

2023

EASTHAM

ANNUAL REPORT



Arthur A. Autorino
1946-2024
Select Board 2020-2024

In remembrance of our esteemed Select Board members who died this past year. Art Autorino, who epitomized unwavering dedication to his adopted community, volunteering for the Seashore Park and Schoolhouse Museum, Serving on multiple town board and committees, always a hard worker and contributor, and just a fine person. Jared Collins , who followed in the footsteps of his grandfather to serve the town on our Select Board and represent the disenfranchised and underrepresented, and John Knight, who served on the Select Board and Board of Health and left us with the most beautiful stained-glass art to honor our police station. Their legacies resonate in the hearts of all who benefited from their selfless service and tireless commitment. Their passion for the betterment of our community knew no bounds, and their contributions truly leave a mark on Eastham. You will be missed.

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2023

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2023 Town Census 5487

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 2024

GOVERNOR

Maura Healy 2025

LIEUTENANT GOVERNOR

Kim Driscoll 2025

SECRETARY OF THE COMMONWEALTH

William Francis Galvin 2026

ATTORNEY GENERAL

Andrea Joy Campbell 2026

STATE SENATOR – Cape and Islands District

Julian Cyr 2024

REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake 2024

COUNTY COMMISSIONERS

Ronald Bergstrom 2026

Mark R. Forest 2024

Sheila Lyons 2024

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

John Terence Gallagher 2024

MODERATOR

W. Scott Kerry 2026

BOARD OF SELECTMEN

Arthur Aurorino, Chair	2026
Amy J. Eckman, Vice Chair	2026
Gerald Cerasale, Clerk	2025
Suzanne Bryan	2025
Jamie Demeri	2024

TOWN CLERK

Cindy Nicholson	2023
Linda J. Sassi	2026

LIBRARY TRUSTEES

Joanna Steven, Chair	2025
Ignatius Alfano, Vice Chair	2026
Ian Kerig Hamilton	2025
Mary Shaw	2026
Willow Shire, Clerk	2024

EASTHAM HOUSING AUTHORITY

Edward Brookshire, Governor’s Appointee, Chair	INDEF
Eileen Morgan	2026
Bill O’Shea	2028
Michael Lopardo	2024
James C. McMakin	2027

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier, Chair	2025
Edgar Miranda, Vice Chair	2024
Eric Shannon	2025
Devon O’Rourke	2024
Monica Liliana Montoya-Quintero	2026
Debra Raymond	2026

NAUSET REGIONAL SCHOOL COMMITTEE

Patricia Aurigemma	2024
Maira Noonan-Kerry	2025

RESIGNATIONS

Eric Shannon
Estella Edmondson
Lauren Arcomano
Bill O'Shea
Jan Guidess
Diann Milone
Leonard Germinara
Gay Mary Craig
Christa Drew
Jan Guidess
Ron Mullett
Rea Ann Palmer

Eastham Elementary School Committee
Human Services Advisory Board
Human Services Advisory Board
Council on Aging
Council on Aging
Cultural Council
Cultural Council
Zoning Board of Appeals
Open Space Committee
Council on Aging
Search Committee
Finance Committee

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Karen Burns, <i>Secretary</i>	2025
William Darin Krum	2023
Aimee Eckman	2025
Carolyn McPherson, <i>Chair</i>	2024
Bonnie Nuendel	2025
Elaine Lipton	2025

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2023
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BOARD OF ASSESSORS

Joanna Buffington, <i>Alternate</i>	2024
Wendy Walsh	2024
Denise Kopasz	2023
W Davis Hobbs, <i>Chair</i>	2026

BOARD OF HEALTH

Adele Blong	2023
Lois Bryant	2024
Francie Williamson, <i>Vice Chair</i>	2025
Fredric Leary	2023
Hope Plavin	2024
Peter Claiborne Hansinger	2026
Paige Mansfield	2025
Elena Eisman, <i>Alternate</i>	2026

1651 FOREST ADVISORY COMMITTEE

Saul Fisher	2024
Steven Gulrich	2024
Michael Harnett, <i>Chair</i>	2024
Henry Lind, <i>Clerk</i>	2026
Steve Smith	2024

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Charles Harris	INDEF
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BOARD OF REGISTRARS

Linda Sassi	2026
Cindy Nicholson	2023
Colleen O'Duffy-Johnston	2024
Lisa Radke	2026
Suzanne Requa-Trautz	2025
Kendra Menard, <i>Alternate</i>	2026

CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

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

CAPE COD COMMISSION	
Joyce Brookshire	2024
CAPE COD COMMISSION: REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE	
TBD	INDEF
CAPE COD REGIONAL TECHNICAL HIGH SCHOOL	
Yasmine McNellis	2025
Mike Sarcione	2026
CAPE COD REGIONAL TRANSIT ADVISORY BOARD	INDEF
Roslyn Diamond	
CAPE COD WATER PROTECTION COLLABORATIVE, EASTHAM REPRESENTATIVE	
Jane Crowley	2024
CAPE LIGHT COMPACT	
Tom McNellis	2026
Gary Senecal, Alternate	2025
CAPITAL PROJECTS COMMITTEE	
Jacqueline Beebe, <i>Town Administrator</i>	INDEF
Richard Bienvenue, <i>Alternate</i>	INDEF
Stephen Jonathan	2026
Peter Wade	2025
Steven Kononchik	2026
Fred Guidi	2025
CLIMATE ACTION COMMITTEE	
Cheryl Gayle, Clerk	2025
Ellen Greer	2023
Roberta Longley, <i>Chair</i>	2024
Roy Merolli	2024
Michael Sarcione	2025
Tom McNellis, <i>Vice Chair</i>	2025
Olav Hegland	2026
John Boiney	2026
COMMUNITY PRESERVATION COMMITTEE	
Mark Herman	2024
Edmund Casarella	2026
Eileen Morgan	2025
Daniel Coppelman, <i>Vice Chair</i>	2024
Carolyn McPherson	2024
W. Davis Hobbs	2024
Kait Logan	2024
Mary Shaw, <i>Chair</i>	2025
Joanna Buffington	2024
Janet Benjamins	2025

CONSERVATION COMMISSION

Janet Benjamins, <i>Vice Chair</i>	2024
Sheila Filipowski	2024
Karen Strauss, <i>Chair</i>	2026
Charles Wagner, <i>Clerk</i>	2026
Suzanne Bryan	2024
Joanne Cossitt	2024
Emily Beebe	2023
Michael Harnett	2025
Gregory S. Douglas	2024

COUNCIL ON AGING BOARD OF DIRECTORS

Paula Brun	2024
Carol DiBona	2024
Joan Lockhart, <i>Chair</i>	2024
Patricia Unish	2026
Patricia Turiello	2023
Linda Reed	2024
Beverly Hobbs	2024
William O'Shea	2024
Jan Guidess	2023
Dr. Richard Trimble	2024

CULTURAL COUNCIL

Brian LaValley, <i>Chair</i>	2026
Kathleen Masterston LaValley	2024
Charles McVinney	2026
Lindsey Palmer	2024
Diann Milone	2024
Amanda Johnson	2024
Suzanne Hegland	2024
Leonard Germanara	2025

FINANCE COMMITTEE

Gerald Cerasale	2024
Russ French	2025
Thomas Gardner	2023
Richard Knight	2024
Mary Shaw, <i>Chair</i>	2026
Peter Wade, <i>Vice Chair</i>	2024
Joanna Buffington	2024
Roy Merolli	2025
Thomas McNamara	2026
Raeann Palmer	2025
Paul B. Brown	2025
Steven Kononchik	2026

HISTORICAL COMMISSION

J. Holden Camp, Jr., <i>Chair</i>	2024
Marie Forjan, <i>Clerk</i>	2024
Mark Herman, <i>Vice Chair</i>	2025
Sylvia Sullivan	2024
John Case Bumby	2026
Marca Ann Daley	2024

HUMAN SERVICES ADVISORY BOARD

Kate Berg, <i>Chair</i>	2026
Felice Coral, <i>Clerk</i>	2026
Estella Edmondson	2025
Dilys Jones Smith	2023
Hilda Merolli	2024
Beverly Hobbs	2025
Lauren Arcomano	2025
Diane Mattfeldt	2026
Mary Jane Samuel	2024

LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.

Walter Sebastian	2023
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OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

James Cohen, <i>Chair</i>	2025
Eileen Morgan	2025
Jonathan Rowe	2024
Kathryn Sette	2025
Mike Greer, <i>Alternate</i>	2024

OPEN SPACE COMMITTEE

Joanna Buffington, <i>Vice Chair</i>	2026
Saul Fisher	2024
Frances Lewis, <i>Chair</i>	2026
Karen Strauss	2024
Kait Logan	2025
Rob Young	2024
Christa Drew	2025

PLANNING BOARD

Daniel Coppelman, <i>Chair</i>	2026
W. Davis Hobbs, <i>Vice Chair</i>	2024
Craig Nightingale	2026
Peter Weston	2024
William Craig	2025
Jim Kivlehan	2024
Brian Early	2024
Rob Young	2025
Kevin J Gatlin, <i>Alternate</i>	2025

RECREATION COMMISSION

Edmund Cassarella, <i>Chair</i>	2026
Alexandra Davis	2023
Barbara Fay	2025
Christine LaBranche, <i>Secretary</i>	2024
Brendan James Mruk	2026
Kathy Savin	2025

RECYCLING COMMITTEE

Lee Bartell, <i>Vice Chair</i>	2025
Molly Chapman	2026
Gretchen Stier, <i>Chair</i>	2025
Andrew Shearer, <i>Alternate</i>	2025
Gary Senecal	2025
Fredric Leary	2024
Alicia Couture, <i>Alternate</i>	2025
Jonathan Howard	2024

SEARCH COMMITTEE

Diane Mattfeldt	2024
Kate Paradise	2025
Ellen Greer	2023
Ronald Mullett	2023
Hilda Merolli	2023
Sheldon Ross, <i>Chair</i>	2025
Gail Brown	2024
Gergana Aleksieva	2026

STRATEGIC PLANNING STEERING COMMITTEE

Karen Strauss, <i>Chair</i>	2024
Robert Bruns	2024
Fredric Leary	2024
Patricia McGraw	2023
Roy Merolli	2025
Kait Logan	2025
Hope Plavin	2024

TAXATION AID COMMITTEE

W. Davis Hobbs, <i>Chair</i>	2026
Georgia Autorino	2024
Linda Finkral	2025
Eileen Morgan	2026
Maya Golding, Treasurer/Collector	INDEF

TEE-TIME DEVELOPMENT/ MASTER PLAN COMMITTEE

Andrea Aldana	INDEF
Suzanne Bryan, <i>Vice Chair</i>	INDEF
Steve Garran	INDEF
W. Scott Kerry, <i>Clerk</i>	INDEF
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	2025
Faith Casarella	2024
Bonnie Nuendel, <i>Clerk</i>	2024
Jim Russo, <i>Chair</i>	2025
Kate Paradise	2025

ZONING BOARD OF APPEALS

Robert Bruns, <i>Vice Chair</i>	2026
Gay Craig, <i>Clerk</i>	2024
Brian Ridgeway	2024
Robert Sheldon	2024
Joanne Verlinden, <i>Chair</i>	2025
Jarod Carey, <i>Alternate</i>	2025
Martin Ridge	2025

ZONING TASK FORCE

Jeffrey Cusack	INDEF
Kevin Gatlin	INDEF
Jim Kivlehan	INDEF
Carolyn McPherson	INDEF
Roy Merolli, <i>Alternate</i>	INDEF
Mary Nee	INDEF

REPORT OF THE SELECT BOARD & TOWN MANAGER

We are pleased to submit the 2023 Annual Report for the Town of Eastham on behalf of the Select Board and the Town Manager. 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 the Town Meeting's consideration and approval. The Select Board has appointed a full-time Town Manager (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.

- **The Town's Financial Position**

a. Budget: In fiscal year 2023 the Town continued its conservative budgeting practices and adherence to its short-term financial plans and long-term financial policies. These actions provide for an appropriate level of short-term fiscal stewardship, while maintaining a long-term perspective that will keep us in a good position to respond to community needs and changing circumstances. Fiscal sustainability, stewardship, maintenance of reserves and a top-tier bond rating remain high priorities - all while maintaining high quality services and a relatively modest tax burden.

b. Grant Activity: We commend town personnel who were continually active in seeking various grants to help with our costs and implement programs that without the grants we would not be able to do. A total of \$4,401,929 in grants were received for FY23 & FY24.

- Projects = \$1,700,000 for stormwater improvements to Hemenway Landing, Collins Landing, Salt Pond, Thumpertown Road, Abelino's Creek, as a part of the wastewater initiative. \$1,300,000 joint application with Orleans for the Rock Harbor Dredge. \$546,180 for shoreline management.
- Health Department = \$387,200 ARPA grant for Nursing and Behavioral Services for 4 Outer Cape Towns
- Police Department = \$109,518 for road safety and emergency management
- Fire Department = \$149,131 for safety equipment, new gear, & fire education.
- Community Development = \$89,990 in grants to continue the master plan for T-time/Town Center Plaza, updating the comprehensive plan.
- Department of Public Works = \$20,000 for recycling and assessment of all town buildings and housing units.
- Council on Aging = \$100,000 grant to replace all aging tech and create hybrid programming for those who cannot make it to the center, this includes a part-time position to assist with programming.
- A total of \$4,401,929 in 2023, not including loan forgiveness from the State for the water project borrowing. This represents 10% of the operating budget.

- c. Managing Inflation-** The post-COVID period of inflation has been shocking to all of us and has had a significant impact on the town budget. We are continuing to be as creative as possible to find sources of revenue outside of the property tax to fund much needed capital improvements, such as the project grants listed above, and take advantage of any opportunities we have for state funding or extra incentives that might be available.
- **Maintain the Town's Rural Character while Increasing its Vibrancy and Sustainability**
 - a. Eastham Community Housing Plan (FY23-27).** In our efforts to increase affordable housing and rentals, work began on the Beach Plum Motel (2555 Route 6) and the COA Thrift Shop building (580 Massasoit Road), both purchased early in the year. The town has applied for CPA funds to complete the renovation of the exterior, which will be on May 2024 town meeting warrant for approval. Safety upgrades are included in this renovation, such as a fire suppression system which will allow us to rent a second-floor apartment and finish the third-floor space as a rental unit as well. The Beach Plum septic system was upgraded to an IA system early this year and the main house at Beach Plum has been rented. We went out to bid and have contracted with an architectural firm to develop a plan to re-design and convert the motel unit to year-round rental units. We also added a maintenance supervisor position to oversee the rehabilitation of these properties as well as all the other town owned housing units and town buildings, half of this position is paid with rental income and half by the town. Additionally, a fulltime housing coordinator was brought on board in 2022 and continues to work to develop new housing programs and opportunities. The Town is developing a fair market housing plan and lottery system for any upcoming rentals.
 - b. North Eastham Village Center Master Plan** entered a new phase of development this past year. The town, with the Zoning Task Force, has been working on the final phase of the north Eastham corridor plan. We need this last revision, the addition of a form-based code, to allow more density for housing and business development. Without the zoning changes and the addition of septic treatment, we will be severely limited in housing development on both T-Time and Town Center Plaza sites. A charette for the business community was held late in the year where consultants worked with interested Eastham businesses to get their feedback on the proposed zoning changes in the district. The new form-based code zoning amendments will be at the Town Meeting in May 2025.
 - c. The Zoning Task Force** has zeroed in on new areas for bylaw changes which will be presented at the 2024 Town Meeting. The purpose of these is to protect community character by placing restrictions on fractional ownership of single-family homes. This is an investment concept where investors can buy shares in homes that are then rented on a short-term basis, and the town is looking closely at the continued expansion of short-term rentals and its effect on the shrinking year-round rental market. These items are a critical aid in our efforts to limit the commercial exploitation of our residential real estate.

d. Town Hall Exterior Renovation- this project, paid for mostly through Community Preservation Act funds was approved at the Town Meeting in 2023 and began in early fall. It includes the repair and re-pointing of all the original brickwork, restoration of the cupola and front steps, replacement of all window trim, trim and fascia boards, replacing two small flat roofs with pitched roofs, painting, a new flagpole, exterior lighting, and landscaping. This long overdue touch up to our historic town hall should be completed by Memorial Day.

e. Improved Safety.

- New stop signs were installed at the intersection of Bridge and Herringbrook Roads to address the blind corner and improve safety.
 - Electronic speed signs were approved for the North and South ends of Route 6 and are now being procured.
 - The Police Department reviewed road speed limits and recommended changes on Bridge and Brackett Roads.
- **Environmental Stewardship, living in harmony with the natural environment and local culture.**
- Updating the Open Space Plan, working on a land management plan for all the town-owned conservation areas.
 - We are upgrading the electric vehicles charging stations and working with other cape towns to identify vendors for maintenance of these stations.
 - New parking regulations and barriers were installed on Hemmingway Road and at the landing in an effort to mitigate erosion due to vehicles.

a. The Public Water System construction continues to proceed smoothly, and we are drawing near to the end of this project in 2025.

- Construction on Contracts 20 and 21 were completed in Fall 2023. The final five miles of water main, sixty-nine hydrants, and 290 water services were installed in 2023, as well as approximately two miles of road paved.
- Water main construction Contracts 22 and 23 were awarded to Dig It Construction in June. Under these contracts, 2.9 miles of water main, thirty-three hydrants, and 155 water services were installed in 2023.
- Construction on Contract 13 for a third well field and pump station located at District H (Nauset Road) continued in 2023. Construction is projected to reach completion in 2024. Groundwater and vernal pools monitoring continued at and surrounding the site.
- Approximately \$9 million of water main construction work was completed in 2023 as part of the Water Project.
- Contract 12 for construction of a new, 750,000-gallon water storage tank – located at zoning District H off Nauset Road and across from the Council on Aging – was awarded to CB&I in June. Work began in November with site excavation and foundation work.
- 218 homes were connected to Town Water in 2023.

- There are 2,180 homes connected to Town Water currently.

b. Wastewater Project – Town Meeting in May of 2023, authorized the town to move forward with the \$5,950,000 designs, engineering and permitting of our Targeted Watershed Management Plan (TWMP) or wastewater plan. The TWMP was submitted to the Department of Environmental Protection (DEP) in December and addresses the required nitrogen removal targets for all of Eastham’s watersheds currently identified by the state, including some additional capacity for future development in the North Eastham business district.

- As the permitting process with DEP moves forward, their comments will be incorporated into design and engineering for a treatment and collection system to serve route 6 in the North Eastham business district, and portions of the Salt Pond sub-watershed, including, areas north and south of the landfill area.
- The treatment and recharge area are currently planned for the current DPW site.
- The plan also includes design and engineering for source-reducing, improved stormwater, and drainage systems at important points in the watershed. These identified points are stormwater solutions for Salt Pond, Schoolhouse/Minister’s Pond(s) and Abelino’s Creek, and drainage improvements to Hemenway and Collins Landing(s)
- We are continuing pond water quality testing and mitigation efforts as outlined in the Pond Action Plan.
- In 2023, we also had monthly meetings with the Town of Orleans regarding applying for a joint watershed management plan for Town Cove, Nauset Marsh and Rock Harbor watersheds.
- The Permeable Reactive Barriers that were installed on Salt Pond Visitor’s Center site are functioning well and are being considered for expansion.

Working as a team, the Select Board, town management, 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, honors our history and leaves no one behind.

Thanks to everyone that is making this possible.

Jacqueline Beebe, Town Manager
Aimee Eckman, Vice-Chair Select Board
Art Autorino, Chair Select Board
Gerald Cerasale , Clerk
Jamie Demetri, Select Board
Suzanne Bryan, Select Board

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2024 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, 2023 assessment date was approximately \$704,800 compared to \$626,600 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$405 from \$4,536 ($\$626,600 \times \7.24 per thousand dollars) to \$4,941 ($\$704,800 \times \7.01 per thousand dollars).

The Town of Eastham had 6,765 taxable real estate parcels and 2,905 taxable personal property accounts as of January 1, 2023. The Select Board held a public hearing on August 21, 2023 to determine the percentages of the tax levy to be borne by each class of property for FY2024. The Select Board voted to adopt a single tax rate for all classes of property. The FY2024 tax rate is \$7.01 per \$1,000 of valuation, down \$0.23 from FY2023. Additionally, the Select Board voted to not adopt residential or small commercial exemptions nor Open Space Discounts.

To date the Board of Assessors acted on 90 tax exemption applications for veterans, the blind, seniors, paraplegic, surviving spouses of police officers killed in the line of duty and Gold Star parents. There were no tax deferrals. The total tax exempted is \$89,401.32. These figures are expected to rise as the deadline for applications is April 1st of each year. There were a total of 27 Real Estate and Personal Property Tax abatement applications received during the FY24 abatement period.

The assessing department continues the on-going 10-year cyclical inspection of properties as required by the Massachusetts Department of Revenue as well as recollecting of the data for all properties with active building permits or sold during the past year. The cyclical inspections were performed within assessors maps 7, 7a, 8 & 9 this time around. The maps for the next program cycle will be posted on the town website at the beginning of FY25. 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, Colleen Mercurio, Principal Assessor and Alexandra Peterson, Assistant Assessor/Field Appraiser. The Board would like to express their thanks to Denise Kopasz, who retired from the board this year after many years of serving the town.

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,

Colleen Mercurio, MAA
Principal Assessor

Board of Assessors:
W.Davis Hobbs, Chair
Wendy Walsh
Joanna Buffington, Alternate

**TAX RATE RECAPITULATION
FISCAL YEAR 2024**

I. TAX RATE SUMMARY

- la. Total amount to be raised (from IIE) \$45,976,465.33
- lb. Total estimated receipts and other revenue sources (from IIIIE) \$12,390,042.00
- lc. Tax levy (IA minus IB) \$33,586,423.33
- ld. Distribution of Tax Rates and levies
Is this a recertification year? No

(a)	(b)	(c)	(d)	(e)	(f)
CLASS	LEVY PERCENTAGE (from LA-5)	IC above times each percent in column (b)	VALUATION by CLASS (from LA-5)	TAX RATES (c) / (d) x 1000	LEVY by CLASS (d) x (e) / 1000
Residential	97.0060%	32,580,845.82	4,647,765,910.00	7.01	32,580,839.03
Open Space	0.000%	0.00	0		0
Commercial	1.8015%	605,059.42	86,312,580.00	7.01	605,051.19
Industrial	0.2248%	75,502.28	10,772,700.00	7.01	75,516.63
SUBTOTAL	99.0323%	---	4,744,851,190.00		33,261,406.85
Personal	.9677%	325,015.82	46,364,690.00	7.01	325,016.48
TOTAL	100.0000%	---	4,791,215,880.00		33,586,423.33

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 as well as supported new affordable housing development. 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 3.68% of its housing stock listed on the State’s Subsidized Housing Inventory (SHI).

Background from the Eastham Housing Production Plan:

- 38.8% of population (5,674) = 65 years or older
- 3.68% of year-round units (2,632) are included on Subsidized Housing Inventory (SHI)
- 59.3% of dwellings are seasonal or second homes
- 75% of housing stock built before 1980
- 9% of all residents claim a disability
- 6.8% of population is in poverty
- 7.7% 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 (Interim data update of HPP completed):

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 and updated with 2021 data in January 2024. 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, families 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 HPP 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 2021 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 affordably in their homes. The Housing Emergency Loan Repair Program (HELP) was implemented in 2019.

Status: In 2023, 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.

- **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 on hold due to high interest rates.

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

- B. CLOSING COST ASSISTANCE PROGRAM**

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

Status: The Closing Cost Assistance Program is on hold due to high interest rates.

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 5 household enrolled during 2023.

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.

- **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 2023, there were no new ADU support applications submitted to the Trust. However, there were 5 ADU permits approved by the Building Department.

Progress in 2023

- The EAHT submitted an application to the CPC to request \$400,000 to support EAHT affordable housing initiatives. The request was approved for recommendation by the CPC to be voted on at the 2023 Town meeting for consideration. The residents of Eastham voted to approve the recommendation to appropriate the requested amount to the Trust.
- Since 2020 Town Meeting approval to hire a part time Housing Coordinator the position was increased to full time and has since taken on the responsibility of property management for the town and EAHT owned units in addition to other affordable housing initiatives.
- The housing preservation program (Housing Emergency Loan Program aka HELP) has provided assistance to 2 households in 2023.
- The Trust has transferred its community housing website and social media presence to the Town's platforms, aiming to maintain current information, enhance user-friendliness, and maximize outreach to stakeholders.
- In 2023, 5 ADUs were approved.
- The Trust and Town continue to work collaboratively on housing programs.
- 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.
- With the Village at Nauset Green development complete the project continues to provide permanent affordable year-round housing.
- The Cape Cod Village continues to be fully operational providing affordable housing for adults with autism since 2019.
- A capital improvements audit was undertaken for the AHT owned units.

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

Respectfully submitted,

Carolyn McPherson, Chair
 Aimee Eckman, Vice Chair
 Karen Burns, Clerk
 Darrin Krum
 Bonnie Nuendel

BOARD OF HEALTH

The Board of Health is charged with the protection and promotion of public health, control of disease, environmental protection, and promotion of sanitary living conditions in the Town of Eastham. These responsibilities are accomplished through administering and enforcing the State Environmental Code (MA General Laws Chapter 21A, Section 13, and 310 CMR 15), and the State Sanitary Code (105 CMR 410), and the Eastham Board of Health Regulations. The Board is supported in carrying out its mission by the Health Director and other staff of the Town. Guided by local and state regulations, the Board with the assistance of Health Department staff monitor and address new and changing health-related issues as they occur, working to promote and enhance health for all residents of the town.

Over the course of the year the board welcomed several new members including Clay Hansinger, Elena Eisman and Paige Mansfield. The board also saw a change in leadership, with Adele Blong completing her term with the Board and Hope Plavin being nominated to lead the BOH as chair, assisted by Francie Williamson as vice-chair.

The Board also thanked Jane Crowley for her years of service and welcomed in her place Susan Barker, Health Agent and Hillary Greenberg-Lemos, Director of Health and Environment.

The BOH met monthly to hear cases presented to them by the Health Department. Most of these cases involved reviewing requests for variances from the Board's septic regulations to accommodate the installation of new septic systems and reviewing septic system proposals and building plans submitted to support requests for new construction or renovations and expansions of existing properties, including Nauset Regional High School. The Board also heard cases involving violations of its regulations governing the rental of premises for human habitation uncovered during the Health Department's investigation of complaints and concerns that it receives from town residents. Those violations ranged from rental without a rental certificate, occupancy greater than the number of persons authorized in the certificate and violations of the State Sanitary Code.

The Board reviewed transfer station regulations (a workshop for updating the transfer station regulations took place April 25, 2023) to ensure that appropriate protocols and procedures were being following, especially related to single-stream recycling. It was determined that Transfer Station operations are in compliance with applicable regulations. The Board also reviewed, discussed, and updated the regulatory definition of a bedroom to ensure clarity and ensure appropriate regulatory enforcement.

The Board was briefed on a number of town environmental health activities including ongoing discussions with the Town of Orleans on wastewater management in the areas of joint responsibility and stormwater improvements that drain into Schoolhouse Ministers Pond. The Board was also briefed on numerous public health activities conducted during the year including ongoing monitoring of Covid cases in Eastham and on the cape; conduct of an annual flu clinic (October 12, 2023); conduct of a rabies clinic (4/22) at the Eastham Vet; and Household Hazardous Waste day (5/13). The AIDS Support Group gave a presentation to the Board overviewing their

harm reduction and syringe service programming. The Board voted to support the Syringe Service and harm reduction programming and to authorize the Health Agent to send a letter to the Department of Public Health allowing for funding.

Respectfully submitted,

Hope Plavin, Chair

BOARD OF HEALTH EASTHAM STATISTICS

Septic Installer	51	\$5,100.00
Septic Hauler	19	\$1,900.00
Refuse Hauler	9	\$900.00
Motel/Cottage Colony/Inn	27	\$5,400.00
Food Establishment	51	\$5,100.00
Milk and Cream	7	\$350.00
Manufacture Ice Cream	7	\$350.00
Swimming Pool/Whirl Pool	16	\$1,600.00
Tobacco	8	\$800.00
Perc Tests	51	\$4,900.00
Septic Permits	97	\$9,700.00
Well Permits	10	\$500.00
BOH Variance Requests	11	\$825.00
BOH Review Requests	28	\$1875.00
Camps	1	\$200.00
Abutters List	10	\$500.00
BOH FINES		\$150.00
Inspections for Septic Permits	117	
Title V Septic Report Review	145	\$10,875.00
Hotel/Motel/Cottage Colony Inspections	31	
Food Establishment Inspections	90	
Swimming Pool Inspections	42	
Walk Through Inspections	35	
Rental Inspections	472	
Bathing Beach Samples Taken	264	
Septic Reminder Postcards sent	2988	
Rental Certificate	1103	\$82,725.00
Total Fees Collected		\$133,750.00

CAPE COD COMMISSION

Eastham Representative: Joyce Brookshire

Executive Director: Kristy Senatori

About the Cape Cod Commission

The Cape Cod Commission was created by an Act of the Massachusetts state legislature in 1990 and is charged with coordinating a balanced relationship between economic progress and environmental protection. “Keeping a special place special” describes the agency’s mission to protect the region’s unique qualities.

Select Board Visit

On June 26, 2023, Commission Executive Director Kristy Senatori visited the Eastham Select Board to provide an update, with a focus on the Freshwater Initiative, Regional Housing Strategy, and implementation of the Climate Action Plan. She was joined by Eastham Commission member Joyce Brookshire.

Cape Cod Freshwater Initiative

In 2023, the Cape Cod Commission continued work on the Cape Cod Freshwater Initiative, a science-based, information-driven planning process to engage stakeholders and enable action to protect and restore Cape Cod’s freshwater resources.

Eastham Ponds by the Numbers

23 ponds | 5 10+ acre ponds | 16 named ponds | Average size: 12 acres | Average depth: 19 feet

Cape Cod and Islands Water Protection Fund

The Cape Cod and Islands Water Protection Fund Management Board voted June 13, 2023 to award \$41,942,700 in subsidies to water quality projects in six Cape Cod towns. Region wide, projects receiving funds include pump station improvements and sewer extensions and expansions, construction of wastewater treatment facilities, and an innovative/alternative septic system program.

Regional Housing Strategy

In 2023, the Cape Cod Commission developed the Regional Housing Strategy, a context-sensitive and environmentally conscious plan to address housing supply, affordability, and availability challenges. The plan aims to identify policies, strategies, and appropriate areas for housing development and redevelopment while protecting sensitive resources.

Strategy development involved extensive data collection, research, and the engagement of numerous stakeholders with a wide range of perspectives and expertise. The draft Regional Housing Strategy, released in December 2023, includes regional recommendations and local zoning recommendations.

Climate Action: Low-Lying Roads

The Cape Cod Commission is working with all 15 Cape towns, including the Town of Eastham, to examine vulnerabilities in the roadway network and identify solutions. A virtual public meeting was held in April 2023 to present conceptual design alternatives created by the Woods Hole Group (WHG) to address Eastham’s priority road segments, including Ellis Road, Governor Prence Road by Route 6A, South Sunken Meadow Road between Spring Road and Harmes Way, and Herring Brook Road, across from Heritage Hill Circle.

Regional Transportation Plan

The Cape Cod 2024 Regional Transportation Plan (RTP) is a community-driven, performance-based plan that considers the unique challenges and opportunities of the region and establishes spending priorities to allocate available surface transportation funding towards transportation infrastructure projects for Cape Cod through 2044. The 2024 RTP was adopted on July 24, 2023 by the Cape Cod Metropolitan Planning Organization (MPO).

Regional Broadband Assessment

The Cape Cod Commission and consultants CTC Technology and Energy and Rural Innovation Strategies Inc. are working together to examine the region's broadband network. The project includes an assessment of user experiences and existing infrastructure within Barnstable County. The assessment is funded with American Recovery Plan Act funds distributed by Barnstable County.

Technical Assistance

Eastham is receiving \$14,350 in District Local Technical Assistance (DLTA) funds, distributed by the Cape Cod Commission, to develop several base and overlay zoning changes for the mixed-use North Eastham Corridor Special District (ECSD). The project will build on a variety of prior planning efforts in the town, adapting Eastham's municipal priorities and established community needs into specific zoning language that will assist the Town in achieving its strategic goals.

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: *Educating hands and minds*

Cape Cod Regional Technical High School developed the new mission statement during our latest strategic planning process.

Enrollment: For school year 2022-2023, the enrollment on October 1, 2022 was **666** students.

Budget: For school year 2022-23 (FY23) the Total Operating Budget was **\$16,127,000**, a 1.99% increase over FY22. To view: <https://www.capetech.us/about/departments/business-office>

News from Superintendent Sanborn: The 2022-2023 school year completes our third year in our new facility. Phase 2 of our construction project was completed outfitting our new multipurpose field and softball field with lights, a concession stand, and bleachers with a press box. Additionally, a new track was completed.



The school year also saw the development and completion of a new three year strategic plan by an eighteen member committee of teachers, students, advisory committee members, administrators, and parents. This committee created our new mission statement “*Educating Hands and Minds*” and action plans focused on our three core objectives of teaching and learning, community, and culture and wellness. Our school community also began the preparation process for our ten

year New England Association of Schools and Colleges (NEASC) re-accreditation. NEASC will send a visiting team of fellow educators to conduct the evaluation in April 2024. As our popularity increases along with our waiting list, we are considering applying for new programming to serve additional students in Veterinary Science and Environmental Technology. These programs may be housed offsite as we hope to sign an intermunicipal agreement with the town of Harwich to lease thirty-three acres at 374 Main Street in Harwich. 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 towns and non-profit organizations. Cape Cod Tech truly appreciates our twelve sending towns for their ongoing support of our district.

Town of Eastham: Eastham had 22 students enrolled at Cape Cod Tech as of October 1, 2022. The assessment for Eastham in FY23 was \$365,221, based on the previous year's October 1, 2021 enrollment of 18 students.

Highlights from Cape Cod Tech 2022-23 School Year

- Graduated 155 seniors: four from Eastham.
- Enrolled 176 freshman: eight from Eastham.
- The student newspaper *Tech Talk* had a very successful year with more student contributors than ever before. *Tech Talk* won first place from the American Scholastic Press Association as Outstanding Newspaper of the Year. Numerous individual achievements were received from New England Scholastic Press Association and All-New England Awards,
- Awards Night for the graduating Class of 2023 presented 202 scholarship, toolships and awards, totaling \$221,085, through the generosity of Cape Cod community organizations, charities, family memorials, and the Cape Cod Tech Foundation.
- Forty-four (44) students received John and Abigail Adams Scholarships; one from Eastham.
- The National Technical Honors Society (NTHS) had 60 juniors and senior inductees this year; two from Eastham. They fundraised to support two charities: MSPCA and Independent House.
- SkillsUSA, a national student organization, is a huge part of the Cape Cod Tech experience, combining technical, academic and employability skills. Community Service this year included Dress a Live Doll; Veterans recognitions; a bike repair/donation project; and building, painting and filling bookcases for Habitat for Humanity. Between District and State competitions, Cape Cod Tech students took home 11 gold, 9 silver and 15 bronze medals.
- Future Farmers of America (FFA) is a national career and technical student organization of middle and high school classes that promote and support agricultural education. In 2023, forty students were enrolled in our Horticulture program. In the annual state competitions, they placed 1st, 2nd, or 3rd in all areas of competition.
- The Cooperative Education (Co-Op) program placed their highest number of students - 140 junior and senior students, - to work with local businesses

specific to the student's trade, thus enhancing their training, skills and employability after high school.

- Athletics expanded this year with the new athletic fields. Sports offered: football; volleyball; girls and boys soccer; cross-country; golf; cheer-leading; ice hockey; boys and girls basketball; cheerleading; baseball; softball; girls and boys lacrosse; track & field; spring track and tennis.

Technical Highlights from 2022-23

- The Auto Collision program maintained its success graduating 100% of their 12th grade students and increased 11th and 12th grade student enrollment in Co-Op placements. Students helped our maintenance staff with mechanical issues in the building.
- The Auto Technology program purchased four electrical vehicles (EV) with a grant award. With the purchase of EV tools and an online text, they began to build EV training into their curriculum. Job shadowing for juniors resulted in four direct hires into Co-Op placements.
- The Carpentry Department had 15 students in Co-Op placements this year. All 10th, 11th, and 12 graders completed OSHA10 training. The department is a member of the Home Builders and Remodelers of Cape Cod.
- Cosmetology offered job shadowing to juniors, posted jobs in the shop and invited salons in to speak with their students. Twenty-three 9th graders chose this shop as their 1st or 2nd choice for placement. They have expanded strategies of social, emotional learning into the curricula.
- Culinary Arts reopened the COVE restaurant full time since the COVID lockdown and re-engaged with the public while providing a structured learning environment for their students. Two full classes of students were certified as ServSafe, a personal best for the department.
- Dental Assisting students were able to assist the Ellen Jones Clinic and Mashpee Community Health Center. All seniors participated in internships and all students have completed CPR, First Aid and OSHA trainings. The department works closely with the Health Tech shop.
- Design & Visual Communications (DVC) purchased a new machine at the forefront of printing technology. It will allow our students to design and use new technology that will train them to develop their skills as designers and make them more valuable to the workforce.
- The Electrical Department was very active with community projects that provide experience for their students, including a generator install for Dream Day; repairs for Brewster Whitecaps merchandise building; and many projects for the Family Table Collaborative.
- In Engineering Technology, junior and senior classes prepared to take an exam to obtain a Small Unmanned Aircraft pilot's license for drone operation. Seventy-five percent of the students passed the exam. Students practiced flying and photographing from drones.
- Health Technologies added a third teacher this year. Sixteen freshman joined the shop; all sophomores participated in *SkillsUSA*; all juniors passed their CNA exams and 10 of 13 seniors spent the year out on Co-Op placements.

- Horticulture teachers had an exciting year with their FFA competition results and the purchase of a 64-foot lift to teach tree trimming. They expressed pride in their students and thanked parents for their support after school hours and industry partners for their support.
- HVAC was the most popular shop after freshman exploratory. All nine seniors achieved two industry certifications and 10th, 11th and 12th grade students achieved Hot Works and OSHA certifications. Eleven students competed in *SkillsUSA* and won numerous medals.
- The Information Technology Program, with two new teachers, were successful engaging students with new curriculum. Seniors averaged grades of 94%, and 84% passed an industry standard certification. Grade level certifications were earned by all 10th and 11th graders. Three students medaled in *SkillsUSA* competitions, one progressing to the national level.
- Marine Services offers the American Boat and Yacht Council curriculum of current marine industry standards. Eighteen juniors and seniors worked in Co-Op placements.
- The Plumbing Shop curriculum parallels the Board of Plumbers and Gas fitter Code book. All 10th, 11th, and 12th grade students passed the OSHA 10 training. Sixteen juniors and seniors participated in Co-Op Education placements with local employers.

Academic Highlights from 2022-23

- Business Education/21st Century Learning added an online certification for financial management and received a grant for entrepreneurship training. They added a guest lecturer to the Career Planning units and hosted the 10th annual Credit for Life Fair with CapeCod5.
- The Art Department created a 50-video tutorial resource with differing mediums. They collaborated with DVC and Culinary shops to offer a 2nd annual ART show display of student work, raising funds toward toolships. Students exhibited their work at the Crosby Mansion and created a mural for the Hope Project.
- Health and Wellness increased high expectations by adding push-up and sit-up pre and post-tests and warm up exercises to the beginning of every class. There is now online curriculum for students who need to sit out of gym class.
- The English Department was pleased with the growth of MCAS scores. More than 50 students became published writers as part of the Young Writer's 100-word short story competition. The student newspaper *TechTalk* earned multiple journalism awards.
- The Social Studies Department worked with Student Services to have all seniors complete scholarship applications. All students took the AP exams with the highest averages to date and are now in line with national average, even with students' 90-day academic schedule.
- The Math Department continued integrating technology-based instruction and assessment into the curriculum; implemented an online testing practice and worked on benchmarks for 9th and 10th grades that align with MCAS computer-based testing.

- The Science Department has developed meaningful labs that help students learn to connect what is happening in the lab to the concepts they are learning. Hands-on instruction in all science classes is emphasized. Biology completed a full year and participated in MCAS.
- The goal of the Special Education Department is to set individualized, challenging, yet realistic and attainable, IEP goals which allow students to strive towards grade level skill sets in areas where they may have deficits.
- The Student Services/Guidance Department has three school counselors, an adjustment counselor, an admissions coordinator, and an IEP Coordinator. In 2022-2023 they implemented the MyCAP program that helps 9th grade students plan their academic and vocational goals. More students applied for scholarships and to four year colleges, than in any recent years.

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

Respectfully submitted,

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

CAPE LIGHT COMPACT

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

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

POWER SUPPLY

During calendar year 2023 (CY23), the Compact's power supplier for all residential, commercial, and industrial customers was NextEra Energy Services of Massachusetts (NextEra). The Compact is pleased that our residential price in CY23 remained below the utility's basic service residential price, while also being 100% renewable.

The Compact has been a green aggregation since January 2017, matching Compact power supply customers' annual electricity usage above the mandated state requirements with voluntary renewable energy certificates (RECs) to provide a 100% renewable product. 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.

As part of its power supply product, the Compact receives energy and RECs from a solar photovoltaic (PV) project, Farmington Solar, in Maine. The Compact entered into a long-term fixed price contract for energy and Class 1 RECS from just under 5 MW of this project as part of the Compact's commitment to renewable energy and price stability.

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.

This past winter (2022-2023) especially, consumers saw a significant increase in electricity prices. These increases in prices reflected the increase in New England-wide wholesale electricity market prices, which was largely driven by increased natural gas prices due to the war in Ukraine and a reduction of alternative sources of electricity generation (e.g., coal, nuclear). While prices did not dramatically spike this winter (2023-2024), they remain elevated when compared to past years and are unlikely to decline over the next few years. 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 2023, the Compact had approximately 5,223 electric accounts in the Town of Eastham on its power supply.

ENERGY EFFICIENCY

Through November 2023, Cape Light Compact has reinvested over \$1,620,210 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 702 participants approximately \$44,121 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.**

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 CY23, the Compact focused on the following regulatory proceedings at the Massachusetts Department of Public Utilities (DPU):

- Grid modernization (DPU docket 21-80):
 - The Compact continued to participate in this docket with a focus on ensuring that customers on the Cape and Vineyard are able to benefit from Eversource's proposed grid modernization and advanced metering infrastructure (AMI) investments. The Compact's key concern is that municipal aggregations and their competitive suppliers be able to access the data available through smart meters in order to design and offer time varying electric rates (TVR) to their customers.
 - In CY23, the Compact participated in monthly AMI stakeholder sessions that were required as part of the DPU's order in this docket regarding TVR and data access for competitive suppliers.
- Cape Cod Capital Investment Project (DPU Docket 22-55)
 - The Compact participated in this docket advocating for the approval of Eversource's Cape Cod Capital Investment Project (CIP). Cape Cod CIP seeks to resolve the significant barriers to interconnection faced by distributed energy resource facilities requesting to interconnect to the electric power system in the Cape Cod and Martha's Vineyard area.

- Municipal Aggregation Investigation (DPU Docket 23-67)
 - The Compact and several other Massachusetts cities and towns are participating in an investigation the DPU opened into Municipal Aggregation. Specifically, the DPU proposed a draft Guideline and Template Plan for Municipal Aggregations that the Compact views as being overly prescriptive. The Compact is advocating for recognition of municipal control and decision-making in the operation of aggregations.
- Eversource Electric Sector Modernization Plan (DPU Docket 24-10)
 - In the fall of CY23, Eversource filed a draft plan with the Grid Modernization Advisory Council. The Compact submitted comments on the draft plan highlighting Cape specific issues. Eversource will be required to file its Electric Sector Modernization Plan with the DPU in early CY24. The Compact plans to participate in the adjudicatory process at the DPU when it begins.

In the fall of 2022, the Compact redesigned its Cape & Vineyard Electrification Offering (CVEO) to align with legislation that passed as part of the Massachusetts Climate Act in the summer of 2022. The Compact filed its redesigned CVEO with the DPU in November 2022 and received approval in January 2023. The Compact began implementing the program in June of 2023. The redesigned CVEO will serve 100 non-gas heated low- and moderate-income participants, installing cold climate heat pumps and solar PV. A limited number of customers will also receive battery storage.

CLIMATE ACTION COMMITTEE

The charge of the Climate Action Committee (CAC) is to act as an informed advisor and resource to the Select Board and town residents and businesses on how climate action is reflected in Eastham's plans and policies, focusing on best practices for reducing the town's contribution to climate change and planning for its potential impact.

In support of the town's update of its Strategic Plan, the CAC submitted recommendations to the Strategic Planning Committee for inclusion of specific goals and strategies for combating climate change. Its overarching recommendation is for the town to develop and implement a dedicated **Eastham Climate Action Plan** with a set of measurable and impactful local actions to support state-wide net-zero carbon emissions by 2050, reduce the town's vulnerability to the consequences of climate change, and establish and staff a multi-year execution plan with the help of state, regional and town resources.

The CAC also continues to serve as a climate action educational resource to our community. In the spring, the CAC sponsored a 3-part Eastham library series on what residents can do at the local level to fight climate change, including a sciences-based discussion with guest speaker Jud Stailey, a nationally recognized climatologist and NOAA meteorologist.

From our table at Windmill Weekend, committee members engaged in conversation with residents about climate action, while offering information on how they can affordably obtain solar panels and electric vehicles, create climate conscious landscapes, improve home energy efficiency, and reduce plastics and food waste.

In October, the committee—with local and regional partners—sponsored a free solar workshop at the Eastham library where local independent energy professionals explained and simplified the process and options available. The day included Solar Tours of local homes that provided opportunity for first-hand discussions and questions. Feedback from the more than 80 people who attended indicated a significant number of them would be more likely to invest in a solar system in the future. We are very grateful to Debbie Abbott and the Friends of the Eastham Library for assisting with the planning, providing the refreshments, and covering many of the event expenses.

The committee continued to work with Eastham's Recycling Committee to develop a town composting program. As a result of joint research and communications with town officials, Eastham established its first compost station at the town transfer station where residents can now drop off their food waste. With substantial methane gas emissions coming from food waste, this is an important step in expanding composting to all.

In 2024 the committee expects to again provide public programs that offer meaningful ways that individuals, businesses, and neighborhoods can adapt to and help mitigate climate change, as well as save energy and save money, particularly in the areas of renewable energy, low emissions vehicles, and green energy building standards. We will continue to engage town officials, town committees, and the public in efforts to establish a prioritized set of actions for climate action that are aligned with the priorities of our community.

Respectfully submitted by:

Roberta Longley, Committee 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 development, economic development, inspectional services (building, wiring, plumbing and gas), regulatory enforcement, 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	Zoning Board of Appeals
Zoning Task Force	Community Preservation Committee
Eastham Affordable Housing Trust	Strategic Planning Committee
Tee-Time Development Committee	Historical Commission
Olde Town Centre Historic Commission	Barnstable County HOME Consortium
Cape Cod Joint Transportation Committee	

• Planning Board and Zoning Board:

Staff provides administrative and technical assistance to both regulatory boards, providing plan reviews, preparing staff reports, meeting packets and attending monthly meetings.

• Zoning Bylaw Task Force

The Select Board appointed the Task Force to examine issues relating to housing with the goal of recommending zoning changes to the Select Board for consideration for placement on a Town Meeting Warrant. Planning staff continues to provide technical assistance to the Task Force.

Task Force Membership:

Mary Nee, Chair	Jim Kivlehan, Vice Chair
Carolyn McPherson, Clerk	Bob Bruns
Jeff Cusack	Kevin Gatlin

Summary of Zoning changes adopted at 2023 Annual Town Meeting:

Site Coverage Limits:

The intent of the amendment was to ensure that residential development is designed in a manner that does not overwhelm Eastham's distinctive character as a rural seaside community and to ensure development is consistent with the principles of the Eastham Strategic Plan and further, to ensure development is compatible with historic development patterns with regard to mass, scale, height, bulk and site coverage. The new "Site Coverage Standards" created maximum site coverage

and building gross floor area limits for residential development based on lot size. The site coverage limits range between 11% - 20% with corresponding maximum gross floor areas ranging between 1,500 sf. and a maximum of 6,000 sf. The amendment also includes site coverage standards for pre-existing non-conforming structures, which may expand within the site coverage standards to the maximum site coverage percentage of the structure's existing gross floor area.

Clear Cutting Bylaw/6-Foot Vegetative Perimeter:

The Bylaw amendments are intended to encourage the preservation and protection of trees during demolition and construction activity and to balance the rights of individual property owners to develop their properties in accordance with existing local and State laws with the public good of the overall health, safety, and welfare interests of the community.

The “Clear Cutting” bylaw prohibits clear cutting of undeveloped property without a valid foundation or building permit. The amendment also prohibits the removal of “Legacy Trees” defined as a native, introduced, or naturalized tree which is 24 inches in Diameter at Breast Height (DBH) or larger, or multi stemmed trees with a combined DBH equal to or greater than 24 inches without approval by the Eastham Planning Board or its designee. The amendment also prohibits clear cutting of existing vegetation and/or legacy trees within a six-foot wide perimeter of a property line without approval by the Eastham Planning Board or its designee. The amendment requires re-vegetation of clear-cut areas in the event that permitted site work is abandoned. Specific exemptions are included in the bylaw related to certain land uses, routine property maintenance, and maintenance of public and private streets, public safety exemptions, maintenance of public utilities, pre-development activities and installation of solar power utilities under applicable state building and energy codes.

Bylaw Definitions:

The proposed changes to the regulatory definitions were intended to define the terms referenced in the various sections of the Bylaw in order to provide clarity to the use and interpretation of the zoning bylaw. Several new definitions were enacted including: Clear Cutting, Diameter at Breast Height (DBH), Hazardous Tree, Invasive Species, Legacy Tree, Replacement Tree, and Understory Vegetation. Amendments to existing definitions were enacted to align with the proposed residential development standards. The changes to the definitions altered how site coverage is defined and how it is calculated, basing the calculation on buildable upland instead of total lot area. This change aligns the definition of site coverage for PB/ZBA consideration with the definition utilized by the Board of Health. The changes will also exempt basements from the site coverage calculation. These terms include Buildable Upland, Lot Area Requirements, Site Coverage and Site Coverage Ratio and Neighborhood. These amendments will provide the Planning and Zoning Boards with better context in which to review site plans and special permits.

Accessory Structure Setbacks:

The amendment was intended to address issues related to neighborhood character and the intensity of use on residential properties to reduce potential nuisance issues and preserve the rural character of the town’s residential areas. New setback regulations for accessory buildings and structures now require a minimum 12-foot setback from side and rear property lines and a 30-foot setback from any street or way for in-ground and above ground pools, including surrounding deck/patio areas and paved courts used for recreational purposes. The amendment also removed the setback requiring a minimum 8-foot separation between all buildings.

Economic Development

(Submitted by Philip Burt, Community Development Coordinator)

Exterior Improvement Program: Year two of the program was funded for \$150,000. A total of 10 local businesses applied for grants with project requests amounting to \$247,000. The awarded businesses are required to commit a match of 20 percent of their total project cost and must demonstrate ability to complete the project, alignment with the program goals, and consistency with the Town Strategic Plan.

North Eastham Village Center Master Plan

The North Eastham Village Center Master Plan is the latest step in a multi-phase, community-informed planning effort. The project focuses on a key goal in the Town of Eastham's 5-Year Strategic Plan: creating a vibrant and walkable village center in North Eastham. In 2023 work started on amending the zoning and land use regulations for the North Eastham Commercial districts. These zoning amendments will form the framework on which development of the village center can take place in coming years. In 2023, the Town staff in coordination with the Zoning Task Force and outside consultants started working on the following zoning items for consideration at the 2024 Annual Town Meeting:

Development of form based code and accompanying architectural design standards for the commercial zoning districts:

Translate the Town's already-established vision for the village center including desirable and undesirable patterns of growth and development/redevelopment, aesthetics and community character, and Town goals - into a set of comprehensive zoning bylaw amendments. Through this project, the Town is seeking to implement findings of the substantial planning and community engagement work already completed in recent years to develop zoning that streamlines local site design standards, sets clear performance standards, establishes a predictable regulatory process and anticipates future growth resulting from increased wastewater capacity and manages this growth in a manner consistent with the goals of the Strategic Plan.

Zoning Overlay: 40R Smart Growth:

Research and if deemed beneficial for the town, implement a 40R Smart Growth District, that would incentivize the creation of affordable housing units in the commercial zoning districts.

Corridor Plan: Route 6 North Eastham Village Center Master Plan:

Develop a land use development visioning plan for the North Eastham Village Center that coordinates with the findings of the North Eastham Village Center Master Plan and the proposed form-based code and zoning overlay components of this project.

5-Year Strategic Plan Update

(Submitted by Philip Burt, Community Development Coordinator)

The 2020-24 Eastham Strategic Plan completed its fourth year in FY 2024, and 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. The "Annual Community Update" publication

was released as part of the Town Meeting Warrant in 2023, and included updates on each of the major plan priorities. Town staff and the Strategic Planning Committee are working on an ongoing basis to improve efficiency and accuracy of the data reported through this update. The Community Update, along with full plan and updated metrics for the most recently completed fiscal year, can be found on the Town website at <https://www.eastham-ma.gov/628/Strategic-Planning-Committee>.

In the fall, the Strategic Planning Committee started the process of updating the plan for the next five fiscal years. Town staff provide technical and logistical support to the committee as a comprehensive review of each strategy area of the plan is completed. Staff has completed an extensive outline for the strategic plan update process including a template to ensure the plan goals and objectives adhere to the “SMART” framework (*Specific, Measurable, Achievable, Relevant, and Time-bound*), ensuring clarity and actionability. The update process will continue into 2024.

Community Housing Support

(Submitted by: Rachel Butler, Housing Coordinator)

Over the past year, the Department of Community Development has worked with the Select Board, Town Administration and the Affordable Housing Trust to support and implement the initiatives set forth in Eastham’s Community Housing Plan. Paul Lagg, Community Development Director and Rachel Butler, Housing Coordinator continue to support the work of the Town’s strategic planning initiatives as well as the efforts of the Affordable Housing Trust to identify opportunities to add to the housing inventory, diversify housing options, and support creation of initiatives and assistance programs aimed at households of various income levels to help provide affordable and attainable housing for Eastham residents.

● 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

At the 2023 Annual Town meeting, the Eastham Affordable Housing Trust (EAHT) was awarded a grant in the amount of \$400,000 from The Community Preservation Act Committee (CPAC). Funds received from the CPA will continue to support existing affordable housing related programs including, support and expansion of the Rental Assistance Program (RAP) 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.

- **Program Support**

- **Rental Assistance Program (R.A.P):** Is supported by a combination of Community Preservation Act funding and municipal free cash appropriations approved at Eastham's annual town meeting. The Program provides financial assistance to qualified applicants with an annual household income at or below 120% of the current Area Median Income (AMI) in the form of a monthly rental subsidy for up to 3 years payable to the landlord. The program requires the tenant-participant to have a year-round lease with their landlord, engage with the administering agency in case management services for goal setting and participation to ensure self-sufficiency by or prior to the end of the program term.
- **Housing Emergency Loan Program (H.E.L.P):** Is supported by a combination of Community Preservation Act funding and municipal free cash appropriations approved at Eastham's annual town meeting. The program provides financial assistance to qualified applicants with annual household incomes at or below 80% of the current Area Median Income (AMI) by offering a 0% 15-year deferred loan for necessary home repairs that allow Eastham residents to remain in their homes.
- While the rental units subsidized through Rental Assistance and Housing Emergency Loan Programs are not eligible for inclusion in the State-mandated Subsidized Housing Inventory (SHI) (unless deed restricted), they nevertheless serve a pressing local need for making rents more affordable and allowing residents and families with limited income households to live in a safe, sanitary home.

- **Accessory Dwelling Units (ADU)**

With the passing of zoning bylaws at the May 2, 2022 Town Meeting meant to support the creation of Accessory Dwelling Units (ADU's) and the award of over \$1,000,000.00 in American Rescue Plan (ARPA) funds to Community Development Partnership and Housing Assistance Corporation to develop programs to assist homeowners looking to build an ADU, Town staff continues to support the efforts of these programs and are collaborating on available resources, creation of and implementation of additional incentives that will encourage Eastham home owners to create an ADUs on their property that will provide year round housing.

- **Town Properties**

- **Beach Plum Motel and 580 Massasoit Road**

In an effort to preserve housing inventory, the Town received approval at the 2022 Town Meeting to purchase properties at 2555 State Highway (Beach Plum Motel) and 580 Massasoit Road, (Friends of the Eastham Council on Aging-FECO Thrift Shop) these two strategic purchases were considered an important part of maintaining the Town's historic character, ensuring that FECOA retained their space and continued their service in the community and also ensuring that much needed rental units were preserved. The Town is currently managing and maintaining these properties and is undertaking feasibility planning for future redevelopment and renovation.

- **Beach Plum Motel-2555 State Highway**

Town staff have been making plans for the re-development of the motel units on the property to be used as affordable and/or workforce housing. In 2023 Town staff developed a scope of work for design services and put out to bid a Request for Quotes to solicit proposals for architectural services for the redevelopment of the Beach Plum Motor Lodge with a goal of providing concept/design for housing options on the property for future development. An Innovative Alternative Septic System was installed as part of the re-development plan. This process will continue into 2024.

- **580 Massasoit Road**

Town staff developed a scope of work which included a structural assessment and cost estimate for historic restoration and rehab of a third floor apartment unit. A Community Preservation Act application was submitted to the Community Preservation Committee for consideration of funding for historic renovation and necessary code upgrades. In addition, options for affordable and/or workforce housing for this property are being explored.

- **Town Center Plaza**

Businesses of Town Center Plaza have remained in operation since purchase of this property. An Innovative Alternative Septic System was installed as part of the re-development plan.

- **Town Rental Property**

With the growing town portfolio of rental units, the Town decided to bring the function of property management “in-house” to manage the day-to-day operations of all aspects of the rental property portfolio of both the Town and Eastham Affordable Housing Trust residential rental units.

- In anticipation of additional property maintenance, the Town hired a full-time Facilities and Maintenance Coordinator who attends and oversees the maintenance of the properties in collaboration with the Housing Coordinator who is responsible for providing oversight of property management.
- As part of the property management planning, identifying, and implementing property management needs for the future and capital improvement assessments are underway.

BUILDING DIVISION

Report of the Building Commissioner

(Submitted by Justin Post, Building Commissioner)

Building Permits

New Construction:	21
Demolition:	8
Addition/Alteration:	154
Solar Installation:	99
Sheet metal:	22
Pool:	10
Accessory Dwelling:	5
Other:	529
Total receipts:	\$186,333.00

I express my gratitude to Sean Donoghue, 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)

Plumbing and Gas Permits

New Dwelling:	71
Alterations:	370
Appliance Replacement:	97
Single Fixture Replacement:	100
Total receipts:	\$65,400.00

Report of the Wiring Inspector

(Submitted by Sean Donoghue, Wiring Inspector)

Electrical Permits

New Construction:	40
Addition/Alteration:	206
Alarm System:	12
Generators:	100
Low Voltage:	8
Pool:	2
Service:	83
Solar:	90
Other:	131
Total receipts:	\$67,270.00

Acknowledgments

The Community Development Department continues to work to improve efficiencies in our regulatory process and provide the best possible public service to our community. Our department experienced some staff changes during 2023. Philip Burt joined the department as our new Community Development Coordinator, taking the lead on regulatory oversight, strategic planning implementation and taking the reins on economic development issues. In June, our long time Wiring Inspector, Wally Adams, retired after many years of dedicated service to the community in multiple capacities. His knowledge, experience and good humor will be missed, and we wish him all the best for the future. We welcomed our new Wiring Inspector, Sean Donoghue and Stacey Wadey, our new Administrative Assistant and Community Preservation Act Coordinator. I would like to thank the entire staff of the Community Development Department for all their efforts over the past year. We have a great team of dedicated hard working individuals, who use their knowledge, skills and creativity to improve our community services and make Eastham a great place to live, work and play. My thanks also to all my 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, Natasha Frodel and Stacey Wadey. 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 Department Staff:

- Natasha Frodel, Administrative Assistant
- Stacey Wadey, Administrative Assistance/CPA Coordinator
- Rachel Butler, Housing Coordinator
- Phil Burt, Community Development Coordinator
- Justin Post, Building Commissioner
- Scott Van Ryswood, Plumbing & Gas Inspector
- Sean Donoghue, Wiring Inspector

COMMUNITY PRESERVATION ACT COMMITTEE

The Community Preservation Act Committee (CPC) was established by vote of the Special Town Meeting on December 13, 2004 to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL, Chapter 44B. The Committee consists of nine (9) voting members. The Eastham CPA program is funded by a three percent (3%) local property tax surcharge and an annual matching grant from the Registry of Deeds revenue. Revenue Funds are used to support Open Space, Historic Preservation, Affordable Housing and Active Recreation Projects in the Town of Eastham and the surrounding environs.

For the Fiscal Year ending June 30, 2023 (6/30/23) CPA local tax revenues were \$901,235.39 and the state reimbursement was \$451,243.00. Funds not expended in a given year are available for future projects.

Projects that were approved for funding at the 2023 Annual Town Meeting totaled \$1,322,500.

- * Grant to fund the Cape Housing Institute (\$7,500)
- * Grant to fund the Eastham Affordable Housing Trust (\$400,000)
- * Grant to assist the Housing Assistance Corporation (HAC) in funding the 107 Main Street / Orleans project (\$100,000)
- * Grant to fund a Historic Property Survey (\$40,000)
- * Grant to fund purchase/installation of shade shelter at Wiley Park (\$55,000)
- * Grant to fund repair/ rehabilitation of exterior of Town Hall (\$680,000)
- * Monies to fund a CPA Administrative Assistant (\$40,000)

The Committee thanks Sheila Filipowski for her previous service and welcomes new member Janet Benjamins.

Respectively Submitted,

Mary M. Shaw, Chair
Daniel Coppelman P.E. , Vice Chair
Dr. Joanna Buffington, Clerk
Janet Benjamins
Edmund Casarella
Mark Herman
W. Davis Hobbs
Carolyn McPherson
Eileen Morgan

CONSERVATION COMMISSION

The Conservation Commission administers and enforces the Massachusetts Wetlands Protection Act (MGL Ch. 131, §40) under DEP oversight and interprets, administers and enforces the Eastham Wetlands Protection Bylaw (Ch. 155 of the Code of the Town of Eastham) to protect the wetland resources within the Town of Eastham and oversees town-owned Conservation Lands, such as Wiley Park and Cottontail Acres. It discharges these responsibilities in partnership with various town committees and professional staff.

The Conservation Commission is the hardest working regulatory board in Eastham, holding public meetings on the second and fourth Tuesday each month as well as site visits, and work sessions. Individual commissioners also participated in education and training opportunities throughout the year.

In 2023, the Conservation Commission marked its 65th birthday. The Commission was established at Town Meeting in 1958, following the passages of the Conservation Commission Act (MGL Ch. 40 §8C) the previous year. Eastham was one of eight towns to create a commission that first year. There are now 341 commissions in the state. The Act established an option for towns to create a commission that would be responsible for protecting a community's natural resources, including important local land and water resources. Under this Act that the Commission has care and custody of town-owned conservation areas and open spaces and has the authority to promulgate regulations regarding the use of these important public spaces.

One of the continuing concerns of the Commission is finding a balance between the sometimes competing purposes of protecting land for its conservation value (groundwater protection, rare wildlife and habitat, storm damage prevention, etc.) and the right of our residents to enjoy these natural public spaces for passive recreation. During 2023, the Commission, working with the Open Space Committee, undertook a review of conservation area regulations due to concerns about the impact of increased use of Wiley Park, including significant areas of erosion along the banks of Great Pond and other areas, disturbance of vegetation, and off-leash dogs.

The Commission and Open Space Committee held two public listening sessions in the Spring as well as providing a public comment period for written submissions. After reviewing all of the public input as well as observations from committee members, town staff, and others, regulation changes were proposed. A public hearing followed, and the decision was made to temporarily table a vote to allow additional time for monitoring park use over the summer months. November, the Commission held further discussion and passed revised regulations, which include some limitations on dogs in conservation areas, but continued to allow them to remain off leash for the present. The Commission thanks everyone who participated in this process, either providing their input, or monitoring Wiley park, or both. It is through public participation that the best results are achieved.

In 2023, in its regulatory capacity, the Commission handled 19 Notices of Intent, no Amended Order of Conditions, 44 Determinations of Applicability, 35 Certificates of Compliance, 38 Administrative Reviews, one Plan Change Request, 15 Extension Permit Requests, and five Violations.

The Commission has seen an increase in complexity of filings in recent years, due to the increasing stressors on Eastham's wetlands, natural resources, and

wetlands buffer zones from the effects of climate change, such as increased sea level, increased flooding, increased storminess, increased intensity of storms, and increases in coastal erosion, and from longer periods of significant drought, for example. And new areas are becoming subject to coastal storm flowage. This has increased the amount of time and effort the Commission and Conservation staff spend reviewing and discussing filings with applications.

The Commission has also noted an increase in the number of violations of the Wetlands Protection Act and the Bylaw over the past several years and urges property owners and contractors to review the parcel and surrounding area for natural resources prior to starting any work. One way to do so, is to use the town GIS maps, which are available from the town website. Another is to consult with the Conservation Department.

In 2023, Commission continued to review and develop regulations to strengthen our ability to evaluate and condition projects to better protect town natural resources against continuing and changing environmental conditions, and to provide clear performance standards to anyone working within wetlands jurisdictions. New pool regulations were adopted in March along with regulations to increase wetlands protection for projects on steep slopes. The pool regulations concern the construction and maintenance of pools within resource areas and buffer zones.

This year saw some significant changes to the Conservation Commission. Gregory Douglas became the newest member in January. Emily Beebe ended her term in June. Conservation Keith Johnson moved on to a new job. The Commission thanks Emily and Keith for their service and for sharing their experience with us. Hillary Greenberg-Lemos became the new Director of Health & Environment and the Conservation Department is now under her care and custody. And Alex Bates joined us as the new Conservation Agent. Thank you to Hillary, Alex, and Amy Blakesley for providing excellent support to the Commission and to the public.

Respectfully submitted,

Karen Strauss, Chair

EASTHAM COUNCIL ON AGING (COA)

EASTHAM SENIOR CENTER

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 older adults. The staff advocates for and offers case management support and referrals for older adults, their families, and caregivers.

The Senior Center is an active and welcoming place designed to enhance the quality of life for older adults through a variety of programs and support services. The COA staff had a productive and rewarding year, significantly increasing the reach and range of activities and programs to new levels. The 2020 Federal Census reported 2,941 Eastham residents over the age of 60, last year the Senior Center supported over 44% of these residents with programs and services.

The use of the Senior Center has been driven by the *desire for socialization and 'aging strong'* (remaining engaged, alert, healthy and active). Many new programs were introduced to encourage all generations of older adults to exercise, learn, be entertained, get creative, enjoy meals together, play games, cook, walk, and take local trips. These are the types of programs provided by staff, volunteers, paid instructors, and social services agencies.

SERVICES

Case Management
Durable Medical Equipment Loans
Elder Law Attorney
Entitlement Program Application Support
(Fuel Assistance, SNAP, SSI & Tax Abatements)
Health Insurance Counseling (SHINE)
Income Tax Assistance
Life Alert/File of Life Assistance
Mental Health Support & Wellness Programs
Mobile Library/Media Delivery
Onsite Food Pantry/Food Distribution/Support
Outreach Home and Office Visits
Support Groups/Caregiver Support
Technology Support
Transportation
Flu/Covid-19 Vaccine Appointment Support
Veterans Services Support

PROGRAMS

Art/Craft Classes
Computer Center
Cooking Club
Cultural/Education Programs
Evidence Based Programs/VNA
Fit & Strong
Foreign Language Classes
Fitness Classes
Health and Wellness Education Series
Holiday Meal/Food Delivery and Luncheon
Local Trips/Excursions
Intergenerational Music Program
Men's/Women's Social Groups
Music Programs and Classes
Nutrition/Meal/Food Programs
Outreach: Fun Night Out Programs
Recreation/Social Programs
Tablet Loan Program/
Technology Class

In addition, COA Director, Dorothy Burritt, recently secured a \$100,000 hybrid programming grant to expand programs onsite and for remote participants, with the goal of increasing socialization, health, and wellness in the community. Awarded by the Massachusetts Executive Office of Elder Affairs, it provides funds to support

the purchase of new technology, secure program content and to hire a program coordinator to facilitate new programs. The grant runs through March 2025.

One of the most important services offered by the COA is transportation, providing rides to medical appointments, hospitals, pharmacy, grocery stores, 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) and volunteers. Last year, the Senior Center provided over 600 medical appointment rides to 120 different individuals.

The COA staff is led by 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, Keith Burritt, Gerard Boucher, Paul Langlois, Alan Larson and Jeffrey Nogas). The staff continually works to expand offerings to meet the needs of our growing older adult population, which makes up close to 60% of Eastham's year-round population.

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 is the primary financial support for most programs, as requested by the COA Director and Board of Directors. The FECO's primary sources of revenue come from operating the all-volunteer Thrift Shop on Massasoit Road and donations.

The town's COA Board of Directors is comprised of active community members who work with the COA staff and Friends to advocate for our older adult population. Current Board members are Paula Bruns, Carol DiBona, Cheryl Gayle (Vice Chair), Beverly Hobbs, Joan Lockhart (Chair), Linda Reed, Dr. Richard Trimble (Secretary) and Patricia Unish, with one vacant seat. The Board brings a wealth of experience and expertise, providing significant value to the town in its partnership with and oversight of the COA. The Board and COA Staff are working together to set priorities and implement recommendations from the UMass Boston's "Aging in Eastham" report.

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 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. It serves as a community catalyst for projects and collaborations that address cultural needs.

Arts Education

Through various programs and partners, 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.

Hands on the Arts Festival

The annual Hands on the Arts Festival has been sponsored by the Eastham Cultural Council and the Town of Eastham for decades as the kick-off to the summer tourist season on the Lower Cape the weekend after Father's Day each year. The festival features live entertainment, crafts for kids under the big tent, artists and crafters selling their wares, and local food truck(s) on the Windmill Green.

Special Thanks to the Massachusetts Cultural Council

This year the Eastham Cultural Council was awarded over \$15,000 in grant money from the Massachusetts Cultural Council to help fund grant giving to local organizations and artists, to continue the annual Hands on the Arts Festival, and to rebuild after Covid closed so many cultural events down. Special thanks to the MA Cultural Council for their valuable support.

Eastham Municipality

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.

The Council encourages residents who are interested in promoting and preserving arts and culture in Eastham to consider joining us in our mission.

Respectfully,

Brian LaValley, Chairman

PUBLIC WORKS & NATURAL RESOURCES

During Calendar Year 2023, the Department of Public Works & Natural Resources continued to provide the best possible services to the residents of Eastham.

The Department of Public Works primary mission is to maintain and improve the Town roads and infrastructure. This work is performed and accomplished by a very dedicated and professional staff. Routine maintenance performed within our department on roads includes catch basin repair and cleaning, cutting brush, patching potholes, line painting and replacing street signs. This year's street resurfacing included various streets throughout the Town. The Department is also responsible for maintaining the Town landings, Beaches and Recreation fields.

During the winter season, we aim to keep all streets and public ways clear and safe. All the Town streets, parking lots and sidewalks are swept by Department personnel.

Solid Waste

Transfer station staff assisted over 3,959 Eastham households, and handled numerous additional visitors, who brought in approximately:

- 2100 tons of municipal solid waste
- 813 tons of construction and demolition materials
- 187 tons of cardboard
- 1044 mattresses
- 33 tons of newspaper
- 128 tons of mixed paper
- 7 tons of food waste
- 181 tons of glass
- 266 tons of metal
- 27 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. Recycling programs such as Mattress, Shrink wrap recycling, and Food Waste have been a success.

Water Department

In 2023, Under the direction of the Water Contracts Manger, 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:

- 233 applications were submitted for connection to the Water System in 2023.
- There are 256 pending applications for water connection.
- 218 customers were connected to the Water System in 2023.
- The Eastham Thrift Shop and Beach Plum Motor Lodge were connected to Town water in 2023.
- The Water Department performed 40 final water reads or ownership transfers.
- The Water Department performed 78 turn on/turn off's in 2023.
- In addition to the turn on/turn off's and final reads there were 32 other miscellaneous water work orders performed in 2023

Natural Resources

In 2023, the Department of Natural Resources continued its mission to preserve, protect and enhance the natural resources within the Town of Eastham as well as provide education to the public. This included maintenance of conservation lands, oversight of our waterways and shellfish areas, and enforcement of laws and regulations. In 2023, Animal Control also transitioned to the Department of Natural Resources (see Police Department report for call statistics).

Due to sea level rise and our location on Cape Cod, our natural resources need consistent attention. Our staff routinely maintains beaches, culverts, outfalls, fish runs, and recreational areas. This increases resiliency and allows the public to continue enjoying the beauty our town has to offer. 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, and management of town landings and aids to navigation. The Harbormaster's office also issues permits for moorings, docks at Rock Harbor, and vessel storage, and maintains the respective waitlists.

In 2023, 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 use of aids to navigation in Nauset Marsh/ Inlet, Town Cove, and Cape Cod Bay, to assist boaters by marking the channels and hazardous areas.

Rock Harbor dredging, in coordination with the Town of Orleans, was completed October through December 2023. As a part of the dredge project, all pilings for the north and south docks were replaced. A total of 27,685 cubic yards of material was removed in an effort to maintain navigable waterways for all users.

Vessel Permitting

The following are the number of permits issued in year 2023:

- 39 Freshwater Launch Permits
- 250 Mooring Permits
- 48 Rock Harbor Dockage
- 36 Transient Dockage Permits
- 124 Vessel Storage Permits

Shellfish Propagation & Purchase Program

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 Salt Pond Upweller, the Department grew 250,000 quahogs and 20,000 oysters from seed and broadcast them in the Nauset Marsh Estuary.

In addition to town propagation, 20,100 oysters (3in or larger) were purchased from Eastham Aquaculture licensees for the recreational Oyster Sunday Program at Salt Pond. Over 100 individuals attended the opening day in November.

Aquaculture Licenses

Shellfish aquaculture sites in Eastham primarily produce oysters, with a few growing quahogs as well. There are 20 individuals licensed for aquaculture at the Boat Meadow Aquaculture Development Area on the Cape Cod Bay side and 17 individuals licensed for the Nauset Marsh/Town Cove system.

Shellfish & Aquaculture Permitting

A permit is required to harvest shellfish recreationally or commercially. A total of 2,023 shellfish permits were sold in 2023, broken down as follows:

- 875 Resident recreational permits
- 680 Year-round senior resident recreational permits
- 62 Year-round nonresident recreational permits
- 269 One-week recreational permits
- 111 Commercial permits
- 26 Senior Commercial permits

Land Management

The Natural Resources Departments worked with AmeriCorps Cape Cod on the following projects in 2023:

Sandy Meadow Pitch Pine Removal: This ongoing project consists of felling, cutting and chipping pitch pine trees to preserve the rare Sandplain grasslands and heathland habitat 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 river herring and the eels. 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:

- Shellfish propagation to enhance the wild population and for the benefit of recreational and commercial harvesters
- Sandy Meadow Pitch Pine Removal
- Herring Run Clean-Up

We would like to thank the Select board, Town Administrator, Town Committees and Staff for your continued support.

In closing I would like to thank all the DPW and Transfer Station staff, DPW Administrative Assistant, Natural Resources and Water Contracts Manager for all your dedicated service to your department and The Town of Eastham.

Respectfully submitted,

John Roughley

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 location provides wonderfully unique learning opportunities. It's within this beautiful setting that the staff, students, and families have worked together to build a positive school climate and culture; a perfect environment for students to succeed in an ever-changing world. Our students are provided a rigorous academic program that integrates social emotional learning and global awareness. The teaching staff, the supportive families, and the administration work collaboratively to fulfill this mission year after year.

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. 2022-2023 student enrollments:

Pre-K: 11	K: 19	Gr 1: 29	Gr 2: 38	Gr 3: 25	Gr 4: 25	Gr 5: 33
Total: Female 77 / Male 103 / = 180						

STUDENT LEARNING : VISION STATEMENT / PURPOSE / CORE VALUES

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.

OUR PURPOSE

- To be committed to our school's mission and vision
- To increase student life-long learning, as well as our own
- To encourage student success educationally, emotionally and socially
- To work together to create a safe, enjoyable, and productive environment

CORE VALUES

Nauset and Eastham Elementary believes that education should inspire a passion for learning:

- Every child matters
- Every child is unique
- Every child deserves to feel safe

SCHOOL IMPROVEMENT PLAN

GOAL 1 – 21st Century Skills

Enable students to practice and apply 21st Century Skills throughout the PK-12 curriculum to acquire deeper learning and be prepared for our ever-changing world.

GOAL 2 - Global Citizenship

Develop the cognitive, interpersonal, and intrapersonal competencies fundamental to global citizenship and cultural proficiency as well as the ecological understanding and skills needed to sustain our environment.

GOAL 3 - Social-Emotional Learning

Facilitate students' and adults' development of the skills needed to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

GOAL 4 - Professional Development

Provide ongoing professional development that supports the Strategic Plan by expanding teachers' application of interdisciplinary, authentic, research-based, and innovative teaching strategies.

GOAL 5 - Community Schools

Create partnerships between the school and the community at large where all members of the community can come together to learn, to teach, and to share ideas.

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. To meet the Social Emotional Competencies of Self-Awareness, Social Awareness, Self-Management, Responsible Decision Making, and Relationship Skills, we integrate a number of resources to create and sustain a happy, healthy, and inclusive school climate and culture.

- Our RULER team in collaboration with the Yale Institute for Emotional Intelligence continues to provide our school with a framework for sustaining a positive school culture and climate. The RULER approach has been embraced by our staff and is being implemented with our students and families in 2023-2024.
- The Second Step Social Emotional Learning program is designed to teach all children prosocial skills. 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.
- Cultural Programs sponsored by EESPG
- All-School Morning Meetings and Beacon Awards. Our EES lights shine brightly!
- Student Parent Handbook, weekly EES Newsletter via ParentSquare Technology, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher communication via ParentSquare. and Eastham Elementary School web page
- We also use Twitter and Instagram.
- 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. Toys for Tots partnership and supporting the Lower Cape Food Pantry.
- Open House format including a curriculum overview presentation in each classroom
- Grade specific curriculum nights for students and parent(s)
- All of our students experience the incredible, local resources made available through the National Seashore, the Audubon, and our neighborhood turnip farm

Respectfully submitted,

William H. Crosby
Principal
Eastham Elementary

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The Eastham Elementary School Committee has the responsibility to help and support our children as they navigate the challenges of a rigorous curriculum, and cope with social/emotional issues.

These are set to focus on providing the best educational experiences for all our students. To accomplish this we work together with the school administration, teachers, parents, and community members to establish a sound fiscally responsible budget .Our budget reflects funding the current programs at Eastham Elementary School while following the town's fiscal guidelines, and meeting the needs of our students.

To accomplish our goals, we are involved in the following areas:

- Approval of the Student Handbook prior to its being distributed
- Updated review of the Nauset Public Schools policy manual
- Committee members are appointed to serve on all of the Nauset Public School subcommittees
- Review of the annual School Improvement Plan
- Interaction with the EES Parent Group for approval and acceptance of activities/fundraisers for the year
- Monthly review of the EES expenditure report including school enrollment updates both present and future
- Review of MCAS results as outcome indicators of our school's curriculum
- Community outreach both with our televised monthly meetings, and our students participation in community activities, i.e. Spelling Bee at the Council on Aging.
- Participate in MASC (Massachusetts Association of School Committees) activities including annual conference held in Hyannis, and educational zoom meeting that are frequently available for all members.
- Participation in both the Union 54 (the group of all the elementary groups in the Nauset School System) and the Joint Nauset meetings which also includes the Regional School Committee. These provide for sharing of concerns, issues and updates for all of our schools
- Promoting the benefits of our public school system to our community.

Respectfully submitted,

Ann Crozier, Chair
Edgar Miranda, Vice Chair
Monica Montoya-Quintero
Debra Raymond
Devon O'Rourke

EASTHAM FINANCE COMMITTEE

We are pleased to submit the 2023 Annual Report from the Eastham Finance Committee.

The Finance Committee's primary focus, per the Town Charter, is to comment on, and give recommendations concerning articles and questions presented in the Town Meeting Warrant, the document issued by the Select Board to call a Town Meeting. Wherever possible, the Finance Committee explained the tax impact and provided comments about both the potential benefits and costs of those articles and questions at the 2023 Town Meeting. The Finance Committee considered each warrant question and article carefully, receiving input from appropriate committees, consultants, departments, and interested parties. (To read our specific comments and recommendations, see the 2023 Annual Town Meeting Warrant elsewhere in this booklet.)

As always, we encourage the public to attend our meetings. Dates are posted on the Town's website (<https://www.eastham-ma.gov/>) and in the Town Clerk's office.

As required under the Town Charter, The Finance Committee also reviewed the annual budget and then advised the Select Board, noting our votes in the Town Meeting Warrant.

In addition, The Finance Committee provided written comments on the Warrant articles it deemed of interest. The Committee, as required, also approved expenditures from the Reserve Fund and year-end transfers.

A secondary role of The Finance Committee is oversight of significant capital projects. A representative serves on each Capital Projects Committee, as required by the Town Charter. (This process will change now that the revised Town Charter has been approved.)

Finance Committee representatives were active in discussions and decisions taken on the town-wide water system, Rock Harbor project, NRHS Building project and Strategic Planning.

In addition, The Finance Committee provided input and advice on various finance, accounting and operational matters referred by the Select Board, Town Administrator or as identified by the Committee itself.

Those matters included such things as:

- Sources of new or expanded revenue (Short term rentals, cannabis dispensaries.)
- Opportunities to reduce costs or increase efficiency (solar energy projects, sharing of services with other Cape communities.)
- Capital planning.
- Improvement of the Town's bond rating.
- Pension and related liabilities.

The Finance Committee consists of nine members; three appointed by the Town Moderator, the presiding officer of Town Meeting; three appointed by the Select

Board and three appointed by the Finance Committee itself for the term of three years overlapping. The Committee meets monthly throughout the year with additional meetings as needed during the budget season.

Respectfully Submitted,

Mary Shaw: Co-Chair
Peter Wade: Co-Chair
Tom McNamara, Vice-Chair
Paul B. Brown, Clerk
Joanna Buffington
Russ French
Rick Knight
Steven Kononchik
Roy Merolli

FIRE DEPARTMENT

The Eastham fire department is committed to providing the citizens of Eastham with 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, fourteen career firefighters, and one administrative assistant. Fourteen members are certified Paramedics and eight 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 FOR 2023

Incident Type	Number of Incidents
Medical Emergencies / Rescue	1,575
Fires	39
Motor Vehicle Accidents	90
Service Calls	171
Good Intent Calls	121
False Calls	154
Hazardous Conditions	17
Special Type/Complaints	2
Severe Weather	7
Total	2,176

FIRE AND EMS OPERATIONS

The average response time to all emergencies was 4 minutes 14 seconds. Mutual aid was provided to other communities 129 times and mutual aid was received 58 times. Dollar losses from fire totaled \$2,416,000. Medical emergencies continue to account for the largest percentage of our call volume. There were 831 medical transports, 222 of which were basic life support and 619 were advanced life support. \$720,356.00



\$720,356.00 was collected in ambulance fees. Additionally, we applied for and received \$106,953 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. ISO rates on a scale of 1 to 10, with class 1 being the best. Eastham now has over 95% fire hydrant coverage. It is anticipated that, with the addition of our new ladder truck, this rating will improve resulting in even lower property insurance rates for our residents and business owners.

PERSONNEL

We saw the retirement of Captain Kyle Morse who worked for the department for over 25 years. This allowed us to promote Lt. Laytin Reis to the position of Captain. FF Michael Sprague was promoted to Lieutenant. These promotions further strengthened our leadership roles within the department.

We continue to struggle with staffing. We have roster space for 22 firefighters. We have only been able to maintain 20 for the past year. 2 firefighters have been out long term with line of duty injuries and 2 others resigned. This meant that the 4 we hired, only kept us on balance. We welcomed Paramedic Alex Heikkila and EMT's Eli Seiser, Derek Malouin and Collin Sylvester. These outstanding candidates chose to work for Eastham over many other offers.

We continue to work hard to recruit and hire quality individuals to fill our open positions, however the lack of suitable housing is severely limiting our ability to attract candidates. 3 of the last 4 hires live outside of Eastham and the surrounding Towns.

Orleans just approved the addition of 8 new firefighter positions. This will put even more strain on our recruiting efforts. Despite these difficulties, we will continue to work hard to maintain a strong staffing model to keep our citizens protected.

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. We now have been operating 3 ALS level ambulances for medical response. Several times we were able to respond to 3 simultaneous medical calls and treat our residents. The alternative used to be calling for a surrounding Town to send an ambulance. It is nice to be able to respond and handle the calls in our own Town.

We completed training on our new ladder truck on Memorial Day and have put it in service. It responded to its first fire in June with great success. This truck gives us a much wider range of options when presented with a building on fire. I can honestly say that all our firefighters send a big "Thank You" to all of the taxpayers for this beautiful piece of apparatus!



We work hard to secure grant funding to offset the costs of operating a fire department. In September we received an \$80,000 grant for new protective gear for all our firefighters and a \$18,500 grant to purchase a gear dryer and additional battery powered tools.

In addition to fighting fires, the fire department's 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

The department was awarded a \$5,858 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 289 inspections in 2023 – \$14,450 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 479 burning permits were issued and \$4,790 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, either online or in person. The fire department does 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 as determined by the DEP. 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 Select Board, Town Manager 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.

Respectfully submitted,

Daniel Keane
Fire Chief

1651 FOREST ADVISORY COMMITTEE

In 2023 the Forest Advisory Committee worked together with the Friends of the Eastham 1651 Arboretum on the continuing Forest Project in Wiley Park with two plantings events, one in the spring and another in the fall.

Our spring planing in southeast quadrant near the fenced off habitat restoration area consisted of 25 ink berry bushes which are doing well. We did notice that some of the beach plum bushes we planted a few seasons back in the habitat restoration area are struggling and we will continue to monitor to determine if they should be replaced. The fall planting project consisted of adding beach plum and bayberry bushes to an old path just off the parking lot and west of the playground. The path had been used as a temporary pedestrian entrance into the park during the playground construction. A new pedestrian entrance with a water fountain and picnic table have been created and therefore the temporary path was no longer needed.

Under the guidance of committee member Henry Lind we worked with an improved, easy to use cloud based GPS mapping system which allows the user to identify each planted specimen in the park by species, location and/or planting date and the current physical status of each specimen.

We are looking forward to a new season of working together with Eastham residents and users to improve our cherished park.

Respectfully Submitted,

Michael Harnett, Chair

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held eight regular meetings during 2023. No meetings were held during the months of February, March and November. The Commission conducted one sight visit on June 1 to a dwelling on Locust Street that was awarded the 2023 George Abbott Preservation Award. Lucy and Tom Ott, owners of the Atwood-Knowles House at 195 Locust Street were the very deserving recipients.

The Commission is obligated by State mandate to identify all Eastham homes that are 75 years old or older. Property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. There were no demolition hearings held during 2023.

In order to continue the process of identifying older homes in Eastham, the EHC received a grant from the Eastham CPC. The Eric Dray Consulting Firm is in the process of surveying and recording Eastham properties dating back to 1900, and creating "form B's" for these properties as required by MA law.

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,

Eileen Morgan
Bill O'Shea
Jim McMakin
Mike Lopardo
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. The following people were on the Committee while the group completed its mission for FY2024: Lauren Arcomano, Felice Coral, Stella Edmondson, Beverly Hobbs, Hilda Merolli, Dilys Smith, and Kate Berg, who served as Chair. The committee met weekly during the Fall, beginning in mid-October 2022, and ended in the middle of January 2023. A new cycle of review will begin in November 2023 for FY2025.

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. For FY2024, the Chair invited a representative from each agency to a scheduled Committee meeting, giving the group an opportunity to hear directly how the requested funding would be used by the agency to provide continued support to Eastham residents. When the review process ended, the Advisory Committee voted on and recommended to the Town Administrator and Select Board specific grant amounts for each agency within a predetermined budget. This overall amount became a line item in the annual town budget that was presented at the Town Meeting in May 2023 for approval by the citizens of Eastham.

For FY2024, the committee recommended the following:

AIDS Support Group of Cape Cod	\$ 4,000
Alzheimer's Family Support Center	\$ 4,250
Cape Abilities	\$ 1,000
Cape Cod Children's Place	\$ 8,000
Family Pantry	\$ 2,000
Food 4 Kids	\$ 5,000
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 Health Community Navigator Program	\$ 25,000
Sight Loss Services	\$ 1,500
Total distributed:	\$ 89,050

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*)

This past year, library staff increased community partnerships and cooperative opportunities. A highlight this year was our collaborations with the local schools and education facilities. In February we hosted artwork from the Eastham Elementary School, Nauset Middle School, and Nauset High School for our annual Repurposed Book Art Exhibit and Contest, coordinated by Outreach Librarian Marianne Sinopoli and imagined by Circulation Supervisor Freya Hemley. In May, the Library Art Committee collaborated with Marianne and NRHS English teachers to host student poetry projects in the *Changing the World One Poem at a Time* exhibit. With the current high school renovation, we are pleased to be able to host the NRHS Orchestra for their upcoming annual spring concert. Our Youth Services Department continues to partner with Cape Cod Children's Place, which now hosts up to three programs each week at the library.

The library is proud to be an informational hub for the Eastham community. Judy Sebastian provides stellar acquisition services to get patrons the most current and popular titles, while cataloger Connie Wells ensures all our materials reach the public quickly. Staff have formed strong partnerships with other town departments in providing services to the community. This past winter, the Assessing Department hosted their Senior Tax Exemption Program workshop at the library. The Police and Fire Departments volunteer to participate in Community Story Time every year during our Summer Reading Program. Youth Services Librarian Fran McLoughlin puts together baby bags (sponsored by the Friends of the Eastham Library) for the Town Clerk's office to give to families registering for birth certificates. Each February the Recreation Department hosts a Valentine Craft program for youth in our large meeting room. Recently, the library collaborated with the Council on Aging to host an informational program about the Cape Cod RTA bus and how to use it. Coming up this winter, the library will be hosting a Community Health Fair coordinated by the Health Department.

Library staff continue to offer programs that both educate and entertain. This year's Turn-up for Fun Day, spear-headed by Marianne Sinopoli, brought nearly 800 attendees to our library events. With music, family programs, crafts, and games, it was a fantastic offering for the community.

Staff Librarian Corey Farrenkopf's Open Mic Nights, Trivia Nights, and Switch Video Game Tournaments are offered several times throughout the year and attract audience members of all ages. This year's Summer Reading Program theme was "All Together Now" and featured a wide range of family programs, from juggling to messy art. The library offers four different book discussion groups to meet the varied interests of our readers. We also have a weekly writing group, giving community writers a quiet space to work on their own writing in a group setting.

Thanks to the library Art Committee, the library gallery spaces continue to delight community members with engaging, regularly rotating exhibits. A community favorite exhibit from this past summer was the Smoke Signals traveling exhibit *Wampum: Stories from the Shells of Native America*. During the month of December, the Art

Committee held a community “YArt Sale” of artwork and objets d’arte where all proceeds went to the Lower Cape Outreach Council. This winter, Assistant Director Karen MacDonald and Outreach Librarian Marianne Sinopoli, worked with the Art Committee and Lighthouse Charter School to host Rowland Scherman’s iconic photograph collection at the library this winter. The Art Committee plans to focus their future efforts on bringing in sculpture and 3-dimensional artwork to exhibit in the library using new display materials the library has acquired through recent grants and donations.

This fall, we announced four new open hours on Monday afternoons. These new hours would not have been possible without the support of our new part-time employees. This past year we had four new talented and passionate staff join our team: Thomas Schultze, Jessica Gillis, Annisha Romney, and Victoria Eldridge. These new hours have allowed us to offer meeting space to community groups and programming space for our community partners. Library staff member Barbara Honda also used these new hours to start a new Monday Movie Matinee Series.

The Eastham community is the heart of our library and staff are grateful for their strong support. Through the generosity our Friends of the Library group, the dedication of our library volunteers, and the support of our Board of Trustees, staff are able to continue to provide a dynamic range of programs and services for our beloved community. For every chapter of your life, the Eastham Public Library is here to serve.

The following library statistics are from FY23:

Staff: 6 full-time ~ 7 part-time

Hours open per week: 40

Patrons Served In-House: 56,044

Holdings: 54,030 print materials; 53,806 non-print materials

Circulation: 141,436

Interlibrary Loans: 11,603 sent out ~ 11,458 received

Registered Borrowers: 6,953 total ~ 2,658 Eastham residents

Programs: 371 offered ~ 1,575 attendees **Summer Reading Participants:** 127

Respectfully submitted,

Melanie McKenzie, Library Director

Joanna Stevens, Trustee Chair

Al Alfano, Trustee Vice Chair

Willow Shire, Secretary

Mary Shaw, Trustee

Ian Hamilton, Trustee

Julien Lajoie, NRHS Student Ambassador

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

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

It is with sorrow that the commission reports the loss of its chair, James Cohen, who passed away September 15, 2023. Jim was a retired architect who, during his career, specialized in historic restorations. He lived within the Historic District and cared deeply about maintaining the character and historic nature of the district. His expertise and dedication will be missed.

No applications to the OTCHDC were received in 2023.

Respectfully submitted by members:

Mike Greer
Eileen Morgan
Jonathan Rowe

OPEN SPACE COMMITTEE

The charge of the Open Space Committee (OSC) is to: Prepare and maintain an open space planning document for the Town of Eastham; Identify and prioritize a program of continuous land acquisition and protection; Develop plans for use and maintenance of current open space holdings; and Develop plans for use and maintenance of potential open space acquisitions.

The OSC is continuing work begun last year on an updated Open Space and Recreation Plan for Eastham; this work is being done in collaboration with Town Staff, the Recreation Department and Commission, and the Conservation Commission.

The OSC also continues to work on Land Stewardship plans for the Town's major Open Space parcels. Wiley Park is the most used Town property and due to its popularity, there has been increasing erosion along some of the trails and pond front areas, as well as damage to some of the vegetated areas. The OSC worked with the Conservation Commission to engage the public in a process to identify the problems and suggest solutions to repair and protect this valuable resource. During the summer, members of the OSC and the Eastham Dog Owners Association conducted formal site visits to record usage and observe problems at Wiley Park several times a week. The recorded observations were forwarded to the Conservation Commission for use in considerations about updating regulations for park visitors. It was agreed by all monitors that improved signage of rules and regulations, as well as educational material is needed for Wiley Park.

The OSC continued to work on a Land Prioritization Protection Plan, with a review of private and town-owned parcels, to identify key parcels for protection within water districts, watersheds, coastal and low-lying areas, areas with significant rare wildlife and natural habitat, among other criteria.

Members of the OSC participated in Earth Day marsh cleanup, joining the Eastham Conservation Foundation, clearing plastics and many pounds of other debris from the eastside marshes.

The Committee is finalizing the design work for three educational wayside signs at Sandy Meadow, funded by the Community Preservation Act (CPA, Sandy Meadow Open Space Interpretive Project), and is applying for a CPA grant to extend the ADA portion of the perimeter trail.

With years of persistence by the OSC, required permanent Conservation Restrictions (CRs) have finally been completed for 14 land parcels that were purchased for conservation purposes with either Land Bank (prior to 2004) or Community Preservation Act (CPA) funds. These parcels total just under 54 acres of land that are now under the management of the Conservation Commission (with the OSC advising) and permanently protected from development. These protected lands, along with an additional almost 160 acres of conservation land previously protected through deed restrictions (e.g. Wiley Park, Nickerson Conservation, Cottontail Acres), provide both residents and visitors multiple passive recreational opportunities such as hiking, bird watching, and mindful nature enjoyment.

The OSC was pleased to officially dedicate the Higgins Conservation Property in August, joined by three generations of the Higgins Family.

The Committee was pleased to welcome Linda Dorflinger to the committee in April.

Respectfully submitted,

Frances Lewis, Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for the year 2023.

The Planning Board acted on 21 applications, distributed as follows:

Residential Site Plan Approvals: 19

Commercial Site Plan Approval (Special Permits): 2

The Planning board recommended approval for several zoning bylaw amendments that were approved at the 2023 Annual Town meeting including:

Summary of Zoning changes adopted at 2023 Annual Town Meeting: Site Coverage Limits: The intent of the amendment was to ensure that residential development is designed in a manner that does not overwhelm Eastham's distinctive character as a rural seaside community and to ensure development is consistent with the principles of the Eastham Strategic Plan and further, to ensure development is compatible with historic development patterns with regard to mass, scale, height, bulk and site coverage. The new "Site Coverage Standards" created maximum site coverage and building gross floor area limits for residential development based on lot size. The site coverage limits range between 11% - 20% with corresponding maximum gross floor areas ranging between 1,500 sf. and a maximum of 6,000 sf. The amendment also includes site coverage standards for pre-existing non-conforming structures, which may expand within the site coverage standards to the maximum site coverage percentage of the structure's existing gross floor area.

Clear Cutting Bylaw/6-Foot Vegetative Perimeter: The Bylaw amendments are intended to encourage the preservation and protection of trees during demolition and construction activity and to balance the rights of individual property owners to develop their properties in accordance with existing local and State laws with the public good of the overall health, safety, and welfare interests of the community. The "Clear Cutting" bylaw prohibits clear cutting of undeveloped property without a valid foundation or building permit. The amendment also prohibits the removal of "Legacy Trees" defined as a native, introduced, or naturalized tree which is 24 inches in Diameter at Breast Height (DBH) or larger, or multi stemmed trees with a combined DBH equal to or greater than 24 inches without approval by the Eastham Planning Board or its designee. The amendment also prohibits clear cutting of existing vegetation and/or legacy trees within a six-foot wide perimeter of a property line without approval by the Eastham Planning Board or its designee. The amendment requires re-vegetation of clear-cut areas in the event that permitted site work is abandoned. Specific exemptions are included in the bylaw related to certain land uses, routine property maintenance, and maintenance of public and private streets, public safety exemptions, maintenance of public utilities, pre-development activities and installation of solar power utilities under applicable state building and energy codes.

Bylaw Definitions: The proposed changes to the regulatory definitions were intended to define the terms referenced in the various sections of the Bylaw in order to provide clarity to the use and interpretation of the zoning bylaw. Several new definitions were enacted including: Clear Cutting, Diameter at Breast Height (DBH), Hazardous Tree, Invasive Species, Legacy Tree, Replacement Tree, and Understory Vegetation. Amendments to existing definitions were enacted to align with the proposed residential development standards. The changes to the definitions

altered how site coverage is defined and how it is calculated, basing the calculation on buildable upland instead of total lot area. This change aligns the definition of site coverage for PB/ZBA consideration with the definition utilized by the Board of Health. The changes will also exempt basements from the site coverage calculation. These terms include Buildable Upland, Lot Area Requirements, Site Coverage and Site Coverage Ratio and Neighborhood. These amendments will provide the Planning and Zoning Boards with better context in which to review site plans and special permits.

Accessory Structure Setbacks: The amendment was intended to address issues related to neighborhood character and the intensity of use on residential properties to reduce potential nuisance issues and preserve the rural character of the town's residential areas. New setback regulations for accessory buildings and structures now require a minimum 12-foot setback from side and rear property lines and a 30-foot setback from any street or way for in-ground and above ground pools, including surrounding deck/patio areas and paved courts used for recreational purposes. The amendment also removed the setback requiring a minimum 8-foot separation between all buildings.

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. In addition, we'd like to note the passing of William Craig for his valuable contributions to the board.

Respectfully submitted,

Daniel Coppelman, P.E. Chairman
W. Davis Hobbs
Craig Nightingale
Peter L. Weston
William Craig - deceased
Jim Kivlehan
Brian Earley
Kevin Gatlin

POLICE DEPARTMENT

Two new officers were hired at the Eastham Police Department in 2023. These openings were created by the retirement of Sgt. Mark Haley in 2022 and the transfer of an officer to another police department. Officer Anthony Rivera joins the department after completing 22 weeks of training at the Massachusetts Police Training Committee Randolph Police Academy, and Officer Michael Reveruzzi joins the department after completing the same training at the Plymouth Police Academy. Both officers also undertake nine weeks of field training at the Eastham Police Department, supervised by specially certified Eastham Police Field Training Officers. We wish both officers long, safe, and successful careers! If you see either officer out and about in Eastham, please say hello! We also added an additional staff member, of the four-leg variety, to our department in September of 2023! K9 Nova is a black lab puppy that was obtained through a generous donation from a community member. Once old enough, she will receive specialized training to be certified as a community comfort dog as well as a “friendly find.” A “friendly find” K9 assists police departments with locating missing persons such as Alzheimer’s patients and children. We love having Nova around the station each day and look forward to introducing her to the community!



High-level training continues to be of top priority for the department. Many officers attended specialized training covering areas such as de-escalation, juvenile law, investigations, crash reconstruction, mental health, background investigations, and many more. The Eastham Police Department also conducted a large-scale training at the Eastham Elementary School centered around responding to an active threat. We were joined at this training by our public safety partners at the Eastham Fire Department and the National Park Service.

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 2023, we received the 911 Training and Incentive Grants which not only funded training opportunities and improvements to our emergency dispatch center but also supplemented 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, as well as a federal grant to purchase specialized police equipment.

The department continues to work collaboratively with other town departments to plan and prepare for emergencies, such as natural disasters. In 2023 Eastham's first ever Citizen's Emergency Response Team (CERT) was created. CERT members completed training in the fall of 2023 and formally organized. Eastham CERT will be prepared to assist Eastham Public Safety during times of need such as emergency storm sheltering, warming/charging centers, and drive through vaccination clinics. Eastham CERT is actively seeking new members. More information can be obtained by emailing Eastham Police Sergeant Gregory Plante at gplante@eastham-ma.gov. The Eastham Police Department also collaborated with the Massachusetts Maritime Academy Emergency Management Department to design a "table-top" exercise for Eastham Police, Fire, DPW, and CERT.

Traffic enforcement continues to be a primary mission for the Eastham Police Department. We continue to enforce speed limits and other motor vehicle laws on Route 6 and our secondary roadways. Close to 3000 traffic stops were made during the year 2023. This enforcement will continue to be one of our top priorities as we strive to keep our roadways as safe as possible.

Our Eastham Police Department Community Policing Team, consisting of one sergeant and four patrol officers, continues to work hard to interact with all residents in our community. From reading books to children at the library to partnering with Eastham Recreation and the Eastham Council on Aging for holiday events, we are always looking for positive ways to interact with all members of the Eastham Community. In 2023 we held our second annual "Patrol Pals" camp, hosted at the Eastham Police Station. Approximately 25 children attended the camp for five days and learned all about our jobs and equipment. The Eastham Police Department also hosted a citizen's police academy in the fall of 2023. This program is organized by Sergeant Josh Adams and is a great opportunity for the community to meet our police officers and learn about police work and how the department runs. We hope that the community enjoys these events as much as the officers do!

Detective Daniel Burnham continues to serve as the Eastham Police School Resource Officer assigned to Nauset Regional High School. Officer Burnham has been in this role for five years and continues to receive specialized training for this position. Furthermore, Officer Carrie DeAngelo, assigned as the liaison to Eastham Elementary School, is available to school staff for any need and conducts regular walk-throughs of the facility. Both officers have worked hard to develop great relationships with students and staff at each school and will continue to do so moving forward.

For more information about 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 2024. We will continue to work hard for our residents and visitors and will do so **"In Partnership with Our Community."**

The mission statement of the Eastham Police Department is as follows:

"The Eastham Police Department will provide the highest level of service through the enforcement of laws and the protection of life, property, and the constitutional rights

of all. We will meet the present and future needs of the public through a continued partnership with our community. We will remain dedicated to service and committed to excellence, focusing on the following core values:

INTEGRITY – We hold ourselves accountable to the highest level of honesty, truthfulness, and ethical conduct.

PRIDE – We take pride in ourselves as individuals, our division as a team, and our citizens as a community.

RESPECT – We will ensure that all persons are treated with equality, dignity, and courtesy.

PROFESSIONALISM – We are committed to the highest level of professional standards through development of highly trained and motivated employees.”

Respectfully Submitted,

Adam E. Bohannon
Chief of Police
abohannon@eastham-ma.gov

TOWN REPORT 2023 FOR POLICE DEPARTMENT SERVICES STATISTICS

VIOLENT CRIMES

Sex Crimes	12
Kidnapping	0
Assault	26
Threats	6
Domestic Disturbance	44
Domestic Order Violations	10

SERVICE CALLS/COMPLAINTS

Animal Control Calls	403
Suspicious Incidents	339
Missing Persons	13
Sudden Deaths	7
Well Being Checks	239
911 Hang up/Abandoned Call	404
Alarms	318
Restraining Order Service	37
Summons Service	72
Lost/Found Property	207
Assist Citizen	460
Assist Other Police Agency	312
Directed Patrols	2397
Directed Traffic Enforcement	459
Business Checks	2781
House Checks	492
Noise Complaints	58
Assist Fire Department	2105
School Incidents/Services	150
Disabled Motor Vehicle	137
Civil Rights Violation	1

DRUG/ALCOHOL INCIDENTS

Drug Violations	11
Protective Custody	3
Driving While Intoxicated	11
Drug Overdose	2

PROPERTY CRIMES

Burglaries	8
Larceny/Fraud Reports	81
Motor Vehicle Theft	0
Vandalism	11
Trespassing	10

Motor Vehicle Law Enforcement

Civil/Criminal Citations	272
Written Warning Citations	815
Verbal Warnings	2007

2023 TOTALS

Total Calls for Service- 2023	16126
Total Motor Vehicle Crashes	199
Total Motor Vehicle Stops	2958
Total 911 Calls Answered	2767
Total Firearm Licenses Issued	97
Total Records Requests	453

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.

Recreation Programs and Special Events:

January, February, March

- Rec 2 (Afterschool Program) (78 participants)
- Chess Club (15 participants)
- Books and Boardgames Club (offered)
- LEGOS, Games and More Club (14 participants)
- Basketball Grades K-6 (7 teams total of 90 participants)
- Floor Hockey Grades K-6 (36 participants)
- Tots Sports Club Ages 4 & Pre-K 5 (15 participants)
- Adult Pick-up Pickleball (99 attendees)
- Adult Pick-up Basketball (94 attendees)
- Adult Winter Yoga (40 attendees)
- Adult Exploring Meditation (6 attendees)
- February Vacation: (3 days 8 hours a day, 46 participants)
- Candy Contest (150+ entries)
- Family Valentines Card Making (60+ participants)
- Family Free Skate (100+ participants)

April, May, June

- Rec 2 (Afterschool Program) (78 participants)
- Painting Club Grades K-5 (40 participants)
- Garden Club Grades K-5 (43 participants)
- T-Ball and Tots T-Ball Grades PreK-1 (2 teams) (48 participants)
- Grade 2 Farm League Baseball (offered)
- Softball Grades 2-6 (2 teams) (33 participants)
- Track and Field Grades 3-6 (31 participants)
- Annual Egg Hunt (200 participants)
- Earth Day Beach Clean-up (1,000+ pounds of trash collected)
- Summer Prep:
 - a. Mail-In Stickers
 - b. Hiring of Seasonal Staff (11 Summer Rec Counselors, 20 Gate Attendants, 4 Swim Instructors, 3 Sticker Sellers, 4 Millers, and 1 Recycler)
 - c. Beach Prep (Bathrooms, Beach Clean-Ups, Sheds and Beach Wheelchairs)
 - d. Beach Opening Day (June 17 through Labor Day)
 - e. Sticker Office Opening (Friday of Memorial Day Weekend – open Thursdays through Mondays through Labor Day)
 - f. Summer Registration, Staff Trainings and Orientations

July, August, September

- Summer Rec Program Grades K-6 (6 weeks, 5 days a week 7:45am-4pm) (108 participants)
- Rec Leader in Training Program Ages 13-14 (8 participants)
- Swim Lessons Ages 4-12 (6 weeks, 5 days a week) (77 participants)
- Swim Team Ages 7-10, 11-14 (6 weeks, 3 days a week) (20 participants)
- 3-on-3 Girls/Boys Basketball Clinics Grades 3-5 (2 teams) (25 participants)
- Patrol Pals Ages 7-12 (20 participants)
- Adult Beach Yoga (752 attendees)
- Adult Exploring Meditation (18 participants)
- Historical Bike Rides (3 rides, 10 participants)
- Adult Pickleball Clinics (22 attendees)
- Windmill Open Daily (886 signed the windmill book but we estimate at least double that walked through!)
- Tug-of-War Night on the Beach (15+ participants)
- Family Karaoke Night on the Green (80+ attendees)
- Family Game Nights (weekly on the beach, 24+ families)
- Windmill Weekend – Recreation Department sponsored Events:
 - a. Sand Art Contest
 - b. Free Kids Raffle
 - c. Trike Race
 - d. Saturday Morning Kickoff – Yoga on the Green
 - e. Historic Bike Ride
 - f. Laser Tag/Game Truck
 - g. Windmill Open
- Rec 2 (Afterschool Program) (Sept. 72 participants)
- Beach Stickers Sold:
 - a. 8,179 Taxpayer and Beneficiaries
 - b. 1,457 One Week, Two Weeks, and Seasonal Visitors
 - c. 6,962 Day Passes

October, November, December

- Rec 2 (Afterschool Program) (77 participants)
- Beach Club Grades K-1 (9 participants)
- Tracking Club Grades 2-3 (16 participants)
- Rugby Grades 4-5 (offered)
- Soccer and Tots Soccer Grades PreK-6 (7 Teams) (86 participants)
- Holiday Crafts Grades K-5 (51 participants)
- Rugby Team (offered)
- Halloween on the Green (300+ participants)

- Annual Duck Race (308 registered ducks, 20 turkeys and 15 pies given out as prizes!)
- Carols on the Green (Rec invited Santa and opened Windmill)
- Light the Night (8 shacks for Whoville by town departments and community groups)
- Family Free Skate (A 4-town collaboration offering 2 free skates during Holiday break)
- Adult Pick-up Basketball (8 participants – 2 Tuesdays in Dec.)
- Adult Pick-up Pickleball (3 participants – 2 Saturdays in Dec.)
- Basketball Grades K-6 (90 participants)
- Tots Sports Club Ages 3, 4 and Pre-K 5 (20 participants)

Field of Dreams Project:

- The fencing on the dugouts was completed in December 2023 and looks fantastic! Thank you to Pro Fence for completing the work.
- Resurfacing of the playground with a poured-in-place rubber surface was completed in Spring of 2023 and was well received by families who utilize the space.

Wiley Park Project:

- Upcoming will be installing a shade shelter over the concrete pad outside the playground and new picnic tables!

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)
 Barbara Komins
 Christine LaBranche
 Brendan Mruk
 Kathy Savin

RECYCLING COMMITTEE

The Recycling Committee welcomed a new chair in May, along with the addition of two new non-voting members. The Committee continued to focus on educating Eastham residents about the importance of composting, recycling, reusing, and repurposing food, plastics, and other solid-waste materials. The Committee provided timely information on all of these options through its Facebook page and other Eastham related pages. The Committee also updated the recycling signage at the Transfer Station and placed educational ads in the Provincetown Independent.

The Recycling Committee's biggest events this year were:

- 1) Advocating for and helping to launch the Town's new compost site at the Landfill Center with the Town Administrator and the Department of Public Works (DPW);
- 2) Holding an educational workshop (in collaboration with the Climate Action Committee) with over 30 people at the Eastham Library on how to compost at home and at the landfill, and having this information made available via video on-line;
- 3) Participating in the CARE for Cape and Islands summit on The Rising Tide of Plastic Pollution and Building Sustainable Solutions, and
- 4) Participating in the Eastham's Windmill Weekend by providing attendees with educational materials and surveying them about recycling and composting.

The Recycling Committee was proud to sponsor and oversee the Swap Shop at the Transfer Station. The Swap Shop is an extremely valuable resource and exemplifies the principle of Reuse; diverting tons of useful material from the solid waste stream.

The Committee also continued to work closely with the Town administration and the DPW staff to improve the amount of recyclable material diverted from our solid waste stream at the Transfer Station.

SEARCH COMMITTEE

The Search Committee is charged with facilitating the process of identifying candidates and filling volunteer vacancies on Eastham's committees, boards, and commissions. Our goal is to have a validated pool of skilled, experienced, diverse, and enthusiastic candidates available to fill committee positions as they become available.

Coordinating with committee/board/commission chairs, the Search Committee develops and distributes vacancy information, reviews applications, arranges applicant interviews, and provides selection input to Committee and Select Board representatives.

The Highlights of 2023

Committees

There are 36 active committees with 219 volunteers in Eastham as of December 1, 2023. The Search Team supports recruiting for 26 of the committees. The remainder are staffed either through election or appointment. One new committee (Capital Projects) was charged in 2023. One committee (Strategic Planning) revised its charge and expanded its roster, and two committees (Cemetery & Historical District) are under review for inactivity.

Applicants/Volunteers

Year to date there were 24 applications validated. 15 first time volunteers were appointed to committees. Additionally, 25 existing volunteers joined new committees, 31 seats were reappointed for an additional 3 yr. term and 15 seats were vacated due to resignation. There will be 32 vacant seats on 19 committees at year end.

Operations

OnBoard Volunteer Management tool implementation was completed. Benefits for the community and Search team include single point of application for taxpayers and data security for the Town. Additionally, the Search Team initiated activities to further automate our processes. Synchronizing our calendar and email services with the Town will help mitigate potential future recruiting risks. The team also approved the first version of a comprehensive Search Committee Handbook. The handbook codifies Search processes and procedures. It will be reviewed annually and updated as required.

Marketing

The Volunteer Recruitment Brochure was successfully revised. This version provides the community with clear, concise information on committees and how to volunteer. Brochures are strategically placed and maintained in town offices and local business establishments (DPW, Town Hall, banks, restaurants, etc.). The Team also engaged with residents at staffed information tables at three important Town events (Annual Town Meeting, Windmill Weekend, and the Eastham Part Time-Residents annual meeting).

Search Personnel

2023 included significant staffing changes and challenges. Each team member stepped up to take additional committee liaison responsibilities due to vacant positions. They also unselfishly back-stopped colleagues who required time away for personal matters. Thank you for your dedication, Team.

Long term member Ron Mullett resigned in early 2023. That open seat was filled by new member Gergana Aleksieva. Welcome Gergana.

In June, Kate Paradise was elected Vice-Chair and Clerk Ellen Greer declined a second term. Member Hilda Merolli was elected to serve as Clerk until January 2024 when she will leave the Committee.

Lastly, in November, Sheldon Ross resigned from the Chairmanship effective January 1, 2024. He will remain on the committee as a regular member. A special election for the Chair and Clerk roles will be held at the December Meeting,

Respectfully Submitted:

Sheldon Ross, Chair, Eastham Search Committee
Gergana Aleksieva
Gail Brown
Dee Mattfeldt
Hilda Merolli - Clerk
Kate Paradise – Vice-Chair

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 Eastham Strategic Plan FY2020-2024 was approved by the Select Board in late 2019.

- The plan identifies three over-arching principles
- Honor Eastham's history and protect its small town identity.
- Live in harmony with the natural environment and local culture.
- Enhance community vibrancy and viability for people of all ages.

The plan sets six goals and employs multiple strategies to support the overarching principles. The six goals that guide the work of Town staff, departments, and committees on a five-year timeline include:

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

This year marked the beginning of the fifth and final year of the plan. Much has been accomplished during the past four years, but there is still more work to be done. Town administration, staff, departments, committees, and others continue to consult and apply the plan regularly. The plan provides overarching direction towards fostering a strong and welcoming community that protects and preserves what makes us uniquely Eastham, supports residents, and creates new opportunities for all.

A community update was included in the Annual Town Meeting Warrant, highlighting some of the projects that have been completed or are in process and their impacts on the community. This includes work on water quality, energy efficiency and increased solar output, community housing, residential zoning changes to support more affordable housing, Wiley Park playground upgrades, expanded access programs for Eastham families, as well as ongoing work on identifying improvements to Route 6 and development of North Eastham.

As we entered the final year of the current Strategic Plan, the committee, along with Town staff, turned its time and attention to developing the next five-year plan, helped by a revised committee charge approved by the Select Board. The initial five-year plan was the first of its kind for Eastham. A living, working document that was to provide a framework for priorities over a five year period, and we have learned a lot from its implementation over time. The committee is using the framework of the current plan as its starting point and has been reviewing where it has been most successful and where it needs work, and what we can learn from it. Our goal is to learn from the initial plan so that the next five-year plan will be even easier to use, update, track, complete and evaluate.

A lot has changed since the first plan was developed though much has remained the same. We have learned, through public engagement by a number of committees during this time, that the overarching principles remain important to our residents. Protecting the environment, creating housing opportunities, ensuring a safe travel experience, supporting residents, and promoting recreational activities, among other factors, remain important to the community. New priorities have emerged as well, some through subject-area planning documents, and others from changing stressors over the past few years. These new priorities relate to ensuring long-term resiliency in the face of extreme weather events; waste and storm water protections and important public health initiatives.

Working in collaboration with town staff, departments, committees, and leveraging local and regional planning documents, the committee is focused on identifying areas and goals for the next five years.

Respectfully submitted,

Karen Strauss, Chair

NAUSET REGIONAL SCHOOL DISTRICT

Nauset Public Schools is such a busy and active place to be part of. There are always exciting things happening in each of our buildings.

As is our tradition, this summer we hosted a 3 day Leadership Summit for all Nauset Administrators, as well as a two day Strategic Planning Session. Both provided a unique and valuable opportunity for all administration to collaborate goal-setting for the upcoming school year. All NPS leadership attended. These two sessions provided the opportunity for elementary schools to connect as a unit, and the Regional schools as a separate unit. All schools sought horizontal and vertical alignments between grade and school levels. I cannot begin to express my gratitude and appreciation for our administrators, principals and assistant principals for their attendance and input during this time together. We emerged with solid goals in mind for the upcoming year. All goals were aligned with the NPS Strategic Plan, specifically focused on action steps related to providing high-quality instruction and wellness for all. In addition, we have placed a continued focus on process and procedures throughout the district.

We were delighted to welcome Joanna Hughes as our Interim Assistant Superintendent, beginning this summer. Ms. Hughes was previously the Director of Human Resources for NPS and previous to that, she served as the Principal of Eddy Elementary School, in Brewster. She brings tremendous experience and knowledge to her new position.

With the return to pre-pandemic learning, we continue to face certain challenges. High-levels of student and staff absences, social-emotional and mental health concerns, academic gaps, and finding ways to safely reconnect with historical traditions and each other were challenges we have continued to navigate. In many ways, however, 2023 has seen a return to a more stable and routine learning process.

The Nauset Regional High School Building Project is an ongoing, and at times surprising, process. The pace of this project has been amazing! The students and staff continue to thrive in the modular units. This state of the art structure will provide so many additional learning opportunities for our students. It is incredibly exciting to watch as we imagine what the future holds for Nauset. The building project changes daily!

We continue to regularly collaborate with our safety partners and town officials. This has afforded us the opportunity to address any potential problems as well as plan collaboratively regarding budgets. We appreciate our partnership with each of our four communities, as well as our outreach to both Provincetown and Truro.

Thank you for your continued support of the Nauset Public Schools - great things happen in our schools daily!

Respectfully submitted,

Brooke A. Clenchy
Superintendent, Nauset Public Schools

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 August, the Select Board changed the committee name to the Master Plan Committee, updated the committee charge as well to better reflecting current planning needs.

The committee held no meetings while the Town continued its work on wastewater planning, zoning, and other areas essential to the redevelopment of North Eastham.

Respectfully submitted,

Karen Strauss, Chair

TOWN CLERK

The town clerk's office is the official keeper of all town records, bylaws, the town seal, chief election official, burial agent, public records officer, town census, town committee involvement, tracking of parking and bylaw violations, dog licensing and various other business permitting and more!

On January 10, 2023, Eastham, along with Wellfleet, Orleans and Brewster held a rare dual election for the purpose of approving the authorization of borrowing \$38,100,000 to pay additional costs of renovating and adding to Nauset Regional High School.

The election was a dual election because Eastham had to vote its share of the cost, while all the other towns had to do the same. In addition, as part of a regional school district, the district had to vote as well. For each registered voter, there were two ballots, (the majority were mailed), 2 check in areas, 2 check out areas, and all ballots were kept and tallied separately.

When all ballots were tallied, the measure passed in all four towns and throughout the district.

The annual town meeting successfully convened on May 6th on the Nauset Regional High School football field with electronic check-in and voting availability through Option Technologies. The town clerk declared a quorum and the moderator called the meeting to order at 10:05 a.m. with 305 voters in attendance. There were 258 voters present at the close of town meeting out of a possible 4,708 registered voters.

The annual town Election was held on May 16th at town hall, polls opened at 8:00 a.m. and closed at 8:00 p.m. A total of 420 voters turned out on election day to cast their ballots in person. Early Ballots by Mail totaled 807. There were 4,704 registered voters, a 9% in person turnout. Adding in the mailed in ballots brought the total to 26%. This trend has been consistent throughout the Cape, with double the amount of mailed in ballots to voting in person.

Two new Elementary School Committee members were elected, a new Town Clerk, and a Housing Authority Representative. All other candidates on the ballot were reelected to their positions. Three questions involving debt exclusions and tax adjustments were also approved.

Cindy Nicholson, who served the Town in the Assessors office and most recently as Town Clerk since 2019, retired in May after a long tenure serving the citizens of Eastham. She was a dedicated worker with a great attitude and was also instrumental in my decision to run for Town Clerk. She was my mentor and made me feel that my role was important, and my ideas were open for exploration. Her lasting legacy will always be the Cindy Nicholson Archival Room, which she worked on tirelessly with the Community Preservation Committee, Melanie McKenzie, Library Director and all of the Building Department.

The Town promoted Kendra Menard from Administrative Assistant to Assistant Town Clerk in May and welcomed Rachel Smith in July as our part time Administrative Assistant. Both of these ladies have been quick to learn new programs and expanded

responsibilities. Kendra is now in charge of all the Committee appointments, licensing (except for dogs), Marriage intentions and licenses, Ethics tracking, and helping to run elections. Rachel has been kept busy with voter registrations, dog licenses, parking tickets and will soon be responsible for the annual census returns and helping with elections.

In 2023, the town clerk's office issued:

Dog licenses:

Single tags – 962; Household kennel licenses – 6 (24 dogs);
Commercial Kennel - 1

Permits:

Business – 147; Common Victualer – 44; Liquor – 25; Hawker-Peddler - 3;
Entertainment – 4; Used Car Dealership – 2; Billiard - 1;
Coin-Operated Amusement - 2; Miniature Golf - 3; Fuel License - 5;
Yard Sale - 40; Estate Sales – 2; Raffle Permits – 3.

Parking/Beach Sticker violations:

Paid: 477; unpaid 71; voided 80

2,704 households were mailed a census; population reached 5,487
in 2023 including 33 births, 46 marriages and 94 deaths.

I thank my staff, the appointed registrars, Lisa Radke, Suzanne Requa-Trautz, Colleen O'Duffy-Johnston and dozens of election workers that support the town clerk's office and the town of Eastham with their help to ensure elections run smoothly and efficiently.

I also thank the residents of Eastham for the opportunity to serve as your Town Clerk.

Fun Notes from the Past

One hundred years ago as recorded from the 1923 Annual Town Report:

Eastham had 210 registered voters, 254 houses, 55 horses, 85 cows and 5688 fowl assessed. There were 9 births, 6 marriages, 7 deaths and 20 registered dogs. There were 80 children in school between the ages of 5 through 16.

At the Annual Town Meeting in 1923, the town voted in favor of building a bridge over Boat Meadow Creek on the site of the old bridge in an amount not to exceed \$5,500.00.

Respectfully submitted,

Linda Sassi
Town Clerk

TOWN OF EASTHAM SPECIAL TOWN ELECTION JANUARY 10, 2023

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

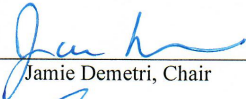
In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs, to meet in the Eastham Town Hall on **TUESDAY, the TENTH DAY OF JANUARY 10, 2023**, from 11 o'clock in the morning to 7 o'clock in 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 additional 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 7th day of November, 2022.
(month)



Jamie Demetri, Chair

UNAVAILABLE

Arthur A. Autorino, Vice Chair



Aimee J. Eckman, Clerk

UNAVAILABLE

Gerald Cerasale



Suzanne Bryan

EASTHAM SELECT BOARD

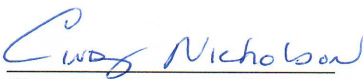
I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.



Police Officer/Constable

November 14, 2022.
(month and day)

A True Copy, Attest:



Cindy Nicholson, Town Clerk



Nauset Public Schools

78 Eldredge Park Way, Orleans, Massachusetts 02653
Phone: 508-255-8800 • Fax: 508-240-2351 • <http://nausetschools.org>

Brooke A. Clenchy
Superintendent of Schools

Robin A. Millen Ed.D.
Director of Curriculum

Mary Buchanan
Director of Student Services

Giovanna B. Venditti
Director of Finance and Operations

Joanna Hughes
Director of Human Resources

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 Adult Community Center, located at 715 Old King's Highway in said Town,

on Tuesday, January 10, 2023, 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 November 3, 2022, to authorize the borrowing of \$38,100,000 to pay additional 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 sum of Thirty-Eight Million One Hundred Thousand Dollars (\$38,100,000), 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, which amount shall be expended in addition to the

One Hundred Thirty-One Million Eight Hundred Twenty-Five Thousand Six Hundred Sixty-Five Dollars (\$131,825,665) previously appropriated for this purpose (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, 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 although the amount originally appropriated to pay costs of the Project is eligible for grant funding through the Massachusetts School Building Authority ("MSBA"), the additional amount appropriated by this vote will not be eligible for grant funding through the MSBA. "

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 3rd day of November, 2022.

J. Schumacher
[Signature]
[Signature]
[Signature]
[Signature]

[Signature]
Richard L. Stewart
[Signature]
Cathryn B. Crossdale
Richard Crossdale
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, January 10, 2023, I posted or caused to be posted, a true and attested copy of this warrant in 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 Sunday, December 18, 2022 which date was also at least 10 days prior to Tuesday, January 10, 2023, all as required by G.

L. c. 71, §16(n).
[Signature]
District Secretary

DATE: 11/9/2022

A True Copy Attest:
[Signature]
District Secretary

DATE: 11/9/2022

**Eastham Special Town &
Nauset Regional High School Renovation Dual Election Minutes
2500 State Highway, Eastham, MA**

January 10, 2023

Pursuant to the conditions of the foregoing warrant, the voters assembled at Eastham Town Hall to cast their ballots for the questions in the special town dual election and the results are as follows:

NAUSET REGIONAL SCHOOL DISTRICT BALLOT QUESTION

Do you approve of the vote of the Regional District School Committee of the Nauset Regional School District adopted on November 3, 2022 to authorize the borrowing of \$38,100,000 to pay additional 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 sum of Thirty-Eight Million One Hundred Thousand Dollars (\$38,100,000), 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, which amount shall be expended in addition to the One Hundred Thirty-One Million Eight Hundred Twenty-Five Thousand Six Hundred Sixty-Five Dollars (\$131,825,665) previously appropriated for this purpose (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, 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 although the amount originally appropriated to pay costs of the Project is eligible for grant funding through the Massachusetts School Building Authority (“MSBA”), the additional amount appropriated by this vote will not be eligible for grant funding through the MSBA.”

Yes – 1085 No – 346 Blanks – 2

EASTHAM DEBT EXCLUSION BALLOT 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 additional 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 – 1049 No – 384

This dual election created double the volume of ballots processed before and during election. There was no In-Person early voting.

EASTHAM BALLOTS PROCESSED

EV Mail-in requested	1188
Ballots spoiled (no signature)	-8
EV Mail-in ballots returned	778
Election Day	<u>655</u>
Total votes cast	1433

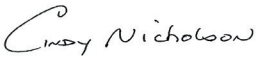
REGIONAL BALLOTS PROCESSED

EV Mail-in requested	1181
Ballots spoiled (no signature)	-4
EV Mail-in ballots returned	782
Election Day	<u>651</u>
	1433

Recorded by the Warden, Shawn Shea, the ballot box stood at 0000 at opening of the polls at 11:00 a.m. and closed at 7:00 p.m.

Eastham Special Town Election results represented 30.45 percent of the registered voters. There were 4,705 registered voters for this election.

A True Copy Attest,



Cindy Nicholson
Town Clerk



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642 - 2544

All departments 508 240-5900

www.eastham-ma.gov

TOWN OF EASTHAM

ANNUAL TOWN MEETING & ANNUAL ELECTION WARRANT

WITH FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

TOWN MEETING
Saturday, May 6, 2023, 10:00 A.M.
Nauset Regional High School Athletic Field
100 Cable Road, Eastham
Eastham, MA

Annual Town Election
May 16, 2023
Polls Open 8:00 A.M. – 8:00 P.M.
Eastham Town Hall
2500 State Highway, Eastham, MA


I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least fourteen days before the date of this election, Thursday, April 20, 2023.



Constable Signature

4/20, 2023.
(Month and Day)

A True Copy Attest:



Cynthia L. Nicholson

**TOWN OF EASTHAM
ANNUAL TOWN MEETING & ANNUAL ELECTION
WARRANT**

WITH FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

**TOWN MEETING
Saturday, May 6, 2023, 10:00 A.M.**

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

Annual Town Election

May 16, 2023

Polls Open 8:00 A.M. – 8:00 P.M.

Eastham Town Hall

2500 State Highway, Eastham, MA

Pre-Town Meeting

(In Person and Remote Participation Options)

Discussion of Articles

Monday, April 24, 2023

5:30 P.M. - 7:30 P.M.

Eastham Town Hall

Earle Mountain Meeting Room

2500 State Highway, Eastham, MA

Zoom Participation:

<https://us02web.zoom.us/j/83251832969?pwd=bTBNWdZjYXRhQThQSE5jUGICSTR3UT09>

Meeting ID: 832 5183 2969

Passcode: 112963

Please bring this warrant to Town Meeting

It is also available on the Town's website at www.eastham-ma.gov

**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 Athletic Field, Saturday, the 6th of May, Two thousand twenty-three, at 10 o'clock in the morning, then and there to act on the following articles in this warrant and to meet in the Eastham Town Hall at 8:00 a.m. Tuesday, the sixteenth day of May next, then and there to elect the following Town Officers:

Moderator	One three-year term (Vote for one)
Select Board	Two three-year terms (Vote for two)
Town Clerk	One three-year term (Vote for one)
Elementary School Committee	Two three-year terms (Vote for two)
Library Trustee	Two three-year terms (Vote for two)
Eastham Housing Authority	One five-year term (Vote for one)

and to act on the following questions:

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 for the bonds issued to pay costs of dredging Rock Harbor, including the payment of all costs incidental and related thereto.
2. 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 for the bonds issued to pay costs of planning, designing, engineering and permitting of a Town wastewater system, including the payment of all costs incidental and related thereto.
3. Shall the Town of Eastham be allowed to assess an additional (\$710,000) seven hundred ten thousand dollars in real estate and personal property taxes of which (\$550,000) five hundred and fifty thousand dollars is allocated to fully fund the cost of collective bargaining agreements and non-union wage adjustments with Town employees, and (\$160,000) one hundred and sixty thousand dollars to fully fund the educational expense budget.

REPORT OF THE SELECT BOARD

In the past few years, the Town of Eastham has significantly improved its financial performance while developing and implementing a number of projects and programs identified in our Strategic Plan. We are in a strong financial position and we stand out when compared to the financial issues associated with some of the surrounding towns. Our programs and processes are recognized as exemplary and we continue to get inquiries from other towns as to how we have accomplished this. We feel that this is a result of the spending philosophy and policies we have developed. Understanding and approval of this year's warrant items is important in the context of the above. Here is a summary of the most important:

- Article 2A- operating budget. Increase in line 16 Community Development salary, is due to a \$40,000 position to provide administrative support for the CPA and is shown as an increase but is supported by corresponding revenue from CPA funds. The increase in public works salary line is for ½ of an additional position Facilities Maintenance Coordinator (½ in town budget and ½ paid for from rental income from housing properties). The increase in unallocated expenditures is due to costs we can't control, such as pension and health insurance costs for employees, and higher fuel costs. The debt service line reflects the first payments of the Nauset High School Renovation debt. In terms of debt, water debt will start to decrease after 2026, which will help stabilize rising debt due to other projects.
- Article 2B-water enterprise fund. This is the budget for water operations. It is self-sustaining through water revenues. The system currently has 2029 connections, with 200 properties pending connection.
- Article 3C-Rock Harbor Dredge- this is a project that is completed every 10 years, last time in 2014. We dredge Rock Harbor in collaboration with the Town of Orleans. This is a debt excluded project, with a corresponding ballot question (#1)
- Article 3D wastewater design & engineering. The current article will fund design, engineering and permitting of a treatment and collections system for the Salt Pond Watershed system, the PRB extension, continued pond remediation, and stormwater upgrades to Salt Pond, Minister's/Schoolhouse Pond, and Hemenway & Collins Landing (s). The treatment and collection system is necessary to meet the nitrogen reduction goals (reduce nitrogen from septic systems from traveling into our waterbodies). We can't do it without reducing the source of the pollution. This is a legal imperative due to the 2014 lawsuit by the Conservation Law Foundation, and to avoid the new DEP regulations to update all title 5 systems in nitrogen sensitive areas in five years. This will give us a 20 year window to solve the problem in a way that best fits our community. If funded, we will complete these activities and have a watershed permit (permission from the state to implement our plan, our way). Note: although we need to borrow the 6.95 million and it is excluded debt, the Town will pay the debt service (5 years) from the short-term rental revenue that comes to us annually. **This article should not add to the tax rate.** This article has a corresponding ballot question (#2)
- Article 4C- asks the town to approve a new stabilization fund for wastewater with a transfer of \$750,000 of this year's short-term rental funds, assisting us to pay for future wastewater expenses.

- Article 7 A-H, reflects the work of the Zoning Task Force, over the past two years. This reflects the town's concern and efforts to shape the size and mass of new homes and additions to maintain the rural look and feel of Eastham. Articles 7D & E help us to encourage density in areas where it makes sense, and Articles 7B & F provide guidelines for leaving buffer vegetation to provide green space and privacy, and 7C puts in place setbacks for pools and pickle ball courts, to place a buffer for minimizing sound for neighbors.
- CPA articles- highlight the mission of the CPA Act to distribute funds for open space, housing, active recreation and historic projects. All are represented in articles 8 A-H. Article 8H is a complete restoration of the exterior and cupola of Town Hall.

The proposed FY 2024 operating budget also includes two overrides.

- Article 2A requests a \$160,000 override to fund the FY24 school budget. The large increase in educational costs reflects inflationary costs, an increase in special needs outplacement, combined with more students choosing Cape Cod Tech and more students going to out of district charter schools. This amount has a corresponding ballot question (#3).
- Article 2C requests a \$550,000 Proposition 2 ½ Override. This is to approve and fund collective bargaining agreements. The override requested will cover the costs of the employee contracts (portion that exceeds the 2.5 %) over the next three years. The Town has 178 full-time employees, with additional part-time and seasonal employees. We should not need another general override for four years. This article has a corresponding ballot question (#3). Fundamentally, wage and cost pressures continue to increase at a rate higher than what Massachusetts General Law allows our property tax levy to increase, necessitating a need for periodic adjustments. Town staff works hard to balance these cost pressures with available revenues and budget reductions where practical to present balanced, yet responsible budgets. However, due to inflation and the competition for personnel it is necessary to improve our salary structures to attract the best candidates.

Including the effect of the override, we expect the median property taxpayer will see a 10% increase in property taxes (\$461). Eastham will still maintain its comparably low tax burden and remain among the lowest tax burden on the lower cape and approximately at the bottom of 1/3 of all Massachusetts town's tax burden, with the median property taxpayer paying \$4,990. Because of our financial condition, practices, and flexibility, we are on the verge of achieving a AAA bond rating which will result in lower bond costs and save money in the long term. As such, we have been able to effectively utilize this revenue stream to maintain this low tax level but accomplish many of our goals relative to our Strategic Plan. We feel that it is critical to continue with this spending philosophy if we are to ensure that Eastham is the premiere place to live and work on Cape Cod.

Respectfully Submitted,

Jamie M. Demetri, Chair
Arthur A. Autorino, Vice Chair
Aimée J. Eckman, Clerk

Gerald E. Cerasale
Suzanne Bryan

REPORT OF THE FINANCE COMMITTEE

The primary focus of the Eastham Finance Committee (FinCom) is to comment and give recommendations on articles and questions presented in the Town Meeting warrant, the document issued by the Select Board to call a Town Meeting. As required under the Town Charter, FinCom also reviews the annual budget and then advises the Select Board.

The committee considers each warrant question and article carefully, receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching its conclusions. As always, we encourage the public to attend our meetings. Dates are posted on the Town's website (<https://www.eastham-ma.gov/>) and in the Town Clerk's office.

Article 2A in this year's warrant is the Town's annual Operating Budget for Fiscal Year 2024 (FY24). The Select Board and Town Administration propose to fund this budget in part with a \$710,000 Proposition 2½ general override which will be on the ballot at the **Town Election, May 16th**. The override has been anticipated as part of our multi-year financial plan and is needed to pay for the cost of recently settled three-year collective-bargaining agreements; this represents \$550,000 of the override, and increased education costs, the other \$160,000. The override by itself will increase the tax levy by 2%.

Overall, the proposed budget, including the override, would increase real estate taxes so that the tax burden for a median valued home (\$660,000) would be approximately \$4,990. Although the overall tax burden for the median valued home is estimated to increase 10.18% (about half of which is attributable to school and water project debt service), this still maintains Eastham taxpayers' position as the lowest tax burden among the Lower Cape communities and in the bottom third in Massachusetts. Given the majority of the Budget is paid by the taxpayers, FinCom strongly supports the Select Board's goal of "continuing to work to develop positive and collaborative relationships with neighboring towns to maximize resources (staff, time and money) and regional capacity to solve problems."

If the budget is approved at Town Meeting, and the citizens reject the override in the Election, the Select Board and Administration will need to reduce expenditures or find other revenue sources to fund the budget.

The Operating Budget seeks to accomplish at least three important objectives: (1) to keep pace with inflation and allow a continued level of services for both municipal and school operations; (2) to improve efficiency and guard against a degradation of service; and (3) to pay for increasing debt service related to the Nauset Regional High School's \$169.9 million renovation project, and future wastewater infrastructure needs, while at the same time wrapping up and paying for our town-wide water project.

To address these priorities, the budget provides for: increases in outsourced/vendor services, due to inflation; a position within our Public Works Department facilities division (50% funded by rental revenues, 50% funded by the tax levy) in order to accomplish a level of ongoing maintenance and minor construction work in-house; a part-time Community Preservation Administrator position, funded with CPA funds (not the tax levy) in order to support our Community Preservation Committee (CPC) and the CPA projects approved by Town Meeting; increases totaling \$14,000 across all Public Works Department divisions for overtime in order to

provide for extra work with our existing staff; and an additional investment (\$34,000) in our IT operations to meet new standards and security requirements and provide for a sustainable operation. The budget also preserves the availability to use unallocated money raised from taxes on short-term rentals and cannabis sales to address our current and future debt service needs related to potential wastewater investments.

Article 2C represents the cost to fully fund recently settled three-year collective bargaining agreements with the Town's employees whose costs are reflected in the budget presented in Article 2A. **FinCom unanimously (9-0) recommends approval of Articles 2A through 2C, as well as recommending passage of the override ballot question in the May Election.**

Articles 3A through 3D present the town's 5-Year Capital Plan (3A), the recommended Capital Budget for FY24 (3B), as well as two individually significant borrowing authorizations.

Article 3C calls for authorizing borrowing to pay for the Town's share of the dredging of Rock Harbor, which occurs approximately once every 10 years. This borrowing authorization is also on the Town Election ballot to approve as exempt-debt which will allow property taxes to be raised for payment of this project without impacting the operating budget. Once the debt service associated with this project is paid, the ability to raise these property taxes is removed.

Article 3D calls for authorizing borrowing to pay for the design, engineering and permitting of the Town's wastewater infrastructure, proposed in its targeted watershed management plan (TWMP), as well as approval of the plan. Having an approved TWMP and watershed permit is imperative in obtaining funding and/or subsidies from the state, the Cape & Island Water Protection Trust, and other grant programs that will ultimately reduce the cost to the Town to implement future wastewater infrastructure construction. This borrowing authorization is also on the Town Election ballot to approve as exempt debt, but, unlike the dredging project, we think most, if not all, of the debt service will not be needed to be added to our tax levy – the Town's plan is to utilize short-term rental and some cannabis revenues, which are currently unallocated, to the Operating Budget, to pay for these debt service costs.

FinCom unanimously (9-0) recommends approval of each Article 3A through 3D, as well as recommending passage of the debt exclusion questions in the May Election.

Articles 4A through 4C provide for "Other Budget Items" that are neither operating nor capital in nature. Largely, these articles provide funding for several Town reserve accounts the FinCom supports in order to maintain appropriate financial reserves, as well as funding for items of general government need or community support. Most significantly, Article 4C establishes a Wastewater Capital Stabilization Fund and allocates \$750,000 of Free Cash generated by the receipt of short-term rental revenues in fiscal year 2023 that was not previously allocated. The application of short-term rental revenues in future years, will be a key part of financing our wastewater infrastructure obligations with the goal of mitigating the property tax impact to our community. **FinCom unanimously (9-0) recommends approval of each Article 4A through 4C.**

FinCom also reviewed the proposed Zoning Changes, Article 7, and the proposals and budget of the Community Preservation Act committee, Article 8. With the exception of one dissenting vote on Article 7A, which deals with zoning definitions; and an abstention on Article 8H, which deals with Town Hall Preservation, **FinCom recommends approval of Articles 7 and 8** as these Articles support Eastham's Strategic Plan.

FinCom also considered a petitioned article, Article 9, which calls for plastic reduction by-law. While most members of FinCom considered the objective of the Article to be a positive step in reducing the impact of plastic take-out containers and single use utensils on the environment, the Article was not supported because members felt it was important that outreach be conducted with stakeholders in the community, e.g. businesses and vendors who would be impacted operationally and/or financially by the proposed by-law. The petitioner had not conducted such outreach. **FinCom does not recommend approval (2-6-1) of Article 9.**

Respectfully Submitted,

Mary Shaw, Chair

Peter Wade, Vice Chair

Raeann Palmer, Clerk

Russell French, III

Thomas W. Gardner

Joanna Buffington

Richard Knight

Roy Merolli

Thomas V. McNamara

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ARTICLE 1 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)

To see if the Town will vote to set the Fiscal Year 2024 spending limits for all revolving funds as follows, or take any action relative thereto:

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

By the Select Board

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.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority Vote required)

ARTICLE 2A (GENERAL FUND OPERATING BUDGET)

To see if the Town will vote to act on the operating budget, including recommendation and reports of the Select Board, 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 \$38,265,322; or take any action relative thereto.

By the Select Board

Summary:

This article provides for annually recurring operating budgets of Town departments and operations, the elementary school and regional school district assessments, and for debt service payment of previously authorized bonds. Both the Select Board and Finance Committee have commented on the budgets in their reports to Town Meeting and have provided their recommendations. School costs and assessments came in \$160,000 higher than anticipated and that amount, along with the cost of funding the three-year collective bargaining agreements with employees (\$550,000) contained in Article 2C, are the subject of the Proposition 2 ½ Override question at the annual Town Election.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: (recommendation noted per subtotal of budget)

COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION (with regard to CPA funding of an Administrative position included in line 15): 9-0-0

(Majority Vote required)

TOWN OF EASTHAM
FY 24 OPERATING BUDGET - ARTICLE 2A

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 23 FINAL BUDGET	FY 24 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
Elected & General						
1	Elected Official's Salary	13,000	13,000	-		
2	Reserve Fund	200,000	200,000	-		
Subtotal Elected & General		\$ 213,000	\$ 213,000	\$ -	0.00%	9-0
Town Administration						
3	Town Administration Salary	368,360	380,078	11,718		
4	Town Administration Expense	61,150	62,650	1,500		
5	Legal Services	85,000	95,000	10,000		
6	Central Purchasing Supply & Service	132,575	139,471	6,896		
Subtotal Town Administration		\$ 647,085	\$ 677,199	\$ 30,114	4.65%	9-0
Municipal Administration & Finance						
7	Municipal Administration & Finance Salaries	1,282,646	1,343,403	60,757		
8	Administration & Finance Expense	-	12,000	12,000		
9	Town Accountant Expense	48,030	36,030	(12,000)		
10	Treasurer/Collector Expense	43,875	53,075	9,200		
11	Assessors Expense	71,760	71,760	-		
12	IT Expense	244,046	278,400	34,354		
13	Media Operations Expense	18,750	28,750	10,000		
Subtotal Municipal Administration & Finance		\$ 1,709,107	\$ 1,823,418	\$ 114,311	6.69%	9-0
Town Clerk & Elections						
14	Town Clerk & Elections Salary	178,179	184,650	6,471		
15	Town Clerk & Elections Expense	12,900	12,900	-		
Subtotal Town Clerk & Elections		\$ 191,079	\$ 197,550	\$ 6,471	3.39%	9-0
Community Development & Inspectional Services						
16	Comm. Dev. & Inspectional Services Salary	673,837	735,421	61,584		
17	Community Development Expense	7,495	19,144	11,649		
18	Building Inspection Expense	7,255	6,650	(605)		
Subtotal Community Dev. & Inspections		\$ 688,587	\$ 761,215	\$ 72,628	10.55%	9-0
Public Safety						
19	Police Salary	1,983,582	2,001,323	17,741		
20	Police Expense	134,565	144,455	9,890		
21	Animal Control Expense	37,750	37,750	-		
22	Emergency Management Expense	10,000	10,000	-		
23	Fire Salary	2,780,571	2,744,538	(36,033)		
24	Fire Expense	219,835	223,935	4,100		
25	Dispatching Salary	417,111	422,492	5,381		
26	Dispatching Expense	5,300	6,800	1,500		
Subtotal Public Safety		\$ 5,588,714	\$ 5,591,293	\$ 2,579	0.05%	9-0
Educational Services						
27	Eastham Elementary School Operations	3,781,881	4,003,466	221,585		
28	Nauset Regional School District Assessment	5,251,592	6,169,524	917,932		
29	Cape Cod Regional Technical School Assessment	532,853	636,481	103,628		
Subtotal Educational Services		\$ 9,566,326	\$ 10,809,471	\$ 1,243,145	13.00%	9-0

TOWN OF EASTHAM
FY 24 OPERATING BUDGET - ARTICLE 2A

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 23 FINAL BUDGET	FY 24 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
Public Works						
30	Public Works Salaries	1,350,039	1,447,334	97,295		
31	General Maintenance Expense	166,200	171,200	5,000		
32	Municipal Buildings Expense	87,000	94,900	7,900		
33	Snow & Ice Expense	84,000	84,000	-		
34	Street Lighting Expense	8,000	8,000	-		
35	Waste Collection & Disposal Expense	559,730	622,030	62,300		
36	Tree Warden Expense	7,700	7,700	-		
37	Natural Resources Expense	36,005	38,550	2,545		
Subtotal Public Works		\$ 2,298,674	\$ 2,473,714	\$ 175,040	7.61%	9-0
Community Services						
38	Health & Environment Salary	261,474	276,437	14,963		
39	Health & Environment Expense	77,000	78,900	1,900		
40	Council on Aging Salaries	260,662	271,643	10,981		
41	Council on Aging Expense	37,700	53,835	16,135		
42	Library Salaries	440,387	450,216	9,829		
43	Library Expense	127,370	135,452	8,082		
44	Beach & Recreation Salary	408,392	414,959	6,567		
45	Beach & Recreation Expense	90,200	100,500	10,300		
46	Veterans Service Expense & Benefits	63,756	64,469	713		
47	Human Service Contracts	663,350	663,350	-		
Subtotal Community Services		\$ 2,430,291	\$ 2,509,761	\$ 79,470	3.27%	9-0
Unallocated Expenditures						
48	Energy & Fuels Expense	382,150	402,150	20,000		
49	General Liability Insurance	493,424	527,281	33,857		
50	Employee Pension	2,093,369	2,224,296	130,927		
51	Employee Insurance	3,161,116	3,455,727	294,612		
52	Employment Costs Expenses	69,500	92,000	22,500		
Subtotal Unallocated Expenditures		\$ 6,199,559	\$ 6,701,454	\$ 501,896	8.10%	9-0
Debt Service						
53	Exempt Debt - Debt Service	5,101,244	5,917,331	816,087		
54	Non-Exempt Debt - Debt Service	255,000	255,000	-		
55	Borrowing Costs & Charges	22,500	22,500	-		
56	Capital Lease Payments	312,417	312,417	-		
Subtotal Debt Service		\$ 5,691,161	\$ 6,507,248	\$ 816,087	14.34%	9-0
GRAND TOTAL BUDGET		\$ 35,223,583	\$ 38,265,322	\$ 3,041,739	8.64%	
Town Salary						
	Town Salary	10,418,240	10,685,494	267,254	2.57%	
Town Expense						
	Town Expense	9,547,856	10,263,110	715,254	7.49%	
Educational Services, Less Debt Service						
	Educational Services, Less Debt Service	9,310,446	9,758,676	448,230	4.81%	
Debt Service - Town						
	Debt Service - Town	5,691,161	6,507,248	816,087	14.34%	
Debt Service - Schools						
	Debt Service - Schools	255,880	1,050,795	794,915	310.66%	
GRAND TOTAL BUDGET		\$ 35,223,583	\$ 38,265,322	\$ 3,041,739	8.64%	

Increase excluding debt 4.89%

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:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
Amounts Appropriated:		
Salaries and Wages	\$ 98,391	\$ 99,853
Expenses	401,000	401,700
Transfer for Costs Appropriated in General Fund	-	-
Total Amounts Appropriated	<u>\$ 499,391</u>	<u>\$ 501,533</u>
Funding Sources:		
Water Revenue	\$ 499,391	\$ 501,533
Free Cash (General Fund Subsidy)		
Total Funding Sources	<u>\$ 499,391</u>	<u>\$ 501,533</u>

Summary:

This article provides for the annual operating budget of the water enterprise fund. This budget is supported by the rate revenues of the water system and does not rely on the tax levy. The Select Board and Finance Committee comment on the operating budgets in their report to Town Meeting and provide their recommendation herein.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority Vote required)

ARTICLE 2C (APPROVE & FUND COLLECTIVE BARGAINING AGREEMENTS)

To see if the Town will vote to raise and appropriate \$400,000 to fund and implement the cost of items of the first year of pending collective bargaining agreements between the Town and its employee unions and employees covered by the Personnel Bylaw, for the period of July 1, 2023, through June 30, 2024; or take any action relative thereto.

By the Select Board

Summary:

The Town has reached agreement with each of its collective bargaining unions and non-unionized employees. State Law requires that the first year of union agreements be funded by a separate article. These agreements cover employees in our Police, Fire, Dispatch, DPW, and Administrative Departments covering all Town employees for the period beginning July 1, 2023, through June 30, 2026. This article approves funding needed for fiscal year 2024. The total funding required for the

three-year period totals \$550,000, which is the subject of a proposed Proposition 2 ½ override vote at our Town election.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(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 FY24-29 as printed below; or take any action relative thereto.

By the Select Board

Summary:

Article 3A-3B 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 require separate approval – this year articles 3C and 3D are presented for consideration.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority Vote required)

TOWN OF EASTHAM, MASSACHUSETTS
FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	Classification	Dept.	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
FACILITIES AND LAND														
Town Hall Repair & Maint Prgm (Recurring)	Extraordinary Maint	Gen Govt	220,000	FC	83,000	FC	132,000	FC	60,000	FC	115,000	FC	100,000	FC
Town Hall Repair & Maint Prgm - Exterior Repairs	Extraordinary Maint	Gen Govt	680,000	CPA										
Senior Center Repair & Maint Prgm (Recurring)	Extraordinary Maint	COA	15,000	FC	48,000	FC	60,000	FC	87,000	FC	50,000	FC	45,000	FC
Public Works Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	DPW	30,000	FC	25,000	FC	25,000	FC	50,000	FC	50,000	FC	50,000	FC
Salt Shed Replacement	Extraordinary Maint	DPW	100,000	Ch90										
Retretion/Sticker Building Repair & Maint Prgm (Recurring)	Extraordinary Maint	Recreation	5,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC
Police Station Repair & Maint Prgm (Recurring)	Extraordinary Maint	Police	49,000	FC	41,000	FC	42,000	FC	40,000	FC	44,000	FC	35,000	FC
Fire Station Repair & Maint Prgm (Recurring)	Extraordinary Maint	Fire	70,000	FC	60,000	FC	45,000	FC	45,000	FC	40,000	FC	40,000	FC
Town Hall Annex Repair & Maint Prgm (Recurring)	Extraordinary Maint	Gen Govt	26,000	FC	25,000	FC	20,000	FC	20,000	FC	15,000	FC	7,500	FC
Library Building Repair & Maint Prgm (Recurring)	Extraordinary Maint	Library	5,000	FC	35,000	FC	10,000	FC	10,000	FC	15,000	FC	15,000	FC
Harbormaster Building Maintenance Plan (Recurring)	Extraordinary Maint	Nat. Res.												
Elementary School Building Repair & Maint Prgm (Recurring)	Extraordinary Maint	Schools	71,000	FC	71,000	FC	75,000	FC	75,000	FC	100,000	FC	100,000	FC
Transfer Station Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	DPW	10,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC
Miscellaneous Building Repair & Maint Prgm (Recurring)	Extraordinary Maint	Gen Govt												
Land, Parks & Cemetary Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	Various	25,000	FC	35,000	FC	30,000	FC	10,000	FC	60,000	FC	35,000	FC
Land, Parks & Cemetary Facility Repair & Maint Prgm CPC Projects	Extraordinary Maint	Various							25,000	CPA			25,000	CPA
Land, Parks & Cemetary Facility Repair & Maint Prgm Bathhouse rep	Renovation/Const	Recreation											2,000,000	BI
Subtotal Facilities & Land			1,306,000		433,000		449,000		437,000		504,000		2,467,500	
INFRASTRUCTURE														
Rock Harbor Dredging - Phase 1	Extraordinary Maint	Gen Govt												
Rock Harbor Dredging - Phase 2	Extraordinary Maint	Gen Govt	1,800,000	BI										
Local Road Improvements														
Intersection Improvement & Upgrade	Renovation/Const	DPW	50,000	FC	500,000	FC								
Planning & Design of Roadways	Planning/Engineering	DPW	150,000	Ch90	150,000	Ch90	150,000	Ch90						
Construction of Roadways	Renovation/Const	DPW	500,000	Gr			2,500,000	BI	1,000,000	Gr	500,000	Gr		

TOWN OF EASTHAM, MASSACHUSETTS
FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	Classification	Dept.	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
Route Six Corridor Improvements														
Planning & Design of Roadways	Planning/Engineering	DPW												
Engineering & Design of Roadways	Planning/Engineering	DPW												
Construction of Roadways	Renovation/Const	DPW					2,000,000	Other			2,000,000	Other		
Town Landings														
Town-wide landing Planning, permitting, design	Planning/Engineering	DPW	75,000	FC										
Hemenway Landing	Renovation/Const	DPW			1,500,000	BI								
Collins Landing	Renovation/Const	DPW			1,500,000	BI								
Salt Pond Landing	Renovation/Const	DPW			1,500,000	BI								
School House/Ministers Pond Landing	Renovation/Const	DPW												
Community Development														
T-Time/TCP/COA Sites - Design/Engineer/Develop	Planning/Engineering	Gen Govt	100,000	FC										
WasteWater Infrastructure (Amounts represent 100% of cost estimate, expect significant funding from outside sources)														
Planning, Permitting, Testing	Planning/Engineering	DPW												
Design & Engineering	Planning/Engineering	DPW	5,950,000	BI										
Infrastructure implementation	Renovation/Const	DPW					90,000,000	BI						
Other Projects														
Eastham Community Internet	Planning/Engineering	Gen Govt	100,000	Grt	100,000	Other	100,000	Other	100,000	Other	100,000	Other		
DPW Recurring Maintenance Programs														
Roadway maintenance program (Recurring)	Routine Maint	DPW			40,000	FC	40,000	FC	40,000	FC	40,000	FC	40,000	FC
Stormwater Systems Maintenance Program (Recurring)	Routine Maint	DPW	50,000	FC	50,000	FC	50,000	FC	50,000	FC	50,000	FC	50,000	FC
Parking Lot Maintenance Program (Recurring)	Routine Maint	DPW	20,000	CL	20,000	CL	20,000	CL	20,000	CL	20,000	CL	20,000	CL
Parking Lot Maintenance Program (Addl.)	Routine Maint	DPW	30,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC
Town-wide Sign Replacement Program	Routine Maint	DPW	25,000	FC									25,000	FC

TOWN OF EASTHAM, MASSACHUSETTS
 FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	Classification	Dept.	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
Subtotal Infrastructure			8,850,000		5,370,000		94,870,000		1,220,000		2,720,000		145,000	
FLEET INVENTORY (VEHICLES)														
Gen. Govt. Fleet Replacement Program (Recurring)	Vehicles	genGovt												
DPW Fleet Replacement Program (Recurring)	Vehicles	DPW	12,500	FC	12,500	CL	12,500	CL	12,500	CL	12,500	CL	12,500	CL
Utility Loader	Heavy Equip	DPW	73,750	CL	73,750	CL	73,750	CL	73,750	CL	73,750	CL	73,750	CL
Dump Truck	Vehicles	DPW	200,000	Ch90			200,000	Ch90	200,000	Ch90	200,000	FC		
Tanker Truck	Vehicles	DPW					200,000	FC						
Roll-Off Truck	Vehicles	DPW	200,000	FC										
Tractor Truck	Vehicles	DPW												
Semi-Trailer	Vehicles	DPW												
Chipper	Heavy Equip	DPW												
Loader	Heavy Equip	DPW												
Response Boat Trailer	Vehicles	Nat. Res.	20,000	FC										
Fire Department Fleet Replacement Program (Recurring)	Vehicles	Fire Dept	30,000	CL	30,000	CL	30,000	CL	30,000	CL	30,000	CL	30,000	CL
Ambulance Replacement	Vehicles	Fire Dept.	28,000	AF	480,000	LI			480,000	LI			500,000	LI
Replace Pumping Engine - not to be replaced	Vehicles	Fire Dept.												
Quint Engine/Ladder & Equipment	Vehicles	Fire Dept.												
Replace Rigid Hull Inflatable Boat	Vehicles	Fire Dept.			200,000	AF								
Police Department Fleet Replacement Program	Vehicles	Police Dept.	134,000	CL	134,000	CL	134,000	CL	154,000	CL	154,000	CL	154,000	CL
Police Department Fleet Replacement Program (additional)	Vehicles	Police Dept.			20,000	FC	20,000	FC						
PD Motorcycle (3 year lease)	Vehicles	Police Dept.	5,000	Other		LI								
Senior Center Fleet Replacement Program	Vehicles	COA	15,000	CL	15,000	CL	15,000	CL	15,000	CL	15,000	CL	15,000	CL
Beach & Recreation Fleet Replacement Program	Vehicles	Beach/Rec	15,000	CL	15,000	CL	15,000	CL	15,000	CL	15,000	CL	15,000	CL

TOWN OF EASTHAM, MASSACHUSETTS
FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
Subtotal Fleet Inventory	733,250		1,005,250		700,250		980,250		500,250		1,040,250	
EQUIPMENT												
Energy Efficiency & Solar Program and Upgrades	25,000	FC	25,000	FC								
PC's and component replacement program (Recurring)	15,250	CL	20,250	CL	20,250	CL	20,250	CL	20,250	CL	20,250	CL
PC's and component Replacement Program (Add'l)	25,250	FC	10,250	FC	10,250	FC	10,250	FC	10,250	FC	10,250	CL
Servers/Network Component Replacement Program (Recurring)	52,000	CL	57,000	CL	57,000	CL	57,000	CL	57,000	CL	57,000	CL
Servers/Network Component Replacement Program (Add'l)	55,000	FC			10,000	FC	10,000	FC	10,000	FC	10,000	FC
Media Equipment Replacement Program (Recurring)	10,000	CF	10,000	CF	12,500	CF	12,500	CF	12,500	CF	12,500	CF
Phone System Replacement							35,000	FC				
Mowers							40,000	FC				
Trash Compactors							25,000	FC				
Containers												
Medical/Rescue Equipment Replacement Program (Recurring)	15,000	AF	15,000	AF	15,000	AF	15,000	AF	15,000	AF	15,000	AF
Fire Suppression Equipment Replacement Program (Recurring)	25,000	CL	25,000	CL	25,000	CL	25,000	CL	25,000	CL	25,000	CL
Specialty Equipment	10,000	FC			15,000	FC						
Defibrillators	100,000	AF										
PD Departmental Equipment Replacement Program	20,000	CL	20,000	CL	20,000	CL	25,000	CL	25,000	CL	25,000	CL
Sign Trailer (Message Board)							16,000	FC				
Speed Trailer												
Building Video Surveillance System					20,000	FC						
Interior Furnishings												
Speed Display Road Signs	20,000	FC										
Body Camera Equipment			15,000	FC	15,000	FC	15,000	FC	15,000	FC	15,000	FC
Records Management Applications							100,000	FC				
Electronic Recording Device (Dispatch phones and radios)			15,000	FC							80,000	FC

TOWN OF EASTHAM, MASSACHUSETTS
FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	Classification	Dept.	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
CAD Software Replacements	Software/Application	Dispatch							100,000	FC				
Outdoor Drive-through Book Return	Operational Equip	Library												
Furniture and Shelving Replacements	Operational Equip	Library	7,500	FC					7,500	FC				
Outdoor Hold Pickup Lockers	Operational Equip	Library												
Accessibility Equipment	Operational Equip	Library					5,000	FC						
Kitchen Appliance Replacement	Operational Equip	COA	20,000	FC	5,000	FC								
Furniture Replacements	Operational Equip	COA												
Beach Chair Replacement	Operational Equip	Beach/Rec			3,500	FC					20,000	FC		
Beach Equipment (Mobi Mat's, Walkways)	Operational Equip	Beach/Rec	20,000	FC			20,000	FC						
Elections Equipment Replacement Program (Recurring)	Operational Equip	Clerk	5,000	FC	5,000	CL	5,000	CL	5,000	CL	5,000	CL	5,000	CL
Permit Tracking Software	Software/Application	Comm. Dev.			25,000	FC								
Office Furnishings	Operational Equip	Comm. Dev.					20,000	FC						
Elementary School equipment Replacement Program (Recurring)	Operational Equip	Education	30,000	FC	30,000	FC	35,000	FC	35,000	FC	35,000	FC	40,000	FC
Playground Equipment Replacement	Operational Equip	Education					100,000	CPA						
Elementary School Generator Replacement	Operational Equip	Education			40,000	FC								
Subtotal Equipment			455,000		321,000		405,000		553,500		290,000		300,000	
TOTAL CAPITAL PLAN EXPENDITURE AMOUNTS			11,344,250		7,129,250		96,424,250		3,190,750		4,014,250		3,952,750	

TOWN OF EASTHAM, MASSACHUSETTS
FIVE YEAR CAPITAL PLAN for Fiscal Year 2024 through 2029

ASSET TYPE/ITEM	Classification	Dept.	FY 2024		FY 2025		FY 2026		FY 2027		FY 2028		FY 2029	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
ANTICIPATED FUNDING SOURCES														
(CL) Capital Levy (Recurring)			400,000		427,500		427,500		452,500		452,500		462,750	
(CEx) Capital Levy Exclusion														
(BI) Bond Issuance			7,750,000		4,500,000		92,500,000						2,000,000	
(LI) Lease Issuance					505,000				480,000				500,000	
(FC) Free Cash			1,306,250		1,221,750		919,250		905,750		934,250		937,500	
Less: Offset from OAF articles														
Adjusted Free Cash Request														
(CPA) Community Preservation Act			680,000				100,000		25,000				25,000	
(AF) Ambulance Fund			143,000		215,000		15,000		15,000		15,000		15,000	
(CF) Cable Fund			10,000		10,000		12,500		12,500		12,500		12,500	
(CH90) Chapter 90			450,000		150,000		350,000		200,000					
(OAF) Other Available Fund														
(Gr) Grant			600,000						1,000,000				500,000	
Other/To Be Determined			5,000		100,000		2,100,000		100,000				2,100,000	
TOTAL ANTICIPATED FUNDING			11,344,250		7,129,250		96,424,250		3,190,750		4,014,250		3,952,750	
Capital Plan Funding Surplus (Deficit)			-		-		-		-		-		-	

Note: Ambulance Fund amounts committed for lease payments:

Ambulances	118,420	118,420	118,420	114,766	114,766
Quint	114,766	114,766	114,766	114,766	114,766

ARTICLE 3B (CAPITAL BUDGET)

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$1,859,250** for the purposes, and from the sources, as listed below, or take any other action thereon.

ADMINISTRATION & FINANCE DEPARTMENTS		
Town Hall Repair & Maintenance Program	220,000	Free Cash
Town Hall Annex Repair & Maintenance Program	26,000	Free Cash
General Government Fleet Replacement Program	12,500	Free Cash
PC and Component Replacement Program	40,500	Tax Levy & Free Cash
Servers and Network Component Replacement Program	107,000	Tax Levy & Free Cash
Media Equipment Replacement Program	10,000	PEG Access Fund
Town Clerk Elections Equipment Replacement Program	5,000	Free Cash
Subtotal	421,000	
SCHOOL DEPARTMENT		
Elementary School Building & Grounds Repair & Maintenance Program	71,000	Free Cash
Elementary School Equipment Maintenance Program	30,000	Free Cash
Subtotal	101,000	
COMMUNITY SERVICE DEPARTMENTS		
Recreation Building Repair & Maintenance Program	5,000	Free Cash
Recreation Fleet Replacement Program	15,000	Tax Levy
Recreation (Beach) Equipment Replacement	20,000	Free Cash
Library Building Repair & Maintenance Program	5,000	Free Cash
Library Furniture & Shelving Replacements	7,500	Free Cash
Senior Center Building Repair & Maintenance Program	15,000	Free Cash
Senior Center Fleet Replacement Program	15,000	Tax Levy
Senior Center Kitchen Appliance Replacement	20,000	Free Cash
Subtotal	102,500	
PUBLIC WORKS DEPARTMENT		
Public Works Facility Repair & Maintenance Program	30,000	Free Cash
Land, Parks & Cemetery Facility Repair & Maintenance Prog.	25,000	Free Cash
Stormwater Systems Maintenance Program	50,000	Free Cash
Parking Lot Maintenance Program	50,000	Tax Levy & Free Cash
DPW Fleet Replacement Program	73,750	Tax Levy
Natural Resource Response Boat Trailer	20,000	Free Cash
Tractor Truck	200,000	Free Cash
Intersection Improvements	50,000	Free Cash
Subtotal	498,750	

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, MAY 6, 2023

SANITATION DEPARTMENT		
Transfer Station Facility Repair & Maintenance Program	10,000	Free Cash
Subtotal	10,000	
POLICE DEPARTMENT		
Police Station Repair & Maintenance Program	49,000	Free Cash
Fleet Replacement Program	134,000	Tax Levy
Departmental Equipment Replacement Program	20,000	Tax Levy
Interior Furnishings Replacements	20,000	Free Cash
Speed Trailer & Signs	25,000	Free Cash
Subtotal	248,000	
FIRE DEPARTMENT		
Fire Station Repair & Maintenance Program	70,000	Free Cash
Fleet Replacement Program	30,000	Tax Levy
Third Ambulance Retention & Outfitting	28,000	Ambulance Fund
Medical/Rescue Equipment Replacement Program	15,000	Ambulance Fund
Fire Suppression Equipment Replacement Program	25,000	Tax Levy
Specialty Equipment	10,000	Free Cash
Defibrillator Replacement	100,000	Ambulance Fund
Subtotal	278,000	
MISCELLANEOUS/ADDITIONAL REQUESTS		
Town Landings, Culverts & Drainage Planning, Permitting, Design & Construction	75,000	Free Cash
T-Time, Town Center Plaza, COA Site Design, Planning & Engineering	100,000	Free Cash
Solar & Energy Efficiency Upgrades	25,000	Free Cash
Subtotal	200,000	
TOTAL CAPITAL PROJECTS REQUESTS	1,859,250	

SUMMARY OF FUNDING SOURCES	
Free Cash	1,306,250
Ambulance Receipts Fund	143,000
PEG Access Fund	10,000
Tax Levy	400,000
TOTAL FUNDING	1,859,250

Summary:

Article 3B represents 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 (indicated as “programs”), 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. Onetime, or infrequent requests are funded by other available funds to the extent they are available to minimize the impact on our tax rate.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority Vote required)

ARTICLE 3C (BOND AUTHORIZATION – ROCK HARBOR DREDGE)

To see if the Town will vote to raise and appropriate or borrow the sum of \$1,800,000, or any other sum, for the purpose of funding the dredging of Rock Harbor, including all expenses incidental and related thereto; provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

By the Select Board

Summary:

The project includes maintenance dredging of 38,600 cubic yards of sand and silt from Rock Harbor in the fall of 2024. Dredging is required every 8 to 10 years to maintain navigability and to allow vessels to be moved if there is a fire at low tide. This is a joint project with the Town of Orleans. Each town is responsible for the costs of dredging its part of Rock Harbor. The dredge project will be undertaken by a contractor and / or the County dredge and may include hydraulic and / or mechanical dredging with dewatering offshore or at an upland site. Dredge materials will be disposed in Cape Cod Bay with the possible separation of sand to nourish beaches or the intertidal zone as determined by permit.

SELECT BOARD RECOMMENDATION: 5-0-0

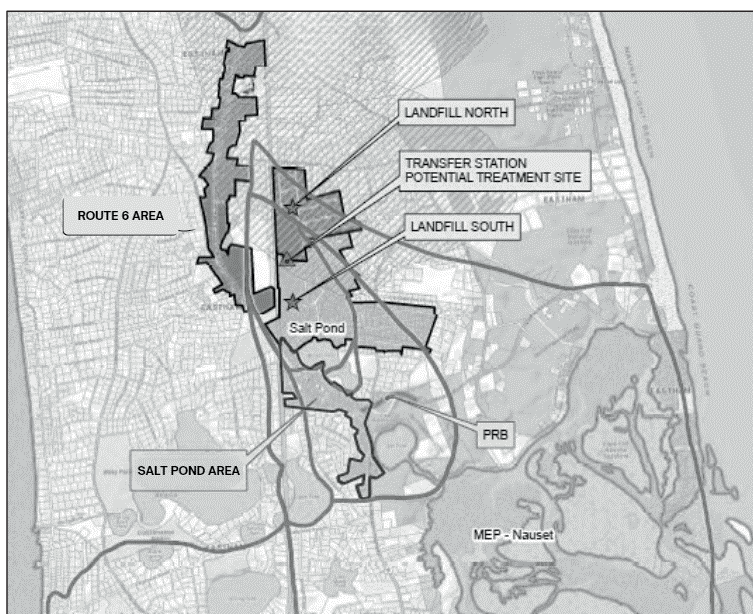
FINANCE COMMITTEE: RECOMMENDATION: 9-0-0

(2/3rds Majority vote required)

ARTICLE 3D (BOND AUTHORIZATION – WASTEWATER ENGINEERING AND DESIGN)

To see if the Town will vote to raise and appropriate or borrow the sum of \$5,950,000, or any other sum, for the purpose of funding the planning, design, engineering, and permitting of a Town wastewater system, including all expenses incidental and related thereto; provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

By the Select Board



Summary:

The comprehensive plan outlined in the Draft Watershed Management Plan (DWMP) addresses the required nitrogen removal targets for all of Eastham's watersheds currently identified by the state, and includes some additional capacity for modest future development. The timeline for the complete plan is twenty years, and is separated into two phases. Phase I timeline is 2023 to 2027 and beyond, and includes the collection system for the Salt Pond Sub-Watershed, a treatment system designed with capacity for phases I and II, and alternative and source-reduction methods outlined below.

Article 3 D is asking for \$5,950,000 for design, engineering & permitting, focused on the Salt Pond Sub-watershed, and is estimated to take 12-18 months. It includes:

- The permitting, testing, and additional planning needed to gain final approval for the DWMP, including the final watershed management permit.
- As the permitting process with DEP moves forward, their comments will be incorporated into design and engineering for a treatment and collection system to serve route 6 in the North Eastham business district, and portions of the Salt Pond sub-watershed, including, areas north and south of the landfill area. (see map) The treatment and recharge area is currently planned for the current DPW site.
- Design, engineering and permitting of a Permeable Reactive Barrier from the small pilot at Salt Pond Visitor's Center to 1,960 feet total length (375 feet west along Nauset Road, and 1,385 feet east of the pilot along Nauset Road).
- Design and engineering for source-reducing, improved stormwater, and drainage systems at important points in the watershed. These projects will include: stormwater solutions for Salt Pond and Schoolhouse/Minister's Pond(s), and drainage improvements to Hemenway and Collins Land It consists of: a small traditional sewer treatment and collection system, the extension of permeable reactive barrier technology around salt pond, stormwater upgrades for points at Salt Pond, Minister's/Schoolhouse Pond, and on Nauset Marsh: Collins and Hemenway Landings and fertilizer limitations via a bylaw.
- Continued pond water quality testing and mitigation efforts as outlined in the Pond Action Plan.
- Other on-going activities included in Phase I that will continue into the future are:
- Continued collaboration with the Town of Orleans on a joint Watershed Management Plan for the Nauset Marsh/Town Cove and Rock Harbor watersheds.
- Continued investigation and testing of Innovative/Alternative systems for use in South Eastham, that could lessen the need for traditional sewerage in Nauset/Marsh/Town Cove area after 2040.
- Continued assessment of nitrogen reducing technologies, pond mitigation, and stormwater improvements, with a focus to reduce the amount of traditional sewerage in Nauset Stream/Town Cove/Rock Harbor Watersheds.

The current article will fund design, engineering and permitting of the entire treatment system, and the phase I collection system, PRB extension and stormwater upgrades. If funded, we will complete these activities and have a watershed permit (permission from the state to implement our plan) and an engineered plan with cost estimates to move into phase I construction.

All the supplemental funds that can be used for construction of a system, require the acceptance by DEP of the plan, fully designed. These additional funds include: State Revolving Fund Loan Program (with both 0% interest and principal forgiveness), the Cape and Islands Water

Protection Fund grants (between 10-25% of total construction costs), and USDA grants and loans, that will be essential to assist us to fund the construction of the system.

Although this is a debt exclusion article with a corresponding ballot question, our intent is to borrow the funds necessary and pay the debt service from annual short-term rental tax revenue. This article, if approved, should not add to the tax rate.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(2/3rds Majority vote required)

ARTICLE 4A (OTHER 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
A	Transfer to Stabilization Fund	200,000
B	Transfer to Other Post-Employment Benefit Trust Fund	100,000
C	Transfer to Injured on Duty Fund	50,000
D	Transfer to Private Road Electric Fund	50,000
E	Town-Wide IT Applications	50,000
F	Business Improvement Program	75,000
G	Windmill Weekend Celebration	10,000
H	Grant Matching Funds	35,000
I	Town-wide branding & wayfinding	10,000
	Total	\$ 580,000

By the Select Board

Summary:

This article provides for funding for elements of the budget that are neither operating nor capital in nature. Items A-D provide resources to currently existing funds to maintain appropriate reserve levels; item E provides funding for one-time Technology upgrades; item F provides funding for the current Business Improvement Program and expands said program for an additional year; Item G provides resources to fund the annual Windmill Weekend celebration; item H provides funding required to match grant funds being pursued to pay for and accomplish Town projects; Item I, this item funds an initiative to standardize and brand Town of Eastham signage and promotional materials for marketing and outreach to the community and visitors.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 4B (ESTABLISH & FUND A COMPENSATED ABSENCE RESERVE FUND)

To see if the Town will vote to adopt the provisions of MGL Chapter 40, Section 13D to establish a Compensated Absence Reserve Fund, so-called, and, to raise and appropriate from Free Cash the amount of \$50,000 to transfer into said fund.

By the Select Board

Summary:

This article provides for the creation of a compensated absence reserve fund to set aside resources in the event of retirement of long-term employees which, under collective bargaining obligations, may infrequently require payment for accumulated vacation and sick leave benefits in amounts that exceed the capacity of departmental operating budgets. This fund sets aside money to provide for these payments in a manner that doesn't impact department budgets or spike the tax levy and tax rate on a year-to-year basis.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 4C (ESTABLISH & FUND A WASTEWATER CAPITAL STABILIZATION FUND)

To see if the Town will vote to establish a Capital Stabilization Fund under the provisions of MGL Chapter 40, Section 5B, and, to raise and appropriate from Free Cash the amount of \$750,000 to transfer into said fund.

By the Select Board

Summary:

Establishing a wastewater capital stabilization fund is part of the Towns funding plan to address wastewater infrastructure needs. The amount of funding is provided by Free Cash that was generated from short term rental revenues that were not allocated to support the Towns operating budget. This fund is anticipated to help mitigate debt service gaps or to assist with funding of start-up costs inherent in our final wastewater plan.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 4D (AUTHORIZATION OF LEASES)

To see if the Town will vote to transfer the care, custody, management and control of the land described in this article from the Select Board for general municipal purposes and also for the purpose of leasing to a communications service's provider for construction, use, and maintenance of a communications service facility or facilities for a term not to exceed twenty-five years. Said land being a portion of the parcel showing on Assessors Map 5 as Block B28-25

(north of the Tilcon-Capaldi site) consisting of 10.3 acres subject to an easement to Cape and Vineyard Electric Co. and the parcel shown on Assessors Map 15 as lot 060 and 060A (the Police Station) and to authorize the Select Board to enter into such a lease on such terms and conditions as the Select Board shall determine, or take any action relative thereto.

By the Select Board

Summary

This article will authorize the Select Board to sign lease(s) for a communications tower located on certain parcels of Town owned land described above. There are already communications towers in both locations with 25-year leases set to expire. The Select Board will use a request for proposals process to solicit interested parties. A draft lease document is available for review. In general, the tower(s) will be maintained, and dismantling of the tower if necessary: the tower will be no higher than what presently exists on the site. The previous lease included that the annual rent from Omnipoint is \$25,000, in the first year with 5% increase in each subsequent year: there will be up to five additional lessees on the tower, and each will pay no less than \$25,000 per year in the first year with a 5% increase in each of the subsequent years, with 80% of this rental being returned to the town; the lease term requested is 25 years. The Town will set the lease fee(s) to be no less than the current revenues being collected and will also seek annual percentage increases. The Select Board with authorization from this Town Meeting will advertise a Request for Proposals and finalize the lease.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(2/3rds Majority vote required)

ARTICLE 4E (FIVE YEAR CONTRACTS)

To see if the Town will vote to authorize the Town to enter into five (5) year contracts with qualified vendors, for the following supplies and services: contracts for cyclical assessing re-valuation and cyclical re-certification services, stun gun supplies, municipal electric utilities, copy machine maintenance and repair services, GIS software maintenance contracts, town website services, public water system billing services, water system operation and maintenance services and contracts for water meters, and electronic voting services subject to the Town Manager's determination that the contract is in the best interests of the Town and subject to Town Meeting approval for funding for these services, or take any other action relative thereto.

By the Select Board

Summary:

Pursuant to Massachusetts General Law Chapter 30B, the Town can enter into contracts for supplies and services for a maximum of three years, unless authorized by Town Meeting to enter into contracts for a longer term. This article would authorize the town to enter into contracts for up to five years after going through a procurement process. Five-year contracts provide consistent

services to the town, lock in electricity rates, and lengthen the time before the town would need to seek quotes and proposals again.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 5A (LOCATION OF TOWN MEETING IF NRHS IS NOT AVAILABLE)

To see if the Town will vote to add a new section 5 to Chapter 4 of the Town's General Bylaws, Administration of Government, as follows:

4-5. Location of Town Meeting

In the event that the Select Board determines that no suitable location is available to conduct a Special or Annual Town Meeting, the Board may call for such Town Meeting to be conducted at a suitable location in Orleans or Wellfleet; or to take any other action relative thereto.

By the Select Board

Summary:

State Law requires that Town Meeting be held within the geographic limits of the Town, unless a special law, charter, or bylaw provides otherwise. Due to the Nauset Regional High School building project, the gym and cafeteria at the high school will be unavailable for the next 3 years. We are proposing this bylaw addition to allow the Select Board to make the decision to hold town meeting indoors at the Nauset Middle School or any other suitable location in Orleans or Wellfleet if necessary while the renovation is taking place.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 5B (AUTHORIZE TOWN CLERK OFFICE TO BE CLOSED SATURDAYS)

To see if the Town will vote, in accordance with MGT Chapter 41, Section 110A, to authorize the Town Clerk's office to remain closed on all Saturdays and to treat Saturdays as a legal holiday for purposes of calculating the time frame for filing matters in that office; or take any other action relative thereto.

By the Select Board

Summary:

By accepting this, it will save the Town the cost of opening Town Clerk office on a holiday or weekend to hold voter registration sessions, acceptance of nomination papers, etc. Should the date fall during those times, voter registrations for election deadlines would fall to the business

day prior, from 8am-5pm and nomination/petition papers would fall to the next business day 8am-5pm.

Once this is accepted, we have the option of either staying open or reverting to the business day prior or proceeding the deadline. If we were anticipating a large voter turnout and the day fell on a Saturday, we would have the option to set the deadline for the Saturday. By accepting this we would not be disenfranchising anyone from registering to vote. There are many avenues today for people to register to vote; in person, by mail, online or through the Registry of Motor Vehicles and we advertise the deadlines accordingly.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 5C (CONSOLIDATE BOARD OF CEMETERY COMMISSIONERS & HISTORIC COMMISSION)

To see if the Town will vote to amend the Town Charter by adding a new §C6-7 to read as follows:

§C6-7. The Historical Commission, in addition to its powers and duties pursuant to General Laws Chapter 40, Section 8D, shall also serve as the Board of Cemetery Commissioners, and shall possess all of the powers and duties of a Board of Cemetery Commissioners established under General Laws Chapter 114, Section 23; or to take any other action relative thereto.

By Select Board

Summary:

Both commissions exist by an act of state law and therefore, can only be merged via special permission from the State, begun by the acceptance of this article by Town Meeting. The town's cemetery is the resting place of many historic figures from our past, and the gravestones need to be protected as historic markers. The DPW currently maintains the cemetery, so the remaining duties are historic preservation. Both committees have agreed to this merger, and the Historic Commission will move forward as the body responsible for the historic preservation within the cemetery.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

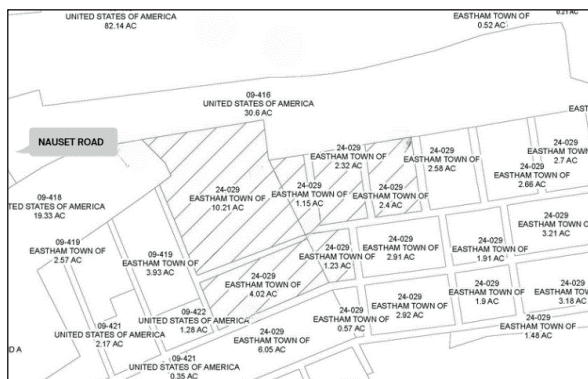
(2/3rds Majority vote required)

ARTICLE 6 (PETITION THE GENERAL COURT FOR PERMANENT CONSERVATION RESTRICTION)

To see if the Town will vote to petition the general court for special legislation to transfer the care, custody, management and control of a parcel of land off Ocean View Drive, Eastham,

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

By the Select Board



Summary:

It was voted on by Town Meeting in 2020 but has been returned by the legislature as the first article did not specifically ask to, “petition the General Court”, and this language is required by law. This article places into permanent conservation 21.3 acres of land that surrounds the new District H well and tower site. It will ensure that there will be no future development in these parcels, within the National Seashore Park District, and that special habitat will be preserved.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(2/3rds Majority vote required)

ARTICLE 7A (ZONING – DEFINITIONS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 21 –DEFINITIONS** as follows:

BUILDABLE UPLAND: Land which excludes all wetland or land under any stream, creek, ~~is not~~ swamp, pond, bog, dry bog, fresh or salt water marsh, areas of exposed groundwater, or other water body, stream, and/or which is not areas subject to flooding from high tides.

CLEAR CUTTING: A technique that removes all trees and/or shrubs and/or understory vegetation regardless of size or species. Actions that remove all trees but retains the understory vegetation constitutes clear cutting, actions that remove all understory vegetation but retains existing trees constitutes clear cutting, actions that remove all shrubs but retains existing trees constitutes clear cutting.

DIAMETER AT BREAST HEIGHT (DBH): The diameter of the trunk of a tree 4 1/2 feet above the existing grade at the base of the tree

HAZARDOUS TREE: A tree with a structural defect or disease, which impedes safe sight distance or traffic flow, or otherwise currently poses a threat to life or property as identified by a Certified Arborist or the Tree Warden.

INVASIVE SPECIES: An introduced or exotic species that significantly modifies or disrupts the ecosystem in which it colonizes.

LEGACY TREE: A native, introduced or naturalized tree, as defined herein, which is 24" Diameter at Breast Height (DBH) or larger, or multi stemmed trees with a combined DBH equal to or greater than 24".

~~**LOT AREA:** The horizontal area of a lot exclusive of any area under water, or within a road layout.~~

LOT AREA: REQUIREMENTS: The horizontal area of a lot calculated as ~~ion of the minimum lot area shall~~ including only contiguous upland and ~~shall~~ excluding all wetland or land under any stream, creek, swamp, pond, bog, dry bog, fresh or salt water marsh, areas of exposed groundwater, or other water body, areas subject to flooding from high tides, and areas within a road layout, such that said ~~therefore such~~ upland area shall contain the minimum required area for buildable lots in the district.

NEIGHBORHOOD: Parties in Interest per MGL Ch.40A Sec. 9: the Property of the petitioner, properties of direct abutters to petitioner's property, properties of owners of land directly opposite the subject property on any public or private street, properties of abutters to abutters

within 300 feet of any property line of the petitioner's property, and at the discretion of the regulatory board, properties located across an adjacent body of water and/or properties within an established subdivision.

REPLACEMENT TREE: Native Trees and/or shrubs to replace trees/shrubs that are: (a) approved for removal by the Planning Board, Zoning Board or its designees and require replacement, or (b) any tree that is damaged as a result of site work in areas under the purview of Zoning Bylaw Section 6.11.

SIGNIFICANT BUILDING: Any building or portion thereof, which is not within a regional or local historic district subject to regulation under the provisions of Massachusetts General Law 40C or special act of Legislature, but which is included in the historical survey of the Town of Eastham and on file with the Massachusetts Historical Commission, or

- a. Is in whole or part seventy-five or more years old, and/or
- b. Is listed in, or is within an area listed in the National Register of Historic Places, or the State Register of Historic Places, or is the subject of a pending application for listing in said Registers, or has previously been determined to be eligible for listing in the National Register of Historic Places, and/or
- c. Has been previously determined by vote of the Commission to be:
 1. Historically or architecturally significant in terms of period, style, method of building construction, or association with a famous architect or builder, or
 2. Is importantly associated with one or more historic persons or events, or the broad architectural, political, economic or social history of the Town or Commonwealth, provided that the owner of such a building and the Building Inspector have been notified, in hand or by certified mail within ten (10) days of such Commission vote.

SITE COVERAGE: The sum of the gross horizontal area of the floors of a dwelling including the square footage of any permanently roofed accessory structures such as sheds, garages, screen porches and covered decks but excluding ~~unfinished~~ attic areas, ~~unfinished~~ basement areas, sheds under 200 square feet and farmer's porches.

SITE COVERAGE RATIO: The ratio of the total gross area of Site Coverage on one lot to the ~~gross area of the lot~~ Lot Area.

UNDERSTORY VEGETATION: Small trees, shrubs, and ground cover plants, growing beneath and shaded by the canopy of trees.
or take any action relative thereto.

By Eastham Planning Board

Summary:

The proposed changes to the regulatory definitions are intended to provide clarity to the use and interpretation of the zoning bylaw. Several new definitions are proposed related to the proposed clear cutting/vegetation management bylaw. Amendments to existing definitions are proposed to align with the proposed new residential development standards. The changes to the definitions will alter how site coverage is defined and how it is calculated, basing the calculation on buildable

upland instead of total lot area. The changes will also exempt basements from the site coverage calculation.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 8-1-0

PLANNING BOARD RECOMMENDATION: 7-0-0

(2/3rds Majority vote required)

ARTICLE 7B (ZONING – CLEAR CUTTING BYLAW)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 6 PROHIBITED USES** by adding a new **SUBSECTION 6.11 CLEAR CUTTING** as follows:

6.11 Clear Cutting

Purpose:

To encourage the preservation and protection of trees during demolition and construction activity. To enhance the desirability and sustainability of residential neighborhoods and protect the rural character of the town and its sensitive environment. To balance the rights of individual property owners to develop their properties in accordance with existing local and State laws with the public good of the overall health, safety and welfare interests of the community.

The following activities are prohibited in all zoning districts:

Undeveloped Lots: No person shall undertake Clear Cutting and/or removal of Legacy Trees as defined in this bylaw for construction and/or site development purposes on an undeveloped lot without first obtaining a foundation permit or a building permit from the Eastham Building Department.

Developed Lots: No person shall undertake Clear Cutting and/or removal of Legacy Trees as defined in this bylaw within a six (6) foot wide perimeter of the lot (see zoning bylaw section 7.2.6 and section 10.1.4.4) without the approval by the Town of Eastham Planning Board or its designee.

If after obtaining all necessary permits and approvals, such work is commenced and then abandoned, all areas of the site which were disturbed during construction or site preparation shall be re-vegetated in a manner sufficient to avoid erosion.

6.11.1 Exemptions

The provisions of this by-law shall not apply to the following circumstances or activities:

1. Active, existing commercial operation of agricultural and horticultural uses, including (but not limited to), tree nurseries, orchards, and botanical gardens are exempt but new

operations must obtain site plan approval from the Planning Board before commencing clearing or removal of trees.

2. Routine maintenance of vegetation and removal of hazardous trees, dead or diseased limbs necessary to maintain health of cultivated plants, to contain noxious weeds and/or vines.
3. Normal maintenance and improvement of land in current agricultural use as defined in the Massachusetts Wetlands Protection Act regulations 310 CMR 10.04.
4. Maintenance to prevent or reduce the risk of fire per order of the Fire Department.
5. Any work of projects approved by the Planning Board and/or Conservation Commission for which necessary local approvals and permits have been issued prior to the effective date of this by-law.
6. Maintenance of public and private streets or town-approved roadway layouts and easements.
7. Maintenance of public utilities.
8. Removal of trees as part of a Habitat Restoration Plan approved by the Conservation Commission, The Department of Ecological Restoration and/or MA NHESP.
9. Site work reasonably necessary for conducting land survey or tests required as a condition precedent to the issuance of any permit or approval, provided such site work does not result in removal of more than 50% of existing vegetation.
10. Solar exemptions under applicable state building and energy codes.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The Bylaw amendments are intended to encourage the preservation and protection of trees during demolition and construction activity and to balance the rights of individual property owners to develop their properties in accordance with existing local and State laws with the public good of the overall health, safety, and welfare interests of the community.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMMENDATION: 6-1-0

(2/3rds Majority vote required)

ARTICLE 7C (ZONING – SETBACKS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 7.2 SETBACKS** as follows:

7.2.5 Detached Accessory Buildings and Structures

Setback requirements for detached accessory buildings and structures used for any

purpose, in-ground and above ground pools including surrounding deck/patio areas and paved courts used for recreational purposes in Districts A, B, E, G & H, regardless of when the lot was created, shall be

- ~~a minimum separation of eight (8) feet between all buildings; and~~
- a minimum of twelve (12) feet and at least the maximum height of the accessory structure from the side and rear property lines; and
- thirty (30) from any street or way

7.2.6 Perimeter Vegetation

An area not less than six (6) feet in width measured from and perpendicular to the lot line around the perimeter of the lot shall be landscaped with grass, trees, shrubs or other plants. Portions of this area may be paved for pedestrian and vehicular access but at no time shall the pedestrian and/or vehicular access be located within 6 feet of the side property lines.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The amendments are intended to address issues related to neighborhood character and the intensity of use on residential properties to reduce potential nuisance issues and preserve the rural character of the town's residential areas.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMENDATION: 7-0-0

(2/3rds Majority vote required)

ARTICLE 7D (ZONING – RESIDENTIAL LOT INTENSITY)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 7.4 RESIDENTIAL LOT INTENSITY** as follows:

7.4 RESIDENTIAL LOT INTENSITY

The effective date of Section 7.4 shall be May 6, 2023. These requirements shall not apply to applications submitted to the Planning Board and stamped received by the Eastham Town Clerk prior to May 6, 2023.

7.4.1 Purpose

The purpose of this section is to ensure that residential development is designed in a manner that does not overwhelm Eastham's distinctive character as a rural seaside

community; does not detract from its geographic diversity, its sensitive environment; is built in compatibility with past development practices with regard to mass, scale, height, bulk, site coverage and which preserves the historical development patterns and character of the town in a manner consistent with the principles of Eastham’s Strategic Plan. Development standards described herein are intended to be one criteria for consideration of proposed projects. The standards will be evaluated in conjunction with the established prevailing characteristics of the neighborhood as defined in Section 21.

7.4.2 Residential Development Standards

The following standards shall apply to all residential development in District A (Residential), District E (Residential and Limited Commercial), *District F (Seashore), District G (Water Resource Protection), District H (Wellfield Protection)

**Nothing in this bylaw shall be construed as altering or preempting the provisions of District F (Seashore). Owners of property located within District F are advised to consult with representatives from the Cape Cod National Seashore before seeking any permits and/or regulatory approvals from the Town of Eastham.*

7.4.3 Site Coverage Standards

For development that requires site plan approval and/or site plan special permit approval, maximum site coverage percentage and/or gross floor areas may not be approved if the regulatory board finds that in conjunction with the applicable standards and criteria listed under Section 10.3.2, the proposed percentages or gross floor areas are not consistent with the purposes listed in section 10.3.

Pre-Existing Non-Conforming Structures

Pre-existing non-conforming structures may expand by multiplying the maximum site coverage percentage corresponding to the size of the lot on which such structure is located to the structure’s existing gross floor area, subject to special permit approval.

(Example: A pre-existing non-conforming 3,200 SF structure located on a 10,000 SF lot may expand by a maximum of 15% or 480 SF.)

7.4.4

<u>LOT SIZE (SF)</u>	<u>SITE COVERAGE LIMIT % or GFA (the greater of)</u>		<u>MAX BUILDING GFA RANGE (SF)</u>
	<u>MAX SITE COVERAGE %</u>	<u>MAX BLDG GFA (SF)</u>	<u>For Illustration Purposes</u>
0 – 9,999	20%	1,500	1,500 - 2,000
10,000 – 19,999	15%	2,000	2,000 - 3,000
20,000 – 29,999	13%	3,000	3,000 - 3,900
30,000 – 39,999	12%	3,900	3,900 - 4,800
40,000 – 49,999	11%	4,800	4,800 - 5,500
50,000 +	---	6,000	6,000

Regulatory Review Requirements

Planning Board Approval

7.4.4.1 Site Plan Approval - Residential

Site Plan Approval under Section 10 of this Zoning By-law shall be required for any addition, expansion or construction on a residential lot that meets the following requirements:

7.4.4.2 Any lot under 10,000 square feet where a proposed addition or expansion of an existing dwelling exceeds 2.5% of the lot area and/or the site coverage ratio including the addition is equal to or greater than 15% and where the site coverage ratio for a new dwelling or the addition of an accessory building causes the site coverage ratio to be equal to or greater than 15% of the lot area.

~~7.4.1 Any lot between 10,000 – 19,999 square feet~~ ~~Any lot under 20,000 square feet~~ where a proposed addition or expansion of an existing dwelling exceeds 2.5% of the lot area and/or the site coverage ratio including the addition ~~is equal to~~ ~~exceeds~~ 15% and where the site coverage ratio for a new dwelling or the addition of an accessory building causes the site coverage ratio to ~~be equal to~~ ~~exceed~~ 15% of the lot area ~~and/or equal to or greater than~~ 2,000 square feet.

~~7.4.2~~ Any lot containing 20,000 square feet or more, where the site coverage exceeds 3,000 ~~7.4.4.4~~ square feet.

~~7.4.3~~ Any lot containing 40,000 square feet or more with a deed restricted two-family dwelling ~~7.4.4.5~~ proposed in accordance with Section 7.1.2 of this By-laws.

~~7.4.4~~ Any proposed addition to or expansion of an existing dwelling or accessory structure in ~~7.4.4.6~~ District F: Seashore District must submit an application to the Eastham Planning Board under Section 11– Site Plan Approval – Residential, if the addition or expansion exceeds 200 square feet.

~~7.4.5~~ Any project resulting in an increase of 200 square feet or less of site coverage, as defined ~~7.4.4.7~~ in Section 21 of the Eastham Zoning Bylaw, shall be exempt from Site Plan Approval – Residential. No more than one (1) exemption shall be granted within a five (5) year period.

~~7.4.6~~ Any interior changes to existing framed structures where alterations will not result in ~~7.4.4.8~~ changes to the exterior of the building footprint or visible changes to the site are exempt from site plan review.

7.4.9 Zoning Board of Appeals Approval

7.4.9.1 Site Plan Approval Special Permit

Site Plan Approval Special Permit under Section 10 of this Zoning By-law shall be required for any addition, expansion or construction on a residential lot that is pre-existing non-conforming to the Site Coverage Standards under Section 7.4.2.1 of this bylaw.

7.4.9.2 Site Plan Approval Variance

Site Plan Approval Variance under M.G.L Chapter 40A Section 10 shall be required for any addition, expansion or construction on a residential lot that conforms to and seeks

to exceed the Site Coverage Standards under Section 7.4.2.1 of this bylaw.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The intent of the proposed amendment is to ensure that residential development is designed in a manner that does not overwhelm Eastham’s distinctive character as a rural seaside community and does not detract from its geographic diversity and sensitive environment. The amendment is intended to help ensure that development is compatible with past development practices with regard to mass, scale, height, bulk, site coverage, and that future development preserves the historical development patterns and character of the town in a manner consistent with the principles of Eastham’s Strategic Plan.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMMENDATION: 7-0-0

(2/3rds Majority vote required)

ARTICLE 7E (ZONING – INCLUSIONARY BYLAW)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 7.7.4 PROVISION OF AFFORDABLE UNITS** as follows:

1. As a condition of approval for a special permit, the applicant shall contribute to the local stock of affordable and workforce housing units in accordance with the following requirements.

TOTAL UNITS PROPOSED	MARKET RATE UNITS	AFFORDABLE/ WORKFORCE UNITS REQUIRED	% AFFORDABLE/ WORKFORCE UNITS
16	13	3	24% <u>19%</u>

or take any action relative thereto.

By Eastham Planning Board

Summary:

The intent of the proposed amendment is to fix a clerical error in the development table in order for the percentages to align correctly with the rest of the numbers listed in the table.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMENDATION: 7-0-0

(Simple Majority)

ARTICLE 7F (ZONING – PERIMETER VEGETATION)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 10.1.4 PROCEDURES FOR SITE PLAN REVIEW** by adding a new **SUBSECTION 10.1.6 PERIMETER VEGETATION** as follows:

10.1.6 Perimeter Vegetation

Clear cutting of vegetation within the six (6) foot perimeter vegetation setback, as defined in Section 7.2.6, where removal of vegetation is not subject to any other regulatory review may be approved by the Planning Board or its designee without a public hearing provided that abutters sharing a common lot line have been notified of proposed site work no less than fourteen (14) days prior to the date of approval. Any party aggrieved by Planning Board designee’s determination may appeal to the Planning Board within 10 days of date of determination. The Planning Board shall utilize applicable sections of site plan approval Section 10.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The Bylaw amendment is intended to encourage the preservation and protection of trees, to support the public good of the overall health, safety, and welfare interests of the community, to address issues related to neighborhood character and the intensity of use on residential properties to reduce potential nuisance issues and preserve the rural character of the town’s residential areas.

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMENDATION: 7-0-0

(2/3 vote required)

ARTICLE 7G (ZONING – SITE PLAN REVIEW STANDARDS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 10.3.2 STANDARDS AND CRITERIA** as follows:

10.3.2 STANDARDS AND CRITERIA

The Planning Board ~~and in the case of Site Plan Special Permit, the Zoning Board of Appeals,~~ shall approve a site plan in the form submitted or with such reasonable conditions relating to the standards and criteria delineated in this section.

1. The landscape shall be preserved in its natural state insofar as practical. The Board shall encourage the applicant to avoid grade changes and the removal of native vegetation and soil.
 - **Landscaping:** Grade changes, plantings, fencing, and other aspects of landscaping, shall be compatible with the existing natural vegetation on the lot and surrounding area. Clearing of existing native vegetation shall be minimized to the greatest extent possible. Proposed landscaping shall integrate with buildings on the lot and with abutting properties. A minimum of 50% of proposed plants shall be species native to Cape Cod and which are appropriate to the site.
2. ~~The proposed development shall relate harmoniously to the terrain and to the use, scale and proportions of existing and proposed buildings in the neighborhood.~~
3. Proposed development shall be ~~in harmony~~ compatible with the prevailing character ~~height and scale of other buildings and uses on the site and in the neighborhood and the Town through the use of appropriate~~ height, scale, massing, setbacks, building materials, screening, lighting and other architectural techniques.
 - **Prevailing Character:** Examples of distinguishing architectural features, height, scale, massing, setbacks and average site coverage based on best available information within the neighborhood shall be considered in context with the proposed development as elements of the prevailing character of the neighborhood. Distinguishing architectural features and examples of historic or aesthetic significance on a building shall be preserved and maintained or replaced with similar elements where feasible and where desirable.
 - **Height and Scale:** The proposed project shall be compatible with other structures on the lot and in the neighborhood and shall maintain balanced proportions in relation to building scale, height, width, roof shape and roof pitch.
 - **Massing:** The proposed project shall maintain balanced proportions in relation to the lot area and other structures in the neighborhood. The proposed project shall utilize architectural techniques to help reduce the building massing, including but not limited to the following:

- The use of dormers, upper floor setbacks, large overhangs, porches and façade variation.
 - The use of interconnected building elements to help make the structure appear smaller than a single mass of the same volume.
 - **Setbacks:** Where feasible and/or permitted, the proposed project shall be sited on the lot in order to maintain and/or enhance or if applicable, create a street front appropriate to the prevailing character of the neighborhood.
 - **Building Materials:** The exterior siding, roof, windows, doors, and trim shall be compatible with desirable and traditional materials used in the community or found within the neighborhood. The use of innovative building materials shall not be discouraged or prohibited provided they are compatible with the prevailing character of the neighborhood.
 - **Lighting:** Exterior lighting shall be down shielded to minimize light pollution.
 - **Architectural Techniques:** Where feasible and/or applicable, the short dimension of the structure shall be oriented toward the street and garage doors shall be oriented away from the street.
4. Proposed building sites shall avoid impact on steep slopes, flood plains, hilltops, dunes, scenic views and wetlands.
- Unique physical features and sensitive habitats on the site and/or in the neighborhood shall be considered in context and where feasible, shall be incorporated into the proposed project.
5. The protection of unique or significant environmental resources including protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies.
- Where applicable, the proposed project shall demonstrate avoidance and/or mitigation of detrimental environmental impacts resulting from development.
6. The site plan shall maximize the convenience and safety of vehicular and pedestrian movement within the site and in relationship to adjacent ways.
- The proposed project shall provide adequate site lines for vehicles entering and exiting the property.
 - Whenever feasible, the proposed project shall provide adequate space to allow vehicles, including emergency vehicles, to turn around on the property.
 - Whenever feasible, avoid straight entrance driveways.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The bylaw amendments are intended to improve the site plan and special permit review process by providing specific language to the review criteria to help clarify the expectations of regulatory review and reduce the subjectivity of the current criteria and provide consistency between the regulatory review process of Planning Board and Zoning Board of Appeals

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

PLANNING BOARD RECOMENDATION: 7-0-0

(2/3 Majority)

ARTICLE 7H (ZONING – ZBA REVIEW STANDARDS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 4.4 NON CONFORMING USES** as follows:

It shall be the responsibility of the applicant for any Special Permit to demonstrate, to the satisfaction of the Special Permit Granting Authority, that criteria including, but not limited to, the following are met:

1. Adequacy of the site, in terms of size, for the proposed structure or use;
2. Suitability of the site for the proposed structure or use with regard to the purpose and intent of the zoning district;
3. Adequacy of traffic flow management within the site as well as in relation to adjoining Streets and properties so as to minimize unsafe and harmful impacts;
 - The proposed project shall provide adequate site lines for vehicles entering and exiting the property.
 - Whenever feasible, the proposed project shall provide adequate space to allow vehicles, including emergency vehicles, to turn around on the property.
4. Compatibility of the proposed structure or use with surrounding land uses so as to minimize harmful impact or conflict with existing desirable neighborhood character, including views, vistas and other aesthetic values;
 - **Prevailing Character:** Examples of distinguishing architectural features, height, scale, massing, setbacks and average site coverage based on best available information within the neighborhood shall be considered in context with the proposed development as elements of the prevailing character of the neighborhood. Distinguishing architectural features and examples of historic or aesthetic significance on a building shall be preserved and maintained or replaced with similar elements where feasible and where desirable.
 - **Height and Scale:** The proposed project shall be compatible with other structures on the lot and in the neighborhood and shall maintain balanced proportions in relation to building scale, height, width, roof shape and roof pitch.

- **Massing:** The proposed project shall maintain balanced proportions in relation to the lot area and other structures in the neighborhood.
 - **Setbacks:** Where feasible and/or permitted, the proposed project shall be sited on the lot to maintain and/or enhance or if applicable, create a street front appropriate to the prevailing character of the neighborhood.
 - **Building Materials:** The exterior siding, roof, windows, doors, and trim shall be compatible with desirable and traditional materials used in the community. The use of innovative building materials shall not be discouraged or prohibited provided they are compatible with the prevailing character of the neighborhood.
5. Adequacy of the method of sewage disposal, source of potable water and site drainage;
 6. Protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies;
 7. Adequacy of provision of utilities and other necessary or desirable public services;
 8. Adequacy of control of artificial light, noise, litter, odor or other sources of nuisance or inconvenience to adjoining properties, public ways and the neighborhood;
 9. Protection from degradation and alteration of the natural environment, including, but not limited to, slopes and other topographical features, vegetation, wetlands, and wildlife habitat.

or take any action relative thereto.

By Eastham Planning Board

Summary:

The bylaw amendments are intended to improve the site plan and special permit review process by providing specific language to the review criteria to help clarify the expectations of regulatory review and reduce the subjectivity of the current criteria and provide consistency between the regulatory review process of Planning Board and Zoning Board of Appeals

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 5-0-0

PLANNING BOARD RECOMENDATION: 7-0-0

(2/3 vote required)

ARTICLE 8 (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 FY2024 as indicated in item "A" below, and furthermore, to approve the recommended projects of the community Preservation Committee listed below as items "B" through "I" and to appropriate and/or transfer the amounts from the funding sources indicated for the purposes described, or take any other action relative thereto. or take any action relative thereto.

By Community Preservation 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 for the CPA program, in accordance with G.L. c.149,s 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 COMMITTEE RECOMMENDATION: A: 7-0-0, B: 6-0-0, C: 8-0-0, D: 6-0-0, E: 6-0-0, F: 6-0-0, G: 6-0-0, H: 6-1-0

SELECT BOARD RECOMMENDATION: 5-0-0

FINANCE COMMITTEE RECOMMENDATION: 9-0-0

(Majority vote required)

ARTICLE 8A (Appropriation and Reservations of Community Preservation Act FY 23 Estimated Annual Revenues)

Appropriate and reserve \$1,144,139 of the FY25 estimated annual revenues of the Community Preservation Act as follows:

- Reserve for Open Space: \$114,414
- Reserve for Historic Preservation: \$114,414
- Reserve for Affordable Housing: \$114,414
- Reserve for Active Recreation: \$114,414
- CPA Administration: \$57,207
- Reserve for Appropriation: \$629,276

Summary:

This action sets aside 10% of estimated Community Preservation revenue for open space, historic resources, affordable 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).

ARTICLE 8B (Fund Cape Housing Institute)

Appropriate and transfer \$7,500 from the Community Preservation Fund Affordable Housing Fund Reserves for the purposes of funding the “Cape Housing Institute”.

Summary:

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

ARTICLE 8C (Fund Eastham Affordable Housing Trust)

Appropriate and transfer \$300,000 from the Community Preservation Fund Affordable Housing Fund Reserves and \$100,000 from the 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 2020 Eastham Housing Production Plan and the Eastham Community Housing Plan. The proposed programs are based on successful models utilized in neighboring communities. The overarching goal of these programs is to provide housing assistance to a broad base of the community.

ARTICLE 8D (HAC/ORLEANS HOUSING PROJECT)

Appropriate and transfer \$100,000 from the Undesignated Fund Balance to provide funding to the Housing Assistance Corporation of Cape Cod to assist in funding, the construction of the "107 Main Street Affordable Housing Project" a 14-unit affordable rental housing development located in Orleans.

Summary:

This action will help fund a new affordable rental community with 14 rental units located in one structure designed with three sections. All 14 units will be affordable to households earning up to 80% of the area median income. This article will further support the collaborative efforts of neighboring communities to address the lack of affordable housing on the lower and outer cape.

ARTICLE 8E (HISTORIC PROPERTY SURVEY)

Appropriate and transfer \$40,000 Community Preservation Fund Historic Preservation Fund Reserves for the purpose of conducting a survey to identify and describe significant historic buildings, structures, archeological sites and landscapes within the Town of Eastham.

Summary:

This action will provide funds to survey historic properties in Eastham. The survey will be conducted by professional consultants and overseen by the Eastham Historical Commission. Eastham's historic structures are an important component of the character of the community.

Cataloging these properties is necessary in order to protect their status for possible inclusion in the Massachusetts Historical Commission and the National Register of Historic Places.

ARTICLE 8F (OPEN SPACE LAND PURCHASE)

Appropriate and transfer \$50,000 Community Preservation Fund Open Space Fund Reserves to support the purchase of a one-acre undeveloped property located at 100 Cole Road for the purpose of open space preservation.

Summary:

This action will provide funding to support the Eastham Conservation Foundation to purchase the property located at 100 Cole Road. The one-acre undeveloped lot will add to an existing conservation restricted open space area (Herring Brook Conservation Area), protecting core habitat for species of conservation concern and preserving open space within an environmental justice community. The Eastham Conservation Foundation has signed a purchase agreement for \$350,000 for the property, well below the \$605,000 market value and the \$440,000 assessed value. The signed purchase agreement calls for a 2023 closing.

ARTICLE 8G (WILEY PARK SHADE SHELTER)

Appropriate and transfer \$55,000 Community Preservation Fund Active Recreation Fund Reserves for the purchase and installation of a shade shelter at Wiley Park.

Summary:

This action will provide funding to purchase a shade shelter to be installed over the picnic area adjacent to the Wiley Park playground. This is the final component in the Wiley Park Recreation Area Rehabilitation project.

ARTICLE 8H (TOWN HALL RENOVATIONS)

Appropriate and transfer \$680,000 Community Preservation Fund Undesignated Fund Balance for the purpose of repairing and rehabilitating the exterior of the Eastham Town Hall.

Summary:

This action will provide funds to repair and rehabilitate the exterior of the Town Hall. The project includes repairs to the exterior trim, gutters, brick repointing and associated work necessary to preserve the exterior of the building. It will add walkway improvements and re-locate the flagpole. The Town Hall is listed on the Massachusetts Register of Historic Places. The structure is also located within the Eastham Center Historic District, which was designated as a National Historic District in 1999.

ARTICLE 9 (PETITION – PLASTIC REDUCTION)

To see if the Town will vote to amend the Town's General Bylaw by inserting a new bylaw entitled, Plastic Reduction, as follows, and to authorize the Town Clerk to assign appropriate numbering therefor:

CHAPTER ___: PLASTIC REDUCTION

This bylaw is enacted pursuant to the general police power in order to protect the health, safety and welfare of the inhabitants of the Town.

Effective Date: This Bylaw shall take effect on September 1, 2024.

Purpose and Intent

Plastic food containers and single-use utensils form a significant portion of the solid waste stream going into landfills. Local landfills are running out of room; our future solid waste may have to be transported hundreds of miles to a landfill at considerable cost. Plastic food containers are not recyclable, nor are they biodegradable. Once buried in our landfills, they will persist for centuries. If incinerated the toxins in plastic are linked to cancer and threaten our air quality. Appropriate alternative and sustainable products are readily available from the vendors used by local food establishments; cooperative bulk buying arrangements are possible. Thus, elimination of plastic food containers and utensils is in the best interest of the health and welfare of Town inhabitants.

Definitions

"Disposable Food Service Container" means single-use disposable products for serving or transporting prepared, ready-to-consume food. This includes plates, bowls, trays, hinged or lidded containers, and utensils.

"Food Establishment" means an operation that stores, prepares, packages, serves, vends, or otherwise provides food for human consumption, as further defined in 105 CMR 590.002. Any establishment requiring a permit to operate in accordance with the State Food Code, 105 CMR 590.000, et. seq., shall be considered a Food Establishment for purposes of this Bylaw.

"Plastic" is defined as any type of plastic resin, which may contain recycled material, and may be sold as recyclable, biodegradable, or compostable. The material is commonly categorized in terms of # 1, #2, #3, #4, #5, #6, #7; plastic as referenced includes all categories.

"Prepared Food" means any food prepared for consumption on the Food Establishment's premises, using any cooking or food preparation technique. This does not include any raw uncooked meat, fish or eggs unless provided for consumption without further food preparation.

"Town Facility" means any building, structure, land, or park owned or operated by the Town of Eastham, its agents and departments.

"Town Facility Users" means all persons, societies, associations, organizations, or special event promoters who require a permission to use a Town Facility. Town Facility Users also includes concession contracts with the Town, Town-managed concessions, Town-sponsored events, and food services provided at the Town's expense.

Prohibition

- A. Except as provided herein, Food Establishments are prohibited from dispensing Prepared Food to customers in Disposable Food Service containers and utensils made from Plastic.
- B. Town Facility Users are prohibited from dispensing Prepared Food to customers in Disposable Food Service containers made from Plastic and providing utensils made from Plastic.

Public and private schools, educational institutions, summer camps, childcare facilities, and other childcare programs approved to participate in USDA Child Nutrition Programs are exempt.

Administration and Enforcement

This Bylaw is enforced by the Town Administrator, or any committee appointed by them. Any Food Establishment or Town Facility User which violates any provision of this Bylaw shall be subject to the following penalties:

First Offense: Written warning

2nd Offense: \$150 fine

3rd Offense and Subsequent Offenses: \$300 fine

Any such fines collected shall be payable to the Town of Eastham. Each day the violation continues constitutes a separate violation. After detection of an initial violation, the designated inspection authority will be required to verify subsequent compliance until compliance with this bylaw is established. All businesses will be routinely inspected until the Town Administrator deems the inspection to be no longer be required.

By Petitioner

Petitioner Summary:

Essentially, my petition for Plastic Reduction is another step forward in our fight to reduce plastic pollution. I filed the Single-use Plastic Water Bottle Bylaw in 2020 and with the support of the Select Board, the petition was widely approved by the town. This current Petition is the next stage in the way forward to reduce plastic pollution which is at catastrophic, dire levels and growing.

Petition's Purpose: Plastic food take-out containers and single-use utensils form a significant portion of the solid waste stream going into landfills. Local landfills are running out of room; our

Plastic food containers are not recyclable, nor are they biodegradable. Once buried in our landfills, for years they will emit methane, a GHgas contributing to global warming. If incinerated, the toxins in plastic have been linked to cancer and threaten our air quality. Appropriate alternative and sustainable products are readily available from the vendors used by local food establishments; cooperative bulk buying arrangements are possible. Thus, elimination of plastic food containers and utensils is in the best interest of the health of our town inhabitants, and the environment.

SELECT BOARD RECOMMENDATION: 0-5-0

FINANCE COMMITTEE RECOMMENDATION: 2-6-1

(Majority vote required)


Town Summary:

The Town is very supportive of any effort to reduce plastics and reduce the amount of all recyclable materials entering the waste stream. This is an important effort and the Town would like to be able to support this ban on plastics, but can't in its current form. There are two major concerns. There was no effort to engage in a discussion with our business community prior to filing the petition, and it may prove to be a hardship on Eastham's business community. The article in its current form is on several, but not all Cape Town warrants this season and, like the bottle bill, needs to be implemented uniformly across the region in order to not disadvantage one town's business community. Secondly, the ban is too comprehensive and includes all plastics, even biodegradable and compostable plastics. Many optional containers that businesses may use may be in this category. We would like the opportunity to have more exploration and education about this ban, and a formal engagement process with our business community. With more information in general and more discussions with our business community, we may be able to bring the article back in 2024.

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 14th day of April in the year of our Lord, two thousand and twenty-three.


Jamie M. Demetri, Chair


Arthur A. Autorino, Vice Chair


Aimée J. Eckman, Clerk


Gerald E. Cerasale


Suzanne Bryan

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 in the foyer 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 building or in a designated area.

PLEASE BE COURTEOUS.

ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION

Appendix B

Wastewater Planning FY24		
Program	Narrative Description	FUNDING Article
Permitting & Acceptance of Draft Targeted Watershed Management Plan (TWIMP)	The Targeted Watershed Management Plan is the roadmap that the Town proposes to use to address water quality issues identified in County and State 208 processes. It outlines our plan of exactly how and by what means, we will correct existing water quality issues and prevent them in the future. The plan is complete and ready to be submitted to the DEP.	Article 3D
Permeable Reactive Barrier Installation	The cost of permitting and testing/fieldwork is included in the design & engineering costs in Article 3D In FY24 we will fund the final design of a larger, permanent PRB installation for Salt Pond	Article 3D
Stormwater	Salt Pond Design, construction estimate & permitting costs, Minister's Pond outfall (eliminate), Co Hemmenway Landing (design and construction estimate), Salt Pond Landing (design & estimate) For most-FY24 design and in FY25 & FY26 construction/renovation	75,000 500,000 USDA
Ponds	Implementation of Pond Plan: sampling/testing and treatments planned for in FY24	Article 3D
Water Sampling	Spring & Fall SMAST testing & Estuary SMAST Program/analysis (for study of TMDL's)	Article 3D
Design & Engineering	Design & Engineering of a Wastewater Treatment & Collection System for Salt Pond Watershed. The design/engineering phase will include: permitting the plan through the DEP and state/local approvals, design/ engineering of treatment system (for both phases), design/engineering of collection system for phase 1, testing and engineering studies, and an Owners Project Manager for the project.	5,950,000
Total FY24 all sc		6,525,000

Note: USDA funds are grants, not loans. USDA also committed to fund 75% of construction costs for upgrades to town landings, and new drainage around ponds

APPENDIX C
See Following Pages

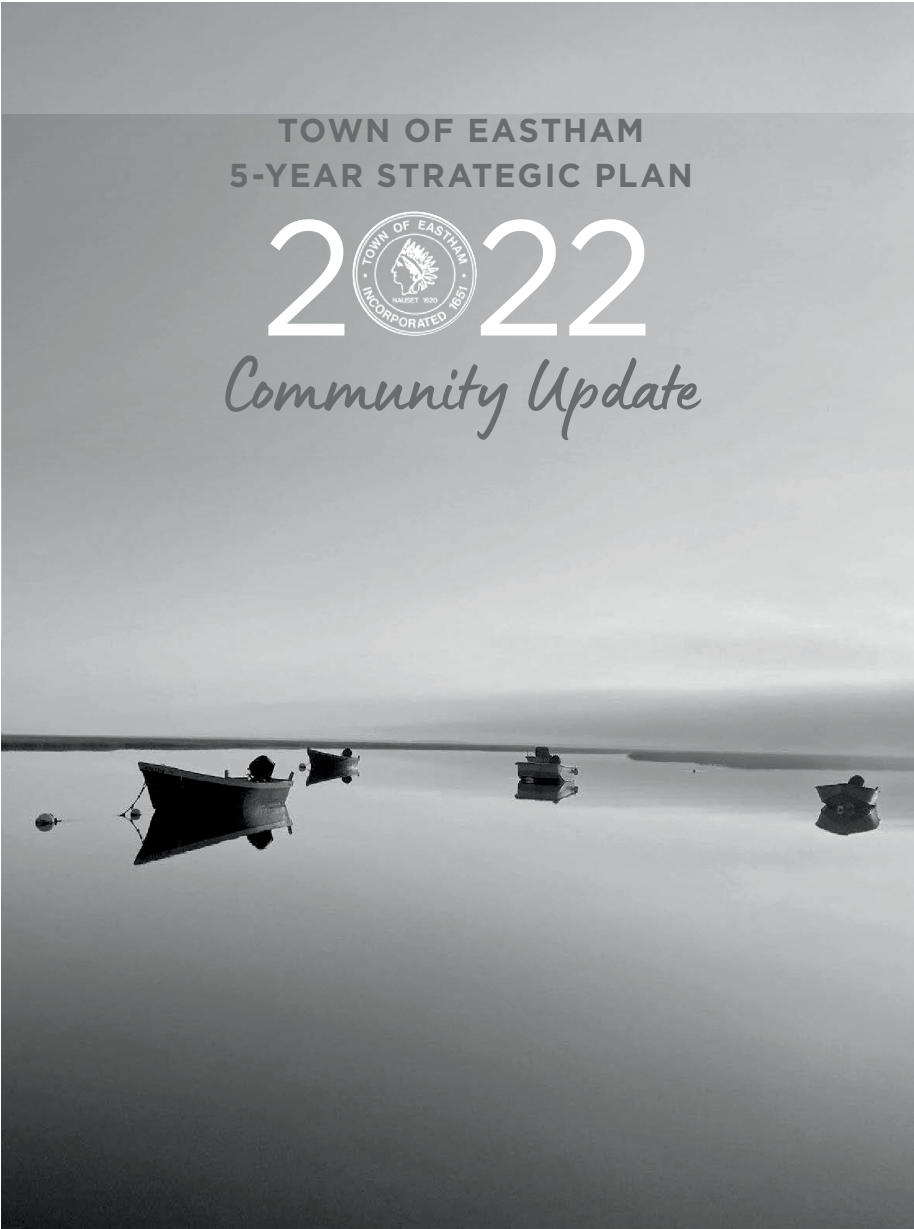
NOTES

TOWN OF EASTHAM
5-YEAR STRATEGIC PLAN

2022



Community Update



A Letter from the Strategic Planning Committee

Overarching Principles and Goals

The Town of Eastham's 5-Year Strategic Plan provides a vision and framework for town initiatives and priorities between Fiscal Years (FY) 2020 and 2024. Collectively, the plan's strategy areas and priority actions guide the Town's use of funds, staff, and other resources, as well as the work of boards, commissions, and committees.

The Strategic Plan is organized around three Overarching Principles:

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

The Goals of the 5-Year Strategic Plan are as follows:

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

Read the full Strategic Plan at eastham-ma.gov

THE EASTHAM 5-YEAR STRATEGIC PLAN was created with extensive community input to identify important values and goals for the Town, and to set priorities to guide decision-making and significant initiatives over its five-year timeframe. Adopting this plan was a huge milestone for the Town of Eastham, and we are one of the few towns to have such a document. This plan helps us not only understand where we should focus our energy but also reminds us why it is important to do so.

Four years in, we can continue to report that the plan is regularly referenced by Town Administration, the Select Board, boards and committees, and staff. Much progress has been made, but we still have more work to do in fulfilling the goals and actions it outlines.

The Strategic Planning Committee, along with Town staff, continues to monitor plan progress, and to explore how we can more effectively monitor and report on plan progress, identify how new opportunities align with plan priorities, and update the plan as needed.

As we come into the back stretch of year four, the Strategic Planning Committee, along with Town staff, will be channeling the bulk of its time and energy into developing the next five-year plan, helped by a revised charge recently adopted by the Select Board. The Committee will use the framework of the current plan as its starting point and will initially spend time reviewing recent Town area-specific planning documents, such as the Housing Production Plan, along with regional planning documents to identify action items in key areas. We will also be evaluating the current plan—what worked well, what didn't—and how we can learn from it as we move toward the Town's second five-year plan.

The purpose of this update report is to show how the Town is making progress with the main elements of the plan in ways that are tangible and responsive, and positively impact the daily lives of our community. For a full report on "action-by-action" plan status, we will also be releasing an updated version of the full Strategic Plan documents.

By regularly applying this Strategic Plan, its principles, and goals, the Town of Eastham is fostering a strong and welcoming community that provides opportunities and a high quality of life for all people, while protecting and preserving what makes us uniquely Eastham.

Respectfully Submitted,
Karen Strauss, Chair



2022

STATS AT A *Glance*



5

Residential zoning amendments passed at Town Meeting 2022



1,033,724

Kilowatt-hours of energy produced via solar installations on Town-owned buildings, providing a net benefit of **\$86,789**

55

Appointments to Town Boards, Committees, and Commissions with a total of **260** seats/positions



336

Number of children enrolled in Town-run after school and summer programs



148

Total number of community programs and events hosted by the Town of Eastham



317

Number of registered businesses in Eastham

304

Total number of new residential connections to Town water



127,598

Total circulation of physical and electronic materials through the Eastham Public Library



8,268

calls, texts, and email alerts sent through Eastham Code Red

Information presented in this update is for Fiscal Year (FY) 2022 (July 1, 2021 to June 30, 2022), unless otherwise noted.

2022

STRATEGIC PLAN *Accomplishments*

Fiscal Year 2022 (July 1, 2021 to June 30, 2022)

STRATEGY 1

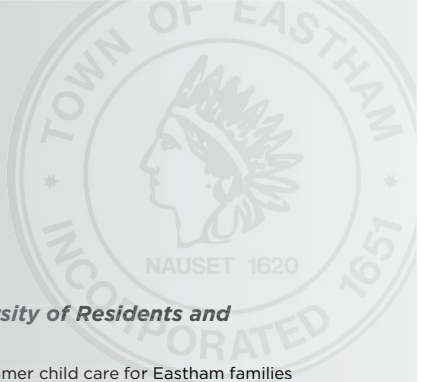
Support a Clean Environment and Resilient Community

- ✓ Completed a “green infrastructure” style stormwater improvement project at Schoolhouse/Ministers Pond, with the goal of improving pond water quality.
- ✓ Increased annual solar energy production via Town-owned buildings by 12.5% since 2019, reducing the Town’s reliance on non-renewable energy sources (source: Cape & Vineyard Electric Cooperative; 918,815 kWh produced in 2019 and 1,033,724 kWh produced in 2022).

STRATEGY 2

Support Intentional and Well-Designed Development

- ✓ Began planning for a future village center in North Eastham through the “North Eastham Village Center Master Plan.” The project represents Phase 2 of the community-led planning process for three Town-owned properties (T-Time, Town Center Plaza, and the current COA). Phase 1 of the process was completed through the research and community engagement work of the T-Time Development Committee.
- ✓ Town Meeting voters authorized the purchase of 580 Massasoit Road and 2555 State Highway, both of which will be repurposed for community housing needs. The Town’s purchase of these properties will also ensure preservation of two historically significant structures.
- ✓ Permitted a total of 15 Accessory Dwelling Units (ADUs) since the Town ADU bylaw was first adopted in 2019. ADUs increase diversity of Eastham’s housing stock, providing an attainable housing alternative to larger scale housing options.
- ✓ At Town Meeting in 2022, voters adopted a total of five residential zoning amendments, as proposed by Eastham’s Residential Zoning Task Force, to support production of attainable housing at all income levels. Through one of these zoning amendments, Eastham adopted Inclusionary Zoning, a specific action outlined in the 2020-24 Strategic Plan (Strategy 2d). The Inclusionary Zoning bylaw requires that new, market-rate residential development projects over a certain size include affordable housing units.



STRATEGY 3

Improve Quality of Life for a Diversity of Residents and Strengthen Community

- ✓ **Expanded access** to after school and summer child care for Eastham families by merging operations with the nonprofit ECEC (Eastham Committee on Early Childcare). A total of 336 children were enrolled in these programs in 2022.
- ✓ **Completed the Wiley Park Playground upgrades**, using Community Preservation Act (CPA) funding approved at 2020 Town Meeting. Upgrades include installation of all-new playground equipment and seating for parents and caregivers.

STRATEGY 4

Improve Safety for All Modes of Transportation

- ✓ **Engineering firm Environmental Partners was hired** by the Town to evaluate and identify needed improvements for the Route 6 corridor through Eastham. With the Town's direction, Environmental Partners is developing a set of "preferred improvement concepts" that will be presented to the Massachusetts Department of Transportation (MassDOT) for future funding and project support.
- ✓ **Engineering firm Environmental Partners was hired** to update Eastham's Complete Streets Prioritization Plan, which identifies needed improvements to bicycle and pedestrian accommodations on Town-owned roads. The update, submitted to MassDOT in 2022, modifies the scope of many projects to make them more feasible and less costly to complete.

ADDITIONAL STRATEGIES

- ✓ **Created the new Exterior Improvement Program** to support business recovery and resiliency. The program facilitates improvements to local business and commercial properties through a combination of competitive funding awards (using American Rescue Plan Act funds (ARPA)) and a streamlined project approval process.

Improving Water Quality

at Ministers / Schoolhouse Pond

THE PROBLEM

A 2009 water quality assessment found that Ministers / Schoolhouse Pond has excessive nutrient (phosphorus and nitrogen) levels, which causes algae blooms and results in low dissolved oxygen levels in the pond. Sources of nutrients include septic systems, fertilizers and stormwater. Stormwater runoff from rain events carries nutrients, as well as sediment, bacteria and other pollutants, from driveways, roads, and even lawns to the pond.

THE GOAL

To restore the pond back to healthy nutrient levels. A healthy pond means cleaner water, abundant wildlife and a more diverse ecosystem.

THE SOLUTION

Since 2019, the Town of Eastham has coordinated several efforts to improve the pond's water quality:

Stormwater Retrofits

Installing a wet swale to treat stormwater prior to discharge into the Pond.



Phragmites Removal

Removing the non-native Phragmites, which is a perennial, aggressive wetland grass that out-competes native plants and displaces native animals.



Hydro-raking

This is an effective technique for selective removal of nuisance, rooted vegetation, as well as clearing the muck and debris from the bottom of the Pond.



Pond Aeration

Aeration increases exposure to the atmosphere which allows more oxygen to enter the Pond, and decreases harmful gases within the Pond.

STRATEGIC PLAN ALIGNMENT

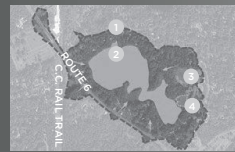
Strategy Area 1: Support a Clean Environment and Resilient Community

Strategy 1a: Define and implement wastewater solutions to protect critical water bodies

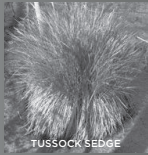
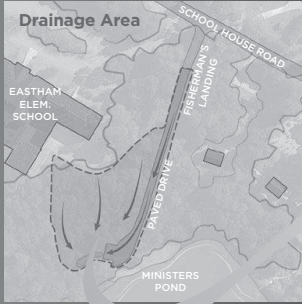
Strategy 1b: Increase and protect the wildlife value of existing open space through education, partnerships, a hands-on volunteer network, and financial investment in ecological management

WHAT IS A WATERSHED?

A watershed is an area of land that drains or "sheds" rainfall and snowmelt into a specific waterbody. When it rains, gravity pulls water from the watershed downhill toward the waterbody. Rainfall runoff that doesn't soak into the ground or isn't absorbed by plants makes its way to the surface water. For Ministers / Schoolhouse Pond the watershed is 76 Acres and collects runoff from the adjacent highway.



1. Watershed Boundary
2. Ministers Pond
3. Eastham Elem. School
4. Stormwater Retrofit Drainage Area

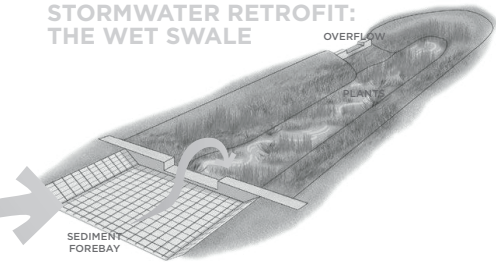


HOW YOU CAN HELP!

Helping this pond and other ponds near you is as easy as:

- Reducing the amount of fertilizer you put on your lawn and garden
- Replacing your lawn with native plants
- If you live on the water, adding or expanding your vegetated buffer
- Using a rain barrel or put in a rain garden at your downspouts
- Planting trees
- Having your septic tank pumped every 2-3 years
- Picking up your pet waste

STORMWATER RETROFIT: THE WET SWALE



The wet swale located here mimics the filtering abilities of a wetland and helps to treat the stormwater that comes from the road before it reaches the Pond. This nature-based control (also known as "Green Infrastructure") was installed to capture, filter and retain pollutants. It's called a wet swale as it remains wet throughout the year because of the high groundwater table and proximity to the Pond.

Drainage Area

The area of land where rainwater falls during a storm, that all collects to a given location or water body. Highlighted in blue on the diagram above is the area that runs into the wet swale space.

Plants

As you walk along the wet swale, look at the native plant species growing. They have an important role in the stormwater treatment, as they uptake the nutrients from the runoff. Some species you might commonly see include Three-Square and Softstemmed Bulrush, Fringed and Tussock Sedges, Soft Rush and Blue Flag Iris.

Sediment Forebay

Prior to entering the wet swale, stormwater runoff flows through the sediment forebay. This removes large sediments and protects the capacity of the soils in the wet swale to infiltrate the runoff.

For more information about all the efforts the Town has implemented, including videos of the Hydro-raking and Aeration, and to find out more about what work is planned for the future, visit: eastham-ma.gov/259/Schoolhouse-Ministers-Pond-Remediation

Project Partners



Zoning for *Smart Growth*

STRATEGIC PLAN ALIGNMENT

Strategy Area 2: Support intentional and well-designed development

Strategy 2a: Make suitable land available for affordable housing

Strategy 2d: Adopt Inclusionary Zoning provisions so that private market-rate development will include affordable units

BY NOW, MOST IN OUR REGION ARE AWARE THAT THERE IS A HOUSING CRISIS ON CAPE COD.

Prevalent news coverage and personal anecdotes, bolstered by data from housing and policy experts, clearly demonstrate that the Outer Cape is being impacted by this crisis. While housing shortages are affecting communities nationwide, areas like the Outer Cape, with seasonal and tourism-based economies, face unique challenges in sustaining year-round, attainable housing for families, workers, and seniors.

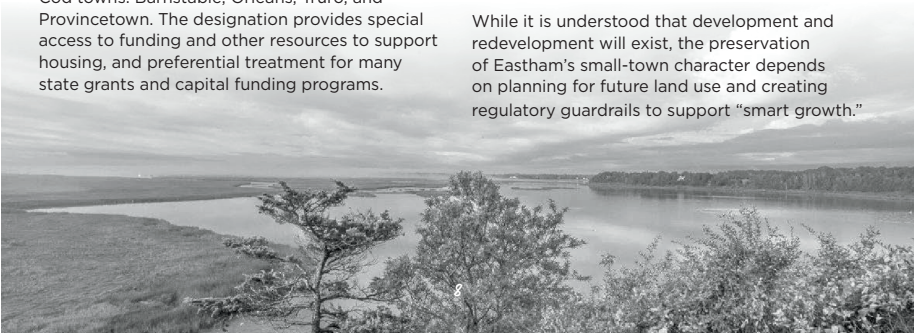
The Town of Eastham has taken an “all of the above” approach to address the severe shortage of attainable housing, including the purchase of property for year-round housing, community-based programs to help offset resident housing costs, and filing special state legislation. In recognition of these efforts, the Town recently obtained the State’s Housing Choice Designation, which has been awarded to just four other Cape Cod towns: Barnstable, Orleans, Truro, and Provincetown. The designation provides special access to funding and other resources to support housing, and preferential treatment for many state grants and capital funding programs.

Perhaps most importantly, the Town is examining zoning changes to facilitate long-term development and redevelopment of year-round housing at all income levels. In Eastham, rapidly rising property values (increasing 90% since 2013), along with relatively permissive zoning regulations for things like building mass and development limits, are contributing to the challenge of retaining year-round, attainable housing.

“Ambiguity in the current bylaw language creates uncertainty among regulatory boards regarding their legal and policy authority to restrict development,” says Mary Nee, Chair of Eastham’s Residential Zoning Task Force. “This has resulted in an increase in the mass and bulk of new residential projects, in direct conflict with the goals of the Strategic Plan.”

In its recently released report (available on the Town website), Eastham’s Residential Zoning Task Force has identified that current zoning conditions pose a threat to the Town’s strategic vision to preserve the rural, small-town character of the community, and protect its fragile environment. Rather than furthering Eastham’s housing and strategic goals, recent development activity has increasingly resulted in displacement of longtime residents, as housing is turned over to the seasonal rental and second homeowner market. Additionally, Eastham has seen an increase in demolition-rebuild projects, where modestly sized houses are demolished and replaced with larger, less attainable homes. Unfortunately, Eastham’s current residential zoning lacks the regulatory muscle to adequately address these issues.

While it is understood that development and redevelopment will exist, the preservation of Eastham’s small-town character depends on planning for future land use and creating regulatory guardrails to support “smart growth.”





WHAT IS THE RESIDENTIAL ZONING TASK FORCE?

Eastham's Residential Zoning Task Force was established by the Select Board in December 2020, with the charge of examining zoning issues related to homes and housing. To date, the group has analyzed the Eastham Zoning Bylaw to determine how current regulations support, or hinder, Eastham's strategic and housing goals, as defined through the 5-Year Strategic Plan, Housing Production Plan, and other policy and planning documents.

Since its formation, the Task Force has recommended five zoning amendments, all of which were approved by voters at Town Meeting in 2022. These amendments include:

- Inclusionary Zoning
- Conversion of Motels and Cottage Colonies for Year-Round Housing
- Expansion of Open Space Residential Zoning
- Reduction of the Minimum Lot Size for Two-Family Dwellings
- Allowing Duplex Dwellings by right

The Task Force is now working on a second set of recommendations, in preparation for the 2023 Town Meeting. Learn more about the Residential Zoning Task Force and its work at eastham-ma.gov/637/Task-Force-on-Residential-Zoning-Regulat

LEARN MORE ABOUT SMART GROWTH PRINCIPLES

According to the website of the Commonwealth of Massachusetts, "smart growth is development that protects natural resources, enhances quality of life, offers housing choices, reduces energy consumption, and improves municipal finances by considering the location, design, and long-term costs of development." Learn more about Smart Growth principles at mass.gov/service-details/smart-growthsmart-energy-background-information



Strengthening the Next Generation

IN 2020, THE TOWN OF EASTHAM DEVELOPED AND ADOPTED THE “FAMILY SUPPORT PACKAGE” TO PROVIDE MUCH-NEEDED RESOURCES FOR LOCAL FAMILIES AND CHILDREN. The program, now in its third year, offsets the cost of preschool for 3- and 4-year-olds living in Eastham; provides funding for local after-school care operations; addresses food insecurity through free school lunch and local summer food programs; and sets aside \$100,000 per year for workforce housing programs. Beneficiaries of the Family Support Package have called it a “game changer” in their efforts to remain, and thrive, in Eastham. The impacts of this support are widespread and bring the Town closer to its strategic goals, from supporting local business and workforce needs, to improving quality of life, and fostering a more age-diverse community.

The Family Support Package has, by all accounts, been successful in increasing support for local families and children. However, the Town identified that school-age children in the Eastham community were still being underserved, namely through the lack of affordable after-school and summer care options. For local, working families with children in school, finding after-school and

summer care can be extremely challenging and expensive. After-school programs often require transportation and have limited availability. In the summer, few full-day care options are available on the Lower and Outer Cape, and some camps can cost more than \$800 per week, per child.

In Fiscal Year 2022, the Town looked to further expand its support for local families by increasing after-school and summer recreational programming. This increase in programming came through a unique “merger” opportunity between the long-running nonprofit organization, Eastham Committee on Early Childhood Education (ECEC), and the Town’s Recreation & Beaches Department. While ECEC and the Town had previously collaborated to offer programs during vacation weeks, early dismissal days, and summer vacation, their work together was limited due to transportation, staffing, and other constraints. Following the pandemic-related school closures, ECEC was financially struggling to keep its doors open. ECEC and the Town recognized how a merger arrangement could be mutually beneficial to both organizations, and also benefit Eastham families and children.

By early 2022, ECEC and the Town reached an agreement to merge operations, and the ECEC programs were absorbed by the Town. The benefits to the community were seen almost immediately, as rates for after-school and summer care became more affordable, and families found it easier to secure program space for their children. Today, the after-school program serves 78 children. The summer program was extended to a full-day program and, in summer 2022, more than 100 children were enrolled. Overall, more school-aged children have access to quality care, with social-emotional learning components, literacy, recreational sports, and other interest-based activities all folded into the programs.

The Town Recreation & Beaches Department continues to explore opportunities to increase its programming for children and families, with

the goal of one day operating these programs from a future Community Center building in Eastham. The benefits are clear: when we support children and families, we provide an essential service for residents and community members, strengthening Eastham's next generation for years to come.

STRATEGIC PLAN ALIGNMENT

Strategy Area 3: Improve Quality of Life for a Diversity of Residents and Strengthen the Community

Strategy 3c: Expand recreational after-school and other community-wide programs





Learn More and Get Involved

EASTHAM'S 5-YEAR STRATEGIC PLAN is an action-oriented roadmap created for the community, by the community. The Plan is a living document, designed to strategically focus the Town of Eastham's resources and decision-making around a set of guiding principles and goals. While the Strategic Planning Committee, Select Board, and Town staff primarily oversee the plan's progress and implementation, all community members are invited to take an active role in ensuring its success. In the coming year, the Town will be updating the 5-Year Plan with new actions and goals. Be sure to look out for opportunities to get involved and give input on this important process!

Learn more and read the full plan on the Town of Eastham website at eastham-ma.gov, under the Strategic Planning Committee page.

STRATEGIC PLANNING COMMITTEE

Karen Strauss
Chair
Fredric Leary
Robert Bruns*
Joanna Buffington*
Jim Kivlehan*
Patricia McGraw*
Mary Shaw*

TOWN MANAGER

Jacqueline Beebe

SELECT BOARD

Jamie Demetri
Chair
Arthur A. Autorino
Vice-Chair
Aimee J. Eckman
Clerk
Gerald E. Cerasale
Suzanne Bryan



TOWN OF EASTHAM

2500 State Highway
Eastham, MA 02642
(508) 240-5900
eastham-ma.gov

*indicates now-former members who served during FY22

Photos Courtesy of JD (Cover); Joe Rosetti (page 2); Leslie J. Mehrhoff (phragmites, page 6); Horsley Witten Group (all other images, pages 6 and 7); Kathy Sferra (page 8); JD (page 9); Town of Eastham Recreation & Beaches Department (pages 10 and 11); Joe Rosetti (back page, top left); Lauren Barker (back page, bottom).



Minutes for the Annual Town Meeting held May 6, 2023

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Athletic Field to vote on the following articles with actions as noted. The Town Clerk declared a quorum and the Moderator called the meeting to order at 10:05 A.M. with 305 voters in attendance at the opening of Town Meeting out of a possible 4,708.

ARTICLE 1 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)

A motion was made and seconded by the Board of Select Board to accept the Fiscal Year 2023 spending limits for all revolving funds as follows:

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

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 298 No 07

ARTICLE 2A (GENERAL FUND OPERATING BUDGET)

A motion was made and seconded by the Select Board to act on the operating budget, including recommendation and reports of the Select Board, Finance Committee and other Town Officials, and to see if the Town will raise and appropriate or transfer from receipts reserved and other available funds and accounts, the sum of \$38,265,322.

GENERAL FUND OPERATING BUDGET		Operational Budget	
Appropriations Operational Budget	Raise & appropriate	Elected & Official's Salary	\$213,000
Appropriations Operational Budget	Raise & appropriate	Town Administration	\$677,199
Appropriations Operational Budget	Raise & appropriate	Municipal Finance	\$1,823,418
Appropriations Operational Budget	Raise & appropriate	Town Clerk & Elections	\$197,550
Appropriations Operational Budget	Raise & appropriate	Community Dev & Inspections	\$761,215
Appropriations Operational Budget	Raise & appropriate	Public Safety	\$5,591,293
Appropriations Operational Budget	Raise & appropriate	Educational Services	\$10,809,471
Appropriations Operational Budget	Raise & appropriate	Public Works	\$2,473,714
Appropriations Operational Budget	Raise & appropriate	Community Services	\$2,509,761
Appropriations Operational Budget	Raise & appropriate	Unallocated Expenditures	\$6,701,454
Appropriations Operational Budget	Raise & appropriate	Debt Budget	\$6,507,248
			\$38,265,322

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 295 No 26

ARTICLE 2B WATER ENTERPRISE FUND OPERATING BUDGET

A motion was made and seconded by the Select Board to appropriate, raise, or transfer from available funds, to operate the Water Enterprise Fund:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
Amounts Appropriated:		
Salaries and Wages	\$ 98,391	\$ 99,853
Expenses	401,000	401,700
Transfer for Costs Appropriated in General Fund	-	-
Total Amounts Appropriated	<u>\$ 499,391</u>	<u>\$ 501,533</u>

Funding Sources:		
Water Revenue	\$ 499,391	\$ 501,533
Free Cash (General Fund Subsidy)		
Total Funding Sources	<u>\$ 499,391</u>	<u>\$ 501,533</u>

By the Select Board

Passed – Majority vote declared by Moderator
Count: Yes 309 No 12

ARTICLE 2C (APPROVE & FUND COLLECTIVE BARGAINING AGREEMENTS)

A motion was made and seconded by the Select Board to raise and appropriate \$400,000 to fund and implement the cost of items of the first year of pending collective bargaining agreements between the Town and its employee unions and employees covered by the Personnel Bylaw, for the period of July 1, 2023, through June 30, 2024;

By the Select Board

Passed – Majority vote declared by Moderator
Count: Yes 290 No 29

ARTICLE 3A (5 YEAR CAPITAL PLAN)

A motion was made and seconded by the Select Board, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, to accept the Capital Improvement Plan for FY24-29 as printed below.

5 Year Capital Plan	available funds	Operating budget estimated receipts	\$1,934,374
FACILITIES AND LAND	Free Cash	Town Hall Repair & Maintenance Program	\$220,000
	CPA	Town Hall Repair & Maintenance Program- Exterior Repairs	\$680,000
	Free Cash	Senior Ctr Repair& Maint Prgm	\$15,000
	Free Cash	Public Works Facility Repair & Maint Prgm	\$30,000
	Chapter 90	Salt Shed Replacement	\$100,000
	Free Cash	Recreation Building Repair & Maintenance Program	\$5,000
	Free Cash	Police Station Repair & Maintenance Program	\$49,000
	Free Cash	Fire Station Repair & Maintenance Program	\$70,000
	Free Cash	Town Hall Annex Repair & Maint Program	\$26,000
	Free Cash	Library Building Repair & Maintenance Program	\$5,000
	Free Cash	Elementary School Building & Grounds Repair & Maintenance Program	\$71,000
	Free Cash	Transfer station Facility Repair & Maintenance Program	\$10,000
	Free Cash	Land, Parks & Cemetery facility repair & maintenance program	\$25,000
		Subtotal	\$1,306,000

INFRASTRUCTURE				
	Ballot Initiative	Rock Harbor Dredging - Phase 2	\$1,800,000	
			Subtotal	\$1,800,000
Local Road Improvements				
	Free Cash	Intersection Improvements	\$50,000	
	Chapter 90	Planning & Design of Roadways	\$150,000	
	Grant	Construction of Roadways	\$500,000	
Town Landings	Free Cash	Planning/Engineering	\$75,000	
			Subtotal	\$775,000
COMMUNITY DEVELOPMENT	Free Cash	T-Time,/TPC/COA Sites - Design/Engineer/Develop	\$100,000	
Wastewater Infrastructure	Ballot Initiative	Design & Engineering	\$5,950,000	
Other Projects	Grant	Eastham Community Internet	\$100,000	
DPW Recurring Maintenance Programs				
	Free Cash	Stormwater Systems Maintenance Program	\$50,000	
	CL	Parking Lot Maintenance Program recurring	\$20,000	
	Free Cash	Parking Lot Maintenance Program Additional	\$30,000	
	Free Cash	Town wide sign replacement	\$25,000	
			Subtotal	\$6,275,000
SUBTOTAL INFRASTRUCTURE				\$8,850,000
FLEET INVENTORY (Vehicles)	Free Cash	Fleet Replacement Program	\$12,500	
	CL	DPW Fleet Replacement Program	\$73,750	
	Chapter 90	Dump Truck	\$200,000	
	Free Cash	Tractor Truck	\$200,000	
	Free Cash	Response Boat Trailer	\$20,000	
	CL	Fire Dept Fleet Replacement Program (Recurring)	\$30,000	
	Ambulance Fund	Ambulance Replacement	\$28,000	
	CL	Police Department Fleet Replacement Program	\$134,000	
	Other	PD Motorcycle (3 yr lease)	\$5,000	
	CL	Senior Center Fleet Replacement Program	\$15,000	
	CL	Beach & Recreation Fleet Replacement Program	\$15,000	
			Subtotal	\$733,250
EQUIPMENT	Free Cash	Energy Efficient & Solar Programs and Upgrades	\$25,000	
	CL	PC's and component replacement programs (Recurring)	\$15,250	
	Free Cash	PC's and component replacement programs (Additional)	\$25,250	
	CL	Servers/Network Component Replacement Program (Recurring)	\$52,000	
	Free Cash	Servers/Network Component Replacement Program (Additional)	\$55,000	

	CF	Media Equipment Replacement Program (Recurring)	\$10,000	
	Ambulance Fund	Medical/Rescue Equipment Replacement Program (Recurring)	\$15,000	
	CL	Fire Suppression Equipment Replacement Program (Recurring)	\$25,000	
	Free Cash	Specialty Equipment	\$10,000	
	Ambulance Fund	Defibrillators	\$100,000	
	CL	PD Departmental Equipment Replacement Program	\$20,000	
	Free Cash	Interior Furnishings	\$20,000	
	Free Cash	Library Furniture and Shelving Replacements	\$7,500	
	Free Cash	Kitchen Appliance Replacement	\$20,000	
	Free Cash	Beach Equipment (Mobi Mats, Walkways)	\$20,000	
	Free Cash	Elections Equipment	\$5,000	
	Free Cash	Elementary School Equipment Replacement Program (Recurring)	\$30,000	
Subtotal Equipment			Subtotal	\$455,000
TOTAL CAPITAL PLAN EXPENDITURE AMOUNTS				\$11,344,250

By the Select Board
Passed - Majority vote declared by Moderator
Count: Yes 303 No 17

ARTICLE 3B (CAPITAL BUDGET)

A motion was made and seconded by the Select Board, to raise and appropriate or transfer from available funds the sum of **\$1,859,250** for the purposes, and from the sources, as listed below.

ADMINISTRATION & FINANCE DEPARTMENTS		
Town Hall Repair & Maintenance Program	220,000	Free Cash
Town Hall Annex Repair & Maintenance Program	26,000	Free Cash
General Government Fleet Replacement Program	12,500	Free Cash
PC and Component Replacement Program	40,500	Tax Levy & Free Cash
Servers and Network Component Replacement Program	107,000	Tax Levy & Free Cash
Media Equipment Replacement Program	10,000	PEG Access Fund
Town Clerk Elections Equipment Replacement Program	5,000	Free Cash
Subtotal	421,000	
SCHOOL DEPARTMENT		
Elementary School Building & Grounds Repair & Maintenance Program	71,000	Free Cash
Elementary School Equipment Maintenance Program	30,000	Free Cash
Subtotal	101,000	

COMMUNITY SERVICE DEPARTMENTS		
Recreation Building Repair & Maintenance Program	5,000	Free Cash
Recreation Fleet Replacement Program	15,000	Tax Levy
Recreation (Beach) Equipment Replacement	20,000	Free Cash
Library Building Repair & Maintenance Program	5,000	Free Cash
Library Furniture & Shelving Replacements	7,500	Free Cash
Senior Center Building Repair & Maintenance Program	15,000	Free Cash
Senior Center Fleet Replacement Program	15,000	Tax Levy
Senior Center Kitchen Appliance Replacement	20,000	Free Cash
Subtotal	102,500	
PUBLIC WORKS DEPARTMENT		
Public Works Facility Repair & Maintenance Program	30,000	Free Cash
Land, Parks & Cemetery Facility Repair & Maintenance Prog.	25,000	Free Cash
Stormwater Systems Maintenance Program	50,000	Free Cash
Parking Lot Maintenance Program	50,000	Tax Levy & Free Cash
DPW Fleet Replacement Program	73,750	Tax Levy
Natural Resource Response Boat Trailer	20,000	Free Cash
Tractor Truck	200,000	Free Cash
Intersection Improvements	50,000	Free Cash
Subtotal	498,750	
SANITATION DEPARTMENT		
Transfer Station Facility Repair & Maintenance Program	10,000	Free Cash
Subtotal	10,000	
POLICE DEPARTMENT		
Police Station Repair & Maintenance Program	49,000	Free Cash
Fleet Replacement Program	134,000	Tax Levy
Departmental Equipment Replacement Program	20,000	Tax Levy
Interior Furnishings Replacements	20,000	Free Cash
Speed Trailer & Signs	25,000	Free Cash
Subtotal	248,000	
FIRE DEPARTMENT		
Fire Station Repair & Maintenance Program	70,000	Free Cash
Fleet Replacement Program	30,000	Tax Levy
Third Ambulance Retention & Outfitting	28,000	Ambulance Fund
Medical/Rescue Equipment Replacement Program	15,000	Ambulance Fund
Fire Suppression Equipment Replacement Program	25,000	Tax Levy
Specialty Equipment	10,000	Free Cash
Defibrillator Replacement	100,000	Ambulance Fund
Subtotal	278,000	
MISCELLANEOUS/ADDITIONAL REQUESTS		
Town Landings, Culverts & Drainage Planning, Permitting, Design & Construction	75,000	Free Cash
T-Time, Town Center Plaza, COA Site Design, Planning & Engineering	100,000	Free Cash

Solar & Energy Efficiency Upgrades	25,000	Free Cash
Subtotal	200,000	
TOTAL CAPITAL PROJECTS REQUESTS	1,859,250	

SUMMARY OF FUNDING SOURCES	
Free Cash	1,306,250
Ambulance Receipts Fund	143,000
PEG Access Fund	10,000
Tax Levy	400,000
TOTAL FUNDING	1,859,250

By the Select Board
 Passed - Majority vote declared by Moderator
 Count: Yes 302 No 21

ARTICLE 3C (BOND AUTHORIZATION – ROCK HARBOR DREDGE)

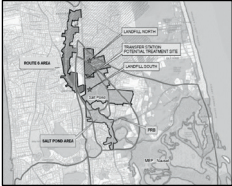
A motion was made and seconded by the Select Board to raise and appropriate or borrow the sum of \$1,800,000, or any other sum, for the purpose of funding the dredging of Rock Harbor, including all expenses incidental and related thereto; provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

By the Select Board
 Passed – 2/3rds vote declared by Moderator
 Count: Yes 282 No 40

ARTICLE 3D (BOND AUTHORIZATION – WASTEWATER ENGINEERING AND DESIGN)

A motion was made and seconded by the Select Board to raise and appropriate or borrow the sum of \$5,950,000, or any other sum, for the purpose of funding the planning, design, engineering, and permitting of a Town wastewater system, including all expenses incidental and related thereto; provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

By the Select Board
 Passed – 2/3rds vote declared by Moderator
 Count: Yes 302 No 25



ARTICLE 4A (OTHER APPROPRIATIONS)

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

	Fund	Amount
A	Transfer to Stabilization Fund	200,000
B	Transfer to Other Post-Employment Benefit Trust Fund	100,000
C	Transfer to Injured on Duty Fund	50,000
D	Transfer to Private Road Electric Fund	50,000
E	Town-Wide IT Applications	50,000
F	Business Improvement Program	75,000
G	Windmill Weekend Celebration	10,000
H	Grant Matching Funds	35,000
I	Town-wide branding & wayfinding	10,000
	Total	\$ 580,000

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 313 No 12

ARTICLE 4B (ESTABLISH & FUND A COMPENSATED ABSENCE RESERVE FUND)

A motion was made and seconded by the Select Board to adopt the provisions of MGL Chapter 40, Section 13D to establish a Compensated Absence Reserve Fund, so-called, and, to raise and appropriate from Free Cash the amount of \$50,000 to transfer into said fund.

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 286 No 29

ARTICLE 4C (ESTABLISH & FUND A WASTEWATER CAPITAL STABILIZATION FUND)

A motion was made and seconded by the Select Board to establish a Capital Stabilization Fund under the provisions of MGL Chapter 40, Section 5B, and, to raise and appropriate from Free Cash the amount of \$750,000 to transfer into said fund.

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 297 No 25

ARTICLE 4D (AUTHORIZATION OF LEASES)

A motion was made and seconded by the Select Board to transfer the care, custody, management and control of the land described in this article from the Select Board for general municipal purposes and also for the purpose of leasing to a communications service’s provider for construction, use, and maintenance of a communications service facility or facilities for a term not to exceed twenty-five years. Said land being a portion of the parcel showing on Assessors Map 5 as Block B28-25 (north of the Tilcon-Capaldi site) consisting of 10.3 acres subject to an easement to Cape and Vineyard Electric Co. and the parcel shown on Assessors Map 15 as lot 060 and 060A (the Police Station) and to authorize the Select Board to enter into such a lease on such terms and conditions as the Select Board shall determine.

By the Select Board

Passed – 2/3rds vote declared by Moderator

Count: Yes 311 No 10

ARTICLE 4E (FIVE YEAR CONTRACTS)

A motion was made and seconded by the Select Board to authorize the Town to enter into five (5) year contracts with qualified vendors, for the following supplies and services: contracts for cyclical assessing re-valuation and cyclical re-certification services, stun gun supplies, municipal electric utilities, copy machine maintenance and repair services, GIS software maintenance contracts, town website services, public water system billing services, water system operation and maintenance services and contracts for water meters, and electronic voting services subject to the Town Manager’s determination that the contract is in the best interests of the Town and subject to Town Meeting approval for funding for these services.

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 303 No 15

ARTICLE 5A (LOCATION OF TOWN MEETING IF NAUSET REGIONAL HIGH SCHOOL IS NOT AVAILABLE)

A motion was made and seconded by the Select Board to authorize the Town to add a new section 5 to Chapter 4 of the Town’s General Bylaws, Administration of Government, as follows:

4-5. Location of Town Meeting

In the event that the Select Board determines that no suitable location is available to conduct a Special or Annual Town Meeting, the Board may call for such Town Meeting to be conducted at a suitable location in Orleans or Wellfleet.

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 315 No 08

ARTICLE 5B (AUTHORIZE TOWN CLERK OFFICE TO BE CLOSED SATURDAYS)

A motion was made and seconded by the Select Board to accept, in accordance with MGL Chapter 41, Section 110A, to authorize the Town Clerk’s office to remain closed on all Saturdays and to treat Saturdays as a legal holiday for purposes of calculating the time frame for filing matters in that office.

By the Select Board

Passed – Majority vote declared by Moderator

Count: Yes 308 No 15

ARTICLE 5C (CONSOLIDATE BOARD OF CEMETERY COMMISSIONERS & HISTORIC COMMISSION)

A motion was made and seconded by the Select Board to amend the Town Charter by adding a new §C6-7 to read as follows:

§C6-7. The Historical Commission, in addition to its powers and duties pursuant to General Laws Chapter 40, Section 8D, shall also serve as the Board of Cemetery Commissioners, and shall possess all of the powers and duties of a Board of Cemetery Commissioners established under General Laws Chapter 114, Section 23.

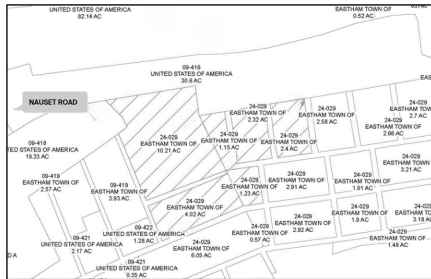
By the Select Board

Passed – Two-Thirds Vote declared by Moderator

Count: Yes 320 No 03

ARTICLE 6 (PETITION THE GENERAL COURT FOR PERMANENT CONSERVATION RESTRICTION)

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



By the Select Board

Passed – Two-Thirds Vote declared by Moderator
 Count: Yes 306 No 14

ARTICLE 7A (ZONING – DEFINITIONS)

~~Strikethrough~~ = Language to be deleted
Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 21 –DEFINITIONS** as follows:

BUILDABLE UPLAND: Land which excludes all wetland or land under any stream, creek, ~~is not~~ swamp, pond, bog, dry bog, fresh or salt water marsh, areas of exposed groundwater, or other water body, stream, and/or which is not areas subject to flooding from high tides.

CLEAR CUTTING: A technique that removes all trees and/or shrubs and/or understory vegetation regardless of size or species. Actions that remove all trees but retains the understory vegetation constitutes clear cutting, actions that remove all understory vegetation but retains existing trees constitutes clear cutting, actions that remove all shrubs but retains existing trees constitutes clear cutting.

DIAMETER AT BREAST HEIGHT (DBH): The diameter of the trunk of a tree 4 1/2 feet above the existing grade at the base of the tree

HAZARDOUS TREE: A tree with a structural defect or disease, which impedes safe sight distance or traffic flow, or otherwise currently poses a threat to life or property as identified by a Certified Arborist or the Tree Warden.

INVASIVE SPECIES: An introduced or exotic species that significantly modifies or disrupts the ecosystem in which it colonizes.

LEGACY TREE: A native, introduced or naturalized tree, as defined herein, which is 24" Diameter at Breast Height (DBH) or larger, or multi stemmed trees with a combined DBH equal to or greater than 24".

LOT AREA: The horizontal area of a lot exclusive of any area under water, or within a road layout.

LOT AREA: REQUIREMENTS: The horizontal area of a lot calculated as ~~ion of the minimum lot area shall~~ including only contiguous upland and ~~shall~~ excluding all wetland or land under any stream, creek, swamp, pond, bog, dry bog, fresh or salt water marsh, areas of exposed groundwater, or other water body, areas subject to flooding from high tides, and areas within a road layout, such that said ~~therefore such~~ upland area shall contain the minimum required area for buildable lots in the district.

NEIGHBORHOOD: Parties in Interest per MGL Ch.40A Sec. 9: the Property of the petitioner, properties of direct abutters to petitioner's property, properties of owners of land directly opposite the subject property on any public or private street, properties of abutters to abutters within 300 feet of any property line of the petitioner's property, and at the discretion of the regulatory board, properties located across an adjacent body of water and/or properties within an established subdivision.

REPLACEMENT TREE: Native Trees and/or shrubs to replace trees/shrubs that are: (a) approved for removal by the Planning Board, Zoning Board or its designees and require replacement, or (b) any tree that is damaged as a result of site work in areas under the purview of Zoning Bylaw Section 6.11.

SIGNIFICANT BUILDING: Any building or portion thereof, which is not within a regional or local historic district subject to regulation under the provisions of Massachusetts General Law 40C or special act of Legislature, but which is included in the historical survey of the Town of Eastham and on file with the Massachusetts Historical Commission, or

- a. Is in whole or part seventy-five or more years old, and/or
- b. Is listed in, or is within an area listed in the National Register of Historic Places, or the State Register of Historic Places, or is the subject of a pending application for listing in said Registers, or has previously been determined to be eligible for listing in the National Register of Historic Places, and/or
- c. Has been previously determined by vote of the Commission to be:
 1. Historically or architecturally significant in terms of period, style, method of building construction, or association with a famous architect or builder, or
 2. Is importantly associated with one or more historic persons or events, or the broad architectural, political, economic or social history of the Town or Commonwealth, provided that the owner of such a building and the Building Inspector have been notified, in hand or by certified mail within ten (10) days of such Commission vote.

SITE COVERAGE: The sum of the gross horizontal area of the floors of a dwelling including the square footage of any permanently roofed accessory structures such as sheds, garages, screen porches and covered decks but excluding unfinished attic areas, unfinished basement areas, sheds under 200 square feet and farmer's porches.

SITE COVERAGE RATIO: The ratio of the total gross area of Site Coverage on one lot to the gross area of the lot-Lot Area.

UNDERSTORY VEGETATION: Small trees, shrubs, and ground cover plants, growing beneath and shaded by the canopy of trees.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator

Count: Yes 272 No 47

ARTICLE 7B (ZONING – CLEAR CUTTING BYLAW)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 6 PROHIBITED USES** by adding a new **SUBSECTION 6.11 CLEAR CUTTING** as follows:

6.11 Clear Cutting

Purpose:

To encourage the preservation and protection of trees during demolition and construction activity. To enhance the desirability and sustainability of residential neighborhoods and protect the rural character of the town and its sensitive environment. To balance the rights of individual property owners to develop their properties in accordance with existing local and State laws with the public good of the overall health, safety and welfare interests of the community.

The following activities are prohibited in all zoning districts:

Undeveloped Lots: No person shall undertake Clear Cutting and/or removal of Legacy Trees as defined in this bylaw for construction and/or site development purposes on an undeveloped lot without first obtaining a foundation permit or a building permit from the Eastham Building Department.

Developed Lots: No person shall undertake Clear Cutting and/or removal of Legacy Trees as defined in this bylaw within a six (6) foot wide perimeter of the lot (*see zoning bylaw section 7.2.6 and section 10.1.4.4*) without the approval by the Town of Eastham Planning Board or its designee.

If after obtaining all necessary permits and approvals, such work is commenced and then abandoned, all areas of the site which were disturbed during construction or site preparation shall be re-vegetated in a manner sufficient to avoid erosion.

6.11.1 Exemptions

The provisions of this by-law shall not apply to the following circumstances or activities:

1. Active, existing commercial operation of agricultural and horticultural uses, including (but not limited to), tree nurseries, orchards, and botanical gardens are exempt but new operations must obtain site plan approval from the Planning Board before commencing clearing or removal of trees.
2. Routine maintenance of vegetation and removal of hazardous trees, dead or diseased limbs necessary to maintain health of cultivated plants, to contain noxious weeds and/or vines.
3. Normal maintenance and improvement of land in current agricultural use as defined in the Massachusetts Wetlands Protection Act regulations 310 CMR 10.04.
4. Maintenance to prevent or reduce the risk of fire per order of the Fire Department.
5. Any work of projects approved by the Planning Board and/or Conservation Commission for which necessary local approvals and permits have been issued prior to the effective date of this by-law.
6. Maintenance of public and private streets or town-approved roadway layouts and easements.
7. Maintenance of public utilities.
8. Removal of trees as part of a Habitat Restoration Plan approved by the Conservation Commission, The Department of Ecological Restoration and/or MA NHESP.
9. Site work reasonably necessary for conducting land survey or tests required as a condition precedent to the issuance of any permit or approval, provided such site work does not result in removal of more than 50% of existing vegetation.
10. Solar exemptions under applicable state building and energy codes.

By Eastham Planning Board

Amendment was made and seconded from section 6.11 Clear Cutting beginning paragraph four: Developed Lots to strike out “and/or removal of Legacy Trees”.

Amendment Failed - Majority vote declared by Moderator
Count: Yes 64 No 235

Passed – Two-Thirds Vote declared by Moderator
Count: Yes 252 No 42

ARTICLE 7C (ZONING – SETBACKS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 7.2 SETBACKS** as follows:

7.2.5 Detached Accessory Buildings and Structures

Setback requirements for detached accessory buildings and structures used for any purpose, in-ground and above ground pools including surrounding deck/patio areas and paved courts used for recreational purposes in Districts A, B, E, G & H, regardless of when the lot was created, shall be

- ~~a minimum separation of eight (8) feet between all buildings; and~~
- a minimum of twelve (12) feet and at least the maximum height of the accessory structure from the side and rear property lines; and
- thirty (30) from any street or way

7.2.6 Perimeter Vegetation

An area not less than six (6) feet in width measured from and perpendicular to the lot line around the perimeter of the lot shall be landscaped with grass, trees, shrubs or other plants. Portions of this area may be paved for pedestrian and vehicular access but at no time shall the pedestrian and/or vehicular access be located within 6 feet of the side property lines.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator
Count: Yes 237 No 47

ARTICLE 7D (ZONING – RESIDENTIAL LOT INTENSITY)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 7.4 RESIDENTIAL LOT INTENSITY** as follows:

7.4 RESIDENTIAL LOT INTENSITY

The effective date of Section 7.4 shall be May 6, 2023. These requirements shall not apply to applications submitted to the Planning Board and stamped received by the Eastham Town Clerk prior to May 6, 2023.

7.4.1 Purpose

The purpose of this section is to ensure that residential development is designed in a manner that does not overwhelm Eastham’s distinctive character as a rural seaside community; does not detract from its geographic diversity, its sensitive environment; is built in compatibility with past development practices with regard to mass, scale, height, bulk, site coverage and which preserves

the historical development patterns and character of the town in a manner consistent with the principles of Eastham’s Strategic Plan. Development standards described herein are intended to be one criteria for consideration of proposed projects. The standards will be evaluated in conjunction with the established prevailing characteristics of the neighborhood as defined in Section 21.

7.4.2 Residential Development Standards

The following standards shall apply to all residential development in District A (Residential), District E (Residential and Limited Commercial), *District F (Seashore), District G (Water Resource Protection), District H (Wellfield Protection)

**Nothing in this bylaw shall be construed as altering or preempting the provisions of District F (Seashore). Owners of property located within District F are advised to consult with representatives from the Cape Cod National Seashore before seeking any permits and/or regulatory approvals from the Town of Eastham.*

7.4.3 Site Coverage Standards

For development that requires site plan approval and/or site plan special permit approval, maximum site coverage percentage and/or gross floor areas may not be approved if the regulatory board finds that in conjunction with the applicable standards and criteria listed under Section 10.3.2, the proposed percentages or gross floor areas are not consistent with the purposes listed in section 10.3.

Pre-Existing Non-Conforming Structures

Pre-existing non-conforming structures may expand by multiplying the maximum site coverage percentage corresponding to the size of the lot on which such structure is located to the structure’s existing gross floor area, subject to special permit approval.

(Example: A pre-existing non-conforming 3,200 SF structure located on a 10,000 SF lot may expand by a maximum of 15% or 480 SF.)

<u>LOT SIZE</u> (SF)	<u>SITE COVERAGE LIMIT</u> % or GFA (the greater of)		<u>MAX BUILDING GFA RANGE</u> (SF) <i>For Illustration Purposes</i>
	<u>MAX SITE COVERAGE %</u>	<u>MAX BLDG GFA (SF)</u>	
0 – 9,999	20%	1,500	1,500 - 2,000
10,000 – 19,999	15%	2,000	2,000 - 3,000
20,000 – 29,999	13%	3,000	3,000 - 3,900
30,000 – 39,999	12%	3,900	3,900 - 4,800
40,000 – 49,999	11%	4,800	4,800 - 5,500
50,000 +	---	6,000	6,000

Regulatory Review Requirements

Planning Board Approval

7.4.4.1 Site Plan Approval - Residential

Site Plan Approval under Section 10 of this Zoning By-law shall be required for any addition, expansion or construction on a residential lot that meets the following requirements:

7.4.4.2 Any lot under 10,000 square feet where a proposed addition or expansion of an existing dwelling exceeds 2.5% of the lot area and/or the site coverage ratio including the addition is equal to or greater than 15% and where the site coverage ratio for a new dwelling or the addition of an accessory building causes the site coverage ratio to be equal to or greater than 15% of the lot area.

~~7.4.1 Any lot between 10,000 – 19,999 square feet~~ ~~Any lot under 20,000 square feet~~ where a proposed addition or expansion of an existing dwelling exceeds 2.5% of the lot area and/or the site coverage ratio including the addition is equal to ~~exceeds~~ 15% and where the site coverage ratio for a new dwelling or the addition of an accessory building causes the site coverage ratio to be equal to ~~exceed~~ 15% of the lot area and/or equal to or greater than ~~2,000 square feet.~~

~~7.4.2 Any lot containing 20,000 square feet or more, where the site coverage exceeds 3,000 square feet.~~

~~7.4.3 Any lot containing 40,000 square feet or more with a deed restricted two-family dwelling proposed in accordance with Section 7.1.2 of this By-laws.~~

~~7.4.4 Any proposed addition to or expansion of an existing dwelling or accessory structure in District F: Seashore District must submit an application to the Eastham Planning Board under Section 11– Site Plan Approval – Residential, if the addition or expansion exceeds 200 square feet.~~

~~7.4.5 Any project resulting in an increase of 200 square feet or less of site coverage, as defined in Section 21 of the Eastham Zoning Bylaw, shall be exempt from Site Plan Approval – Residential. No more than one (1) exemption shall be granted within a five (5) year period.~~

~~7.4.6 Any interior changes to existing framed structures where alterations will not result in changes to the exterior of the building footprint or visible changes to the site are exempt from site plan review.~~

7.4.9 Zoning Board of Appeals Approval

7.4.9.1 Site Plan Approval Special Permit

Site Plan Approval Special Permit under Section 10 of this Zoning By-law shall be required for any addition, expansion or construction on a residential lot that is pre-existing non-conforming to the Site Coverage Standards under Section 7.4.2.1 of this bylaw.

7.4.9.2 Site Plan Approval Variance

Site Plan Approval Variance under M.G.L Chapter 40A Section 10 shall be required for any addition, expansion or construction on a residential lot that conforms to and seeks to exceed the Site Coverage Standards under Section 7.4.2.1 of this bylaw.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator
Count: Yes 249 No 29

ARTICLE 7E (ZONING – INCLUSIONARY BYLAW)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 7.7.4 PROVISION OF AFFORDABLE UNITS** as follows:

1. As a condition of approval for a special permit, the applicant shall contribute to the local stock of affordable and workforce housing units in accordance with the following requirements.

TOTAL UNITS PROPOSED	MARKET RATE UNITS	AFFORDABLE/ WORKFORCE UNITS REQUIRED	% AFFORDABLE/ WORKFORCE UNITS
16	13	3	24% 19%

By Eastham Planning Board

Passed – Majority Vote declared by Moderator
Count: Yes 261 No 09

ARTICLE 7F (ZONING – PERIMETER VEGETATION)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 10.1.4 PROCEDURES FOR SITE PLAN REVIEW** by adding a new **SUBSECTION 10.1.6 PERIMETER VEGETATION** as follows:

10.1.6 Perimeter Vegetation

Clear cutting of vegetation within the six (6) foot perimeter vegetation setback, as defined in Section 7.2.6, where removal of vegetation is not subject to any other regulatory review may be approved by the Planning Board or its designee without a public hearing provided that abutters sharing a common lot line have been notified of proposed site work no less than fourteen (14) days prior to the date of approval. Any party aggrieved by Planning Board designee’s determination may appeal to the Planning Board within 10 days of date of determination. The Planning Board shall utilize applicable sections of site plan approval Section 10.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator

Count: Yes 245 No 21

ARTICLE 7G (ZONING – SITE PLAN REVIEW STANDARDS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 10.3.2 STANDARDS AND CRITERIA** as follows:

10.3.2 STANDARDS AND CRITERIA

The Planning Board ~~and in the case of Site Plan Special Permit, the Zoning Board of Appeals,~~ shall approve a site plan in the form submitted or with such reasonable conditions relating to the standards and criteria delineated in this section.

1. The landscape shall be preserved in its natural state insofar as practical. The Board shall encourage the applicant to avoid grade changes and the removal of native vegetation and soil.
 - Landscaping: Grade changes, plantings, fencing, and other aspects of landscaping, shall be compatible with the existing natural vegetation on the lot and surrounding area. Clearing of existing native vegetation shall be minimized to the greatest extent possible. Proposed landscaping shall integrate with buildings on the lot and with abutting properties. A minimum of 50% of proposed plants shall be species native to Cape Cod and which are appropriate to the site.
2. ~~The proposed development shall relate harmoniously to the terrain and to the use, scale and proportions of existing and proposed buildings in the neighborhood.~~
3. Proposed development shall be ~~in harmony~~ compatible with the prevailing character ~~height and scale~~ of other buildings ~~and uses on the site and~~ in the neighborhood and the Town through the use of appropriate height, scale, massing, setbacks, building materials, screening, lighting and other architectural techniques.
 - Prevailing Character: Examples of distinguishing architectural features, height, scale, massing, setbacks and average site coverage based on best available information within the neighborhood shall be considered in context with the proposed development as

- elements of the prevailing character of the neighborhood. Distinguishing architectural features and examples of historic or aesthetic significance on a building shall be preserved and maintained or replaced with similar elements where feasible and where desirable.
- **Height and Scale:** The proposed project shall be compatible with other structures on the lot and in the neighborhood and shall maintain balanced proportions in relation to building scale, height, width, roof shape and roof pitch.
 - **Massing:** The proposed project shall maintain balanced proportions in relation to the lot area and other structures in the neighborhood. The proposed project shall utilize architectural techniques to help reduce the building massing, including but not limited to the following:
 - The use of dormers, upper floor setbacks, large overhangs, porches and façade variation.
 - The use of interconnected building elements to help make the structure appear smaller than a single mass of the same volume.
 - **Setbacks:** Where feasible and/or permitted, the proposed project shall be sited on the lot in order to maintain and/or enhance or if applicable, create a street front appropriate to the prevailing character of the neighborhood.
 - **Building Materials:** The exterior siding, roof, windows, doors, and trim shall be compatible with desirable and traditional materials used in the community or found within the neighborhood. The use of innovative building materials shall not be discouraged or prohibited provided they are compatible with the prevailing character of the neighborhood.
 - **Lighting:** Exterior lighting shall be down shielded to minimize light pollution.
 - **Architectural Techniques:** Where feasible and/or applicable, the short dimension of the structure shall be oriented toward the street and garage doors shall be oriented away from the street.
4. Proposed building sites shall avoid impact on steep slopes, flood plains, hilltops, dunes, scenic views and wetlands.
 - Unique physical features and sensitive habitats on the site and/or in the neighborhood shall be considered in context and where feasible, shall be incorporated into the proposed project.
 5. The protection of unique or significant environmental resources including protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies.
 - Where applicable, the proposed project shall demonstrate avoidance and/or mitigation of detrimental environmental impacts resulting from development.
 6. The site plan shall maximize the convenience and safety of vehicular and pedestrian movement within the site and in relationship to adjacent ways.
 - The proposed project shall provide adequate site lines for vehicles entering and exiting the property.
 - Whenever feasible, the proposed project shall provide adequate space to allow vehicles, including emergency vehicles, to turn around on the property.
 - Whenever feasible, avoid straight entrance driveways.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator
 Count: Yes 241 No 21

ARTICLE 7H (ZONING – ZBA REVIEW STANDARDS)

~~Strikethrough~~ = Language to be deleted

Underline = Language to be inserted

A motion was made and seconded by the Select Board to amend the Eastham Zoning Bylaw, **SECTION 4.4 NON-CONFORMING USES** as follows:

It shall be the responsibility of the applicant for any Special Permit to demonstrate, to the satisfaction of the Special Permit Granting Authority, that criteria including, but not limited to, the following are met:

1. Adequacy of the site, in terms of size, for the proposed structure or use;
2. Suitability of the site for the proposed structure or use with regard to the purpose and intent of the zoning district;
3. Adequacy of traffic flow management within the site as well as in relation to adjoining Streets and properties so as to minimize unsafe and harmful impacts;
 - The proposed project shall provide adequate site lines for vehicles entering and exiting the property.
 - Whenever feasible, the proposed project shall provide adequate space to allow vehicles, including emergency vehicles, to turn around on the property.
4. Compatibility of the proposed structure or use with surrounding land uses so as to minimize harmful impact or conflict with existing desirable neighborhood character, including views, vistas and other aesthetic values;
 - **Prevailing Character:** Examples of distinguishing architectural features, height, scale, massing, setbacks and average site coverage based on best available information within the neighborhood shall be considered in context with the proposed development as elements of the prevailing character of the neighborhood. Distinguishing architectural features and examples of historic or aesthetic significance on a building shall be preserved and maintained or replaced with similar elements where feasible and where desirable.
 - **Height and Scale:** The proposed project shall be compatible with other structures on the lot and in the neighborhood and shall maintain balanced proportions in relation to building scale, height, width, roof shape and roof pitch.
 - **Massing:** The proposed project shall maintain balanced proportions in relation to the lot area and other structures in the neighborhood.
 - **Setbacks:** Where feasible and/or permitted, the proposed project shall be sited on the lot to maintain and/or enhance or if applicable, create a street front appropriate to the prevailing character of the neighborhood.
 - **Building Materials:** The exterior siding, roof, windows, doors, and trim shall be compatible with desirable and traditional materials used in the community. The use of innovative building materials shall not be discouraged or prohibited provided they are compatible with the prevailing character of the neighborhood.
5. Adequacy of the method of sewage disposal, source of potable water and site drainage;
6. Protection and maintenance of groundwater quality and recharge volume and the water quality of coastal and fresh surface water bodies;
7. Adequacy of provision of utilities and other necessary or desirable public services;
8. Adequacy of control of artificial light, noise, litter, odor or other sources of nuisance or inconvenience to adjoining properties, public ways and the neighborhood;
9. Protection from degradation and alteration of the natural environment, including, but not limited to, slopes and other topographical features, vegetation, wetlands, and wildlife habitat.

By Eastham Planning Board

Passed – Two-Thirds Vote declared by Moderator
Count: Yes 239 No 20

ARTICLE 8 (COMMUNITY PRESERVATION COMMITTEE RECOMMENDED APPROPRIATIONS, RESERVATIONS AND PROJECTS)

A motion was made and seconded by the Select Board 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 FY2024 as indicated in item “A” below, and furthermore, to approve the recommended projects of the community Preservation Committee listed below as items “B” through “I” and to appropriate and/or transfer the amounts from the funding sources indicated for the purposes described.

By Community Preservation Committee

ARTICLE 8A (Appropriation and Reservations of Community Preservation Act FY 23 Estimated Annual Revenues)

A motion was made and seconded by the Select Board to appropriate and reserve \$1,144,139 of the FY25 estimated annual revenues of the Community Preservation Act as follows:

Reserve for Open Space: \$114,414
Reserve for Historic Preservation: \$114,414
Reserve for Affordable Housing: \$114,414
Reserve for Active Recreation: \$114,414
CPA Administration: \$57,207
Reserve for Appropriation: \$629,276

Passed – Majority Vote declared by Moderator

Count: Yes 251 No 07

ARTICLES 8B – 8H MODERATOR CONSOLIDATED WITHOUT ANY OBJECTIONS

A motion was made and seconded by the Select Board to consolidate articles 8B through 8H and authorize Selectboard to acquire the restrictions on said properties with a total sum of \$1,232,000.

ARTICLE 8B (Fund Cape Housing Institute)

A motion was made and seconded by the Select Board to appropriate and transfer \$7,500 from the Community Preservation Fund Affordable Housing Fund Reserves for the purposes of funding the “Cape Housing Institute”.

ARTICLE 8C (Fund Eastham Affordable Housing Trust)

A motion was made and seconded by the Select Board to appropriate and transfer \$300,000 from the Community Preservation Fund Affordable Housing Fund Reserves and \$100,000 from the Undesignated Fund Balance to provide funding to the Eastham Affordable Housing Trust in support of housing assistance programs.

ARTICLE 8D (HAC/ORLEANS HOUSING PROJECT)

A motion was made and seconded by the Select Board to appropriate and transfer \$100,000 from the Undesignated Fund Balance to provide funding to the Housing Assistance Corporation of Cape Cod to assist in funding, the construction of the “107 Main Street Affordable Housing Project” a 14-unit affordable rental housing development located in Orleans.

ARTICLE 8E (HISTORIC PROPERTY SURVEY)

A motion was made and seconded by the Select Board to appropriate and transfer \$40,000 Community Preservation Fund Historic Preservation Fund Reserves for the purpose of conducting a survey to identify and describe significant historic buildings, structures, archeological sites and landscapes within the Town of Eastham.

ARTICLE 8F (OPEN SPACE LAND PURCHASE)

A motion was made and seconded by the Select Board to appropriate and transfer \$50,000 Community Preservation Fund Open Space Fund Reserves to support the purchase of a one-acre undeveloped property located at 100 Cole Road for the purpose of open space preservation.

ARTICLE 8G (WILEY PARK SHADE SHELTER)

A motion was made and seconded by the Select Board to appropriate and transfer \$55,000 Community Preservation Fund Active Recreation Fund Reserves for the purchase and installation of a shade shelter at Wiley Park.

ARTICLE 8H (TOWN HALL RENOVATIONS)

A motion was made and seconded by the Select Board to appropriate and transfer \$680,000 Community Preservation Fund Undesignated Fund Balance for the purpose of repairing and rehabilitating the exterior of the Eastham Town Hall.

Passed – Majority Vote declared by Moderator
Count: Yes 248 No 10

ARTICLE 9 (PETITION – PLASTIC REDUCTION)

To see if the Town will amend the Town's General Bylaw by inserting a new bylaw entitled, Plastic Reduction, as follows, and to authorize the Town Clerk to assign appropriate numbering therefor:

CHAPTER ___ : PLASTIC REDUCTION

This bylaw is enacted pursuant to the general police power in order to protect the health, safety and welfare of the inhabitants of the Town.

Effective Date: This Bylaw shall take effect on September 1, 2024.

Purpose and Intent

Plastic food containers and single-use utensils form a significant portion of the solid waste stream going into landfills. Local landfills are running out of room; our future solid waste may have to be transported hundreds of miles to a landfill at considerable cost. Plastic food containers are not recyclable, nor are they biodegradable. Once buried in our landfills, they will persist for centuries. If incinerated the toxins in plastic are linked to cancer and threaten our air quality. Appropriate alternative and sustainable products are readily available from the vendors used by local food establishments; cooperative bulk buying arrangements are possible. Thus, elimination of plastic food containers and utensils is in the best interest of the health and welfare of Town inhabitants.

Definitions

"Disposable Food Service Container" means single-use disposable products for serving or transporting prepared, ready-to-consume food. This includes plates, bowls, trays, hinged or lidded containers, and utensils.

"Food Establishment" means an operation that stores, prepares, packages, serves, vends, or otherwise provides food for human consumption, as further defined in 105 CMR 590.002. Any establishment requiring a permit to operate in accordance with the State Food Code, 105 CMR 590.000, et. seq., shall be considered a Food Establishment for purposes of this Bylaw.

"Plastic" is defined as any type of plastic resin, which may contain recycled material, and may be sold as recyclable, biodegradable, or compostable. The material is commonly categorized in terms of # 1, #2, #3, #4, #5, #6, #7; plastic as referenced includes all categories.

"Prepared Food" means any food prepared for consumption on the Food Establishment's premises, using any cooking or food preparation technique. This does not include any raw uncooked meat, fish or eggs unless provided for consumption without further food preparation.

"Town Facility" means any building, structure, land, or park owned or operated by the Town of Eastham, its agents and departments.

"Town Facility Users" means all persons, societies, associations, organizations, or special event promoters who require a permission to use a Town Facility. Town Facility Users also includes concession contracts with the Town, Town-managed concessions, Town-sponsored events, and food services provided at the Town's expense.

Prohibition

- A. Except as provided herein, Food Establishments are prohibited from dispensing Prepared Food to customers in Disposable Food Service containers and utensils made from Plastic.
 - B. Town Facility Users are prohibited from dispensing Prepared Food to customers in Disposable Food Service containers made from Plastic and providing utensils made from Plastic.
- Public and private schools, educational institutions, summer camps, childcare facilities, and other childcare programs approved to participate in USDA Child Nutrition Programs are exempt.

Administration and Enforcement

This Bylaw is enforced by the Town Administrator, or any committee appointed by them. Any Food Establishment or Town Facility User which violates any provision of this Bylaw shall be subject to the following penalties:

- First Offense: Written warning
- 2nd Offense: \$150 fine
- 3rd Offense and Subsequent Offenses: \$300 fine

AMENDMENT made and seconded to change “the effective date of this article shall be revised to read from September 1, 2024 to January 01, 2025 and under the heading “Prohibitions” the following statement to be added; this article excludes all beverages prepared at food establishments.

By Petitioner

Amendment Failed - Majority Vote declared by Moderator
Count: Yes 227 No 17

After debate, the question was called and seconded.

Failed – Majority Vote declared by Moderator
Count: Yes 66 No 172

There being no further action of Town Meeting, the Select board moved and seconded a motion to dissolve Town Meeting at 1:20PM. The Moderator declared Town Meeting dissolved after a unanimous vote by the voters.

A True Copy Attest:

Cindy Nicholson, CMC
Town Clerk

**Eastham Annual Town Election Minutes
May 16, 2023**

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

Moderator

Three-year term	Vote for One
W. Scott Kerry	969
Blanks	<u>117</u>
Total	1086

Select Board

Three-year term	Vote for Two
Arthur A. Autorino	916
Aimee J. Eckman	877
Blanks	<u>379</u>
Total	2172

Town Clerk

Three-year term	Vote for One
Linda J. Sassi	950
Blanks	<u>136</u>
Total	1086

Elementary School Committee

Three-year term	Vote for Two
Monica Liliana Montoya-Quintero	563
Devon Robert O'Rourke	530
Debra Raymond	641
Blanks	<u>438</u>
Total	2172

Library Trustee

Three Year Term	Vote for Two
Ignatius Alfano	930
Mary M. Shaw	942
Blanks	<u>300</u>
Total	2172

Housing Authority

Five-year term	Vote for One
William F. O'Shea-Write-In	11
Blanks	<u>1075</u>
Total	1086

Question One

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 for the bonds issued to pay costs of dredging Rock Harbor, including the payment of all costs incidental and related thereto.
Yes 805 No 263 Blank 18

Question Two

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 for the bonds issued to pay costs of planning, designing, engineering and permitting of a Town wastewater system, including the payment of all costs incidental and related thereto.
Yes 776 No 296 Blank 14

Question Three

Shall the Town of Eastham be allowed to assess an additional (\$710,000) seven hundred ten thousand dollars in real estate and personal property taxes of which (\$550,000) five hundred and fifty thousand dollars is allocated to fully fund the cost of collective bargaining agreements and non-union wage adjustments with Town employees, and (\$160,000) one hundred and sixty thousand dollars to fully fund the educational expense budget.
Yes 716 No 351 Blank 19

Polls opened at 8:00 a.m. and closed at 8:00 p.m. The results were read and posted by Warden, Shawn Shea. A total of 420 voters turned out to cast their ballots. There were 4,704 registered voters a 8.93% turnout.

27 Early Voter ballots were not included at the end of the night, thus upon advice from town council, a posted notice was made and on May 22, 2023 at 9AM, these envelopes were opened by two polling tellers and two registrars with result change.

Total Early Voting ballots mailed: 1,263 with 807 returned. 56 ballots were spoiled due to combination of ballots being returned in the mail, or invalid due to lack of a signature. Total EV tallied 751.

A True Copy Attest,

Cindy Nicholson
Town Clerk

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

	UNCOLLECTED TAXES	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2023
REAL ESTATE						
2020	\$ (0.14)	\$ -	\$ (0.14)	\$ -	\$ -	\$ -
2021	\$ 59	\$ -	\$ -	\$ 70,414	\$ 28,748,426	\$ 59
2022	\$ -	\$ 28,902,678	\$ 83,838	\$ 70,414	\$ 28,748,426	\$ 0
2023	\$ 471,502	\$ 30,406,638	\$ 115,721	\$ 70,666	\$ 29,748,749	\$ 471,502
COMMUNITY PRESERVATION ACT						
2021	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2022	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2023	\$ -	\$ 912,198	\$ 3,417	\$ 2,009	\$ 894,229	\$ 12,543
PERSONAL PROPERTY						
2015	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2016	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2017	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2018	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2019	\$ 336	\$ -	\$ 437	\$ -	\$ (297)	\$ 196
2020	\$ 313	\$ -	\$ 132	\$ -	\$ 39	\$ 143
2021	\$ 609	\$ -	\$ 1	\$ -	\$ 269	\$ 339
2022	\$ 2,913	\$ -	\$ -	\$ -	\$ 2,545	\$ 369
2023	\$ -	\$ 291,194	\$ 142	\$ -	\$ 288,296	\$ 2,757

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

MOTOR VEHICLE	UNCOLLECTED TAXES	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2023
2001	\$ 1,603	\$ -	\$ -	\$ -	\$ 1,603
2002	\$ 2,096	\$ -	\$ -	\$ -	\$ 2,096
2003	\$ 1,763	\$ -	\$ -	\$ -	\$ 1,763
2004	\$ 2,134	\$ -	\$ -	\$ -	\$ 2,134
2005	\$ 1,970	\$ -	\$ -	\$ -	\$ 1,970
2006	\$ 2,542	\$ -	\$ -	\$ -	\$ 2,542
2007	\$ 1,311	\$ -	\$ -	\$ -	\$ 1,311
2008	\$ 2,081	\$ -	\$ -	\$ -	\$ 2,081
2009	\$ 2,280	\$ -	\$ -	\$ -	\$ 2,280
2010	\$ 1,711	\$ -	\$ -	\$ 79	\$ 1,632
2011	\$ 1,584	\$ -	\$ -	\$ 79	\$ 1,505
2012	\$ 1,695	\$ -	\$ -	\$ -	\$ 1,695
2013	\$ 2,342	\$ -	\$ -	\$ -	\$ 2,342
2014	\$ 2,382	\$ -	\$ -	\$ -	\$ 2,382
2015	\$ 1,923	\$ -	\$ -	\$ -	\$ 1,923
2016	\$ 1,778	\$ -	\$ -	\$ 41	\$ 1,737
2017	\$ 1,519	\$ -	\$ -	\$ 145	\$ 1,373
2018	\$ 2,629	\$ -	\$ -	\$ 294	\$ 2,335
2019	\$ 3,675	\$ -	\$ -	\$ 689	\$ 2,986
2020	\$ 6,574	\$ -	\$ 343	\$ 1,668	\$ 4,563
2021	\$ 24,019	\$ -	\$ 393	\$ 13,684	\$ 9,942
2022	\$ 54,264	\$ 144,994	\$ 6,608	\$ 167,757	\$ 24,892
2023	\$ -	\$ 908,881	\$ 18,166	\$ 833,053	\$ 57,662

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

BOAT EXCISE

2001	\$	482.00			\$	482.00
2002	\$	383.33			\$	383.33
2003	\$	261.00			\$	261.00
2004	\$	183.00			\$	183.00
2005	\$	143.00			\$	143.00
2006	\$	25.00			\$	25.00
2007	\$	25.00			\$	25.00
2008	\$	90.00			\$	90.00
2009	\$	121.67			\$	121.67
2010	\$	120.00			\$	120.00
2011	\$	193.00			\$	193.00
2012	\$	83.00			\$	83.00
2013	\$	45.00			\$	45.00
2015	\$	40.00			\$	40.00
2016	\$	169.33			\$	169.33
2017	\$	15.00			\$	15.00
2018	\$	78.00			\$	78.00
2019	\$	115.00			\$	115.00
2020	\$	346.00	\$	20.00	\$	78.00
2021	\$	620.00	\$		\$	198.00
2022	\$	891.42	\$	15.00	\$	356.00
2023	\$	-	\$	305.92	\$	9,502.50
			\$	10,462.00	\$	653.58

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

Cash & Checks in Office	\$ 140.00
Interest Bearing Checking Accounts	\$ 19,812,221
CD's (Library Trust)	\$ 564,647
Special Funds	\$ 4,287,622
Total All Cash and Investments	<u>\$ 24,664,630</u>

Respectfully Submitted,

Maya A. Golding
Treasurer/Collector

**TRUST FUNDS
June 30, 2023**

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON- EXPENDABLE</u>	<u>BALANCE 6/30/2023</u>
Affordable Housing Trust	\$ 1,445,348.27	\$ -	\$ 1,445,348.27
Capt. Cyrus H. Campbell Memorial Fund	\$ 306.66	\$ 1,000.00	\$ 1,306.66
Eastham Grange Education Aid	\$ 13,085.28	\$ -	\$ 13,085.28
Eugenia & Andrew Merrill Memorial Fund	\$ 712.60	\$ 500.00	\$ 1,212.60
Frank O. Daniels Cemetery fund	\$ 69.08	\$ 50.00	\$ 119.08
Gertrude D. Nason Memorial Fund	\$ 1,531.64	\$ 2,500.00	\$ 4,031.64
Gertrude P. Zollinger Memorial Fund	\$ 1,170.55	\$ 1,000.00	\$ 2,170.55
Law Enforcement Trust	\$ 5,224.65	\$ -	\$ 5,224.65
Library Trustees Interest Account	\$ 50,682.06	\$ -	\$ 50,682.06
Library Trustees Memorial Fund	\$ 3,769.54	\$ 48,821.81	\$ 52,591.35
Maurice Wiley Scholarship Fund	\$ 4,212.98	\$ 2,040.00	\$ 6,252.98
Mercy Mines Cemetery fund	\$ 895.57	\$ 50.00	\$ 945.57
Olde Wind Grist Mill	\$ 5,999.16	\$ 5,500.00	\$ 11,499.16
OPEB Trust Fund	\$ 744,855.32	\$ -	\$ 744,855.32
Robert C. Billings Memorial Fund	\$ 503.38	\$ 14,000.00	\$ 14,503.38
Robert W. Sparrow Memorial Fund	\$ 383.67	\$ 8,162.00	\$ 8,545.67
Stabilization	\$ 2,444,935.81	\$ -	\$ 2,444,935.81
Thomas R. Cawley Memorial Fund	\$ 614.88	\$ 1,275.00	\$ 1,889.88
Timothy Smith Fund	\$ 166,878.37	\$ 50,000.00	\$ 216,878.37
Town Hall Fund	\$ 3,256.85	\$ 1,400.00	\$ 4,656.85
Vivian Andrist Memorial Fund	\$ 172.66	\$ 2,290.00	\$ 2,462.66
Wastewater Stabilization	\$ 751,521.02	\$ -	\$ 751,521.02
World War I Memorial Fund	\$ 14.60	\$ 268.38	\$ 282.98
Total Trust Funds			<u>5,785,001.79</u>

TOWN OF EASTHAM

**Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2023
(Unaudited)**

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types Trust and Agency	Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services		Long-term Debt		
ASSETS									
Cash and cash equivalents	14,789,403.12	7,001,216.28	1,477,219.20	651,906.27		5,651,146.33			29,570,891.20
Investments						744,855.32			744,855.32
Receivables:									
Personal property taxes	3,903.11								3,903.11
Real estate taxes	471,960.89								471,960.89
Allowance for abatements and exemptions	(690,001.07)								(690,001.07)
Tax liens	340,259.90	10,864.44							351,124.34
Deferred taxes									0.00
Motor vehicle excise	134,750.18								134,750.18
Other excises	6,057.66								6,057.66
User fees				61,004.34					61,004.34
Utility liens added to taxes									0.00
Departmental									988,941.13
Special assessments									0.00
Due from other governments			11,553,801.00						11,553,801.00
Other receivables	21,673.69					154,105.16			175,778.85
Foreclosures/Possessions									218,836.31
Prepays									0.00
Due to/from other funds									0.00
Working deposit									0.00
Inventory									0.00
Lease Payable							988,691.59		988,691.59
Amounts to be provided - payment of bonds							92,052,768.21		92,052,768.21
Amounts to be provided - vacation/sick leave							290,448.84		290,448.84
Total Assets	15,078,007.48	9,471,968.40	13,031,020.20	712,910.61	0.00	6,550,106.81	93,331,908.64		138,175,922.14

	Governmental Fund Types			Proprietary Fund Types		Fiduciary	Account		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Groups		
							Long-term Debt		
LIABILITIES AND FUND EQUITY									
Liabilities:									
Warrants payable	206,542.39					13.58			206,555.97
Accounts payable		7,232.15		8,786.50					16,018.65
Accrued payroll	548,390.00								548,390.00
Withholdings	158,569.15	1,301.52							159,870.67
Accrued claims payable									0.00
Due to/from other funds		1,458,403.30							1,458,403.30
Due to other governments	13,547.00								13,547.00
Other liabilities									0.00
Deferred revenue:									
Real and personal property taxes	(214,272.74)								(214,272.74)
Tax liens	340,259.90	10,864.44							351,124.34
Deferred taxes									0.00
Foreclosures/Possessions									0.00
Motor vehicle excise	134,750.18								134,750.18
Other excises	6,057.66								6,057.66
User fees				61,004.34					61,004.34
Utility liens added to taxes									0.00
Departmental		988,941.13							988,941.13
Special assessments									0.00
Due from other governments					11,553,801.00				11,553,801.00
Other receivables	21,673.69	12,543.25				154,105.16			188,322.10
Deposits receivable									0.00
Prepaid taxes/fees									0.00
Tailings									0.00
BANS									0.00
Agency Funds					6,340,000.00				6,340,000.00
Lease Payable									0.00
Bonds payable								988,691.59	988,691.59
Vacation and sick leave liability								92,052,768.21	92,052,768.21
Total Liabilities	1,215,517.23	2,479,285.79	17,893,801.00	69,790.84	0.00	154,118.74		93,331,908.64	115,144,422.24

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	Account Groups		
Fund Equity:										
Reserved for encumbrances	131,642.19	319,096.58								450,738.77
Reserved for expenditures		829,011.24		9,437.23						838,448.47
Reserved for continuing appropriations	6,406,843.23									6,406,843.23
Reserved for EES Encumbrance	300,411.06									300,411.06
Reserved for appropriation deficit										0.00
Reserved for snow and ice deficit										0.00
Reserved for Library CD						564,646.94				564,646.94
Reserved for Excluded debt service	437,083.00									437,083.00
Reserved for EES Refunding	21,579.00									21,579.00
Reserved for working deposit										0.00
Undesignated fund balance	6,564,931.77	5,844,574.79	(4,862,780.80)			5,831,341.13				13,378,066.89
Unreserved retained earnings				633,682.54						633,682.54
Investment in capital assets										0.00
Total Fund Equity	13,862,490.25	6,992,682.61	(4,862,780.80)	643,119.77	0.00	6,395,988.07				23,031,499.90
Total Liabilities and Fund Equity	15,078,007.48	9,471,968.40	13,031,020.20	712,910.61	0.00	6,550,106.81		93,331,908.64		138,175,922.14

PROOF BALANCE SHEET IS IN BALANCE 0.00 0.00 0.00 0.00 0.00 0.00 0.00

PROOF FUND BALANCE DETAIL AGREES TO THE BALANCE SHEET 0.00 0.00 0.00 0.00 0.00 0.00

PROOF RECEIVABLES DETAIL AGREES TO THE BALANCE SHEET 0.00 0.00 0.00 0.00 0.00 0.00

REVENUE
JUNE 30, 2017

	FY23					
REVENUES	General	Community Preservation	Municipal Water Supply	Debt Service Fund	Nonmajor Governmental Funds	Total Revenue
Real Estate and Personal Property Taxes	30,339,252					30,339,252
Motor Vehicle and Other Excise Taxes	1,022,577					1,022,577
Hotel/Motel & Room Tax	596,741					596,741
Short Term Rental Tax	1,534,015					1,534,015
Marijuana Tax	369,798					369,798
Meals Tax	149,221					149,221
Tax Liens	40,860					40,860
Payments in Lieu of Taxes	7,338					7,338
Community Preservation Surcharges	-	903,262				903,262
Charges for Services	2,261,180		604,741		718,856	3,584,777
Intergovernmental	708,681				116,119	1,276,043
Penalties and Interest on Taxes	87,470					87,470
Licenses and Permits	629,211					629,211
Fines and Forfeitures	37,604					37,604
Departmental and Other	108,198					108,198
Contributions					184,840	184,840
Investment Income	245,269	57,952			64,587	367,808
Total Revenues	38,137,415	1,412,457	604,741		1,084,402	41,239,015

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
 June 30, 2023

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	500.00	500.00	1,000.00	1,000.00	0.00
TOTAL MODERATOR	500.00	500.00	1,000.00	1,000.00	0.00
SELECTMEN(ELECTED) SALARY	12,500.00		12,500.00	12,500.00	0.00
ADMINISTRATION SALARY	368,360.00	44,211.00	412,571.00	402,830.88	9,740.12
ADMINISTRATION EXPENSE	21,150.00		21,150.00	19,117.38	2,032.62
TRI-TOWN ARTICLE		44,439.04	44,439.04	44,439.04	0.00
LEGAL SERVICES EXPENSE	85,000.00		85,000.00	63,174.62	21,825.38
TOTAL SELECTMEN	487,010.00	88,650.04	575,660.04	542,061.92	33,598.12
FINANCE COMMITTEE					
RESERVE FUND	200,000.00	-148,685.29	51,314.71		51,314.71
TOTAL FINANCE COMMITTEE	200,000.00	-148,685.29	51,314.71	0.00	51,314.71
FINANCE OFFICE					
SALARY	335,348.00	0.00	335,348.00	295,578.58	39,769.42
EXPENSE					
TOTAL FINANCE OFFICE	335,348.00	0.00	335,348.00	295,578.58	39,769.42
ACCOUNTANT					
SALARY	180,864.00	0.00	180,864.00	174,155.96	6,708.04
EXPENSE	48,030.00		48,030.00	38,917.47	9,112.53
TOTAL ACCOUNTANT	228,894.00	0.00	228,894.00	213,073.43	15,820.57
ASSESSORS					
SALARY	179,335.00		179,335.00	157,444.93	21,890.07
EXPENSE	71,760.00		71,760.00	69,422.93	2,337.07
TOTAL ASSESSORS	251,095.00	0.00	251,095.00	226,867.86	24,227.14

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>TREASURER/COLLECTOR</u>					
SALARY	276,411.00	8,589.00	285,000.00	243,690.29	41,309.71
EXPENSE	43,875.00	0.00	43,875.00	37,559.94	6,315.06
BANK CHARGES	22,500.00		22,500.00	8,579.54	13,920.46
TOTAL TREASURER/COLLECTOR	342,786.00	8,589.00	351,375.00	289,829.77	61,545.23
<u>DATA PROCESSING</u>					
SALARY	310,688.00		310,688.00	250,775.42	59,912.58
EXPENSE	262,796.00		262,796.00	225,449.14	37,346.86
TOTAL DATA PROCESSING	573,484.00	0.00	573,484.00	476,224.56	97,259.44
<u>CENTRAL PURCHASING</u>					
EXPENSE	132,575.00	2,769.30	135,344.30	134,711.30	633.00
TOTAL CENTRAL PURCHASING	132,575.00	2,769.30	135,344.30	134,711.30	633.00
<u>TOWN CLERK</u>					
SALARY	178,179.00		178,179.00	174,904.58	3,274.42
EXPENSE	12,900.00		12,900.00	11,263.48	1,636.52
TOTAL TOWN CLERK	191,079.00	0.00	191,079.00	186,168.06	4,910.94
<u>NATURAL RESOURCES</u>					
SALARY	241,796.00		241,796.00	247,510.89	(5,714.89)
EXPENSE	36,005.00		36,005.00	32,713.32	3,291.68
TOTAL NATURAL RESOURCES	277,801.00	0.00	277,801.00	280,224.21	-2,423.21

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PLANNING					
SALARY	459,175.00		459,175.00	450,486.22	8,688.78
EXPENSE	7,495.00	1,500.00	8,995.00	8,889.88	105.12
TOTAL PLANNING	466,670.00	1,500.00	468,170.00	459,376.10	8,793.90
PUBLIC BUILDINGS/GROUNDS					
SALARY	136,556.00		136,556.00	149,453.01	(12,897.01)
EXPENSE	87,000.00		87,000.00	87,055.00	(55.00)
BULK FUEL	382,150.00		382,150.00	327,265.85	54,884.15
TOTAL BUILDINGS/GROUNDS	605,706.00	0.00	605,706.00	563,773.86	41,932.14
ENGINEERING & CONSULTING					
EXPENSE	40,000.00	3,387.30	43,387.30	45,308.00	(1,920.70)
TOTAL ENGINEERING & CONSULTING	40,000.00	3,387.30	43,387.30	45,308.00	-1,920.70
POLICE					
SALARY	1,983,582.00		1,983,582.00	1,899,806.19	83,775.81
EXPENSE	134,565.00		134,565.00	134,129.74	435.26
DISPATCHER SALARY	417,111.00		417,111.00	389,760.65	27,350.35
DISPATCHER EXPENSE	5,300.00		5,300.00	3,253.57	2,046.43
TOTAL POLICE	2,540,558.00	0.00	2,540,558.00	2,426,950.15	113,607.85
FIRE					
SALARY	2,780,571.00		2,780,571.00	2,682,158.45	98,412.55
EXPENSE	219,835.00	4,365.93	224,200.93	224,339.74	-138.81
TOTAL FIRE	3,000,406.00	4,365.93	3,004,771.93	2,906,498.19	98,273.74

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	214,662.00		214,662.00	203,078.87	11,583.13
EXPENSE	7,255.00		7,255.00	835.49	6,419.51
TOTAL BUILDING INSPECTOR	221,917.00	0.00	221,917.00	203,914.36	18,002.64
CIVIL DEFENSE					
EXPENSE	10,000.00		10,000.00	9,206.41	793.59
TOTAL CIVIL DEFENSE	10,000.00		10,000.00	9,206.41	793.59
TREE WARDEN					
EXPENSE	7,700.00		7,700.00	0.00	7,700.00
TOTAL TREE WARDEN	7,700.00		7,700.00	0.00	7,700.00
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,781,881.00		3,781,881.00	3,479,600.84	302,280.16
ELEMENTARY SCHOOL ENCUMBRANCE	314,552.96		314,552.96	314,118.74	434.22
NAUSET OPERATING ASSESSMENTS	5,251,592.00	-107,412.57	5,144,179.43	5,112,733.43	31,446.00
CAPE COD REGIONAL TECHNICAL HS	532,853.00		532,853.00	486,359.00	46,494.00
TOTAL EDUCATION	9,880,876.96	-107,412.57	9,773,466.39	9,392,812.01	380,654.36
DPW					
SALARY	664,503.00	4,186.00	668,689.00	529,270.05	139,418.95
EXPENSE	166,200.00	359.80	166,559.80	120,434.61	46,125.19
TOTAL DPW	830,703.00	4,545.80	835,248.80	649,704.66	185,544.14

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>SNOW AND ICE</u>					
SALARY/EXPENSE	84,000.00	5,379.03	89,379.03	89,379.03	0.00
TOTAL SNOW AND ICE	84,000.00	5,379.03	89,379.03	89,379.03	0.00
<u>STREETLIGHTING</u>					
EXPENSE	8,000.00	2,040.00	10,040.00	9,772.76	267.24
TOTAL STREETLIGHTING	8,000.00	2,040.00	10,040.00	9,772.76	267.24
<u>COLLECTION/DISPOSAL</u>					
SALARY	307,184.00		307,184.00	289,511.70	17,672.30
EXPENSE	559,730.00	95,895.00	655,625.00	630,077.59	25,547.41
TOTAL COLLECTION/DISPOSAL	866,914.00	95,895.00	962,809.00	919,589.29	43,219.71
<u>VETERANS</u>					
ASSESSMENT	23,756.00		23,756.00	22,870.96	885.04
BENEFITS	40,000.00		40,000.00	2,808.72	37,191.28
TOTAL VETERANS	63,756.00	0.00	63,756.00	25,679.68	38,076.32
<u>HEALTH</u>					
SALARY	261,474.00	10,223.00	271,697.00	271,696.19	0.81
EXPENSE	77,000.00	2,505.50	79,505.50	48,092.48	31,413.02
INSPECTION OF ANIMALS	37,750.00		37,750.00	13,034.61	24,715.39
TOTAL HEALTH	376,224.00	12,728.50	388,952.50	332,823.28	56,129.22

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJ/MTMS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	260,662.00	4,083.00	264,745.00	265,696.63	-951.63
EXPENSE	37,700.00		37,700.00	25,954.74	11,745.26
TOTAL COUNCIL ON AGING	298,362.00	4,083.00	302,445.00	291,651.37	10,793.63
HUMAN SERVICES					
EXPENSE	663,350.00	-289,037.53	374,312.47	317,769.78	56,542.69
TOTAL HUMAN SERVICES	663,350.00	-289,037.53	374,312.47	317,769.78	56,542.69
LIBRARY					
SALARY	440,387.00		440,387.00	438,728.69	1,658.31
EXPENSE	127,370.00	168.58	127,538.58	127,200.34	338.24
TOTAL LIBRARY	567,757.00	168.58	567,925.58	565,929.03	1,996.55
BEACH					
SALARY	408,392.00	6,527.00	414,919.00	414,918.46	0.54
EXPENSE	90,200.00	20,000.00	110,200.00	94,666.90	15,533.10
TOTAL BEACH	498,592.00	26,527.00	525,119.00	509,585.36	15,533.64
PRINCIPAL AND INTEREST					
SEPTIC BETTERMENT LOAN PRINCIPAL			10,000.00	10,000.00	0.00
PURCELL LAND PRINCIPAL			0.00	0.00	0.00
INTEREST ON LONG TERM DEBT	1,996,012.00	-191,000.00	1,805,012.00	1,719,996.16	85,015.84
INTEREST EXPENSE	79,480.00		79,480.00	69,076.37	10,403.63
EASTHAM ELEMENTARY	380,000.00		380,000.00	380,000.00	0.00
BANS MUNICIPAL WATER	130,000.00		130,000.00	130,000.00	0.00
SRF BONDS MUNICIPAL WATER LIBRARY	1,601,013.00		1,601,013.00	1,395,400.33	205,612.67
BAN ROCK HARBOR DRED Water USDA #1	90,000.00		90,000.00	225,000.00	0.00
Town GO Bond FY19	29,739.00		29,739.00	90,000.00	0.00
Town GO Bond FY21	220,000.00		220,000.00	29,738.69	0.31
Capital Vehicle Leases	340,000.00		340,000.00	220,000.00	0.00
Town Center Plaza Ban	312,417.00		312,417.00	340,000.00	0.00
	255,000.00		255,000.00	306,613.28	5,803.72
TOTAL DEBT	5,668,661.00	-191,000.00	5,477,661.00	4,915,824.83	561,836.17

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	255,782.00		255,782.00	255,632.76	149.24
STATE	487,928.00		487,928.00	537,541.00	-49,613.00
TOTAL COUNTY/STATE ASSESSMENTS	743,710.00	0.00	743,710.00	793,173.76	-49,463.76
BENEFITS AND INSURANCE					
EXPENSE	69,500.00	-37,095.00	32,405.00	25,955.65	6,449.35
RETIREMENT ASSESSMENT	2,093,369.00		2,093,369.00	2,090,265.04	3,103.96
UNEMPLOYMENT	30,000.00		30,000.00	13,336.74	16,663.26
HEALTH INSURANCE/MEDICARE TOWN	3,131,116.00		3,131,116.00	2,756,007.71	375,108.29
TOWN INSURANCE PREMIUMS	493,424.00		493,424.00	456,677.67	36,746.33
TOTAL BENEFITS AND INSURANCE	5,817,409.00	-37,095.00	5,780,314.00	5,342,242.81	438,071.19
TOTAL BUDGET	36,281,845.96	-512,101.91	35,769,744.05	33,416,704.41	2,353,039.64

**Net Funded Fixed Debt
FY2020**

	BALANCE 7/1/2022	RETIRED	ADDITIONS	BALANCE 6/30/2023
<u>Inside Debt Limit</u>				
LIBRARY	2,925,000.00	225,000.00		\$ 2,700,000.00
ROCK HARBOR BLDG	400,000.00	15,000.00		\$ 385,000.00
EPD ROOF BLDG	520,000.00	25,000.00		\$ 495,000.00
ELEMENTARY SCHOOL	1,485,000.00	380,000.00		\$ 1,105,000.00
TRITOWN PLANT DEMO	500,000.00	75,000.00		\$ 425,000.00
SALT POND WW PLANNING	80,000.00	40,000.00		\$ 40,000.00
SALT POND DRAINAGE	220,000.00	10,000.00		\$ 210,000.00
ROCK HARBOR DREDGE	200,000.00	90,000.00		\$ 110,000.00
ROCK HARBOR PIERS/WALKWAYS	750,000.00	35,000.00		\$ 715,000.00
NAUSET ESTUARY DREDGE	40,000.00	20,000.00		\$ 20,000.00
<u>Outside Debt Limit</u>				
TITLE V MWPAT	40,000.00	10,000.00		\$ 30,000.00
SRF - WATER DW 15-01	21,390,405.00	654,483.00		\$ 20,735,922.00
SRF - WATER DW 15-01-A	2,031,805.00	58,847.00		\$ 1,972,958.00
SRF - WATER DW 16-01	9,064,686.47	262,538.33		\$ 8,802,148.14
SRF - WATER DW 16-16	3,723,234.00	97,061.00		\$ 3,626,173.00
USDA WATER BONDS	1,528,817.76	29,738.69		\$ 1,499,079.07
WATER SYSTEM BONDS 2	4,365,000.00	130,000.00		\$ 4,235,000.00
SRF - WATER DW 17-01	12,497,637.00	319,217.00		\$ 12,178,420.00
SRF - WATER DW 19-06	9,722,989.00			\$ 9,722,989.00
TRITOWN PLANT DEMO	150,000.00	25,000.00		\$ 125,000.00
NAUSET ESTUARY WASTE WATER	675,000.00	225,000.00		\$ 450,000.00
T-TIME PURCHASE A	1,100,000.00	80,000.00		\$ 1,020,000.00
T-TIME PURCHASE B	105,000.00	10,000.00		\$ 95,000.00
SRF - WATER DW 16-02R	109,408.00	3,254.00		\$ 106,154.00
SRF - WATER DW 20-23 INTERIM	11,938,889.00			\$ 11,938,889.00
SRF - WATER DW 21-10 INTERIM			\$ 9,310,036.00	\$ 9,310,036.00
TOTAL BONDS AUTHORIZED	85,562,871.23	2,820,139.02	\$ 9,310,036.00	\$ 92,052,768.21
TOTAL LONG TERM DEBT	85,562,871.23	2,820,139.02	\$ 9,310,036.00	\$ 92,052,768.21

Eastham Salaries for FY 2023

* Retired

** No longer employed

Department	First Name	Last Name	title	Base Salary Amt	Longevity	OT/Details	Gross Wages
Selectmen	Arthur	Autorino	Select Board Member	2,500.00			2,500.00
Selectmen	Suzanne	Bryan	Select Board Member	2,500.00			2,500.00
Selectmen	Gerald	Cerasale	Select Board Member	2,500.00			2,500.00
Selectmen	Jamie	Demetri	Select Board Member	2,500.00			2,500.00
Selectmen	Aimee	Eckman	Select Board Member	2,500.00			2,500.00
Moderator	Scott	Kerry	Moderator	500.00			500.00
Administration	Jacqueline	Beebe	Town Administrator	181,013.49			181,013.49
Administration	Shana	Brogan	Projects and Procurement Director	92,703.13	700.00		93,403.13
Administration	Laura	Gillespie-Lee*	Executive Assistant	81,145.84	750.00		81,895.84
Administration	Kayla	Urquhart	Executive Assistant	62,218.33			62,218.33
Accounting	Megan	Mele	Asst. Town Accountant	61,269.70			61,269.70
Accounting	Teena	Tilton	Town Accountant	108,607.06			108,607.06
Assessing	Colleen	Mercurio	Principal Assessor	95,683.13			95,683.13
Assessing	Alexandra	Peterson	Asst. Assessor	60,968.26			60,968.26
Finance	Laurie	Barr	Director of Human Resources	92,469.92			92,469.92
Finance	Richard	Bienvenue	Asst. Town Administrator & Finance Director	154,097.72			154,097.72
Finance	Stanimira	Milkova-Tripler	Admin Assitant	3,851.54			3,851.54
Finance	Rachel	Nickelson	Finance & Admin Coordinator	36,761.41			36,761.41
Treasurer	Maya	Golding	Treasurer/Collector	93,138.41			93,138.41
Treasurer	Sandra	Johnson*	Assistant Treasurer/Collector	72,412.10	1,300.00		73,712.10
Treasurer	Brian	LaValley	Benefits/Payroll	67,988.75			67,988.75
Town Clerk	Kendra	Menard	Asst. Town Clerk	25,939.00			25,939.00
Town Clerk	Cynthia	Nicholson	Town Clerk - Retired	78,365.21			78,365.21
Town Clerk	Linda	Sassi	Town Clerk	61,258.85		140.36	61,399.21
Media	Devin	Baker	Audio Visual Coordinator	54,332.60			54,332.60
Media	Wayne	Burns	On-Call Videographer	12,458.98			12,458.98
Media	Michael	Caliri Jr*	Video Services Coordinator	15,100.21			15,100.21

Management Information Systems	Jonathan Barrett	MIS Intern	2,596.50	2,596.50
Management Information Systems	Angela Hurwitz	Applications Manager	81,498.08	81,498.08
Management Information Systems	Robert Miller	MIS Intern	2,232.00	2,232.00
Management Information Systems	Sharise Nunnally	Network & Systems Administrator	70,487.24	70,487.24
Management Information Systems	Cyrus Sullivan	MIS Intern	6,331.50	6,331.50
Management Information Systems	Jonathan Wcislo	MIS Intern	1,678.50	1,678.50
Council on Aging	Gerard Boucher	Driver	7,618.77	7,618.77
Council on Aging	Dorothy Burritt	COA Director	78,150.66	78,850.66
Council on Aging	Cynthia Dunham	Community Outreach Coordinator	58,216.44	700.00 1,600.00
Council on Aging	Katherine Gill	Program Coordinator/Driver	19,421.26	19,421.26
Council on Aging	Monica Keefe-Hess	Admin Assistant	60,397.32	60,397.32
Council on Aging	L Paul Langlois	Driver	5,291.33	5,291.33
Council on Aging	Alan Larson	Driver	8,715.34	8,715.34
Council on Aging	Jeffrey Nogas	Driver	3,668.32	3,668.32
Council on Aging	James Small	Program Aide	49,340.34	203.70 49,544.04
Community Development	Lauren Barker**	Economic Development Planner	77,111.93	77,111.93
Community Development	Amy Blakesley	Admin Assistant	56,050.00	56,050.00
Community Development	Philip Burt	Community Development Coordinator	4,836.96	4,836.96
Community Development	Rachel Butler	Housing Coordinator	65,411.22	65,411.22
Community Development	Natasha Frodel	Admin Assistant	34,815.60	34,815.60
Community Development	Keith Johnson**	Conservation Agent	71,416.80	71,416.80
Community Development	Paul Lagg	Community Development Director	112,116.72	112,116.72
Building Inspections	Wallace Adams II**	Electrical Inspector	47,657.60	47,657.60
Building Inspections	Sean Donoghue	Electrical Inspector	4,655.35	4,655.35
Building Inspections	Justin Post	Building Inspector	91,913.03	91,913.03
Building Inspections	William Reeves	On-Call Electrical Inspector	3,115.00	3,115.00
Building Inspections	Jeffrey Spiegel	On-Call Electrical Inspector	70.00	70.00
Building Inspections	Kenneth Thomas	On-Call Plumbing/Gas Inspector	2,275.00	2,275.00
Building Inspections	Scott Van Ryswood	Plumbing Inspector	62,686.84	62,686.84
Department of Public Works	Dylan Haviland	Snow Plow Driver	9,520.00	9,520.00
Department of Public Works	Kevin McCarthy	Highway Foreman	69,308.64	7,252.65 76,561.29
Department of Public Works	Martin Mickle*	Police Temp / DPW worker	11,452.50	11,452.50
Department of Public Works	Victoria Reis*	Admin Assistant	62,271.76	62,271.76
Department of Public Works	John Roughley	DPW Superintendent	96,782.24	96,782.24

Department of Public Works	Scott	Santos	Heavy Motor Equipment Operator	63,164.16	3,181.83	66,345.99
Department of Public Works	Ronald Dave	Simons**	Operations Manager	42,015.06		42,015.06
Department of Public Works	Charles	White	Facilities & Maint Coordinator	24,821.02	1,487.29	26,308.31
		Young III	Heavy Motor Equipment Operator	74,662.80	700.00	80,154.49
Maintenance	Aaron	Carroll	Custodian	52,381.61	1,892.28	54,273.89
Maintenance	Ronald	Cormier	Custodian	57,821.52	1,211.49	60,233.01
Maintenance	Teresa	Pechonis	Custodian	31,758.38		31,758.38
Transfer Station	Rex	Christian	Motor Equipment Operator/Landfill	56,699.21	1,815.04	58,514.25
Transfer Station	Benjamin	Christian	Laborer	48,353.52	3,701.58	52,055.10
Transfer Station	Barry	Clifford**	Working Foreman	85,927.04	850.00	101,241.00
Transfer Station	Stephen	Hebenstreit	Skilled Laborer/Gate Attendant	59,169.60	2,883.58	62,053.18
Transfer Station	Brian	Holmes	Working Foreman	65,073.42	3,870.40	68,943.82
Transfer Station	Heidi	Vaughan	On-Call DPW Laborer	2,970.00		2,970.00
Transfer Station	Robert	Wing	Seasonal DPW Laborer	3,704.00		3,704.00
Natural Resources	Robert	Freeman	Wharfinger - Seasonal	6,396.75		6,396.75
Natural Resources	Michael	O'Connor	Senior Natural Resources Officer	79,128.54	2,250.00	81,816.06
Natural Resources	Nicole	Paine**	Sr Nat Res Officer/Shellfish Constable	67,933.36	4,544.07	72,477.43
Natural Resources	Scott	Richards	Sr. Nat Res Officer/Harbormaster	67,980.09	481.72	68,461.81
Natural Resources	Nicholas	Sanders	Natural Resources Seasonal Officer	4,922.00		4,922.00
Natural Resources	Stephanie	Sykes	NRO/Animal Control Officer	4,625.28	277.03	4,902.31
Water Department	Kimberly	St. Aubin	Administrative Coordinator	61,575.78		61,575.78
Health Department	Susan	Barker	Asst. Health Agent	66,358.47	1,200.00	67,558.47
Health Department	Karen	Chimwaza	Admin Assistant	56,843.06		56,843.06
Health Department	Jane	Crowley*	Health Agent	111,941.84	1,800.00	113,741.84
Health Department	Hillary	Greenberg-Lemos	Director of Health & Environment	9,296.28		9,296.28
Health Department	Richard	Scali	Rental Inspector	17,696.17		17,696.17
Health Department	Katherine	Yerkes	Public Health Nurse	10,725.00		10,725.00
Library	Victoria	Eldridge	Floater/Monitor	54.00		54.00
Library	Corey	Farrenkopf	Librarian	54,507.63		54,507.63
Library	Jessica	Gillis	Library Floater/Monitor	3,843.00		3,843.00
Library	Freja	Hemley	Circulation Supervisor	51,267.93		51,267.93
Library	Barbara	Honda	Library Float	6,978.00		6,978.00
Library	Karen	Macdonald	Librarian Adult Services	72,053.25	700.00	72,753.25

Library	Melanie McKenzie	Reference Librarian	81,496.23		81,496.23
Library	Frances McLoughlin	Librarian Youth Services	65,599.32	800.00	66,399.32
Library	Mara Plato	Library Floater/Monitor	792.00		792.00
Library	Annisha Romney	Library Floater	72.00		72.00
Library	Thomas Schultze	Library Floater/Monitor	3,294.00		3,294.00
Library	Judy Sebastian	Library Acquisitions	7,356.00		7,356.00
Library	Marianne Sinopoli	Outreach Librarian	56,633.58	650.00	57,283.58
Library	Cornelia Wells	Library Assistant	28,044.60	2,400.00	30,444.60
Fire	Lisa Albino	Deputy Fire Chief	134,622.48	2,000.00	136,622.48
Fire	Jennifer Anthony	Administrative Assistant	47,824.14		47,824.14
Fire	Matthew Antoine	Firefighter/Medic	68,342.88	29,576.51	97,919.39
Fire	Samuel Blakeslee	Firefighter/Medic	85,854.72	550.00	117,887.49
Fire	Ryan Callahan	Firefighter/Medic	85,854.72	700.00	86,664.88
Fire	Quinton Campbell	Firefighter	41,640.00		47,207.01
Fire	Jesse Cappello	Firefighter/EMT	87,423.84	3,818.35	91,242.19
Fire	Marjorie DeBrosky**	Firefighter	62,176.68	11,541.84	73,718.52
Fire	Kathleen Denneen	Firefighter/Medic	45,321.12	6,084.78	51,405.90
Fire	Kurt Fisher	Captain/Medic	104,950.28	1,200.00	170,990.32
Fire	Charles Frazier	Captain/EMT	125,263.20		191,364.63
Fire	John Halbert III	Firefighter/Medic	68,027.40		96,969.82
Fire	Alexander Heikkila	Firefighter/Medic	27,786.72		39,491.40
Fire	Daniel Keane	Fire Chief	153,002.80		153,002.80
Fire	Katherine Kerrigan	Firefighter	46,796.04		54,624.99
Fire	Chase King	Firefighter/EMT	51,532.80		56,726.64
Fire	Michael Looney	Firefighter/EMT	70,826.76		87,261.21
Fire	James McGrath	Firefighter/EMT	78,518.16	1,300.00	101,041.76
Fire	Connor McShera**	Firefighter	84,832.08	3,500.00	123,413.50
Fire	Kyle Morse**	Fire Captain	84,003.17	6,099.45	104,759.47
Fire	Sherry Porteus	Admin Assistant	9,656.78		9,656.78
Fire	Laytin Reis	Captain/EMT	80,863.32		111,900.85
Fire	Eli Seiser	Firefighter/EMT	2,673.60		2,673.60
Fire	Michael Sprague	Lieutenant/EMT	67,126.20		80,265.25
Fire	Rachel Topal	Lieutenant/Medic	99,234.69	1,300.00	124,938.85
Fire	Ryan Van Buskirk	Captain/Medic	104,466.08	5,699.45	139,513.15
Fire	Donald Watson Jr.	Lieutenant/EMT	89,862.80	1,300.00	132,485.81
Fire	Maurice Wiley	Lieutenant/Medic	97,483.70	900.00	131,498.30

Police	Joshua	Adams	Police Sergeant	91,821.96	1,050.00	14,297.69	107,169.65
Police	Renee	Averett	Administrative Assistant	27,328.08			27,328.08
Police	Joan	Baker	Asst. to the Chief	753.80			753.80
Police	Adam	Bohannon	Chief of Police	162,568.00	1,800.00	21,440.13	164,368.00
Police	Reid	Booth	Police Sergeant	104,338.88	825.00	32,707.06	126,604.01
Police	Stephen	Brown	Police Officer	67,685.31		12,522.74	100,392.37
Police	Daniel	Burnham	Detective/School Resource Officer	78,366.93		33,302.94	90,889.67
Police	Brendan	Cronin	Police Officer	76,958.29	750.00	30,570.52	110,261.23
Police	Ryan	Daigle	Police Sergeant	97,993.82		50,381.57	129,314.34
Police	Carrie	Deangelo	Deputy Police Chief	78,331.24	1,800.00		128,712.81
Police	Daniel	Deschamps	Police Reserve Officer	141,498.32			143,298.32
Police	Paul	Guerin Jr.	Police Reserve Officer	8,057.25		829.63	8,886.88
Police	Mark	Haley	Police Reserve Officer	32,701.28		51,373.43	84,074.71
Police	Desmond	Keogh**	Police Officer	25,667.74		237.43	25,905.17
Police	Jacob	Mcgrath	Police Officer	73,715.05		42,943.48	116,658.53
Police	Ryan	Melia	Police Officer	78,326.48		64,688.11	143,014.59
Police	Andi	Murphy	Detective	67,473.16		3,535.06	71,008.22
Police	Richard	Pellegrino**	Police Officer	89,015.76		61,650.22	150,665.98
Police	Gregory	Plante	Police Sergeant	95,958.59	600.00		128,893.87
Police	Anthony	Rivera	Police Officer	4,622.40		32,335.28	4,622.40
Police	Kenneth	Roderick	Police Reserve Officer			46,101.00	46,101.00
Police	Robert	Schnitzer	Police Lieutenant	125,969.28	1,800.00	4,705.86	132,475.14
Police	Victoria	Wagner	Police Officer	71,917.32		48,852.09	120,769.41
Dispatch	Melanie	Beaulieu	Records Clerk/Dispatcher	72,902.50	1,600.00	35,408.89	109,911.39
Dispatch	Kerianne	Leidenfrost	Dispatcher	68,374.32	1,300.00	6,278.56	75,952.88
Dispatch	Sarah	McCarthy	Dispatcher	42,954.31		6,080.04	49,034.35
Dispatch	Beverly	Rose	On Call Dispatcher	224.75			224.75
Dispatch	Ann	Schaefer	Dispatcher	68,642.40	600.00	18,593.38	87,835.78
Dispatch	Jacqueline	Sprague	Dispatcher	60,062.92		7,148.15	67,211.07
Dispatch	Kevin	Tansey**	Dispatcher	12,928.74		4,308.63	17,237.37
Recreation	Molly	Anderson	Playground Leader	3,924.00			3,924.00
Recreation	Troy	Averett	Gate Attendant	3,120.00			3,120.00
Recreation	Tamara	Beale	Seasonal Worker	13,799.75			13,799.75
Recreation	Paul	Bentley	Gate Attendant	4,075.75			4,075.75
Recreation	Emma	Bishop	Swimming Instructor	3,820.00			3,820.00
Recreation	Scott	Carr	Seasonal Worker	217.50			217.50
Recreation	Jacob	Congel	Recreation Asst. Director	71,461.60		949.47	72,411.07

Recreation	Matt	Davis	Gate Attendant	2,610.00	2,610.00
Recreation	Liam	Dower	Seasonal Worker	3,452.00	3,452.00
Recreation	Therese	Gallup	Seasonal Worker	6,853.50	6,853.50
Recreation	Joseph	George	Seasonal Worker	3,812.00	3,812.00
Recreation	Chris	Guerin	Gate Attendant	2,835.00	2,835.00
Recreation	Elizabeth	Handel	Seasonal Worker	1,972.50	1,972.50
Recreation	Anthony	Keber Jr.	Gate Attendant	3,856.00	3,856.00
Recreation	Jannie	Knauf	Playground Leader	552.50	552.50
Recreation	Griffin	LaBranche	Playground Leader	3,512.00	3,512.00
Recreation	Tess	Landon	Seasonal Worker	3,832.00	3,832.00
Recreation	Daniel	Lyerly	Playground Leader	3,276.75	3,276.75
Recreation	Christine	Mickle	Recreation Director	91,725.44	93,225.44
Recreation	Abigail	Mitchell	Seasonal Worker	187.00	187.00
Recreation	Kathryn	Nelson	Recreation Coordinator	57,270.04	57,477.49
Recreation	Emma	Nunnamacher	Playground leader	3,599.75	3,599.75
Recreation	Stephen	Pechonis	Seasonal Worker	4,005.00	4,005.00
Recreation	Irene	Rembisz	Seasonal Worker	5,571.00	5,571.00
Recreation	Donald	Rogers	Gate Attendant	2,488.00	2,488.00
Recreation	Cecilia	Schleinitz	Seasonal Worker	624.00	624.00
Recreation	Noah	St. Pierre	Seasonal Worker	2,516.25	2,516.25
Recreation	Alisha	Stadnicki	Life Guard	608.00	608.00
Recreation	Andrew	Stadnicki	Seasonal Worker	7,444.00	7,444.00
Recreation	Anna	Tevelde	Gate Attendant	5,242.50	5,242.50
Recreation	Jayda	Traynor	Gate Attendant	2,576.25	2,576.25
Recreation	Allison	Vellie	Seasonal Worker	5,738.25	5,738.25
Recreation	Melissa	Vellie	Seasonal Worker	11,611.75	11,611.75
Recreation	Elizabeth	Whalen	Seasonal Worker	8,063.26	8,063.26
Recreation	Ian	Wynja	Gate Attendant	2,820.00	2,820.00
After School Rec	Delliah	Beebe	After School Leader	2,124.00	2,124.00
After School Rec	Stella	Cole	After School Leader	5,739.00	5,739.00
After School Rec	Ronald	Edson	After School Leader	6,272.00	6,272.00
After School Rec	Joshua	Gordon-Rachman	After School Leader	437.00	437.00
After School Rec	Matthew	Harman	After School Leader	15,243.25	15,243.25
After School Rec	Judith	Mansur	After School Leader	8,716.00	8,716.00
After School Rec	Lisa	Radke	After School Leader	5,452.63	5,452.63
After School Rec	Lori	Vecchione	After School Leader	17,449.75	17,449.75
				207.45	
				1,500.00	

Eastham Elementary School	Patricia Andersen	Cafeteria Worker	607.75	607.75	607.75
Eastham Elementary School	Patricia Aube	ELL Teacher	72,677.00	72,677.00	72,677.00
Eastham Elementary School	Nicolete Bartolini	Grade 1 Teacher	96,290.19	96,290.19	96,290.19
Eastham Elementary School	Kerry Brodeur	Substitute Teacher	750.00	750.00	750.00
Eastham Elementary School	Muriel Brown	Grade 2 Teacher	107,112.68	107,112.68	109,112.68
Eastham Elementary School	Linda Burt*	Custodial Mentor	20,636.98	20,636.98	20,636.98
Eastham Elementary School	Michael Chappel	Head Custodian	62,479.97	62,479.97	63,352.53
Eastham Elementary School	Alison Collins	Substitute Teacher	108.00	108.00	108.00
Eastham Elementary School	Kim Coville	Substitute Teacher	2,782.50	2,782.50	2,782.50
Eastham Elementary School	Arlynn Consiglio-Noks	Secretary	126.22	126.22	126.22
Eastham Elementary School	Deborah Cook	Speech Pathologist	10,222.80	10,222.80	10,222.80
Eastham Elementary School	Beth Crompton	Title 1 Teacher	62,066.21	62,066.21	62,066.21
Eastham Elementary School	William Crosby	Principal	124,011.42	124,011.42	124,011.42
Eastham Elementary School	Patsy Daniels	Substitute Teacher	4,848.75	4,848.75	4,848.75
Eastham Elementary School	Tracey Deegan	Grade 5 Teacher	100,885.68	100,885.68	102,885.68
Eastham Elementary School	Elizabeth Dellarocco	Educational Assistant- Special Ed	13,147.50	13,147.50	13,147.50
Eastham Elementary School	Molly Driscoll	Art Teacher	58,694.28	58,694.28	59,194.28
Eastham Elementary School	Maureen Dumont	Substitute Teacher	367.50	367.50	367.50
Eastham Elementary School	Matthew Eldredge	Custodian	24,141.18	24,141.18	24,290.42
Eastham Elementary School	Mary Falcone	Substitute Teacher	787.50	787.50	787.50
Eastham Elementary School	Jennifer Fellows	Educational Assistant- Special Ed	25,500.62	25,500.62	25,500.62
Eastham Elementary School	Phoebe Fitzgerald	Educational Assistant- Special Ed	44,201.58	44,201.58	45,301.58
Eastham Elementary School	Janet Foley	Substitute Nurse	172.50	172.50	172.50
Eastham Elementary School	Susan Forgeron*	Teacher	129,506.51	129,506.51	131,006.51
Eastham Elementary School	Ashley Foster	Admin Assist/Attendance	30,120.51	30,120.51	30,120.51
Eastham Elementary School	Alice Fromm	Substitute Teacher	3,697.50	3,697.50	3,697.50
Eastham Elementary School	Amy Frye	Kindergarten Teacher	107,112.68	107,112.68	109,112.68
Eastham Elementary School	Debra Gauley	Physical Education Teacher	96,290.19	96,290.19	96,290.19
Eastham Elementary School	Melissa Gibbons	Special Education Teacher	96,290.19	96,290.19	96,290.19
Eastham Elementary School	Catherine Graciano	School Psychologist	102,521.82	102,521.82	102,521.82
Eastham Elementary School	Kristine Griswold	Substitute Teacher	1,462.50	1,462.50	1,462.50
Eastham Elementary School	Kathleen Grzewinski	Substitute Teacher	7,698.75	7,698.75	7,698.75
Eastham Elementary School	Kelly Hautanen	Cafeteria Worker	692.64	692.64	692.64
Eastham Elementary School	Charles Hollander-Essig	Music Teacher	20,671.40	20,671.40	21,171.40
Eastham Elementary School	Andrea Howard	Grade 4 Teacher	67,444.65	67,444.65	67,444.65
Eastham Elementary School	Bonnie Jones	Cafeteria Worker	11,934.27	11,934.27	11,934.27
Eastham Elementary School	Sonja Jones	Cafeteria Worker	357.00	357.00	357.00
Eastham Elementary School	Liesel Kelly	Adjustment Counselor	37,202.30	37,202.30	37,202.30
Eastham Elementary School	Louise Kemprecos	Substitute Teacher	637.50	637.50	637.50

Eastham Elementary School	Sue	Keohan	Substitute Teacher	847.50	847.50
Eastham Elementary School	Kathleen	Kopitsky	Teacher	4,089.75	4,089.75
Eastham Elementary School	Kaitlyne	Kramer	Grade 2 Teacher	76,107.68	76,107.68
Eastham Elementary School	Karen	Labranche	School Nurse	85,159.54	85,159.54
Eastham Elementary School	Amanda	LaPierre	Sec to SComm	573.86	573.86
Eastham Elementary School	Fredric	Leary	Substitute Teacher	2,280.00	2,280.00
Eastham Elementary School	Oyane	Magenn	Substitute Teacher	127.50	127.50
Eastham Elementary School	Emily	Manach	Educational Assistant- Special Ed	44,420.40	1,100.00
Eastham Elementary School	Megan	Marquit	Grade 4 Teacher	61,090.00	61,090.00
Eastham Elementary School	Eileen	Mchugh	Education Assistant	43,330.14	1,500.00
Eastham Elementary School	Breigh	Menza	Library/Technology Teacher	93,671.68	93,671.68
Eastham Elementary School	Margaret	Millette-Loomis	Speech Language Pathologist	45,760.81	45,760.81
Eastham Elementary School	Lery	Morris	School Custodian	16,968.00	16,968.00
Eastham Elementary School	Rachel	Mulcahy	Substitute Teacher	594.38	594.38
Eastham Elementary School	Hannah	Narkon	Educational Assistant- Special Ed	41,628.09	1,100.00
Eastham Elementary School	Julie	Newton	Grade 1 Teacher	100,885.68	2,000.00
Eastham Elementary School	Coreen	Olson	Grade 3 Teacher	100,885.68	2,500.00
Eastham Elementary School	Carol	Panasci	Educational Assistant- Special Ed	23,497.61	23,497.61
Eastham Elementary School	Dorothy	Paul	Educational Assistant- Special Ed	37,225.90	37,225.90
Eastham Elementary School	Sarah	Pike	Substitute	1,181.25	1,181.25
Eastham Elementary School	Eileen	Poitras	Vocal Music Teacher	55,699.22	1,500.00
Eastham Elementary School	Stacey	Richardson	Substitute Teacher	881.25	881.25
Eastham Elementary School	Eileen	Ryan	Educational Assistant- Special Ed	44,732.66	1,750.00
Eastham Elementary School	Mackenzie	Ryan	Seasonal Custodian	629.64	629.64
Eastham Elementary School	Tamsyn	Shaw	Grade 3 Teacher	101,533.85	2,000.00
Eastham Elementary School	Deldre	Souther	Educational Assistant-Special Ed	11,247.40	1,750.00
Eastham Elementary School	Morgan	Stewart	Kindergarten Teacher	102,402.68	102,402.68
Eastham Elementary School	Deane	Thayer	Custodian	40,442.45	40,442.45
Eastham Elementary School	Elise	Varley*	Administrative Assist to the Principal	63,235.92	1,600.00
Eastham Elementary School	Colleen	Wallace	Cafeteria Manager	46,290.05	1,750.00
Eastham Elementary School	Kathleen	Williams	Grade 5 Teacher	67,844.87	67,844.87
Eastham Elementary School	Eric	Yakola*	Teacher	108,360.49	110,860.49
Eastham Elementary School	Erin	Young	Substitute Teacher	392.00	392.00

Election	Maureen	Andujar	Election Teller	379.88	379.88
Election	Audrey	Bohannon	Election Teller	329.44	329.44
Election	Michael	Bransfield	Election Teller	473.25	473.25
Election	Gail	Brown	Election Teller	270.94	270.94
Election	Ann	Crozier	Election Teller	298.31	298.31
Election	Marca	Daley	Election Teller	284.25	284.25
Election	Edward	Daniels	Election Teller	307.88	307.88
Election	Nancy	Daniels	Election Teller	292.13	292.13
Election	Helen	Derman	Election Teller	341.62	341.62
Election	Carol	Dibona	Election Teller	347.62	347.62
Election	Marcia	Ericson	Election Teller	239.81	239.81
Election	Linda	Finkral	Election Teller	57.00	57.00
Election	Susan	Folger	Election Teller	188.82	188.82
Election	Michael	Harnett	Election Teller	283.50	283.50
Election	Deborah	Hartung	Election Teller	57.00	57.00
Election	Larry	Hartung	Election Teller	71.25	71.25
Election	Patricia	Hauser	Election Teller	96.19	96.19
Election	Beverly	Hobbs	Election Teller	138.38	138.38
Election	Selma	Keene	Election Teller	203.06	203.06
Election	Jennifer	Leonard	Election Teller	158.06	158.06
Election	Teresa	Martin	Election Teller	67.69	67.69
Election	James	McMakin	Election Teller	256.50	256.50
Election	Joseph	Mistretta	Election Teller	241.12	241.12
Election	Michael	Narracci	Election Teller	108.75	108.75
Election	Jayne	O'Brien	Election Teller	96.19	96.19
Election	Colleen	O'Duffy-Johnston	Registrar	317.25	317.25
Election	Suzanne	Requa Trautz	Registrar	1,321.69	1,321.69
Election	Sheldon	Ross	Election Teller	121.12	121.12
Election	James	Russo	Election Teller	124.69	124.69
Election	Susan	Saunders	Election Teller	60.56	60.56
Election	Shawn	Shea	Election Teller	1,034.81	1,034.81

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 2023. 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 FY2023 the Town, through our office, extended benefits to qualified veterans totaling

\$2,808.72 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. The substantial decrease was due to both the shrinking veteran population in Massachusetts, as the majority of our veterans are now over the age of seventy, as well as the increasing eligibility for VA disability benefits which reduced reliance on town funding.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal 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. Last year our office assisted in obtaining over \$1,890,353.40 in total annual cash payments in compensation and pensions for our Eastham veterans and their dependents. This was a substantial increase over last year. These federal benefits 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.

Contact Information:

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. Please contact our main office in Hyannis five days per week at 508-778-8740 to schedule an appointment with a Veteran Services Officer in any of our locations. Our District Web Site, capevets.org, 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

Gregory J. Quilty
Director/Veterans Agent Town of Eastham
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 and second homeowners.

Reflecting further research and improved graphics, the copyrighted map of Eastham was updated by the VSB in cooperation with the Eastham Chamber of Commerce to include a more accurate street index, charging stations, and water fountains.

It is estimated that the Summer Concert Series on Windmill Green attracts as many as five-hundred attendees. 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. From the rollicking sounds of the 70s and 80s to the smooth standards of the American Songbook, each act contributed to a diverse 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. For the first time ever, as part of the concert series, the VSB began a new Fourth of July tradition by sponsoring the U.S. Navy Band, which offered a program blending the patriotic and rock n' roll.

The VSB also produces the ever-popular and family-friendly holiday venue Carols on the Green, performed on the first Saturday of December. 2023 saw a crisp afternoon with the event well attended. As the Nauset Regional High School Honors Chorus along with the Eddy Elementary School Choir led the enthusiastic crowd in a sing-along of holiday favorites, committee members served carolers steaming cups of hot cocoa and holiday cookies. The Recreation and Beach Department escorted a jolly old Santa to welcome everyone. With fir wreaths on each post of the gazebo, and the twinkling lights that outline our unique displays and adorn our 26-foot Christmas tree, the entire Windmill Green glowed, now part of the Town of Eastham's cherished holiday tradition.

Extending December's Christmas in Eastham calendar, the VSB participated in the town's newest celebration Light the Night. Decorating their own "cottage" in Santa's Village with festive lights, red bows and holiday greens, VSB members were pleased to continue their holiday tradition of greeting strollers young and old with a complimentary treat of cookies. As dusk fell, the Village's cottages sprang to magical life, now illuminated along with the VSB's carolers light display.

Gracing the front lawn of Eastham's Information Booth for the second time was a new Fat Albert Colorado spruce graced with holiday lights that offer a festive welcome to all those driving by on Route 6.

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

Respectfully submitted,

Jim Russo, Chair
Bonnie Nuendel
Faith Casarella
Kathy Bunnell
Kate Paradise

EASTHAM WINDMILL WEEKEND COMMITTEE

The 46th annual Windmill Weekend was held this year from September 8th through September 10th. Various locations around Eastham included Windmill Green, First Encounter Beach, the Elks, the Field of Dreams and along Route 6. Activities included: games and activities for children, an artisan fair, a 5K road race, a talent show, touch a truck, the sand art contest, a video game truck and laser tag, a vehicle show, a parade, live performances, raffles, food and a beer garden.

The weekend is produced by a small group of volunteers who meet monthly and proceeds are used to fund future Windmill Weekend events, as well as a scholarship program for Eastham high school and tech students. At the Eastham Town Meeting in 2023, voters generously approved \$10,000 to help support the Windmill Weekend event, for which the committee is thankful. In addition, the committee is extremely grateful for the assistance and support of the following town departments; Eastham Police, Eastham Recreation, Health, and Public Works. Finally, the committee thanks the businesses and individuals who support the event through donations, volunteerism, and in-kind donations. This wide base of support reflects Eastham's strong town spirit and sense of community.

ZONING BOARD OF APPEALS

The following information summarizes the activities of the Eastham Zoning Board of Appeals for the year 2023.

Regular meetings are scheduled for the first Thursday in each month. This past year there were no regular meetings in March, August, September, and October because there were no cases to be heard, on the docket.

Of the cases that were heard:

4 Continuances were approved which eventually resulted in the approval of two Special Permits; a third case was subsequently Withdrawn; and a fourth is pending. 2 Variances were approved; and one request to Withdraw "without prejudice" was approved.

An Appeal of the Building Commissioner's approval of a Building Permit was filed in November; continued to December; and further continued to January, 2024.

2 joint workshops with the Planning Board were held: one in June to review the roles and responsibilities of each Board; and a second in September, that focused on "Site Plan Approval - Residential," as a follow-up to the amendments to the Zoning Regulations that were approved at the May Town Meeting.

Robert Bruns continues to serve as the ZBA representative to the Task Force on Residential Zoning and will soon be joined by Brian Ridgeway in a similar capacity.

The board would like to thank Gay Craig, our former Clerk, for her years of service. Gay resigned her position in June because she was facing a surgery that would require a lengthy recuperation.

Respectfully submitted,

Joanne Verlinden, Chair from July, 2022 to July, 2023

Robert Bruns, Chair from July, 2023

Martin Ridge, Clerk

Brian Ridgeway, Member

Robert Sheldon, Member

Jarod Carey, Alternate

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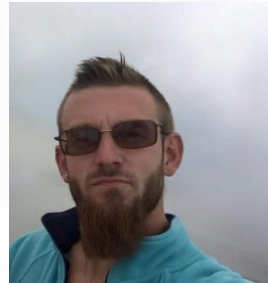
TELEPHONE LISTING & OFFICE HOURS

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
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.

Jared Collins

1987-2023



Select Board 2019- 2022

John Knight

1939-2023



Select Board 2010-2017