



# **EASTHAM** MASSACHUSETTS

## **2024 ANNUAL REPORT**



Cover Photo Courtesy of Terry Gallagher

**REPORTS**  
**of the**  
**TOWN OFFICERS**  
**of the**  
**TOWN OF EASTHAM**  
**for the year**  
**2024**



# TOWN OF EASTHAM

**INCORPORATED IN 1651**

**Population 2024 Town Census 5531**

## **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**

Aimee J. Eckman, <i>Chair</i>	2026
Gerald Cerasale, <i>Vice-Chair</i>	2025
Suzanne Bryan, <i>Clerk</i>	2025
Jamie Demetri	2027
Robert Bruns	2026

**TOWN CLERK**

Linda J. Sassi	2026
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**LIBRARY TRUSTEES**

Joanna Stevens, <i>Chair</i>	2025
Ignatius Alfano, <i>Vice Chair</i>	2026
Sara R. Higgins	2025
Mary Shaw	2026
Willow Shire, <i>Clerk</i>	2027

**EASTHAM HOUSING AUTHORITY**

Eileen Morgan	2026
Bill O’Shea	2028
Michael Lopardo	2029
Tracie Griffith Vincent	2027
James McMakin	2027

**ELEMENTARY SCHOOL COMMITTEE**

Ann Crozier, <i>Chair</i>	2025
Devon O’Rourke	2027
Monica Liliana Montoya-Quintero	2026
Debra Raymond	2026
Sara R. Higgins	2025
Edgar Miranda	2024

**NAUSET REGIONAL SCHOOL COMMITTEE**

Heather Ann Michaud	2027
Moirá Noonan-Kerry	2025
Patricia Aurigemma	2024

## Resignations

Saul Fisher	1651 Forest Advisory Board
Bonnie Nuendel	Affordable Housing Trust
Karen Burns	Affordable Housing Trust
Ian K. Hamilton	Board of Library Trustees
Suzanne Requa-Trantz	Board of Registrars
Cheryl Gayle	Climate Action Committee
Bill O'Shea	Council on Aging Board of Directors
Leonard Germinara	Cultural Council
Diann Milone	Cultural Council
Russell French	Finance Committee
Thomas V. McNamara	Finance Committee
James McMakin	Housing Authority
Lauren Arcomano	Human Services Advisory Committee
Estella Edmondson	Human Services Advisory Committee
Saul Fisher	Open Space
Peter Weston	Planning Board
Gretchen Stiers	Recycling Committee
Gary Senecal	Recycling Committee
Hilda Merolli	Search Committee
Sheldon Ross	Search Committee
Roy Merolli	Task Force on Zoning & Regulation
Jeffery Cusack	Task Force on Zoning & Regulation
Jim Kivlehan	Task Force on Zoning & Regulation
Robert Bruns	Zoning Board of Appeals
Brian Ridgeway	Zoning Board of Appeals

## APPOINTED OFFICIALS

### AFFORDABLE HOUSING TRUST

Carolyn McPherson, <i>Chair</i>	2026
Jeffery Cusack	2025
Elaine Lipton	2025
Aimee Eckman	2025
Bonnie Nuendel	2025
Karen Burns	2025

### BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

#### BOARD OF ASSESSORS

W Davis Hobbs, <i>Chair</i>	2026
Brian LaValley	2026
Andrew Scott	2027
Joanna Buffington	2024
Wendy Walsh	2024

#### BOARD OF HEALTH

Hope Plavin, <i>Chair</i>	2027
Francie Williamson, <i>Vice Chair</i>	2025
Peter Claiborne Hansinger	2026
Paige Mansfield	2025
Elena Eisman	2027
Lois Bryant	2024

#### 1651 FOREST ADVISORY COMMITTEE

Steve Smith	2027
Henry Lind	2026
Michael Harnett	2026
Frances Lewis	2027
Steven Gulrich	2027
Saul Fisher	2024

#### TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Charles Harris	INDEF
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#### BOARD OF REGISTRARS

Linda Sassi	INDEF
Colleen O'Duffy-Johnston	2027
Lisa Radke	2026
Susan C. Folger	2025
Kendra Menard, <i>Alternante</i>	2026
Suzanne Requa-Trautz	2025

#### CAPE COD COMMISSION

TBD

<b>CAPE COD COMMISSION: REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE</b>	
TBD	INDEF
<b>CAPE COD REGIONAL TECHNICAL HIGH SCHOOL</b>	
Yasmine McNellis	2025
Mike Sarcione	2026
<b>CAPE COD REGIONAL TRANSIT ADVISORY BOARD</b>	INDEF
Roslyn Diamond	
<b>CAPE COD WATER PROTECTION COLLABORATIVE, EASTHAM REPRESENTATIVE</b>	
Jane Crowley	2024
<b>CAPE LIGHT COMPACT</b>	
Tom McNellis	2026
Gary Senecal, Alternate	2025
<b>CAPITAL PROJECTS COMMITTEE</b>	
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
<b>CLIMATE ACTION COMMITTEE</b>	
Tom McNellis, <i>Chair</i>	2025
Roberta Longley, <i>Vice Chair</i>	2027
John Boiney, <i>Clerk</i>	2026
Michael Sarcione	2025
Olav Hegland	2026
Harriett Emerson	2025
Cheryl Gayle	2025
Roy Merolli	2024
<b>COMMUNITY PRESERVATION COMMITTEE</b>	
Mary Shaw, <i>Chair</i>	2025
Daniel Coppelman, <i>Vice Chair</i>	2027
Joanna Buffington	2027
Janet Benjamins	2025
Eileen Morgan	2025
Mark Herman	2027
Edmund Casarella	2026
Carolyn McPherson	2024
Elaine E. Lipton	2027
W. Davis Hobbs	2027

**CONSERVATION COMMISSION**

Karen Strauss, <i>Chair</i>	2026
Janet Benjamins, <i>Vice Chair</i>	2027
Charles Wagner, <i>Clerk</i>	2026
Joanne Cossitt	2027
Michael Harnett	2025
Gregory S. Douglas	2027

**COUNCIL ON AGING BOARD OF DIRECTORS**

Beverly Hobbs, <i>Chair</i>	2027
Cheryl Gayle	2026
Dr. Richard Trimble	2027
Joan Lockhart,	2027
Paula Bruns	2027
Carol DiBona	2027
Patricia Unish	2026
Linda Reed	2027
Elaine E. Lipton	2026

**CULTURAL COUNCIL**

Brian LaValley, <i>Chair</i>	2026
Charles McVinney	2026
Kathleen Masterson LaValley	2027
Suzanne Hegland	2027
Lindsey Palmer	2027
Amanda Johnson	2027
Barbara Schooley	2027

**FINANCE COMMITTEE**

Mary Shaw, <i>Co-Chair</i>	2026
Peter Wade, <i>Co-Chair</i>	2026
Paul B. Brown	2025
Frederick Guidi	2025
Steven Konochik	2026
Katherine Paradise	2027
Roy Merolli	2025
Patti Andersen	2027
Ronald Lanoue	2026
Richard Knight	2024
Joanna Buffington	2024
Thomas McNamara	2026

**HISTORICAL COMMISSION**

J. Holden Camp, Jr., <i>Chair</i>	2027
Mark Herman	2025
Marie Forjan,	2027
John Case Bumby	2026
Sylvia Sullivan	2027
Marca Ann Daley	2027
Richard Lembach	2025

**HUMAN SERVICES ADVISORY BOARD**

Kate Berg, <i>Chair</i>	2026
Felice Coral, <i>Clerk</i>	2026
Beverly Hobbs	2025
Mary Jane Samuel	2026
Hilda Merolli	2027
Diane Mattfeldt	2026
Ellen Greer	2025

**LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.**

**OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION**

Mike Greer	2026
Eileen Morgan	2025
Jonathan Rowe	2027
Eileen Seaboldt	2025
G. Thomas Ryan	2025

**OPEN SPACE COMMITTEE**

Frances Lewis, <i>Chair</i>	2026
Joanna Buffington, <i>Vice Chair</i>	2026
Michele Vion	2027
Karen Strauss	2027
Kait Logan	2025
Rob Young	2027
Linda Dorflinger	2025
Saul Fisher	2024

**PLANNING BOARD**

Daniel Coppelman, <i>Chair</i>	2026
W. Davis Hobbs, <i>Vice Chair</i>	2027
Michele Vion	2027
Rob Young	2025
Brian Early	2027
Kevin J Gatlin,	2026
David M. Pernal	2027
Patricia A. Canavan, <i>Alternate</i>	2027
Craig Nightingale	2024
Peter Weston	2027
Jim Kivlehan	2024

**RECREATION COMMISSION**

Edmund Cassarella, <i>Chair</i>	2026
Gergana Aleksieva	2027
Brendan James Mruk	2026
Barbara Fay	2025
Kathy Savin	2025
Christine LaBranche	2024

**RECYCLING COMMITTEE**

Andrew Shearer, <i>Co-Chair</i>	2025
Jonathan Howard, <i>Co-Chair</i>	2027
Lee Bartell, <i>Vice Chair</i>	2025
Molly Chapman	2026
Gwyneth Owens Butera	2025
Alicia Couture	2025
James Daw, <i>Alternate</i>	2025
Gretchen Stier	2025
Gary Senecal	2025

**SEARCH COMMITTEE**

Kate Paradise, <i>Chair</i>	2025
Merrill Davidson, <i>Clerk</i>	2026
Diane Mattfeldt	2027
Gergana Aleksieva	2026
Ellen Greer	2027
Susan Maren	2027
Sheldon Ross	2025
Gail Brown	2024

**STRATEGIC PLANNING STEERING COMMITTEE**

Hope Plavin, <i>Chair</i>	2027
Karen Strauss, <i>Vice Chair</i>	2027
Michele Vion	2027
Michael Harnett	2027
Roy Merolli	2025
Carolyn McPherson	2026

**TEE-TIME DEVELOPMENT/ MASTER PLAN COMMITTEE**

Andrea Aldana	INDEF
Steve Garran	INDEF
W. Scott Kerry, <i>Clerk</i>	INDEF
Jacquelin O'Rourke	INDEF
David Richie	INDEF
Karen Strauss, <i>Chair</i>	INDEF
W. Davis Hobbs	INDEF

**TASK FORCE ON ZONING & REGULATION**

Kevin Gatlin	INDEF
Carolyn McPherson	INDEF
Mary Nee	INDEF
Martin Ridge	INDEF
Patricia A. Canavan	INDEF
Jim Kivlehan	INDEF
Jeffrey Cusack	INDEF
Roy Merolli	INDEF

**TAXATION AID COMMITTEE**

Maya Golding, Treasurer/Collector	INDEF
Linda Finkral, <i>Chair</i>	2025
W. Davis Hobbs	2026
Georgia Autorino	2027
Eileen Morgan	2026

**VISITORS TOURISM & PROMOTION SERVICES BOARD**

Jim Russo, <i>Chair</i>	2025
Bonnie Nuendel, <i>Clerk</i>	2027
Kathleen Bunnell	2025
Faith Casarella	2027
Kate Paradise	2025

**ZONING BOARD OF APPEALS**

Joanne Verlinden, <i>Chair</i>	2025
Justin Kennington, <i>Alternate</i>	2026
Douglas Byrd	2026
Martin Ridge	2027
Jarod Carey	2027
Robert Sheldon	2027
Robert Bruns	2026
Brian Ridgeway	2024

# REPORT OF THE SELECT BOARD & TOWN MANAGER

We are pleased to submit the 2024 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 (Jacqueline Beebe) to serve as the Town's Chief Administrative Officer and to manage the daily operations of the Town on behalf of the Board.

## 1. The Town's Financial Position

**a. Budget:** In fiscal year 2025, the Town experienced financial challenges posed by unexpected school costs, the necessary addition of new police positions, and the results of inflation. Although residents supported paying for these additional expenses, they came with a cost to all taxpayers as seen in the fiscal year 2025 tax bills. Despite these additional challenges, the Town continued its conservative budgeting practices and adherence to its long-term financial plans and 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. Please see the Report of the Finance Committee for more detailed information.

**b. Grant Activity:** 2024 was an excellent year for grant funding thanks primarily to town staff 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. Some examples are:

- Preliminary design and engineering for stormwater improvements to Hemenway Landing, Collins Landing, and Salt Pond, as a part of the wastewater initiative.
- Completion of the Rock Harbor Dredge project jointly with the Town of Orleans.
- The Police and Fire Departments received funding for necessary equipment, education, and emergency management activities.

**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, such as grants, loans, special financing to help fund much needed capital improvements, and are taking advantage of any opportunities we have for state funding or tax exemptions that might be available for residents. The Select Board has prioritized actions and strategies that may lessen the burden of rising costs on residents. Their calendar year 2025 goals include a stabilization fund for schools to lessen the impact of variable costs, the launch of the community fund to assist residents in hardship situations, tax aid programs, and continuing to measure the value of the residential tax exemption.

**d. The Residential Tax Exemption** is a tool given to the towns by the State of Massachusetts. It allows the Select Board to vote to redistribute the total tax annually in a graduated manner which reduces the tax amount owed for lower valued properties and increases the tax paid for high value properties and/or non-resident property owners. The Town has been discussing this option for the past five years, and the board is indicating that it may make the decision to move to this formula in 2025. This would lower the tax amount due for residential property owners with a home value under 1.8 million dollars if Eastham is their primary residence and move the additional tax to higher valued properties and non-resident taxpayers. However, in all cases properties owned and occupied by Eastham residents will owe less taxes than similarly valued properties owned by non-residents. This system is in place in Provincetown, Truro and Wellfleet, and many other towns across the state.

**e. Nauset Regional Schools.** We are working with the Nauset Regional School Committee, school staff and the member towns of Wellfleet, Orleans and Brewster to examine the future needs of educating our children and to revise the current Nauset Regional School Agreement specifically with the goal of averaging enrollment fluctuations over three-year, rather than every year, which will lessen the impact of a large swing in enrollment and resulting costs in any given year.

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

In 2024, we continued to make slow but steady progress on the larger, multi-year initiatives we have been working on.

**b. Eastham Community Housing Plan (FY23-27).** From a joint meeting in October of 2024 of the Select Board, the Affordable Housing Trust (AHT) and town staff, the Community Housing Plan and current funding availability were reviewed. Based on the needs of the community for rental housing and limited funding available for housing programs, the CHP goals were re-prioritized and updated to include (1) the creation of an Accessory Dwelling Incentive Program and a Lease to Locals Program, (2) Reaffirm the Town's commitment for funding options to extend the reach of the AHT programs to residents with slightly higher incomes that still need assistance, and (3) continuing to move forward with the smaller unit housing projects such as the Beach Plum Motel (2555 Route 6) and the COA Thrift Shop building (580 Massasoit Road). Both locations need additional renovation to reach their maximum potential for housing. For more information on Lease to Locals or ADU incentive programs, please contact our Housing Coordinator, Rachel Bulter at: [housing@eastham-ma.gov](mailto:housing@eastham-ma.gov). **The Town continues to plan a larger new housing development on the T-Time/Town Center Plaza site, as a part of the North Eastham Village Center Master Plan.**

**c. North Eastham Village Center Master Plan** entered a new development phase 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 the T-Time and Town Center Plaza sites. We need to make both sites more attractive to private, non-profit developers for their optimal housing use. The new form-based code zoning amendments will be before the Town Meeting in May 2025.

**d. The Zoning Task force** made considerable progress this year with bylaw changes that were presented at the 2024 Town Meeting. The purpose of these changes 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 addition to zoning to limit the commercial exploitation of our residential real estate.

**e. Town Hall Exterior Renovation-** this project, paid for through Community Preservation Act funds, was approved at the Town Meeting in 2023 and work began early last fall. It included 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, and exterior lighting and landscaping. This long overdue touch up to our historic town hall was completed in June of 2024.

**f. Improved Safety.** We continue to work with the State Department of Transportation (DOT) on the safety and practicality of our route 6 corridor. In 2024, we received positive feedback from the DOT on our transportation engineers' ideas for improvement , which includes reduced speed but steadier flow of traffic with fewer curb cuts. In 2025, we will take the next steps for survey and design work. Working with the State on this project is a slow process but it is essential if we are to make any changes to our problematic state highway!

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

**a. Wastewater Project** – Town Meeting in May of 2023, authorized the town to move forward with the 5,950,000 design, engineering and permitting of our Targeted Watershed Management Plan (TWMP) or wastewater plan. The TWMP was submitted to the Department of Environmental Protection 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. At this writing, we are waiting to hear about funding decisions at the federal and state level that will determine the affordability of moving forward with this project in 2025.

- We have moved forward with the design and permitting of both a treatment plant and collection system in 2024. The system will 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 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 will also have additional regulations regarding new growth in certain zones and fertilizer limitations via bylaw(s).
- We continue pond water quality testing and mitigation efforts as outlined in the Pond Action Plan.
- In 2024, we continued meetings with the Town of Orleans regarding applying for a joint watershed management plan for Town Cove, Nauset Marsh and Rock Harbor watersheds.

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 that they can prosper and grow in an environment that respects nature, encompasses diversity, honors our rural history, and leaves no one behind.

We understand that 2025 will be challenging for residents as we all feel the effects of inflation, economic uncertainty, and the resulting changes. We will have less federal and state funding support and need to make sound decisions based on these changes. We may have to defer some initiatives that are not affordable or within our reach without federal/state funds. We respectfully ask you to pay attention to local news and events, sign up for alerts on the website, and work with us to find the best solutions for our community. Working together, we can make smart decisions now that will increase options in the future. Thanks to everyone who is making this possible.

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

## BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2025 Interim Year Update as required by the state to achieve full and fair cash value assessments. The median value of a single-family home as of the January 1, 2024 assessment date was approximately \$728,600 compared to \$708,800 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$677 from \$4,941 ( $\$704,800 \times \$7.01$  per thousand dollars) to \$5,618 ( $\$728,600 \times \$7.71$  per thousand dollars).

The Town of Eastham had 6,206 taxable real estate parcels for FY25. The Select Board held a public hearing on September 9, 2024 to determine the percentages of the tax levy to be borne by each class of property for FY2025. The Select Board voted to adopt a single tax rate for all classes of property. The FY2025 tax rate is \$7.71 per \$1,000 of valuation, up \$0.70 from FY2024. 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 92 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 \$109,113.48. These figures are expected to rise as the deadline for applications is April 1st of each year. There were a total of 38 Real Estate and Personal Property Tax abatements received during the FY25 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 the data for all properties with active building permits or sold during the past year. The cyclical inspections were performed within assessors' maps: 11&12 this time around. We will post on our website at the beginning of FY26 which maps will be next in the program cycle. 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 Town's Board of Assessors is pleased to announce the addition of two new volunteer members to its team: Andrew Scott & Brian LaValley. These individuals bring a wealth of experience and a strong commitment to serving our community. We are confident that their contributions will enhance the board's efforts in ensuring fair and accurate property assessments.

The Assessing Department and Board of Assessors would like to express our ongoing gratitude to all town departments and the taxpayers of Eastham for their support in implementing the tax assessment process. We extend special thanks to our consultant, Paul Kapinos, and his team at PK Assessment Systems and PK Valuation Group, for their expertise and professionalism, which have been instrumental in ensuring the fairness and accuracy of our assessments.

Respectfully submitted,

Colleen Mercurio, MAA  
Principal Assessor

Board of Assessors:  
W. Davis Hobbs, Chair  
Andrew Scott  
Brian Lavalley

**TAX RATE RECAPITULATION  
FISCAL YEAR 2024**

**I. TAX RATE SUMMARY**

- la. Total amount to be raised (from IIE) \$54,771,757.94
  - lb. Total estimated receipts and other revenue sources (from IIIIE) \$16,179,283.00
  - lc. Tax levy (IA minus IB) \$38,592,474.94
  - ld. Distribution of Tax Rates and levies
- Is this a recertification year? No

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c) / (d) x 1000	(f) LEVY by CLASS (d) x (e) / 1000
Residential	97.0020%	37,435,472.54	4,855,444,002.00	7.71	37,435,473.26
Open Space	0.000%	0.00	0		0
Commercial	1.7931%	692,001.67	89,753,608.00	7.71	692,000.32
Industrial	0.2200%	84,903.44	11,014,600.00	7.71	84,922.57
SUBTOTAL	99.0151%	---	4,956,212,210.00		38,212,396.15
Personal	.9849%	380,097.29	49,296,860.00	7.71	380,078.79
TOTAL	100.0000%	---	5,005,509,070.00		38,592,474.94

Property Type	Parcel Count	Class1 Residential	Class2 Open Space	Class3 Commercial	Class4 Industrial	Class5 Pers Prop
101	5,164	4,182,021,600				
102	314	130,969,800				
MISC 103,109	136	139,289,400				
104	104	78,347,500				
105	7	5,792,400				
111-125	5	8,014,300				
130-32,106	427	77,613,800				
200-231	0		0			
300-393	115			55,576,900		
400-442	22				9,617,100	
450-452	1				1,155,600	
CH 61 LAND	3	2	0	3,190		
CH 61A LAND	1	0	0	13,920		
CH 61B LAND	2	2	0	937,000		
012-043	50	25,717,110	0	29,781,570	0	
501	3,167					16,960,720
502	43					664,610
503	0					0
504	2					26,518,700
505	1					1,780,200
506	0					0
508	3					440,460
550-552	0					0
<b>TOTALS</b>	<b>9,571</b>	<b>4,647,765,910</b>	<b>0</b>	<b>86,312,580</b>	<b>10,772,700</b>	<b>46,364,690</b>
<b>Real and Personal Property Total Value</b>						<b>4,791,215,880</b>
<b>Exempt Parcel Count &amp; Value</b>					410	304,911,800

## **EASTHAM AFFORDABLE HOUSING TRUST**

The Eastham Affordable Housing Trust is charged with the express purpose of creating and preserving affordable housing in Eastham for the benefit of low-and moderate-income households. The Trust was formed by a small group of Eastham residents in 2008. The Trust owns a small number of permanently affordable rental units which are managed by Town staff on a scattered site basis and supports new affordable housing development.

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 SHI. Affordable housing is defined by the U.S Department of Housing and Urban Development (HUD) as housing where the person or family is paying 30% or less of their gross income on the total cost of housing including utilities. Those paying more than 30% of their income for housing are considered "cost burdened".

### **Who Benefits from Affordable Housing?**

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

### **Housing Production Plan:**

The Trust uses the Town's Housing Production Plan (HPP) to inform decision making. The HPP was adopted by the Select Board and approved by the State in November 2021. The HPP was updated in 2024 to add the latest census data and reflect the socio-economic impacts for the Covid 19 pandemic between 2020-2021

### **Background from the Eastham Housing Production Plan:**

- 38.8% of population (5,362) = 65 years or older
- 59.3% of dwellings are seasonal or second homes
- 56% of housing stock built before 1980
- 9% of all residents claim a disability
- 6.8% of the population is in poverty
- 7.7% of households earn less than \$25,000
- 29% of year-round homeowners are "cost burdened" spending 35% or more housing costs
- 62% of renters are "cost burdened" spending 35% or more of their income on housing costs

- 3.68% of year-round units (3,156) are included on Subsidized Housing Inventory (SHI)
- 200 affordable units need to be produced to meet the State minimum of 10% affordable units

The Trust uses the strategies and recommendations from the HPP as a guide, input from town staff and Select Board on housing initiatives. On October 7, 2024, the Trust and Select Board held a joint meeting on current housing initiatives to review the Community Housing Plan. From that meeting it was decided to focus on certain programs, projects and initiatives including:

**The Rental Assistance Program (RAP):** Continuance of RAP a program of the Trust which provides a monthly subsidy to assist with a households rent (eligibility and other guidelines apply). With additional funds from the town subsidies are available for higher income level. Fifteen households are enrolled in the program as of 12/31/2024

**Housing Emergency Loan Program (H.E.L.P):** Another current program developed by the Trust provides up to \$25,000 through a 0% deferred loan to homeowners in need of capital or other significant repairs that affect the home's habitability and the ability for the household to remain in it. Three Eastham homeowners benefitted from H.E.L.P as of 12/31/2024.

Other upcoming programs discussed during the 2024 joint housing meeting with the opportunity for the Trust participation are:

**The Leasing to Local Program:** a program that provides funds to landlords to convert a short-term rental or other new rental unit to year-round housing. Providing additional rental opportunities for local individuals and families.

**Accessory Dwelling Incentive Program (ADU):** This program will provide financial incentives to homeowners who are looking to build an ADU.

**580 Massasoit Rd.:** A town purchased building using CPA Historic funds consists of the Friends of the Council on Aging Thrift Shop and two rental units. Plans are in process for rehabilitation of the property that will allow for affordable rental of the two units.

Most of the funding for programs and initiatives paid for by the Trust comes from the Community Preservation Act (CPA) through an application process to Eastham's Community Preservation Committee (CPC). Final authorization of those funds to the Trust is voted on by the Residents of Eastham at the annual town meeting. Other sources of revenue can come from donations or inclusionary zoning payments, however, neither have produced income for the Trust to date.

Initiatives using CPA funding must be eligible under one of the CPA allowable uses categories (see G.L c 44B, § 5 for complete information on eligible uses).

**Other 2024 Highlights include:**

- The Affordable Housing Trust saw the loss of 2 longtime members, Bonnie Nuendel and Karen Burns who both resigned from the board in 2024. We offer our thanks and gratitude for their contributions and advocacy on behalf of the residents of Eastham.

- New members Jeff Cusack and Elaine Lipton joined the AHT. Both bring experience from different backgrounds that are a great addition to the AHT Board.
- Carolyn McPherson, AHT Chair, presented a request to the Community Preservation Committee to consider adding \$400,000 of the undesignated CPA funds to the Community Housing Reserves. CPC voted to approve, and the final approval was voted on at the Town Meeting.
- CPC voted on allocating an additional 40% of the total income for FY26 to Community Housing Reserves. And additionally for the next 5 years as part of the CPA 5-year plan.
- A capital planning assessment was performed for all Trust residential units to assist in long-term maintenance planning.

The Eastham Affordable Housing Trust would like to thank Eastham's residents who support the creation and retention of affordable housing. This includes the Select Board, Town Administrator, town employees, and particularly the Eastham Community Preservation Committee for its ongoing support effort to increase a diversity of housing for those living and working in Eastham.

Respectfully submitted,

Carolyn McPherson, Chair  
Aimee Eckman, Vice Chair  
Jeff Cusack  
Elaine Lipton

## 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.

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. The Board reviewed septic system proposals and building plans submitted to support requests for new construction or renovations and expansions of existing properties. 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. Notable staffing changes during the year include the following: Sam Payant joined the Health Department as the new Administrative Assistant as of May 2nd, 2024; Lois Bryant left the board as a full-time member and Dr. Elena Eisman joined as a full-time member.

### **The Board of Health also:**

- Continued to review Covid cases each month to ensure continued vigilance in the event of an increase in cases.
- Participated in Narcan Training offered by the Cape Cod AIDS Support Group.
- Heard and ruled on a novel septic system, the layer cake system, based on a briefing provided by Jane Crowley and George Heufelder. The system was tested as an alternative means of removing nitrogen. Based on the results, the Layer Cake system was moved from a Pilot Program to general use. With this change in designation, it will be available to be used as a Title 5 System but may have variance conditions applied.
- Convened a cesspool workshop on November 21" to inform any future efforts regarding wastewater safety. To ensure public health and address environmental concerns, and regulatory compliance.
- Heard from Outer Cape Community Services regarding services offered throughout the region.

The Board was also briefed on numerous public health activities conducted during the year including ongoing monitoring of Covid cases; conduct of an annual flu and rabies clinics and ongoing testing and monitoring of pond and bay water to ensure health and safety.

Respectfully submitted,

Hope Plavin, Chair

**BOARD OF HEALTH EASTHAM STATISTICS UPDATED 3/12/25**

License/Permit/Inspection Type	#	Total Fee Amount
Septic Installer	52	\$5,200.00
Septic Hauler	14	\$1,400.00
Refuse Hauler	7	\$700.00
Motel/Cottage Colony/Inn	23	\$4,600.00
Food Establishment	52	\$5,200.00
Milk and Cream	7	\$350.00
Manufacture Ice Cream	4	\$200.00
Swimming Pool/Whirlpool	16	\$1,600.00
Tobacco	7	\$700.00
Perc Tests	50	\$5,000.00
Septic Permits	96	\$9,600.00
Well Permits	5	\$250.00
BOH Variance Requests	8	\$600.00
BOH Review Requests	37	\$2,775.00
Camps	1	\$200.00
Abutters List	14	\$350.00
BOHFINES	0	\$0.00
Inspections for Septic Permits	102	n/a
Title V Septic Report Review	128	\$9,600.00
Hotel/Motel/Cottage Colony Inspections	28	n/a
Food Establishment Inspections	95	n/a
Swimming Pool Inspections	45	n/a
Walk Through Inspections	26	n/a
Rental Inspections	243	n/a
Bathing Beach Samples Taken	300	n/a
Rental Certificate	856	\$64,200.00
<b>Total Fees Collected</b>		<b>\$112,525.00</b>

# CAPE COD COMMISSION

**Eastham Representative:** Vacant (Joyce Brookshire, through April 2024)

## **Executive Director**

Kristy Senatori

## **Deputy Directors**

Erin Perry

Steven Tupper

## **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.

The 19-member appointed Cape Cod Commission board includes representatives from each of the 15 Cape Cod towns, a minority representative, a Native American representative, a Barnstable County Commissioner, and a Governor’s appointee. The board is supported by approximately 35 professional staff and an executive director.

This report represents broad areas of the Commission’s work and responsibilities, highlighting several specific projects and initiatives.

The Cape Cod Commission would like to thank Joy Brookshire for fifteen years of dedicated service as the Eastham Representative to the Cape Cod Commission, serving from April 25, 2009 through April 24, 2024.

## **Water Quality**

### **Cape Cod Freshwater Initiative**

The Cape Cod Freshwater Initiative is a science-based, information-driven planning process to engage stakeholders and enable action to protect and restore Cape Cod’s freshwater resources.

Through this initiative, the Cape Cod Commission and its partners are completing an analysis of available monitoring data, assessing the overall health of Cape Cod’s ponds and lakes, identifying regional trends in water quality, and evaluating the impact of these critical resources on the region’s economy.

In 2024, the Cape Cod Commission advanced its Freshwater Initiative with significant accomplishments. Stakeholder groups convened throughout the year to discuss freshwater resources, pond management strategies, and actions to support pond health, with feedback informing upcoming recommendations. A pond-specific strategies database is in development, supported by technical advisors, and will feature a range of technologies and management approaches for restoring water quality. Forty strategy fact sheets were drafted and shared for stakeholder input, while the user-friendly Water Quality Data Portal, designed in collaboration with regional experts and the Timmons Group, began beta testing. Updates to the interactive Pond Restoration Project Viewer improved accessibility to data on restoration efforts. The second year of the Regional Pond Monitoring Program continued monthly assessments of 50 ponds, and an economic analysis by the Eastern Research Group quantified the critical value of Cape Cod’s freshwater resources, underscoring their importance to the region’s economy and quality of life.

Find more information on the Freshwater Initiative at [www.capecodcommission.org/freshwater](http://www.capecodcommission.org/freshwater)

### **Eastham Nauset Estuary Targeted Wastewater Management Plan**

The Town of Eastham submitted its Nauset Estuary Targeted Watershed Management Plan to the Massachusetts Department of Environmental Protection as an Expanded Environmental Notification Form. Once approved by the state, the Commission will review the plan for consistency with the Cape Cod Area Wide Water Quality Management Plan (208 Plan), the Commission’s means of reviewing municipal wastewater or water quality plans aimed at managing excess nutrient loads in watersheds.

### **Cape Cod and Islands Water Protection Fund**

During its meeting on March 22, 2024, the Management Board voted to adopt a new model for providing subsidies to projects listed on the Clean Water Intended Use Plan, beginning with projects listed for 2023. Fund disbursements will shift from a principal forgiveness model to a model that provides a portion of the 25% subsidy over the loan term, allowing the Fund to continue to provide the 25% subsidy to projects well into the future. Subsidy payments are made when principal payments on the loan are due. The Management Board also voted at its March meeting to provide subsidies to 13 projects in eight Cape Cod towns that appear on the 2024 IUP. Learn more by visiting: [www.capecodcommission.org/cciwfp](http://www.capecodcommission.org/cciwfp)

### **Regional Housing Strategy**

In May 2024, the Commission released Housing Cape Cod: The Regional Strategy. This comprehensive document identifies policies and strategies for appropriate housing development and redevelopment to address housing supply, affordability, and availability challenges while protecting the region’s sensitive resources. [www.capecodcommission.org/housing](http://www.capecodcommission.org/housing).

### **Climate Change and Coastal Resiliency**

#### **Regulatory tools for development in the floodplain**

The Cape Cod Commission and partners Cape Cod Cooperative Extension, Urban Harbors Institute at UMass Boston, Noble, Wickersham, and Heart, and the towns of Chatham, Eastham, Provincetown, Truro, and Wellfleet developed model wetlands regulations to complement the existing model Coastal Resiliency bylaw and a model zoning bylaw with higher standards than those required under FEMA’s National Flood Insurance Program. This work also serves to align local regulations and permitting reviews among various boards and commissions with differing purviews. [www.capecodcommission.org/coastal-floodplain-resiliency](http://www.capecodcommission.org/coastal-floodplain-resiliency)

#### **Eastham Municipal Climate Action Plan**

The Town of Eastham has partnered with the Cape Cod Commission to develop a municipal climate action plan. Building upon previous planning efforts and local initiatives, this plan aims to create a comprehensive roadmap for addressing climate change at the local level. It will outline realistic, cost-effective goals that align with regional, state, and national frameworks, while prioritizing equity by minimizing burdens on environmental justice and socially vulnerable populations, serving as a vital tool for the Town and its residents, guiding local actions, priorities, and investments. It will feature actionable steps for both municipal leaders and individuals to take, ensuring broad participation and impact.

## **Eastham Greenhouse Gas Inventory**

Under contract with the Commission, Eastern Research Group completed a Greenhouse Gas Emissions Inventory for the Town of Eastham. The inventory accounts for GHG emissions from man-made sources within the municipality. This work, funded through a District Local Technical Assistance Grant, provides a baseline of information for future municipal action, including the development of the town's Climate Action Plan.

## **Regional Transportation and Infrastructure**

### **Cape Cod Bridges Project**

Built in 1935, the Bourne and Sagamore bridges span the Cape Cod Canal and connect residents, businesses, and visitors on the Cape and Islands to the mainland. The bridges are essential for general transportation, freight, and tourism, and in an emergency are critical routes for evacuation. The bridges are the only connection to and from Cape Cod for vehicular traffic.

An effort to replace the “functionally obsolete” Bourne and Sagamore Bridges is well underway. With the July announcement of a \$993 million federal grant from the Bridge Investment Program, a total of \$2.4 billion in funding for the project has been secured - \$1.72 billion in federal funds and \$700 million from the state. While the state maintains a commitment to replace both bridges, funding had been allocated to replace the Sagamore Bridge as Phase 1 of the Canal Bridges Program. The state continues to pursue federal grant opportunities for the replacement of the Bourne Bridge in Phase 2.

For updated information, please visit [www.capecodcommission.org/canal](http://www.capecodcommission.org/canal) or [mass.gov/cape-bridges](http://mass.gov/cape-bridges).

### **2025-2029 Transportation Improvement Program**

The Cape Cod Commission supported the Cape Cod Metropolitan Planning Organization (MPO) and its advisory group, the Cape Cod Joint Transportation Committee (JTC), in the development of key transportation planning documents for the region, including the FFY2025-2029 Transportation Improvement Plan (TIP). The TIP serves as a prioritized list of roadway, bridge, and transit projects proposed for implementation over the next five years.

Developed with a robust virtual and in-person public engagement process, the plan approved in May 2024 includes over \$445 million in funded projects across all 15 communities.

### **Vision Zero Action Plan**

The Cape Cod Commission is developing a Vision Zero Action Plan, an initiative designed to improve road safety and address traffic fatalities nationwide.

Funded through the federal SS4A grant program, the plan will include a systematic crash analysis and set of solutions to tackle the root causes of all crashes, emphasizing those involving bicyclists, pedestrians, and other non-motorists, considering a range of low-cost, high-impact regional strategies such as bike light distribution, updated pedestrian signal equipment, and significant infrastructure improvements at key locations. Completing the Action Plan will make all 15 Cape Cod towns eligible for Safe Streets and Roads for All (SS4A) Implementation Grants to leverage federal funding to implement strategies.

Learn more: [www.capecodcommission.org/vision-zero](http://www.capecodcommission.org/vision-zero)

## **Regional Broadband Assessment**

The Regional Broadband Needs Assessment, prepared for Barnstable County by CTC Technologies and Energy and Rural Innovation Solutions, Inc., was released in September 2024.

Key findings show a lack of competition, lack of fiber, and high prices for Cape Cod subscribers. The Regional Broadband Needs Assessment outlines 14 recommendations that address needs and opportunities identified across three broad categories: fiber and fixed broadband infrastructure, mobile network enhancements, and advancing digital equity on Cape Cod. The recommendations offer strategic approaches for municipal and regional leaders and other stakeholders to enact across Cape Cod.

## **Long-Term Economic Stability**

### **Technical Assistance**

In 2024, the Commission utilized DLTA funds to advance regional housing initiatives. At the request of Eastham and Orleans, the Commission partnered with a consultant to develop a strategy for a community land trust and regional housing land bank—key recommendations of the Cape Cod Regional Housing Strategy. These entities aim to acquire, manage, and develop or redevelop land to support attainable housing across the region. Additionally, DLTA funds were used to create pre-approved plans for small-scale multi-family housing types, enabling streamlined permitting processes, reduced costs, and context-sensitive development. These efforts contribute to the Regional Housing Strategy’s implementation and aim to bolster housing affordability and diversity across Cape Cod.

Additionally, the Commission utilized DLTA funds to hire a consultant to create pre-approved housing plans for certain small-scale multi-family housing types to facilitate more predictable and streamlined permitting processes for housing development and redevelopment.

### **Comprehensive Economic Development Strategy**

In 2024, the Cape Cod Commission and Barnstable County Economic Development Council (BCEDC) updated the Comprehensive Economic Development Strategy, a five-year strategic plan for economic development on Cape Cod. The plan is updated every five years in collaboration with the BCEDC and local and regional stakeholders. It defines an action plan with priority projects to move Cape Cod’s economy toward a sustainable future.

Learn more: [www.capecodcommission.org/ceds](http://www.capecodcommission.org/ceds)

## **OneCape**

In September 2024, over 400 participants from Cape Cod and beyond attended the 10th annual OneCape Summit, held this year at the Wychmere Beach Club in Harwich Port.

Since its inception as a forum on wastewater challenges, OneCape has evolved to address Cape Cod’s broader needs—from attainable housing and climate change to infrastructure and broadband. With wastewater projects now advancing steadily, OneCape serves as a launchpad for diverse regional initiatives that shape Cape Cod’s future. Over two days, the summit explored strategies for sustainable infrastructure, equitable broadband access, freshwater protection, and housing diversity, underscoring the Commission’s mission to foster local action and regional collaboration.

# 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 2023-2024, the enrollment on October 1, 2023 was 664 students.

**Budget:** For school year 2023-24 (FY24) the Total Operating Budget was **\$16,750,000**, a **3.86%** increase over FY23. To view: <https://www.capetech.us/about/departments/business-office>

**News from Superintendent Sanborn:**

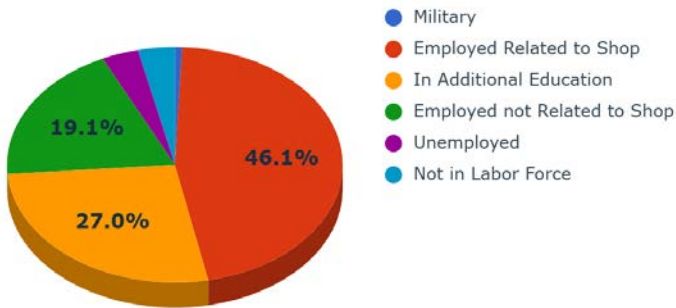
During the 2023-2024 school year, Cape Cod Tech completed its decennial New England Association of Schools and Colleges (NEASC) self-study as well as a visit by twenty vocational technical colleagues who validated our self-study and our school as a whole. The district anticipates notification of our new ten year NEASC accreditation during the 2025 school year. The work by our entire staff truly shined during the visit.

After 2023 where our school earned a “School of Recognition” for MCAS performance, this past year Cape Cod Tech’s 2024 academic achievement was once again stellar with tremendous student growth. Our 10th-grade students demonstrated commendable performance across all subjects. In English Language Arts, 68% of students met or exceeded expectations, surpassing the state average of 57%. In Mathematics, 55% achieved this level, compared to the state’s 48%. In Science,

58% of students met or exceeded expectations, exceeding the state average of 49%. These results were on par or better than most Cape & Islands high schools due to the hard work of our students and their teachers.

Technically, the training our students receive from our highly skilled technical instructors is recognized and sought after by our employer partners. Over one hundred and fifty (150) juniors and seniors worked during their shop time in our successful Cooperative Education program. In our most recent 2023 graduate follow-up study, ninety percent of our graduates responded and the results below show excellent outcomes:

Class of 2023 Post Graduate Outcomes  
(Response Rate 141 out of 156 graduates)



Finally, Cape Cod Tech is in the beginning stages of planning for future programming. As shared last year, Cape Cod Tech is now the steward of thirty-three acres at 374 Main Street through an intermunicipal lease agreement with the town of Harwich. After receiving a \$590,000 private donation, the district has engaged with both a civil engineering and architectural firm to design the site and buildings which will serve as the future home for our Environmental Technology and Veterinary Science programs. Slated to open in September 2026, these programs will allow more students in our district access to technical education at this satellite campus. Finally, we continue to view our facility not only as a school but as a community resource providing services to towns and community members, offering afternoon and evening workforce training (see our adult education website <https://www.communityschoolcct.org>) 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 28 students enrolled at Cape Cod Tech as of October 1, 2023. The assessment for Eastham in FY24 was \$440,764 based on the previous year’s October 1, 2022 enrollment of 22 students.

***Highlights from Cape Cod Tech 2023-24 School Year***

- All of the 147 seniors graduated: 7 from Eastham.
- Enrolled 183 freshman: 9 from Eastham.

- Awards Night for the graduating Class of 2024 presented 205 scholarships, toolships and awards, totaling \$224,945 through the generosity of Cape Cod community organizations, charities, family memorials, and the Cape Cod Tech Foundation.
- Thirty-Eight (38) students received John and Abigail Adams Scholarships, 3 from Eastham.
- The National Technical Honors Society (NTHS) had 38 juniors and senior inductees this year. 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. Cape Tech SkillsUSA chapter earned a Models of Excellence Recognition for the 5<sup>th</sup> year, also earned 5 gold, 16 silver, 16 bronze medals and 1 state officer in District competitions, 9 gold, 2 silver, 4 bronze, 1 State Officer Elect in the State competition and earned the privilege to go on to the National Competition. Community Service initiatives this year included too numerous to name – in other words, “*We Rocked!*”
- 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 2024, forty (40) students were enrolled in our Horticulture program, all of whom are enrolled in FFA. In the annual state competitions, they placed 2<sup>nd</sup>, or 3<sup>rd</sup> in all areas of competition.
- The Cooperative Education (Co-Op) program works with local industries to hire 11<sup>th</sup> and 12<sup>th</sup> grade students during the 2-week vocational cycle, thus enhancing their training, skills and employability after high school. Students meet attendance and grade criteria to be eligible, and continue attending their academic courses. This year 95 seniors and 59 juniors participated.
- Athletics expanded this year with our new athletic fields. Sports offered: football, volleyball, girls and boys soccer, cross-country, golf, ice hockey, boys and girls basketball, cheerleading, baseball, softball, girls and boys lacrosse, track& field, spring track and tennis.

### ***Technical Highlights from 2023-24***

- The Auto Collision program increased student placements in Co-Op Education. All 12<sup>th</sup> graders graduated. All 11<sup>th</sup> graders completed four or more industry certifications. All 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> graders are OSHA certified. The 9<sup>th</sup> grade class seats were filled to capacity. Over 120 jobs were completed for the general public to a gross total of \$40,000.
- The Auto Technology program created and completed an electrical vehicle curriculum for 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> graders. Three students competed in the SkillsUSA state competition, 2 students placed 2<sup>nd</sup> at the Ford Troubleshooting competition.
- The Carpentry Department students have worked to master the use of field-specific math tasks, including estimation of materials, calculations of areas, layout of rafters, etc. Using the textbook software, tests were created for each unit to assess students’ understanding of topics from the theory classroom. Many carpentry projects were completed for the public.
- Cosmetology has implemented a job shadow program for juniors, where they are gaining valuable experience in local hair salons. Salon representatives come into the program throughout the year to demonstrate and speak with students. Fifteen

students competed with SkillsUSA and won six medals in all. Six of nine seniors passed the Mass. State Board Exam.

- Culinary Arts had a busy year with the COVE restaurant, providing an opportunity for students to practice their training. Students were ServSafe certified. The school events, public events and daily restaurant lunches provide a structured learning environment for students.
- Dental Assisting offered their upperclassman clinic experience at two community locations. Ninth graders were provided a fun, interactive, realistic curriculum as they explored various shop choices. Former students returned as guest speakers to enhance students' knowledge of a career in dentistry. Eighty percent of seniors participated in Co-Op and 100% graduated.
- Design & Visual Communications (DVC) was very popular among the 9<sup>th</sup> graders again this year with 40 freshmen choosing it as one of their top 3 choices. Students train on the shop equipment to make artwork, posters and banners for the school and graphic artwork for community customers. Almost all seniors won scholarships or toolships this year.
- The Electrical Shop completed a 3<sup>rd</sup> Annual Electrical Championship and placed 23 students in Co-Op jobs. All 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> graders completed OSHA certifications. Partnerships with Habitat for Humanity, Dream Day on Cape Cod and the Family Table Collaborative provided opportunities for students to practice their skills within local organizations.
- In Engineering Technology program students are handling drones, practicing their 3D printing skills and working on robotics. A competitive team of six students joined three local robotic leagues and qualified in a regional competition.
- Health Technologies students were active in the community hosting blood drives, working with the VNA, Cape Cod Hospital and Alzheimer's Care. All juniors earned their Certified Nursing Assistant (CNA) license, 24 students passed CPR/First Aid, all but one senior was out working in a Co-Op Education placement. Sixty percent of students were in SkillsUSA.
- The Horticulture program uses the school grounds as a training opportunity for students to practice their skills, providing an essential service for the school. They completed irrigation upgrades, new installations and masonry patios. The state has now allowed students to test for an apprenticeship license to operate heavy equipment and some students have already passed.
- The HVAC Department is often the target of school tours because of its rigorous and exciting culture. HVAC has a 90% Co-Op rate within its junior and senior classes. Fifteen students participated in SkillsUSA competitions. The freshman earned the Hot Works certifications and sophomores achieved OSHA certifications.
- The Information Technology Program has multiple industry standard certifications built into their curriculum. This is a great way for our students to get a step up when interviewing. The program offers assistance to the Harwich Council on Aging and assists students with finding volunteer opportunities at local community centers to offer their skills in their trade.
- The Marine Services Program is a member of the American Boat and Yacht Council (ABYC) which provides current marine industry standards-based curriculum. They

contract with Yamaha and Mercury for training materials and train students with Honda equipment. Three 2024 graduates 4 enrolled at Mass Maritime, 3 at Maine Maritime, 3 at Cape Cod Community College and 5 secured full-time employment in the local marine industry.

- The Plumbing Shop added a computer-based assessment to provide students with feedback on their performance and areas that most need improvement. The plumbing curriculum parallels the Board of Plumbers and Gas Fitter Code book and uses Skills Plus a nationally accredited training. Eighteen students were placed in Co-Op positions

### ***Academic Highlights from 2023-24***

- Business Education/21<sup>st</sup> Century Learning teaches three strands of technical education to 9<sup>th</sup> and 10<sup>th</sup> graders. The program partnered with the Co-Op Education program to host a job fair with local businesses, attended by all grades, which was a huge success. The program hosted the 11<sup>th</sup> Annual Credit For Life Fair sponsored by CapeCod5. They procured a grant from the MA Treasury for financial education materials and another donation for prize money for their annual stock market game competition.
- The Art Department has created student portfolios and used Artsonia, a public virtual gallery, to allow parents to view their student's artwork. For the second year they were invited to create a mural for the Hope Project. They have interfaced with several other school programs to work on projects together.
- Health Technologies prepared for new state frameworks by purchasing new equipment for training students. Also, they invited speakers into the classroom, one a med-flight nurse who came for a second visit with her helicopter for students to see. Another visitor provided a demonstration of sound healing and a third discussed hiring opportunities at the hospital.
- The English Department is proud that the ELA MCAS scores contributed to Cape Cod Tech being named a **School of Recognition** by the Massachusetts DESE. The student newspaper, *Tech Talk*, earned awards from the New England Scholastic Press Association, American Scholastic Press Association, and Columbia Scholastic Press Association.
- The Social Studies Department incorporated data points for Senior Projects, AP exams, and Senior Scholarship Awards as additional ways to assess student achievements. All students participate in civic projects and practice presentations. This department works intensively to prepare students for graduation, the work force and college.
- The Math Department completed year one of a new text and curriculum, *Reveal* that involved intensive focus for the teachers. A goal towards improving preparation for MCAS, included organizing questions into topics that align with algebra and Geometry curriculum. MCAS scores for 2024 "growth" were especially noteworthy over the state averages.
- The Science Department focused on building trust with through caring and fairness. After school support included credit for extra lab work and extra-help sessions two days a week. MCAS scores for 2024 in science were on average better scores than all but one Cape schools.

- The Special Education Department teachers regularly reach out to parents (via email, phone calls & google classroom) regarding both concerns and positive feedback throughout the year. Teachers regularly provide time in class after instruction to work on homework to ensure that students understand the material and to minimize anxiety.
- The Student Services/Guidance Department is comprised of four counselors, adjustment coordinator and admissions coordinator. Their student ambassadors program recruits students to provide leadership at school functions, new student orientation, and tours of the school for visiting students and groups. This year 65 students participated providing an essential role to the school.

Please visit our website: [www.capetech.us](http://www.capetech.us) for more information.

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

## 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 2024 (CY24), 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 CY24 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, renewable, 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.

While power supply prices did not dramatically spike this past winter (2023-2024) and are not anticipated to spike for the upcoming winter (2024-2025), 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 2024, the Compact had approximately 5,091 electric accounts in the Town of Eastham on its power supply.

#### *ENERGY EFFICIENCY*

Through November 2024, Cape Light Compact has reinvested over \$1,784,553 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 632 participants approximately \$86,533 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](http://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 CY24, the Compact focused on the following regulatory proceedings at the Massachusetts Department of Public Utilities (DPU):

- Grid modernization (DPU docket 21-80):
  - The Compact's participation in this docket focused 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.
  - The Compact participated in monthly AMI stakeholder working group 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). The Cape Cod CIP seeks to resolve the significant barriers to interconnection faced by distributed energy resource facilities, such as solar PV, requesting to interconnect to the electric power system in the Cape Cod and Martha's Vineyard area.
  - The DPU issued an Order approving the Cape Cod CIP.

- Municipal Aggregation Investigation (DPU Docket 23-67)
  - The Compact and several other Massachusetts cities and towns participated 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 viewed as being overly prescriptive.
  - The Compact, in collaboration with a group of stakeholders, advocated for recognition of municipal control and decision-making in the operation of aggregations and was ultimately successful in securing updates to the proposed Guidelines that allow for the flexibility required to effectively operate its Program.
- Eversource Electric Sector Modernization Plan (DPU Docket 24-10)
  - Eversource filed its Electric Sector Modernization Plan (ESMP) with the DPU in January 2024. The Compact participated in this docket advocating for a number of items including ensuring a timely process for the implementation of TVR, approving the Cape Cod CIP, and directing Eversource to report on the impacts of the ESMP on double poles.
  - The DPU issued an Order approving Eversource’s ESMP. Many of the issues of interest to the Compact will be addressed through Phase II of the proceeding which will begin in January 2025.
- Energy Burden Investigation (DPU Docket 24-15)
  - The Compact participated in the DPU’s investigation into Energy Burden by bringing together a group of stakeholders to discuss the issue. The Compact submitted two rounds of comments focusing on energy affordability issues faced by Cape and Vineyard customers to the DPU based on its stakeholder session.

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 approximately 55 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. As of August 2024, the program was fully subscribed.

In February 2024, the Compact received a second round of funding from the Massachusetts Clean Energy Center to launch Phase 2 of its Income Eligible E-bike Program. Under Phase 2, the Compact issued vouchers to income-eligible participants that can be used at participating bike shops. Depending on the customer’s income-eligibility, a standard voucher covers 75% of the cost of a Class 1 e-bike, up to \$1,200, and an enhanced voucher covers 90% of the cost of a Class 1 e-bike, up to \$1,500. As of August 2024, the Compact had issued all vouchers for which it received funding under Phase 2, approximately 250 vouchers.

# COMMUNITY DEVELOPMENT DEPARTMENT

The Community Development Department is comprised of the Planning, Building, and Housing 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	

### ***North Eastham Village Center Master Plan***

The master planning effort is comprised of several interconnected components including zoning regulation updates, wastewater planning, affordable housing development and transportation improvements to Route 6. Planning staff continued to work with the Zoning Task Force on proposed zoning amendments for the North Eastham commercial districts. The zoning amendments will provide the framework for future redevelopment of both Town owned and private property. The goal of the zoning amendments is to ensure that the community's vision for the T-Time and Town Center Plaza sites can be achieved through the Town's land use development regulations and that over time, private property in the commercial zone can be developed in a manner that foster's appropriate commercial and residential activity in a predictable development pattern that reflects the character of Eastham.

**Zoning:** "Form Based Code" zoning for the commercial districts in North Eastham will be proposed for the May 2025 town meeting. Form Based Code regulations tie policy goals of the Town to the specific types of development most desirable to the community. The regulations are organized around the physical forms of buildings and sites rather than the segregation of land uses. They are focused on how buildings relate to the streetscape & surrounding area, not what uses occur inside the buildings. Form-based codes use pictures, diagrams, to help simplify the zoning bylaw and describe types of development desirable to the town. The amendments are based on extensive research and analysis and included input from regulatory board members, elected officials, builders, developers, local businesses and community members. In addition, zoning proposals also took into account data and recommendations from several studies including the 2024 Housing production Plan, 2019 Market Study, 2023 Village Center Master Plan Report, and the 2024 Regional Housing Strategy Report. Full details on the proposed amendments will be available on the Eastham Planning Board webpage.

**Route 6 Improvements:** The Select Board reviewed and endorsed several concept designs to improve vehicular and pedestrian safety along Route 6 including

sidewalk, bike connections, protected turn lanes and travel lane realignment. These concepts have been vetted with MassDOT and the Town will proceed with preliminary engineering in order to initiate project funding at the State and County level. These proposals are aligned with the land use development regulations proposed for the North Eastham Village Center.

**5-Year Strategic Plan Update**

Town staff worked with the Strategic Planning Committee to update the 5-year plan for 2025-2030. The current plan’s guiding principles and goals remain in place. However, certain elements of the plan have been amended to account for evolving priorities in the community. The revised strategic focus areas include: Water Quality, Climate Adaptation, Land Management, Public Health, Municipal Services, Facilities and Programs, Route 6, Complete Streets, Municipal Water System, Waterways, North Eastham Master Plan, Commercial and Residential Property Uses, Creation of New Housing Units, Housing Assistance Programs, Zoning Regulations, Municipal Staffing, Technology and Communication. The updated Plan will be presented for public review in early 2025.

**Community Housing Support**

*(Submitted by: Rachel Butler, Housing Coordinator)*

The Community Development Department has worked to support and implement the initiatives set forth in Eastham’s Community Housing Plan. Paul Lagg, Community Development Director and Rachel Butler, Housing Coordinator, work closely with Town Administration, the Affordable Housing Trust, and Select Board to find solutions on housing issues facing the town. The Department supports the work of the Town’s strategic planning initiatives as well as regional housing efforts to identify opportunities to add to the housing inventory, diversify housing options, and support the creation of assistance programs aimed at households of various income levels to help provide affordable and attainable housing while working towards meeting the states required housing goals.

**Comprehensive Community Housing Plan**

With the support of the Select Board, Town Administration and the Affordable Housing Trust, the department provided an update on the current housing activities and engaged in a comprehensive strategic planning process for the future by presenting innovative solutions to appeal to the broader community. From a joint meeting on October 7, 2024, of the Select Board, Affordable Housing Trust and town staff, the Community Housing Plan (CHP) and current funding was reviewed. Based on the needs of the community and limited funding the CHP goals were reprioritized and the CHP was updated to include (1) creation of an Accessory Dwelling Incentive Program and a Leasing to Locals program , (2) Reaffirm the towns commitment for funding options to extend the reach of the Affordable Housing Trust’s existing assistance programs, and (3) moving forward with existing projects (Beach Plum Motel, Salt Pond Condominiums and 580 Massasoit Rd.) that will support and increase housing options for residents across income levels and diversify the types of housing available of new year-round rentals for the local community

**Incentive Programs**

At the October 7, 2024, joint meeting the following programs were determined to be highly desirable as a tool to increase year-round rental units.

### **Accessory Dwelling Incentive Program**

The May 2, 2022, Town Meeting saw the passing of Zoning bylaws meant to support the creation of Accessory Dwelling Units (ADU's) Additionally, the award of over \$1,000,000.00 in American Rescue Plan (ARPA) funds to Community Development Partnership and Housing Assistance Corporation to develop ADU resource centers. Town staff have engaged to support the efforts of these programs and continue to provide guidance on zoning regulations and bylaws, collaborate on available resources and sought input for creation of a town of Eastham incentive program that will provide financial assistance and encourage Eastham homeowners to create an ADU on their property with the goal of providing year-round housing opportunities. Staff have been working on this program it is expected to be available in 2025.

### **Leasing to Locals**

With the concern over the decreasing stock of year-round rentals in Eastham many program options were considered. Of particular interest was a program that created new year-round opportunities for the local community. This program provides a financial incentive to homeowners who convert a short-term rental or create a new rental through an ADU or home to a year-round rental thus adding to the year-round rental stock. Other towns in the region have seen success in utilizing such a program and data indicates the retention of the creation of a year-round rental unit is high. Town staff have been working on a request for proposal for this one-year pilot program to be launched in 2025. Program Support

While CPA funding continues to support the Rental Assistance (RAP) and Housing Emergency Loan Programs (H.E.L.P) Community Development staff are responsible for implementing and monitoring these programs as part of the comprehensive community housing plan.

### **Rental Assistance Program (R.A.P)**

RAP is an Affordable Housing Trust program that 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 in case management services for goal setting and participation to ensure self-sufficiency by or prior to the end of the program term. As of December 31, 2024, there were fifteen (15) participants in the RAP.

### **Housing Emergency Loan Program (H.E.L.P)**

H.E.L.P is a program of the Affordable Housing Trust that is supported by Community Preservation Act funding approved at Eastham's annual town meeting. The program provides financial assistance to qualified homeowners 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. The H.E.L.P assisted three (3) households in 2024.

### **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, aligned with the town's goals of adding to the town's housing inventory while providing a diversified housing options and ensuring that FECOA retained their space allowing them to continue 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 working with an architect for the re-development of the motel units on the property to be used as affordable and/or workforce housing. Design plans and a preliminary cost estimate are complete. Planning and financial options for this project continue.

### **580 Massasoit Road**

A Community Preservation Act application was submitted to the Community Preservation Committee for consideration of funding for historic renovation and necessary code upgrades and was approved at the 2024 Annual Town Meeting. Town staff are working on phase three of this project that will include rehabilitation of the third-floor apartment unit. In addition, options for affordable and/or workforce housing for this property are being explored.

### **Salt Pond Condominiums**

Property Management and planning for future needs for the units continues. More to come in 2025!

### **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 Needs**

The Housing Coordinator continues to manage the portfolio of Town and Trust rental units while the DPW Facilities and Maintenance Coordinator attend to everyday and emergency maintenance needs. A Capital needs assessment for the residential units was completed in 2024. The housing department is working collaboratively with Administration and DPW/DPW Maintenance staff to develop a long-term maintenance plan.

### **Community Preservation Act (CPA)**

\$400,000 in undesignated CPA funds were approved to be allocated to the Community Housing Reserves. The Community Preservation Committee has pledged as part of the CPC's 5 (2025-2029) year plan to allocate 40% of total CPA receipts each year to the Community Housing Reserves in addition to the required 10%.

### **Subsidized Housing Inventory**

The Massachusetts Subsidized Housing Inventory (SHI) is used to measure a community's stock of low-or moderate-income housing for the purposes of M.G.L. Chapter 40B, the Comprehensive Permit Law. The State requires that 10% of a town's year-round housing units be deed restricted affordable. A town's SHI is determined by dividing the number of Chapter 40B affordable units by the total number of year-round

housing units according to most recent census data. Eastham currently has 3.68% of its housing stock listed on the SHI

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.

**Affordable Homes Act**

To assist towns in accomplishing housing production, programs and services for their residents, on Aug. 6, 2024, Governor Maura Healey signed the Affordable Homes Act (AHA) into law. This Historic legislation authorizes \$5.16 billion in spending over the next five years along with nearly 50 policy initiatives to counter rising housing costs caused by high demand and limited supply. The AHA supports Town’s in the Commonwealth efforts by creating policy changes and provides resources that enables towns to move along housing initiatives and meet their much-needed housing goals.

**BUILDING DIVISION**

**Report of the Building Commissioner**

*(Submitted by Justin Post, Building Commissioner)*

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.

**Building Permits**

New Construction:	34
Demolition:	8
Addition / Alteration:	153
Solar Installation:	76
Sheet Metal:	15
Pool:	8
ADU (Accessory Dwelling Unit):	8
Other:	478

Total receipts: \$203,738.82

**Report of the Plumbing & Gas Inspector**

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

**Plumbing and Gas Permits**

New Dwelling Unit:	75
Alteration:	312
Appliance Replacement:	163
Single Fixture Replacement:	105

Total receipts: \$96,232.00

## **Report of the Wiring Inspector**

*(Submitted by Sean Donoghue, Wiring Inspector)*

### **Electrical Permits**

New Construction:	38
Addition / Alteration:	242
Alarm System:	10
Generators:	38
Low Voltage:	7
Pool:	11
Service:	86
Solar System:	93
Other:	142

Total receipts: \$73,830.00

### **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. 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
- Jackie O'Rourke, Community Development Planner
- Justin Post, Building Commissioner
- Scott Van Ryswood, Plumbing & Gas Inspector
- Sean Donoghue, Wiring Inspector

## ENERGY AND CLIMATE ACTION COMMITTEE

Established in March 2021, the Eastham Energy and Climate Action Committee is charged with serving as an informed advisor and resource to the Select Board and town residents and businesses on methods to reduce the community's contribution to climate change, and strategies that anticipate and respond to its potential impact. The committee is comprised of 7 members that meet monthly, plus a growing number of non-voting volunteers.

The Committee aims to establish a local strategic framework to preserve the community and protect against climate hazards. In 2023-2024, it partnered with the Cape Cod Commission to conduct a local Greenhouse Gas Inventory to help set a framework for local action. The Commission has further agreed to provide technical assistance to Eastham in 2025 for development of a local climate action plan which will provide a roadmap to address climate change at a local level, set realistic cost-effective goals, and minimize burden on vulnerable populations. The Commission will organize a series of stakeholder and focus group meetings to identify actions, analyze their impacts, and estimate costs and benefits for consideration by the Town. A draft plan for adoption is expected in January 2026. The plan will be a valuable tool for the town and its community members, guiding local actions, priorities, and investments.

In support of town policies, the Committee compiled research and conducted public outreach on the benefits and impacts of adopting the Massachusetts opt-in Specialized Energy Code, and enumerated dual benefits of reduced fossil fuel use in future construction, along with quantified savings for their owners. The Specialized code was ultimately adopted at Town Meeting 2024.

In 2024, outreach to the community included a comprehensive and first-ever Climate Survey of Eastham residents and businesses. A summary of findings was presented to the Select Board showing significant support for preserving our local environment from the effects of climate change, and surfaced issues and concerns from our community to be considered. These inputs support the Committee's stated goals of the importance of community voice, the importance of focusing on local impacts, and protecting our vulnerable population.

Educational outreach to the community in 2024 focused on energy-savings for residents and reducing fossil fuel usage. This included additional solar energy follow-up clinics and 1-on-1 sessions at the Senior Center and the Library, and the publication of a series of fact sheets and FAQs for home energy savings. A "Touch and Learn" Electric Vehicle Car Show was developed and two events held in October and December in partnership with the Orleans Climate Action group. Additional events are planned for 2025.

The Committee would like to thank Shana Brogan and Rich Bienvenue for their steadfast and invaluable support and guidance. The Committee is also most grateful to the continuing support, dedication, and encouragement from the people of Eastham for making climate change a priority issue. We look forward to working with our Eastham residents as we continue to build a carbon-free and climate-ready future.

Respectfully submitted by:

Tom McNellis, Committee Chair

## COMMUNITY PRESERVATION ACT COMMITTEE

The Community Preservation Act Committee (CPC) was established by vote of a Special Town Meeting in 2004 to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL, Chapter 44B. The CPC consists of nine voting members. The Eastham CPA program is funded by a three percent (3%) local property tax surcharge and annual state matching funds, at variable rates, from a statewide CPA Trust Fund created by the Act. The CPA Trust Funds come from the Registry of Deeds revenue. CPA funds may be used to support Open Space, Historic Preservation, Affordable/Community Housing and Active Recreation projects in the Town of Eastham and the surrounding environs.

For the Fiscal Year ending June 30, 2024 (6/30/24), CPA local tax revenues were \$990,480 (up from \$901,235 the prior year) and the state reimbursement was \$258,293 (down from \$451,243 the prior year). Funds not expended in a given year are available for future projects.

Projects that were approved for funding (total \$1,834,700) at the 2024 Annual Town Meeting:

- \* Grant to fund the Cape Housing Institute (\$10,000)
- \* Grant to fund additional reserves to the Affordable/Community Housing restricted category (\$400,000)
- \* Grant to assist the Housing Assistance Corporation (HAC) in funding a Brewster Housing Project (\$100,000)
- \* Grant to fund the Town for 580 Massasoit Road historic rehabilitation (\$740,000)
- \* Grant to fund the Eastham Historical Society for a building extension to the Schoolhouse Museum, based on a wing that had been removed (\$447,200)
- \* Grant to the Orleans Finch Skate Park for shared usage and maintenance (\$7,500)
- \* Grant to the Eastham Elementary School for playground upgrades (\$50,000)
- \* Grant to the Town (Open Space Committee) for an extension of the ADA trail at Sandy Meadow an additional 950 feet (\$80,000)

In addition to the above projects, \$49,957 from CPA FY 2024 Administrative Funds were awarded to JM Goldson LLC to work with the CPC to complete a new Community Preservation Plan for FY25 - FY29. The CPC worked with JM Goldson staff over many meetings, including a public participation session at the Eastham Library. The new 5 Year CPA Plan can be found on the Town Website. One major change from this review and update is the agreement that the percentage of funds to be restricted annually to the category of Affordable/Community Housing be increased from 10% to 30%.

The Committee thanks Carolyn McPherson for her longtime service to the CPC, representing the Affordable Housing Trust. The CPC welcomes new member Elaine Lipton. The Committee also thanks town staff, Stacey Wadey and Paul Lagg for their support.

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  
Elaine Lipton

## CONSERVATION COMMISSION

The Conservation Commission administers and enforces the Massachusetts Wetlands Protection Act (MCL 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, consisting of six members and one vacancy, 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. Several commissioners also serve as the Conservation Commission representative on the Open Space, Community Preservation Act, 1651 Forest Committee, and Strategic Planning committees. Individual commissioners also participated in various education and training opportunities and attended conferences throughout the year.

In 2024, in its regulatory capacity, the Commission handled 28 Notices of Intent, five Amended Orders of Conditions, 33 Determinations of Applicability, 31 Certificates of Compliance, 40 Administrative Reviews, nine Plan Change Requests, 8 Extension Permit Requests, 11 new Violations, and two Enforcement Orders. Worked continued on a number of violations from previous years. This was handled through 206 permit-related agenda items, and additional items for violation discussions, minutes, education opportunities, committee liaison reports, and other administrative discussions.

Taking note of the workload and time burden on the Commission and staff and being mindful of applicant's resources, the Commission changed the filing and permitting procedures for three types of low impact projects that are usually approved by the Commission with minimal changes and a set of standard work conditions. These include standalone water service connections (filing fee has also been reduced by \$40), sheds, and tree work for up to two trees. These projects will now be handled administratively by the Conservation Agent for review and determination. The agent will refer projects that require more discussion to the full Commission and will provide periodic status reports. These changes are expected speed up permitting and reduce the number of agenda items at regular meetings.

The 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. In May, the Commission adopted definitions for Abandoned, structures which have fallen into disrepair for at least five years and were no longer useable for their original function, and Reconstruction, which defined what is repair rebuilding and what work would be so extensive as to be considered a new structure subject to all current regulations.

The Commission continued to see an increase in filings to address the effects of increasing coastal erosion, flooding, increased storminess and intensity of storms and other stressors complexity of filings in recent years, including permitting a number of projects to relocate houses further landward away from eroding coastal banks, to raise structures on pilings, or to increase the height or length of rock revetments.

The Commission continued to see an increase in violations of the Wetlands Protection Act and the Bylaw this year including working being done without a permit, work outside of the scope of the Order of Conditions, and dumping of materials into wetland areas. Given the adverse impacts that unpermitted work may have on wetland resource areas, it is important that all work in these areas undergo review and permitting before any work is undertaken. The adage “it is easier to ask forgiveness than ask permission” does not apply to wetlands permitting. Violations always result in project delays, may require additional work by engineers and contractors to establish the extent of the unpermitted work and its impacts, may require restoration and mitigation, may incur fines of up to \$300 per day or civil action or expensive enforcement by the state. For all after-the-fact fillings local permitting fees are doubled.

Help is available to determine if your project falls within the Conservation Commission’s jurisdiction. The Conservation Department is a great resource for any permitting questions. GIS maps on the town web site or the state’s Mass Mapper application provide details of wetlands resources areas, flood zones, rare habitats, and more on a tax parcel and town-wide level. Old site plans or septic plans are also a great resource when planning new work.

At Wiley Park, the Commission started a pilot restoration project along the Great Pond shoreline where vegetation removal by park users had created unauthorized pond access near the so-called “dog beach”, resulting in pond bank erosion, loss of aquatic vegetation and habitat loss in a priority habitat for rare species. A fence was installed to see if the area would restore itself if left undisturbed or if further action would be required. The Commission also purchased two cellular game cameras to help monitor the restoration area and other sensitive locations. The Commission thanks everyone for their help in stewarding this special conservation.

The Commission ended the year with a vacancy and would like to invite interested parties to submit an application via the town’s web site and/or contact the Conservation Department or Commission chair for more information.

The Commission thanks Alex Bates, Amy Blakesley, and Hillary Greenberg-Lemos for their ongoing excellent support of the commission and the public and Wayne Burns for keeping Zoom and live streaming humming along meeting after meeting.

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 remains a welcoming space dedicated to enhancing the quality of life for older adults through a variety of programs and support services. In the past year, the Council on Aging (COA) staff had a productive and rewarding year, significantly expanding the scope and reach of activities and programs. According to the 2020 Federal Census, there are 2,941 residents in Eastham who are over the age of 60. Last year, the Senior Center supported approximately 55% of these residents through various diverse programs and services.

The demand for Senior Center services is driven by a strong desire for social connection and a commitment to aging strong and independent—staying engaged, alert, healthy, and active. A variety of new programs were introduced, focusing on health and wellness, exercise, socialization, and digital equity, all designed to enrich the lives of older adults across generations. These programs were made possible through the dedicated efforts of staff, volunteers, paid instructors, social services agencies, grants, the town, and the generous support of the Friends of the Eastham Council on Aging.

<b>SERVICES</b>	<b>PROGRAMS</b>
Case Management	Art/Craft Classes
Durable Medical Equipment Loans	Computer Center
Elder Law Attorney	Cooking Club
Entitlement Program Application Support	Cultural/Education Programs
(Fuel Assistance, SNAP, SSI & Tax Abatements)	Evidence Based Programs/VNA Fit & Strong
Health Insurance Counseling (SHINE)	Foreign Language Classes
Income Tax Assistance	Fitness Classes
Life Alert/File of Life Assistance	Health and Wellness Education Series
Mental Health Support & Wellness Programs	Hybrid Programming
Mobile Library/Media Delivery	Holiday Meal/Food Delivery and Luncheon
Onsite Food Pantry/Food Distribution/Support	Local Trips/Excursions
Outreach Home and Office Visits	LGBTQ+ Group/Events
Support Groups/Caregiver Support	Intergenerational Programs
Technology Support	Men’s/Women’s Social Groups
Transportation	Nutrition/Meal/Food Programs
Flu/Covid-19 Vaccine Appointment Support	Outreach: Fun Night Out Programs
Veterans Services Support	Recreation/Social Programs

In addition, the COA was able to utilize two grants that were awarded. The \$100,000 hybrid programming grant helped expand both onsite and remote programs to enhance socialization, health, and wellness in the community. The grant funds were used to purchase new technology, secure program content, and hire staff (Hybrid Program Administrators Harriett Emerson and John Klimczak) to coordinate and facilitate these programs. The \$25,000 transportation grant is being used to expand services and hire a Senior Services Administrator to oversee transportation initiatives.

One of the most essential services offered by the COA is transportation, which provides rides to medical appointments, hospitals, pharmacies, grocery stores, prescription pickups, and other local needs. This service operates year-round, utilizing a combination of on-call paid drivers (funded through a grant from the Executive Office of Elder Affairs and as needed by the town) and volunteers. Last year, the Senior Center provided over 1400 round-trip rides for medical appointments.

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, Gerard Boucher, Keith Burritt, John Klimczak, Paul Langlois, Alan Larson, Jeffrey Nogas and Raymond Shupenis). 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 its dedicated staff, the Senior Center is supported by the Friends of the Eastham Council on Aging (FECO), a 501(c)(3) nonprofit organization run by committed volunteers. The Senior Center is significantly enhanced by the volunteerism and generosity of the "Friends," who provide the primary financial support for many programs, as requested by the COA Director and Board of Directors. The FECO's main sources of revenue come from operating the all-volunteer Thrift Shop on Massasoit Road and through donations. In the past year, the Friends provided over 1,000 health, wellness, and fitness program occurrences at no charge to Eastham COA patrons.

The town's COA Board of Directors is made up of dedicated community members who work closely with COA staff and the Friends of the Eastham Council on Aging to advocate for the older adult population. The Board members for Fiscal Year 2024 included Paula Bruns, Carol DiBona, Cheryl Gayle (Vice Chair), Beverly Hobbs (FY25 Chair), Joan Lockhart (FY24 Chair), Linda Reed, Dr. Richard Trimble (Secretary), and Patricia Unish. One seat was vacant until it was filled by Elaine Lipton, who was appointed on August 26, 2024. With their diverse backgrounds and expertise, the Board offers invaluable insight, playing a key role in the partnership and oversight of the COA. Together, the Board and COA staff focus on setting strategic priorities and implementing key recommendations to further the town's broader goals, while also continuing to use findings from the UMass Boston "Aging in Eastham" report to guide their work.

The COA is grateful to the community and recognizes that it could not offer such a wide array of programs and services without the support of other town agencies, volunteers, board members, community partners, the "Friends," and the residents it serves. The COA staff remains committed to continuously enhancing its offerings and will continue to provide essential services that enable Eastham seniors to live well, maintain their independence, and thrive as vital members of our community.

Respectfully submitted,

Dorothy Burritt, COA Director  
Beverly Hobbs, COA Board Chair

## **PUBLIC WORKS & NATURAL RESOURCES**

During Calendar Year 2024, 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, Recreation fields and public buildings.

The building maintenance staff plays a crucial role in ensuring that our public facilities are safe, clean, and functional for all residents and visitors. Their work often goes unnoticed, but it is essential to the smooth operation of our community spaces. From early morning preparations to late-night repairs, their dedication is evident in the well-maintained condition of our buildings.

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 DPW personnel.

### **SOLID WASTE**

Transfer station staff assisted over 3,997 Eastham households, and handled numerous additional visitors, who brought in approximately:

- 4066 tons of municipal solid waste
- 886.72 tons of construction and demolition materials
- 210.76 tons of cardboard
- 1298 mattresses
- 23.93 tons of newspapers
- 137.34 tons of mixed paper
- 152.47 tons of glass
- 370.47 tons of metal
- 17.8 tons of food compost

We continue to pursue innovative and efficient ways to run our operations, to work closely with our Recycling Committee, and to create innovative programs that benefit our residents. Recycling programs such as Shrink wrap recycling and food composting have been a success.

### **WATER DEPARTMENT**

In 2024, Under the direction of the Water Contracts Manager, the Eastham water distribution system continued to grow extending our ability to provide a reliable source of potable water for our residents. Some of the highlights include:

- 210 applications were submitted for connection to the Water System in 2024.
- There are 45 pending applications for water connection.
- 180 customers were connected to the Water System in 2024.
- Atlantic Well Drilling and Wild Care were connected in 2024.
- The Eastham Water Department assisted in the connection of Phase one of the Nauset High School Building
- The Water Department performed 88 turn on/turn offs in 2024.
- The Water Department conducted 46 final water reads or ownership transfers.

- In addition to the turn on/turn offs and final reads there were 35 other miscellaneous water work orders performed in 2024
- In partnership with the Town of Wellfleet, the Eastham water main was extended into Wellfleet .5 miles, improving Eastham's water system, and creating more customers.
- Construction of Contract's 22 water main was completed and paved in 2024. Construction of District H well house and water tower continued in 2024 and will be completed in the Spring of 2025.

## **NATURAL RESOURCES**

In 2024, 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, responding to animal control calls, boat patrols, emergency response, and enforcement of laws and regulations. We also actively participate in municipal and state level water quality sampling.

Our staff routinely maintains beaches, landings, culverts, outfalls, herring 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, ponds, 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.

We set and maintained aids to navigation (buoys and high flyers) for channels, safe water, swim areas, and hazardous areas to assist boaters in safely navigating Nauset Marsh/Inlet, Town Cove, and Cape Cod Bay. In our continued effort to maintain safe waterways and clean beaches, staff conducted mooring sweeps to identify derelict moorings, and used this to contact those who we could identify to remove unused moorings.

### **Vessel Permitting**

The following are the number of permits issued in year 2024:

- Freshwater Launch Permits – 29
- Mooring Permits – 287
- Rock Harbor Dockage – 47
- Transient Dockage Permits – 35
- Vessel Storage Permits – 121

## **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 170,000 quahogs and 23,000 oysters from seed and broadcast them in the Nauset Marsh Estuary. In addition to town propagation, 20,000 oysters (3in or larger) were purchased from Eastham Aquaculture licensees

for the recreational Oyster Sunday Program at Salt Pond. Over 110 individuals enjoyed harvesting on the opening day in November.

**Aquaculture licenses**

Shellfish aquaculture sites in Eastham primarily produce oysters, with a few growing quahogs as well. There are 18 individuals licensed for aquaculture at the Boat Meadow Aquaculture Development Area on the Cape Cod Bay side and 20 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 1,927 shellfish permits were sold in 2024, broken down as follows:

- o Resident recreational permits – 826
- o Year-round senior resident recreational permits – 699
- o Year-round nonresident recreational permits – 61
- o One-week recreational permits – 221
- o Commercial permits – 91
- o Senior commercial permits – 29

**LAND MANAGEMENT**

The Natural Resources Department worked with AmeriCorps Cape Cod on the following projects in 2024:

*Sandy Meadow Pitch Pine Removal:* In December 2024, AmeriCorps members, Natural Resources staff, and the Eastham Conservation Agent teamed up to remove pitch pine from Sandy Meadow Conservation Area. The ongoing maintenance of felling, cutting and chipping pitch pine trees preserves the rare sandplain grasslands and heathland habitat within the “bowl” of Sandy Meadow.

*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, Natural Resources staff and AmeriCorps members manually cleared both runs of debris. This annual clean-up ensures the runs are clear for adult river herring to swim upstream to spawn in the ponds and for adult eels to 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.

**Upcoming projects include:**

- o Shellfish propagation to enhance the wild population and for the benefit of recreational and commercial harvesters
- o Sandy Meadow pitch pine removal
- o Herring run clean-up
- o Installation of fishing gear receptacles at multiple Eastham landings

**ANIMAL CONTROL**

Animal Control responded to many types of calls, including reuniting lost dogs with owners, enforcement of town bylaws and state laws, sick and injured wildlife, and other calls related to domestic and wild animals. Please see the Police Department report for total Animal Control call statistics.

Our staff continues to participate in the Cape Cod & Southeastern Massachusetts Rabies Task Force, as well as other local and regional efforts for disease control and public education. Animal Control, along with Wild Care and Eastham Dog Owners' Association, held a "Coexisting with Coyotes" talk for over 100 community members. In 2024, Natural Resources also established a "Pet Pantry" to provide free supplemental pet food.

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, Public Works Assistant Director, Public Works Administrative Assistant, Natural Resources and Water Contracts Manager for all you dedicated service to your department and the Town of Eastham.

Respectfully submitted,

John Roughley

# EASTHAM CULTURAL COUNCIL (ECC)

## **Mission**

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

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

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

## **Fundraising**

The Eastham Cultural Council does annual fundraising to provide additional funds for granting or to support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual **Hands on the Arts Festival** scheduled the weekend after Father's Day each year

## **Arts Education**

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

## **Eastham Municipality**

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

In 2024 the council received and distributed more than \$5,000 in Grant monies from the state to support local arts and humanities programs.

Respectfully,

Brian LaValley, Chairperson

# 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, just steps away from the Salt Pond Visitor's Center, Eastham Elementary School enjoys a truly unique setting that enriches learning and inspires growth. Within this vibrant and picturesque environment, our dedicated staff, engaged families, and enthusiastic students collaborate to foster a positive school climate and culture. This foundation supports a rigorous academic program that seamlessly integrates social-emotional learning and global awareness, equipping students with the skills and mindset to thrive in an ever-evolving world. Together, we remain committed to this shared mission, ensuring success for every learner 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: 12	K: 27	Gr 1: 22	Gr 2: 28	Gr 3: 41	Gr 4: 27	Gr 5: 25
Total: Female 80 / Male 102 / = 182						

### STUDENT LEARNING : VISION STATEMENT / PURPOSE / CORE VALUES

Nauset Public Schools and Eastham Elementary are committed to providing enriching, diverse, and innovative opportunities that prepare students to become lifelong, self-directed learners and contributing members of society. Through critical thinking, problem-solving, and collaboration, students will develop the ability to reflect on their learning, set meaningful goals, and persevere through challenges in an ever-changing world.

We strive to foster a global perspective by offering authentic learning experiences that extend beyond the traditional classroom, cultivating educational partnerships, and creating opportunities within our local community, across the United States, and around the globe.

Our curriculum and instruction lie at the heart of our school's mission, with continuous improvement being a top priority. Kindergarten instruction across the Nauset School District towns of Brewster, Orleans, Eastham, and Wellfleet is grounded in the *Tools of the Mind* curriculum. For grades 1-5, all instruction is aligned with the Massachusetts Curriculum Frameworks.

### 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 encompasses the daily experiences and interactions that define life at our school. A positive and healthy school climate is built on a foundation of community, collegiality, collaboration, safety, responsibility, and a love of learning. To foster social-emotional competencies—such as self-awareness, social awareness, self-management, responsible decision-making, and relationship skills—we implement a variety of resources that promote a happy, healthy, and inclusive environment.

- Our *RULER* team, in collaboration with the Yale Center for Emotional Intelligence, continues to provide a proven framework for nurturing and sustaining a positive school culture. The *RULER* approach, fully embraced by our staff, will be actively implemented with students and families during the 2024-2025 school year.
- The *Second Step Social Emotional Learning Program* equips all students with essential prosocial skills, creating a strong foundation for positive interactions.

- Through our partnership with *Calmer Choice*, both students and staff benefit from mindfulness training that enhances emotional resilience and overall well-being.

These initiatives reflect our unwavering commitment to cultivating an inclusive and supportive school climate where everyone can thrive.

## **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 Facebook 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 and a Veteran's Day Remembrance
- 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

## **Closing Statement**

We extend our heartfelt gratitude to the citizens of the Town of Eastham for their unwavering support and dedication to maintaining the beautiful Eastham Elementary School. Your commitment to our students, staff, and programs ensures that our school remains a vibrant and inspiring place for learning and growth. Together, we continue to nurture a community where every child has the opportunity to thrive and succeed. Thank you for being an integral part of our shared mission.

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.

Our curriculum now includes a larger focus on the emotional well being of our students through the use of the Emotions Matter ( Ruler) initiative. This program provides help not only in the school setting, but guidance for all parents and caregivers. As part of this effort, our principal, William Crosby has added Cisco an emotional support dog two days per week.

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 represented on all 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, and inviting the community to visit the school for all open sessions.

Respectfully submitted,

Ann Crozier, Chair  
Devon O'Rourke.Vice Chair  
Monica Montoya-Quintero  
Debra Raymond  
Sara Higgins

## EASTHAM FINANCE COMMITTEE

The members of the Eastham Finance Committee are pleased to submit our 2024 Annual Report.

### **Our main job**

The Finance Committee's primary focus, per the Town Charter, is to comment on, and make recommendations concerning articles and questions presented in the Town Meeting Warrant, which is the document issued by the Select Board to call a Town Meeting.

This year, wherever possible, we explained the tax impact of the proposed budget and provided comments about both the potential benefits and costs of the articles and questions at the 2024 Town Meeting. We 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 2024 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.

### **What we do as well**

As required under the Town Charter, The Finance Committee also reviewed the annual budget (which you can see in **The Report of the Select Board and Town Manager** in this booklet) and then advised the Select Board, noting our votes on each article in the Town Meeting Warrant.

In addition, The Committee, as required, approved expenditures from the Reserve Fund and year-end transfers.

A secondary role of The Finance Committee is oversight of significant capital projects.

Finance Committee representatives were active in discussions and decisions taken on the town-wide water system, the Nauset Regional School budgets, the Nauset Regional High School Building project, the pending waste water project, and the update of the Strategic Plan for the Town. In addition, The Finance Committee provided input and advice on various finance, accounting and operational matters referred to us by the Select Board, Town Manager or as identified by the Committee itself.

Those matters included such things as:

- Sources of new or expanded revenue (Short term rentals, cannabis dispensaries, Community Fund.)
- Opportunities to reduce costs or increase efficiency (e.g. solar energy projects, sharing of services with other Cape communities.)
- Planning of capital projects.
- Potential improvement of the Town's bond rating to reduce borrowing costs
- Pension costs 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. The Committee meets monthly throughout the year with additional meetings as needed during the budget development season.

The Committee thanks Joanna Buffinton, Russ French, Rick Knight, and Tom McNamara for their previous service.

Respectfully Submitted,

Mary Shaw, Co-Chair  
Peter Wade, Co-Chair  
Roy Merolli, Vice-Chair  
Paul B. Brown, Clerk  
Patti Andersen  
Fred Guidi  
Ronald Lanoue  
Steven Kononchik  
Kate Paradise

# 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. Eleven members are certified Paramedics and eleven 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 2024

Incident Type	Number of Incidents
Medical Emergencies / Rescue	1,593
Fires	33
Transports	959
Search for Lost Person	10
Water or Ice related rescue	9
Service Calls	167
Good Intent Calls	110
False Calls	333
Hazardous Conditions	78
Special Type/Complaints	10
Severe Weather	0
<b>Total</b>	<b>2343</b>

**Transports not included in total**

## FIRE AND EMS OPERATIONS

The average response time to all emergencies was 4 minutes 14 seconds. Mutual aid was provided to other communities 93 times and mutual aid was received 66 times. Medical emergencies continue to account for the largest percentage of our call volume. There were 959 medical transports, which includes both basic life support and advanced life support. \$912, 940 was collected in ambulance fees. Additionally, we applied for \$59,000 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.

## PERSONNEL

2024 brought more change to the department. In September of 2024, Chief Danial Keane retired. Chief Keane spent over 30 years in the fire service and 7 years with the Eastham Fire Department. We wish him well in his very well-deserved retirement.

Deputy Chief Lisa Albino was sworn in as the next Chief of Department, making her the first female Fire Chief in Barnstable County. This left an opening in the Deputy Fire Chiefs position and after an extensive search Eric Littmann was sworn in as the department Deputy Fire Chief. Deputy Littmann has an extensive fire service career spanning over 30 years. The department also changes with the addition of 3 new firefighters. The department had 2 firefighters resign and take employment in other cape fire departments. We would like to thank Firefighters Michael Looney and Colin Sylvester for their years of service to the Town of Eastham. We welcomed three new firefighters Sean Flaherty, Nathan Smith and Jamie Maher.

**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. The department is expecting to take delivery of a new ambulance in August of 2025.

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 fall and fire prevention programs.

**FIRE PREVENTION AND LIFE SAFETY EDUCATION**

The department was awarded a \$5,400 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 49 Annual Business Inspections, 179 resale and fire alarm inspections, 53 Double wall oil tank inspections, 17 Oil Burner inspections, and 7 Powerwall inspections. In 2024 \$12,800 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. Part of that inspection includes proper house numbering. House numbers need to be visible from the road to prevent a delayed response. Help us help you by having visible house numbers.

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 501 burning permits were issued and \$ 5,010 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 people 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,

Lisa Albino  
Fire Chief

## **1651 FOREST ADVISORY COMMITTEE**

In 2024 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.

We continued with our focus on the southeast quadrant near the fenced off habitat restoration area. This area is one of the more popular areas in the park and has been exhibiting some signs of overuse. Our spring planting event focused our attention on refurbishing the trail along muddy pond by planting red maple and beach plum seedlings. Most of the seedlings are doing well except some of the red maple seedlings right along the edge of the trail. We will continue to monitor them and hope they survive the winter.

Our fall planting was a little north of the fenced off habitat area where we worked with The Eastham DPW department to place some downed trees along an eroding pathway to divert and manage storm water runoff. We then planted high bush cranberry, witch hazel and beach plum seedlings in and along the downed trees to not only further manage erosion by re-vegetating the area which will help to absorb excess water but also provide habitat and food for native wildlife.

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 seven regular meetings during 2024. No meetings were held during the months of February, March and May. The Commission conducted seven sight visits. The sight visit that took place in October was a joint visit with the OTCHDC, since the dwelling in question is located in the Eastham Historical District on the corner of Route 6 and Locust Street.

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 five demolition hearings held during 2024. The November hearing was a joint hearing with the OTCHDC, pertaining to the property mentioned above.

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 EHC has again applied for a similar grant from the Eastham CPC to continue this process during 2025.

The members of the EHC did not attend any workshops this year.

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

Respectfully submitted,

J. Holden Camp Jr. Chairman

## **EASTHAM HOUSING AUTHORITY**

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

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

Respectfully Submitted,

Eileen Morgan  
Bill O'Shea  
Tracie Vincent  
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. Committee members Felice Coral, Beverly Hobbs, Dee Mattfeldt, Hilda Merolli, Mary Jane Samuels and Kate Berg, who continued to serve as Chair, met weekly beginning in early November 2023 and finished its task near the end of January 2024. A new cycle of review will begin in November 2024 for FY2026. 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 FY2025, the Chair invited a representative from each agency to a scheduled Committee meeting, giving the group an opportunity to hear directly how the requested monies would provide needed support and direct services to Eastham residents. The Committee is able to question how previous funding was used and clarify how residents are able to access the support offered. 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 2024 for approval by the citizens of Eastham.

For FY2025, the committee recommended the following:

AIDS Support Group of Cape Cod	\$ 4,500
CapeCodChildren'sPlace	\$ 9,500
Elder Services of CC and I	\$ 1,000
Family Pantry	\$ 2,500
Family Table Collaborative	\$ 1,000
Food 4 Kids	\$ 6,000
HelpingOurWomen	\$ 3,550
Homeless Prevention Council	\$ 12,500
Housing Assistance	\$ 2,000
Lower Cape Outreach	\$ 11,500
Mass Appeal	\$ 3,500
Mustard Seed Kitchen	\$ 3,000
NausetTogetherWe Can	\$ 2,500
Outer Cape Health Community Navigator Program	\$ 25,000
Outer Cape Health	\$ 2,500
Sight Loss Services	\$ 2,000
Sustainable Cape Cod	\$ 500
<b>Total distributed:</b>	<b>\$ 93,050</b>

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 year, the library offered a wide variety of community programs to delight and educate members of our community. During the past year, we doubled the number of adult programs, resulting in a total of 486 live programs with a total attendance of 6,203 people. A family-favorite program, coordinated by Youth Services Librarian Fran McLoughlin and Assistant Director/Adult Services Librarian Karen MacDonald, was the Red Hawk Singer and Dancers, who were back this year for their second summer performance.

Our Summer Reading Program, led by Fran McLoughlin, was a success with 163 registered participants and 29 youth and family summer program offerings. Our Community Story Times with the Eastham Police Department, Fire Department, Animal Control, and the Cape Cod National Seashore drew large crowds, sometimes up to 75 attendees. We are grateful to the Friends of the Library for sponsoring this annual Summer Reading Program.

Our Winter Music Series and Encore Music Series, coordinated by Karen MacDonald, featured 9 different local musical groups over the winter and spring months. The 2024 Turn-up for Fun Day, spearheaded by Marianne Sinopoli, brought 790 attendees to our library on November 23rd. With music, family programs, crafts, and games, it was a fantastic offering for the community. This year a special highlight of this event was the spotlight on Wampanoag culture. We offered two different Wampanoag crafts patrons, and the Wampanoag Singers and Dancers closed out our festivities with an interactive dance performance enjoyed by attendees and staff alike.

This past year, library staff continued to build existing community relationships, offering space for town departments including the Recreation Department, Council on Aging, and Health Department to hold community programs. 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 were thrilled to host the NRHS Orchestra for their annual fall concert. Our Youth Services Department continues to partner with Cape Cod Children's Place, which now hosts programs each season at the library.

Thanks to the library Art Committee, the library gallery spaces continue to delight community members with engaging, regularly rotating exhibits. This past December and January we exhibited the library's own collection – featuring sculptures, portraits, paintings, wood reliefs and other artwork owned by the library.

The Eastham Library staff is made up of 6 full-time and 6 part-time staff: Library Director Melanie McKenzie, Assistant Director/Adult Services Librarian Karen MacDonald, Youth Services Librarian Fran McLoughlin, Outreach Librarian Marianne Sinopoli, Staff Librarian Corey Farrenkopf, Circulation Supervisor Freya Hemley, Cataloger Connie Wells, and Floaters, Barbara Honda, Judy Sebastian, Thomas Schultze, Annisha Romney, and Victoria Eldridge. At the close of this past year, we said fond farewell to Fran McLoughlin as she retired but are thrilled to welcome Leah Dower as our incoming Youth Services Librarian for the new year.

The Eastham community is the heart of our library and staff are grateful for their strong support. Through the generosity of our Friends of the Library group, the dedication of our library volunteers, and the support of our Board of Trustees, staff can 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 FY24:

**Staff:** 6 full-time | 6 part-time

**Hours open per week:** 42

**Patrons Served In-House:** 61,529

**Holdings:** 56,760 print materials; 54,895 non-print materials

**Circulation:** 144,221

**Interlibrary Loans:** 15,466 sent out | 15,477 received

**Registered Borrowers:** 7,511 total | 2,954 Eastham residents

**Programs:** 486 offered | 6,203 attendees     **Summer Reading Participants:** 162

Respectfully submitted,

Melanie McKenzie, Library Director

Al Alfano, Trustee Chair

Sara Higgins, Trustee Vice Chair

Willow Shire, Secretary

Mary Shaw, Trustee

Joanna Stevens, Trustee

Olivia Richards, NRHS Student Ambassador

## Nauset Regional School District Annual Report

As is our tradition, this summer we hosted a 3 day Leadership Summit for all Nauset Administrators. This provided a unique and valuable opportunity for all Nauset Public Schools administrators to collaborate goal-setting for the upcoming school year. All NPS leadership attended. 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 Kristen Anderson as Assistant Superintendent, beginning this summer. Ms. Anderson brings a depth of incredible experience that will serve Nauset Public Schools especially well. She is well-respected for her work in leading and mentoring high performing teams. Her leadership style has been described as innovative, strategic, analytical and collaborative. For the last decade she has served in a similar role as she will fulfill in NPS within Concord Public Schools and Carlisle High School. Her focus has been on curriculum and assessment, evaluation and supervision, and overseeing three additional programs, including Adult and Community Education, METCO, and English Language Learners. She is a collaborative educational leader and embraces the best in educational practices. Prior to her current role, Ms. Anderson has served as a principal and educator in schools and districts within the Commonwealth of Massachusetts. She has been a Department Head, Curriculum Developer, and teacher. Her experience spans across all grade levels.

Our first concert was held in the newly minted Nauset Regional High School Auditorium. It was a fantastic evening as current Nauset staff and students participated in performances along with 138 alumni members. The house was filled with community members and dignitaries - it was an absolutely incredible evening to kick-off the opening of the auditorium.

As my time as Superintendent of the Nauset Public Schools comes to an end, I want to express my sincere gratitude for the opportunity to serve alongside such a dedicated and passionate community. It has been a privilege to witness the incredible achievements of our students, staff, and families over the past four years. I am proud of the progress we've made together. Your unwavering support has been instrumental in making this possible.

While I am excited about my next chapter, I will always cherish the memories and connections made here. Please know that I am confident in the future of Nauset and wish you all the very best in continued success. Thank you once again for your commitment to our students.

Respectfully submitted,

Brooke A. Clenchy  
Superintendent, Nauset Public Schools

## 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 purpose of OTCHDC is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the district that are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

Two applications were received and approved by the Commission in 2024:

**Case No. OTC-2024-01:** 25 Schoolhouse Road. The Eastham Historical Society applied for a Certificate of Appropriateness to construct an addition to the existing Schoolhouse Museum, replicating a wing that existed many years ago. The Commission found that the proposed addition was appropriate with regard to the size and shape of the existing building both in relation to the land area upon which the building is situated and to buildings and structures in the vicinity and found that the historic and architectural value and significance of the site and building would be maintained.

**Case No. OTC-2024-02:** 2765 State Highway. Owners Mitchell Cahill and Alicia Urella applied for a Certificate of Appropriateness to demolish the rear portion of an existing dwelling and construct a new dwelling. The Commission found that the demolition will not have a substantially detrimental impact upon the historic integrity of the property and that the proposed new dwelling is appropriate with regard to the size and shape of the structure in relation to the land and to buildings in the vicinity and the architectural value and significance of the site and buildings would be maintained.

Respectfully submitted,

Michael Greer  
Eileen Morgan  
Jonathan Rowe  
Thomas Ryan  
Eileen Seaboldt

## 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.

This year, the Conservation Restrictions for fourteen land parcels previously purchased with Land Bank or CPA funds have been recorded with the state and now these properties are permanently protected from development.

The OSC maintains 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. Though we did not have any recommended Town land purchases, we supported ECF'S application for CPA funds toward the purchase of 100 Cole Road and this parcel is now protected from development.

The OSC is continuing work 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.

In conjunction with Town Staff, the OSC is working to develop a Land Management Plan for the Wiley Park /Nickerson Conservation Area Property. A Forest Assessment/ Inventory is scheduled for this year. We have filed a CPA application for funds for the installation of two educational kiosks at Wiley Park.

The Volunteer Monitoring App for phones is up and running and the OSC has inaugurated its Friends of Open Space Program welcoming walkers of our trails to become trail stewards along with us. The App enables a volunteer to report on trail conditions and to upload photos and comments directly from their phone to the Conservation Agent.

Our projects to improve educational signage and handicap accessibility at Sandy Meadow are progressing well. We continue to schedule annually the Americorps CapeCod workforce for maintaining the open vista of the Bowl area.

For clarity, OSC members have added more directional arrows to the walking trails. We are working to add more information to the current trail maps, posted on the web site.

Members of the OSC participated in Earth Day marsh cleanup, joining the Eastham Conservation Foundation. They also walked and cleaned up the entire Rail Trail through Eastham. Work Day projects of invasive removal were scheduled for Cottontail Acres and Great Pond.

The Committee wishes to extend their appreciation to Saul Fisher, who resigned this year, for his valuable insights and many contributions. We are pleased to welcome Michele Vion to the committee.

Respectfully submitted,

Frances Lewis, Chair

## PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for the year 2024.

The Planning Board acted on 14 applications, distributed as follows:

<b>Residential Site Plan Approvals</b>	<b>14, 12 approved, 1 withdrawn, 1 continued</b>
<b>Commercial Site Plan Approval</b>	<b>0</b>
<b>Subdivision</b>	<b>0</b>
<b>Special Permit</b>	<b>0</b>

The Planning Board continues to study the By-laws of the Town of Eastham to ensure that the codes keep in unison with the trends and goals of the residents of Eastham. For the past several years, recommendations have been presented to the residents at the Annual Town Meeting, and I am pleased to report that the residents have approved all of the suggested changes.

For 2025, additional suggested modifications to the By-laws are anticipated. These will be presented in the Town Warrant for the Annual May Town Meeting.

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 resignation of Peter Weston and Jim Kivlehan, both long-term members of the Board, for their valuable contributions to the board and Craig Nightengale who served ten consecutive years and has been termed out. These members served the Board with competent and valuable service and the Board benefitted from their devoted contributions.

Respectfully submitted,

Daniel Coppelman, P.E. Chairman  
W. Davis Hobbs Vice Chair  
Michelle Vion  
Rob Young  
Kevin Gatlin  
David Pernal  
Brian Earley  
Kevin Gatlin

## **POLICE DEPARTMENT**

At the Eastham Annual Town Meeting in May 2024, Eastham voters graciously authorized the addition of four new patrol officer positions to this department. We thank the community for the support and confidence that you have shown us with this vote. To fill these new positions, we have welcomed Officers Daniel Elliott, Connor Deveau, and Michael Dalton to our department. Officer Elliott comes with previous law enforcement experience, and Officer Deveau has recently completed 22 weeks of training at the Massachusetts Police Training Committee Plymouth Police Academy. Officer Dalton is currently enrolled in the Falmouth Police Academy. We look forward to completing all the training with each of these officers and having them on the streets of Eastham! We will continue to aggressively recruit candidates for the fourth and final position.

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 exercise at the Eastham Elementary School centered around responding to an active threat.

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 2024, 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. The department continues to work collaboratively with other town departments to plan and prepare for emergencies, such as natural disasters. In 2024, we utilized a State of Massachusetts Emergency Management Preparedness Grant to increase our supply of portable radios for emergency situations. 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. Over 3600 traffic stops were made during the year 2024. This enforcement will continue to be one of our top priorities as we strive to keep our roadways as safe as possible. We also anticipate being even more aggressive with traffic enforcement as we continue to add staff during 2025.

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 2024 we held our third 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. We look forward to running another class of our Citizens' Police Academy in the fall of 2025. During this academy, citizens accepted into the class are invited to the Eastham Police Facility one night per week for 10 weeks to learn about the inner workings of their police department. All of the officers at EPD look forward to this each year as it gives us a chance to meet and interact with more members of the community. 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 six 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](http://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 2025. 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.”

**TOWN REPORT 2024 FOR POLICE DEPARTMENT  
SERVICES STATISTICS**

**VIOLENT CRIMES**

Sex Crimes	3
Kidnapping	0
Assault	29
Threats	9
Domestic Disturbance	44
Domestic Order Violations	9

**SERVICE CALLS/COMPLAINTS**

Suspicious Incidents	388
Missing Persons	23
Sudden Deaths	13
Well Being Checks	315
911 Hang up/Abandoned Call	340
Alarms	328
Restraining Order Service	35
Summons Service	39
Lost/Found Property	275
Assist Citizen	544
Assist Other Police Agency	331
Directed Patrols	2084
Directed Traffic Enforcement	277
Business Checks	2305
House Checks	366
Noise Complaints	57
Assist Fire Department	2249
School Incidents/Services	127
Disabled Motor Vehicle	150
Civil Rights Violation	0
Community Policing Contacts	172

**DRUG/ALCOHOL INCIDENTS**

Drug Violations	20
Protective Custody	6
Driving While Intoxicated	23
Drug Overdose	6

**PROPERTY CRIMES**

Burglaries	8
Larceny/Fraud Reports	102
Motor Vehicle Theft	3
Vandalism	10
Trespassing	17

**Motor Vehicle Law Enforcement**

Civil/Criminal Citations	275
Written Warning Citations	902
Verbal Warnings	2608

**2023 TOTALS**

Total Calls for Service- 2023	17276
Total Motor Vehicle Crashes	205
Total Motor Vehicle Stops	3644
Total 911 Calls Answered	2664
Total Firearm Licenses Issued	166
Total Records Requests	461

## 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) (73 participants)
- Kids Dance Grades K-5 (38 participants)
- Chess and Boardgames Club (10 participants)
- LEGOS, Games and More Club (35 participants)
- Basketball Grades K-6 (7 teams total of 85 participants)
- Floor Hockey Grades K-6 (36 participants)
- Tots Sports Club Ages 4 & Pre-K 5 (15 participants)
- Adult Pick-up Pickleball (40 attendees)
- Adult Pick-up Basketball (13 attendees)
- Adult Dance Fitness (offered)
- Open Gym Grades 7-8 (offered)
- February Vacation: (3 days 8 hours a day, 40 participants)
- Candy Contest (150+ entries)
- Family Valentines Card Making (40 participants)
- Family Free Skate (200 participants)
- Health Fair at Nauset Middle School
- Health Fair at the Council on Aging

#### April, May, June

- Rec 2 (Afterschool Program) (73 participants)
- Martial Arts Grades K-3 (23 participants)
- Tracking Club Grades 4-5 (8 participants)
- Garden Club Grades K-5 (40 participants)
- Tots Sports Club Ages 3, 4 and 5 PreK (10 participants)
- Multimedia Art for Teens (offered)
- T-Ball and Tots T-Ball Grades PreK-1 (2 teams) (31 participants)
- Grade 2 Farm League Baseball (offered)
- Softball Grades 2-6 (2 teams) (31 participants)
- Annual Egg Hunt (200+ participants)
- Earth Day Beach Clean-up (1,000 pounds of trash collected)
- April Vacation Free Ice Skating! (100+ participants)
- Mother's Day Mix-Match Tea Party (27 participants)
- Father's Day Fishing Derby (21 participants)
- Summer Kick-off Dance Party (100+ participants)
- Eastham Taxpayer Pickleball Registration (offered)
- Outer Cape Collaborative Work Groups
- Summer Prep:
  - a. Mail-In Stickers
  - b. Hiring of Seasonal Staff (11 Summer Rec Counselors, 18 Gate Attendants, 3 Swim Instructors, 2 Sticker Sellers, 3 Millers, and 1 Recycler)
  - c. Beach Prep (Bathrooms, Beach Clean-Ups, Sheds and Beach Wheelchairs)

- d. Beach Opening Day (June 22 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) (110 participants)
- Rec Leader in Training Program Ages 13-14 (8 participants)
- Swim Lessons Ages 4-12 (6 weeks, 5 days a week) (49 participants)
- Swim Team Ages 7-10, 11-14 (6 weeks, 3 days a week) (10 participants)
- Patrol Pals Ages 7-12 (16 participants)
- Adult Beach Yoga (725 attendees)
- Historical Bike Rides (3 rides, 13 participants)
- Adult Pickleball Clinics (offered)
- Windmill Open Daily for 10 weeks during the summer and holiday events (895 signed the windmill book but we estimate at least double that walked through!)
- Tug-of-War Night on the Beach (6 participants)
- Family Karaoke Night on the Green (65+ attendees)
- Outer Cape Collaborative Work Groups
- Windmill Weekend – Recreation Department sponsored Events:
- Sand Art Contest
  - g. Free Kids Raffle
  - h. Trike Race
  - i. Pony Race
  - j. Saturday Morning Kickoff – Yoga on the Green
  - k. Historic Bike Ride
  - l. Windmill Open
- Rec 2 (Afterschool Program) (Sept. 70 participants)
- Beach Stickers Sold:
  - m. Taxpayer and Beneficiaries
  - n. One Week, Two Weeks, Three Day and Seasonal Visitors
  - o. Day Passes

### **October, November, December**

- Rec 2 (Afterschool Program) (73 participants)
- Beach Club Grades K-3 (22 participants)
- Flag Football (offered)
- Soccer and Tots Soccer Grades PreK-6 (6 Teams) (95 participants)
- Holiday Crafts Grades K-5 (36 participants)
- Halloween on the Green (300+ participants)
- Annual Duck Race (320 registered ducks, 20 turkeys and 15 pies given out as prizes!)
- Carols on the Green/ Light the Night (Rec invited Mrs. Claus and opened Windmill) (8 shacks by town departments and community groups) (200+ attendees)
- Family Free Skate (A 4-town collaboration during Holiday break) (150+ attendees)
- Adult Pick-up Basketball (18 participants – 2 Tuesdays in Dec.)
- Basketball Grades K-6 (8 teams and 81 participants)
- Tots Sports Club Ages 3, 4 and Pre-K 5 (7 participants)
- Outer Cape Collaborative Work Groups

**Field of Dreams Project:**

- A new fence stretching from the pre-existing fence, in front of the parking lot, to the end of the lot was quoted for and approved. Fencing coming in 2025.

**Wiley Park Project:**

- A shade shelter over the concrete pad was installed outside the playground and new picnic tables were added! This concluded the remodel of the Wiley Park play area!

**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)

Christine LaBranche (term ended in June)

Barbara Fay

Kathy Savin

Brendan Mruk

Gergana Aleksieva (term started in July)

## RECYCLING COMMITTEE

The Recycling Committee welcomed new co-chairs in May, along with the addition of one new non-voting member. The Committee continued our focus of educating residents about the importance of a circular economy. We began accepting compostables at the transfer station, two containers to start, but the program has been successful and is popular. We also worked with the Eastham police to request barriers to create a safer environment and control traffic.

The Recycling Committee's biggest events this year were:

- 1) Eastham Center on Aging Wellness Fair , we administered surveys and educated on composting.
- 2) Single use plastics forum, a small panel of local business owners discussed and took questions on their efforts in removing single use plastics from their use streams. About 30 residents we in attendance.
- 3) Eastham's Windmill Weekend the committee used this opportunity to show educational materials regarding composting.

The Recycling Committee has a renewed focus on the Swap Shop at the Transfer Station. The Swap Shop is a valuable resource and we would like it to exemplify the principles of a circular economy; by diverting material from the solid waste stream. We have requested a small budget and a container for storage of larger items in preparation for a building change along with a small dumpster to track what we actually divert in 2025.

The Committee also continued to work closely with the administration and DPW staff to monitor 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.

### Objectives are to:

- Promote volunteer opportunities
- Assign Search Committee liaison to all Town committees fostering communication in meeting committee membership needs
- Fill vacancies on Town committees
- Ensure a continuing pool of qualified candidates is available

Coordinating with committee/board/commission chairs, the Search Committee develops and distributes vacancy information, reviews applications, convenes applicant interviews, and provides selection input to Committee and Select Board representatives. Currently, there are 34 active Town committees and the Search Committee recruits for 24 with the remainder staffed either through election or appointment.

We invite and encourage residents to consider applying. Full-time residents, part-time residents (exception being Regulatory Committees), and taxpayers 18 years of age or older are eligible to sit on most committees, boards, and commissions. All applicants must be interviewed, approved, and recommended as defined by Town Code and Search Committee processes.

In 2024 Gail Brown's term expired and Sheldon Ross resigned. We thank Gail and Shelly for their tireless work and dedication to the Search Committee. In 2024, the Search Committee welcomed Merrill Davidson, Ellen Greer, and Susan Maren to the team.

Our boards and committees cannot accomplish their work without the dedicated volunteers who so graciously and generously give their time to our Town. Thank you all.

Respectfully submitted,

The Town of Eastham Search Committee  
Gergana Aleksieva  
Merrill Davidson  
Ellen Greer  
Susan Maren  
Dee Mattfeldt  
Kate Paradise, 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. During 2024 the Committee began the process of planning for the next five-year period, 2025-2030. The Committee sought to learn from the initial plan to ensure that the next five-year plan is even easier to use, update, track, complete and evaluate. The committee has determined that the current overarching principles will continue to guide our work. These principles are as follows:

- 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 proposed plan for 2025-2030 will be premised on the following six overarching goals:

1. A Clean Environment & Resilient Community
2. Land Use Development That Supports The Community
3. Improved Quality of Life, Health & Well Being
4. Effectively Addressing Housing Needs of the Community
5. Maintaining And Improving Municipal Infrastructure
6. Assuring Excellence In Town Services

For each goal the Committee will continue to work with Town staff and with the community to identify strategic areas of focus and actions steps. Action steps, together with identification of an anticipated timeline for activity as well as a responsible party, to ensure an ability to track progress over time, identify successes and address any challenges in a timely manner.

A community update will be included in the Annual Town Meeting Warrant, highlighting 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.

The Committee will continue to work to ensure development and adoption of a living, working document that provides a framework for priorities over the coming five-year period.

Respectfully submitted,

Hope Plavin, 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!

2024 was the Year of the Elections. March 5th was the Presidential Primary Election, May 4th was the Annual Town Meeting, May 21st was the Annual Town Election, September 3rd was the State Primary Election, and finally we had the Presidential Election on November 5, 2024. The state mailed out over three million postcards (all at taxpayers' expense) to ask every registered voter if they wished to cast a ballot by mail. We mailed out ballots for each election where the voter chose to vote in that manner.

Eastham's number of registered voters grew from 4,708 in May 2023 to 4,830 in May 2024.

In addition to mail-in voting, we held in-person Early Voting for the March, September and November elections. These dates included weekends. I have to thank my staff, the registrars, and the tireless election workers for all their help in making this whole process run smoothly.

The March 5th Presidential Primary Election saw 250 voters cast ballots in person between 7am and 8pm. The remainder of the ballots were mail-in ballots.

The annual town meeting successfully convened on May 4th 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 10:06 a.m. with 283 voters in attendance. There were 196 voters present at the close of town meeting out of a possible 4,830 registered voters.

The annual town Election was held on May 21st at town hall, polls opened at 8:00 a.m. and closed at 6:00 p.m. A total of 333 voters turned out on election day to cast their ballots in person. Early Ballots by Mail totaled 809. There were 4,816 registered voters, a 7% in person turnout. Adding in the mailed in ballots brought the total to 24%. This election was largely uncontested, however there were 2 questions on the ballot involving overrides to fund the school district and police.

September 3rd was the State Primary Election, where there were 4,854 registered voters in Eastham. Of the 1310 ballots counted, 1130 were Early Ballots.

As soon as the September State Primary was over, we prepared to mail out the November ballots. When the Presidential candidates were finalized, over 3,000 ballots were mailed out, and we mobilized our resources to provide for two weeks and two weekends of in-person Early Voting. We also sent out 77 overseas ballots. Each time a ballot request is made, it is logged into the State computer. We logged every ballot when it was mailed, when it came back, and ultimately matched up all ballot envelopes against signatures to make sure we had everything accounted for prior to the election.

The November 5th Election saw a large turnout, in every possible way. Mail-in ballots were up; In-person Early Voters were over 900, and voters showed up in

person on November 5th to cast their ballots in 2024. In addition to the candidates running for office, there were seven ballot questions to consider. Details are in my Election Minutes.

In 2024, the town clerk's office issued:

Dog licenses:

Single tags – 970; Household kennel licenses – 5 (20 dogs); Commercial Kennel - 1

Business – 98; Common Victualer – 41; Liquor – 23; Hawker-Peddler - 5

Entertainment – 8; Used Car Dealership – 2; Billiard - 1; Coin-Operated Amusement - 2

Miniature Golf - 3; Fuel License - 5; Yard Sale - 44; Estate Sales – 2; Raffle Permits – 3

Parking/Beach Sticker violations:

Paid: 337; unpaid 46; voided 136

2,769 households were mailed a census; the population reached 5,531 in 2024 including 22 births (including 2 sets of twins!), 36 marriages and 83 deaths.

In 2024, there were also 106 public records requests; 36 were answered directly by the Town Clerk and the remainder were spread out amongst the Building Department, Health Department, Administration, Town Accountant, Fire and Police.

I thank my staff, Kendra Menard and Rachel Smith, the appointed registrars, Lisa Radke, Susan Folger, 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.

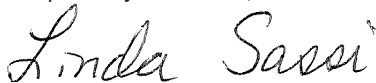
**Fun Notes from the Past**

One hundred years ago as recorded from the 1924 Annual Town Report:

Eastham had 224 registered voters, 262 houses, 51 horses, 79 cows and 7126 fowl assessed. There were 8 births, 5 marriages, 11 deaths and 24 registered dogs. There were 88 children in school between the ages of 5 through 16.

At the Annual Town Meeting in 1924, the question "Shall license be granted for the sale of certain non-intoxicating beverages in this Town?" After a discussion, the result was Yes – 29; No – 24.

Respectfully submitted,



Linda Sassi  
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS**  
**WILLIAM FRANCIS GALVIN**  
**SECRETARY OF THE COMMONWEALTH**

**WARRANT FOR PRESIDENTIAL PREFERENCE PRIMARIES**

**SS. Barnstable County**

To either of the Constables of the **Town of Eastham, Massachusetts**

**GREETINGS:**

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

Ward 0 Precinct 001

2500 State Highway, Eastham, MA 02642  
Town Hall

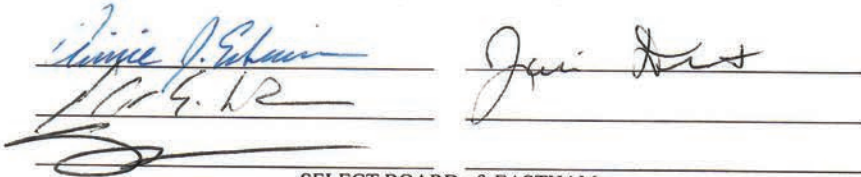
on **TUESDAY, THE FIFTH DAY OF MARCH, 2024**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

PRESIDENTIAL PREFERENCE . . . . . FOR THIS COMMONWEALTH  
STATE COMMITTEE MAN . . . . . CAPE and ISLANDS SENATORIAL DISTRICT  
STATE COMMITTEE WOMAN . . . . . CAPE and ISLANDS SENATORIAL DISTRICT  
TOWN COMMITTEE . . . . . EASTHAM

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

Given under our hands this FIFTH day of FEBRUARY, 2024.

  
\_\_\_\_\_  
SELECT BOARD of: EASTHAM

A True Copy, Attest:

  
\_\_\_\_\_  
Linda Sassi, Town Clerk

  
\_\_\_\_\_  
Constable

2/6, 2024.  
(month and day)

<b>TOWN OF EASTHAM - FINAL RESULTS</b>	
<b>PRESIDENTIAL PRIMARY</b>	
<b>- March 5, 2024</b>	
<b>DEMOCRATIC CANDIDATES</b>	<b>TOTAL VOTES</b>
<b>PRESIDENTIAL PREFERENCE</b>	
DEAN PHILLIPS	45
JOSEPH R. BIDEN	988
MARIANNE WILLIAMSON	21
NO PREFERENCE	49
BLANKS	14
WRITE IN:	13
<b>TOTAL:</b>	<b>1130</b>
<b>STATE COMMITTEE MAN</b>	<b>TOTAL VOTES</b>
JEREMY COMEAU	714
OWEN G. FLETCHER	216
WRITE IN:	0
BLANKS:	200
<b>TOTAL:</b>	<b>1130</b>
<b>STATE COMMITTEE WOMAN</b>	<b>TOTAL VOTES</b>
ROBIN LOUISE HUBBARD	894
WRITE IN:	1
BLANKS	235
<b>TOTAL:</b>	<b>1130</b>
<b>TOWN COMMITTEE</b>	<b>TOTAL VOTES</b>
Group	828
<b>TOTAL:</b>	<b>828</b>
JOHN TERENCE GALLAGHER	870
CHRISTINE V. SCHMIDT	849
KRISTINA MESERVEY	855
GEORGIA J. HAWKO	845
FRANCIE MAE WILLIAMSON	835
MARY SHANLEY-KOEBER	839
MARCIA GOFFIN	829
EILEEN MORGAN	856
DEBRA RAYMOND	842
LAURA H. ROSKOS	835
ELENA EISMAN	830
MARY Z. CHAPMAN	838
EDGAR MIRANDA	835
PATRICIA AURIGEMMA	835
MARY SULLIVAN	840
PATRICIA FORD	851
WRITE IN:	6
BLANKS	298
BLANKS	9401
<b>TOTAL:</b>	<b>23189</b>

<b>TOWN OF EASTHAM - FINAL RESULTS</b>	
<b>PRESIDENTIAL PRIMARY -</b>	
<b>March 5, 2024</b>	
<b>REPUBLICAN CANDIDATES</b>	<b>TOTAL VOTES</b>
<b>PRESIDENTIAL PREFERENCE</b>	
CHRIS CHRISTIE	12
RYAN BINKLEY	0
VIVEK RAMASWAMY	3
ASA HUTCHINSON	1
DONALD J. TRUMP	363
RON DeSANTIS	2
NIKKI HALEY	379
NO PREFERENCE	10
WRITE IN:	7
BLANKS:	3
TOTAL :	780
<b>STATE COMMITTEE MAN</b>	<b>TOTAL VOTES</b>
MICHAEL ARNOLD	235
WILLIAM L. CROCKER, JR	368
WRITE IN:	3
BLANKS:	174
TOTAL:	780
<b>STATE COMMITTEE WOMAN</b>	<b>TOTAL VOTES</b>
JUDITH ANESSA CROCKER	361
DARALYN ANDREA HEYWOOD	243
BLANKS	174
WRITE IN:	2
TOTAL:	780
<b>TOWN COMMITTEE</b>	<b>TOTAL VOTES</b>
GROUP	385
TOTAL:	385
IAN DRAKE	428
JANNA L. DRAKE	423
JACQUELINE E. SPRAUGE	468
ROGER TODD GELINAS	405
KEITH W. BURRITT	422
WRITE IN:	13
BLANKS	391
BLANKS	14935
TOTAL:	17485

## TOWN OF EASTHAM - FINAL RESULTS

### PRESIDENTIAL PRIMARY - March 5, 2024

<b>PRESIDENTIAL PREFERENCE</b>	
JACOB GEORGE HORNBERGER	1
MICHAEL D. RECTENWALD	2
CHASE RUSSEL OLIVER	2
MICHAEL TER MAAT	0
LARS DAMIAN MAPSTEAD	0
NO PREFERENCE	6
BLANKS	1
WRITE IN	5
TOTAL:	17
<b>STATE COMMITTEE MAN</b>	
DEREK NEWHALL	10
WRITE IN:	1
BLANKS	6
TOTAL:	17
<b>STATE COMMITTEE WOMAN</b>	TOTAL VOTES
WRITE IN:	4
BLANKS	13
TOTAL:	17
<b>TOWN COMMITTEE</b>	
WRITE IN:	14
BLANKS	156
TOTAL:	170

**TOWN OF EASTHAM  
THE COMMONWEALTH OF MASSACHUSETTS  
PRESIDENTIAL PRIMARY – MARCH 5, 2024**

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

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

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

Note: Eight (8) overseas absentee ballots were received by the Town Clerk's office on or before March 5, 2024 and were added to the total ballot count, as required by state election laws, bringing the total number of votes cast to 2188. This vote represented 51 percent of registered voters.

There were 4,311 voters registered for this election.

A True Copy Attest:

Linda Sassi  
Town Clerk

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

WITH FINANCE COMMITTEE REPORT AND RECOMMENDATIONS

**TOWN MEETING  
Saturday, May 4, 2024, 10:00 A.M.**

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

Annual Town Election  
Tuesday, May 21, 2024  
Polls Open 8:00 A.M. – 6:00 P.M.  
Eastham Town Hall  
2500 State Highway, Eastham, MA

*Pre-Town Meeting*  
(In Person and Remote Participation Options)  
Discussion of Articles

Monday, April 22, 2024  
5:30 - 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](http://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 4<sup>th</sup> of May, Two thousand twenty-four, 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 between 8:00 a.m. and 6:00 p.m., Tuesday, the 21<sup>st</sup> of May, Two thousand twenty-four, then and there to elect the following Town Officers:

Select Board	Three-year term (Vote for one)
	Two-year term (Vote for one)
Elementary School Committee	Three-year term (Vote for one)
	One-year term (Vote for one)
Nauset Regional School Committee	Three-year term (Vote for one)
Library Trustee	Three-year term (Vote for one)
	One-year term (Vote for one)
Eastham Housing Authority	Three-year term (Vote for one)

and to act on the following questions:

1. Shall the Town of Eastham be allowed to assess an additional (\$1,020,000) one million twenty thousand dollars in real estate and personal property taxes to fund school district assessments and educational costs for the fiscal year beginning July 1, 2024?
2. Shall the Town of Eastham be allowed to assess an additional (\$300,000) three hundred thousand dollars in real estate and personal property taxes to fund the addition of two full-time police officers, including training and benefits for the fiscal year beginning July 1, 2024?
3. Shall the Town of Eastham approve the charter amendment proposed by Town Meeting summarized below?

Yes: \_\_\_\_\_

No: \_\_\_\_\_

**SUMMARY:** Massachusetts General Laws, Chapter 43B, Section 10, allows Town Meeting to vote to amend the Town’s Charter. On May 6, 2023, Eastham’s Annual Town Meeting voted to amend the Town’s Charter through Article 5C of the warrant. That Charter Amendment is conditioned upon the voters approving the same at this 2024 Annual Town Election. The Charter Amendment provides that the Town’s Historical Commission will also serve as the Town’s Board of Cemetery Commissioners, and will, as such, possess all of the powers and duties of a Board of Cemetery Commissioners under Massachusetts General Laws.

A “YES” vote on this Ballot Question would be in favor of approving this amendment to the Charter.

A “NO” vote on this Ballot Question would be opposed to approving this amendment to the Charter.

### 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. Understanding and approval of this year's warrant articles is important in the context of the above. Here is a summary of the most important articles:

- **Article 2A – Operating Budget.** This year's budget comes with challenges, requiring a Proposition 2 ½ Override. The School District budgets have increased significantly more than forecasted, putting forward a \$1,020,000 million Proposition 2 ½ override request to fund the school's budget. To fund the \$1,020,000 million of non-discretionary increases, the Select Board is placing an override request on the ballot for the upcoming Town election. The Town is obligated to fund school district assessments upon passage of their budgets which means if an override does not pass, the Towns municipal budget would have to be reduced by \$1,020,000. A reduction of this magnitude would result in a severe impact to Town services. Please read the letter from the Finance Committee as it describes the override in detail.
- **Article 2B – Nauset Regional School District Funding Formula.** This article's purpose is to allocate the Nauset Regional School Assessments for FY 2025 to the four member towns based on their proportionate enrollment of students within the school district instead of using the state formula contained within Massachusetts General Law Article.
- **Article 2C – Water Enterprise Fund.** This is the budget for water operations. It is self-sustaining through water revenues. The system currently has 2206 connections, with 267 properties pending connection.
- **Article 2D – Additional Staffing for the Police Department.** The staffing level at the Police Department has not increased in nearly thirty years and is insufficient, posing safety risks for officers when responding to multiple emergency calls, and forcing overtime for existing officers. To support the Police Department and our officers the Board has placed article 2D to on the warrant to increase the force by two additional officers. As this is an additional service level, it will require a Proposition 2 ½ override ballot question under General Law Chapter 59, section 21C. Passing this override funding is expected to increase the tax rate an additional six cents and result in an increase in property taxes of about \$44 for the median valued home.

There are two important articles proposing changes to our General Bylaw regarding regulating short-term rental of residential properties.

- **Article 5D Prohibitions Related to Short-term Rental of Residential Properties** – The article introduces an amendment to the General Bylaw to limit the number of short-term rentals owned by one property owner. We are concerned with the increased number of short-term rentals in residential zones being used only as rental income properties and the effects this trend has on our neighborhoods and on town infrastructure. We are working to increase and support access to stable year-round housing and need to limit the amount of housing stock that is investment-driven as opposed to available for year-round residents. The new bylaw includes a new subsection permitting individuals to acquire a maximum of two short-term rental certificates. Those who already hold current certificates on the bylaw's effective date can continue short-term rentals as per their existing certificates until the property changes ownership or the certificate expires without renewal, even if they possess three or more certificates.
- **Article 7A – Zoning-Prohibited Uses: Fractional Ownership.** The purpose of this article is to protect limited housing stock in the town from the market pressures attributed to timeshare, interval and fractional ownership uses, and to protect our residential neighborhoods from these uses. These articles reflect the work of the Zoning Task Force, over the past years to support our year-round residents and the character of our residential neighborhoods. The use of single family homes as investment businesses is a barrier to the availability of homes for residents and impacts the nature and character of residential neighborhoods. The Select Board recommends both articles as necessary tools to control the business use of residential areas.
- **Article 8A-I – CPA articles-** highlights the mission of the Community Preservation Act to distribute funds for open space, housing, active recreation, and historic projects. They provide funding for important community projects.

As taxpayers ourselves, we understand the impact of rising inflation in our post-covid world. We do not want to recommend actions that will raise taxes, but we do need to retain the services that make the town an excellent and safe place to live. To do this, we are working diligently to try and balance the various needs residents have while also focusing on the future infrastructure needs of wastewater planning, housing development and other important issues. Our goal is always to retain and steward what is so precious about Eastham; our beautiful environment and rural character and balance this with an appropriate level of services for our community.

Respectfully Submitted,

Aimée J. Eckman, Vice Chair  
Jamie M. Demetri

Gerald E. Cerasale, Clerk  
Suzanne Bryan

## REPORT OF THE FINANCE COMMITTEE

### Who we are. What we do.

The primary focus of the Eastham Finance Committee 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, the Committee also reviews the annual budget and then advises the Select Board.

We considered each warrant question and article carefully, receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our 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.

Our recommendations, including the vote count of each article, are listed in the warrant. In addition, we offer the following commentary on certain fiscally significant articles.

### **This year's warrant contains two proposed overrides. The first concerns education.**

Article 2A in this year's warrant is the Town's Annual Operating Budget for Fiscal Year 2025 (FY25). The Select Board and Town Administration propose to fund this budget of \$44,180,055 in part with a Proposition 2½ override for the schools which will be discussed at the Annual Town Meeting on May 4, 2024, and be the subject of a ballot question at the Annual Town Election on May 21, 2024.

The education override is for \$1.020 million to cover higher than anticipated education costs. There are two primary drivers behind those increased costs.

First, shifting enrollment among both the four towns (Brewster, Eastham, Orleans, and Wellfleet) that comprise the Nauset Regional School District, as well as among the 12 towns (Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, and Yarmouth) who send students to The Cape Cod Regional Technical High School, has resulted in students from Eastham representing an increased percentage of those attending both schools. In FY25, Eastham students will make up 20.32% of the Nauset Regional School District (up from 18.75% in FY24) and 4.3% of Cape Cod Tech (up from 3.3% in FY24.)

Since costs are apportioned based on the number of students from each town, our share has increased by \$600,000.

The second driver of those higher educational costs is a dramatic spike in the price of providing special education services to students attending Eastham Elementary. The increase is due to new enrollments requiring out of district placements for which, under state law, we are required to pay. Those costs were \$335,544 more than anticipated.

Only about \$85,000 of the \$1,020,000 proposed override is due to school operating budgets increasing more than forecast.

The impact of this override to taxpayers is the addition of about 20 cents in the tax rate, a cost of \$20 per \$100,000 of property valuation. This means taxes on the median valued home (approximately \$747,000) would increase by \$150 next year due to this override.

The town is obligated to fund school district assessments upon approval of the budget by the School Committee. If the override does not pass, the municipal budget (not the school budget) would need to be cut by \$1,020,000. A reduction of this magnitude would result in a severe impact on town services.

Because this override is the subject of a ballot vote, the Town needs to provide an alternative in case the override does not pass. The alternative budget would substitute previously unallocated short-term rental tax proceeds to the operating budget to make up the shortfall and shift all wastewater debt service to the property tax. This would be a stop-gap measure while the town decides on what staff and services it can afford given the alternative budget.

Using short-term rental tax proceeds to fund the budget is not advisable since they are not a stable source of funding that can be relied upon to fund increasing costs. Using these receipts will also entirely eliminate a key component of the Town's wastewater funding plan. The Town has carefully stewarded these funds over several years and they are currently being used to pay for debt service on wastewater bonds, contribute to a wastewater capital stabilization fund, and will allow us to help maintain a stable debt service level as we near the implementation phase of our wastewater planning efforts. If these funds are not available for use for wastewater, as intended by the State Legislature, all debt service related to the wastewater needs of the Town will fall to the property tax levy by necessity.

Under the alternative budget scenario, since the \$1,020,000 in increased educational costs would come out of short-term rental receipts and shift wastewater debt service to the property tax levy the property tax savings of using the alternative budget would be minimal, resulting in only a \$29 savings on the median value home as opposed to the full \$150 override increase noted above.

In future years, if the short-term rental receipts don't meet the required funding levels, additional costs would have to be borne by the tax levy.

One last point about this. Once the short-term rental funds are moved into the budget to cover operating costs, this process cannot be reversed. The short-term rental funds become a permanent part of the Town's operating revenues, and the Town would need to look elsewhere for funding wastewater initiatives.

The Finance Committee's recommendation, by a vote of 9-0, is to approve Article 2A, the FY25 Operating Budget, including the \$1,020,000 override, and to continue to set aside short-term rental tax revenue for wastewater.

**The second proposed override: Two additional police officers**

The second override is for \$300,000 to cover the costs of adding two police officers included as Article 2D in the Warrant.

The last time the size of the police force increased was in 2011 when a school resource officer was added, bringing the force to 17 officers. But the department's basic shift staffing has not increased in nearly 30 years. During that time there have been increases in population (from

5,022 to 5,487), visitors and calls for service (from 5,119 to 6,898). In addition, the time now required to properly handle and resolve calls has significantly increased, which results in less time for officers to be on patrol or handle concurrent calls.

This proposed staffing and accompanying override are additions to the Operating Budget proposed in Article 2A. The impact of this override to taxpayers is a property tax increase of about 6 cents with a cost of about \$6 per \$100,000 of property value, or about \$44 for the median valued home.

The Finance Committee's recommendation, by a vote of 9-0, is to approve Article 2D, including the \$300,000 override.

### **Overall Tax Impact**

The proposed budget in Article 2A, including the education override, would increase real estate taxes for the median valued home to \$5,642, or \$701 more than last year, a 14.19% increase.

### **Why the budget increased: Some specifics**

Let us highlight some of the reasons that the proposed budget in Article 2A of \$44,180,055 increased 14.26% from last year's \$38,665,332.

Inflation, which affects municipalities as well as households, was a major factor. The cost of goods, such as ongoing service contracts, increased. Energy costs did as well, rising roughly 25%.

As always, salaries make up most of our budget and there were increases because of collective bargaining agreements we negotiated last year. Salaries will go up by 4.1% in FY25. However, points 1 and 2 account for less than a third of our increased budget.

The two main drivers of the increase are the debt service on our share of the construction of the \$170 million Nauset Regional High School and debt service on wastewater planning projects. Total debt service for town projects (including wastewater planning and water project) increased by \$2.37 million, or 36.3%. Debt service for school projects (including the high school) increased by \$720,804, or 68.6%.

The increase in the budget including the education override, but excluding the debt, would be 7.8%.

### **The increase in context**

Although the overall tax burden for the median valued home is estimated to increase by \$701 to \$5,642, this still maintains Eastham taxpayers' position among the lowest on Cape Cod and well within the bottom half in Massachusetts. One of the reasons the tax rate is not higher is that Eastham received more than \$4 million in state and federal grants last year. Although these grants are not part of the budget, they still represent money Eastham did not have to spend. The municipal staff is extremely diligent in pursuing all grant opportunities.

In addition, the Town was awarded \$4.7 million in loan forgiveness subsidies for the water project in this fiscal year alone. These subsidies reduce the amount of debt service required to be paid in future budgets and reflect part of the value the Town receives for executing solid financial planning practices for large infrastructure projects.

Given that most of the Budget is paid by the taxpayers, the Finance Committee 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.”

**As for the rest of the Warrant Articles**

The Finance Committee voted to recommend approval on all the Warrant Articles, although, as you can see in the Warrant, there was lack of unanimity on the following Articles:

- 5A. The Specialized Energy Code
- 5D. Prohibitions related to short-term rental of residential properties
- 6. Home Rule Petition: Pesticide Reduction
- 8C. Fundings to preserve and rehabilitate 580 Massasoit Rd.
- 8G. Funding to reconstruct part of the Old Schoolhouse Museum

The Finance Committee will be available at Town Meeting to answer questions.

Respectfully Submitted,

Mary Shaw, Co-Chair  
Paul Brown, Clerk  
Richard Knight

Peter Wade, Co- Chair  
Russell French, III  
Roy Merolli

Thomas McNamara, Vice Chair  
Steven Kononchik  
Joanna Buffington

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**ARTICLE 1 (AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS)**

To see if the Town will vote to set the Fiscal Year 2025 spending limits for revolving funds as follows, or take any action relative thereto:

Revolving Fund	Spending Limit
Recreation Bottles & Cans	25,000
Home Composting Bin/Recycling	5,000
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:** 4-0-0

**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 of the Town for fiscal year 2025, 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 \$44,180,055; or take any action relative thereto.

**By the Select Board**

**Summary:** *This article provides funding for annually recurring departmental and elementary school operating budgets, regional school district assessments, and debt service costs associated with previously authorized projects and bonds. The operating budget goes through a comprehensive development process originating with each department head, review and vetting by our Finance Director and Town Administration, presentation and review with the Finance Committee and Select Board and culminating with a final public budget hearing and Finance Committee & Select Board recommendations. Detailed information pertaining to budget policies, philosophy and departmental information is available on various documents on the Finance Department’s Budget & Town Meeting page on the town website located at [Budget & Annual Town Meeting | Eastham, MA \(eastham-ma.gov\)](http://eastham-ma.gov/Budget%20&%20Annual%20Meeting)*

*This year’s budget comes with some challenges, requiring a potential Proposition 2 ½ Override. Prior Town Meeting authorized an override to fund the Town’s collective bargaining obligations*

which was forecast to cover the needs of the Town's for the next three years. The municipal budget remains on target of that forecast. However, School District budgets have increased significantly more than forecast (largely due to factors out of district control) which results in putting forward a \$1,020,000 million Proposition 2 ½ override request to fund the school's budget.

Of the \$1,020,000 million override request, only about \$85,000 is due to school operating budgets increasing more than forecast. The largest amount of increase, over \$600,000, is due to enrollment shifts between the towns resulting in Eastham's percentage of participation in both the Nauset and Cape Cod Tech Districts increasing substantially in one year. This increase in participation means that Eastham is allocated a larger portion of each school districts overall budget. In addition to enrollment shift, another significant increase is attributable to special education costs at the Elementary School increasing about \$335,000 over the prior year – this increase is due to new enrollments requiring out of district placements for which we are required to pay under state law.

To fund the \$1,020,000 million of largely non-discretionary increases, the Select Board is placing an override request on the ballot for the upcoming Town election. The Town is obligated to fund school district assessments upon passage of their budgets which means if an override does not pass, the municipal budget (not the schools) would have to be reduced by \$1,020,000 - a reduction of this magnitude would result in a severe impact to Town services.

Because the override is the subject of a ballot vote, the Town also needs to provide an alternative in the event the override does not pass. Due to the severity of cuts that would be required, the alternative budget substitutes previously unallocated short-term rental tax proceeds to the operating budget to make up the shortfall; and shifts all wastewater debt service to the property tax. This is a stop-gap measure that gives the Town some time to consider future service and staffing levels, and to address those in the subsequent year's budget.

Utilizing short-term rental tax proceeds to fund the operating budget is significantly impactful to the Town's financial planning. First, utilizing nearly all these receipts is not advisable as they are not a stable source of funding that can be relied upon to fund steadily increasing costs. Second, using these receipts will entirely scrap a key component of the Town's wastewater funding plan. The Town has carefully stewarded these funds over several years and they are currently being utilized to pay for debt service on wastewater bonds, contribute to a wastewater capital stabilization fund, and will allow us to accumulate "debt drop off" to maintain a stable debt service level as we near the implementation phase of our wastewater planning efforts. If these funds were not available for use for wastewater, as intended by the State Legislature, all debt service related to wastewater needs of the Town will fall to the property tax levy by necessity.

Finally, with the adoption of the recommended budget, the Town has a commitment to further address the Police Department staffing request included in Article 2D in lieu of additional override amounts now or in the future for PD staffing. Under the alternative budget scenario, the ability to address these needs is not feasible.

*The budget with an override is expected to result in an approximate tax rate of \$7.55 and increase the property tax burden of the median valued homeowner \$701 to \$5,642. The alternative budget without an override is expected to result in an approximate tax rate of \$7.51, an increase of \$671 bringing the property tax burden of the median valued homeowner to \$5,612. These values present a \$29 difference between the two-budget options cost-wise, but significant differences in town services.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION** (with regard to CPA funding on administrative position included in line 16): 7-0-0  
*(Majority Vote required)*

**TOWN OF EASTHAM**  
**FY 25 OPERATING BUDGET - ARTICLE 2A**

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 24 FINAL BUDGET	FY 25 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
<b>Elected &amp; General</b>						
1	Elected Official's Salary	13,000	13,000	-	0.00%	
2	Reserve Fund	200,000	200,000	-	0.00%	
<b>Subtotal Elected &amp; General</b>		<b>\$ 213,000</b>	<b>\$ 213,000</b>	<b>\$ -</b>	<b>0.00%</b>	<b>9-0</b>
<b>Town Administration</b>						
3	Town Administration Salary	381,108	395,320	14,212	3.73%	
4	Town Administration Expense	62,650	62,650	-	0.00%	
5	Legal Services	95,000	95,000	-	0.00%	
6	Central Purchasing Supply & Service	139,471	140,371	900	0.65%	
<b>Subtotal Town Administration</b>		<b>\$ 678,229</b>	<b>\$ 693,340</b>	<b>\$ 15,111</b>	<b>2.23%</b>	<b>9-0</b>
<b>Municipal Administration &amp; Finance</b>						
7	Municipal Administration & Finance Salaries	1,387,653	1,456,410	68,757	4.95%	
8	Administration & Finance Expense	12,000	12,000	-	0.00%	
9	Town Accountant Expense	36,030	38,480	2,450	6.80%	
10	Treasurer/Collector Expense	53,075	64,425	11,350	21.38%	
11	Assessors Expense	71,760	79,540	7,780	10.84%	
12	IT Expense	278,400	310,570	32,170	11.56%	
13	Media Operations Expense	28,750	28,750	-	0.00%	
<b>Subtotal Municipal Administration &amp; Finance</b>		<b>\$ 1,867,668</b>	<b>\$ 1,990,175</b>	<b>\$ 122,507</b>	<b>6.56%</b>	<b>9-0</b>
<b>Town Clerk &amp; Elections</b>						
14	Town Clerk & Elections Salary	184,650	184,398	(252)	-0.14%	
15	Town Clerk & Elections Expense	12,900	18,820	5,920	45.89%	
<b>Subtotal Town Clerk &amp; Elections</b>		<b>\$ 197,550</b>	<b>\$ 203,218</b>	<b>\$ 5,668</b>	<b>2.87%</b>	<b>9-0</b>
<b>Community Development &amp; Inspectional Services</b>						
16	Comm. Dev. & Inspectional Services Salary	578,197	636,102	57,905	10.01%	
17	Community Development Expense	19,144	19,344	200	1.04%	
18	Building Inspection Expense	6,650	5,550	(1,100)	-16.54%	
<b>Subtotal Community Dev. &amp; Inspections</b>		<b>\$ 603,991</b>	<b>\$ 660,996</b>	<b>\$ 57,005</b>	<b>9.44%</b>	<b>9-0</b>
<b>Health &amp; Environment</b>						
19	Health & Environment Salary	421,847	439,583	17,736	4.20%	
20	Health & Environment Expense	78,900	78,900	-	0.00%	
<b>Subtotal Health &amp; Environment</b>		<b>\$ 500,747</b>	<b>\$ 518,483</b>	<b>\$ 17,736</b>	<b>3.54%</b>	<b>9-0</b>
<b>Public Safety</b>						
21	Police Salary	2,122,323	2,203,517	81,194	3.83%	
22	Police Expense	144,455	170,765	26,310	18.21%	
23	Animal Control Expense	37,750	-	(37,750)	-100.00%	
24	Emergency Management Expense	10,000	10,000	-	0.00%	
25	Fire Salary	2,906,200	3,008,227	102,027	3.51%	
26	Fire Expense	223,935	244,485	20,550	9.18%	
27	Dispatching Salary	435,492	455,106	19,614	4.50%	
28	Dispatching Expense	6,800	6,800	-	0.00%	
<b>Subtotal Public Safety</b>		<b>\$ 5,886,955</b>	<b>\$ 6,098,899</b>	<b>\$ 211,944</b>	<b>3.60%</b>	<b>9-0</b>
<b>Educational Services</b>						
29	Eastham Elementary School Operations	4,003,466	4,437,167	433,701	10.83%	
30	Nauset Regional School District Assessment	6,169,524	7,645,890	1,476,366	23.93%	
31	Cape Cod Regional Technical School Assessment	636,481	805,672	169,191	26.58%	
<b>Subtotal Educational Services</b>		<b>\$ 10,809,471</b>	<b>\$ 12,888,729</b>	<b>\$ 2,079,258</b>	<b>19.24%</b>	<b>9-0</b>

**TOWN OF EASTHAM**  
**FY 25 OPERATING BUDGET - ARTICLE 2A**

LINE #	FUNCTION/DEPARTMENT/ITEM	FY 24 FINAL BUDGET	FY 25 SELECTBOARD BUDGET	\$ INCREASE (DECREASE)	% CHANGE	FIN COMM REC
<b>Public Works</b>						
32	Public Works Salaries	1,471,834	1,496,446	24,612	1.67%	
33	General Maintenance Expense	171,200	173,800	2,600	1.52%	
34	Municipal Buildings Expense	94,900	104,600	9,700	10.22%	
35	Snow & Ice Expense	84,000	84,000	-	0.00%	
36	Street Lighting Expense	8,000	8,000	-	0.00%	
37	Waste Collection & Disposal Expense	622,030	674,530	52,500	8.44%	
38	Tree Warden Expense	7,700	7,700	-	0.00%	
39	Natural Resources Expense	38,550	45,600	7,050	18.29%	
<b>Subtotal Public Works</b>		<b>\$ 2,498,214</b>	<b>\$ 2,594,676</b>	<b>\$ 96,462</b>	<b>3.86%</b>	<b>9-0</b>
<b>Community Services</b>						
40	Community Services Salary		-	-		
41	Community Services Expense		-	-		
42	Council on Aging Salaries	280,893	294,810	13,917	4.95%	
43	Council on Aging Expense	53,835	74,840	21,005	39.02%	
44	Library Salaries	464,716	505,026	40,310	8.67%	
45	Library Expense	135,452	166,000	30,548	22.55%	
46	Beach & Recreation Salary	437,580	450,089	12,509	2.86%	
47	Beach & Recreation Expense	100,500	110,875	10,375	10.32%	
48	Veterans Service Expense & Benefits	64,469	66,310	1,841	2.86%	
49	Human Service Contracts	663,350	663,350	-	0.00%	
<b>Subtotal Community Services</b>		<b>\$ 2,200,795</b>	<b>\$ 2,331,301</b>	<b>\$ 130,506</b>	<b>5.93%</b>	<b>9-0</b>
<b>Unallocated Expenditures</b>						
50	Energy & Fuels Expense	402,150	442,150	40,000		
51	General Liability Insurance	527,281	563,677	36,396		
52	Employee Pension	2,224,296	2,417,935	193,639		
53	Employee Insurance	3,455,727	3,578,152	122,425		
54	Employment Costs Expenses	92,000	112,000	20,000		
<b>Subtotal Unallocated Expenditures</b>		<b>\$ 6,701,454</b>	<b>\$ 7,113,915</b>	<b>\$ 412,461</b>	<b>6.15%</b>	<b>9-0</b>
<b>Debt Service</b>						
55	Exempt Debt - Debt Service	5,917,331	8,199,396	2,282,065		
56	Non-Exempt Debt - Debt Service	255,000	385,741	130,741		
57	Borrowing Costs & Charges	22,500	55,000	32,500		
58	Capital Lease Payments	312,417	233,186	(79,231)		
<b>Subtotal Debt Service</b>		<b>\$ 6,507,248</b>	<b>\$ 8,873,323</b>	<b>\$ 2,366,075</b>	<b>36.36%</b>	<b>9-0</b>
<b>GRAND TOTAL BUDGET</b>		<b>\$ 38,665,322</b>	<b>\$ 44,180,055</b>	<b>\$ 5,514,733</b>	<b>14.26%</b>	<b>9-0</b>
Town Salary		11,085,493	11,538,033	452,540	4.08%	
Town Expense		10,263,110	10,879,969	616,859	6.01%	
Educational Services, Less Debt Service		9,758,676	11,117,130	1,358,454	13.92%	
Debt Service - Town		6,507,248	8,873,323	2,366,075	36.36%	
Debt Service - Schools		1,050,795	1,771,599	720,804	68.60%	
<b>GRAND TOTAL BUDGET</b>		<b>\$ 38,665,322</b>	<b>\$ 44,180,055</b>	<b>\$ 5,514,733</b>	<b>14.26%</b>	<b>9-0</b>

Increase excluding debt 7.80%

**ARTICLE 2B (NAUSET REGIONAL SCHOOL DISTRICT FUNDING FORMULA)**

To see if the Town will vote to accept the provisions of General Law Chapter 71, Section 16B, which would reallocate the sum of member towns’ contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so called for fiscal year 2025; or take any action relative thereto.

**By the Select Board**

***Summary:** This article will apportion the Nauset Regional School Assessments for FY 2025 to the four member towns based on their proportionate enrollment within the school district instead of using the state formula contained within Massachusetts General Law (the Statutory Method). This alternative method is provided for by the Regional School Agreement entered and approved by the four member Towns of the district and is the method used for many years by the member towns to apportion school district costs.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**ARTICLE 2C (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 2024 Budget</u>	<u>FY 2025 Budget</u>
<b>Amounts Appropriated:</b>		
Salaries and Wages	99,853	115,809
Expenses	401,700	501,700
Transfer for Costs Appropriated in General Fund	-	-
Total Amounts Appropriated	<u>\$501,533</u>	<u>\$617,509</u>
<b>Funding Sources:</b>		
Water Revenue	501,533	500,000
Water Enterprise Fund Retained Earnings		117,509
Total Funding Sources	<u>\$501,533</u>	<u>\$617,509</u>

**By the Select Board**

**Summary:** *The presented budget reflects the anticipated costs of the Water Enterprise Fund for the year beginning July 1, 2024, and ending June 30, 2025. The Water Enterprise Fund budget goes through the same development and review process as the General Fund operating budget but is separately funded by anticipated water rate revenue and the operations own Retained Earnings.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

*(Majority Vote required)*

**ARTICLE 2D (ADDITIONAL STAFFING FOR POLICE DEPARTMENT)**

To see if the Town will raise and appropriate and/or transfer from available funds the sum of \$300,000 for the purpose of funding the hiring of two (2) additional police officers within the Police Department; provided however that such appropriation be contingent upon the passage of a Proposition 2 ½ override ballot question under General Law Chapter 59, section 21C.

**By the Select Board**

**Summary:** *The Eastham Police Department has operated with 16 officers since 1995. In 2011, a School Resource Officer was added which added to our staffing, but the department's basic shift staffing has not increased in nearly 30 years. During this time there have been significant increases in population, visitation, and calls for service. Additionally, proper handling and disposition of calls is much more labor intensive than in the past, which results in many hours during a standard shift that our officers are not available to respond timely, handle concurrent calls, or be on patrol.*

*Current staffing levels do not provide for adequately staffed shifts or proper supervision which requires frequent overtime to manage resulting in overworked officers – this issue is especially compounded in the event one or more officers are out for extended periods of time. Given the time it takes to onboard and train new officers, it is important for the ongoing sustainability and effectiveness of our public safety function that additional officers are added.*

*The original request for additional staffing was for four officers with an all-in cost of \$650,000. However, given the significant increase in Educational Service costs this year necessitating an override as indicated in Article 2, the Town has trimmed this override request to \$300,000 for the addition of two officers. However, ultimately the need for four additional staff remains, and if the recommended Operating Budget at Article 2 passes, with the educational services override, Town administration has committed to re-purposing and re-prioritizing line items within the operating budget during fiscal year 2025 to make space to hire an additional 2 officers, without*

*the need for an additional override request to Town Meeting in the future for the additional 2 officers.*

*Passing this override funding is expected to increase the tax rate an additional 6 cents and result in an increase in property taxes of about \$44 for the median valued home.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 9-0-0**

*(Majority Vote required)*

**ARTICLE 3A (5 YEAR CAPITAL IMPROVEMENT 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 FY 2025 to FY 2030 as printed below; or take any action relative thereto.

**By the Select Board**

**Summary:** *Article 3A-3B presents the 5-year capital improvement plan of the Town as compiled from Department Head requests and other identified needs. Items listed on the plan, and their associated amounts, are “placeholders” for planning purposes only. The approval of this plan by Town Meeting does not approve or provide funding for 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 to receive funding. In addition, certain items in the Capital Improvement Plan may require separate approval – this year article 3C is presented for consideration.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 8-0-0**

*(Majority Vote required)*

**TOWN OF EASTHAM, MASSACHUSETTS**

FY 2025 Capital Budget and Five Year Capital Improvement Plan for Fiscal Year 2026 through 2030

ASSET TYPE/ITEM	Classification	Dept.	FY 2025		FY 2026		FY 2027		FY 2028		FY 2029		FY 2030	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
<b>FACILITIES AND LAND</b>														
Town Hall Repair & Maint Prgm (Recurring)	Extraordinary Maint	Gen Govt	305,000	FC	150,000	FC	150,000	FC	125,000	FC	150,000	FC	100,000	FC
Senior Center Repair & Maint Prgm (Recurring)	Extraordinary Maint	COA	48,000	FC	60,000	FC	87,000	FC	50,000	FC	45,000	FC	50,000	FC
Public Works Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	DW	25,000	FC	25,000	FC	50,000	FC	50,000	FC	50,000	FC	50,000	FC
Salt Shed Replacement	Extraordinary Maint	DW												
Recreation/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	66,000	FC	60,000	FC	65,000	FC	70,000	FC	35,000	FC	50,000	FC
Fire Station Repair & Maint Prgm (Recurring)	Extraordinary Maint	Fire	165,000	FC	115,000	FC	140,000	FC	115,000	FC	105,000	FC	100,000	FC
Town Hall Annex Repair & Maint Prgm (Recurring)	Extraordinary Maint	Gen Govt	25,000	FC	20,000	FC	20,000	FC	15,000	FC	7,500	FC	7,500	FC
Library Building Repair & Maint Prgm (Recurring)	Extraordinary Maint	Library	35,000	FC	10,000	FC	10,000	FC	15,000	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	105,000	FC	50,000	FC	100,000	FC	100,000	FC	100,000	FC
Transfer Station Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	DW	5,000	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	50,000	FC										
Land, Parks & Cemetary Facility Repair & Maint Prgm (Recurring)	Extraordinary Maint	Various	60,000	FC	30,000	FC	10,000	FC	60,000	FC	35,000	FC	10,000	FC
Land, Parks & Cemetary Facility Repair & Maint Prgm CPC Projects	Extraordinary Maint	Various					25,000	CPA			25,000	CPA	25,000	CPA
Land, Parks & Cemetary Facility Repair & Maint Prgm Bathhouse replacement	Renovation/Const	Recreation									2,000,000	BI	2,000,000	BI
Subtotal Facilities & Land			860,000		585,000		617,000		610,000		2,577,500		2,517,500	
<b>INFRASTRUCTURE</b>														
<b>Rock Harbor</b>	Extraordinary Maint	Gen Govt												
Rock Harbor Dredging	Extraordinary Maint	Gen Govt			600,000	BI					250,000	FC		
Dock & Ramp Improvements	Extraordinary Maint	Gen Govt												
<b>Local Road Improvements</b>														
Intersection Improvement & Upgrade	Renovation/Const	DW	325,000	FC	250,000	FC	250,000	FC	250,000	FC	250,000	FC	300,000	FC
Planning & Design of Roadways	Planning/Engineering	DW												
Construction of Roadways	Renovation/Const	DW												
<b>Rails Six Corridor Improvements</b>														
Planning & Design of Roadways	Planning/Engineering	DW	150,000	FC										
Engineering & Design of Roadways	Planning/Engineering	DW							2,000,000	BI				
Construction of Roadways	Renovation/Const	DW												
<b>Town Landings</b>														
Town-wide landing Planning, permitting, design														
Hemenway Landing - Town	Renovation/Const	DW	100,000	FC	1,500,000	BI								
Hemenway Landing - Grant	Renovation/Const	DW	460,000	Grt										
Hemenway Landing - Town	Renovation/Const	DW	50,000	FC	1,500,000	BI								
Collins Landing - Grant	Renovation/Const	DW	150,000	Grt										
Thumperown Rd. Beach Landing - Town	Renovation/Const	DW	102,000	FC										
Thumperown Rd. Beach Landing - Grant	Renovation/Const	DW	509,000	Grt										
Salt Pond Landing - Town	Renovation/Const	DW	25,000	FC										
Salt Pond Landing - Grant	Renovation/Const	DW	500,000	Grt	1,500,000	BI								

**TOWN OF EASTHAM, MASSACHUSETTS**

FY 2025 Capital Budget and Five Year Capital Improvement Plan for Fiscal Year 2026 through 2030

ASSET TYPE/ITEM	Classification	Dept.	FY 2025		FY 2026		FY 2027		FY 2028		FY 2029		FY 2030	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
<b>Community Development</b>														
T-Time/TCF/COA Sites - Design/Engineer/Develop	Planning/Engineering	GenGov	100,000	FC										
T-Time/TCF/COA Sites - Design/Engineer/Develop	Extraordinary Maint	GenGov	3,25,000	FC										
<b>WasteWater Infrastructure</b> (Amounts represent 100% of cost estimate, expect significant funding from outside sources)														
Planning, Permitting, Testing	Planning/Engineering	DPW												
Design & Engineering	Planning/Engineering	DPW	80,000	FC										
Infrastructure Implementation	Renovation/Const	DPW			130,000,000	Bl								
<b>Other Projects</b>														
Eastham Community Internet	Planning/Engineering	GenGov	100,000	Other	100,000	Other	100,000	Other	100,000	Other				
Abelino's Creek study and mitigation - Town	Planning/Engineering	GenGov			238,000	Bl								
Abelino's Creek study and mitigation - Grant	Renovation/Const	GenGov	142,500	Gr	713,000	Gr								
Town-wide housing development	Renovation/Const	GenGov			250,000	FC								
<b>DPW Recurring Maintenance Programs</b>														
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	FC	20,000	FC	20,000	FC	20,000	FC	20,000	FC	20,000	FC
Town-wide Sign Replacement Program	Routine Maint	DPW			5,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC
<b>Subtotal Infrastructure</b>			3,228,500		137,127,600		465,000		2,465,000		615,000		415,000	
<b>FLEET INVENTORY (VEHICLES)</b>														
Gen. Govt. Fleet Replacement Program (Recurring)	Vehicles	GenGov	12,500	CL	12,500	CL	12,500	CL	12,500	CL	12,500	CL	12,500	CL
Gen. Govt. Fleet Replacement Program (Recurring) Supplemental	Vehicles	GenGov	10,000	FC										
DPW Fleet Replacement Program (Recurring)	Vehicles	DPW	73,750	CL	88,750	CL	88,750	CL	88,750	CL	88,750	CL	88,750	CL
DPW Fleet Replacement Program (bid for Maint Div.)	Vehicles	DPW	75,000	FC										
2006 Dump Truck	Heavy Equip	DPW	200,000	Ch90										
2006 Dump Truck	Vehicles	DPW					200,000	Ch90						
2009 Skid Steer	Vehicles	DPW	30,000	FC										
2009 Excavator	Vehicles	DPW	250,000	Ch90										
2007 Chipper	Vehicles	DPW												
2010 Tractor w/ Boom mower	Vehicles	DPW							35,000	FC				
2012 Surf Raak	Heavy Equip	DPW											70,000	FC
2015 Compressor Trailer	Operational Equip	DPW										50,000		
1999 Utility Trailer	Operational Equip	DPW					20,000	FC						
2001 Roll Off Truck	Vehicles	Trs. Sta.												
2004 Tractor Truck	Vehicles	Trs. Sta.			220,000	FC								
2010 Ejector Trailer	Operational Equip	Trs. Sta.							120,000	FC				

**TOWN OF EASTHAM, MASSACHUSETTS**

**FY 2025 Capital Budget and Five Year Capital Improvement Plan for Fiscal Year 2026 through 2030**

ASSET TYPE/ITEM	Classification	Dept.	FY 2025		FY 2026		FY 2027		FY 2028		FY 2029		FY 2030	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
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
Fire Department Fleet Replacement Program (Recurring) (addl)	Vehicles	Fire Dept.	40,000	FC										
Ambulance Replacement	Vehicles	Fire Dept.	505,000	LI										
1993 Rigid Hull Inflatable Boat (Cove)	Vehicles	Fire Dept.	200,000	AF			480,000	LI			500,000	LI		
1998 Stewart/MTVAF Terrain Rescue Truck	Vehicles	Fire Dept.												
2005 E-One Pumper - not to be replaced	Vehicles	Fire Dept.												
2013 E-One Pumper	Vehicles	Fire Dept.												
2019 Ford F-550 Forestry Unit	Vehicles	Fire Dept.												
2016 Polaris 6 Wheel UTV	Vehicles	Fire Dept.												
2020 Surf Rescue Boat	Vehicles	Fire Dept.												
2022 Quint Engine/Ladder & Equip	Vehicles	Fire Dept.												
Police Department Fleet Replacement Program	Vehicles	Police Dept.	134,000	CL	134,000	CL	154,000	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.	15,000	FC										
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
<b>Subtotal Fleet Inventory</b>			<b>1,625,250</b>		<b>535,250</b>		<b>1,015,250</b>		<b>470,250</b>		<b>865,250</b>		<b>385,250</b>	
<b>EQUIPMENT</b>														
Energy Efficiency & Solar Program and Upgrades	Operational Equip	Gen/Evt.	25,000	FC	25,000	FC	25,000	FC						
PC's and component replacement program (Recurring)	Computer Hardware	Technology	15,250	CL	20,250	CL	20,250	CL	20,250	CL	20,250	CL	20,250	CL
PC's and component Replacement Program (Addl.)	Computer Hardware	Technology	20,000	FC										
Server/Network Component Replacement Program (Recurring)	Computer Hardware	Technology	52,000	CL	57,000	CL	57,000	CL	57,000	CL	57,000	CL	57,000	CL
Server/Network Component Replacement Program (Addl)	Computer Hardware	Technology	25,000	FC										
Media Equipment Replacement Program (Recurring)	Computer Hardware	Technology	10,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC
Phone System Replacement	Computer Hardware	Technology			50,000	FC								
Equipment Replacement Program (Recurring)	Operational Equip	DPW	5,000	CL	5,000	CL	5,000	CL	5,000	CL	5,000	CL	5,000	CL
Mowers	Operational Equip	DPW	15,000	FC			15,000	FC					15,000	FC
Trash Compactors	Operational Equip	TRF STA										60,000	FC	
Containers	Operational Equip	DPW					25,000	FC						
Work Order System	Operational Equip	DPW												
Sanders	Operational Equip	DPW												
Sweeper for Loader (Power Broom)	Operational Equip	DPW	15,000	FC										
Shop/Mechanic Tools Inventory	Operational Equip	DPW							20,000	FC				
Portable Welder	Operational Equip	DPW										10,000	FC	
Maintenance Equip. (Extractor, Vacuum, Cleaning)	Operational Equip	Maint.										10,000	FC	
Medical/Rescue Equipment Replacement Program (Recurring)	Operational Equip	Fire Dept.	15,000	AF	15,000	AF	15,000	AF	15,000	AF	15,000	AF	15,000	AF
Fire Suppression Equipment Replacement Program (Recurring)	Operational Equip	Fire Dept.	25,000	CL	25,000	CL	25,000	CL	25,000	CL	25,000	CL	25,000	CL
SCBA Compressor System	Operational Equip	Fire Dept.												

**TOWN OF EASTHAM, MASSACHUSETTS**

**FY 2025 Capital Budget and Five Year Capital Improvement Plan for Fiscal Year 2026 through 2030**

ASSET TYPE/ITEM	Classification	Dept.	FY 2025		FY 2026		FY 2027		FY 2028		FY 2029		FY 2030	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
Specialty Equipment	Operational Equip	Fire Dept.			15,000	FC								
Defibrillators	Operational Equip	Fire Dept.							15,000	FC				
PD Departmental Equipment Replacement Program	Operational Equip	Police Dept.	20,000	CL	20,000	CL	25,000	CL	25,000	CL	25,000	CL	25,000	CL
PD Departmental Equipment Replacement Program (Addl.)	Operational Equip	Police Dept.	10,000	FC										
Sign Trailer (Message Board)	Operational Equip	Police Dept.					20,000	FC						
Speed Trailer	Operational Equip	Police Dept.												
Building Video Surveillance System	Computer Hardware	Police Dept.			20,000	FC								
Interior Furnishings	Operational Equip	Police Dept.	15,000	FC	15,000	FC	15,000	FC	15,000	FC				
Speed Display Road Signs	Operational Equip	Police Dept.	50,000	FC										
Body Camera Equipment	Operational Equip	Police Dept.					100,000	FC						
Records Management Applications	Operational Equip	Police Dept.												
Electronic Recording Device (Dispatch phones and radios)	Operational Equip	Dispatch	25,000	FC			100,000	FC						
CAD Software Replacements	Software/Applications	Dispatch					5,000	FC						
Dispatch Equipment Replacement Program	Operational Equip	Dispatch	25,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC	5,000	FC
Furniture and Shelving Replacements	Operational Equip	Library					7,500	FC						
Outdoor Hold Pickup Lockers	Operational Equip	Library												
Accessibility Equipment	Operational Equip	Library			5,000	FC								
Kitchen Appliance Replacement	Operational Equip	COA	5,000	FC										
Furniture Replacements	Operational Equip	COA											10,000	FC
Beach Equipment Replacement Program (Recurring)	Operational Equip	Beach/Rec	20,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC	10,000	FC
Elections Equipment Replacement Program (Recurring)	Operational Equip	Clerk	2,500	CL	5,000	CL	5,000	CL	5,000	CL	5,000	CL	5,000	CL
Permit Tracking Software	Software/Applications	Comm. Dev.												
Office Furnishings	Operational Equip	Comm. Dev.			20,000	FC								
Elementary School equipment Replacement Program (Recurring)	Operational Equip	Education	30,000	FC	35,000	FC	35,000	FC	35,000	FC	40,000	FC	40,000	FC
Playground Repair/Upgrade/Replacement	Operational Equip	Education	50,000	CFA							400,000	CFA		
Elementary School Generator Replacement	Operational Equip	Education					100,000	FC						
Subtotal Equipment			474,750		357,250		635,750		262,250		827,250		257,250	
<b>TOTAL CAPITAL PLAN EXPENDITURE AMOUNTS</b>			6,188,500		138,605,100		2,737,000		3,807,500		4,885,000		3,575,000	

**TOWN OF EASTHAM, MASSACHUSETTS**

FY 2025 Capital Budget and Five Year Capital Improvement Plan for Fiscal Year 2026 through 2030

ASSET TYPE/ITEM	Classification	Dept.	FY 2025		FY 2026		FY 2027		FY 2028		FY 2029		FY 2030	
			Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.	Amount	Src.
<b>ANTICIPATED FUNDING SOURCES</b>														
(C) Capital Levy (Recurring)			400,000		427,500		452,500		452,500		452,500		452,500	
(CEX) Capital Levy Exclusion														
(B) Bond Issuance			505,000		135,338,000		480,000		2,000,000		2,000,000		2,000,000	
(L) Lease Issuance			2,707,000		1,725,000		1,454,500		1,230,000		1,482,500		1,072,500	
(FC) Free Cash														
Less: Offset from OAF articles														
Adjusted Free Cash Request			50,000				25,000				425,000		25,000	
(CPA) Community Preservation Act			215,000		15,000		15,000		15,000		15,000		15,000	
(AF) Ambulance Fund					10,000		10,000		10,000		10,000		10,000	
(CF) Cable Fund			450,000				200,000							
(CH9) Chapter 90														
(OAF) Other Available Fund			1,761,500		989,600									
(Gr) Grant			100,000		100,000		100,000		100,000					
Other/To Be Determined														
<b>TOTAL ANTICIPATED FUNDING</b>			<b>6,188,500</b>		<b>138,605,100</b>		<b>2,737,000</b>		<b>3,807,500</b>		<b>4,885,000</b>		<b>3,575,000</b>	
<b>Capital Plan Funding Surplus (Deficit)</b>														
-														

Note: Ambulance Fund amounts committed for lease payments:

Ambulances	118,420	118,420												
Quint	114,766	114,766												
Ambulance 3 Replacement	120,000	120,000												
Ambulance 1 Replacement			120,000											
Ambulance 2 Replacement														

**ARTICLE 3B (CAPITAL BUDGET)**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$3,322,000 to fund the Capital Budget for the purposes, and from the sources, as listed below, or take any other action thereon.

LN	DEPARTMENT	AMOUNT	SOURCE
<b>1</b>	<b>ADMINISTRATION &amp; FINANCE DEPARTMENTS</b>		
A	Town Hall Repair & Maintenance Program	305,000	Free Cash
B	Town Hall Annex Repair & Maintenance Program	25,000	Free Cash
C	General Government Fleet Replacement Program	22,500	Tax Levy & Free Cash
D	PC and Component Replacement Program	35,250	Tax Levy & Free Cash
E	Servers and Network Component Replacement Program	77,000	Tax Levy & Free Cash
F	Media Equipment Replacement Program	10,000	Free Cash
G	Town Clerk Elections Equipment Replacement Program	2,500	Tax Levy
	Subtotal	477,250	
<b>2</b>	<b>SCHOOL DEPARTMENT</b>		
A	Elementary School Building & Grounds Repair & Maintenance Program	71,000	Free Cash
B	Elementary School Equipment Maintenance Program	30,000	Free Cash
	Subtotal	101,000	
<b>3</b>	<b>COMMUNITY SERVICE DEPARTMENTS</b>		
A	Recreation Building Repair & Maintenance Program	5,000	Free Cash
B	Recreation Fleet Replacement Program	15,000	Tax Levy
C	Recreation (Beach) Equipment Replacement	20,000	Free Cash
D	Library Building Repair & Maintenance Program	35,000	Free Cash
E	Senior Center Building Repair & Maintenance Program	48,000	Free Cash
F	Senior Center Fleet Replacement Program	15,000	Tax Levy
G	Senior Center Kitchen Appliance Replacement	5,000	Free Cash
	Subtotal	143,000	
<b>4</b>	<b>PUBLIC WORKS DEPARTMENT</b>		
A	Public Works Facility Repair & Maintenance Program	25,000	Free Cash
B	Land, Parks & Cemetery Facility Repair & Maintenance Prog.	60,000	Free Cash
C	Miscellaneous Building Facility Repair & Maint. Program	50,000	Free Cash
D	Stormwater Systems Maintenance Program	50,000	Free Cash
E	Parking Lot Maintenance Program	20,000	Free Cash
F	DPW Fleet Replacement Program	148,750	Tax Levy & Free Cash
G	DPW Equipment Replacement Program	5,000	Tax Levy
H	Purchase & Equip Skid Steer	30,000	Free Cash
I	Purchase & Equip Mowers	15,000	Free Cash

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, MAY 4, 2024

J	Purchase & Equip Sweeper for Loader	15,000	Free Cash
K	Roadway Planning & Design	150,000	Free Cash
L	Intersection Improvements	325,000	Free Cash
	Subtotal	893,750	
5	<b>SANITATION DEPARTMENT</b>		
A	Transfer Station Facility Repair & Maintenance Program	5,000	Free Cash
	Subtotal	5,000	
6	<b>POLICE DEPARTMENT</b>		
A	Police Station Repair & Maintenance Program	66,000	Free Cash
B	Fleet Replacement Program	169,000	Tax Levy & Free Cash
C	Departmental Equipment Replacement Program	30,000	Tax Levy & Free Cash
D	Body Camera Equipment & Installation	50,000	Free Cash
E	Speed Trailer & Signs	15,000	Free Cash
F	Dispatch Equipment Replacement Program	25,000	Free Cash
G	Dispatch Electronic Recording Device Purchase & Install	25,000	Free Cash
	Subtotal	380,000	
7	<b>FIRE DEPARTMENT</b>		
A	Fire Station Repair & Maintenance Program	165,000	Free Cash
B	Fleet Replacement Program	70,000	Tax Levy & Free Cash
C	Purchase & Equip Rescue Boat	200,000	Ambulance Fund
D	Medical/Rescue Equipment Replacement Program	15,000	Ambulance Fund
E	Fire Suppression Equipment Replacement Program	25,000	Tax Levy
	Subtotal	475,000	
8	<b>COMMUNITY DEVELOPMENT DEPARTMENT</b>		
	Subtotal		
9	<b>MISCELLANEOUS/ADDITIONAL REQUESTS</b>		
A	Town Landings, Culverts & Drainage Planning, Permitting, Design & Construction	317,000	Free Cash
B	T-Time, Town Center Plaza, COA Site Design, Planning, Engineering & Development	425,000	Free Cash
C	Wastewater Design, Engineering, Testing	80,000	Free Cash
D	Solar & Energy Efficiency Upgrades	25,000	Free Cash
	Subtotal	847,000	
	<b>TOTAL CAPITAL BUDGET REQUESTS</b>	<b>3,322,000</b>	

<b>SUMMARY OF FUNDING SOURCES</b>	
Free Cash	2,707,000
Ambulance Receipts Fund	215,000
Tax Levy	400,000
<b>TOTAL FUNDING</b>	<b>3,322,000</b>

**By the Select Board**

**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. One-time, or infrequent requests are funded by other available funds to the extent they are available to minimize the impact on our tax rate.

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

(Majority Vote required)

**ARTICLE 3C (AUTHORIZE LEASE PURCHASE OF AN AMBULANCE)**

To see if the Town will authorize, under General Laws Chapter 44, Section 21C, upon the recommendation of the Select Board, a lease purchase financing agreement for up to \$505,000 for the acquisition of an ambulance for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the Ambulance Fund the sum of \$120,000, or take any action relative thereto.

**By the Select Board**

**Summary:** This article provides for the replacement of the Fire Department’s third ambulance through a lease-purchase arrangement. Maintaining three ambulances in town is imperative to maintaining effective emergency response as we routinely have concurrent ambulance calls, and need to maintain a reliable back-up to keep in service when one of the front-line ambulances is out of service for maintenance or repairs. The replacement of this ambulance begins our capital

outlay cycle of one ambulance replacement roughly every other year to limit overuse and wear and tear on any one ambulance so we can maintain the service life of each ambulance for approximately 6-years while minimizing out of service time and expensive repairs. This article authorizes the town to enter into a lease arrangement to finance the vehicle over a 5-year period and provides for the first-year lease payment. The annual payment of approximately \$120,000 is anticipated to be funded by the Ambulance Receipts Fund and therefore will not impact the tax rate.

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE: RECOMMENDATION:** 9-0-0

(2/3 Majority vote required)

**ARTICLE 4 (OTHER BUDGET 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.

Ln	Fund	Amount	Source
A	Transfer to Unrestricted Stabilization Fund	120,000	Free Cash
B	Transfer to Other Post-Employment Benefit Trust Fund	100,000	Free Cash
C	Transfer to Injured on Duty Fund	75,000	Free Cash
D	Transfer to Compensated Absence Fund	75,000	Free Cash
E	Transfer to Private Road Electric Betterment Loan Fund	160,000	Free Cash
F	Transfer to Water Connection Betterment Loan Fund	50,000	Tax Levy
G	Transfer to Wastewater Stabilization Fund	1,200,000	Free Cash
H	Town-Wide IT Applications	60,000	Free Cash
I	Rental Registration Software	60,000	Free Cash
	<b>Total</b>	<b>\$ 1,905,000</b>	

**By the Select Board**

**Summary:** This article provides for funding of elements of the Town budget that are neither operating nor capital in nature.

- Items A-D provide resources to currently existing reserve funds to maintain appropriate reserve levels.
- Item E provides resources to move forward with the Private Road Electrical Improvement Program – this program allows homeowners living on private roads a way to make improvements to electrical infrastructure that would not otherwise be feasible. The program operates on a betterment basis, requiring repayment by homeowners (with

*interest) which allows the funds to continuously be re-loaned to further implement the program.*

- *Item F provides resources for the Water Connection Betterment Loan Fund – this program provides funds for qualifying taxpayers to assist with connecting to the town-wide water system. The program operates on a betterment basis, requiring repayment by the taxpayer (with interest) so that the fund can continue to re-loan to others in need in the future.*
- *Item G provides continued funding of the existing wastewater Capital Stabilization Fund, which is part of our long-term financing plan to address upcoming wastewater infrastructure needs. The amount of funding is provided by Free Cash that was generated from short-term rental revenues. This fund is needed to help mitigate debt service gaps and assist with start-up costs inherent in implementing a wastewater plan.*
- *Item H provides funding for implementing one-time technology upgrades.*
- *Item I provides funding for implementing rental registration software to ensure short-term rental regulations are properly being enforced, and to improve internal efficiency in the administration of the rental program.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 9-0-0**

(Majority vote required)

#### **ARTICLE 5A (SPECIALIZED ENERGY CODE)**

To see if the Town will vote to amend the Eastham General Bylaw, by adding the following new Section 138 SPECIALIZED ENERGY CODE for the purpose of regulating the design and construction of buildings for the effective use of energy and reduction of greenhouse gas emissions, pursuant to the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including amendments or modifications thereto, with an effective date of January 1, 2025 a copy of which is on file with the Town Clerk, or take any other action relative thereto, as follows:

#### **§ 138 - 1 Definitions**

#### **§ 138 - 2 Purpose**

#### **§ 138 - 3 Applicability**

#### **§ 138 - 4 Stretch Code**

#### **§138-1 Definitions,**

International Energy Conservation Code (IECC)

The International Energy Conservation Code (IECC) is a building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for

energy efficiency and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards and published in state regulations as part of 780 CMR.

**Specialized Energy Code**

Codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, the Specialized Energy Code adds residential and commercial appendices to the Massachusetts Stretch Energy Code, based on amendments to the respective net-zero appendices of the International Energy Conservation Code (IECC) to incorporate the energy efficiency of the Stretch energy code and further reduce the climate impacts of buildings built to this code, with the goal of achieving net-zero greenhouse gas emissions from the buildings sector no later than 2050.

**Stretch Energy Code**

Codified by the combination of 225 CMR 22 and 23, not including Appendices RC and CC, the Stretch Energy Code is a comprehensive set of amendments to the International Energy Conservation Code (IECC) seeking to achieve all lifecycle cost-effective energy efficiency in accordance with the Green Communities Act of 2008, as well as to reduce the climate impacts of buildings built to this code.

**§138-2 Purpose**

The purpose of 225 CMR 22.00 and 23.00 including Appendices RC and CC, also referred to as the Specialized Energy Code is to provide a more energy efficient and low greenhouse gas emissions alternative to the Stretch Energy Code or the baseline Massachusetts Energy Code, applicable to the relevant sections of the building code for both new construction and existing buildings.

**§138-3 Applicability**

This energy code applies to all residential and commercial buildings.

**§138-4 Specialized Code**

The Specialized Code, as codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including any future editions, amendments, or modifications, is herein incorporated by reference into the Town of Eastham’s General Bylaws, Chapter 138. The Specialized Code is enforceable by the inspector of buildings or building commissioner.

**By the Select Board**

**Summary:** *At the 2020 Eastham Town Meeting, we committed to reducing greenhouse gas (GHG) emissions to zero “at the earliest technically and economically feasible time.” A source of those emissions is the burning of fossil fuels to heat our buildings and power our home appliances.*

*The Specialized Energy Code aims to sharply reduce emissions of GHG pollution from all new building construction in the state. It does not place requirements on renovations or additions, nor does it prohibit the use of fossil fuels. In the case of new single family home construction, there are two options for compliance. The cleaner and more efficient option is all-electric construction using high efficiency heat pumps in an integrated heating/cooling system. The second option for code compliance allows a fossil fuel system (such as oil, propane, or gas) to be installed for heating and appliances, but requires installing solar panels and pre-wiring to accommodate future electrification. Where solar panels are required for new construction, up-front costs can be minimized by leasing the panels, or by folding the cost into the new home's mortgage. The cost of purchasing solar panels are generally paid in full over 6-8 years through tax incentives and reduced utility bills.*

*The Specialized Energy Code is part of our overall commitment to reduce greenhouse gas pollution. Approving the Code in Eastham would keep approximately 200 metric tons of GHG pollution out of our air and water every year (approximately equal to the annual emissions from 200 gas-powered cars) and will promote healthier homes, and lower utility bills from increased energy efficiency. This article would adopt the Specialized Energy Code into Eastham's General Bylaw.*

**SELECT BOARD RECOMMENDATION:** 2-2-0

**FINANCE COMMITTEE RECOMMENDATION:** 4-3-1

(Majority vote required)

#### **ARTICLE 5B (LAND ACQUISITION)**

To see if the Town will vote to authorize the Select Board to acquire, by purchase or gift, by agreement with the National Park Service, on such terms and conditions and for nominal consideration or for such consideration as the Select Board deems in the best interests of the Town, all or portions of the fee title or lesser interests in two parcels of land as follows: (1) a certain parcel of land located at 2760 State Highway Route 6, containing .35 acres, more or less, shown on the Town Assessor's Map 12 as Parcel 320 and more particularly described in a deed recorded with the Barnstable Registry of Deeds in Book 1288, Page 410, Page 91, for aquaculture purposes; and (2) a certain parcel of land located at 0 Nauset Light Beach Road, containing .996 acres, more or less, for roadway purposes, and which contains a newly constructed and re-located section of Nauset Light Beach Road over a portion of said parcel as shown on said plans attached hereto, or take any other action relative thereto.

**By the Select Board**

**Summary:** A portion of Nauset Light Beach Road which accesses several homes and Cape Cod National Seashore property was eroding at the edge of a bluff. The Town of Eastham built a relocated section of the roadway through and on National Park Service land. The town needs to formally take ownership of this roadway along with a small parcel of land where the town maintains and operates a shellfish growing operation from a small building at the Salt Pond adjacent to the town landing. In exchange for the relocated roadway and the shellfish facility parcel, the town will exchange a parcel of land on Nauset Road near the new District H water tower.



**SELECT BOARD RECOMMENDATION:** 3-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 8-0-0

(Majority vote required)

**ARTICLE 5C (LAND DISPOSITION)**

To see if the Town will transfer the care, custody, management and control of a certain parcel of Town-owned land located at 1350 Nauset Road, containing 3.2 acres, more or less, or a portion thereof, shown on Town Assessor's Map 9 as Parcel 419, and more particularly described in a deed recorded with the Barnstable Registry of Deeds in Book 962, Page 404 from the board or officer having custody thereof, for such purposes for which said parcel is currently held to the Select Board for purposes of conveyance; and further to authorize the Select Board to sell, convey or other dispose of the fee title or lesser interests in all or a portion of said parcel for nominal consideration or such consideration, on such terms and conditions as the Select Board deems in the best interests of the Town, by agreement with the National Park Service, and further to authorize the Select Board to submit a petition to the General Court to permit the foregoing disposition under Article 97 of the Amendments to the Massachusetts Constitution or otherwise, if applicable, or take any other action relative thereto.

**By the Select Board**

***Summary:** A portion of Nauset Light Beach Road which accesses several homes and Cape Cod National Seashore property was eroding at the edge of a bluff. The Town of Eastham built a relocated section of the roadway through and on National Park Service land. The town needs to formally take ownership of this roadway along with a small parcel of land where the town maintains and operates a shellfish growing operation from a small building at the Salt Pond adjacent to the town landing. In exchange for the relocated roadway and the shellfish facility parcel, the town will exchange a parcel of land on Nauset Road near the new District H water tower. The Seashore and the Town will not exchange money, but will calculate the size of the transfers once parcel values have been determined.*



**SELECT BOARD RECOMMENDATION:** 3-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 8-0-0

(Majority vote required)

**ARTICLE 5D (PROHIBITIONS RELATED TO SHORT-TERM RENTAL OF RESIDENTIAL PROPERTIES)**

To see if the Town will vote to amend the Eastham General By-Laws by adding a new Section c. 40 entitled: Prohibitions Related to Short-Term Rental of Residential Properties, as set forth below:

**PURPOSE AND INTENT**

This bylaw is enacted pursuant to the Town's Home Rule Authority and the authority set forth in General Laws c. 43B and is intended to:

1. Provide for an orderly process for identifying, registering, and regulating Short-Term Rentals within the Town so as to ensure that such Short-Term Rentals do not create or cause any nuisance conditions within the Town.
2. Protect the time-honored tradition of home rentals in Eastham and preserve economic opportunities through Short-Term Rentals for persons to keep their homes, now and into the future, so they may afford to live either full-time or part-time in Eastham;

3. Avoid adverse impacts on the local economy stemming from a loss of existing Short Term Rental revenue, including rooms excise tax revenue, and visitor spending.
4. Prohibit additional corporate ownership and discourage investment-only ownership of residential properties for the exclusive purpose of operating them as Short-Term Rentals rather than housing for either full-time or part-time residences.
5. Reduce the neighborhood churn caused by numerous turnovers of occupancy of Short-Term Rentals in residential neighborhoods.
6. Limit the conversion of residential units to Short-Term Rentals which has had the deleterious effect of removing residential units from the available year-round rental housing stock.
7. Protect the existence of year-round residences and the quiet and peace of the Town by preventing unwarranted commercialization from encroaching therein, including commercialization caused by the misuse of single-family residences. fractional ownership, interval and time share units have similar character as commercial hotels, motels, lodges, and other commercial occupancy uses due to their transient nature and multiple short-term occupancies. Such commercial or quasi-commercial use is inappropriate in residential areas due to the increased traffic generation and multiple occupancies disturbing the peace and quiet of residential neighborhoods.

#### **DEFINITIONS**

For purposes of this Chapter, the following terms shall have the definitions indicated.

**"Corporation"** All businesses and charitable entities required to file Articles of Incorporation and Annual Reports with the Massachusetts Secretary of State or an equivalent agency of another state, pursuant to G.L. c. 156D, § 2 or G.L. c. 180, §4, respectively.

**"Owner"** Any person who alone, or severally with others, has legal or equitable title or beneficial interest in any dwelling unit; a mortgagee in possession; or agent, trustee or person appointed by the courts. An Owner can be a single person, a marital unit, a group of people, LLC, or a Trust. The Owner may also be referred to as the operator, or the Host.

**"Short-Term Rental"** The rental of a whole or a portion of a residential or secondary dwelling unit, in exchange for payment, as residential accommodations for not more than thirty consecutive days, excluding a Hotel, Motel, or Lodging House or Tourist Home for Transient Guests as defined in Massachusetts General Laws Chapter 64G.

**"Time Share, Interval or Fractional Ownership Unit"** Any Dwelling Unit which is owned by a limited liability company, corporation, partnership, or other joint ownership structure in which unrelated persons or entities own, sell, purchase or otherwise for consideration create or acquire any divided property interest including co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are subject to, or subsequently bound by any agreement limiting the right or functional ability of interest holders or their designees to occupy or use the

property to their respective interests or any other agreement which limits interest holders' or their designees' use of the property to fractional reservations through stay limitations of any duration. Such use is established by any of the following elements:

1. co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are openly advertised, marketed, or offered for sale and sold individually at separate times;
2. centralized or professional management;
3. reservation systems;
4. maximum or minimum day limits on each interest holder's occupancy or use of the property; or
5. management agreements or fees reflective of interval use or ownership, irrespective of whether the agreement may be cancelled individually or by any party.

#### **PROHIBITIONS**

**Registration Requirement.** No dwelling unit or part thereof may be offered as a Short-term Rental within the Town of Eastham unless it is registered with the Board of Health and in compliance with regulations issued by the Board of Health and is registered with the Commonwealth of Massachusetts Department of Revenue in accordance with applicable laws.

#### **Limitation on Number of Short-Term Rentals**

An Owner may register to operate only two dwelling units as Short-Term Rentals, provided, however, this limitation shall not apply to a Cottage Colony, as defined by Section 21 of the Zoning Bylaws, under single ownership. If a person owns or is listed as a manager and/or is an agent for three or more dwelling units, that person must choose only two units to be registered as Short-Term Rentals. No person shall have more than two legal or equitable title or beneficial interest in dwelling units used for Short-Term Rentals except as provided for above. An Owner may hire a property management company to list and manage Short-Term Rentals, but the registration must be in the Owner's name.

#### **Corporate Ownership**

Short-Term Rentals are prohibited in dwelling units owned by a corporation. Short-Term Rentals are permitted in dwelling units owned by an LLC, Trust, or S Corporation only when every shareholder, partner, or member of the legal entity is a natural person, as established by documentation provided by the applicant at the time of registration.

#### **Affordable Housing Dwelling Units**

Short-Term Rentals are prohibited in dwelling units designated as affordable or otherwise income-restricted, which are subject to an affordability restriction or are otherwise subject to housing or rental assistance under local, state, or federal programs or law.

**Time Share, Fractional and Interval Ownership Units**

No Fractional Ownership, Interval or Time Share Dwelling Unit may engage in Short-Term Rental activities or be eligible to receive a Certificate of Registration for such unit; except that this section shall not apply to the creation of mortgages, liens, easements or other similar interests encumbering the residential property as a whole to secure a loan or for any other legitimate purposes; and this section shall not apply to non-commercial groups, such as families, partnerships, associations, or trusts with divided interests or agreements in which the real estate is held and transferred within the family, partnership, association or trust, as opposed to sold in fractional or divided interests on the open market.

**Protection for Existing Short-Term Rentals**

Any person or other legal entity who holds a current Certificate of Registration for more than two dwelling units on the effective date of this bylaw may be eligible to renew said Certificates for the same dwelling units, pursuant to the Board of Health’s regulations, until such time as any of said dwelling units is transferred or conveyed, or the certificate of registration is not renewed.

**REGULATIONS**

**Regulations and Fees**

The Board of Health may promulgate regulations to carry out and enforce the provisions of this bylaw, and may, subject to the approval of the Select Board, set fees for the issuance of Certificates of Registration for Short-Term Rentals.

**PENALTIES AND ENFORCEMENT**

**Enforcement Options**

Whoever violates any provision of this bylaw, or a regulation promulgated hereunder may be penalized by indictment or on complaint brought in the district court. The Town may seek to enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means.

**Non-Criminal Disposition**

Whoever violates any provision of this bylaw, or a regulation promulgated hereunder may be penalized by a noncriminal disposition process as provided in Massachusetts General Laws, Chapter 40, section 21 D and the Town's noncriminal disposition by-law (Chapter 2). If non-criminal disposition is elected, then any person who violates any provision of this bylaw or regulation shall be subject to a penalty in the amount of one hundred dollars (\$100) for the first offense; two hundred dollars (\$200) for the second offense; and three hundred dollars (\$300) for a third and subsequent offense. Each day or portion thereof shall constitute a separate offense. The Board of Health or its agent, or any police officer of the Town, shall be the enforcing authority.

**Suspension of Certificate of Registration**

If a notice of violation of this bylaw or any regulation promulgated hereunder or other order is issued to the Owner of a dwelling unit operated as a Short-Term Rental by the Board of Health or its designee, after a Certificate of Registration is issued, the Board of Health, after a hearing, may suspend for a period of time determined by the Board of Health or revoke said Certificate of Registration until the violation has been cured or otherwise resolved. Multiple violations by any Owner may, at the discretion of the Board of Health and after a hearing, disqualify that Owner from obtaining a Certificate of Registration for a period of up to three years.

**Civil Penalty**

In accordance with G.L. c. 64G, §14(v), the Town may assess a civil penalty not to exceed \$5,000 for any violation of this bylaw or a regulation issued hereunder. Each day a violation continues shall be considered a separate offense.

**SEVERABILITY**

If any provision in this chapter shall be held to be invalid by a court of competent jurisdiction, then such provision shall be considered separately and apart from the remaining provisions, which shall remain in full force and effect.

**APPLICABILITY**

The provisions of this bylaw shall take effect as of January 1, 2025.

Or to take any other action relative thereto.

**By the Select Board**

*Summary: This article amends the General Bylaw to regulate short-term rentals by adding Subsection Chapter 40-1 allowing individuals to obtain no more than two (2) short-term rental certificates. Any person or other legal entity who holds a current Certificate(s) of Registration on the effective date of this bylaw may continue to engage in Short-Term Rentals in accordance with the existing Certificate of Registration, until the dwelling unit is transferred or conveyed, or the certificate of registration is not renewed. This includes individuals/entities who may have three (3) or more STR certificates.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 5-4-0**

**(Majority vote required)**

**ARTICLE 6 (HOME RULE PETITION: PESTICIDE REDUCTION)**

To see if the Town will vote to authorize and direct the Select Board to petition the Great and General Court of the Commonwealth of Massachusetts for special legislation, authorizing the Town to adopt a Pesticide Reduction Bylaw (the bylaw), the text of which is set forth below, and to authorize the General Court, with the approval of the Select Board, to make changes of form to the text thereto as may be necessary or advisable in order to accomplish the intent and public purpose of this legislation in order to secure passage; and vote to adopt the bylaw as follows:

**§1. Purpose**

The purpose of this bylaw is to reduce toxic pesticide use in and on public and private property in the Town of Eastham in order to promote a healthy environment and to protect the public from the hazards of pesticides, and for implementation of sustainable land and building management practices on all public and private property.

**§2. Findings**

- A. Scientific studies associate exposure to pesticides with asthma, cancer, developmental and learning disabilities, nerve and immune system damage, liver or kidney damage, reproductive impairment, birth defects, and disruption of the endocrine system.
- B. Infants, children, pregnant women, the elderly, and people with compromised immune systems and chemical sensitivities are especially vulnerable to pesticide effects and exposure.
- C. Pesticides are harmful to pets and wildlife, including threatened and endangered species, soil microbiology, plants, and natural ecosystems.
- D. Toxic runoff from chemical fertilizers and pesticides pollute streams, lakes, estuaries, and drinking water sources.
- E. The use of pesticides is not necessary to create and maintain green lawns and landscapes given the availability of viable alternatives practices and products.
- F. People have a right not to be involuntarily exposed to pesticides in the air, water or soil that inevitably result from chemical drift and contaminated runoff.
- G. Sustainable land and building management practices that emphasize non-chemical methods of pest prevention and management, and least-toxic pesticide use as a last resort, will eliminate the use of and exposure to pesticides while controlling pest populations.
- H. Sustainable land and building management practices complement other important goals of Eastham maintenance and administration, such as energy conservation and security.
- I. Eastham embraces a precautionary approach to the use of pesticides in order to adequately protect people and the environment from the harmful effects of pesticides.
- J. Application of chemicals simply for aesthetic/cosmetic purposes has harmful consequences for our ecosystem, children and pets. Pollinators are directly harmed by

applications particularly the indiscriminate (and long-term ineffective) spraying of pesticides.

### **§ Authority**

This bylaw is adopted under authority granted by the Home Rule amendment to the Massachusetts Constitution and the provisions of any Special Legislation passed by the Legislature.

### **§4. Definitions**

For the purposes of this bylaw, the following definitions shall apply:

Allowed Materials List - The list of acceptable pesticides is limited to the following:

1. All non-synthetic (natural) materials, with the exception of prohibited non-synthetic materials under 7 CFR 205.602;
2. Any synthetic material listed at 7 CFR 205.601 that is labeled for turf uses, subject to discretionary authority to require disclosure of inert ingredients; and
3. 25b listed pesticides under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA).

Inert ingredient - Any substance (or group of substances with similar chemical structures if designated by the Environmental Protection Agency) (EPA) other than an active ingredient that is intentionally included in any pesticide product (40 CFR 152.3(m)) [7 CFR 205.2 Terms defined.], and are not classified by the EPA Administrator as inserts of toxicological concern. [7 U.S.C. 6502(21) Definitions]

Non-synthetic (natural) materials - A substance that is derived from mineral, plant, or animal matter and does not undergo a synthetic process as defined in section 6502(21) of the Organic Foods Production Act. For the purposes of this part, 'non-synthetic' is used as a synonym for natural as the term is used in the regulations. [7 CFR 205.2 Terms defined.]

Pesticide — Any substance or mixture of substances intended for: (i) preventing, destroying, repelling, or mitigating any pest; (ii) use as a plant regulator, defoliant, or desiccant; or (iii) use as a spray adjuvant such as a wetting agent or adhesive. The term 'pesticide' includes insecticides, herbicides, fungicides, and rodenticides, but does not include cleaning products other than those that contain pesticidal agents.

Synthetic materials - A substance that is formulated or manufactured by a chemical process or by a process that chemically changes a substance extracted from naturally occurring plant, animal, or mineral sources, except that such term shall not apply to substances created by naturally occurring biological processes. [7 U.S.C. 6502(21) Definitions]

**§5. Prohibitions.**

The application of any Pesticide that is not on the Allowed Material List is prohibited, except as permitted in this bylaw.

**§6. Exceptions.**

- A. The application of the following Pesticides is allowed:
- Indoor pest sprays and insect baits (excluding rodent baits)
  - Insect repellants for personal and household use
  - Pet: Flea and tick sprays, powders, and pet collars
  - Kitchen, laundry, and bath disinfectants and sanitizer
  - Products labeled primarily to kill mold and mildew
  - Usage for commercial farming and nurseries.
- B. Pesticides for the treatment of invasive plants for ecological restoration (see Massachusetts Invasive Plant Advisory Group current lists of Invasive, Likely Invasive, and Potentially Invasive <https://www.massnrc.org/mipag/>) may be used upon the grant of a waiver by the Town Manager or authorized designee.
- C. If an emergency public health situation warrants the use of Pesticides, which would otherwise not be permitted under this bylaw, the Town Manager or authorized designee shall have the authority to grant a temporary waiver on a case-by-case basis after an evaluation of all alternative methods and materials.

**§7. Enforcement.**

The enforcement authority shall be the Town Manager, or any town officials as designated by the Select Board to oversee and enforce the provisions of this bylaw.

**§8. Penalties.**

Any person who violates any provision of this bylaw shall be punished by a fine of one hundred dollars (\$100.00) for the first offense and three hundred dollars (\$300.00) for each offense thereafter. Each day or portion thereof during which a violation continues shall constitute a separate offense and a violation of each provision of the bylaw shall constitute a separate offense. If the offender is a commercial applicator, the right to do business in Eastham may be revoked.

**§9. Severability.**

The provisions of this bylaw are hereby declared to be severable. If any provision, paragraph, sentence, or clause of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

Provided that this bylaw is subject to the Town obtaining special legislation from the Great and General Court of the Commonwealth of Massachusetts authorizing the Pesticide Reduction Bylaw as aforesaid; or to take any other action relative thereto.

**By the Select Board**

**Summary:** *The article authorizes the Select Board to file special legislation authorizing the adoption of the proposed bylaw as the application of pesticides in Eastham is currently primarily regulated by state and federal law. This article also proposes the adoption of a bylaw that seeks to reduce toxic pesticide use in and on public and private property in order to promote a healthy environment and to protect the public from the hazards of pesticide use. It does not prohibit businesses from selling products containing pesticides to anyone.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 5-4-0

(Majority vote required)

**ARTICLE 7A (ZONING – PROHIBITED USES: FRACTIONAL OWNERSHIP)**

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 6 PROHIBITED USES** by adding a new **SUBSECTION 6.12 TIME SHARE, FRACTIONAL AND INTERVAL OWNERSHIP UNITS** as follows:

**6.12 Time Share, Fractional and Interval Ownership Units**

**6.12.1 Purpose.**

The purpose of this section is to preserve and protect limited housing stock in the Town from the market pressures attendant to time share, interval and fractional ownership uses and to protect neighborhoods from the impacts of such uses.

1. Fractional ownership, interval and time share units have similar character as commercial hotels, motels, lodges, and other commercial occupancy uses due to their transient nature and multiple short-term occupancies. Such commercial or quasi commercial use is inappropriate in residential areas due to the increased traffic generation and multiple occupancies disturbing the peace and quiet of residential neighborhoods.
2. The needs of transient occupants are averse to the interests sought to be protected and preserved in residential neighborhoods, because commercial uses for transient occupants may sacrifice other values critical to residential neighborhoods.
3. The Town deems it necessary and appropriate to protect the existence of year-round residences and the quiet and peace of the Town by preventing unwarranted commercialization from encroaching therein, including commercialization caused by the misuse of single-family residences

### 6.12.2 Prohibition on Time Share, Fractional and Interval Ownership Units

The use of any dwelling unit in the Town as fractional ownership, interval or time share unit is prohibited in all zoning districts.

#### 6.12.2.1 Exceptions

1. This section shall not be deemed to preclude the creation of mortgages, liens, easements or other similar interests encumbering the residential property as a whole to secure a loan or for any other legitimate purposes.
2. This section shall not apply to non-commercial groups, such as families, partnerships, associations, or trusts with divided interests or agreements in which the real estate is held and transferred within the family, partnership, association or trust, as opposed to sold in fractional or divided interests on the open market.

And further to see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION 21 DEFINITIONS** by adding the following terms as follows:

TIME SHARE, INTERVAL OR FRACTIONAL OWNERSHIP UNIT: Any Dwelling Unit which is owned by a limited liability company, corporation, partnership, or other joint ownership structure in which unrelated persons or entities own, sell, purchase or otherwise for consideration create or acquire any divided property interest including co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are subject to, or subsequently bound by any agreement limiting the right or functional ability of interest holders or their designees to occupy or use the property to their respective interests or any other agreement which limits interest holders' or their designees' use of the property to fractional reservations through stay limitations of any duration. Such use is established by any of the following elements:

- Co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are openly advertised, marketed, or offered for sale and sold individually at separate times.
- Centralized or professional management.
- Reservation systems
- Maximum or minimum day limits on each interest holder's occupancy or use of the property; or
- Management agreements or fees reflective of interval use or ownership, irrespective of whether the agreement may be cancelled individually or by any party.

or take any action relative thereto.

**By the Planning Board**

**Summary:** This article will amend the Zoning Bylaw to restrict fractional ownership in Eastham "Fractional Ownership" describes properties owned by multiple parties who each own a percentage, along with sharing usage rights. Similar to timeshares, fractional ownership properties operate through central management agreements and by limiting shareholders' occupancy to a certain time frame. Under the joint ownership structure, share owners have full discretion regarding selling, purchasing, renting, or further dividing their interest in the property. Many believe fractional ownership poses a direct risk to the year-round residents and their access to stable, year-round housing. The towns of Tisbury and Provincetown passed similar bylaws in 2023.

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**PLANNING BOARD RECOMMENDATION:** 6-0-0

**(2/3 vote required)**

**ARTICLE 7B (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 7.2.6 PERIMETER VEGETATION** as follows:

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,~~ maintained with trees, shrubs or other plants in order to keep and/or create a naturalized buffer between properties. 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 the Planning Board**

**Summary:** The Perimeter Vegetation regulation 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. The proposed amendment will clarify the intended purpose of the regulation.

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**PLANNING BOARD RECOMMENDATION:** 6-0-0

**(2/3 vote required)**

**ARTICLE 7C (ZONING – SITE COVERAGE 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 7.4.3 SITE COVERAGE STANDARDS** by adding the following language:

Lots containing more than one principal dwelling:

Site coverage limits shall be based on the percentage of ownership of the lot if known or in the absence of such information, calculated by equally dividing the lot area among the total units located on the lot.

Or take any action relative thereto

**By the Planning Board**

***Summary:** The intent of zoning bylaw section 7.4.3 is to ensure that residential development is designed in a manner that does not overwhelm Eastham’s distinctive character and 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. The existing Site Coverage Standards contain maximum site coverage and building gross floor area limits for residential development based on lot size. The current language does not specify a method for calculating the maximum site coverage limit for lots that contain more than one dwelling (e.g. cottage colonies). The amendment will add language to address this situation in a manner that will prevent development that would result in excessive intensification on lots that are already pre-existing non-conforming to the standard residential unit density of 1 unit per 40,000 square feet.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**PLANNING BOARD RECOMMENDATION:** 6-0-0

**(2/3 vote required)**

**ARTICLE 7D (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 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, as well as areas subject to flooding from high tides~~, as measured by the Highest Astronomical Tide (HAT) elevation for that location.

**LOT AREA:** The horizontal area of a lot calculated as 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, as well as areas subject to flooding from high tides~~, as measured by the Highest Astronomical Tide (HAT) elevation for that location, and areas within a road layout, such that said upland area shall contain the minimum required area for buildable lots in the district.

Or take any action relative thereto

**By the Planning Board**

***Summary:** The lack of clarity in what constitutes "areas subject to flooding" may lead to inconsistencies in land use and development decisions. Eastham Zoning Bylaw, Section 7.4.3 "Site Coverage Standards", calculates maximum site coverage and site coverage ratios based upon buildable upland and lot area. In certain locations and circumstances the lack of specificity may lead to discrepancies in calculated buildable upland or lot area, which may impact allowable site coverage. The amendment will add a clearer, more quantifiable definition of areas affected by high tides, specifically using the Highest Astronomical Tide level as a benchmark. The National Oceanic and Atmospheric Administration defines the Highest Astronomical Tide level as: "The elevation of the highest predicted astronomical tide expected to occur at a specific tide station over the time period of 40 years. The 40 years period will include two National Tidal Datum Epoch periods. This time period will be updated every 20 years. The present values are based on the time period of 2000-2040.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**PLANNING BOARD RECOMMENDATION:** 6-0-0

**(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 FY2025 as indicated in item “A” below, and furthermore, to approve the recommended projects of the Community Preservation Committee listed below as items “A” 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.

**By the 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-I below for easier reference and for the purpose of potential motions on a particular item.*

**ARTICLE 8A (APPROPRIATION AND RESERVATIONS OF COMMUNITY PRESERVATION ACT FY25 ESTIMATED ANNUAL REVENUES)**

Appropriate and reserve **\$1,251,791** of the FY25 estimated annual revenues of the Community Preservation Act as follows:

Reserve for Open Space:	<b>\$125,179</b>
Reserve for Historic Preservation:	<b>\$125,179</b>
Reserve for Affordable Housing:	<b>\$125,179</b>
Reserve for Active Recreation:	<b>\$125,179</b>
CPA Administration:	<b>\$62,590</b>
Reserve for Appropriation:	<b>\$688,485</b>

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

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 6-0-0

**ARTICLE 8B (FUND CAPE HOUSING INSTITUTE)**

Appropriate and transfer \$10,000 from the Community Preservation Fund Community 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 community housing and equip local elected and appointed officials with the knowledge and skills to support the creation of more year-round housing.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 9-0-0**

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION: 8-0-0**

**ARTICLE 8C (580 MASSASOIT ROAD (HISTORIC PRESERVATION))**

Appropriate and transfer \$740,000 from the Community Preservation Fund Undesignated Fund Balance to provide funding for the historic preservation and rehabilitation of the historic structure located at 580 Massasoit Road and to authorize the Select Board to enter into a grant agreement and to acquire an historic preservation restriction on the property.

*Summary: This action will provide funds to start historic restoration/rehabilitation of the building including historic, structural, mechanical, ADA accessibility and code compliance components. The building at 580 Massasoit Road is the oldest commercial building in Eastham. It was built in 1879 by Arthur H. Cobb who operated a grocery and general store. It was sold in 1881 to George and Samuel Brackett who operated a mercantile and general store. The building is currently home to the Friends of the Council on Aging Thrift Shop and contains a residential apartment on the second floor.*

**SELECT BOARD RECOMMENDATION: 4-0-0**

**FINANCE COMMITTEE RECOMMENDATION: 8-1-0**

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION: 7-0-0**

**ARTICLE 8D (HOUSING ASSISTANCE CORPORATION/BREWSTER HOUSING PROJECT)**

Appropriate and transfer \$100,000 from the Community Preservation Fund Community Housing Fund Reserves to assist in construction of the affordable Housing project “Spring Rock Village” located in Brewster and to authorize the Select Board to enter into a grant agreement.

***Summary:** This action will assist in funding Spring Rock Village, a new 45-unit community housing development located on Millstone Road in Brewster, MA. The community housing project will provide apartments for a range of household types for families as well as for seniors and smaller households. This article will further support the collaborative efforts of neighboring communities to address the lack of affordable housing on the lower and outer cape.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 9-0-0

**ARTICLE 8E (ORLEANS FINCH SKATE PARK)**

Appropriate and transfer \$7,500 Community Preservation Fund Active Recreation Fund Reserves to assist Nauset Together We Can Prevention Council, Inc. for safety upgrades to the Finch Skatepark including upgrades to the current electrical service and existing ramp features and to authorize the Select Board to enter into a grant agreement for this project.

***Summary:** This action will help fund needed safety upgrades to The Finch Skate Park located in Orleans. The Finch Skatepark provides a thriving social hub for the lower and outer cape community. The park was established through a grass roots community effort in 1995 and has been volunteer managed for more than 25 years. The Skatepark is governed by an intermunicipal agreement between the towns of Brewster, Eastham and Orleans. Each town provides a small amount for the daily operations of the park, but all the funding for the Park’s infrastructure comes from grants and private donations. All 3 towns will contribute to the safety upgrades. The total budget for the upgrades is \$31,300. Eastham and Brewster will contribute \$7,500 each with Orleans contributing the balance of \$16,300.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 9-0-0

**ARTICLE 8F (EASTHAM ELEMENTARY SCHOOL PLAYGROUND UPGRADES)**

Appropriate and transfer \$50,000 Community Preservation Fund Active Recreation Fund Reserves for the upgrade of playground equipment at the Eastham Elementary School.

***Summary:** This action will provide funds for Phase 1 of the upgrade of the Eastham Elementary School playground to ensure the safety of the community using the playground. The playground is not only used by the students attending EES during the school year but also by the Eastham Recreation Department for summer programs and the wider community including families visiting Eastham. The upgrades include equipment upgrades and field beautification plans including expanded irrigation and reseeding.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 9-0-0

**ARTICLE 8G (EASTHAM SCHOOLHOUSE MUSEUM ADDITION)**

Appropriate and transfer \$200,447.29 from the Community Preservation fund Historic Fund Reserves and \$246,752.71 from the Undesignated Fund Balance for a total appropriation of \$447,200 to reconstruct the North Wing of the Old Schoolhouse Museum and to authorize the Select Board to enter into a grant agreement and to acquire an historic preservation restriction on the property.

***Summary:** This action will provide funding assistance to reconstruct the 1908 North Wing Classroom for the purposes of storing and displaying historical artifacts and documents. The existing facility has become overcrowded due to the acquisition of numerous historic documents and artifacts. It is becoming critical that additional space for the preservation, rehabilitation and restoration be constructed so existing and future items of Eastham History can be properly stored and preserved.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 8-1-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 7-0-0

**ARTICLE 8H (SANDY MEADOW ACCESSIBLE TRAIL EXTENSION)**

Appropriate and transfer \$80,000 from the Community Preservation Fund Open Space Fund Reserves to extend the Sandy Meadow ADA accessible trail.

***Summary:** This action will provide funding to extend the ADA accessible trail at Sandy Meadow. A 47-acre conservation area. In 2013, through a CPA grant, the Town installed a trail system at Sandy Meadow that included a short accessible portion from the parking area to the first scenic overlook. Increasing the accessible portion of the trail by 950' would allow a larger segment of our community and more of our visitors to enjoy the rare beauty that is Sandy Meadow.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 7-0-0

**ARTICLE 8I (CPA COMMUNITY HOUSING RESERVE)**

Appropriate and transfer \$400,000 from Community Preservation Fund Undesignated Funds balance to increase the CPA Community Housing Reserve funds.

***Summary:** This action will allow the CPA community housing reserve to be increased to ensure that ample funds are available in upcoming fiscal years to support the housing initiatives across a spectrum of needs including projects currently in the Town's development pipeline as well as other local and regional proposals that may come forth from private developers, non-profits, and neighboring communities.*

**SELECT BOARD RECOMMENDATION:** 4-0-0

**FINANCE COMMITTEE RECOMMENDATION:** 9-0-0

**COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION:** 7-0-0

TOWN OF EASTHAM ANNUAL TOWN MEETING SATURDAY, MAY 4, 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 19th day of April in the year of our Lord, two thousand and twenty-four.



Aimée J. Eckman, Vice Chair



Gerald E. Cerasale, Clerk



Jamie M. Demetri



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:



Linda Sassi, Town Clerk

## **APPENDIX A**

### **PROCEDURES FOR TOWN MEETING**

In accordance with Section C3-8. 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**



# ***Town Charter***

*Adopted by 12-22-2022 by Ch. 317 of the Laws of 2022*

**Chapter C**  
**CHARTER**

	<b>ARTICLE I</b>		
	<b>Definitions</b>	§ C4-8.	<b>Elected Officers and Town Boards.</b>
§ C1-1.	<b>Definitions.</b>	§ C4-9.	<b>Vacancies in Certain Elected Offices.</b>
	<b>ARTICLE II</b>		<b>ARTICLE V</b>
	<b>Incorporation and Powers</b>		<b>Town Manager</b>
§ C2-1.	<b>Incorporation.</b>	§ C5-1.	<b>Appointment and Term of Office.</b>
§ C2-2.	<b>Short Title.</b>		
§ C2-3.	<b>Division of Powers.</b>	§ C5-2.	<b>Qualifications.</b>
§ C2-4.	<b>Powers of the Town: Intent of the Voters.</b>	§ C5-3.	<b>Powers and Duties.</b>
		§ C5-4.	<b>Powers of Appointment.</b>
§ C2-5.	<b>Interpretation of Powers.</b>	§ C5-5.	<b>Personnel Administration.</b>
§ C2-6.	<b>Intergovernmental Regulations.</b>	§ C5-6.	<b>Administrative Reorganization.</b>
		§ C5-7.	<b>Disbursements.</b>
	<b>ARTICLE III</b>	§ C5-8.	<b>Evaluation.</b>
	<b>Legislative Branch</b>	§ C5-9.	<b>Removal.</b>
§ C3-1.	<b>Open Town Meeting.</b>	§ C5-10.	<b>Filling Vacancy.</b>
§ C3-2.	<b>Presiding Officers.</b>	§ C5-11.	<b>Acting Town Manager.</b>
§ C3-3.	<b>Annual Town Meeting.</b>	§ C5-12.	<b>Temporary Town Manager.</b>
§ C3-4.	<b>Special Town Meetings.</b>	§ C5-13.	<b>Department of Municipal Finance.</b>
§ C3-5.	<b>Warrants.</b>		
§ C3-6.	<b>Certain Articles Having Fiscal Implications.</b>		<b>ARTICLE VI</b>
			<b>Appointed Multimember Bodies</b>
§ C3-7.	<b>Initiative.</b>		
§ C3-8.	<b>Town Meeting.</b>	§ C6-1.	<b>Powers and Duties.</b>
§ C3-9.	<b>Amending the Charter.</b>	§ C6-2.	<b>Organizations and Procedures.</b>
		§ C6-3.	<b>Compensation.</b>
	<b>ARTICLE IV</b>	§ C6-4.	<b>Certain Appointed Multimember Bodies.</b>
	<b>Select Board and Other Elected Officers</b>	§ C6-5.	<b>Powers of the Select Board.</b>
§ C4-1.	<b>Select Board.</b>	§ C6-6.	<b>List of All Multimember Bodies.</b>
§ C4-2.	<b>Policy Leadership.</b>		
§ C4-3.	<b>Executive Powers.</b>		<b>ARTICLE VII</b>
§ C4-4.	<b>Appointment.</b>		<b>Financial Provisions and Procedures</b>
§ C4-5.	<b>Administration.</b>		
§ C4-6.	<b>Prohibitions.</b>		
§ C4-7.	<b>Powers in Intergovernmental Relations.</b>	§ C7-1.	<b>Submission of Budget and Budget Message.</b>

EASTHAM CODE

§ C7-2.	Action on Proposed Budget.		ARTICLE VIII
§ C7-3.	Budget Adoption.		Elections and Recall
§ C7-4.	Capital Improvements Plan.		
§ C7-5.	Notice of Public Hearing on	§ C8-1.	Town Elections.
	Five-Year Capital	§ C8-2.	Town Elections to be
	Improvements Plan.		Nonpartisan.
§ C7-6.	Action of Town Meeting.	§ C8-3.	Eligibility of Town Voters.
§ C7-7.	Annual Audit.	§ C8-4.	Time of Taking Office.
		§ C8-5.	Recall of Elective Officers.

[HISTORY: Adopted by 12-22-2022 by Ch. 317 of the Laws of 2022. Amendments noted where applicable.]

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ARTICLE 1  
Definitions

§ C1-1. Definitions.

As used in this charter the following terms shall, unless the context clearly requires otherwise, have the following meanings:

APPOINT — To select a person to fill an office or to employ in the service of the town.

CHARTER — This charter and any amendments to it made through any of the methods provided under Articles 89 and 113 of the amendments to the Constitution.

GENERAL LAWS — The Official Edition of the General Laws.

LOCAL NEWSPAPER — A newspaper of general circulation in the town.

MAJORITY VOTE — A majority of those present and voting; provided, that a quorum of the body is present.

MULTIMEMBER BODY — Any board, commission, committee, task force or other such body of the town consisting of 2 or more persons, whether appointed or elected.

TOWN — The Town of Eastham.

TOWN AGENCY — Any office, department, board, committee or commission of the Town government.

VOTERS — Registered voters of the Town of Eastham.

ARTICLE II  
**Incorporation and Powers**

**§ C2-1. Incorporation.**

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

**§ C2-2. Short Title.**

This instrument shall be known and may be cited as the Eastham home rule charter.

**§ C2-3. Division of Powers.**

The legislative powers of the town shall be vested in a town meeting open to all voters. Responsibility for the fiscal, prudential and municipal affairs of the town shall be vested in a nonpartisan executive branch headed by a select board.

**§ C2-4. Powers of the Town: Intent of the Voters.**

It is the intent of the voters of the town of Eastham, through the adoption of the charter, to secure for the town of Eastham all of the powers possible under the constitution and General Laws as fully and as completely as though each such power were specifically and individually enumerated herein.

**§ C2-5. Interpretation of Powers.**

The powers of the town under the charter shall be construed liberally in favor of the town and the specific mention of any particular power is not intended to limit the general powers of the town as stated in section C2-4.

**§ C2-6. Intergovernmental Regulations.**

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

ARTICLE III  
Legislative Branch

**§ C3-1. Open Town Meeting.**

The legislative powers of the town shall be vested in a town meeting open to all voters. A quorum for conducting town business shall be set by by-law.

**§ C3-2. Presiding Officers.**

A moderator, elected as provided in article IV, shall preside and regulate the proceedings of each session of the town meeting.

**§ C3-3. Annual Town Meeting.**

The annual town meeting shall be held on a date fixed by by-law and at such time and place as the select board shall designate.

**§ C3-4. Special Town Meetings.**

Special town meetings may be held at the call of the select board at such times as it may deem appropriate and whenever a special town meeting is requested by voters in accordance with procedures established by General Laws, town by-law or this charter.

**§ C3-5. Warrants.**

Every town meeting shall be called by a warrant issued by the select board that shall state the time and place at which the town meeting is to convene and, by separate articles, the subjects that are to be acted upon.

The select board shall prepare the warrant for all town meetings and, by public notice published in a local newspaper, shall advertise the date of the opening and closing of the warrant for all town meetings.

The warrant shall include rules and procedures as provided for in subsection (b) of section C3-8.

The opening of the warrant shall be no less than 90 days prior to the date of the annual town meeting. The opening of the warrant for any special town meeting shall be no less than 20 days prior to the date of the special town meeting.

The warrant for the annual town meeting shall remain open no less than 30 days.

A notice of the availability of the warrant shall be published on the town website and in a local newspaper at least 14 days prior to any such town meeting.

All said warrants shall also be posted in every post office in the town at least 14 days prior to any such town meeting and shall remain so posted until the date of the meeting.

The order of consideration of the articles as printed in the warrant may be changed only by a 2/3 vote of the town meeting.

**§ C3-6. Certain Articles Having Fiscal Implications.**

(a) All proposed operating expenses shall be included in a single article in the annual town meeting

warrant. In addition, all proposed capital acquisitions expenditures shall be included in another, single article in the annual town meeting warrant.

- (b) The select board and the finance committee shall review and comment on all articles calling for the appropriation of funds that are to be considered at all town meetings.

**§ C3-7. Initiative.**

- (a) By written petition to the select board, 10 voters may secure the inclusion of an article in the warrant for the annual town meeting; provided, that such petition shall be submitted in accordance with by-laws governing town meeting warrants.
- (b) By written petition to the select board, any 100 voters may secure the inclusion of an article for the warrant of any special town meeting; provided, that such petition shall be submitted in accordance with by-laws governing town meeting warrants.

**§ C3-8. Town Meeting.**

- (a) Members of boards and commissions, town officers and department heads, or their duly designated representatives, shall attend town meeting for the purpose of furnishing information when proposals affecting their particular office, board or department are included in the warrant.
- (b) The moderator shall prepare, in consultation with the town clerk, rules of parliamentary procedure in simplified form.
- (c) No person shall speak twice on the same question until all those wishing to speak thereon have done so, nor shall any person speak for more than 5 minutes at a time, except by permission of the town meeting; provided, however, that the restrictions shall apply neither to those persons required to be in attendance under provision of subsection (a) nor to those persons making the original motion under any article.
- (d) The select board shall, by recorded vote in the warrant, indicate its recommendations on all articles.
- (e) No motion, the effect of which would be to dissolve the town meeting, shall be in order until every article in the warrant has been duly considered and acted upon. This requirement shall not preclude the postponement or consideration of any motion to adjourn the meeting to a stated time and place.
- (f) All special committees created by any town meeting shall make a report in accordance with the schedule set by the town meeting action that created the committee. Such report shall serve to discharge any such committee unless the town meeting shall vote to prolong its existence for a period not exceeding 1 year. Written copies of such reports shall be submitted to the town clerk, town manager and the select board and shall be published in full or in summary form in the next annual town report.

**§ C3-9. Amending the Charter.**

- (a) At least once every 10 years, a special committee shall be appointed by the town moderator, with notification to the select board, for the purpose of reviewing the provisions of the charter and to make a report, with recommendations to the town meeting, concerning any proposed amendments or revision which said committee may deem to be necessary or desirable. This charter may be revised, amended or replaced in accordance with the procedures made available by articles 89 and 113 of the amendments to the constitution and any legislation enacted to implement said amendments.

- (b) Any future amendments to this charter shall minimize the use of pronouns by using the title of the office wherever possible and, where not possible, by using gender neutral pronouns such as they, them or their.

## ARTICLE IV

**Select Board and Other Elected Officers****§ C4-1. Select Board.**

- (a) A board of 5 members shall be elected at-large for 3-year overlapping terms.
- (b) No select board member may hold any other elective town office.
- (c) Vacancies on the select board shall be filled by special election in accordance with the General Laws if the vacancy occurs 8 months or more before the next scheduled regular election. If the vacancy occurs less than 8 months before the next scheduled regular election, the vacancy similarly may be filled by special election at the discretion of the board.
- (d) The select board shall hold meetings no less than 2 times per month, in the evening or, if on a Saturday, during the day.
- (e) Each member of the select board shall receive annual compensation and reimbursement for actual and necessary expenses incurred in the performance of their duties of office as provided by General Laws and vote of the town.

**§ C4-2. Policy Leadership.**

The select board shall serve as the chief executive goal-setting and policy-making agency of the town and as such shall not administer the day-to-day affairs of the town.

**§ C4-3. Executive Powers.**

- (a) Except as otherwise provided by this charter, all executive powers of the town shall be vested in the select board, and it shall have all the powers and duties given to boards of selectmen under the constitution and General Laws and such additional powers and duties as may be authorized by this charter, by-law or town meeting vote.
- (b) The select board shall have the power: (i) to issue licenses as authorized by law; (ii) to make all necessary rules and regulations regarding the issuance of such licenses; (iii) to attach conditions and to impose restrictions on any such licenses as it deems to be in the public interest; and (iv) to enforce all laws, rules, regulations and restrictions relating to all such businesses for which it issues licenses.
- (c) Members of the select board shall possess no individual authority unless such authority shall have previously been granted by vote of the select board.
- (d) The select board shall cause the charter, by-laws, rules and regulations and policies for the government of the town to be enforced and published and shall cause an up-to-date record of all its official acts to be kept.

**§ C4-4. Appointment.**

- (a) The select board shall appoint a town manager. The appointment of the manager shall be at the affirmative vote of at least 4 members of the select board.
- (b) The select board shall appoint a town counsel.
- (c) The select board shall appoint the board of registrars of voters and election officials.

**§ C4-5. Administration.**

The responsibility for the administration of the town's business shall be vested in the town manager.

**§ C4-6. Prohibitions.**

No member of the select board shall serve on any appointed town board established by this charter or by by-law for which the select board is the appointing authority, except when acting in an ex-officio capacity.

**§ C4-7. Powers in Intergovernmental Relations.**

Members of the select board shall represent the town on regional or intermunicipal committees or may designate a town employee or other person to represent the town.

**§ C4-8. Elected Officers and Town Boards.**

- (a) (1) There shall be a town moderator elected for a term of 3 years at an annual town election.
- (2) The town moderator shall be the presiding officer of town meetings as provided in Article III of this charter, shall regulate its proceedings and shall perform such other duties as may be provided by General Laws, this charter, by-laws or vote of town meeting. The moderator shall appoint 2 members to the Cape Cod regional technical high school district committee, 3 members of the finance committee, 2 members of the search committee, all members of the charter review committee and such members to permanent and temporary committees as the town meeting may vote.
- (b) (1) A town clerk shall be elected for a term of 3 years at an annual town election.
- (2) The town clerk shall be the keeper of vital statistics for the town, be the custodian of the town seal and all records of the town, shall administer the oath of office to all town officers, elected and appointed, shall make recommendations to the select board for the appointment of members of the board of registrars and other election officials, shall issue permits and licenses required by law, shall supervise and manage the conduct of elections, shall serve as clerk of town meeting, and shall have all other powers and duties which are given to town clerks by General Laws, this charter, by-law or town meeting vote.
- (c) There shall be an Eastham elementary school committee consisting of 5 members elected for terms of 3 years each, so arranged that the terms of as nearly an equal number of members as is possible shall expire each year. The Eastham elementary school committee shall have all the powers and duties which are given to school committees by General Laws and it shall have such additional powers and duties as may be authorized by this charter, by by-law or by town meeting vote. The powers of the Eastham elementary school committee shall include, but not be limited to the following:
  - (i) To make all reasonable rules and regulations consistent with law for the administration and management of the public school system and for the conduct of its business and affairs; and
  - (ii) To vote on matters associated with the appointment and removal of officers and employees of the school system, including fixing their compensation, defining their duties, making rules regarding their tenure in office and discharging them as may be necessary.
- (d) At least 1 representative shall be elected to the Nauset Regional School District committee for a term of 3 years. Any terms shall be arranged so that they will expire in different years.

- (e) There shall be a board of library trustees consisting of 5 members, elected for 3-year overlapping terms at an annual election, that shall be responsible for the administration and operation of the public library. The town manager shall appoint the library director upon the recommendation of the board of library trustees.
- (f) There shall be a housing authority consisting of 5 members, appointed and elected in accordance with sections 5 and 5A of chapter 121B of the General Laws, 1 of whom shall be appointed under the authority of the commonwealth and 4 of whom shall be elected. All members shall serve 5-year overlapping terms.

**§ C4-9. Vacancies in Certain Elected Offices.**

- (a) If a vacancy occurs in a position on the Eastham elementary school committee, board of library trustees or housing authority, other than the position appointed by the state, the vacancy shall be filled by the select board and the remaining members of the respective body, jointly, from amongst the registered voters of the town following the procedures set forth in section 11 of chapter 41 of the General Laws. The person so appointed shall serve until the next regular election.
- (b) If a vacancy occurs in the position of representative to the Nauset Regional School District Committee, the vacancy shall be filled by the select board from amongst the registered voters of the town. The person so appointed shall serve until the next regular election or sooner special election.
- (c) In advance of a known temporary absence of the town moderator, the moderator may appoint a person to serve as acting town moderator who shall have and exercise all the powers given to the moderator for that meeting only. If there is a vacancy in the office of town moderator, the vacancy shall be filled at the next regular election. If a town meeting shall be held prior thereto, the select board and the finance committee acting jointly may appoint an acting town moderator who shall exercise all the powers given to the moderator for that meeting only.

**ARTICLE V**  
**Town Manager**

**§ C5-1. Appointment and Term of Office.**

The select board, by an affirmative vote of at least 4 members, shall appoint a town manager to serve an indefinite term and shall fix the compensation for such person within the amount appropriated by the town. The town manager shall not have served in an elective office in the town government for at least 12 months prior to the appointment.

**§ C5-2. Qualifications.**

The town manager shall be appointed on the basis of education and executive and administrative qualifications. The educational qualifications shall consist of at least a bachelor's degree, granted by an accredited degree-granting college or university. Professional experience shall include at least 5 years of prior full-time compensated executive or administrative service in public or private business administration. Alternatively, at least 2 years of prior full-time compensated executive service in public or business administration and a master's degree in an appropriate discipline shall qualify an applicant.

**§ C5-3. Powers and Duties.**

- (a) The town manager shall be the chief administrative officer of the town and shall be responsible for administering and coordinating all employees, activities and departments placed by General Laws, this charter or by-law under the control of the select board and the town manager. The manager shall implement the goals and carry out the policies of the select board.
- (b) The town manager shall devote full time to the duties of the office and shall not hold any other public office, elective or appointive, nor be engaged in any other business, occupation or profession while serving in such office unless such action is approved, in advance and in writing, by the select board.
- (c) The powers and duties of the town manager shall include but are not limited to the following:
  - (1) To attend all meetings of the select board, unless excused at the town manager's request, and to speak but not to vote at all such meetings;
  - (2) To keep the select board fully informed as to the needs of the town and to recommend to the board for adoption by it such measures requiring action by it or by the town as the town manager deems necessary or expedient;
  - (3) To inform the select board of departmental operations, fiscal affairs, general problems and administrative actions, and to this end submit periodic reports;
  - (4) To keep the select board fully informed of the availability of all sources of outside funding, both public and private, including intergovernmental grants, so-called "in-lieu-of" payments, gifts, grants, contributions and otherwise, giving special consideration as to how any such funding source might relate to the short- and long-range needs and goals of the town;
  - (5) To fulfill all responsibilities and duties assigned to the town manager under Article VII of this charter;
  - (6) To manage during the fiscal year the annual operating budget and the capital acquisitions budget as voted by the town, so as to assure all such funds are expended or committed in accordance with General Laws, this charter, by-laws and the town meeting votes relating thereto;

- (7) To act as the chief procurement officer for the town;
- (8) To develop, keep and update annually a full and complete inventory of all real and personal property of the town;
- (9) To attend and speak at any regular meeting of any town multimember body as the town manager chooses;
- (10) To negotiate collective bargaining contracts on behalf of the select board, unless the town manager, with the approval of the select board, shall have designated another negotiator or negotiating team; provided, that all such contracts shall be subject to the approval of the select board;
- (11) To authorize the assistant town manager, if any, to exercise the powers or perform the functions or duties assigned to the office of town manager in that manager's absence for a period of no more than 2 weeks; provided, however, that all acts performed by the assistant town manager in such circumstance shall be deemed to be the acts of the town manager;
- (12) To coordinate the activities of all town agencies serving under the office of town manager and the office of the select board with those under the control of other officers and multimember bodies elected directly by the voters. For this purpose, the town manager shall have authority to require the persons so elected or their representatives to meet with the town manager at reasonable times for the purpose of effecting coordination and cooperation among all agencies of the town;
- (13) To attend all sessions of all town meetings and answer all questions directed to the town manager which relate to the office; and
- (14) To perform such other duties as assigned by this charter, by-law, vote of the town meeting or vote of the select board.

#### **§ C5-4. Powers of Appointment.**

The town manager shall appoint, on the basis of merit and fitness alone, and may remove, except as otherwise provided by the General Laws, this charter, personnel by-laws or collective bargaining agreements that may be applicable, a town treasurer/collector, a police chief, a fire chief, a town accountant and all other department heads, officers, subordinates and employees, full- and part-time, excepting that:

- (a) Employees of the school department and the library shall be appointed by their respective department heads;
- (b) The police chief and fire chief shall appoint employees of their respective departments subject to the approval of the town manager;
- (c) The town manager shall appoint personnel in all other departments after consultation with supervisors and department heads to whom such personnel report or are assigned; and
- (d) All appointments made or approved by the town manager shall become effective no later than the fifteenth day following the day on which notice of the proposed appointment is filed with the select board, unless 3 members of the select board shall vote to reject such an appointment within such period or shall sooner approve it.

#### **§ C5-5. Personnel Administration.**

- (a) The town manager shall administer and enforce collective bargaining agreements, personnel policies and practices, rules and regulations and personnel by-laws adopted by the town.
- (b) The town manager shall, in consultation with the select board, prepare, maintain and keep current a plan establishing the personnel staffing requirements for each town agency, except those under the jurisdiction of the school committee.
- (c) The creation of any new full-time compensated position shall require approval by the select board and such action shall not be effective until the position has been funded by town meeting vote.

#### § C5-6. Administrative Reorganization.

The town manager may recommend to the select board and implement, with the select board's approval, reorganization of any department or position placed by this charter under the town manager's direction or supervision, except as otherwise provided by General Laws or this charter.

#### § C5-7. Disbursements.

Warrants or vouchers for payment of town funds prepared and signed by the town accountant in accordance with General Laws shall be submitted to the town manager after review and approval by the director of municipal finance, if any, and approval of the town manager shall be sufficient authorization for payment by the town treasurer/collector. At least 3 members of the select board shall approve all warrants or vouchers in the town manager's absence or in the event that office is vacant.

#### § C5-8. Evaluation.

- (a) The select board shall annually evaluate the performance of the town manager. The select board shall adopt a written set of procedures and criteria that shall form the basis for the evaluation.
- (b) The select board shall provide a copy of the evaluation to the town manager and a copy shall be kept on file in the office of the select board for examination by the public.

#### § C5-9. Removal.

- (a) The select board, by the affirmative vote of at least 4 members, may initiate the removal of the town manager by adopting a resolution to that effect. Said resolution shall state the reason therefor; provided, that no such resolution shall be adopted within 60 days following any town election. Any such resolution shall be adopted only at a regularly scheduled public meeting and in open session.
- (b) The adoption of said resolution shall serve to suspend the town manager for not more than 45 days, during which the salary shall continue to be paid. A copy of such resolution shall be delivered in hand forthwith to the town manager or sent by registered mail, return receipt requested, to the manager's last known address.
- (c) Within 5 days following receipt of such resolution, the town manager may file a written request for a public hearing with the select board. Upon receipt of such request, the select board shall schedule a public hearing within 2 weeks. At least 7 days prior to the public hearing, the board shall advertise the hearing in a local newspaper and shall cause identical notices stating the purpose, location, time and date to be posted in the town hall and in every post office in town.
- (d) The town moderator shall preside at any such hearing.
- (e) At any such hearing, the reasons for the removal shall first be read aloud. The town manager shall

then have the right to respond, personally or through counsel. The select board and the town manager shall have the power to compel testimony and to subpoena any town records.

- (f) Final removal of any town manager shall be effected by the affirmative vote of at least 4 members of the select board at a public meeting, the time and place of which are announced, held within 7 days of such hearing, if any. If no hearing has been requested, final removal may be effected by an affirmative vote of at least 4 members at a meeting of the select board held not earlier than 14 days after the resolution initiating removal is adopted. The salary of the town manager shall be paid for a period of 60 days after the vote effecting removal from office or otherwise in accordance with the termination clause in the town manager's contract.
- (g) The town manager shall provide the select board with at least 90 days' notice of the town manager's intent to resign. The select board may shorten or waive this requirement.

#### § C5-10. Filling Vacancy.

When a vacancy arises in the office of the town manager, the select board shall advertise the vacancy at once. The board shall fill the vacancy as quickly as possible, but in any case, within 6 months. The select board in its search for a town manager shall advertise in the International City/County Management Association newsletter or similar professional publication and in at least 2 newspapers having state-wide or multistate regional circulation.

#### § C5-11. Acting Town Manager.

- (a) In the event of the temporary absence or disability of the town manager that is expected to last longer than 2 weeks, the town manager may appoint, subject to the approval of the select board, a suitable person to serve as acting town manager and perform the duties of the town manager during such absence or disability. If the town manager fails to make such appointment or the person so appointed fails to serve, the select board may appoint a suitable person to perform such duties.
- (b) An acting town manager serving because of the temporary absence or disability of the town manager pursuant to subsection (a) shall:
  - (1) Exercise only those powers of the town manager as are essential to conduct the business of the town in an orderly and efficient manner and to take action on matters that cannot be delayed until the expected date of return of the town manager; and
  - (2) Have no authority to make any permanent appointment to or removal from town service unless the absence or disability of the town manager has extended beyond 60 days.

#### § C5-12. Temporary Town Manager.

During a vacancy caused by suspension, removal, resignation or death of the town manager, the select board shall designate, within 10 days of the vacancy, a town employee or other person to exercise the powers and perform the duties of the town manager. This designation shall be for a period not to exceed 90 days, and it may be renewed as necessary, not more than twice for additional periods not to exceed 90 days each.

#### § C5-13. Department of Municipal Finance.

- (a) There shall be a department of municipal finance under the direct control and supervision of a director of municipal finance, who shall be appointed by and responsible to the town manager. The director

of municipal finance shall be a person especially suited by education, training and previous experience to perform the duties of the office. The director of municipal finance shall be required to be a certified public accountant or hold a degree in public finance or a related field. The director shall be responsible for the supervision and coordination of all municipal finance operations of the town that are placed within the department of municipal finance by this charter.

- (b) The department of municipal finance shall include accounting, treasury/collection and property assessing. The responsibilities of the director of municipal finance shall include, but not be limited to:
- (1) Preparation of rules, regulations and instructions relating to financial activities that, when approved by the town manager and the select board, shall be binding upon all town agencies and employees;
  - (2) Examination and approval of all warrants for payment as not fraudulent, unlawful or excessive prior to submission to the town manager, or in the event of a vacancy in that office, or the absence or disability of the town manager to act, to the select board;
  - (3) Carrying out a continuous audit to assure that the town accountant, town treasurer and assessor are following town financial policies, state law and best practices and that their records match; and
  - (4) Making an annual report, to be included in the town's annual report, giving a statement of all receipts and expenditures of the town for the past fiscal year.

ARTICLE VI  
Appointed Multinember Bodies

**§ C6-1. Powers and Duties.**

Multinember bodies shall possess and exercise all powers given to them under the constitution and General Laws and shall have and exercise such additional powers and duties as may be granted and delegated by this charter, by-law, vote of the town meeting or the charge adopted for the body by the select board consistent therewith.

**§ C6-2. Organizations and Procedures.**

(a) All multinember bodies shall:

- (1) Organize annually at the first meeting of the fiscal year;
- (2) Elect a chairperson, clerk and any other necessary officers;
- (3) Adopt rules of procedure and voting;
- (4) Establish that a quorum, a simple majority of the membership of a multinember body as constituted unless otherwise provided in a general or special law or applicable state regulation, must be present at all meetings;
- (5) Create accurate minutes that fulfill all the requirements set out in the attorney general's guide to the open meeting law, which shall be subject to mandatory disclosure as provided by chapter 66 of the General Laws. Approved minutes of open session meetings, and of executive session meetings where the multinember body has voted to release the same, shall be filed with the town clerk within 5 days of such action;
- (6) Submit a report for inclusion in the annual report; and
- (7) Conduct all meetings in accordance with sections 18 to 25, inclusive, of chapter 30A of the General Laws;

(b) Each appointed body shall consist of an odd number of members, who shall be appointed for 3-year overlapping terms unless otherwise specified in the charge to that body;

(c) No member shall be appointed to the same multinember body for more than 3 consecutive full terms, except as provided below. After reaching the maximum term of service, an individual may be reappointed after 1 year elapses.

Notwithstanding any other provision of this section, however, the appointing authority may reappoint an individual for more than 3 consecutive terms when no other individual is available or when membership on an appointed committee, board or commission requires by statute special training, certification or technical skills. An individual shall be considered available for purposes of this section when they have applied for membership on the committee and, after being interviewed, are considered to be qualified.

(d) No person may be appointed to more than 3 permanent multinember bodies; provided, however, that this section shall not prohibit the appointment of a person to any number of ad-hoc or otherwise temporary multinember bodies.

(e) Any person duly appointed or elected to any office or multinember body shall take up the duties

thereof immediately upon the date specified by statute and as soon as such person shall have been sworn to the faithful performance of those duties by the town clerk.

- (f) The absence of any member of an appointed multimember body from 3 consecutive meetings without advance notice to the chair with an appropriate explanation may serve as cause to deem that the office has been vacated by such person. The decision to recommend that the office be deemed to have been vacated shall be made by majority vote of the multimember body. After such a majority vote, the chairperson of the body shall advise the appointing authority forthwith. Upon receipt of such a recommendation, the appointing authority shall vote on whether to declare a vacancy. For any vacancy created in this manner, the appointing authority shall fill the vacancy in accordance with the General Laws and this charter.
- (g) While a compensated town employee may be appointed to serve on a multimember body other than the finance committee, no compensated town employee may be appointed to a multimember body with administrative authority over such employee.
- (h) When any new multimember body is established by town meeting, by by-law or vote of the select board, notice thereof and of the opportunity for interested persons to apply to become members of such body shall be posted on the town website and in a local newspaper for no less than 14 days prior to appointments being made.

#### § C6-3. Compensation.

Members of appointed multimember boards may receive such compensation as may be authorized by the town meeting. During the term for which a member is appointed and for 1 year following expiration of such term, no member of any appointed board shall be eligible to accept any additional paid position under any other multimember board.

#### § C6-4. Certain Appointed Multimember Bodies.

- (a) A search committee consisting of 7 members shall be appointed for 3-year overlapping terms. 3 members shall be appointed by the select board; 2 members shall be appointed by the moderator; and 2 members shall be appointed by the finance committee. The committee shall advise the select board and the moderator concerning the names and qualifications of residents of the town available to serve on multimember bodies. The search committee may establish procedures for soliciting candidates for consideration and may consult with town committee members or chairs to assist in determining preferred skills for the individuals to be considered. The search committee shall periodically review all town committee charges. If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement.
- (b) A board of assessors consisting of 3 members shall be appointed by the select board for 3-year overlapping terms. The select board may also appoint 1 alternate member for a 3-year term. The role of the alternate will be to exercise the duties and responsibilities of a regular board of assessors member, in the absence of 1 or more regular members or in the event of a conflict of interest of 1 or more members such that a quorum is not present. The alternate and regular members shall possess appropriate qualifications or obtain the necessary training, at town expense, after appointment. If any appointed member resigns or otherwise is no longer able to serve, the select board shall appoint a replacement.
- (c) A finance committee consisting of 9 members shall be appointed for 3-year overlapping terms, of whom 3 members shall be appointed by the select board, 3 members shall be appointed by the

moderator and 3 members shall be appointed by the finance committee. No compensated town employee shall be a member of the finance committee. If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement.

- (d) A board of health consisting of 5 members shall be appointed by the select board for 3-year overlapping terms. The board of health shall cooperate with the conservation commission and the planning board and shall participate in joint meetings with them at least once annually. If any appointed member resigns or otherwise is no longer able to serve, the select board shall appoint a replacement.
- (e) A board of highway surveyors and public works consisting of 3 members shall be appointed by the select board for 3-year overlapping terms. If any appointed member resigns or otherwise is no longer able to serve, the select board shall appoint a replacement.
- (f) The capital projects committee shall oversee the management of any municipal project of \$1,000,000 or more financed through the issuance of bonds, including the expenditure of funds. The capital projects committee shall consist of 5 voting members, who shall be permanent committee members, and the committee may be supplemented as described below for specific projects:
  - (1) The 5 permanent committee members shall be:
    - (i) The town manager or, at the town manager's discretion, the director of municipal finance, serving ex officio;
    - (ii) 2 members appointed by the select board for 3-year overlapping terms; and
    - (iii) 2 members appointed by the finance committee for 3-year overlapping terms.
  - (2) Up to 2 additional voting members may be appointed for each specific project by the committee to serve for as long as the committee is overseeing that project and who may only participate as committee members with regard to the project for which they are appointed; provided, however, that where the project was sponsored or requested by a multimember body or the project would impact on the facility of a multimember body, there shall be at least 1 appointee who is a member of the multimember body.
  - (3) In addition, in its consideration of a specific project, the committee shall rely on such other resources as may be desirable or include such other nonvoting members as may be required for that project by statute or town meeting vote.
  - (4) If any appointed member resigns or otherwise is no longer able to serve, the body that appointed that member shall appoint a replacement.

#### § C6-5. Powers of the Select Board.

The select board shall have the power:

- (i) To enlarge or decrease the number of members of any multimember bodies not established under this charter or by by-law, subject to any state law requirements; provided, that such bodies shall always consist of an uneven number of members and no fewer than 3 members;
- (ii) To dissolve any appointed boards, committees or commissions not established under this charter or by by-law, subject to any state law requirements; and
- (iii) To appoint members of multimember bodies established by General Laws, by-law, town meeting vote

or vote of the select board and for which no other method of appointment is provided in this charter.

**§ C6-6. List of All Multimember Bodies.**

The town clerk shall maintain a list of all existing multimember bodies that includes their composition and appointing authorities.

ARTICLE VII  
Financial Provisions and Procedures

**§ C7-1. Submission of Budget and Budget Message.**

- (a) Annually, prior to the first day of October, the town manager shall establish and issue a budget schedule which shall set forth the calendar dates relating to the development of the annual operating budget for the ensuing fiscal year.
- (b) The schedule shall be in accordance with this charter unless deviation therefrom is recommended by the town manager and approved by the select board and the finance committee.
- (c) Annually, prior to the first day of October, the town manager shall request and receive from the director of municipal finance the estimated revenues for the ensuing fiscal year. Upon receipt of any additional specific fiscal data provided by the commonwealth or any other source, the director of municipal finance shall revise, update and submit the data forthwith to the town manager.
- (d) Annually, prior to the first day of November, the select board, after consulting with the town manager, shall issue a policy statement that shall establish the general guidelines for the next town budget.
- (e) All department heads and all multimember bodies shall submit their budget requests to the town manager at least 150 days before the date of the annual town meeting.
- (f) At least 120 days prior to the scheduled date of the annual town meeting, the town manager shall submit to the select board and finance committee, simultaneously, a comprehensive draft budget for all town functions for the ensuing fiscal year and an accompanying draft budget message.
- (g) The draft budget message shall explain the draft budget both in fiscal terms and in terms of what specific projects are contemplated in the year ahead. The message shall:
  - (1) Outline the proposed financial policies of the town for the ensuing fiscal year;
  - (2) Describe the important features of the budget;
  - (3) Indicate any major changes from the current fiscal year in financial policies, expenditures and revenues, together with the reasons for such changes;
  - (4) Summarize the town's debt position; and
  - (5) Include such other material as the town manager may deem appropriate.
- (h) The draft budget shall provide a complete financial plan for all town funds and activities and shall be in such form as the town manager may establish in consultation with the finance committee. The draft budget shall state the proposed expenditures for operating expenses and for capital acquisitions during the ensuing fiscal year, detailed by each town agency and by specific purposes and projects.

**§ C7-2. Action on Proposed Budget.**

- (a) Within 30 days following the submission of the draft budget to the select board and the finance committee by the town manager, the select board shall adopt its proposed budget, with or without amendments, and submit the same with its recommendations to the finance committee.
- (b) On receipt of the budgets for the Eastham elementary school committee, Nauset Regional School District committee and Cape Cod Regional Technical High School District Committee, each budget

shall be submitted simultaneously to the select board and the finance committee. The select board shall, within 30 days of each submission, submit its recommendations of the school committee budgets to the finance committee.

- (c) Meeting jointly, the select board and the finance committee shall conduct at least 1 public hearing on the proposed town budget and the school budgets. The select board or the finance committee may hold additional nonjoint public hearings on the budgets, if deemed necessary. The select board and the finance committee may jointly or separately require the town manager, any town department, office, board, commission or committee to appear or furnish appropriate financial reports and budgetary information.
- (d) The finance committee shall vote on all articles and its recommendations shall be printed in the warrant as well as its finance committee report.
- (e) The select board shall present the proposed budget to the annual town meeting.

#### **§ C7-3. Budget Adoption.**

The town meeting shall adopt the annual operating budget with or without amendments prior to the beginning of the fiscal year.

#### **§ C7-4. Capital Improvements Plan.**

- (a) The town manager shall prepare a 5-year capital improvements plan that shall be designed to deal with unmet long-range needs and to implement the goals and objectives of the official town plan.
- (b) The capital improvements plan shall include all town activities and departments. Proposed capital expenditures for the regional school and other regional entities shall be included in the plan; provided, that such inclusion shall be consistent with regional or intermunicipal agreements establishing such entities.
- (c) The capital improvements plan shall include:
  - (1) A clear summary of its contents;
  - (2) A list of all capital improvements proposed to be undertaken during the next 5 years, together with supporting data;
  - (3) Cost estimates, methods of financing and recommended time schedules; and
  - (4) The estimated annual cost of operating and maintaining the facilities or equipment to be constructed or acquired.
- (d) The information required by subsection (c) may be revised and shall be extended each year with regard to capital improvements pending or in the process of construction or acquisition.
- (e) After consultation with the finance committee, the town manager shall submit the 5-year capital improvements plan to the select board at least 120 days prior to the date of the annual town meeting. The select board shall act thereon within 30 days and shall then submit it to the finance committee.

#### **§ C7-5. Notice of Public Hearing on Five-Year Capital Improvements Plan.**

The select board shall publish in 1 or more local newspapers the general summary of the 5-year capital

improvements plan and a notice stating: (i) the times and places where copies of the capital improvements plan are available for inspection; and (ii) the date, time and place when the select board and the finance committee shall conduct a joint public hearing on the plan.

**§ C7-6. Action of Town Meeting.**

- (a) The town meeting shall act on the 5-year capital improvements plan.
- (b) No article for capital acquisition for the next fiscal year shall be inserted in the warrant for any town meeting unless it is in compliance with subsection (c) of section C7-4 and the capital acquisitions in said article were included in the last 5-year plan covering that fiscal year.
- (c) The requirements of this section may be waived by a 4/5 vote of the town meeting.

**§ C7-7. Annual Audit.**

Prior to the end of each fiscal year, the select board shall retain a certified public accountant or accounting firm to conduct an audit of all accounts, books, records and financial transactions of every department, office, board, commission and committee of the town government, including the school department.

ARTICLE VIII  
Elections and Recall

**§ C8-1. Town Elections.**

The regular election for all town offices shall be by official ballot held on a date established by by-law.

**§ C8-2. Town Elections to be Nonpartisan.**

All town elections shall be nonpartisan and election ballots shall be printed without any party mark or designation.

**§ C8-3. Eligibility of Town Voters.**

Any voter shall be eligible for election to any elective office or multimember body of the town; provided, however, that no person shall hold concurrently more than 1 paid elective office of the town.

**§ C8-4. Time of Taking Office.**

Any person duly elected to any office or multimember body shall forthwith be sworn and assume the duties of the office.

**§ C8-5. Recall of Elective Officers.**

- (a) 100 voters may file with the town clerk an affidavit containing the name of the officer sought to be recalled and a statement of the grounds for recall, which shall include but not be limited to neglect of duties, corruption or malfeasance. The town clerk shall thereupon make available to the voter first named on such affidavit a sufficient number of copies of petition forms demanding such recall. Blank forms shall be kept available. The town clerk shall issue the blank forms with the town clerk's signature and official seal attached thereto. The forms shall: (i) be dated and addressed to the select board; (ii) contain the name of the person to whom they are issued, the number of petition forms issued, the name of the person whose recall is sought and the grounds for recall as stated in the affidavit; and (iii) demand the election of a successor to the office held by the officer whose recall is requested.
- (b) A copy of the petition shall be entered in the town records. The recall petition shall bear the signatures and residential addresses of voters sufficient to equal at time of filing at least 15 per cent of the registered voters of the town as of the date of the last election. The recall petition shall be returned to the town clerk within 20 working days after notice of the availability of the petitions. The petitions containing the signatures requesting a recall election need not all be submitted at the same time.
- (c) The town clerk shall, within 1 working day of receipt, submit the petition to the registrar of voters who shall, within 7 working days, certify thereon the number of signatures that are those of voters.
- (d) If the petition shall be found and certified by the registrar of voters to be sufficient, the same shall be submitted with the town clerk's certificate to the select board. The select board shall, within 3 working days, give written notice of the receipt of the certificate by registered mail to the officer sought to be recalled. If the officer does not resign within 5 days thereafter, the select board shall order a recall election to be held on a date fixed by them. The date of the election shall be not less than 64 days nor more than 90 days from the date the select board orders the recall election. However, if any other town election is to occur within 90 days after the date of the certificate, the select board shall postpone the holding of the recall election to the date of such other election.

Any officer sought to be removed may not be a candidate to succeed to the office in the recall election. The nomination of candidates, the publication of the warrant for the recall election and the conduct of the same shall all be in accordance with the General Laws relating to elections. The election to replace the officer sought to be removed shall be held on the same day as the recall election.

The incumbent shall continue to perform the duties of office until the recall election. If not recalled, the incumbent shall continue in office for the remainder of the unexpired term. An incumbent having successfully survived a recall election shall not again be subject to recall during the same term of office. If recalled, the incumbent shall be deemed removed upon the qualification of the successor who shall hold office during the unexpired term. If the successor fails to be qualified within 10 days after receiving notification of election, the incumbent shall thereupon be deemed removed and the office vacant.

The form of the question to be voted upon shall be substantially as follows: "Shall [here insert the name and title of the elective officer whose recall is sought] be recalled?" The action of the voters to recall shall require a plurality, but shall not be effective unless the total of those voting for and against recall shall exceed 30 per cent of the voters.

No person, having been removed from office by recall or having resigned from office while proceedings were pending, shall be appointed to any town office within 2 years following said removal or resignation.

TOWN OF EASTHAM  
5-YEAR STRATEGIC PLAN

2023



*Community Update*



# A Letter from the Strategic Planning Committee

## DEAR EASTHAM COMMUNITY,

As Chair of the Strategic Planning Committee, I am honored to present an overview of our achievements in 2023. This past year has been one of significant progress, marked by the dedication and hard work of everyone involved—from our town officials and staff to our invaluable community members and committee volunteers. Each step we have taken has been guided by the vision and objectives set forth in our 5-Year Strategic Plan, with the goal of enhancing the quality of life for all Eastham residents and preserving the unique character of our town.

## 2023: A YEAR OF ACHIEVEMENT AND PROGRESS

In 2023, we reached several key milestones that directly contribute to the sustainable development and environmental stewardship of Eastham. Below are some of the highlights:

- 1. Herring Run Restoration:** A pivotal environmental project that not only supports our marine ecosystem but also preserves an important part of our natural heritage. This initiative will help rejuvenate the herring population, a critical ecological component and a step toward environmental resilience.
- 2. Shade Shelter at Wiley Park:** Enhancing our community spaces for more enjoyable recreational experiences, the new shade shelter offers a respite for families and visitors, promoting outdoor activities and gatherings in a comfortable setting.
- 3. Implementation of New Zoning Bylaws:** Addressing site coverage, clear cutting, and other critical issues, these bylaws are a testament to our commitment to thoughtful and sustainable development. They reflect our ongoing effort to balance growth with environmental preservation and community values.

**4. TWMP Submitted to State:** The submission of the Targeted Wastewater Management Plan (TWMP) to the state marks a significant step in our strategic planning process for municipal wastewater efforts, outlining our long-term vision for Eastham's development and conservation work.

**5. Beginning of Construction of New 750,000 Gallon Water Tower:** This infrastructure project is vital for ensuring the long-term sustainability of our water supply, reflecting our commitment to meeting the community's needs while planning for future growth.

**6. Electronic Permitting at Town Hall:** Streamlining our administrative processes, this move toward electronic permitting enhances efficiency, accessibility, and convenience for our residents.

## FORWARD TOGETHER:

As we look to the year ahead, we are energized by the progress we've made and motivated by the challenges and opportunities that lie before us. We will continue to engage with the community, seeking your input and participation as we update our Strategic Plan and embark on new initiatives.

Your support and involvement have been instrumental in reaching these accomplishments, and I extend my deepest gratitude to each of you for your commitment to our town. Together, we will continue to foster a community that values its heritage, embraces its future, and provides a high quality of life for all its members.

Thank you for another year of remarkable progress.

*Karen Strauss*

Karen Strauss, Chair

# 2023

## STATS AT A *Glance*



**7**  
Residential zoning amendments passed at Town Meeting 2023

**446**  
Number of children enrolled in Town-run youth sports



The Eastham Fire Department responded to **2,203** emergency calls in 2023



**36**  
active Town Boards, Committees, and Commissions with a total of **219** seats/positions



**78**  
Number of children enrolled in Town-run after school and summer programs

**218**  
Total number of new residential connections to Town water



**265**  
meetings aired on local access TV



**371**  
Total number of community programs and events hosted by the Eastham Public Library serving **1575** attendees



**553**  
Number of registered businesses in Eastham



**141,436**  
Total circulation of physical and electronic materials through the Eastham Public Library



*Information presented in this update is for Fiscal Year (FY) 2023 (July 1, 2022 to June 30, 2023), unless otherwise noted.*

# 2023

## STRATEGIC PLAN *Accomplishments*

Fiscal Year 2023 (July 1, 2022 to June 30, 2023)

### STRATEGY 1

#### ***Support a Clean Environment and Resilient Community***

- ✓ **Completed a herring run restoration project** at Great Pond Road, replacing a culvert under the road to improve fish passage between Great Pond and Deborah's Pond.
- ✓ **Completed a stormwater remediation project** at Great Pond Road, capturing stormwater runoff along Great Pond Road to prevent direct discharge of contaminants into Great Pond to improve water quality.

### STRATEGY 2

#### ***Support Intentional and Well-Designed Development***

- ✓ **Zoning Bylaw Amendments:** Adoption of five amendments to the zoning bylaw focused on preserving Eastham's rural, small-town character through regulatory guardrails on residential site coverage, building height, scale, massing and setbacks, preservation of vegetative buffers and prohibitions on clear cutting.
- ✓ **Town Hall Renovations:** This project was funded by the Community Preservation Fund and approved at the 2023 Town Meeting. The project includes repairs to the exterior trim, gutters, brick repointing and associated work necessary to preserve the historic exterior of the building. The Town Hall is listed on the Massachusetts Register of Historic Places. The structure is also located within the Eastham Center Historic District, which was designated as a National Historic District in 1999.

### STRATEGY 3

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

- ✓ **580 Massasoit Road:** Commenced planning for historic preservation of an iconic historical building and to preserve two housing units on the second and third floor.
- ✓ **2555 State Highway:** Commenced architectural design services to develop the rear motel units into affordable/workforce housing.

### STRATEGY 4

#### *Improve Safety for All Modes of Transportation*

- ✓ **Route 6 Improvements:** Environmental Partners Group is completing initial feasibility work to identify several priority intersections/areas for improvement along the full 6-mile stretch of Route 6 through Eastham with special focus on the North Eastham Commercial corridor between Brackett Road and Nauset Road intersections. Priority improvements will aim to improve safety and access for all roadway users, including cyclists and pedestrians, in keeping with Eastham's 5-Year Strategic Plan goals.
- ✓ **Investment in Route 6 is an integral component** of fostering economic opportunity, quality of life, and safety for all roadway users in our town. Route 6 improvements are critical for our community and the Outer Cape region. Multiple sections of Route 6 through Eastham are identified by the Massachusetts Department of Transportation (MassDOT) as high risk for pedestrians and cyclists. Additionally, because Eastham has no Main Street or village center like other Cape Cod towns, this State Highway — with documented average speeds of 50 mph, no bike lanes, and no protected left turns — serves as our community's de facto Main Street.

### ADDITIONAL STRATEGIES

**Year 2 of the Exterior Improvement Program** to support business recovery and resiliency. The program facilitates improvements to local business and commercial properties through a competitive funding award. This year 3 projects were funded to support facade improvements, landscape design and outdoor seating.

# Herring Run Restoration Project at Great Pond Road

## THINGS TO KNOW:

### **Lifecycle, Migration and Spawning:**

Herring are anadromous — meaning they live in the ocean but return to fresh water to spawn. After hatching, juvenile river herring will spend several months growing in freshwater lakes and ponds before migrating to the ocean. By the age of 3 or 4, herring will return to their place of origin to spawn, a process known as “natal homing.” This migration is a significant event. The thousands of fish moving upstream become an important food source for local wildlife. Herring can live up to 15 years, though many are caught or fall prey to predators before reaching this age.

### **Economic and Ecological Importance:**

Historically, river herring were a significant resource for Native American tribes and early European settlers in Massachusetts, used both for food and as fertilizer. Today, they play essential roles in the food web, serving as prey for a variety of predators.

**Conservation Status:** River herring populations have experienced significant declines due to habitat loss, overfishing, and pollution. In Massachusetts, the harvesting, possession, or sale of river herring is prohibited until further notice.

**Restoration Efforts:** Efforts to restore river herring populations include dam removals, culvert replacements, the installation of fish ladders, and habitat restoration. These efforts aim to improve connectivity between the ocean and freshwater spawning grounds.

**Research and Monitoring:** Ongoing research and monitoring of river herring populations include tracking migration patterns, assessing population health, and evaluating the success of restoration efforts.

## INTRODUCTION:

For centuries, herring and herring runs have been an essential part of the ecological and cultural fabric of coastal communities across New England. Herring runs, natural pathways which allow herring to migrate from the ocean to freshwater habitats for spawning, are critical for the survival of these species. Unfortunately, human activities and environmental changes have significantly impaired many of these runs, threatening the survival of herring and the broader ecological systems that depend on them.

## THE IMPORTANCE OF RESTORING HERRING RUNS:

- 1. Biodiversity:** Herring play a crucial role in the aquatic food web, serving as a key food source for a variety of predators. Restoring their migratory paths enhances the biodiversity of both marine and freshwater ecosystems.
- 2. Environmental Health:** Healthy herring populations contribute to the overall health of marine and freshwater environments. Their migrations help cycle nutrients between different ecosystems.
- 3. Economic Benefits:** Herring runs have historically supported local fisheries and contributed to the economy. Restoring these runs can enhance recreational fishing opportunities, boost local tourism, and support community livelihoods.
- 4. Cultural and Educational Value:** Herring runs are part of our cultural heritage. Restoring these runs allows future generations to learn about the importance of sustainable environmental practices and the role of keystone species in our ecosystems.



## STRATEGIC PLAN ALIGNMENT

**Strategy 1:** Support a Clean Environment and Resilient Community

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

### PROJECT OVERVIEW:

The restoration project at Great Pond Road involves the rehabilitation of the natural waterway connecting Great Pond to Deborah's Pond. The combination of a deteriorated, undersized culvert beneath Great Pond Road and accumulation of sediment and debris within the stream bed had rendered the waterway virtually impassable. In recent years the stream bed had become completely blocked and dry. By reducing physical barriers, removing sediments and debris, addressing stormwater runoff and replacing the aged culvert, this project facilitates the free passage of herring and other aquatic species between these two ponds.

### EXPECTED OUTCOMES:

- Increased herring populations due to improved spawning conditions.
- Enhanced ecological diversity and resilience of local water systems.
- Strengthened community engagement and awareness of environmental conservation efforts.
- Increased recreational and educational opportunities.

### CONCLUSION:

The herring run restoration project at Great Pond Road is a significant step toward ensuring the health of our local ecosystems and preserving our natural heritage. This project is part of a larger scale restoration effort for the entirety of Herring Brook, including work at Cole Road and Cape Cod Bay, and improving fish access between Deborah's Pond to Depot Pond.

### HERRING BROOK

- Cole Road/Cape Cod Bay
- Herring Brook Road Culvert and Fish Ladder
- Great Pond Road Culvert to Deborah's Pond
- Cape Cod Rail Trail Culvert to Depot Pond
- Spawning Habitat MA DMF
- Migratory Habitat MA DMF



# Improving Water Quality

## Eastham's Targeted Watershed Management Plan (TWMP) for Nauset Estuary/Marsh

***In 2023, Eastham submitted our TWMP to the State for review and approval!***

### WHAT IS A TARGETED WATERSHED MANAGEMENT PLAN?

It is the Town's plan to address the water quality in water bodies that are highly impaired. Eastham has been developing a Targeted Wastewater Management Plan (TWMP), which is required by the state to identify the impaired areas of the watershed and to provide a framework for how we will mitigate or repair the excess of nitrogen and other pollutants. The plan considers and evaluates traditional infrastructure (wastewater collection, treatment, and recharge) and non-traditional infrastructure such as permeable reactive barriers (PRBs, stormwater improvements, innovative and alternative septic systems, freshwater pond remediation, shellfish aquaculture and propagation and regional solutions for shared watersheds.

### WHY SALT POND?

The area of focus for the TWMP is the Nauset Estuary with the Salt Pond sub-watershed as the first area of priority and then the Nauset Stream/Mary Chase Gauge and Town Cove/Nauset Marsh sub-watersheds. All have water quality that is significantly impaired and do not meet state standards for Total Maximum Daily Load (TMDL) compliance for nitrogen. Salt Pond is 100% Eastham's responsibility. Town Cove, Nauset Marsh and Nauset Stream/Mary Chase Gauge are all shared with the Town of Orleans. We are working with Orleans on this plan as well, but it is scheduled for future years.

### WHAT IS TMDL?

TMDLs calculate the maximum amount of a pollutant, nitrogen in this case, that a waterbody can assimilate and still support a healthy ecosystem, meet surface water quality standards, and support public/environmental health. Nitrogen acts as a fertilizer in estuarine waters. Wastewater from septic systems is the largest anthropogenic contributor of nitrogen loads to our water bodies.



## WHAT IS DISTINCT ABOUT EASTHAM'S PLAN?

It has a phased and adaptive approach to implementation for purposes of furthering technologies, flexibility, cost, and partnerships with neighboring communities.

### Phase 1 includes two separate pieces of work:

- The first step includes permitting and design. The design portion is the design of a collection and treatment system (traditional sewer system, wastewater treatment facility (WWTF)) to serve portions of the Salt Pond watershed and some properties along the Route 6 corridor. In the plan, wastewater treatment would be at the DPW Site and pump stations (4-5), and sub-surface pipes would be located throughout the service area to collect and transfer the wastewater to the treatment and recharge site.
- Permitting and design progress together as various environmental agencies, both state and local, review the plan, make suggestions and changes, and provide an opportunity for public review of potential environmental impacts for projects which require actions by state agencies. These reviews must take place prior to the issuance of any state permits.
- The second stage in phase I would be construction of the new system.

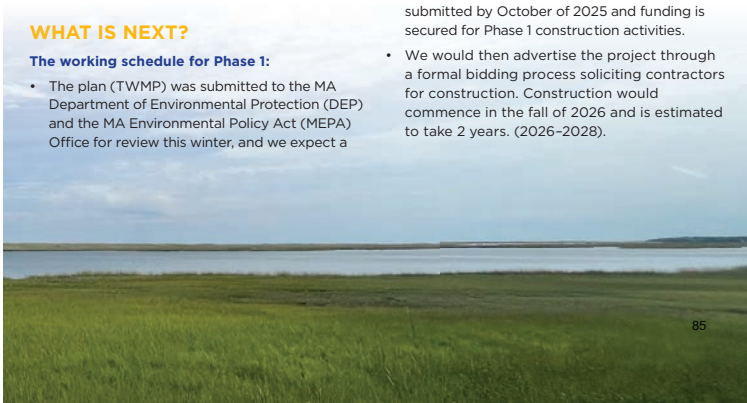
## WHAT IS NEXT?

### The working schedule for Phase 1:

- The plan (TWMP) was submitted to the MA Department of Environmental Protection (DEP) and the MA Environmental Policy Act (MEPA) Office for review this winter, and we expect a

Certificate from the Secretary of Energy and Environmental Affairs by April 8, 2024. This will outline the next steps in the permitting process.

- In the summer of 2024, we will draft a project evaluation form and submit it to MA DEP. This filing assists the DEP in determining the extent to which our project meets the goals of the State Revolving Fund (SRF). These goals ensure that funded projects mitigate documented impacts to public health or the environment.
- In January of 2025, the MA DEP SRF Intended Use Plan (IUP) gets released. This list details projects that will be offered financing through the Clean Water SRF Loan program. It is our hope that our project gets placed on this plan so that we are eligible for a subsidized interest rate loan (0%) to improve water quality and construct the needed infrastructure described in our TWMP. Placement on this plan also makes the town eligible for Cape Cod & the Islands Water Protection Fund (CCIWPFF) funds that will give us 25% of the funding for the project. We are reserving monies collected via the short-term rental tax to pay for an additional 25% of the cost, so only 50% will have to be absorbed by the tax rate.
- Funding approval for the borrowing would be required at the Town Meeting in May 2025. If funding is approved and we get notification of the IUP, a State Revolving Fund Application gets submitted by October of 2025 and funding is secured for Phase 1 construction activities.
- We would then advertise the project through a formal bidding process soliciting contractors for construction. Construction would commence in the fall of 2026 and is estimated to take 2 years. (2026-2028).



# Zoning for *Smart Growth*

## **NORTH EASTHAM VILLAGE CENTER**

Part of the Town’s strategy to develop a vibrant village center in North Eastham is to update the zoning for the commercial districts along Route 6, Brackett Road and Massasoit Road. The Eastham Zoning Task Force is working on proposals to integrate “Form Based Code” and architectural design guidelines into the existing zoning regulations. A form-based code is a land development regulation that fosters predictable built results and a high-quality public realm by focusing on the physical form of buildings, parking, landscaping and site design (rather than focusing on isolated land uses). A form-based code uses pictures, diagrams, and simple language to describe the types of growth and development that are desirable to a community.

The Eastham Zoning Task Force has been working with town staff and a land use consultant, meeting weekly over the past several months.

A stakeholder workshop was held in December and staff have been meeting individually with commercial property owners and local businesses to gather feedback which will help ensure the proposed regulations meet identified community needs consistent with the Strategic Plan as well as existing and future needs of our business community, balancing housing, economic opportunity and infrastructure.

Work on the proposed zoning amendments will continue through 2024 with proposed amendments scheduled for the 2025 Annual Town Meeting. We encourage commercial property and business owners to contact the town to set up times for 1x1 meetings to help inform the process. Community information and outreach sessions will be scheduled in Autumn 2024.

**For more information contact Paul Lagg, Community Development Director**

plagg@eastham-ma.gov  
508-240-5900 ext. 3228

## **GENERAL PRINCIPLES OF A FORM-BASED CODE:**

### **1. Public**

Rooted in a public process that generates and documents consensus amongst public and private stakeholders

### **2. Contextual**

Calibrated to local conditions like community character, history, market conditions and housing needs

### **3. Positive**

States what the community wants from the built environment, not just what is prohibited

### **4. Form Over Function**

Greater emphasis on built form than on use or density





## Flu/Covid Clinics

In the Fall of 2023, the Health Department demonstrated its commitment to public health and safety by conducting four Flu/Covid clinics. On October 11th, the first clinic was held at Eastham Elementary School, marking the beginning of a series of clinics designed to cater to different segments of the community. The Eastham Elementary Clinic was for school staff and Eastham Elementary School students. On October 12th, the town-wide drive-thru clinic was held at the Elks Lodge in Eastham.

The clinic offered a convenient vaccination option and highlighted collaboration between multiple town departments, including the Recreation Department, Department of Public Works, Police, Fire, and the Eastham Board of Health.

The momentum continued with the Nauset Regional High School Clinic on October 23rd, where students and staff were eligible for vaccines, regardless of their town of residence. The clinic series was capped off with an employee flu and covid vaccination clinic on October 25th at Eastham Town Hall, ensuring that town employees, regardless of residency, also had easy access to vaccinations.

Each clinic was supported by a dedicated team of town staff, health volunteers, and members of various departments. This collective effort not only facilitated the smooth execution of the clinics but also reinforced the town's resilience and preparedness in facing public health challenges.

### STRATEGIC PLAN ALIGNMENT

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

**Strategy 3c:** Improve recreation 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](http://eastham-ma.gov), under the Strategic Planning Committee page.**

### STRATEGIC PLANNING COMMITTEE

Karen Strauss  
*Chair*

Mike Harnett  
*Vice-Chair*

Hope Plavin  
*Clerk*

Roy Merolli

### TOWN MANAGER

Jacqueline Beebe



### TOWN OF EASTHAM

2500 State Highway  
Eastham, MA 02642  
(508) 240-5900  
[eastham-ma.gov](http://eastham-ma.gov)



# NOTES

# NOTES

# NOTES

**Minutes for the Annual Town Meeting held May 4, 2024**

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 10:06 A.M. with 283 voters in attendance at the opening of Town Meeting out of a possible 4830.

**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 2025 spending limits for all revolving funds as follows:

<b>Revolving Fund</b>	<b>Spending Limit</b>
Recreation Bottles & Cans	25,000
Home Composting Bin/Recycling	5,000
COA/Programs	12,500

By the Select Board

Passed – Majority vote declared by Moderator  
Count: Yes 270 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 \$44,180,055.

<b>GENERAL FUND OPERATING BUDGET</b>		Operational Budget	
Appropriations Operational Budget	Raise & appropriate	Elected & Official's Salary	\$213,000
Appropriations Operational Budget	Raise & appropriate	Town Administration	\$693,340
Appropriations Operational Budget	Raise & appropriate	Municipal Finance	\$1,990,175
Appropriations Operational Budget	Raise & appropriate	Town Clerk & Elections	\$203,218
Appropriations Operational Budget	Raise & appropriate	Community Dev & Inspections	\$660,996
Appropriations Operational Budget	Raise & appropriate	Health & Environment	\$518,483
Appropriations Operational Budget	Raise & appropriate	Public Safety	\$6,098,899
Appropriations Operational Budget	Raise & appropriate	Educational Services	\$12,888,729
Appropriations Operational Budget	Raise & appropriate	Public Works	\$2,594,676
Appropriations Operational Budget	Raise & appropriate	Community Services	\$2,331,301
Appropriations Operational Budget	Raise & appropriate	Unallocated Expenditures	\$7,113,915
Appropriations Operational Budget	Raise & appropriate	Debt Budget	\$8,873,323
			\$44,180,055

By the Select Board

Passed – Majority vote declared by Moderator  
Count: Yes 235 No 56

**ARTICLE 2B (NAUSET REGIONAL SCHOOL DISTRICT FUNDING FORMULA)**

To see if the Town will vote to accept the provisions of General Law Chapter 71, Section 16B, which would reallocate the sum of member towns’ contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so called for fiscal year 2025; or take any action relative thereto.

By the Select Board  
 Passed – Majority vote declared by Moderator  
 Count: Yes 274 No 11

**ARTICLE 2C 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:

	<b><u>FY 2024 Budget</u></b>	<b><u>FY 2025 Budget</u></b>
<b>Amounts Appropriated:</b>		
Salaries and Wages	\$ 99,853	\$ 115,809
Expenses	401,700	501,700
Transfer for Costs Appropriated in General Fund	-	-
Total Amounts Appropriated	\$ 501,533	\$ 617,509
 <b>Funding Sources:</b>		
Water Revenue	\$ 501,533	\$ 500,000
Water Enterprise Fund Retained Earnings		\$117,509
Total Funding Sources	\$ 501,533	\$ 617,509

By the Select Board  
 Passed – Majority vote declared by Moderator  
 Count: Yes 285 No 10 Abstain 01

**ARTICLE 2D (ADDITIONAL STAFFING FOR POLICE DEPARTMENT)**

To see if the Town will raise and appropriate and/or transfer from available funds the sum of \$300,000 for the purpose of funding the hiring of two (2) additional police officers within the Police Department; provided however that such appropriation be contingent upon the passage of a Proposition 2 ½ override ballot question under General Law Chapter 59, section 21C.

By the Select Board  
 Passed – Majority vote declared by Moderator  
 Count: Yes 277 No 25

**ARTICLE 3A (5 YEAR CAPITAL PLAN) & ARTICLE 3B COMBINED**

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 FY25-30 as printed below and furthermore to raise and appropriate the sum of \$3,307,000 for the purpose of acquiring the items and undertaking the improvements as printed in the warrant in article 3B, and to defray this amount, transfer the following amounts from the following funds:

Free Cash \$2,707,000  
 Ambulance Receipts Reserve Fund \$ 215,000  
 For total transfers of \$2,922,000

5 Year Capital Plan	available funds	Operating budget estimated receipts		
<b>FACILITIES AND LAND</b>	Free Cash	Town Hall Repair & Maintenance Program	\$305,000	
	Free Cash	Senior Ctr Repair& Maint Prgm	\$48,000	
	Free Cash	Public Works Facility Repair & Maint Prgm	\$25,000	
	Free Cash	Recreation Building Repair & Maintenance Program	\$5,000	
	Free Cash	Police Station Repair & Maintenance Program	\$66,000	
	Free Cash	Fire Station Repair & Maintenance Program	\$165,000	
	Free Cash	Town Hall Annex Repair & Maint Program	\$25,000	
	Free Cash	Library Building Repair & Maintenance Program	\$35,000	
	Free Cash	Elementary School Building & Grounds Repair & Maintenance Program	\$71,000	
	Free Cash	Transfer station Facility Repair & Maintenance Program	\$5,000	
	Free Cash	Miscellaneous Building Repair and Maintenance Program	\$50,000	
	Free Cash	Lands, parks and Cemetery Facility repair and maintenance program	\$60,000	
			<b>Subtotal</b>	<b>860,000</b>

**INFRASTRUCTURE**

<b>Local Road Improvements</b>				
Free Cash		Intersection Improvements	\$325,000	
<b>Route 6 Corridor Improvements</b>	Free Cash	Planning & Design of Roadways	\$150,000	
<b>Town Landings</b>	Free Cash	Hemenway Landing - Town	\$100,000	
	Grant	Hemenway Landing – Grant	\$460,000	
	Free Cash	Collins Landing – Town	\$50,000	
	Grant	Collins Landing – Grant	\$150,000	
	Free Cash	Thumpertown Landing – Town	\$102,000	
	Grant	Thumpertown Landing - Grant	\$509,000	
	Free Cash	Salt Pond Landing – Town	\$25,000	
	Grant	Salt Pond Landing - Grant	\$500,000	
	Free Cash	Cole Road Beach Landing – Town	\$40,000	
<b>COMMUNITY DEVELOPMENT</b>	Free Cash	T-Time./TPC/COA Sites - Design/Engineer/Develop	\$100,000	
	Free Cash	T-Time/TPC/COA Sites – Extraordinary Maintenance	\$325,000	
<b>Wastewater Infrastructure</b>	Free Cash	Design & Engineering	\$80,000	
<b>Other Projects</b>	Other	Eastham Community Internet	\$100,000	
	Grant	Abelino’s Creek study and mitigation - grant	\$142,500	

<b>DPW Recurring Maintenance Programs</b>				
	Free Cash	Stormwater Systems Maintenance Program	\$50,000	
	Free Cash	Parking Lot Maintenance Program recurring	\$20,000	
		<b>Infrastructure</b>	<b>Subtotal</b>	<b>\$3,228,500</b>
<b>FLEET INVENTORY (Vehicles)</b>	CL	General Government Fleet Replacement Program	\$12,500	
	Free Cash	Gen. Govt. Fleet Replacement Program (recurring) Supplemental	\$10,000	
	CL	DPW Fleet Replacement Program (Recurring)	\$73,750	
	Free Cash	DPW Fleet Replacement Program (addl for Maint Div.)	\$75,000	
	Chapter 90	2006 Dump Truck	\$200,000	
	Free Cash	2009 Skid Steer	\$30,000	
	Chapter 90	2009 Excavator	\$250,000	
	CL	Fire Dept. Fleet Replacement Program (Recurring)	\$30,000	
	Free Cash	Fire Dept Fleet Replacement Program (Recurring) Additional	\$40,000	
	LI	Ambulance Replacement	\$505,000	
	AF	1993 Rigid Hull Inflatable Boat (Cove)	\$200,000	
	CL	Police Department Fleet Replacement Program	\$134,000	
	Free Cash	Police Dept. Fleet Replacement Program (additional)	\$20,000	
	Free Cash	PD Motorcycle (3 yr lease)	\$15,000	
	CL	Senior Center Fleet Replacement Program	\$15,000	
	CL	Beach & Recreation Fleet Replacement Program	\$15,000	
			<b>Subtotal</b>	<b>\$1,625,250</b>
<b>EQUIPMENT</b>	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)	\$20,000	
	CL	Servers/Network Component Replacement Program (Recurring)	\$52,000	
	Free Cash	Servers/Network Component Replacement Program (Additional)	\$25,000	
	Free Cash	Media Equipment Replacement Program (Recurring)	\$10,000	
	CL	Equipment Replacement Program (Recurring)	\$5,000	
	Free Cash	Mowers	\$15,000	
	Free Cash	Sweeper for Loader (Power Broom)	\$15,000	
	Ambulance Fund	Medical/Rescue Equipment Replacement Program (Recurring)	\$15,000	
	CL	Fire Suppression Equipment Replacement Program (Recurring)	\$25,000	
	CL	PD Departmental Equipment Replacement Program	\$20,000	

	Free Cash	PD Departmental Equipment Replacement Program (Additional)	\$10,000	
	Free Cash	Speed Display Road Signs	\$15,000	
	Free Cash	Body Camera Equipment	\$50,000	
	Free Cash	Electronic Recording Device (Dispatch phone and radios)	\$25,000	
	Free Cash	Kitchen Appliance Replacement	\$5,000	
	Free Cash	Beach Equipment (Mobi Mats, Walkways)	\$20,000	
	CL	Elections Equipment Replacement Program (Recurring)	\$2,500	
	Free Cash	Elementary School Equipment Replacement Program (Recurring)	\$30,000	
	CPA	Elementary School Playground repair/Upgrade/Replacement	\$50,000	
<b>Subtotal Equipment</b>			<b>Subtotal</b>	<b>\$474,750</b>
<b>TOTAL CAPITAL PLAN EXPENDITURE AMOUNTS</b>				<b>\$6,188,500</b>

**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 **\$3,322,000** for the purposes, and from the sources, as listed below.

<b>1</b>	<b>ADMINISTRATION &amp; FINANCE DEPARTMENTS</b>		
A	Town Hall Repair & Maintenance Program	305,000	Free Cash
B	Town Hall Annex Repair & Maintenance Program	25,000	Free Cash
C	General Government Fleet Replacement Program	22,500	Free Cash
D	PC and Component Replacement Program	35,250	Tax Levy & Free Cash
E	Servers and Network Component Replacement Program	77,000	Tax Levy & Free Cash
F	Media Equipment Replacement Program	10,000	Free Cash
G	Town Clerk Elections Equipment Replacement Program	2,500	Tax Levy
	Subtotal	477,250	
<b>2</b>	<b>SCHOOL DEPARTMENT</b>		
A	Elementary School Building & Grounds Repair & Maintenance Program	71,000	Free Cash
B	Elementary School Equipment Maintenance Program	30,000	Free Cash
	Subtotal	101,000	
<b>3</b>	<b>COMMUNITY SERVICE DEPARTMENTS</b>		
A	Recreation Building Repair & Maintenance Program	5,000	Free Cash
B	Recreation Fleet Replacement Program	15,000	Tax Levy
C	Recreation (Beach) Equipment Replacement	20,000	Free Cash

D	Library Building Repair & Maintenance Program	35,000	Free Cash
E	Senior Center Building Repair & Maintenance Program	48,000	Free Cash
F	Senior Center Fleet Replacement Program	15,000	Tax Levy
G	Senior Center Kitchen Appliance Replacement	5,000	Free Cash
	Subtotal	143,000	
<b>4</b>	<b>PUBLIC WORKS DEPARTMENT</b>		
A	Public Works Facility Repair & Maintenance Program	25,000	Free Cash
B	Land, Parks & Cemetery Facility Repair & Maintenance Prog.	60,000	Free Cash
C	Miscellaneous Building Facility Repair & Maint. Program	50,000	Free Cash
D	Stormwater Systems Maintenance Program	50,000	Free Cash
E	Parking Lot Maintenance Program	20,000	Free Cash
F	DPW Fleet Replacement Program	148,750	Tax Levy & FC
G	DPW Equipment Replacement Program	5,000	Tax Levy
H	Purchase & Equip Skid Steer	30,000	Free Cash
I	Purchase & Equip Mowers	15,000	Free Cash
J	Purchase & Equip Sweeper for Loader	15,000	Free Cash
K	Roadway Planning & Design	150,000	Free Cash
L	Intersection Improvements	325,000	Free Cash
	Subtotal	893,750	
<b>5</b>	<b>SANITATION DEPARTMENT</b>		
A	Transfer Station Facility Repair & Maintenance Program	5,000	Free Cash
	Subtotal	5,000	
<b>6</b>	<b>POLICE DEPARTMENT</b>		
A	Police Station Repair & Maintenance Program	66,000	Free Cash
B	Fleet Replacement Program	169,000	Tax Levy & FC
C	Departmental Equipment Replacement Program	30,000	Tax Levy & FC
D	Body Camera Equipment & Installation	50,000	Free Cash
E	Speed Trailer & Signs	15,000	Free Cash
F	Dispatch Equipment Replacement Program	25,000	Free Cash
G	Dispatch Electronic Recording Device Purchase & Install	25,000	Free Cash
	Subtotal	380,000	
<b>7</b>	<b>FIRE DEPARTMENT</b>		
A	Fire Station Repair & Maintenance Program	165,000	Free Cash
B	Fleet Replacement Program	70,000	Tax Levy & FC
C	Purchase & Equip Rescue Boat	200,000	Ambulance Fund
D	Medical/Rescue Equipment Replacement Program	15,000	Ambulance Fund
E	Fire Suppression Equipment Replacement Program	25,000	Tax Levy
	Subtotal	475,000	
<b>8</b>	<b>COMMUNITY DEVELOPMENT DEPARTMENT</b>		
<b>9</b>	<b>MISCELLANEOUS/ADDITIONAL REQUESTS</b>		
A	Town Landings, Culverts & Drainage Planning, Permitting, Design & Construction	317,000	Free Cash

B	T-Time, Town Center Plaza, COA Site Design, Planning & Engineering	425,000	Free Cash
C	Wastewater Design, Engineering, Testing	80,000	Free Cash
D	Solar & Energy Efficiency Upgrades	25,000	Free Cash
	Subtotal	847,000	
	<b>TOTAL CAPITAL PROJECTS REQUESTS</b>	<b>3,322,000</b>	

<b>SUMMARY OF FUNDING SOURCES</b>	
Free Cash	2,707,000
Ambulance Receipts Fund	215,000
Tax Levy	400,000
<b>TOTAL FUNDING</b>	<b>3,322,000</b>

By the Select Board  
 Passed – Majority vote declared by Moderator  
 Count: Yes 261      No 19

**ARTICLE 3C (AUTHORIZE LEASE PURCHASE OF AN AMBULANCE)**

To see if the Town will authorize, under General Laws Chapter 44, Section 21C, upon the recommendation of the Select Board, a lease purchase financing agreement for up to \$505,000 for the acquisition of an ambulance for the Fire Department for a term of up to the useful life of said equipment, and to fund the first year of said lease, appropriate and transfer from the Ambulance Fund the sum of \$120,000, or take any action relative thereto.

By the Select Board  
 Passed – 2/3<sup>rd</sup> Majority vote declared by Moderator  
 Count: Yes 272      No 17

**ARTICLE 4 (OTHER BUDGET 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.

	<b>Fund</b>	<b>Amount</b>	<b>Source</b>
A	Transfer to Unrestricted Stabilization Fund	120,000	Free Cash
B	Transfer to Other Post-Employment Benefit Trust Fund	100,000	Free Cash
C	Transfer to Injured on Duty Fund	75,000	Free Cash
D	Transfer to Compensated Absence Fund	75,000	Free Cash
E	Transfer to Private Road Electric Betterment Loan Fund	160,000	Free Cash
F	Transfer to Water Connection Betterment Loan Fund	50,000	Tax Levy
G	Transfer to Wastewater Stabilization Fund	1,200,000	Free Cash
H	Town-Wide IT Applications	60,000	Free Cash
I	Rental Registration software	60,000	Free Cash
	<b>Total</b>	<b>\$ 1,905,000</b>	

By the Select Board  
Passed – Majority vote declared by Moderator  
Count: Yes 264 No 19 Abstain 01

**ARTICLE 5A (SPECIALIZED ENERGY CODE)**

To see if the Town will vote to amend the Eastham General Bylaw, by adding the following new Section 138 SPECIALIZED ENERGY CODE for the purpose of regulating the design and construction of buildings for the effective use of energy and reduction of greenhouse gas emissions, pursuant to the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including amendments or modifications thereto, with an effective date of January 1, 2025 a copy of which is on file with the Town Clerk, or take any other action relative thereto, as follows:

§ 138 - 1 Definitions

§ 138 - 2 Purpose

§ 138 - 3 Applicability

§ 138 - 4 Stretch Code

§138-1 Definitions,

International Energy Conservation Code (IECC)

The International Energy Conservation Code (IECC) is a building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for energy efficiency and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards and published in state regulations as part of 780 CMR.

Specialized Energy Code

Codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, the Specialized Energy Code adds residential and commercial appendices to the Massachusetts Stretch Energy Code, based on amendments to the respective net-zero appendices of the International Energy Conservation Code (IECC) to incorporate the energy efficiency of the Stretch energy code and further reduce the climate impacts of buildings built to this code, with the goal of achieving net-zero greenhouse gas emissions from the buildings sector no later than 2050.

Stretch Energy Code

Codified by the combination of 225 CMR 22 and 23, not including Appendices RC and CC, the Stretch Energy Code is a comprehensive set of amendments to the International Energy Conservation Code (IECC) seeking to achieve all lifecycle cost-effective energy efficiency in accordance with the Green Communities Act of 2008, as well as to reduce the climate impacts of buildings built to this code.

§138-2 Purpose

The purpose of 225 CMR 22.00 and 23.00 including Appendices RC and CC, also referred to as the Specialized Energy Code is to provide a more energy efficient and low greenhouse gas emissions alternative to the Stretch Energy Code or the baseline Massachusetts Energy Code, applicable to the relevant sections of the building code for both new construction and existing buildings.

§138-3 Applicability

This energy code applies to all residential and commercial buildings.

§138-4 Specialized Code

The Specialized Code, as codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including any future editions, amendments, or modifications, is herein incorporated by reference into the Town of Eastham’s General Bylaws, Chapter 138. The Specialized Code is enforceable by the inspector of buildings or building commissioner.

By the Select Board

Passed - Majority vote declared by Moderator

Count: Yes 187 No 89

**ARTICLE 5B (LAND ACQUISITION)**

To see if the Town will vote to authorize the Select Board to acquire, by purchase or gift, by agreement with the National Park Service, on such terms and conditions and for nominal consideration or for such consideration as the Select Board deems in the best interests of the Town, all or portions of the fee title or lesser interests in two parcels of land as follows: (1) a certain parcel of land located at 2760 State Highway Route 6, containing .35 acres, more or less, shown on the Town Assessor’s Map 12 as Parcel 320 and more particularly described in a deed recorded with the Barnstable Registry of Deeds in Book 1288, Page 410, Page 91, for aquaculture purposes; and (2) a certain parcel of land located at 0 Nauset Light Beach Road, containing .996 acres, more or less, for roadway purposes, and which contains a newly constructed and re-located section of Nauset Light Beach Road over a portion of said parcel as shown on said plans attached hereto, or take any other action relative thereto.

Passed - Majority vote declared by Moderator

Count: Yes 242 No 08



**ARTICLE 5C (LAND DISPOSITION)**

To see if the Town will transfer the care, custody, management and control of a certain parcel of Town-owned land located at 1350 Nauset Road, containing 3.2 acres, more or less, or a portion thereof, shown on Town Assessor's Map 9 as Parcel 419, and more particularly described in a deed recorded with the Barnstable Registry of Deeds in Book 962, Page 404 from the board or officer having custody thereof, for such purposes for which said parcel is currently held to the Select Board for purposes of conveyance; and further to authorize the Select Board to sell, convey or other dispose of the fee title or lesser interests in all or a portion of said parcel for nominal consideration or such consideration, on such terms and conditions as the Select Board deems in the best interests of the Town, by agreement with the National Park Service, and further to authorize the Select Board to submit a petition to the General Court to permit the foregoing disposition under Article 97 of the Amendments to the Massachusetts Constitution or otherwise, if applicable, or take any other action relative thereto.

By the Select Board

Passed – 2/3rds Majority vote declared by Moderator

Count: Yes 265 No 09



**ARTICLE 5D (PROHIBITIONS RELATED TO SHORT-TERM RENTAL OF RESIDENTIAL PROPERTIES)**

To see if the Town will vote to amend the Eastham General By-Laws by adding a new Section c. 40 entitled: Prohibitions Related to Short-Term Rental of Residential Properties, as set forth below:

Strikethrough = Language to be deleted

Underline = Language to be inserted

**PURPOSE AND INTENT**

This bylaw is enacted pursuant to the Town's Home Rule Authority and the authority set forth in General Laws c. 43B and is intended to:

1. Provide for an orderly process for identifying, registering, and regulating Short-Term Rentals within the Town so as to ensure that such Short-Term Rentals do not create or cause any nuisance conditions within the Town.
2. Protect the time-honored tradition of home rentals in Eastham and preserve economic opportunities through Short-Term Rentals for persons to keep their homes, now and into the future, so they may afford to live either full-time or part-time in Eastham;
3. Avoid adverse impacts on the local economy stemming from a loss of existing Short Term Rental revenue, including rooms excise tax revenue, and visitor spending.
4. Prohibit additional corporate ownership and discourage investment-only ownership of residential properties for the exclusive purpose of operating them as Short-Term Rentals rather than housing for either full-time or part-time residences.
5. Reduce the neighborhood churn caused by numerous turnovers of occupancy of Short-Term Rentals in residential neighborhoods.
6. Limit the conversion of residential units to Short-Term Rentals which has had the deleterious effect of removing residential units from the available year-round rental housing stock.
7. Protect the existence of year-round residences and the quiet and peace of the Town by preventing unwarranted commercialization from encroaching therein, including commercialization caused by the misuse of single-family residences. fractional ownership, interval and time share units have similar character as commercial hotels, motels, lodges, and other commercial occupancy uses due to their transient nature and multiple short-term occupancies. Such commercial or quasi-commercial use is inappropriate in residential areas

due to the increased traffic generation and multiple occupancies disturbing the peace and quiet of residential neighborhoods.

## DEFINITIONS

For purposes of this Chapter, the following terms shall have the definitions indicated.

"Corporation" All businesses and charitable entities required to file Articles of Incorporation and Annual Reports with the Massachusetts Secretary of State or an equivalent agency of another state, pursuant to ~~G.L. c. 156D~~, G.L. c. 156 D § 2 or G.L. c. 180, §4, respectively.

"Owner" Any person who alone, or severally with others, has legal or equitable title or beneficial interest in any dwelling unit; a mortgagee in possession; or agent, trustee or person appointed by the courts. An Owner can be a single person, a marital unit, a group of people, LLC, or a Trust. The Owner may also be referred to as the operator, or the Host.

"Short-Term Rental" The rental of a whole or a portion of a residential or secondary dwelling unit, in exchange for payment, as residential accommodations for not more than thirty consecutive days, excluding a Hotel, Motel, or Lodging House or Tourist Home for Transient Guests as defined in Massachusetts General Laws Chapter 64G.

"Time Share, Interval or Fractional Ownership Unit" Any Dwelling Unit which is owned by a limited liability company, corporation, partnership, or other joint ownership structure in which unrelated persons or entities own, sell, purchase or otherwise for consideration create or acquire any divided property interest including co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are subject to, or subsequently bound by any agreement limiting the right or functional ability of interest holders or their designees to occupy or use the

property to their respective interests or any other agreement which limits interest holders' or their designees' use of the property to fractional reservations through stay limitations of any duration. Such use is established by any of the following elements:

1. co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are openly advertised, marketed, or offered for sale and sold individually at separate times;
2. centralized or professional management;
3. reservation systems;
4. maximum or minimum day limits on each interest holder's occupancy or use of the property; or
5. management agreements or fees reflective of interval use or ownership, irrespective of whether the agreement may be cancelled individually or by any party.

## PROHIBITIONS

Registration Requirement. No dwelling unit or part thereof may be offered as a Short-term Rental within the Town of Eastham unless it is registered with the Board of Health and in compliance with regulations issued by the Board of Health and is registered with the Commonwealth of Massachusetts Department of Revenue in accordance with applicable laws.

#### Limitation on Number of Short-Term Rentals

An Owner may register to operate only two dwelling units as Short-Term Rentals, provided, however, this limitation shall not apply to a Cottage Colony, as defined by Section 21 of the Zoning Bylaws, under single ownership. If a person owns or is listed as a manager and/or is an agent for three or more dwelling units, that person must choose only two units to be registered as Short-Term Rentals. No person shall have more than two legal or equitable title or beneficial interest in dwelling units used for Short-Term Rentals except as provided for above. An Owner may hire a property management company to list and manage Short-Term Rentals, but the registration must be in the Owner's name.

#### Corporate Ownership

Short-Term Rentals are prohibited in dwelling units owned by a corporation. Short-Term Rentals are permitted in dwelling units owned by an LLC, Trust, or S Corporation only when every shareholder, partner, or member of the legal entity is a natural person, as established by documentation provided by the applicant at the time of registration.

#### Affordable Housing Dwelling Units

Short-Term Rentals are prohibited in dwelling units designated as affordable or otherwise income-restricted, which are subject to an affordability restriction or are otherwise subject to housing or rental assistance under local, state, or federal programs or law.

#### Time Share, Fractional and Interval Ownership Units

No Fractional Ownership, Interval or Time Share Dwelling Unit may engage in Short-Term Rental activities or be eligible to receive a Certificate of Registration for such unit; except that this section shall not apply to the creation of mortgages, liens, easements or other similar interests encumbering the residential property as a whole to secure a loan or for any other legitimate purposes; and this section shall not apply to non-commercial groups, such as families, partnerships, associations, or trusts with divided interests or agreements in which the real estate is held and transferred within the family, partnership, association or trust, as opposed to sold in fractional or divided interests on the open market.

#### Protection for Existing Short-Term Rentals

Any person or other legal entity who holds a current Certificate of Registration for more than two dwelling units on the effective date of this bylaw may be eligible to renew said Certificates for the same dwelling units, pursuant to the Board of Health's regulations, until

such time as any of said dwelling units is transferred or conveyed, or the certificate of registration is not renewed.

## REGULATIONS

### Regulations and Fees

The Board of Health may promulgate regulations to carry out and enforce the provisions of this bylaw, and may, subject to the approval of the Select Board, set fees for the issuance of Certificates of Registration for Short-Term Rentals.

## PENALTIES AND ENFORCEMENT

### Enforcement Options

Whoever violates any provision of this bylaw, or a regulation promulgated hereunder may be penalized by indictment or on complaint brought in the district court. The Town may seek to enjoin violations thereof through any lawful process, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means.

### Non-Criminal Disposition

Whoever violates any provision of this bylaw, or a regulation promulgated hereunder may be penalized by a noncriminal disposition process as provided in Massachusetts General Laws, Chapter 40, section 21 D and the Town's noncriminal disposition by-law (Chapter 2). If non-criminal disposition is elected, then any person who violates any provision of this bylaw or regulation shall be subject to a penalty in the amount of one hundred dollars (\$100) for the first offense; two hundred dollars (\$200) for the second offense; and three hundred dollars (\$300) for a third and subsequent offense. Each day or portion thereof shall constitute a separate offense. The Board of Health or its agent, or any police officer of the Town, shall be the enforcing authority.

### Suspension of Certificate of Registration

If a notice of violation of this bylaw or any regulation promulgated hereunder or other order is issued to the Owner of a dwelling unit operated as a Short-Term Rental by the Board of Health or its designee, after a Certificate of Registration is issued, the Board of Health, after a hearing, may suspend for a period of time determined by the Board of Health or revoke said Certificate of Registration until the violation has been cured or otherwise resolved. Multiple violations by any Owner may, at the discretion of the Board of Health and after a hearing, disqualify that Owner from obtaining a Certificate of Registration for a period of up to three years.

### Civil Penalty

In accordance with G.L. c. 64G, §14(v), the Town may assess a civil penalty not to exceed \$5,000 for any violation of this bylaw or a regulation issued hereunder. Each day a violation continues shall be considered a separate offense.

SEVERABILITY

If any provision in this chapter shall be held to be invalid by a court of competent jurisdiction, then such provision shall be considered separately and apart from the remaining provisions, which shall remain in full force and effect.

APPLICABILITY

The provisions of this bylaw shall take effect as of January 1, 2025.

Or to take any other action relative thereto.

By the Select Board

Passed - Majority vote declared by Moderator

Count: Yes 237 No 41

**ARTICLE 6 (HOME RULE PETITION: PESTICIDE REDUCTION)**

To see if the Town will vote to authorize and direct the Select Board to petition the Great and General Court of the Commonwealth of Massachusetts for special legislation, authorizing the Town to adopt a Pesticide Reduction Bylaw (the bylaw), the text of which is set forth below, and to authorize the General Court, with the approval of the Select Board, to make changes of form to the text thereto as may be necessary or advisable in order to accomplish the intent and public purpose of this legislation in order to secure passage; and vote to adopt the bylaw as follows:

§1. Purpose

The purpose of this bylaw is to reduce toxic pesticide use in and on public and private property in the Town of Eastham in order to promote a healthy environment and to protect the public from the hazards of pesticides, and for implementation of sustainable land and building management practices on all public and private property.

§2. Findings

A. Scientific studies associate exposure to pesticides with asthma, cancer, developmental and learning disabilities, nerve and immune system damage, liver or kidney damage, reproductive impairment, birth defects, and disruption of the endocrine system.

B. Infants, children, pregnant women, the elderly, and people with compromised immune systems and chemical sensitivities are especially vulnerable to pesticide effects and exposure.

C. Pesticides are harmful to pets and wildlife, including threatened and endangered species, soil microbiology, plants, and natural ecosystems.

D. Toxic runoff from chemical fertilizers and pesticides pollute streams, lakes, estuaries, and drinking water sources.

E. The use of pesticides is not necessary to create and maintain green lawns and landscapes given the availability of viable alternatives practices and products.

F. People have a right not to be involuntarily exposed to pesticides in the air, water or soil that inevitably result from chemical drift and contaminated runoff.

G. Sustainable land and building management practices that emphasize non-chemical methods of pest prevention and management, and least-toxic pesticide use as a last resort, will eliminate the use of and exposure to pesticides while controlling pest populations.

H. Sustainable land and building management practices complement other important goals of Eastham maintenance and administration, such as energy conservation and security.

I. Eastham embraces a precautionary approach to the use of pesticides in order to adequately protect people and the environment from the harmful effects of pesticides.

J. Application of chemicals simply for aesthetic/cosmetic purposes has harmful consequences for our ecosystem, children and pets. Pollinators are directly harmed by

applications particularly the indiscriminate (and long-term ineffective) spraying of pesticides.

#### § Authority

This bylaw is adopted under authority granted by the Home Rule amendment to the Massachusetts Constitution and the provisions of any Special Legislation passed by the Legislature.

#### §4. Definitions

For the purposes of this bylaw, the following definitions shall apply:

Allowed Materials List - The list of acceptable pesticides is limited to the following:

1. All non-synthetic (natural) materials, with the exception of prohibited non-synthetic materials under 7 CFR 205.602;
2. Any synthetic material listed at 7 CFR 205.601 that is labeled for turf uses, subject to discretionary authority to require disclosure of inert ingredients; and
3. 25b listed pesticides under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA).

Inert ingredient - Any substance (or group of substances with similar chemical structures if designated by the Environmental Protection Agency) (EPA) other than an active ingredient

that is intentionally included in any pesticide product (40 CFR 152.3(m)) [7 CFR 205.2 Terms defined.], and are not classified by the EPA Administrator as inserts of toxicological concern. [7 U.S.C. 6502(21) Definitions]

Non-synthetic (natural) materials - A substance that is derived from mineral, plant, or animal matter and does not undergo a synthetic process as defined in section 6502(21) of the Organic Foods Production Act. For the purposes of this part, 'non-synthetic' is used as a synonym for natural as the term is used in the regulations. [7 CFR 205.2 Terms defined.]

Pesticide — Any substance or mixture of substances intended for: (i) preventing, destroying, repelling, or mitigating any pest; (ii) use as a plant regulator, defoliant, or desiccant; or (iii) use as a spray adjuvant such as a wetting agent or adhesive. The term 'pesticide' includes insecticides, herbicides, fungicides, and rodenticides, but does not include cleaning products other than those that contain pesticidal agents.

Synthetic materials - A substance that is formulated or manufactured by a chemical process or by a process that chemically changes a substance extracted from naturally occurring plant, animal, or mineral sources, except that such term shall not apply to substances created by naturally occurring biological processes. [7 U.S.C. 6502(21) Definitions]

#### §5. Prohibitions.

The application of any Pesticide that is not on the Allowed Material List is prohibited, except as permitted in this bylaw.

#### §6. Exceptions.

A. The application of the following Pesticides is allowed:

- Indoor pest sprays and insect baits (excluding rodent baits)
- Insect repellants for personal and household use
- Pet: Flea and tick sprays, powders, and pet collars
- Kitchen, laundry, and bath disinfectants and sanitizer
- Products labeled primarily to kill mold and mildew
- Usage for commercial farming and nurseries.

B. Pesticides for the treatment of invasive plants for ecological restoration (see Massachusetts Invasive Plant Advisory Group current lists of Invasive, Likely Invasive, and Potentially Invasive <https://www.massnrc.org/mipag/>) may be used upon the grant of a waiver by the Town Manager or authorized designee.

C. If an emergency public health situation warrants the use of Pesticides, which would otherwise not be permitted under this bylaw, the Town Manager or authorized designee shall

have the authority to grant a temporary waiver on a case-by-case basis after an evaluation of all alternative methods and materials.

§7. Enforcement.

The enforcement authority shall be the Town Manager, or any town officials as designated by the Select Board to oversee and enforce the provisions of this bylaw.

§8. Penalties.

Any person who violates any provision of this bylaw shall be punished by a fine of one hundred dollars (\$100.00) for the first offense and three hundred dollars (\$300.00) for each offense thereafter. Each day or portion thereof during which a violation continues shall constitute a separate offense and a violation of each provision of the bylaw shall constitute a separate offense. If the offender is a commercial applicator, the right to do business in Eastham may be revoked.

§9. Severability.

The provisions of this bylaw are hereby declared to be severable. If any provision, paragraph, sentence, or clause of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

Provided that this bylaw is subject to the Town obtaining special legislation from the Great and General Court of the Commonwealth of Massachusetts authorizing the Pesticide Reduction Bylaw as aforesaid; or to take any other action relative thereto.

By the Select Board

Passed - Majority vote declared by Moderator  
Count: Yes 167 No 57

**ARTICLE 7A (ZONING – PROHIBITED USES: FRACTIONAL OWNERSHIP)**

To see if the Town will vote to amend the Eastham Zoning Bylaw, SECTION 6 PROHIBITED USES by adding a new SUBSECTION 6.12 TIME SHARE, FRACTIONAL AND INTERVAL OWNERSHIP UNITS as follows:

6.12 Time Share, Fractional and Interval Ownership Units

6.12.1 Purpose.

The purpose of this section is to preserve and protect limited housing stock in the Town from the market pressures attendant to time share, interval and fractional ownership uses and to protect neighborhoods from the impacts of such uses.

1. Fractional ownership, interval and time share units have similar character as commercial hotels, motels, lodges, and other commercial occupancy uses due to their transient nature and multiple short-term occupancies. Such commercial or quasi commercial use is inappropriate in residential areas due to the increased traffic generation and multiple occupancies disturbing the peace and quiet of residential neighborhoods.

2. The needs of transient occupants are averse to the interests sought to be protected and preserved in residential neighborhoods, because commercial uses for transient occupants may sacrifice other values critical to residential neighborhoods.

3. The Town deems it necessary and appropriate to protect the existence of year-round residences and the quiet and peace of the Town by preventing unwarranted commercialization from encroaching therein, including commercialization caused by the misuse of single-family residences

#### 6.12.2 Prohibition on Time Share, Fractional and Interval Ownership Units

The use of any dwelling unit in the Town as fractional ownership, interval or time share unit is prohibited in all zoning districts.

##### 6.12.2.1 Exceptions

1. This section shall not be deemed to preclude the creation of mortgages, liens, easements or other similar interests encumbering the residential property as a whole to secure a loan or for any other legitimate purposes.

2. This section shall not apply to non-commercial groups, such as families, partnerships, associations, or trusts with divided interests or agreements in which the real estate is held and transferred within the family, partnership, association or trust, as opposed to sold in fractional or divided interests on the open market.

And further to see if the Town will vote to amend the Eastham Zoning Bylaw, SECTION 21 DEFINITIONS by adding the following terms as follows:

**TIME SHARE, INTERVAL OR FRACTIONAL OWNERSHIP UNIT:** Any Dwelling Unit which is owned by a limited liability company, corporation, partnership, or other joint ownership structure in which unrelated persons or entities own, sell, purchase or otherwise for consideration create or acquire any divided property interest including co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are subject to, or subsequently bound by any agreement limiting the right or functional ability of interest holders or their designees to occupy or use the property to their respective interests or any other agreement which limits interest holders' or their designees' use of the property to fractional reservations through stay limitations of any duration. Such use is established by any of the following elements:

· Co-ownership or fractional or divided estates, shares, leaseholds, or memberships which are openly advertised, marketed, or offered for sale and sold individually at separate times.



Site coverage limits shall be based on the percentage of ownership of the lot if known or in the absence of such information, calculated by equally dividing the lot area among the total units located on the lot.

Or take any action relative thereto:

By the Planning Board

Passed - 2/3 Majority vote declared by Moderator  
Count: Yes 194 No 08

**ARTICLE 7D (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 swamp, pond, bog, dry bog, fresh or saltwater marsh, areas of exposed groundwater, or other water body, areas subject to flooding from high tides as well as areas subject to flooding from high tides as measured by the Highest Astronomical Tide (HAT) elevation for that location.

**LOT AREA:** The horizontal area of a lot calculated as 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, as well as areas subject to flooding from high tides as measured by the Highest Astronomical Tide (HAT) elevation for that location, and areas within a road layout, such that said upland area shall contain the minimum required area for buildable lots in the district.

Or take any action relative thereto.

By the Planning Board

Passed - 2/3 Majority vote declared by Moderator  
Count: Yes 196 No 04

**ARTICLE 8A (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 FY2025 as indicated in item “A” below, and furthermore, to approve the recommended projects of the Community Preservation Committee listed below as items “A” 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.

A motion was made and seconded by the Select Board to vote on Articles 8A-8C combined.

**ARTICLE 8A (APPROPRIATION AND RESERVATIONS OF COMMUNITY PRESERVATION ACT FY25 ESTIMATED ANNUAL REVENUES)**

Appropriate and reserve \$1,251,791 of the FY25 estimated annual revenues of the Community Preservation Act as follows:

Reserve for Open Space: \$125,179

Reserve for Historic Preservation: \$125,179

Reserve for Affordable Housing: \$125,179

Reserve for Active Recreation: \$125,179

CPA Administration: \$62,590

Reserve for Appropriation: \$688,485

By the Community Preservation Committee

**ARTICLE 8B (FUND CAPE HOUSING INSTITUTE)**

Appropriate and transfer \$10,000 from the Community Preservation Fund Community Housing Fund Reserves for the purposes of funding the “Cape Housing Institute”.

**ARTICLE 8C (580 MASSASOIT ROAD (HISTORIC PRESERVATION)**

Appropriate and transfer \$740,000 from the Community Preservation Fund Undesignated Fund Balance to provide funding for the historic preservation and rehabilitation of the historic structure located at 580 Massasoit Road and to authorize the Select Board to enter into a grant agreement and to acquire an historic preservation restriction on the property.

**ARTICLES 8A-8C COMBINED**

By the Select Board

Passed - Majority vote declared by Moderator

Count: Yes 190 No 14

**ARTICLE 8D (HOUSING ASSISTANCE CORPORATION/BREWSTER HOUSING PROJECT)**

Appropriate and transfer \$100,000 from the Community Preservation Fund Community Housing Fund Reserves to assist in construction of the affordable Housing project “Spring Rock Village” located in Brewster and to authorize the Select Board to enter into a grant agreement.

Passed - Majority vote declared by Moderator

Count: Yes 185 No 19

A motion was made and seconded to separate article 8G and vote on articles 8E-8I.

Passed - Majority vote declared by Moderator

Count: Yes 171 No 17

An amendment was made and seconded by a voter to remove \$246,752.71 from the Undesignated Fund Balance towards the Eastham Schoolhouse Museum Addition (Article 8G).

Failed – Vote declared by Moderator

Count: Yes 66 No 111

**ARTICLE 8G (EASTHAM SCHOOLHOUSE MUSEUM ADDITION)**

Appropriate and transfer \$200,447.29 from the Community Preservation fund Historic Fund Reserves and \$246,752.71 from the Undesignated Fund Balance for a total appropriation of \$447,200 to reconstruct the North Wing of the Old Schoolhouse Museum and to authorize the Select Board to enter into a grant agreement and to acquire an historic preservation restriction on the property.

Passed - Majority vote declared by Moderator

Count: Yes 137 No 45

**A motion was made and seconded by the Select Board to vote on Articles 8E, 8F, 8H and 8I combined.**

**ARTICLE 8E (ORLEANS FINCH SKATE PARK)**

Appropriate and transfer \$7,500 Community Preservation Fund Active Recreation Fund Reserves to assist Nauset Together We Can Prevention Council, Inc. for safety upgrades to the Finch Skatepark including upgrades to the current electrical service and existing ramp features and to authorize the Select Board to enter into a grant agreement for this project.

**ARTICLE 8F (EASTHAM ELEMENTARY SCHOOL PLAYGROUND UPGRADES)**

Appropriate and transfer \$50,000 Community Preservation Fund Active Recreation Fund Reserves for the upgrade of playground equipment at the Eastham Elementary School.

**ARTICLE 8H (SANDY MEADOW ACCESSIBLE TRAIL EXTENSION)**

Appropriate and transfer \$80,000 from the Community Preservation Fund Open Space Fund Reserves to extend the Sandy Meadow ADA accessible trail.

**ARTICLE 8I (CPA COMMUNITY HOUSING RESERVE)**

Appropriate and transfer \$400,000 from Community Preservation Fund Undesignated Funds balance to increase the CPA Community Housing Reserve funds.

Passed - Majority vote declared by Moderator

Count: Yes 186      No 10

There were 196 voters present at the close of Town Meeting out of a possible 4,830. There being no further action of Town Meeting, the Select Board moved and seconded a motion to dissolve Town Meeting at 1:28 PM. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:



Linda Sassi

Eastham Town Clerk

**TOWN OF EASTHAM  
TOWN ELECTION - FINAL RESULTS  
May 21, 2024**

<b>SELECT BOARD</b>		
Vote for One Three Year Term		
Jamie Marie Demetri		939
Blanks		203
Total		1142
<b>SELECT BOARD</b>		
Vote for One Two Year Term		
Robert S. Bruns IV		917
Blanks		225
Total		1142
<b>ELEMENTARY SCHOOL COMMITTEE</b>		
Vote for One Three Year Term		
Devon Robert O'Rourke		911
Blanks		231
Total		1142
<b>ELEMENTARY SCHOOL COMMITTEE</b>		
Vote for one One Year Term		
Elaine E. Lipton		490
Sara Rebecca Higgins		450
Blanks		202
Total		1142
<b>NAUSET REGIONAL SCHOOL COMMITTEE</b>		
Vote for One Three Year Term		
Heather Ann Michaud		892
Blanks		250
Total		1142
<b>LIBRARY TRUSTEE</b>		
Vote for One Three Year Term		
Willow B. Shire		944
Blanks		198
Total		1142
<b>LIBRARY TRUSTEE</b>		
Vote for One One Year Term		
Sara Rebecca Higgins		902
Blanks		240
Total		1142
<b>EASTHAM HOUSING AUTHORITY</b>		
Vote for One Three Year Term		
Tracie Griffith Vincent		903
Blanks		239
Total		1142

1. Shall the Town of Eastham be allowed to assess an additional (\$1,020,000) one million twenty thousand dollars in real estate and personal property taxes to fund school district assessments and educational costs for the fiscal year beginning July 1, 2024?	
YES	739
NO	398
BLANKS	5
<b>Total</b>	<b>1142</b>
2. Shall the Town of Eastham be allowed to assess an additional (\$300,000) three hundred thousand dollars in real estate and personal property taxes to fund the addition of two full-time police officers, including training and benefits for the fiscal year beginning July 1, 2024?	
YES	845
NO	291
BLANKS	6
<b>Total</b>	<b>1142</b>
3. Shall the Town of Eastham approve the charter amendment proposed by Town Meeting summarized below?	
<p><b>SUMMARY:</b> Massachusetts General Laws, Chapter 43B, Section 10, allows Town Meeting to vote to amend the Town's Charter. On May 6, 2023, Eastham's Annual Town Meeting voted to amend the Town's Charter through Article 5C of the warrant. That Charter Amendment is conditioned upon the voters approving the same at this 2024 Annual Town Election. The Charter Amendment provides that the Town's Historical Commission will also serve as the Town's Board of Cemetery Commissioners, and will, as such, possess all the powers and duties of a Board of Cemetery Commissioners under Massachusetts General Laws.</p> <p>A "YES" vote on this Ballot Question would be in favor of approving this amendment to the Charter.</p> <p>A "NO" vote on this Ballot Question would be opposed to approving this amendment to the Charter.</p>	
YES	1008
NO	111
BLANKS	23
<b>Total</b>	<b>1142</b>

Town of Eastham Annual Town Election Minutes May 21, 2024

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:

**Select Board – Three Year Term**

Jamie Marie Demetri 939  
Blanks 203

**Nauset Regional School Committee-  
Three Year Term**

Heather Ann Michaud 892  
Blanks 250

**Select Board - Two Year Term**

Robert S. Bruns IV 917  
Blanks 225

**Library Trustee – Three Year Term**

Willow B. Shire 944  
Blanks 198

**Eastham Elementary School Committee-  
Three Year Term**

Devon Robert O'Rourke 911  
Blanks 231

**Library Trustee – One Year Term**

Sara Rebecca Higgins 902  
Blanks 240

**Eastham Elementary School Committee –  
One Year Term**

Elaine E. Lipton 490  
Sara Rebecca Higgins 450  
Blanks 202

**Eastham Housing Authority – Three Year  
Term**

Tracy Griffith Vincent 903  
Blanks 239

Question 1. Shall the Town of Eastham be allowed to assess an additional (\$1,020,000) one million twenty thousand dollars in real estate and personal property taxes to fund school district assessments and educational costs for the fiscal year beginning July 1, 2024?

Yes 739 No 398 Blanks 5

Question 2. Shall the Town of Eastham be allowed to assess an additional (\$300,000) three hundred thousand dollars in real estate and personal property taxes to fund the addition of two full-time police officers, including training and benefits for the fiscal year beginning July 1, 2024?

Yes 845 No 291 Blanks 6

Question 3. Shall the Town of Eastham approve the charter amendment proposed by the Town Meeting summarized below?

SUMMARY: Massachusetts General Laws, Chapter 43B, Section 10, allows Town Meeting to vote to amend the Town's Charter. On May 6, 2023, Eastham's Annual Town Meeting voted to amend the Town's Charter through Article 5C of the warrant. The Charter Amendment is conditioned upon the voters approving the same at this 2024 Annual Town Election. The Charter Amendment provides that the Town's Historical Commission will also serve as the Town's Board of Cemetery Commissioners, and will, as such, possess all the powers and duties of a Board of Cemetery Commissioners under Massachusetts General Laws.

Yes 1008 No 111 Blanks 23

Town of Eastham Annual Town Election Minutes May 21, 2024

Polls opened at 8:00 am and closed at 6:00 pm. The results were read and posted by the Warden, Shawn Shea. A total of 333 voters turned out to cast their ballots.

There were 4,816 registered voters, a 6.91% turnout.

Total Early Ballots mailed: 1254 (including some that had to be mailed back for signatures)

Total Early Ballots returned: 837

Total Early Ballots received late or non-deliverable from the Post Office: 28

Total Early Ballots tallied: 809

Adding the Early Ballots and the walk-in ballots cast brings the total number of ballots cast to 1142. This represents 23.71% of the eligible voters.

A True Copy Attest,

A handwritten signature in cursive script that reads "Linda Sassi".

Linda Sassi  
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS**  
**WILLIAM FRANCIS GALVIN**  
**SECRETARY OF THE COMMONWEALTH**

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

**GREETINGS:**

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

**Eastham Town Hall Precinct 1**

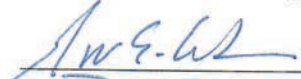

on **TUESDAY, THE THIRD DAY OF SEPTEMBER 2024** from 7:00 A.M. to 8:00 P.M. for the following purpose:


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

SENATOR IN CONGRESS -----	FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS -----	NINTH DISTRICT
COUNCILLOR -----	FIRST DISTRICT
SENATOR IN GENERAL COURT -----	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT -----	FOURTH BARNSTABLE DISTRICT
CLERK OF COURTS -----	BARNSTABLE COUNTY
REGISTRAR OF DEEDS -----	BARNSTABLE COUNTY
COUNTY COMMISSIONER -----	BARNSTABLE COUNTY

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

Given under our hands this 5<sup>th</sup> day of August, 2024.  
(month)

  
\_\_\_\_\_  
  
\_\_\_\_\_

  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Select Board of the Town of Eastham

A True Copy, Attest:

  
\_\_\_\_\_  
Linda Sassi, Town Clerk

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

  
\_\_\_\_\_  
Police Officer

8/7, 2024.  
(month and day)

Warrant must be posted by **August 23, 2024**,  
(at least seven days prior to the **September 3, 2024**, State Primary).

**TOWN OF EASTHAM - FINAL RESULTS**  
**STATE PRIMARY - September 3, 2024**

<b>DEMOCRATIC CANDIDATES</b>	<b>TOTAL VOTES</b>
<b>SENATOR IN CONGRESS</b>	
ELIZABETH ANN WARREN	966
BLANKS	35
TOTAL:	1001
<b>REPRESENTATIVE IN CONGRESS - NINTH DISTRICT</b>	
BILL KEATING	972
BLANKS	29
TOTAL:	1001
<b>COUNCILLOR - FIRST DISTRICT</b>	
JOSEPH C. FERREIRA	892
BLANKS	109
TOTAL:	1001
<b>SENATOR IN GENERAL COURT</b>	
JULIAN ANDRE CYR	961
BLANKS	40
TOTAL:	1001
<b>REPRESENTATIVE IN GENERAL COURT</b>	
HADLEY LUDDY	925
BLANKS	76
TOTAL:	1001
<b>CLERK OF COURTS</b>	
SUSAN LYNN MORAN	905
BLANKS	96
TOTAL:	1001
<b>REGISTER OF DEEDS</b>	
BLANKS	1001
TOTAL:	1001
<b>COUNTY COMMISSIONER</b>	
MARK R. FOREST	634
SHEILA R. LYONS	907
BLANKS	461
TOTAL:	2002

**TOWN OF EASTHAM - FINAL RESULTS**  
**STATE PRIMARY - September 3, 2024**

REPUBLICAN CANDIDATES	TOTAL VOTES
<b>SENATOR IN CONGRESS</b>	
ROBERT J. ANTONELLIS	75
IAN CAIN	18
JOHN DEATON	206
BLANKS	6
TOTAL:	305
<b>REPRESENTATIVE IN CONGRESS - NINTH DISTRICT</b>	
DAN SULLIVAN	265
BLANKS	40
TOTAL:	305
<b>COUNCILLOR - FIRST DISTRICT</b>	
BLANKS	305
TOTAL:	305
<b>SENATOR IN GENERAL COURT</b>	
CHRISTOPHER ROBERT LAUZON	268
BLANKS	37
TOTAL:	305
<b>REPRESENTATIVE IN GENERAL COURT</b>	
BLANKS	305
TOTAL:	305
<b>CLERK OF COURTS</b>	
BLANKS	305
TOTAL:	305
<b>REGISTER OF DEEDS</b>	
JOHN F. MEADE	266
BLANKS	39
TOTAL:	305
<b>COUNTY COMMISSIONER</b>	
RONALD R. BEATY JR	205
CYNTHIA E. STEAD	166
BLANKS	139
TOTAL:	510

**TOWN OF EASTHAM - FINAL RESULTS**  
**STATE PRIMARY - September 3, 2024**

<b>LIBERTARIAN CANDIDATES</b>		<b>TOTAL VOTES</b>
<b>SENATOR IN CONGRESS</b>		
BLANKS		4
	TOTAL:	4
<b>REPRESENTATIVE IN CONGRESS - NINTH DISTRICT</b>		
BLANKS		4
	TOTAL:	4
<b>COUNCILLOR - FIRST DISTRICT</b>		
BLANKS		4
	TOTAL:	4
<b>SENATOR IN GENERAL COURT</b>		
BLANKS		4
	TOTAL:	4
<b>REPRESENTATIVE IN GENERAL COURT</b>		
BLANKS		4
	TOTAL:	4
<b>CLERK OF COURTS</b>		
BLANKS		4
	TOTAL:	4
<b>REGISTER OF DEEDS</b>		
BLANKS		4
	TOTAL:	4
<b>COUNTY COMMISSIONER</b>		
BLANKS		8
	TOTAL:	8

**TOWN OF EASTHAM**

**THE COMMONWEALTH OF MASSACHUSETTS**

**STATE PRIMARY – SEPTEMBER 3, 2024**

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

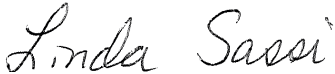
Democratic Ballots voted were	997
Republican Ballots voted were	305
Libertarian Ballots voted were	<u>4</u>
	1306

The Ballot Box stood at 0000 at the beginning and read 1,306 when the polls were closed at 8:00pm. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified.

Note: Four (4) overseas absentee ballots were received by the Town Clerk’s office on or before September 3, 2024, and were added to the total ballot count, as required by state election laws, bringing the total number of votes cast to 1310. This vote represented 27 percent of registered voters.

There were 4,854 voters registered for this election.

A True Copy Attest:



Linda Sassi  
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS**  
WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH

**WARRANT FOR STATE ELECTION**

**SS.**  
To the Constables of the City/Town of Eastham \_\_\_\_\_,

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

\_\_\_\_\_ 0/001 \_\_\_\_\_  
(insert ward/precinct numbers)  
\_\_\_\_\_ 2500 State Highway, Eastham, MA 02642 \_\_\_\_\_  
(insert polling locations)

on **TUESDAY, THE FIFTH DAY OF NOVEMBER 2024**, from 7:00 A.M. TO 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices:

ELECTORS OF PRESIDENT AND VICE PRESIDENT .....	FOR THESE UNITED STATES
SENATOR IN CONGRESS .....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT .....	FOURTH BARNSTABLE DISTRICT
CLERK OF COURTS.....	BARNSTABLE COUNTY
REGISTER OF DEEDS .....	BARNSTABLE DISTRICT
COUNTY COMMISSIONER.....	BARNSTABLE COUNTY
BARNSTABLE ASSEMBLY DELEGATE.....	TOWN OF EASTHAM

**QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2024?

**SUMMARY**

This proposed law would specify that the State auditor has the authority to audit the legislature.

**A YES VOTE** would specify that the State auditor has the authority to audit the legislature.

**A NO VOTE** would make no change in the law relative to the State Auditor’s authority.

### QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

#### SUMMARY

This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

**A YES VOTE** would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

**A NO VOTE** would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.

### QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2024?

#### SUMMARY

The proposed law would provide Transportation Network Drivers ("Drivers") with the right to form unions ("Driver Organizations") to collectively bargain with Transportation Network Companies ("Companies")-which are companies that use a digital network to connect riders to drivers for pre-arranged transportation-to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations. The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board ("Board") to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court. This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least twenty-five percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions. Once the Board determined that a Driver Organization was the exclusive bargaining

representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who has completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision. The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail. The Board would make rules and regulations as appropriate to effectuate the proposed law. The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

**A YES VOTE** would provide transportation network drivers the option to form unions to collectively bargain with transportation network companies regarding wages, benefits, and terms and conditions of work

**A NO VOTE** would make no change in the law relative to the ability of transportation network drivers to form unions.

#### **QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

#### **SUMMARY**

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances. This proposed law would also provide for the regulation and taxation of these psychedelic substances. This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over. This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances. This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances. The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent.

In addition, a city or town could impose a separate tax of up to two percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law. Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child. This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools. This proposed law would take effect on December 15, 2024.

**A YES VOTE** would allow persons over age 21 to use certain natural psychedelic substances under licensed supervision and to grow and possess limited quantities of those substances in their home and would create a commission to regulate those substances.

**A NO VOTE** would make no change in the law regarding natural psychedelic substances.

#### **QUESTION 5: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

#### **SUMMARY**

The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- To 64% of the state minimum wage on January 1, 2025;
- To 73% of the state minimum wage on January 1, 2026;
- To 82% of the state minimum wage on January 1, 2027;
- To 91% of the state minimum wage on January 1, 2028; and
- To 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100% of the state minimum wage on January 1, 2029.

Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

**A YES VOTE** would increase the minimum hourly wage an employer must pay a tipped worker to the full state minimum wage implemented over five years, at which point employers could pool all tips and distribute them to all non-management workers.

**A NO VOTE** would make no change in the law governing tip pooling or the minimum wage for tipped workers.

### **QUESTION 6**

Do you approve of the amendments to the Barnstable County Charter summarized below?

#### **SUMMARY**

The revisions to the Barnstable County Charter proposed by the Assembly of Delegates amend the fiscal provisions of the Charter to: codify the Assembly of Delegates' Standing Committee on Finance and define its powers and duties; expressly authorize the Assembly of Delegates to increase, decrease, add or omit items to the annual budget proposed by the Board of Regional Commissioners; expressly authorize submission of supplemental budget requests by the Board of Regional Commissioners; and expressly authorize any member of the Assembly of Delegates, or the Board of Regional Commissioners, to introduce a request for a supplemental appropriation ordinance after the adoption of the County's fiscal year operating budget, while requiring those ordinances to provide the specific means for defraying the appropriations therein contained.

### **QUESTION 7**

Non-binding referendum question:

Shall the State Representative from this district be instructed to vote in favor of legislation that would support the development of SouthCoast Wind and Commonwealth Wind and other possible future offshore and onshore wind power developments in Massachusetts?

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

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 October, 2024.

Jamie J. [Signature]      Annice J. Edman  
[Signature]      \_\_\_\_\_  
\_\_\_\_\_

Select Board of: EASTHAM  
(City or Town)

POSTED  
(Indicate method of service of warrant)  
[Signature]      OCTOBER 18<sup>th</sup>, 2024.  
Constable Signature      (Month and Day)

Warrant must be posted by October 29, 2024  
(no fewer than seven days prior to the November 5, 2024, State Election)

A True Copy Attest

Linda Sassi

Linda Sassi  
Town Clerk, CMC

**TOWN OF EASTHAM**  
**PRESIDENTIAL ELECTION FINAL RESULTS**  
**NOVEMBER 5, 2024**

*TOTAL VOTES CAST: 4164 – TOTAL EASTHAM VOTERS 4973 – 84% TURNOUT*

PRESIDENT and VICE PRESIDENT	TOTAL VOTES
<b>VOTE FOR ONE:</b>	
AYYADURAI and ELLIS	22
DE LA CRUZ and GARCIA	2
HARRIS and WALZ	2885
OLIVER and TER MAAT	21
STEIN and CABALLERO-ROCA	24
TRUMP and VANCE	1157
ALL OTHERS	28
BLANK	25
TOTAL	4164
<b>SENATOR IN CONGRESS</b>	
<b>VOTE FOR ONE:</b>	
ELIZABETH ANN WARREN	2700
JOHN DEATON	1388
ALL OTHERS	3
BLANK	73
TOTAL	4164
<b>REPRESENTATIVE IN CONGRESS</b>	
<b>VOTE FOR ONE:</b>	
BILL KEATING	2832
DAN SULLIVAN	1204
ALL OTHERS	2
BLANKS	126
TOTAL	4164
<b>COUNCILLOR</b>	
<b>VOTE FOR ONE:</b>	
JOSEPH C. FERREIRA	2480
KRYSTEN CONDON	1293
ALL OTHERS	5
BLANK	386
TOTAL	4164
<b>SENATOR IN GENERAL COURT</b>	
<b>VOTE FOR ONE:</b>	
JULIAN ANDRE CYR	2782
CHRISTOPHER ROBERT LAUZON	1162
JOE VAN NES	59
ALL OTHERS	1
BLANK	160
TOTAL	4164

<b>REPRESENTATIVE IN GENERAL COURT</b>	
<b>VOTE FOR ONE:</b>	
HADLEY LUDDY	3198
ALL OTHERS	50
BLANK	916
TOTAL	4164
<b>CLERK OF COURTS</b>	
<b>VOTE OF ONE:</b>	
SUSAN LYNN MORAN	3158
ALL OTHERS	41
BLANK	965
TOTAL	4164
<b>REGISTER OF DEEDS</b>	
<b>VOTE FOR ONE:</b>	
JOHN F. MEADE	2828
ALL OTHERS	35
BLANK	1301
TOTAL	4164
<b>COUNTY COMMISSIONER</b>	
<b>VOTE FOR NOT MORE THAN TWO:</b>	
MARK R. FORREST	2290
SHEILA R. LYONS	2537
RONALD R. BEATY, JR	961
CYNTHIA E. STEAD	830
ALL OTHERS	0
BLANK	1710
TOTAL	8328
<b>BARNSTABLE ASSEMBLY DELEGATE</b>	
<b>VOTE FOR ONE:</b>	
JOHN TERENCE GALLAGHER	3054
ALL OTHERS	22
BLANK	1088
TOTAL	4164

<b>QUESTION 1</b>	
AUDIT LEGISLATURE	
YES	2627
NO	1205
BLANK	332
TOTAL	4164
<b>QUESTION 2</b>	
MCAS REQUIREMENT	
YES	2266
NO	1757
BLANK	141
TOTAL	4164
<b>QUESTION 3</b>	
UNIONIZE TRANSPORTATION NETWORK DRIVERS	
YES	2143
NO	1772
BLANK	249
TOTAL	4164
<b>QUESTION 4</b>	
REGULATION OF PSYCHEDELIC SUBSTANCES	
YES	1729
NO	2260
BLANK	175
TOTAL	4164
<b>QUESTION 5</b>	
MINIMUM WAGE FOR TIPPED WORKERS	
YES	1404
NO	2576
BLANK	184
TOTAL	4163
<b>QUESTION 6</b>	
BARNSTABLE COUNTY CHARTER	
YES	1729
NO	1637
BLANK	797
TOTAL	4164
<b>QUESTION 7</b>	
WIND POWER NON BINDING	
YES	1776
NO	2091
BLANK	297
TOTAL	4164

**TOWN OF EASTHAM**  
**STATE GENERAL ELECTION – NOVEMBER 5, 2024**  
**2500 State Highway, Eastham, MA**

Pursuant to the foregoing warrant, 4159 registered voters cast their ballots at the Eastham Town Hall in the State General election with an additional 5 eligible ballots (received after the polls closed and postmarked by November 5<sup>th</sup>) reflect the total result of 4164 cast as follows:

<b>President &amp; Vice President</b>		<b>Representative in General Court</b>	
Ayyaduri and Ellis	22	Hadley Luddy	3198
De la Cruz and Garcia	2	All Others	50
Harris and Walz	2885	Blanks	916
Oliver and Ter Maat	21	<b>Clerk of Courts</b>	
Stein and Caballero-Roca	24	Susan Lynn Moran	3158
Trump and Vance	1157	All Others	41
All Others	28	Blanks	965
Blank	25	<b>Register of Deeds</b>	
<b>Senator in Congress</b>		John F. Meade	2828
Elizabeth Warren	2700	All Others	35
John Deaton	1388	Blanks	1301
All Others	3	<b>County Commissioners (2)</b>	
Blanks	73	Mark Forest	2290
<b>Representative in Congress</b>		Sheila Lyons	2537
Bill Keating	2832	Ron Beaty, Jr.	961
Dan Sullivan	1204	Cynthia Stead	830
All Others	2	All Others	0
Blanks	126	Blanks	1710
<b>Councillor – First District</b>			
Joseph Ferreira	2480	<b>Barnstable Assembly of Delegates</b>	
Kristen Condon	1293	John Terrence Gallagher	3054
All Others	5	All Others	22
Blanks	386	Blanks	1188
<b>Senator in General Court- Cape and Islands</b>			
Julian Cyr	2782		
Christopher Lauzen	1162		
Joe Van Nes	59		
All Others	1		
Blanks	160		

	<b>YES</b>	<b>NO</b>	<b>BLANKS</b>
<b>Question 1</b> – Election Audits	2627	1205	332
<b>Question 2</b> – MCAS Requirement to Graduate	2266	1757	141
<b>Question 3</b> – Transport Driver Unions	2143	1772	249
<b>Question 4</b> – Legalize Psychedelic Mushrooms	1729	2260	175

	<b>YES</b>	<b>NO</b>	<b>BLANKS</b>
<b>Question 5</b> – Minimum Tipped Worker Wages	1404	2576	184
<b>Question 6</b> – Revisions of County Charter	1729	1637	797
<b>Question 7</b> – Wind Power Support	1776	2091	297

At 7:00 a.m. the Ballot Box stood at 0000 and read 4,074 when the polls closed at 8:00 p.m. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified.

The Secretary of State mailed all Massachusetts registered voters a “Vote to Mail” postcard in January that allowed voters the chance to request their ballot by mail. The town clerk’s office processed 3,088 early voter applications with 1850 ballots returned. There were also 77 overseas ballots requested with 67 returned for this election.

These totals below include In-person early voting that began two weeks prior to election (including two Saturdays), Vote by Mail ballots received, overseas electronic ballots and of course, voters on election day:

EV Mail-In processed	1,775
Early In-Person	966
In-Person (election day)	<u>1,333</u>
Subtotal day of election	4,074
Overseas	67
Handcounts and Provisionals	18
Vote by Mail Postmarked by 11/5/24	5
<b>Total</b>	<b>4,164</b>

There were 4,963 registered voters for this election, representing a 83.8% turnout.

A True Copy Attest:

*Linda Sassi*

Linda Sassi  
Town Clerk

**COLLECTOR'S REPORT  
OUTSTANDING TAXES**

	UNCOLLECTED TAXES	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2024
<b>REAL ESTATE</b>					
2021	\$ 59	\$ -	\$ -	\$ -	\$ 59
2023	\$ 402,591	\$ -	\$ 17	\$ 402,461	\$ 113
2024	\$ -	\$ 33,157,060	\$ 113,976	\$ 32,594,202	\$ 448,882
<b>COMMUNITY PRESERVATION ACT</b>					
2023	\$ 10,565	\$ -	\$ -	\$ 10,561	\$ 3
2024	\$ -	\$ 994,711	\$ 3,387	\$ 979,111	\$ 12,212
<b>TAX TITLE</b>					
<b>1980-2019</b>					
2020	\$ 140,320	\$ -	\$ -	\$ 10,719	\$ 129,601
2021	\$ 23,916	\$ -	\$ -	\$ 5,907	\$ 18,009
2022	\$ 28,226	\$ -	\$ 7,718	\$ -	\$ 20,508
2023	\$ 76,594	\$ -	\$ -	\$ 21,080	\$ 55,514
2024 (Subsequents only)	\$ 76,960	\$ 72,453	\$ -	\$ 85,297	\$ 64,116
	\$ -	\$ 113,058	\$ -	\$ 29,763	\$ 83,295
<b>PERSONAL PROPERTY</b>					
2019	\$ 159	\$ -	\$ -	\$ -	\$ 159
2020	\$ 143	\$ -	\$ -	\$ -	\$ 143
2021	\$ 339	\$ -	\$ -	\$ 34	\$ 305
2022	\$ 370	\$ -	\$ -	\$ 121	\$ 249
2023	\$ 2,757	\$ -	\$ 4	\$ 1,526	\$ 1,227
2024	\$ -	\$ 325,017	\$ 514	\$ 313,099	\$ 11,404



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

Cash & Checks in Office	\$ 140.00
Interest Bearing Checking Accounts	\$ 26,914,655
CD's (Library Trust)	\$ 592,941
<b>Total All Cash and Investments</b>	<b>\$ 27,507,736</b>

Respectfully Submitted,

Maya A. Golding  
Treasurer/Collector

**TRUST FUNDS  
June 30, 2024**

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON- EXPENDABLE</u>	<u>BALANCE 6/30/2024</u>
Affordable Housing Trust	\$ 1,926,583.59	\$ -	\$ 1,926,583.59
Law Enforcement Trust	\$ 5,147.66	\$ -	\$ 5,147.66
Timothy Smith Fund (CCF & Rock)	\$ 209,153.28	\$ 50,000.00	\$ 259,153.28
Library Trustees Interest Account (COOP)	\$ 35,640.78	\$ -	\$ 35,640.78
Wastewater Stabilization	\$ 1,981,214.03	\$ -	\$ 1,981,214.03
Olde Wind Grist Mill	\$ 6,372.64	\$ 5,500.00	\$ 11,872.64
Town Hall Fund	\$ 3,408.08	\$ 1,400.00	\$ 4,808.08
World War I Memorial Fund	\$ 23.80	\$ 268.38	\$ 292.18
Maurice Wiley Scholarship Fund	\$ 4,416.09	\$ 2,040.00	\$ 6,456.09
Mercy Mines Cemetery fund	\$ 926.28	\$ 50.00	\$ 976.28
Frank O. Daniels Cemetery fund	\$ 72.95	\$ 50.00	\$ 122.95
Eastham Grange Education Aid Stabilization	\$ 13,510.28	\$ -	\$ 13,510.28
	\$ 2,644,874.61	\$ -	\$ 2,644,874.61
Library Trustees Memorial Fund	\$ 5,477.68	\$ 48,821.81	\$ 54,299.49
Eugenia & Andrew Merrill Memorial Fund	\$ 751.99	\$ 500.00	\$ 1,251.99
Robert C. Billings Memorial Fund	\$ 974.46	\$ 14,000.00	\$ 14,974.46
Thomas R. Cawley Memorial Fund	\$ 344.31	\$ 1,275.00	\$ 1,619.31
Capt. Cyrus H. Campbell Memorial Fund	\$ 313.55	\$ 1,000.00	\$ 1,313.55
Robert W. Sparrow Memorial Fund	\$ 661.23	\$ 8,162.00	\$ 8,823.23
Gertrude D. Nason Memorial Fund	\$ 1,662.59	\$ 2,500.00	\$ 4,162.59
Gertrude P. Zollinger Memorial Fund	\$ 1,023.97	\$ 1,000.00	\$ 2,023.97
Vivian Andrist Memorial Fund	\$ 252.64	\$ 2,290.00	\$ 2,542.64
OPEB Trust Fund	\$ 950,245.15	\$ -	\$ 950,245.15
<b>Total Trust Funds</b>			<b><u>7,931,908.83</u></b>

**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		Account Groups		Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt		
<b>ASSETS</b>									
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							988,941.13
Special assessments									0.00
Due from other governments		1,427,889.09	11,563,801.00						12,991,690.09
Other receivables	21,673.69	43,057.46				154,105.16			218,836.31
Foreclosures/Possessions									0.00
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
<b>Total Assets</b>	<b>15,078,007.48</b>	<b>9,471,968.40</b>	<b>13,031,020.20</b>	<b>712,910.61</b>	<b>0.00</b>	<b>6,550,106.81</b>	<b>93,331,908.64</b>		<b>138,175,922.14</b>

**LIABILITIES AND FUND EQUITY**

<b>Liabilities:</b>					
Warrants payable	206,542.39		13.58		206,555.97
Accounts payable	7,232.15				16,018.65
Accrued payroll	548,390.00	8,786.50			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
<b>Deferred revenue:</b>					
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				988,691.59	988,691.59
Bonds payable				92,052,768.21	92,052,768.21
Vacation and sick leave liability				290,448.84	290,448.84
<b>Total Liabilities</b>	<b>1,215,517.23</b>	<b>2,479,285.79</b>	<b>0.00</b>	<b>154,118.74</b>	<b>115,144,422.24</b>

**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	451,243			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
<b>Total Revenues</b>	<b>38,137,415</b>	<b>1,412,457</b>	<b>604,741</b>		<b>1,084,402</b>	<b>41,239,015</b>

Fund Equity:									
Reserved for encumbrances	131,642.19	319,096.56							450,758.77
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
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	0.00	0.00	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      0.00      0.00

**PROOF FUND BALANCE DETAIL  
AGRES TO THE BALANCE SHEET**      0.00      0.00      0.00      0.00      0.00      0.00      0.00

**PROOF RECEIVABLES DETAIL  
AGRES TO THE BALANCE SHEET**      0.00      0.00      0.00      0.00      0.00      0.00      0.00

(revised 05/04/2023)

**TOWN OF EASTHAM**  
**SUMMARY OF APPROPRIATIONS & EXPENDITURES**  
 June 30, 2023

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<b><u>MODERATOR</u></b>					
SALARY	500.00	500.00	1,000.00	1,000.00	0.00
<b>TOTAL MODERATOR</b>	<b>500.00</b>	<b>500.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00</b>
<b><u>SELECTMEN (ELECTED) SALARY</u></b>	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
<b>TOTAL SELECTMEN</b>	<b>487,010.00</b>	<b>88,650.04</b>	<b>575,660.04</b>	<b>542,061.92</b>	<b>33,598.12</b>
<b><u>FINANCE COMMITTEE</u></b>					
RESERVE FUND	200,000.00	-148,685.29	51,314.71		51,314.71
<b>TOTAL FINANCE COMMITTEE</b>	<b>200,000.00</b>	<b>-148,685.29</b>	<b>51,314.71</b>	<b>0.00</b>	<b>51,314.71</b>
<b><u>FINANCE OFFICE</u></b>					
SALARY	335,348.00	0.00	335,348.00	295,578.58	39,769.42
EXPENSE					
<b>TOTAL FINANCE OFFICE</b>	<b>335,348.00</b>	<b>0.00</b>	<b>335,348.00</b>	<b>295,578.58</b>	<b>39,769.42</b>
<b><u>ACCOUNTANT</u></b>					
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
<b>TOTAL ACCOUNTANT</b>	<b>228,894.00</b>	<b>0.00</b>	<b>228,894.00</b>	<b>213,073.43</b>	<b>15,820.57</b>

<b><u>ASSESSORS</u></b>				
SALARY	179,335.00		179,335.00	21,890.07
EXPENSE	71,760.00		71,760.00	2,337.07
<b>TOTAL ASSESSORS</b>	<b>251,095.00</b>	<b>0.00</b>	<b>251,095.00</b>	<b>24,227.14</b>

**TREASURER/COLLECTOR**

SALARY	276,411.00	8,589.00	285,000.00	41,309.71
EXPENSE	43,875.00	0.00	43,875.00	6,315.06
BANK CHARGES	22,500.00		22,500.00	13,920.46
<b>TOTAL TREASURER/COLLECTOR</b>	<b>342,786.00</b>	<b>8,589.00</b>	<b>351,375.00</b>	<b>61,545.23</b>

**DATA PROCESSING**

SALARY	310,688.00		310,688.00	59,912.58
EXPENSE	262,796.00		262,796.00	37,346.86
<b>TOTAL DATA PROCESSING</b>	<b>573,484.00</b>	<b>0.00</b>	<b>573,484.00</b>	<b>97,259.44</b>

**CENTRAL PURCHASING**

EXPENSE	132,575.00	2,769.30	135,344.30	633.00
<b>TOTAL CENTRAL PURCHASING</b>	<b>132,575.00</b>	<b>2,769.30</b>	<b>135,344.30</b>	<b>633.00</b>

**TOWN CLERK**

SALARY	178,179.00		178,179.00	3,274.42
EXPENSE	12,900.00		12,900.00	1,636.52
<b>TOTAL TOWN CLERK</b>	<b>191,079.00</b>	<b>0.00</b>	<b>191,079.00</b>	<b>4,910.94</b>

<b><u>NATURAL RESOURCES</u></b>					
SALARY	241,796.00		241,796.00	241,796.89	(5,714.89)
EXPENSE	36,005.00		36,005.00	32,713.32	3,291.68
<b>TOTAL NATURAL RESOURCES</b>	<b>277,801.00</b>	<b>0.00</b>	<b>277,801.00</b>	<b>280,224.21</b>	<b>-2,423.21</b>
<b><u>PLANNING</u></b>					
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
<b>TOTAL PLANNING</b>	<b>466,670.00</b>	<b>1,500.00</b>	<b>468,170.00</b>	<b>459,376.10</b>	<b>8,793.90</b>
<b><u>PUBLIC BUILDINGS/GROUNDS</u></b>					
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
<b>TOTAL BUILDINGS/GROUNDS</b>	<b>605,706.00</b>	<b>0.00</b>	<b>605,706.00</b>	<b>563,773.86</b>	<b>41,932.14</b>
<b><u>ENGINEERING &amp; CONSULTING</u></b>					
EXPENSE	40,000.00	3,387.30	43,387.30	45,308.00	(1,920.70)
<b>TOTAL ENGINEERING &amp; CONSULTING</b>	<b>40,000.00</b>	<b>3,387.30</b>	<b>43,387.30</b>	<b>45,308.00</b>	<b>-1,920.70</b>
<b><u>POLICE</u></b>					
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
<b>TOTAL POLICE</b>	<b>2,540,558.00</b>	<b>0.00</b>	<b>2,540,558.00</b>	<b>2,426,950.15</b>	<b>113,607.85</b>

<b>FIRE</b>						
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	-138.81		
<b>TOTAL FIRE</b>	<b>3,000,406.00</b>	<b>4,365.93</b>	<b>3,004,771.93</b>	<b>2,906,498.19</b>	<b>98,273.74</b>	
<b>BUILDING INSPECTOR</b>						
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		
<b>TOTAL BUILDING INSPECTOR</b>	<b>221,917.00</b>	<b>0.00</b>	<b>221,917.00</b>	<b>203,914.36</b>	<b>18,002.64</b>	
<b>CIVIL DEFENSE</b>						
EXPENSE	10,000.00	10,000.00	9,206.41	793.59		
<b>TOTAL CIVIL DEFENSE</b>	<b>10,000.00</b>	<b>10,000.00</b>	<b>9,206.41</b>	<b>793.59</b>		
<b>TREE WARDEN</b>						
EXPENSE	7,700.00	7,700.00	0.00	7,700.00		
<b>TOTAL TREE WARDEN</b>	<b>7,700.00</b>	<b>7,700.00</b>	<b>0.00</b>	<b>7,700.00</b>		
<b>EDUCATION</b>						
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	31,446.00		
CAPE COD REGIONAL TECHNICAL HS	532,853.00	532,853.00	486,359.00	46,494.00		
<b>TOTAL EDUCATION</b>	<b>9,880,878.96</b>	<b>-107,412.57</b>	<b>9,773,466.39</b>	<b>380,654.38</b>		
<b>DPW</b>						
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	
<b>TOTAL DPW</b>	<b>830,703.00</b>	<b>4,545.80</b>	<b>835,248.80</b>	<b>649,704.66</b>	<b>185,544.14</b>	

<b>SNOW AND ICE</b>							
SALARY/EXPENSE	84,000.00	5,379.03	89,379.03	89,379.03	89,379.03	0.00	
<b>TOTAL SNOW AND ICE</b>	<b>84,000.00</b>	<b>5,379.03</b>	<b>89,379.03</b>	<b>89,379.03</b>	<b>89,379.03</b>	<b>0.00</b>	
<b>STREETLIGHTING</b>							
EXPENSE	8,000.00	2,040.00	10,040.00	9,772.76	9,772.76	267.24	
<b>TOTAL STREETLIGHTING</b>	<b>8,000.00</b>	<b>2,040.00</b>	<b>10,040.00</b>	<b>9,772.76</b>	<b>9,772.76</b>	<b>267.24</b>	
<b>COLLECTION/DISPOSAL</b>							
SALARY	307,184.00		307,184.00	289,511.70	289,511.70	17,672.30	
EXPENSE	559,730.00	95,895.00	655,625.00	630,077.59	630,077.59	25,547.41	
<b>TOTAL COLLECTION/DISPOSAL</b>	<b>866,914.00</b>	<b>95,895.00</b>	<b>962,809.00</b>	<b>919,589.29</b>	<b>919,589.29</b>	<b>43,219.71</b>	
<b>VETERANS</b>							
ASSESSMENT	23,756.00		23,756.00	22,870.96	22,870.96	885.04	
BENEFITS	40,000.00		40,000.00	2,808.72	2,808.72	37,191.28	
<b>TOTAL VETERANS</b>	<b>63,756.00</b>	<b>0.00</b>	<b>63,756.00</b>	<b>25,679.68</b>	<b>25,679.68</b>	<b>38,076.32</b>	
<b>HEALTH</b>							
SALARY	261,474.00	10,223.00	271,697.00	271,696.19	271,696.19	0.81	
EXPENSE	77,000.00	2,505.50	79,505.50	48,092.48	48,092.48	31,413.02	
INSPECTION OF ANIMALS	37,750.00		37,750.00	13,034.61	13,034.61	24,715.39	
<b>TOTAL HEALTH</b>	<b>376,224.00</b>	<b>12,728.50</b>	<b>388,952.50</b>	<b>332,823.28</b>	<b>332,823.28</b>	<b>56,129.22</b>	
<b>COUNCIL ON AGING/ADULT DAY CARE</b>							
SALARY	260,662.00	4,083.00	264,745.00	265,696.63	265,696.63	-951.63	
EXPENSE	37,700.00		37,700.00	25,954.74	25,954.74	11,745.26	
<b>TOTAL COUNCIL ON AGING</b>	<b>298,362.00</b>	<b>4,083.00</b>	<b>302,445.00</b>	<b>291,651.37</b>	<b>291,651.37</b>	<b>10,793.63</b>	

<b><u>HUMAN SERVICES</u></b>							
EXPENSE	663,350.00	-289,037.53	374,312.47	317,769.78		56,542.69	
<b>TOTAL HUMAN SERVICES</b>	<b>663,350.00</b>	<b>-289,037.53</b>	<b>374,312.47</b>	<b>317,769.78</b>		<b>56,542.69</b>	
<b><u>LIBRARY</u></b>							
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	
<b>TOTAL LIBRARY</b>	<b>567,757.00</b>	<b>168.58</b>	<b>567,925.58</b>	<b>565,929.03</b>		<b>1,996.55</b>	
<b><u>BEACH</u></b>							
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	
<b>TOTAL BEACH</b>	<b>498,592.00</b>	<b>26,527.00</b>	<b>525,119.00</b>	<b>509,585.36</b>		<b>15,533.64</b>	
<b>PRINCIPAL AND INTEREST</b>							
SEPTIC BETTERMENT LOAN PRINCIPAL	10,000.00		10,000.00	10,000.00		0.00	
PURCELL LAND PRINCIPAL			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	1,601,013.00		1,601,013.00	1,395,400.33		205,612.67	
LIBRARY	225,000.00		225,000.00	225,000.00		0.00	
BAN ROCK HARBOR DRED	90,000.00		90,000.00	90,000.00		0.00	
Water USDA #1	29,739.00		29,739.00	29,738.69		0.31	
Town GO Bond FY19	220,000.00		220,000.00	220,000.00		0.00	
Town GO Bond FY21	340,000.00		340,000.00	340,000.00		0.00	
Capital Vehicle Leases	312,417.00		312,417.00	306,613.28		5,803.72	
Town Center Plaza Ban	255,000.00		255,000.00	0.00		255,000.00	
<b>TOTAL DEBT</b>	<b>5,668,661.00</b>	<b>-191,000.00</b>	<b>5,477,661.00</b>	<b>4,915,824.83</b>		<b>561,836.17</b>	

<b><u>ASSESSMENTS</u></b>				
COUNTY	255,782.00	255,782.00	255,782.00	149.24
STATE	487,928.00	487,928.00	537,541.00	-49,613.00
<b>TOTAL COUNTY/STATE ASSESSMENTS</b>	<b>743,710.00</b>	<b>0.00</b>	<b>793,173.76</b>	<b>-49,463.76</b>
<b><u>BENEFITS AND INSURANCE</u></b>				
EXPENSE	69,500.00	-37,095.00	25,955.65	6,449.35
RETIREMENT ASSESSMENT	2,093,369.00	32,405.00	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
<b>TOTAL BENEFITS AND INSURANCE</b>	<b>5,817,409.00</b>	<b>-37,095.00</b>	<b>5,342,242.81</b>	<b>438,071.19</b>
<b>TOTAL BUDGET</b>	<b>36,281,845.96</b>	<b>-512,101.91</b>	<b>33,416,704.41</b>	<b>2,353,039.64</b>

	BALANCE			BALANCE
	7/1/2022	RETIRED	ADDITIONS	6/30/2023
<b><u>Inside Debt Limit</u></b>				
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
<b><u>Outside Debt Limit</u></b>				
TITLE V MW PAT	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
<b>TOTAL BONDS AUTHORIZED</b>	<b>85,562,871.23</b>	<b>2,820,139.02</b>	<b>\$ 9,310,036.00</b>	<b>\$ 92,052,768.21</b>
<b>TOTAL LONG TERM DEBT</b>	<b>85,562,871.23</b>	<b>2,820,139.02</b>	<b>\$ 9,310,036.00</b>	<b>\$ 92,052,768.21</b>

## Eastham Salaries for FY 2024

Department-name	First Name	Last Name	Base Salary Amt	Longevity	OT/Details	Gross Annual Wages	Position Title
Select Board**	Arthur	Autorino	1,875.00			1,875.00	Select Board Member
Select Board	Suzanne	Bryan	2,500.00			2,500.00	Select Board Member
Select Board	Gerald	Cerasale	2,500.00			2,500.00	Select Board Member
Select Board	Jamie	Demetri	2,500.00			2,500.00	Select Board Member
Select Board	Aimee	Eckman	2,500.00			2,500.00	Select Board Member
Moderator	Scott	Kerry	1,000.00			1,000.00	Moderator
Administration	Jacqueline	Beebe	188,423.40			188,423.40	Town Manager
Administration	Shana	Brogan	97,426.12	800.00		98,226.12	Projects and Procurement Director
Administration	Kayla	Urquhart	70,007.20			70,007.20	Executive Assistant
Finance	Laurie	Barr	98,429.11			103,429.11	Director of Human Resources
Finance	Richard	Bienvenue	161,647.51			187,523.41	Asst. Town Administrator & Finance Director
Finance	Stanimira	Milkova-Tripler	60,527.21			60,527.21	Admin Assistant
Finance	Rachel	Nickelson	51,830.86			58,230.86	Finance & Admin Coordinator
Accounting	Megan	Mele	71,568.80			76,568.80	Asst. Town Accountant
Accounting	Teena	Tilton	107,749.88	600.00		114,726.40	Town Accountant
Assessing	Colleen	Mercurio	101,663.20			101,663.20	Principal Assessor
Assessing	Alexandra	Peterson	70,891.74			75,891.74	Asst. Assessor
Treasurer	Maya	Golding	98,461.00			103,554.94	Treasurer/Collector
Treasurer	Sandra	Johnson	9,081.02			9,081.02	Assistant Treasurer/Collector
Treasurer	Brian	LaValley	69,026.39			71,792.79	Benefits/Payroll
Treasurer	Cameron	Scott	77,857.21			77,857.21	Asst. Treasurer Collector
Town Clerk	Kendra	Menard	56,113.59			56,113.59	Asst. Town Clerk
Town Clerk	Linda	Sassi	78,205.40			78,455.40	Town Clerk
Town Clerk	Rachel	Smith	24,142.31			24,142.31	Office Aide

Media	Devin Wayne	Baker Burns	66,612.03 10,116.78	66,612.03 10,116.78	Audio Visual Coordinator On-Call Videographer
MIS	Jack Michael	Bienvenue Caliri Jr	72.00 570.18	72.00 570.18	Seasonal Worker Video Services Coordinator
MIS	Angela Nolan	Hurwitz Laman	89,788.70 24,876.27	90,159.41 26,106.41	Applications Manager IT Technician
MIS	Sharise Cyris	Nunnally Sullivan	72,690.54 11,097.00	72,690.54 11,097.00	Network & Systems Manager IT Support
COA	Gerard	Boucher	5,358.00	5,358.00	Driver
COA	Dorothy	Burritt	82,591.95	88,341.95	COA Director
COA	Keith	Burritt	1,405.00	1,405.00	On Call Driver
COA	Cynthia	Dunham	61,458.44	63,258.44	Community Outreach Coordinator
COA	Harriett	Emerson	2,705.40	2,705.40	COA Hybrid Program Admin
COA	Katherine	Gill	21,353.45	21,353.45	Program Coordinator/Driver
COA	Monica	Keefe-Hess	65,572.52	65,572.52	Admin Assistant
COA	John	Klimczak	1,264.34	1,264.34	COA Hybrid Program Admin
COA	Lillian	Kronau	100.00	100.00	Driver
COA	L Paul	Langlois	8,445.00	8,445.00	Driver
COA	Alan	Larson	6,300.00	6,300.00	Driver
COA	Jeffrey	Nogas	3,695.00	3,695.00	Driver
COA	Raymond	Shupenis	800.00	800.00	COA Driver
COA	James	Small	52,087.32	52,087.32	Program Aide
Community Development	Phillip	Burt	59,425.55	61,925.55	Community Development Coordinator
Community Development	Rachel	Butler	69,264.21	69,264.21	Housing Coordinator
Community Development	Angela	Cullen	2,833.60	2,833.60	Community Development Coordinator
Community Development	Natasha	Frodel	58,499.28	58,499.28	Admin Assistant
Community Development	Jennifer	Hunt	2,592.00	2,592.00	Comm Development Intern
Community Development	Keith	Johnson	5,669.42	5,669.42	Conservation Agent
Community Development	Paul	Lagg	117,696.96	118,296.96	Community Development Director
Community Development	Stacey	Wadey	43,522.32	43,522.32	CPA Administrative Assistant

Building Insp Dept.	Sean	Donoghue	49,497.64	49,497.64	Electrical Inspector	
Building Insp Dept.	Justin	Post	97,375.39	97,525.39	Building Inspector	
Building Insp Dept.	William	Reeves	1,135.00	1,135.00	On-Call Electrical Inspector	
Building Insp Dept.	Kenneth	Thomas	4,320.00	4,320.00	On-Call Plumbing/Gas Inspector	
Building Insp Dept.	Scott	Van Ryswood	57,306.01	57,306.01	Plumbing Inspector	
DPW	Scott	Baird	84,444.30	84,444.30	Facilities Manager	
DPW	John	Clark	34,333.20	35,995.17	Motor Equipment Operator	
DPW	Kelli	Hitchcock	27,392.64	1,284.04	Skilled Laborer	
DPW	Brian	Holmes	72,841.76	89,655.46	Working Foreman - Highway	
DPW	Kevin	McCarthy	74,728.64	83,610.02	Highway Foreman	
DPW	Martin	Mickle	540.00	540.00	Police Temp / DPW worker	
DPW	Sarah	Narracci	42,306.88	43,923.32	Admin Assistant DPW	
DPW	Victoria	Reis	7,552.59	7,552.59	Admin Assistant	
DPW	John	Roughley	131,158.08	136,158.08	DPW Superintendent	
DPW	Scott	Santos	59,405.60	600.00	Heavy Motor Equipment Operator	
DPW	Charles	Young III	70,167.86	750.00	Heavy Motor Equipment Operator	
Water Dept	Kimberly	St. Aubin	71,635.20	71,635.20	DPW Coordinator/Asst. DPW Director	
Maintenance	Aaron	Carroll	55,275.84	279.72	Custodian	
Maintenance	Ronald	Cormier	54,949.88	1,300.00	1,455.80	Custodian
Maintenance	Teresa	Pechonis	44,977.52	-	Custodian	
Transfer Station	Benjamin	Christian	42,693.36	4,747.20	Working Foreman	
Transfer Station	Rex	Christian	60,904.25	14,779.33	Motor Equipment Operator/Landfill	
Transfer Station	Bary	Clifford	42,183.76	3,967.57	Working Foreman	
Transfer Station	Stephen	Hebenstreit	52,343.68	3,959.70	Skilled Laborer/Gate Attendant	
Transfer Station	Heidi	Vaughan	9,325.00	9,325.00	On-Call DPW Laborer	
Transfer Station	Robert	Wing	3,296.00	3,296.00	Seasonal DPW Laborer	
Natural Resources	Robert	Freeman	7,649.75	7,649.75	Wharfinger	
Natural Resources	Devon	Nunez	23,224.96	853.62	Shellfish Constable/Senior NRO	
Natural Resources	Michael	O'Connor	83,450.57	2,250.00	Senior Natural Resources Officer	
Natural Resources	Nicole	Paine	5,424.06	319.31	Sr Nat Res Officer/Shellfish Constable	
Natural Resources	Scott	Richards	72,602.00	1,863.75	Sr. Nat Res Officer/Harbormaster	
Natural Resources	Nicholas	Sanders	1,377.00	-	1,377.00	Natural Resources Officer
Natural Resources	Stephanie	Sykes	67,678.88	11,452.07	79,130.95	NR/Animal Control Officer

Health	Susan Barker	72,887.38	1,300.00	74,187.38	Asst. Health Agent
Health	Alexander Bates	62,901.72		62,901.72	Conservation Agent
Health	Amy Blakesley	58,499.28		58,499.28	Admin Assistant
Health	Karen Chimwaza	49,987.17		49,987.17	Admin Assistant
Health	Jane Crowley	33,280.00		33,280.00	Health Agent
Health	Laura Gillespie-Lee	20,581.62		20,581.62	On Call Admin
Health	Hillary Greenberg-Lemos	114,048.61		114,048.61	Director of Health & Environment
Health	Sam (Amy) Poyant	6,440.70		6,769.47	Administrative Assistant
Health	Richard Scali	17,930.68		17,930.68	Rental Inspector
Health	Katherine Yerkes	4,465.00		4,465.00	Public Health Nurse
Library	Victoria Eldridge	7,989.41		7,989.41	Floater/Monitor
Library	Corey Farrenkopf	58,448.04		63,448.04	Librarian
Library	Jessica Gillis	3,803.19		3,803.19	Library Floater/Monitor
Library	Freya Hemley	54,486.34	650.00	55,136.34	Circulation Supervisor
Library	Barbara Honda	5,541.44		5,541.44	Library Floater
Library	Karen Macdonald	72,942.10	750.00	77,149.12	Librarian Adult Services
Library	Melanie McKenzie	86,753.24		86,753.24	Reference Librarian
Library	Frances McDoughlin	69,209.56	900.00	70,109.56	Librarian Youth Services
Library	Annisha Romney	7,387.54		7,387.54	Library Floater
Library	Thomas Schultze	7,235.11		7,235.11	Library Floater/Monitor
Library	Judy Sebastian	7,409.26		7,409.26	Library Acquisitions
Library	Marianne Sinopoli	57,656.40	600.00	60,568.50	Outreach Librarian
Library	Cornelia Wells	30,661.52	2,550.00	33,211.52	Library Assistant
Fire	Lisa Albino	144,880.08		145,030.08	Deputy Fire Chief
Fire	Jennifer Anthony	52,997.29		52,997.29	Administrative Assistant
Fire	Matthew Antoine	80,350.56	24,225.95	104,576.51	Firefighter/Medic
Fire	Samuel Blakeslee	95,883.84	600.00	123,682.14	Firefighter/Medic
Fire	Ryan Callahan	96,494.04	750.00	10,015.23	Firefighter/Medic
Fire	Jesse Cappello	41,965.20		9,293.76	Firefighter/Medic
Fire	Marjorie DeBrosky	9,344.28	842.10	10,186.38	Firefighter/EMT
Fire	Kathleen Denneen	85,291.42	10,115.79	95,407.21	Firefighter/Medic
Fire	Kurt Fisher	108,409.92	53,193.56	162,803.48	Captain/Medic
Fire	Charles Frazier	128,401.80	1,200.00	191,117.58	Captain/EMT

Fire	John	Halbert III	80,242.80	1,300.00	32,272.24	112,515.04	Firefighter/Medic
Fire	Alexander	Heikkila	81,101.28		30,144.93	111,246.21	Firefighter/Medic
Fire	Daniel	Keane	164,149.36		-	164,299.36	Fire Chief
Fire	Chase	King	72,351.52		17,259.61	91,611.13	Firefighter/EMT
Fire	Michael	Looney	76,899.60		18,051.98	96,951.58	Firefighter/EMT
Fire	Derek	Malouin	66,550.40		20,716.80	91,842.54	Firefighter/EMT
Fire	James	Mcgrath	86,412.96	1,300.00	31,840.70	119,553.66	Firefighter/EMT
Fire	Connor	Mcshera	4,395.60		2,197.80	6,593.40	Firefighter/Medic
Fire	Laytin	Reis	97,340.82		28,014.23	125,708.15	Captain/EMT
Fire	Eli	Seiser	70,871.16		18,310.70	89,181.86	Firefighter/EMT
Fire	Michael	Sprague	89,431.44		21,023.22	110,454.66	Lieutenant/EMT
Fire	Collin	Sylvester	59,701.32		3,332.42	63,033.74	Firefighter/EMT
Fire	Rachel	Topal	101,714.40	1,300.00	15,526.80	120,709.30	Lieutenant/Medic
Fire	Ryan	Van Buskirk	111,554.60	1,300.00	27,408.56	140,263.16	Captain/Medic
Fire	Donald	Watson Jr.	94,229.30	1,200.00	34,371.42	130,208.22	Lieutenant/EMT
Fire	Maurice	Wiley	101,764.80	975.00	27,224.10	129,963.90	Lieutenant/Medic
Police	Joshua	Adams	108,724.48	1,200.00	16,312.32	126,636.80	Police Sergeant
Police	Renee	Averett	52,123.00		-	52,123.00	Administrative Assistant
Police	Adam	Bohannon	173,258.88	1,950.00	-	180,358.88	Chief of Police
Police	Reid	Booth	111,618.88	900.00	33,942.88	146,861.76	Police Sergeant
Police	Stephen	Brown	75,718.25		31,846.37	107,964.62	Police Officer
Police	Daniel	Burnham	83,271.36	550.00	16,726.17	105,947.53	Detective/School Resource Officer
Police	Brendan	Cronin	82,706.56		46,755.70	136,019.78	Police Officer
Police	Ryan	Daigle	106,481.96	750.00	30,170.89	137,802.85	Police Sergeant
Police	Carrie	Deangelo	81,917.89		56,743.22	139,061.11	Police Officer
Police	Daniel	Deschamps	148,538.00	1,950.00	-	155,638.00	Deputy Police Chief
Police	Jacob	Mcgrath	84,838.76		50,509.35	135,748.11	Police Officer
Police	Ryan	Melia	82,031.24		70,275.41	152,706.65	Police Officer
Police	Andi	Murphy	93,130.08	550.00	5,203.61	100,739.05	Detective
Police	Richard	Pellegrino	3,761.12		4,377.88	8,139.00	Police Officer
Police	Gregory	Plante	103,847.96	700.00	42,582.07	147,530.03	Police Sergeant
Police	Michael	Reveruzzi	54,447.68		2,290.64	57,138.32	Police Officer
Police	Anthony	Rivera	68,809.88		10,200.05	81,409.93	Police Officer
Police	Robert	Schnitzer	132,217.39	1,950.00	2,726.00	142,043.39	Police Lieutenant
Police	Victoria	Wagner	84,654.68		26,517.89	78,840.49	Police Officer

Police Temp	Christopher Beach Jr.	4,408.00	-	4,408.00	Seasonal CSO
Police Temp	Paul Guerin Jr.	7,807.50	401.63	8,209.13	Police Reserve Officer
Police Temp	Mark Haley	292.50	44,280.00	44,572.50	Police Reserve Officer
Police Temp	Kenneth Roderick	558.00	49,935.34	50,493.34	Police Reserve Officer
Police Temp	Deandra Wright	405.00	-	405.00	Community Service Officer
Dispatch	Christine Avila	919.68	-	919.68	On-Call Dispatcher
Dispatch	Melanie Beaulieu	79,554.74	37,676.65	119,031.39	Records Clerk/Dispatcher
Dispatch	Kerianne Leidenfrost	74,881.92	7,236.00	85,077.92	Dispatcher
Dispatch	Sarah McCarthy	54,607.92	11,131.93	66,099.85	Dispatcher
Dispatch	Ann Schaefer	72,701.44	16,119.54	90,198.98	Dispatcher
Dispatch	Jacqueline Sprague	64,661.67	11,562.56	81,272.07	Dispatcher
Recreation	Molly Anderson	4,180.50		4,180.50	Playground Leader
Recreation	Troy Averett	4,828.00		4,828.00	Gate Attendant
Recreation	Evelyn Barbara	4,024.75		4,024.75	Playground Leader
Recreation	Tamara Beale	221.00		221.00	Playground Leader
Recreation	Delilah Beebe	6,506.75		6,506.75	After School Leader
Recreation	Paul Bentley	3,888.75		3,888.75	Gate Attendant
Recreation	Emma Bishop	3,714.50		3,714.50	Swimming Instructor
Recreation	Wyatt Blakesley	3,648.00		3,648.00	Gate Attendant
Recreation	Sarah Boglione	4,041.00		4,041.00	Playground Leader
Recreation	Kaitlin Bohannon	7,221.00		7,221.00	Swimming Instructor
Recreation	Jacob Calderone	4,458.00		4,458.00	After School Leader
Recreation	Stella Cole	8,115.00		8,115.00	After School Leader
Recreation	Jacob Congel	77,111.45		77,111.45	Recreation Asst. Director
Recreation	Michelle Costa	3,859.00		3,859.00	After School Leader
Recreation	Samantha Covell	816.00		816.00	After School
Recreation	Caleb Davis	3,940.00		3,940.00	Gate Attendant
Recreation	Matt Davis	4,520.00		4,520.00	Gate Attendant
Recreation	Ronald Edson	7,186.50		7,186.50	On Call Rec Help
Recreation	Gabby Foster	5,120.50		5,120.50	After School Leader
Recreation	Joshua Gordon-Rachman	10,332.25		10,332.25	After School Leader
Recreation	Chris Guerin	1,960.00		1,960.00	Gate Attendant
Recreation	Olivia Hill	1,656.00		1,656.00	Gate Attendant
Recreation	Laura Kaser	4,122.00		4,122.00	Swimming Instructor

Recreation	Anthony	Keber Jr.	3,187.50	3,187.50	Gate Attendant
Recreation	Jamie	Knauf	5,089.50	5,089.50	Playground Leader
Recreation	Sabine	Krum	3,789.00	3,789.00	Gate Attendant
Recreation	Griffin	La Branche	4,054.50	4,054.50	Playground Leader
Recreation	Eleanor	Lardner	3,610.00	3,610.00	Swim Instructor
Recreation	Natalie	Magliozzi	10,331.72	10,331.72	After school
Recreation	Judith	Mansur	9,673.00	9,673.00	After School Leader
Recreation	Satra	Mason	212.50	212.50	Gate Attendant
Recreation	Christine	Mickle	103,044.48	1,600.00	Recreation Director
Recreation	Brooke	Mitchell	3,476.50	3,476.50	Playground Leader
Recreation	Kathryn	Nelson	63,306.25	63,306.25	Recreation Coordinator
Recreation	Christine	O'Brien	4,338.00	4,338.00	Playground Leader
Recreation	Kaitlyn	Olmstead	1,139.00	1,139.00	Miller
Recreation	Natalie	Peeler	4,160.75	4,160.75	Playground Leader
Recreation	Lisa	Radke	7,972.25	7,972.25	Seasonal Worker
Recreation	Irene	Rembisz	6,048.00	6,048.00	Seasonal Worker
Recreation	Jeffery	Richards	240.00	240.00	Gate Attendant
Recreation	Donald	Rogers	3,621.00	3,621.00	Gate Attendant
Recreation	Elizabeth	Ross	2,686.50	2,686.50	Gate Attendant
Recreation	Jacob	Savard	4,122.50	4,122.50	Playground Leader
Recreation	Anna	Tevelde	4,364.00	4,364.00	Gate Attendant
Recreation	Jayda	Traynor	4,951.25	4,951.25	Gate Attendant
Recreation	Lori	Vecchione	18,202.50	18,202.50	After School Leader
Recreation	Melissa	Velie	365.50	365.50	Seasonal Worker
Recreation	Lane	Zarookian	5,376.00	5,376.00	Gate Attendant
Eastham Elementary	Patricia	Andersen	2,600.50	2,600.50	School Cafe
Eastham Elementary	Patricia	Aube	60,358.41	60,358.41	ELL Teacher
Eastham Elementary	Nicolette	Bartolini	98,336.00	98,336.00	Reading Specialist
Eastham Elementary	Kerry	Brodeur	382.50	382.50	Substitute Teacher
Eastham Elementary	Muriel	Brown	111,878.48	2,000.00	Grade 2 Teacher
Eastham Elementary	Linda	Burt	21,860.72	21,860.72	Custodial Mentor
Eastham Elementary	Michael	Chappel	63,140.53	64,156.61	Head Custodian
Eastham Elementary	Katherine	Clark	55,251.00	55,251.00	Special Education Teacher
Eastham Elementary	Cheryl	Codair	1,725.00	1,725.00	School Nurse On Call
Eastham Elementary	Kim	Colville	510.00	510.00	Substitute Teacher

Eastham Elementary	Beth	Crompton	65,731.23	65,731.23	Grade 3 Teacher
Eastham Elementary	William	Crosby	131,692.58	131,692.58	Principal
Eastham Elementary	Patsy	Daniels	3,251.25	3,251.25	Substitute Teacher
Eastham Elementary	Tracey	Deegan	103,029.17	105,029.17	Grade 5 Teacher
Eastham Elementary	Linda	Delfino	4,972.50	4,972.50	Substitute Teacher
Eastham Elementary	Elizabeth	DellaRocco	24,165.31	24,165.31	Paraeducator
Eastham Elementary	Michael	Desimone	5,825.84	5,825.84	Summer Maintenance
Eastham Elementary	Megan	DeWeese	476.00	476.00	Paraeducator
Eastham Elementary	Molly	Driscoll	59,001.60	59,501.60	Art Teacher
Eastham Elementary	Jennifer	Fellows	31,240.06	31,240.06	Paraeducator-Special Ed
Eastham Elementary	Phoebe	Fitzgerald	44,872.20	45,972.20	Paraeducator-Special Ed
Eastham Elementary	Alice	Fromm	1,064.25	1,064.25	Substitute Teacher
Eastham Elementary	Amy	Frye	109,388.48	111,388.48	Kindergarten Teacher
Eastham Elementary	Debra	Gauley	97,912.32	97,912.32	Physical Education Teacher
Eastham Elementary	Melissa	Gibbons	98,336.00	98,336.00	Special Education Teacher
Eastham Elementary	Catherine	Graciano	105,168.01	105,168.01	School Psychologist
Eastham Elementary	Mary	Grandfield	51,560.82	51,560.82	Special Education Teacher
Eastham Elementary	Kristine	Griswold	807.00	807.00	Substitute Teacher
Eastham Elementary	Kathleen	Grzewinski	7,300.50	7,300.50	Substitute Teacher
Eastham Elementary	Laura	Handville	55,444.56	55,630.32	Administrative Assist to the Principal
Eastham Elementary	Mathew	Harman	16,096.50	16,096.50	School Maintenance
Eastham Elementary	Danielle	Hinote	270.00	270.00	Occupational Therapy
Eastham Elementary	Charles	Hollander-Essig	21,110.97	21,610.97	Music Teacher
Eastham Elementary	Andrea	Howard	79,446.51	79,446.51	Grade 4 Teacher
Eastham Elementary	Judith	Iapoco	255.00	255.00	Substitute Teacher
Eastham Elementary	Bonnie	Jones	6,399.79	6,399.79	Cafeteria Worker
Eastham Elementary	Liesel	Kelly	54,530.56	54,530.56	Adjustment Counselor
Eastham Elementary	Louise	Kempreos	1,976.25	1,976.25	Substitute Teacher
Eastham Elementary	Sue	Keohan	510.00	510.00	Substitute Teacher
Eastham Elementary	Kathleen	Kopitsky	3,777.00	3,777.00	Teacher
Eastham Elementary	Kaitlyne	Kramer	82,747.17	82,747.17	Grade 2 Teacher
Eastham Elementary	Karen	Labranche	90,448.33	90,448.33	School Nurse
Eastham Elementary	Amanda	LaPierre	1,161.80	1,161.80	Sec to SComm
Eastham Elementary	Samantha	Legg	26,046.89	26,046.89	Paraeducator-Special Ed
Eastham Elementary	Emily	Manach	44,385.18	45,485.18	Paraeducator-Special Ed
Eastham Elementary	Megan	Marquit	66,856.00	66,856.00	Grade 4 Teacher

Eastham Elementary	Eileen Mchugh	43,530.82	1,500.00	45,030.82	Paraeducator
Eastham Elementary	Breigh Menza	96,456.16		96,456.16	Library/Technology Teacher
Eastham Elementary	Leah Mercurio	21,232.19		21,232.19	Paraeducator-Special Ed
Eastham Elementary	Margaret Millette-Loomis	45,077.72		45,077.72	Speech Language Pathologist
Eastham Elementary	Rachel Mulcahy	127.50		127.50	Substitute Teacher
Eastham Elementary	Hannah Narkon	43,348.63	1,100.00	44,448.63	Paraeducator-Special Ed
Eastham Elementary	Julie Newton	103,029.17	2,000.00	105,029.17	Grade 1 Teacher
Eastham Elementary	Andrew O'Brien III	255.00		255.00	Substitute Teacher
Eastham Elementary	Coreen Olson	132,475.81	2,500.00	134,975.81	Substitute Teacher
Eastham Elementary	Carol Panasci	31,422.19		31,422.19	Paraeducator-Special Ed
Eastham Elementary	Dorothy Paul	40,266.91	450.00	40,716.91	Grade 1 Teacher
Eastham Elementary	Eileen Poitras	55,876.20	2,000.00	57,876.20	Vocal Music Teacher
Eastham Elementary	Carey Raimo	340.00		340.00	Occupational Therapy
Eastham Elementary	Stacey Richardson	3,881.25		3,881.25	Substitute Teacher
Eastham Elementary	Eileen Ryan	38,310.99	1,750.00	40,060.99	Paraeducator-Special Ed
Eastham Elementary	Tamsyn Shaw	106,018.67	2,000.00	108,018.67	Grade 3 Teacher
Eastham Elementary	Deidre Souther	10,861.44	1,750.00	12,611.44	Paraeducator-Special Ed
Eastham Elementary	Morgan Stewart	104,578.67		104,578.67	Kindergarten Teacher
Eastham Elementary	Deane Thayer	47,635.60		47,635.60	Custodian
Eastham Elementary	Elise Varley	21,381.05		21,381.05	Administrative Assist to the Principal
Eastham Elementary	Ashley Vasques	38,535.62		38,535.62	Admin Assist/Attendance
Eastham Elementary	Colleen Wallace	46,569.88	2,000.00	48,569.88	Cafeteria Manager
Eastham Elementary	Kimberly Walwer	255.00		255.00	Substitute Teacher
Eastham Elementary	Lawrence Ward	58,681.81	450.00	59,303.29	Custodian
Eastham Elementary	Kathleen Williams	77,302.17		77,302.17	Grade 5 Teacher
Eastham Elementary	Erin Young	304.00		304.00	Substitute Teacher
General Government	Ted Andersen	1,404.00		1,404.00	Seasonal Worker
General Government	Glenn Beard	60.00		60.00	Election Worker
General Government	Lois Beard	60.00		60.00	Election Worker
General Government	Audrey Bohannon	307.50		307.50	Election Worker
General Government	Michael Bransfield	187.50		187.50	Election Worker
General Government	Ann Crozier	191.25		191.25	Election Worker
General Government	Marcia Dalley	116.25		116.25	Election Worker
General Government	Edward Daniels	180.00		180.00	Election Worker
General Government	Nancy Daniels	108.75		108.75	Election Worker

General Government	Helen Derman	123.75	123.75	Election Worker
General Government	Carol Dibona	93.75	93.75	Election Worker
General Government	Marcia Ericson	225.00	225.00	Election Worker
General Government	Susan Folger	157.00	157.00	Registrar
General Government	Michael Harnett	52.50	52.50	Election Worker
General Government	Richard Harris	78.75	78.75	Election Worker
General Government	Beverly Hobbs	142.50	142.50	Election Worker
General Government	Katherine Krouch	56.25	56.25	Election Worker
General Government	Jennifer Leonard	45.00	45.00	Election Worker
General Government	Tim Maher	15.00	15.00	Election Worker
General Government	Joseph Mistretta	153.75	153.75	Election Worker
General Government	Michael Narra cci	180.00	180.00	Election Worker
General Government	Nancy Nevins	202.50	202.50	Election Worker
General Government	Richard Nevins	142.50	202.50	Election Worker
General Government	Cynthia Nicholson	142.50	142.50	Election Worker
General Government	Jayne O'Brien	15.00	15.00	Election Worker
General Government	Colleen O'Duffy-Johnston	200.00	200.00	Registrar
General Government	Lisa Radke	1,344.00	1,344.00	Registrar
General Government	Suzanne Requa Trautz	208.00	208.00	Registrar
General Government	Sheldon Ross	15.00	15.00	Election Worker
General Government	Shawn Shea	453.75	453.75	Election Worker

## **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 2024. Our duties are categorized in two basic areas: Benefits and Services.

### **Federal Benefits and Services:**

In 2024 we assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. Last year our office assisted in obtaining over \$2,102,997.00 in total annual cash payments for compensation and pensions for Eastham veterans and their dependents. These federal funds do not impact the Eastham budget, bring tax-free funds into the Eastham economy and greatly reduce the demand on the Town's CH115 local aid fund.

### **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. These benefits are received by qualified veterans and dependents for housing, food, heat, medical and other related costs. Amounts expended are reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures. Our largest age group of Eastham veterans, Vietnam Era veterans, are now aging with many of the youngest now in their seventies. The Cape has the highest concentration of elderly veterans in the Commonwealth and therefore the overall veteran population is shrinking. The 2024 federal benefits mentioned above provided an increase of over 11 percent over 2023 to Eastham veterans. Those federal funds, combined with our dwindling veteran population, erased the need for town CH115 funds in 2024 other than a small expenditure for flags for veteran graves.

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:**

Our service officer for the Town is Shawney Carroll. We encourage all veterans and their dependents to utilize our services. We can make an appointment in one of our Cape offices in Hyannis, Harwich or Provincetown. 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. Please utilize our District Web Site, [capevets.org](http://capevets.org), that allows you to complete an intake form, file VA claims and a link to a benefits calculator to see if you may qualify for Town CH115 veteran financial benefits.

Shawney Carroll  
Veterans Service Officer, Town of Eastham

Gregory J. Quilty  
Director/Veterans Agent, Barnstable District

[capevets.org](http://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.

With its special relationship to Windmill Green, the VSB has sponsored seasonal events that attract event-goers, both summer and winter, and has tended to the Green's visual appeal. Welcoming passers-by to Eastham this year are fresh, new seasonal banners designed by local artist Jenny Faw to deck phone poles bordering the Green and lining Brackett Road.

It is estimated that each show in 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 rocking sounds of the 70s and 80s to the sounds of folk and jazz, each act contributed to a diverse program aiming to appeal to all age groups. Performers that have been well received in the past made repeat appearances, while new talent added their own fresh, new energy. Continuing in the tradition established in 2023, the VSB had the honor to present the internationally acclaimed U.S. Air Force Heritage of America Band's jazz ensemble Rhythm in Blue, which offered a program blending the patriotic with Big Band Swing, rock and jazz/fusion.

As winter came to the Green, a new tradition was created: Holiday Village on the Green, as the VSB joined forces with the Recreation and Beach Department to combine the ever-popular, family-friendly Carols on the Green with Eastham's Light the Night event on the first Saturday of December. 2024 saw a crisp afternoon with the event well attended. The VSB introduced Mrs. Claus to the assembled, arriving with attention-getting escort by EPD and EFD. 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 mugs of hot cocoa and holiday cookies. Strolling the Green, carolers visited the Town's beach gate shacks now transformed by festive holiday "wraps" into holiday cottages through the design talents of local artist Jenny Faw.

As dusk fell, the Village's cottages sprang to magical life.

With Meredith Fancy's fir wreaths decorating each post of the gazebo, twinkling lights now adorned the new Holiday Village and our 26-foot Christmas tree. The entire Windmill Green glowed, the beginning of a new month-long holiday tradition of Holiday Village on the Green.

Now in its third year of giving a festive welcome to drivers as they pass the Information Booth on Route 6, the Fat Albert Colorado spruce was graced with colorful holiday lights.

With additional funding from the VSB, ongoing beautification efforts have continued with the expansion of enchanting flower gardens located throughout Eastham, all created and maintained by EFFI volunteers. In 2024, visitors to town were greeted by a charming garden serving as a backdrop to the “Welcome to Eastham” sign at the Eastham/Orleans rotary – the first such greeting along Route 6.

Respectfully submitted,

Jim Russo, Chair  
Bonnie Nuendel, Clerk  
Faith Casarella  
Kathy Bunnell  
Kate Paradise

## WINDMILL WEEKEND COMMITTEE

The 47th annual Windmill Weekend was held this year from September 6th through September 8th. Various locations around Eastham included Windmill Green, First Encounter Beach, the Elks, the Field of Dreams and along Route 6. Our theme for 2024: Back to the Farm. Activities included: games and activities for children, an artisan fair, a 5K road race, a talent show, touch a truck, the sand art contest, line dancing, a vehicle show, an enhanced parade, live performances, raffles, food and a beer garden. With the exception of our road race, all activities are offered at no cost to attendees. This year, we partnered with the Eastham Elementary Parents group to help organize the road race and were able to donate a portion of our profits for the students of our elementary school. We would like to partner with other Eastham community groups in the future. We also continued our scholarship program in support of our high school and Tech students.

Windmill Weekend, Inc. is a grass roots, all volunteer, non-profit organization. Our mission is to support a sense of pride and community within the town of Eastham. We are generously supported by individuals, local businesses, and the Town of Eastham. We partner closely with and are indebted to the Eastham Police Department and Eastham Recreation for their ongoing support and collaboration. Our theme for 2025: Out of this World! Please consider volunteering your time/expertise by contacting us at: [easthamww@gmail.com](mailto:easthamww@gmail.com)

Respectfully Submitted,

Joanna Stevens, President

## ZONING BOARD OF APPEALS

The following information summarizes the activities of the Eastham Zoning Board of Appeals for the year 2024.

Regular meetings are scheduled for the first Thursday in each month. This past year there were no regular meetings in April, October, and November because there were no cases to be heard, on the docket. On the other hand, there were meetings for Workshops in February and March on the proposed new Zoning By laws to be brought before the annual Town Meeting in May.

Of the cases that were heard:

2 Continuances were approved, one of which eventually resulted in the approval of two Special Permits, and a second is still pending.

Additionally, 4 other Special Permits were approved

1 Variance was approved; and 2 requests to Withdraw “without prejudice” were approved.

In March, the Board took a few minutes to honor the memory of Art Autorino who gave many years of dedicated service to the Town of Eastham and who was our Liaison to the Select Board.

In May, Brian Ridgeway resigned from the Board where he had served for 7 years as a member, and once as Clerk of the Board. He was a valuable member of the Zoning Board and will be missed.

In July, Martin Ridge was appointed to serve as the ZBA representative to the Task Force on Residential Zoning to replace Bob Bruns who had moved on to the Select Board.

Respectfully submitted,

Joanne Verlinden, Chair  
Martin Ridge, Vice-Chair  
Robert Sheldon, Clerk  
Jarod Carey, Member  
Douglas Byrd, Member  
Justin Kennington, 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
Assessing. . . . .	Ext. 3212
Accounting . . . . .	Ext. 3208
COMMUNITY DEVELOPMENT DEPARTMENT. . . . .	
Building Division . . . . .	Ext. 3231
Building Commissioner: M-F 7:30am -4pm . . . . .	Ext. 3202
Wiring Inspector: M/W/F 7:30am-8:30am. . . . .	Ext. 3233
Plumbing & Gas Inspector: T/Th 7:30am-8:30am . . . . .	Ext. 3233
Planning Division . . . . .	Ext. 3231
Town Planner . . . . .	Ext. 3228
Housing Coordinator. . . . .	Ext. 3234
Economic Development Planner . . . . .	Ext. 3245
Conservation Division . . . . .	Ext. 3221
Conservation Agent . . . . .	Ext. 3246
Health Department . . . . .	Ext. 3230
Town Clerk/Registrar. . . . .	Ext. 3225
Treasurer/Collector . . . . .	Ext. 3218
Beach & Recreational Services 555 Old Orchard Road . . . . .	508-240-5974
Council on Aging – 1405 Nauset Road . . . . .	774-801-3151
Department of Public Works – 555 Old Orchard Road . . . . .	774-801-0520
Buildings & Maintenance . . . . .	774-801-0520
Deputy Tax Collector - 76 Falmouth Road, Hyannis . . . . .	508-473-9660
Eastham Elementary School - 200 Schoolhouse Road. . . . .	508-255-0808
Library – 190 Samoset Road. . . . .	508-240-5950
Natural Resources (Harbormaster/Shellfish) – 555 Old Orchard Road . . .	Ext.3601
Nauset Regional High School - 100 Cable Road . . . . .	508-255-1505
Nauset Regional Schools - 78 Eldredge Parkway, Orleans . . . .	508-255-8800
Transfer Station - 255 Old Orchard Road . . . . .	774-801-0520
Hours of operation: Saturday through Wednesday 7:30am-3:30pm . . .	Ext. 3618
Veteran’s Services, 66 Falmouth Road, Hyannis . . . . .	508-778-8740

**SELECT BOARD meet regularly at the Eastham Town Hall, 2500 State Highway in the Earle Mountain meeting room on the first and third Monday of the month at 5:30 p.m. and as posted on the Town webpage at [www.eastham-ma.gov](http://www.eastham-ma.gov). Meetings may also be held remotely, and all meetings will be posted on the Town website.**