,826.93
Olandella, Lisa E	HS Teacher	09/02/2014	94,634.00	0.00	0.00	6,346.25	2,365.85	103,346.10
Pavlu, Michele M	HS Athletic Trainer	09/02/2003	83,284.53	0.00	0.00	1,463.20	500.00	85,247.73
Peno, Jesse S	HS Teacher	09/02/2015	89,070.00	0.00	0.00	9,682.54	2,226.75	100,979.29
Peters, Rydell S	HS Teacher	11/20/2015	62,118.66	0.00	0.00	0.00	1,564.53	63,683.19
Pickard, Jacob F	SN Teacher	11/04/2015	56,036.94	0.00	0.00	7,034.54	1,426.90	64,498.38
Pollo, Ricardo R	High School Teacher	10/01/2011	85,011.86	0.00	0.00	234.77	2,129.93	87,376.56
Potts, David G	HS Teacher	09/07/1993	85,197.00	0.00	0.00	163.60	4,129.93	118,949.53
Prickeitt, Marnaret H	HS SN ED ASSISTANT	09/02/2015	29,009.05	0.00	0.00	586.66	450.00	30,045.71
Quidrev, Julie E	HS Teacher	09/01/2011	41,357.97	0.00	0.00	0.00	1,041.65	42,399.62

Read, Lynn E	Ed Assistant	09/01/2000	40,434.53	0.00	0.00	1,768.69	1,400.00	43,603.22
Reeves, Emily M	HS ED ASSISTANT	11/16/2020	15,873.97	0.00	0.00	517.48	0.00	16,391.45
Reeves, Jessica Jean	Math Teacher	09/02/2010	94,634.00	0.00	0.00	0.00	2,365.85	96,999.85
Richards, Sharon C	HS Teacher	09/01/2007	94,634.00	0.00	10,067.32	1,212.64	3,865.85	109,779.81
Roberts, Amy Lynn	Spanish Teacher	09/02/2010	100,476.00	0.00	9,129.74	5,280.00	2,511.90	117,397.64
Rohmer, Edward F	Integration Technology Specialist	07/01/2018	61,500.00	0.00	0.00	0.00	0.00	61,500.00
Ross, Maureen Keeagan	SN Ed Assistant	05/01/2017	29,017.96	0.00	0.00	1,685.66	0.00	31,443.62
Saizer, Beth A	HS Teacher	09/15/2012	62,118.66	0.00	0.00	0.00	1,564.53	63,683.19
Simson, Courtney W	HS Teacher	09/01/2011	90,324.00	0.00	0.00	4,814.00	2,258.10	97,396.10
Simson, Luke E	HS Teacher	09/02/2015	94,634.00	0.00	0.00	375.00	2,365.85	97,374.85
Smith, Dorothea A	Guidance Counselor	09/02/1998	105,821.80	0.00	0.00	11,820.80	1,500.00	119,142.60
Smith, Jennv L	HS Sn Ed Assistant	10/07/2019	14,675.42	0.00	0.00	576.72	0.00	15,252.14
Smith, Leslie A	Athletic Trainer	01/01/2016	0.00	0.00	0.00	805.00	0.00	805.00
Smith, Noelle K	Teacher	09/01/2011	94,634.00	0.00	0.00	783.54	2,365.85	97,783.39
Spaominato, Marcia W	HS Principals's Secretar	02/01/2007	63,215.68	0.00	0.00	854.00	1,100.00	65,257.02
Spencer, Susan J	HS SN Ed Assistant	09/01/2002	41,137.60	0.00	0.00	808.69	1,400.00	43,466.29
Sour, Kelly L	HS ATHLETICS	/ /	0.00	0.00	0.00	420.00	0.00	420.00
Staniels, Jaime L	HS Nurse	09/02/2014	11,971.49	0.00	0.00	0.00	0.00	11,971.49
Stevens, Heather L	HS Teacher	09/02/1998	96,981.54	0.00	0.00	6,649.26	3,923.85	107,554.65
Stevens, Jennifer L	HS Teacher	09/02/2015	80,294.49	0.00	0.00	5,226.00	2,022.33	87,542.82
Stewart, Sarah E	HS Guidance Counselor	09/03/2013	78,205.30	0.00	0.00	2,794.85	0.00	81,000.15
Stunk, Bruce R	HS Teacher	08/30/2017	83,688.00	0.00	0.00	22,393.38	2,092.20	108,173.58
Sullivan, Erin B	HS SN Teacher	08/31/2016	107,271.01	0.00	0.00	3,399.53	0.00	110,670.54
Terrenzi, Kelly J	HS Teacher	09/03/2019	83,688.00	0.00	8,902.25	1,177.92	2,129.93	95,898.10
Tichnor, Richard L	HS Teacher	06/01/2015	41,553.40	0.00	0.00	0.00	1,038.84	42,592.24
Timmons, Mae A	HS Speech Therapist	09/01/1996	102,987.90	0.00	0.00	0.00	1,200.00	104,187.90
Tortorella, Susan L	HS Teacher	09/04/2018	89,087.53	0.00	0.00	701.10	2,226.75	92,015.38
Traut, Justin L	HS TEACHER	09/02/2020	94,634.00	0.00	0.00	0.00	2,365.85	96,999.85
Trinaale, Kathleen A	HS Teacher	09/02/1997	100,476.97	0.00	0.00	9,940.11	4,011.90	114,428.98
Tupper, Katharine	HS SN Secretary	09/01/2001	46,100.24	0.00	0.00	0.00	1,350.00	47,886.89
Tupper, Stephanie J	HS Teacher	05/25/2009	49,472.55	0.00	0.00	0.00	884.84	50,357.39
Virain, Christopher J	INTEGRATION TECHNOLOGY	01/11/2021	18,922.32	0.00	0.00	0.00	0.00	18,922.32
Wall, Lauren J	Ed Assistant	09/08/1997	40,654.53	0.00	0.00	1,846.19	1,400.00	43,900.72
Weeks, Addison J	HS Teacher	08/30/2017	56,653.98	0.00	0.00	6,205.07	1,426.90	64,285.95
White, Brian M	Guidance Counselor	09/01/2004	105,819.55	0.00	0.00	3,068.55	500.00	109,388.10
Wilson, Ellis S	HS Custodian	11/17/2017	42,756.63	387.90	0.00	2,172.27	0.00	45,316.80
Yurelun, Nancy C	HS SN TEACHER	10/05/2017	72,048.48	0.00	0.00	4,292.57	2,226.75	78,567.80
deBaun Yates, Jennv E	HS Teacher	08/30/2017	96,954.00	0.00	0.00	0.00	2,423.85	99,377.85
Total HIGH SCHOOL			9,854,568.59	4,383.22	91,674.24	348,364.36	251,175.49	10,658,943.13

MIDDLE SCHOOL

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Ambrose, Clifford	Custodian	05/03/2007	57,454.67	0.00	0.00	1,919.20	725.00	60,098.87
Anthony, Megan L	Middle School Teacher	09/04/2012	97,646.18	0.00	0.00	2,626.00	2,427.83	102,700.01
Bader, Brandon	MS SN Ed Assistant	10/22/2018	18,245.32	0.00	0.00	424.91	0.00	18,670.23
Bader, Carol A	MS SN Secretary	07/01/1991	45,347.44	0.00	0.00	2,314.17	0.00	50,418.71
Baldwin, Nancy P	Teacher	09/01/2001	115,599.00	0.00	1,453.00	0.00	2,923.85	119,975.85
Barr, Gecoorv A	Middle School Teacher	09/04/2012	94,634.00	0.00	0.00	7,523.17	2,366.67	104,523.84
Bean, Ortone E	MS SN ED ASSISTANT	03/12/2020	0.00	0.00	101.25	0.00	0.00	101.25
Beatty, Karen A	MS TEACHER	09/08/2020	49,869.60	0.00	0.00	130.88	1,550.88	51,551.36
Berger, Hayden F	SN Ed Assistant	10/22/2018	25,819.43	0.00	0.00	8,211.95	0.00	34,291.38
Birch, Dian A	Nurse	10/05/2020	42,856.14	0.00	0.00	713.49	0.00	43,569.63
Blair, Gail L	Ed Assistant	10/15/1996	14,644.97	0.00	0.00	0.00	1,400.00	16,044.97
Blau, Reva T	MS Teacher	09/04/2012	64,851.79	0.00	0.00	0.00	1,581.72	66,433.51
Bonanni, John M	MS SN Teacher	09/02/2015	69,491.81	0.00	0.00	2,453.00	1,759.83	73,704.64
Brad, Joann L	Data Reporting Specialist	06/27/2016	67,770.36	0.00	0.00	0.00	0.00	67,770.36
Bucar, James F	Ed Assistant	09/07/2010	40,434.53	0.00	0.00	2,367.25	750.00	43,551.78
Bucknor, Chelsea S	MS SN Teacher	12/20/2016	59,781.10	0.00	0.00	2,004.46	1,504.42	63,289.98
Burroudts, Leich A	Middle School Teacher	09/04/2012	96,954.00	0.00	0.00	0.00	2,423.85	99,377.85
Caira, Kristen M	MS SN Teacher	08/31/2016	62,991.16	0.00	0.00	0.00	1,586.53	64,577.69
Canter, Aaron M	Teacher	09/02/2014	90,082.83	0.00	0.00	0.00	2,258.10	92,340.93
Carlson, Jan	MS Secretary	09/01/1999	45,252.79	0.00	0.00	0.00	1,600.00	47,281.34
Cedeno, Anthony G	MS GUIDANCE	09/01/2001	103,192.00	0.00	0.00	0.00	500.00	103,692.00
Chaoman, Anthony	Custodian	10/02/2006	57,454.67	0.00	0.00	1,919.20	725.00	60,098.87
Clark, Stacey C	MS SN Teacher	09/02/2008	94,634.00	0.00	0.00	463.30	2,365.85	97,463.15
Cohen, Paul H	Middle School Custodian	05/23/2011	45,834.92	0.00	0.00	1,919.20	0.00	51,503.71
Conroy, Cali A	MIDDLE SCHOOL TEACHER	09/15/2020	38,160.92	0.00	0.00	1,775.00	1,192.34	41,128.26
Curtis, Karen	MS SN Ed Asst.	09/02/1998	13,416.60	0.00	0.00	113.66	1,400.00	14,930.26
Dalev, Sarah J	MS SCHOOL PSYCHOLOGIST	09/02/2020	49,030.17	0.00	0.00	0.00	0.00	49,030.17
Dav, Judith	MS Cafeteria	03/01/1999	29,961.05	0.00	0.00	225.00	1,500.00	31,957.65
DeOliviera, Cynthia B	MS Cafeteria Manager	05/20/2013	43,383.20	0.00	0.00	406.17	450.00	44,470.97
Dewey, Erika M	Teacher	09/02/2014	12,515.85	0.00	0.00	0.00	0.00	12,515.85
DiPaolo, Beverly J	MS Teacher	09/01/2011	53,442.04	0.00	0.00	0.00	0.00	53,442.04
Dias, Antonia	MS Cafeteria	09/14/2015	18,984.89	0.00	0.00	225.00	0.00	19,327.07
Ferreira, Shannah J	MS SN Teacher	08/31/2016	11,572.50	0.00	0.00	0.00	0.00	11,572.50
Fields, Stephanie L	MS SN Ed Assistant	09/01/2004	40,434.53	0.00	0.00	1,590.04	1,200.00	43,224.57
Flanagan, Julie M	MS Teacher	09/02/2008	100,134.18	0.00	0.00	0.00	2,511.90	102,646.08
Fleischer, Amy L	MS Teacher	09/02/2015	75,717.52	0.00	0.00	0.00	1,915.58	77,633.10
Genarellv, Laurie J	MS SN Ed Assistant	10/27/1992	40,434.53	0.00	420.00	799.95	1,700.00	43,354.48
Glennon, Margaret A	MS Teacher	09/02/2015	67,185.36	0.00	0.00	2,906.00	1,692.15	71,783.51
Grant, Jennifer	Educational Assistant	09/03/2009	40,362.86	0.00	60.00	1,088.69	750.00	42,261.55

Groves, Kristin L	02/22/2021	0.00	20,855.24	0.00	0.00	0.00	20,855.24	0.00	0.00	0.00	20,855.24
Lona Term Substitute											
MS Teacher	09/05/2000	100,476.00	0.00	0.00	0.00	0.00	100,476.00	0.00	0.00	0.00	100,476.00
MS Teacher	09/06/1994	100,476.00	0.00	0.00	0.00	159.00	100,476.00	0.00	159.00	0.00	100,476.00
MS Teacher	04/25/2016	57,076.00	0.00	0.00	0.00	1,036.00	57,076.00	0.00	1,036.00	0.00	57,076.00
MS School Psychologist	10/30/2017	11,907.27	0.00	0.00	0.00	0.00	11,907.27	0.00	0.00	0.00	11,907.27
Teacher	09/01/1992	13,260.00	0.00	0.00	0.00	0.00	13,260.00	0.00	0.00	0.00	13,260.00
MS Nurse	09/03/2013	77,535.18	0.00	0.00	0.00	2,472.20	77,535.18	0.00	2,472.20	0.00	77,535.18
MS Teacher	09/02/2008	94,634.00	0.00	0.00	0.00	0.00	94,634.00	0.00	0.00	0.00	94,634.00
MS SN ED ASSISTANT	09/28/2020	5,686.61	0.00	0.00	0.00	142.71	5,686.61	0.00	142.71	0.00	5,686.61
MS Teacher	09/02/2015	94,634.00	0.00	0.00	0.00	2,906.00	94,634.00	0.00	2,906.00	0.00	94,634.00
MS Teacher	09/01/2005	94,634.00	0.00	0.00	0.00	1,453.00	94,634.00	0.00	1,453.00	0.00	94,634.00
MS SN ED ASSISTANT	09/03/2013	29,333.13	0.00	0.00	0.00	666.67	29,333.13	0.00	666.67	0.00	29,333.13
Social Worker	09/01/2002	123,036.52	0.00	0.00	0.00	0.00	123,036.52	0.00	0.00	0.00	123,036.52
Ed Assistant	12/12/2018	19,806.92	0.00	0.00	0.00	296.30	19,806.92	0.00	296.30	0.00	19,806.92
MS Ed Assistant	02/01/2005	37,715.12	0.00	0.00	0.00	0.00	37,715.12	0.00	0.00	0.00	37,715.12
MS Custodian	08/06/2012	24,035.12	0.00	0.00	0.00	300.00	24,035.12	0.00	300.00	0.00	24,035.12
MS SN ED ASSISTANT	02/12/2021	9,727.11	0.00	0.00	0.00	194.54	9,727.11	0.00	194.54	0.00	9,727.11
MS TEACHER	09/14/2020	48,516.48	0.00	0.00	0.00	2,467.00	48,516.48	0.00	2,467.00	0.00	48,516.48
MS Teacher	09/04/2018	57,390.66	0.00	0.00	0.00	0.00	57,390.66	0.00	0.00	0.00	57,390.66
MS Teacher	09/05/2000	94,634.00	0.00	0.00	0.00	1,453.00	94,634.00	0.00	1,453.00	0.00	94,634.00
HS Asst Principal	07/01/2010	130,971.29	0.00	0.00	0.00	0.00	130,971.29	0.00	0.00	0.00	130,971.29
MS SN Ed Assistant	07/24/2008	40,215.96	0.00	0.00	0.00	320.00	40,215.96	0.00	320.00	0.00	40,215.96
MS Teacher	09/02/2008	90,318.19	0.00	0.00	0.00	0.00	90,318.19	0.00	0.00	0.00	90,318.19
MS Principal	09/04/2007	135,960.00	0.00	0.00	0.00	0.00	135,960.00	0.00	0.00	0.00	135,960.00
MS SN Ed Assistant	09/01/2007	44,367.81	0.00	0.00	0.00	1,232.07	44,367.81	0.00	1,232.07	0.00	44,367.81
Substitute	10/15/2020	0.00	0.00	0.00	0.00	32,165.19	0.00	0.00	32,165.19	0.00	32,165.19
Ed Assistant	09/21/2009	40,551.77	0.00	0.00	0.00	320.00	40,551.77	0.00	320.00	0.00	40,551.77
MS PE Teacher	09/03/2013	94,634.00	0.00	0.00	0.00	7,443.16	94,634.00	0.00	7,443.16	0.00	94,634.00
Spanish Teacher	09/02/2010	86,806.83	0.00	0.00	0.00	2,906.00	86,806.83	0.00	2,906.00	0.00	86,806.83
MS Teacher	03/07/2017	67,185.36	0.00	0.00	0.00	6,596.00	67,185.36	0.00	6,596.00	0.00	67,185.36
SN Ed Assistant	12/10/2018	33,378.99	0.00	0.00	0.00	4,478.88	33,378.99	0.00	4,478.88	0.00	33,378.99
MS Teacher	09/05/2000	98,699.00	0.00	0.00	0.00	0.00	98,699.00	0.00	0.00	0.00	98,699.00
MS Teacher	09/01/2011	94,634.00	0.00	0.00	0.00	1,266.11	94,634.00	0.00	1,266.11	0.00	94,634.00
INTEGRATION TECHNOLOGY	10/19/2020	35,194.56	0.00	0.00	0.00	0.00	35,194.56	0.00	0.00	0.00	35,194.56
MS SN Teacher	09/01/2006	86,848.50	0.00	0.00	0.00	2,939.54	86,848.50	0.00	2,939.54	0.00	86,848.50
MS SN Ed Assistant	09/11/2017	26,159.19	0.00	0.00	0.00	4,967.45	26,159.19	0.00	4,967.45	0.00	26,159.19
MS CUSTODIAN	10/19/2020	32,316.02	0.00	0.00	0.00	300.00	32,316.02	0.00	300.00	0.00	32,316.02
MS Teacher	09/01/2006	100,476.00	0.00	0.00	0.00	0.00	100,476.00	0.00	0.00	0.00	100,476.00
MS Teacher	09/05/2000	100,476.00	0.00	0.00	0.00	2,906.00	100,476.00	0.00	2,906.00	0.00	100,476.00
ASST PRINCIPAL	09/01/2011	116,850.00	0.00	0.00	0.00	0.00	116,850.00	0.00	0.00	0.00	116,850.00
MS Teacher	12/21/2016	94,634.00	0.00	0.00	0.00	0.00	94,634.00	0.00	0.00	0.00	94,634.00
MS Teacher	09/01/1987	66,572.56	0.00	0.00	0.00	0.00	66,572.56	0.00	0.00	0.00	66,572.56
Ed Assistant	09/02/1997	40,434.53	0.00	0.00	0.00	380.00	40,434.53	0.00	380.00	0.00	40,434.53

Needel, Anne M	MS Teacher	09/05/2000	100,476.00	0.00	0.00	0.00	4,011.90	104,487.90
Newell, Jessica A	MS Adjustment Counselor	09/04/2018	71,761.16	0.00	0.00	0.00	0.00	71,761.16
Newman, Molly C	MS TEACHER	09/17/2020	37,561.92	0.00	0.00	750.00	1,219.78	39,531.70
Nicholson, Dawn	Ed Assistant	09/07/2010	41,044.66	0.00	0.00	793.16	450.00	42,607.82
Nickerson, Linda	MS Nurse	09/02/1999	16,093.83	0.00	450.00	0.00	0.00	16,543.83
Ohara, Cistin E	MS Teacher	09/01/2001	90,324.00	0.00	0.00	0.00	2,758.10	93,082.10
Ohlei, Dawn J	MS Teacher	09/02/1997	100,476.00	0.00	2,906.00	1,036.00	4,011.90	108,429.90
Pacileo, Marisa A	MS Ed Assistant	10/15/2017	33,375.49	0.00	0.00	3,782.00	0.00	37,157.49
Paetz, Jan	MS SN ED ASSISTANT	01/05/2021	0.00	0.00	0.00	299.30	0.00	299.30
Pautus, Ann K	MS Teacher	09/01/2006	94,634.00	0.00	0.00	0.00	2,365.85	96,999.85
Pavlu, Edward J	MS Teacher	09/05/2000	100,476.00	0.00	0.00	8,899.00	4,011.90	113,386.90
Perry, Vivian M	Ed Assistant	10/11/2005	14,728.03	0.00	0.00	139.88	750.00	15,677.91
Peters, Kistin E	MS SN Teacher	09/01/2004	67,212.14	0.00	0.00	14,950.13	2,192.40	84,354.67
Peters, Richard E	MS Custodian	05/27/2014	59,207.76	0.00	0.00	300.00	0.00	59,507.76
Peterson, Richard F	teacher	09/01/2005	98,699.00	0.00	0.00	2,453.00	2,967.48	104,119.48
Pino, Marie T	MS Guidance Secretary	08/17/2016	53,912.16	1,347.80	0.00	0.00	0.00	55,259.96
Pirtle, Leslie E	MS Teachers	08/11/2016	90,353.25	0.00	0.00	1,402.20	2,274.75	94,030.20
Post, Rebecca HD	MS Ed Assistant	09/04/2018	18,556.29	0.00	0.00	371.13	0.00	18,927.42
Puffer, Jacqueline A	Middle School Teacher	09/04/2012	64,164.81	0.00	0.00	0.00	1,617.14	65,781.95
Rae, Stephanie M	NRMS Assisit Principal	07/29/2019	116,390.00	0.00	0.00	0.00	0.00	116,390.00
Reddish, Karen A	MS Teacher	09/02/1997	100,476.00	0.00	1,453.00	460.00	4,011.90	106,400.90
Richard, Paul	MS Head Custodian	02/08/1999	23,550.48	0.00	0.00	570.00	1,000.00	25,120.48
Rev. Marie-France	Middle School Teacher	09/03/2013	93,805.17	0.00	0.00	0.00	2,365.85	96,171.02
Schnitzer, Dawn N	MS SN Teacher	09/01/2006	98,363.52	0.00	0.00	0.00	2,647.48	101,011.00
Scribner, Alexa M	Substitute	01/09/2021	118.46	0.00	70.00	2.37	0.00	190.83
Sheehan, William P	MS SN Teacher	01/30/2001	100,476.00	0.00	0.00	38.95	3,011.90	103,526.85
Stemmer, Nancy A	MS Ed Assistant	09/17/2013	32,641.66	0.00	0.00	1,562.07	450.00	35,033.73
Silva, Pamela	MS Secretary to the Principal	08/04/2008	62,301.43	0.00	0.00	0.00	1,100.00	63,401.43
Simms, John	MS Teacher	09/01/2011	81,742.64	0.00	0.00	0.00	2,058.80	83,801.44
Simpson, Christv L	MS Teacher	09/01/2011	79,875.84	0.00	0.00	0.00	2,011.78	81,887.62
Sousa, Katie E	MS SN Teacher	09/02/1999	100,476.00	0.00	0.00	2,906.00	4,011.90	107,393.90
Souza, Judith E	Cafeteria	09/15/1993	26,466.65	0.00	0.00	225.00	1,700.00	28,663.25
Strauchn, Eren	MS Custodian	05/04/2018	34,407.52	148.65	0.00	2,995.58	0.00	37,551.75
Thatcher, Kimberly A	MS SN Ed Assistant	08/21/2007	44,315.08	0.00	0.00	8,287.69	1,200.00	53,782.77
VanKleeef Jr, Michael H	Groundsman	01/14/2019	45,442.45	853.47	0.00	300.00	0.00	46,595.92
Vining, Kerri L	SN Teacher	09/01/2001	85,197.00	0.00	0.00	0.00	2,629.93	87,826.93
Von Hausen, Estefania	MS Teacher	09/02/2014	70,823.56	0.00	0.00	2,726.71	1,798.82	75,349.09
Walther, Wendy T	MS Teacher	03/20/2015	76,550.84	0.00	0.00	1,036.00	1,944.53	79,531.37
Walton, Mav R	MS Ed Assistant	04/26/2021	5,986.07	0.00	0.00	122.71	0.00	6,108.78
Ward, Lawrence F	Custodian	08/28/2017	45,421.76	0.00	0.00	1,919.20	0.00	47,340.96
Warren, Patricia A	MS SN Teacher	01/07/2002	98,337.27	0.00	0.00	6,417.96	2,923.85	107,679.08
Williams, Monique A	MS SN Ed Assistant	11/13/2018	5,725.08	0.00	0.00	0.00	0.00	5,725.08
Williams, Shelby E	Guid Coun/ Soc Work	09/01/2004	99,574.00	0.00	0.00	0.00	500.00	100,074.00
Yurkelun, Annalisse N	MS SN ED ASSISTANT	01/19/2024	13,450.83	0.00	0.00	289.02	0.00	13,739.85
Total MIDDLE SCHOOL			7,542,749.50	2,349.92	82,734.96	158,706.27	165,853.30	7,962,641.17

ORLEANS ELEMENTARY-REGION/GRANT FUNDED

<u>Employee</u>	<u>Position</u>	<u>Date of Hire</u>	<u>Salary</u>	<u>Overtime</u>	<u>Sub.Pay</u>	<u>Stipends</u>	<u>Longevity</u>	<u>Total</u>
Ambrose, Bethany L	OES Guidance	09/02/2015	0.00	0.00	0.00	135.70	0.00	135.70
Belliveau, Leah	Teacher	09/01/1989	194.75	0.00	0.00	0.00	0.00	194.75
Bovino, Kathleen	Teacher	09/03/2008	0.00	0.00	0.00	1,011.00	0.00	1,011.00
Castro, Shamali K	ORLEANS TEACHER	11/29/2017	0.00	0.00	0.00	453.84	0.00	453.84
Chapel, Lisa A	Orleans Cafeteria Manager	09/16/2013	939.40	0.00	0.00	0.00	0.00	1,171.00
Christopher, Ann M	OES Ed Assistant	09/21/2011	0.00	0.00	0.00	680.76	0.00	680.76
Cyr, Elaine M	OES SN Teacher	09/04/2018	29,621.04	0.00	0.00	2,401.57	0.00	32,022.61
Da Silva, Carina C	ESL Teacher	03/27/2014	0.00	0.00	0.00	12,346.10	0.00	12,346.10
DeSimone, Christine	Tutor	09/03/1997	0.00	0.00	0.00	680.76	0.00	680.76
Edwards, Emily Ann	OES Teacher	10/09/2012	0.00	0.00	0.00	397.11	0.00	397.11
Frankel, Karen A	Teacher	09/02/2008	9,599.37	0.00	0.00	0.00	0.00	9,599.37
Jenkins, Martha F	Teacher	09/01/1988	6,520.00	0.00	0.00	2,750.59	0.00	9,270.59
Keating, Nina P	OES Teacher	09/03/2019	0.00	0.00	0.00	1,090.60	0.00	1,090.60
Lacasse, Erin	Teacher	09/02/2008	65.00	0.00	0.00	4,749.78	0.00	4,814.78
Moronia, Anne T	OES Teacher	09/01/2011	5,654.67	0.00	0.00	0.00	0.00	5,654.67
Rosato, Kavlleen E	Ed Assistant	09/01/1997	0.00	0.00	0.00	276.38	0.00	276.38
Stanuk, Karen L	Ed Assistant	09/01/2011	40.85	0.00	0.00	1,815.36	0.00	1,856.21
Stieber, Dawn K	Teacher	09/01/2001	0.00	0.00	0.00	3,086.79	0.00	3,086.79
Yuen, Kara W	OES Librarian	01/02/2013	0.00	0.00	0.00	453.84	0.00	453.84
Total ORLEANS ELEMENTARY			52,635.08	0.00	0.00	32,330.18	0.00	85,196.86

REGION ONLY

<u>Employee</u>	<u>Position</u>	<u>Date of Hire</u>	<u>Salary</u>	<u>Overtime</u>	<u>Sub.Pay</u>	<u>Stipends</u>	<u>Longevity</u>	<u>Total</u>
Edwards, Julie	Physical Therapist	09/05/2006	61,500.01	0.00	0.00	3,664.08	0.00	65,164.09
Fitzgerald, Esther	Adult Ed Director	08/19/1999	7,891.10	0.00	0.00	0.00	850.00	8,741.10
O'Connell, Nancy	WES Preschool Teacher	09/01/1987	19,044.77	0.00	0.00	2,571.76	0.00	21,616.53
Raimo, Carey	Occupational Therapist	09/01/2006	96,506.98	0.00	0.00	4,400.78	0.00	100,907.76
Rice, Dana W	Occupational Therapist	08/20/2005	90,324.00	0.00	0.00	2,258.10	0.00	92,582.10
Rott, Marjorie H	Secretary to Adult Ed Director	09/02/2004	0.00	0.00	0.00	0.00	600.00	600.00
Total REGION ONLY			275,266.86	0.00	0.00	12,894.72	1,450.00	289,611.58

REGION REVOLVING

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
O'Connell, Joanne T	Speech/Language Preschool	09/01/2011	67,762.62	0.00	0.00	3,245.34	0.00	71,007.96
Stevens, Joanna W	Prs School Director	09/02/2014	33,393.85	0.00	0.00	0.00	0.00	33,393.85
Total REGION REVOLVING			101,156.47	0.00	0.00	3,245.34	0.00	104,401.81

REGION SHARED

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Ahem, Shannon M	Social Worker	03/01/2020	49,400.00	0.00	0.00	0.00	0.00	49,400.00
Belastock, Eileen C	DIRECTOR OF TECHNOLOGY	07/20/2020	125,426.00	0.00	0.00	0.00	0.00	125,426.00
Boulos, Constance	Treasurer	04/08/2019	16,972.80	0.00	0.00	0.00	0.00	16,972.80
Buchanan, Marv E	DIRECTOR OF STUDENT SRVS	07/01/2020	140,000.00	0.00	0.00	0.00	0.00	140,000.00
Carroll-Reed, Marv Ellen	NURSE	09/05/2006	0.00	0.00	0.00	32,822.69	0.00	32,822.69
Conrad, Thomas	Superintendent of Schools	07/14/1994	209,295.06	0.00	0.00	0.00	0.00	209,295.06
Consiglio-Noks, Artvyn	CO Secretary to the Superintendent	08/21/1996	78,173.14	0.00	0.00	1,637.91	0.00	79,811.05
Dalev, Janet H	Business Office Clerk	03/07/2016	50,880.38	0.00	0.00	0.00	0.00	50,880.38
Fernandes, Abigail L	CO Secretary A/P	03/26/2012	66,140.48	0.00	0.00	0.00	0.00	66,140.48
Fontaine, Carol A	HR Director	08/17/2015	103,640.08	0.00	0.00	0.00	0.00	103,640.08
Gaulev, Keith	CURR COORDINATOR	07/01/2007	73,039.62	0.00	0.00	0.00	0.00	73,039.62
Kremer, Raif	COMPUTER TECH SUPPORT	12/09/2013	90,870.00	0.00	0.00	0.00	750.00	91,620.00
Loureiro, Cristina O	Computer Tech Support	07/24/2017	42,381.90	0.00	0.00	0.00	0.00	42,381.90
Miller, Sarah E	Secretarw	10/21/2013	67,519.54	3,645.30	0.00	0.00	0.00	71,164.84
Mohan, Thomas	Out of District Coordinator	09/03/2012	18,272.09	0.00	0.00	0.00	0.00	18,272.09
Muraw, Susan G	Director of Food Service	07/01/2012	95,976.09	0.00	0.00	15,780.00	0.00	111,756.09
Newcomb, Lori L	Secy to the Business Manager	11/23/2015	56,849.47	0.00	0.00	0.00	0.00	56,849.47
Nowack, James M	Accounting Manager	12/18/1997	117,136.52	0.00	0.00	0.00	0.00	117,136.52
Sandison, Rhonda J	HR & Accounting Assistant	10/19/2016	51,206.51	1,125.75	0.00	0.00	0.00	52,332.26
Tefft, Ann M	Administrative Asst to Superintendent	12/21/2009	37,841.10	0.00	0.00	979.98	0.00	38,821.08
Venditti, Giovanna B	Dir of Finance & Operations	07/01/2012	155,183.19	0.00	0.00	0.00	0.00	155,183.19
Wallen, Susan A	Pavroll and Benefits Coord	09/09/2009	69,116.40	7,163.70	0.00	0.00	0.00	76,280.10
Yardets, Mackenzie L	Computer Technician	03/03/2014	65,483.24	0.00	0.00	0.00	750.00	66,233.24
Total REGION SHARED			1,780,803.61	11,934.75	0.00	51,220.58	1,500.00	1,845,458.94

REGION WORKING FOR TOWN

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Allard, Margaret E	Ed Assistant	01/01/1992	11,867.13	0.00	0.00	1,156.86	0.00	13,023.99
Bianchi, Elizabeth A	Ed Assistant	09/11/2000	38,784.44	0.00	787.96	1,879.20	3,150.00	44,601.60
Bono, Sonia A	Adjustment Counselor	09/04/2018	9,003.57	0.00	0.00	0.00	0.00	9,003.57
Brunelle, Donna M	Ed Assistant	09/01/1998	701.35	0.00	0.00	0.00	0.00	701.35
Callahan, Anna S	ELL Teacher	10/17/2018	24,577.75	0.00	12,687.99	3,370.34	0.00	40,636.08
Callahan, Kristen E	Technology/Integration Director	09/04/2019	63,718.83	0.00	0.00	5,111.57	0.00	68,830.40
Carr, Deborah	Ed Assistant	01/03/2002	12,070.38	0.00	0.00	2,874.62	0.00	14,945.00
Clark, Katherine A	WES SN Teacher	09/03/2019	17,786.46	0.00	0.00	453.84	0.00	18,240.30
Crompton, Beth Ann	TITLE I/READING SPECIALIST	01/19/2021	11,345.85	0.00	0.00	0.00	0.00	11,345.85
Dadov, Kimberly L	SN Ed Assistant	09/03/2019	21,325.47	0.00	0.00	1,973.25	0.00	23,298.72
Doherty, Michaela B	Preschool Secretary	10/16/2006	33,204.06	0.00	0.00	0.00	1,100.00	34,586.90
Escher, Marv Christine	Teacher	09/01/1989	18,976.38	0.00	0.00	5,151.00	0.00	24,127.38
Feichtner, Hilary E	PRE-SCHOOL TEACHER	09/28/2020	43,049.57	0.00	0.00	0.00	0.00	43,049.57
Ferrara, Margaret M	Preschool Ed Assistant	10/11/2012	31,759.45	0.00	0.00	1,879.20	450.00	34,088.65
Hinoie, Danielle	Preschool OT	08/31/2016	63,137.19	0.00	0.00	775.31	0.00	63,912.50
Kind, Kelly A	Pre-School Teacher	09/04/2018	96,993.71	0.00	0.00	1,588.44	0.00	98,582.15
Kyle, Victoria E	Occupational Therapist	09/03/2019	70,603.66	0.00	0.00	2,152.68	0.00	72,756.34
Manach, Emily R	Educational Assistant	09/28/2009	32,734.38	0.00	1,282.30	1,879.20	750.00	36,645.88
Mamotta, Kathryn M	Ed Assistant	09/02/1998	33,039.17	0.00	40.00	2,024.91	1,400.00	36,504.08
Meyer, Deborah A	Teacher Title 1 and SBES	09/16/2013	30,682.98	0.00	0.00	1,314.25	0.00	31,997.23
Montano, Dawn M	Ed Assistant	09/01/2005	33,039.17	0.00	2,001.31	1,879.20	1,200.00	38,119.68
Parik, Jamie M	PRE SCHOOL THERAPIST	09/21/2020	24,591.96	0.00	0.00	0.00	0.00	24,591.96
Pranca, Christina L	Ed Assistant Preschool	05/04/2016	22,622.53	0.00	120.00	1,967.88	0.00	24,710.41
Recan, Melissa J	Pre K SN Teacher	09/04/2018	61,306.33	0.00	0.00	2,042.28	0.00	63,348.61
Ryan, Eileen G	Ed Assistant	09/02/1999	33,918.37	0.00	1,907.66	1,356.18	1,400.00	38,582.21
Ryan, Justine A	SB Preschool Teacher	09/02/1999	102,693.32	0.00	0.00	2,965.95	1,500.00	107,159.27
Souther, Deidre J	Ed Assistant	09/05/2000	27,371.43	0.00	0.00	2,269.20	0.00	29,640.63
Thumacki, Jessica	Speech and Language	10/01/2018	14,506.42	0.00	0.00	2,760.86	0.00	17,267.28
Williams, Kathleen	ELL TEACHER	09/15/2016	19,384.47	0.00	0.00	2,798.68	0.00	22,183.15
Total REGION WORKING FOR TOWN			1,004,795.78	0.00	18,827.22	51,624.90	10,950.00	1,086,480.74

STONY BROOK ELEMENTARY-REGION-GRANT/FUNDED

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Bucci, Elisa	Teacher	09/02/2010	13,261.64	0.00	0.00	3,025.60	0.00	16,287.24
Bunce, Rebecca A	Teacher	09/04/2018	15,415.26	0.00	0.00	1,966.64	0.00	17,381.90
DeLona, Lisa D	SBES Ed Assistant	10/01/2011	4,707.04	0.00	0.00	8,057.08	0.00	12,764.12
Dowd, Juliana F	SBES TEACHER	09/02/2020	0.00	0.00	0.00	194.75	0.00	194.75
Down, Donna	SBES Cafe Manager	09/01/2007	872.30	0.00	0.00	0.00	0.00	1,103.90
Ednie, Christine A	SBES SN Teacher	09/09/1994	90.77	0.00	0.00	3,942.32	0.00	4,033.09
Everson, Holly L	SBES Ed Assistant	09/08/2015	7,740.19	0.00	0.00	0.00	0.00	7,740.19
Fracassi, Christine K	Eddy Sn Teacher	08/31/2016	0.00	0.00	0.00	311.60	0.00	311.60
Gates, Erin A	SBES SN Teacher	11/13/2014	465.19	0.00	0.00	0.00	0.00	465.19
Holcomb-Jones,	Stony Teacher	09/01/2011	1,920.88	0.00	0.00	0.00	0.00	1,920.88
Johnson, Patricia	SBES Ed Assistant	09/02/2010	5,462.32	0.00	0.00	1,333.16	0.00	6,795.48
Katchmar, Alexis J	Kindergarten Teacher	09/04/2018	0.00	0.00	0.00	779.00	0.00	779.00
Lawless, Colleen	SBES Nurse	09/01/2009	0.00	0.00	0.00	194.75	0.00	194.75
Manuelinkx, Crystal J	ED ASSISTANT	09/28/2020	0.00	0.00	4,845.00	0.00	0.00	4,845.00
Matulajitis, Susan	SBES SN Ed Assistant	09/02/2008	14,902.63	0.00	0.00	0.00	0.00	14,902.63
Moody, Dana Elizabeth	SBES SN Ed Assistant	12/01/2016	0.00	0.00	0.00	1,337.00	0.00	1,337.00
Norton, Loretta C	SN Ed Assistant	10/29/2018	0.00	0.00	0.00	7,526.18	0.00	7,526.18
O'Shea, Randi E	SBES TEac her	10/08/2013	0.00	0.00	0.00	779.00	0.00	779.00
Rocacz, Jennifer M	SBES Teacher	09/04/2018	0.00	0.00	0.00	1,869.60	0.00	1,869.60
Shanahan, Rebecca J	SBES SN Ed Assistant	11/04/2015	0.00	0.00	0.00	861.92	0.00	861.92
Sherin, Lauren	SPEECH/LANGUAGE PATHOLOGIST	09/02/2020	21,583.59	0.00	0.00	0.00	0.00	21,583.59
Slowik, Sara	SBES Cafeteria Worker	09/22/1986	644.76	0.00	0.00	0.00	0.00	905.96
Whitnev, Kendra M	SBES Teacher	09/04/2018	0.00	0.00	0.00	1,002.96	0.00	1,002.96
Total STONY BROOK ELEMENTARY			87,066.57	0.00	4,845.00	33,181.56	0.00	125,585.93

SUBSTITUTES-REGION

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Barr, Michelle C	Substitute	01/01/2015	0.00	0.00	535.00	0.00	0.00	535.00
Berzinis, Mary D	Substitute	10/16/1995	0.00	0.00	0.00	1,011.00	0.00	1,011.00
Brodour, Kerly	Substitute	10/24/2016	0.00	0.00	160.00	0.00	0.00	160.00
Burling, Andrew G	Substitute	12/04/2020	0.00	0.00	512.50	0.00	0.00	512.50
Ciborowski Jr, John	Substitute	11/04/2015	0.00	0.00	11,057.84	0.00	0.00	11,057.84
Clements, Mattison R	Substitute	01/07/2021	0.00	0.00	5,720.00	500.00	0.00	6,220.00
Codair, Cheryl M	Substitute	06/11/2021	150.00	0.00	0.00	0.00	0.00	150.00

Cozzolino, Gillian M	Substitute	05/19/2021	0.00	0.00	303.75	0.00	0.00	0.00	303.75
Cushing, Grace M	Substitute	05/19/2021	0.00	0.00	675.00	0.00	0.00	0.00	675.00
Deifino, Linda M	Substitute	09/19/2013	0.00	0.00	11,295.00	2,240.00	0.00	0.00	13,535.00
Dorsey, Katherine J	Substitute	11/19/2020	0.00	0.00	400.00	0.00	0.00	0.00	400.00
Ferrari, Gene A	Substitute	10/15/2020	0.00	0.00	1,646.88	0.00	0.00	0.00	1,646.88
Fleming, Grace E	Substitute	01/11/2021	0.00	0.00	560.00	0.00	0.00	0.00	560.00
Franchitto, Dana L	Substitute	03/01/2016	0.00	0.00	12,811.88	0.00	0.00	0.00	12,811.88
Gill, Laura	Substitute	09/02/2008	2,025.00	0.00	600.00	0.00	0.00	0.00	2,625.00
Johnson, Hannah B	Substitute	12/10/2020	0.00	0.00	1,780.00	0.00	0.00	0.00	1,780.00
Jordan, Edward J	Substitute	02/01/2011	0.00	0.00	1,462.50	0.00	0.00	0.00	1,462.50
Kelly, Karen	Substitute	09/05/2012	0.00	0.00	1,237.50	0.00	0.00	0.00	1,237.50
Kendall, Kathleen	Substitute	10/09/2020	0.00	0.00	240.00	0.00	0.00	0.00	240.00
Kendall, Richard R	Substitute	11/12/2019	0.00	0.00	7,627.50	0.00	0.00	0.00	7,627.50
Koch, Michelle R	Substitute	09/02/2008	9,288.45	0.00	1,158.75	32.49	750.00	0.00	11,229.69
Kopitsky, Kathleen G	Substitute	03/26/2012	0.00	0.00	1,610.00	0.00	0.00	0.00	1,610.00
LeBlanc, Catherine	Proctor	05/06/2019	0.00	0.00	0.00	950.00	0.00	0.00	950.00
LeBlanc, John	Proctor	05/06/2019	0.00	0.00	0.00	825.00	0.00	0.00	825.00
Lisle, Andrew R	Substitute	03/01/2015	0.00	0.00	0.00	4,553.00	0.00	0.00	4,553.00
Love, Rachel V	Substitute	10/01/2020	0.00	0.00	140.00	0.00	0.00	0.00	140.00
Macalibin Jr, Gregory L	Substitute	10/19/2020	0.00	0.00	440.00	0.00	0.00	0.00	440.00
Muse, Timothy C	Athletic Trainer	11/01/2019	0.00	0.00	0.00	105.00	0.00	0.00	105.00
Niauel, Bertien	Substitute	10/08/2020	0.00	0.00	447.50	0.00	0.00	0.00	447.50
Paskavitch, R/lee	Whitecaps	06/14/2019	2,955.00	0.00	0.00	0.00	0.00	0.00	2,955.00
Pellis, Hannah	Substitute	12/10/2020	0.00	0.00	540.00	0.00	0.00	0.00	540.00
Pike, Sarah A	Substitute	02/11/2021	0.00	0.00	562.50	0.00	0.00	0.00	562.50
Quill, Joanne L	Substitute	09/01/1988	0.00	0.00	0.00	1,190.00	0.00	0.00	1,190.00
Richardson, Stacey L	Substitute	10/27/2020	825.00	0.00	0.00	0.00	0.00	0.00	825.00
Silberberg, David	Substitute	11/19/2012	0.00	0.00	6,353.13	0.00	0.00	0.00	6,353.13
Slaton, Danielle	Substitute	01/22/2021	0.00	0.00	80.00	0.00	0.00	0.00	80.00
Stadakis, Angela M	Substitute	05/15/2017	1,657.44	0.00	22,335.64	0.00	0.00	0.00	23,993.08
Swiniarski, Stephen J	Substitute	09/01/1987	0.00	0.00	0.00	2,960.00	0.00	0.00	2,960.00
Trott, Gina C	Substitute	01/19/2021	0.00	0.00	160.00	0.00	0.00	0.00	160.00
Wallace, Manorie A	Substitute	09/06/2007	999.06	0.00	0.00	0.00	0.00	0.00	999.06
West, Matthew R	Substitute	04/08/2021	0.00	0.00	22.50	0.00	0.00	0.00	22.50
Willey, Kerby	Substitute	08/28/1990	34,634.32	0.00	0.00	618.01	1,700.00	0.00	36,952.33
Total SUBSTITUTES			52,534.27	0.00	92,475.37	14,984.50	2,450.00	0.00	162,444.14

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SUMMER SCHOOL ONLY

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Smith, Lorraine	Summer School	09/01/1985	122,404.79	0.00	0.00	3,782.00	2,500.00	128,686.79
Stevens, Emma E	Summer School	07/12/2016	0.00	0.00	280.00	0.00	0.00	280.00
Total SUMMER SCHOOL ONLY			122,404.79	0.00	280.00	3,782.00	2,500.00	128,966.79

TUTORS

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Bergstrom, Debra A	Tutor	09/16/1999	2,884.26	0.00	0.00	0.00	0.00	2,884.26
Dufault, Jennifer V	Tutor	06/01/2020	0.00	0.00	0.00	4,990.35	0.00	4,990.35
Forest, Ann J	Tutor	10/19/2021	1,279.41	0.00	0.00	0.00	0.00	1,279.41
Cearf, Zarina	Tutor	06/01/2020	0.00	0.00	0.00	4,990.35	0.00	4,990.35
Hof, Elizabeth A	Tutor	06/01/2020	0.00	0.00	0.00	4,990.35	0.00	4,990.35
Hourhan, Maureen	Middle School Tutor	09/27/2002	0.00	0.00	0.00	4,840.96	0.00	4,840.96
Johnsmever, Patricia	Tutor	06/01/2020	0.00	0.00	0.00	4,990.35	0.00	4,990.35
Saidnawey, James A	Tutor	06/01/2020	0.00	0.00	0.00	4,990.35	0.00	4,990.35
Smith-Eav, Georgia K	Tutor	10/15/2002	38.95	0.00	0.00	0.00	0.00	38.95
Total TUTORS			4,202.62	0.00	0.00	29,792.71	0.00	33,995.33

WELLFLEET ELEMENTARY-REGION/GRANT-FUNDED

Employee	Position	Date of Hire	Salary	Overtime	Sub Pay	Stipends	Longevity	Total
Boiting, Samantha JK	WES SN Ed Assistant	09/19/2019	0.00	0.00	0.00	756.40	0.00	756.40
Bradford, Ariana	WES TEACHER	09/22/2008	0.00	0.00	0.00	6,281.54	0.00	6,281.54
Brightman, April V	SN Educational Assistant	09/03/2019	0.00	0.00	0.00	1,021.14	0.00	1,021.14
Ellis, Alana G	WES Teacher	09/04/2012	60.28	0.00	0.00	4,188.57	0.00	4,248.85
Ferr, Kathleen M	Teacher	09/02/1997	0.00	0.00	0.00	397.11	0.00	397.11
Gage, Maritame	WES Cafeteria Worker	08/31/2016	325.13	0.00	0.00	0.00	0.00	651.73
Hansen, Laura B	WES Principal Secretary	12/17/2009	0.00	0.00	0.00	97.27	0.00	97.27
Holmes, Lisa M	Tech Teacher/WES	09/03/2009	204.49	0.00	0.00	2,570.70	0.00	2,775.19
Kocaba, Kathleen G	Title I/Reading Specialist	06/15/2010	9,771.00	0.00	0.00	1,091.85	0.00	10,862.85
Miller Jr, Leo P	Teacher	09/01/1986	0.00	0.00	0.00	2,212.47	0.00	2,212.47
Nannini, Cassandra A	WES Cafeterai	09/24/2015	812.35	0.00	0.00	0.00	0.00	1,080.25
Staker, Andrew J	WES Teacher	09/03/2013	5,202.00	0.00	0.00	945.50	0.00	6,147.50
Tanner, Sarah A	Ed Assistant	10/13/2014	20.21	0.00	0.00	1,692.45	0.00	1,712.66
Watson, Jennifer	Speech Leno, Pathologist	09/03/2009	61.04	0.00	0.00	3,704.44	0.00	3,765.48
Total WELLFLEET ELEMENTARY			16,456.50	0.00	0.00	24,959.44	0.00	42,010.44

Total Number of Records

1,032

22,838,909.64

TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway	911
Non Emergency / Animal Control Officer	508-255-2727
FIRE – EMERGENCY - 2520 State Highway	911
Non Emergency	508-255-2324
TOWN HALL - 2500 State Highway, M-Thurs 8am-4pm, Fri 8am-noon. . .	508-240-5900
Administration.	Ext. 3207
Assessing.	Ext. 3212
Accounting	Ext. 3208
COMMUNITY DEVELOPMENT DEPARTMENT	
Building Division.	Ext. 3231
Building Commissioner: M-F 7:30am -4pm.	Ext. 3202
Wiring Inspector: M/W/F 7:30am-8:30am.	Ext. 3233
Plumbing & Gas Inspector: T/Th 7:30am-8:30am.	Ext. 3233
Planning Division	Ext. 3231
Town Planner.	Ext. 3228
Housing Coordinator	Ext. 3234
Economic Development Planner	Ext. 3245
Conservation Division	Ext. 3221
Conservation Agent	Ext. 3246
Health Department	Ext. 3230
Town Clerk/Registrar	Ext. 3225
Treasurer/Collector	Ext. 3218
Beach & Recreational Services 555 Old Orchard Road.	508-240-5974
Council on Aging – 1405 Nauset Road	774-801-3151
Department of Public Works – 555 Old Orchard Road	774-801-0520
Buildings & Maintenance	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 7:30am-3:30pm.	Ext. 3618
Veteran’s Services, 66 Falmouth Road, Hyannis	508-778-8740

SELECT BOARD meet regularly at the Eastham Town Hall, 2500 State Highway in the Earle Mountain meeting room on the first and third Monday of the month at 5:30 p.m. and as posted on the Town webpage at www.eastham-ma.gov. Meetings may also be held remotely, and all meetings will be posted on the Town website.