

**FY23**

**ANNUAL REPORT**

JULY 1, 2022 TO JUNE 30, 2023



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**MAKE HISTORY HERE**

# IN MEMORY

**L**osing a city employee is not merely a professional setback but a profound loss to the community they served. Beyond their role as a dedicated public servant, they were an integral part of the city's heartbeat, contributing their time, talents, and expertise to the betterment of the community. Their absence leaves a void that cannot be easily filled, as they were not just a colleague but a trusted friend and a source of support for their fellow workers. Their legacy, marked by their commitment to the city's progress and the well-being of its residents, will be remembered with gratitude and sorrow, serving as a poignant reminder of the impact one individual can have on a city's vitality and spirit.

---



Geoffrey Cyr's dedication to the city of Amesbury was one of his many traits that made him great at his job. His contributions to Amesbury will last decades, from the Town Hall Lobby to the Elm Street Fire Station, and the new Little League Fields, Geoff made sure things were built correctly and to his exacting standards. His quick wit, infectious smile, and can-do attitude made him a pleasure to work with. Geoffrey is sorely missed.

Donna Scott worked as COA Administrative Assistant for almost 8 years, supporting the Director and COA staff. During her time at the COA, she took on many tasks beyond her job description. She was intelligent, and dependable. She was excited to learn new skills and help others. Donna was in awe of the programs we offered and loved that she was a part of it all. No matter the occasion during much adversity, she remained calm, professional and always kind. She left in May 2023 due to illness and passed July 19, 2023



Retired, longtime city mechanic Theodore "Teddy" Stanwood was adored by everyone who knew him and was lucky enough to work with him. No one could tell a story the way Teddy could, and he always had a packet of M&Ms if you needed cheering up.

# SCENES FROM THE CITY



FY23



# STAY IN TOUCH



[www.facebook.com/amesburyma](https://www.facebook.com/amesburyma)



[www.instagram.com/cityofamesbury](https://www.instagram.com/cityofamesbury)



[www.twitter.com/cityofamesbury](https://www.twitter.com/cityofamesbury)



<https://bitly.com/AmesburyYouTube>



Sign Up For Newsletters

[www.amesburyma.gov/217/Stay-Connected](https://www.amesburyma.gov/217/Stay-Connected)



Emergency Voice / Text Messages

[www.amesburyma.gov/221/Smart911](https://www.amesburyma.gov/221/Smart911)

# FROM THE MAYOR'S DESK

Dear Amesbury residents, business owners, friends, and colleagues,

I am pleased to share with you the Fiscal Year 2023 Annual Report for the city of Amesbury. As we reflect on the past year's achievements and challenges, we are excited to share our progress and vision for the future with our valued stakeholders. This year's report highlights sound budgeting practices and the completion of many initiatives, which were all grounded in data driven decision-making.

Free Cash was certified on October 12, 2022 in the amount of \$4,695,302, and by the end of the fiscal year, the balance was \$2,572,832. Free Cash of this amount gives the city greater financial flexibility and establishes compliance with city financial policies and MA Department of Local Services (DLS) best practices for reserves to total 5-10% of the operating budget. Appropriations throughout the year were used to offset the taxpayer burden on capital projects and support the annual budget.

In FY23, Amesbury's general fund actual receipts exceeded estimated revenues. Both meals and rooms tax exceeded projections as did the city's investment income due to higher interest rates. Further offsetting this, Amesbury's general fund expenses came in lower than budgeted resulting in a budgetary surplus. This was in part due to conservative spending during uncertain financial conditions. Amesbury's department heads budgeted appropriately and led staff to deliver a full spectrum of services that are not found in all cities. This provides me with great confidence in our budget practices and management.

As you review this report, I'd like to draw your attention to the "Highlights" in each section. These key initiatives and accomplishments are just a few of the ways our boards, committees, commissions, and departments have responded to the changing economy and needs of our constituents, how they're modernizing our government and deploying resources. Our Health Care Trust Commission saw a significant increase in the needs of our residents with help paying medical bills. Our Senior and Veteran Tax Work Off program helped 30 people save a total of \$23,000 on their tax bill this year. Many of our volunteers have worked together to develop land management principles and policies for our open space with special attention on Woodsom Farm and our Town Forest. Our IT department has overhauled infrastructure in both the Police Department and the entire school system replacing aging servers, reducing power needs, increasing flexibility and redundancy.

In a recent letter, dated September 7, 2023, S & P Global Ratings affirmed their 'AA' long-term rating on the city's existing general obligation debt. They cite that this rating "reflects our opinion of Amesbury's steady economic growth and consistent financial performance over the past several years, both of which are projected to continue over the outlook horizon." This forecast is due to the good work and diligence of our cost center managers and our CFO, Marisa Batista.

As we forge ahead together, I want to thank my staff and the members of our volunteer boards, commissions, and committees. We've come a long way together, and I am excited for our future.

All my best,



**Kassandra Gove**  
Mayor





MAYOR

# OFFICE OF THE MAYOR

## MAYOR KASSANDRA GOVE

62 FRIEND STREET, SECOND FLOOR

(978) 388-8121

AMESBURYMAYOR@AMESBURYMA.GOV



This year, Mayor Gove and the team prioritized settling all collective bargaining agreements and permanently filled the critically important positions of Police Chief, Fire Chief, IT Director, and Director of Public Works. Working with City Council, the Administration facilitated the authorization of a Tax Increment Financing Incentive for Munters Corporation, which will keep one of Amesbury's largest employers in our city.

Mayor's Office staff also worked hard throughout the year on many inter-departmental projects. In addition to regularly scheduled operations trainings with leadership, the Mayor organized a series of workshops with Michael Eatman, Founder & Head Coach at Culture7.Co. Michael and his team provided coaching and guidance to city leaders focusing on sense of community, emotional intelligence, allyship, cultural identity and more. Additionally, all staff were invited to participate in a city-wide training with Emily Morash MS, CM, an Emotional Intelligence & REBT Certified Coach with a heavy focus on empathy and mindfulness.

In FY23, the Mayor's Office staff spent time organizing 66 board and commission appointments and reappointments. As member terms expire, new volunteers are needed to fill those roles. If you would like to get involved, please visit our website to learn more about how to provide your expertise to the community.

To learn more about getting involved and view open positions, visit:

[www.amesburyma.gov/479/Board-Vacancies](http://www.amesburyma.gov/479/Board-Vacancies).

## FY23

### H I G H L I G H T S

**William Donohue joined us as the city's Communications Director in August of 2022.**

**Aubrie Campbell and Sharon Froton supported the Mayor's Office by offering friendly and prompt service to our constituents.**

**Mayor Gove and Chief of Staff Ann Marie Casey attended the annual meeting of the Massachusetts Municipal Association in January.**

**Mayor Gove serves as Chair of the Trustees of War Memorials, a group that rebooted its meetings this year after COVID. The group has been active this year in inventorying its memorials and activating maintenance and care of the sites.**



# FY24

## GOALS

- **Improve intra- and inter-departmental communications to ensure continuity among and between departments supporting clear and consistent messaging to be conveyed to the public.**
- **Upon completion of work by the Boards, Commissions, and Committees Review Committee, our office will take the lead on changes and recommendations for onboarding, training, recording, and the program of our appointed boards, commissions, and committees.**
- **Develop and make easy to reference policies for external communication tools to be used by city staff, prioritizing social media and its official use for departments, boards, committees, commissions, programs, events, etc.**

# I AMESBURY 2030

## TASK FORCE

Mary Chatigny, Co-Chair

Brittany Steingesser, Co-Chair

Peter Frey

Peggy Green

Ann McKay

Jonathan Miller

Michael Woo

# FY23

H I G H L I G H T S

### COMMUNITY ENGAGEMENT

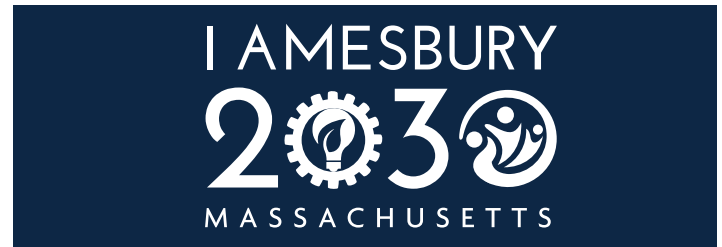
08/2022: Why Amesbury Survey  
30 participants

12/2023: Infrastructure Survey  
161 participants

### I AMESBURY 2030 SUMMITS

08/2023: Economic Development Summit  
29 people in attendance

03/2023 Housing Summit  
72 people in attendance



Mayor Gove created the I AMesbury 2030 task force to help our community plan for the future. This group is gathering community feedback, looking at our strengths and weaknesses and helping to determine where we collectively want Amesbury to be in the year 2030.

I AMesbury 2030 is looking at every aspect of our community to make sure that we're moving forward with one vision. They are looking at 8 Elements:

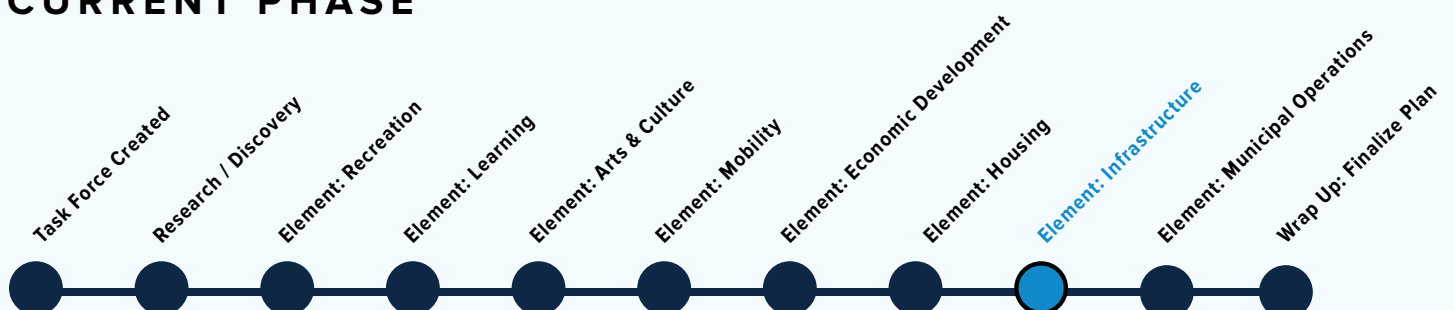
- Open Space and Recreation
- Learning and Education
- Arts and Culture
- Mobility
- Economic Development
- Infrastructure
- Housing
- Municipal Operations

with 3 lenses: Equity, Health and Resilience and Sustainability

For more information on I AMesbury visit:

<https://bit.ly/3Sq0MFt>

### CURRENT PHASE



# LIQUOR LICENSE COMMISSION

## BOARD MEMBERS

**Russell Saboo, Chair**

**Derek Balaam**

**John Kirton**



**34**  
**ANNUAL LIQUOR**  
**LICENSES**  
**PROCESSED**

The Liquor License Commission oversees the issuance of liquor licenses and compliance with regulations impacting the sale of alcoholic beverages in the city of Amesbury.

The Liquor License Commission meets as needed, when a business applies for a liquor license in the city of Amesbury. In FY23, in compliance with state law, the Liquor License Commission extended the outdoor dining ordinance related to the COVID-19 pandemic which allowed restaurants to ensure they were able to operate safely for their staff and customers.

**DID  
YOU  
KNOW?**

There are three categories of liquor licenses; all alcohol, wine and malt, wine/malt and cordials.

There are three classifications of retail licenses.

- Licenses under Section 12 (On-Premises), commonly referred to as a “Pouring License”
- Licenses under Section 14 (Special), commonly referred to as a “One-Day License”
- Licenses under Section 15 (Off-Premises) commonly referred to as a “Package Store License”.

# CULTURAL COUNCIL

## BOARD MEMBERS

**Margaret Leahy, Co-Chair/Treasurer**

**Amy Vander Els, Co-Chair**

**Laura Kozlowski, Secretary**

**Madison Barnes**

**Randy Herman**

**Ann Johnson**

**John Moynihan**

**Sally Nutt**

**Bryan Riley**

The Amesbury Cultural Council (ACC) is a group of city-appointed volunteers who help fund, facilitate, promote, and improve access to cultural activities and the arts in Amesbury and surrounding communities. The ACC is the city's Local Cultural Council (LCC) as defined by the Massachusetts Cultural Council.

## FY23

### HIGHLIGHTS

The ACC awarded \$12,908 in cultural grants to 20 individuals and groups in Amesbury and beyond. Recipients included the Live Well Amesbury Festival, the Aperture on Amesbury photo walk and exhibition, Family Day in the Millyard, and the Paint Plant Cross-Pollinate mural workshops.

The 26<sup>th</sup> Amesbury Open Studios brought 2,000+ weekend visitors to Amesbury and raised over \$10,000 in sponsorship donations.

The ACC partnered with local artists to host two free inaugural Artist Mixers at BareWolf Brewing, which hosted creatives from as far away as Somerville.

The Art@City Hall committee continued to curate and install quarterly art exhibits, showcasing work from artists of all backgrounds, levels, and mediums.

Amesbury Poet Laureate Ellie O'Leary hosted monthly poetry readings in her final year of tenure. The Poet Laureate Support Committee drafted and issued a call for the next Poet Laureate, to assume the post in 2024.



# AMESBURY ELEMENTARY SCHOOL BUILDING COMMITTEE

## COMMITTEE MEMBERS

**Kassandra Gove, Chair, Mayor**

**Bruce McBrien, Teacher**

**Matthew Bennett, Director of Facilities**

**James Montanari, School Principal**

**Dr. Lynn Catarius, Director of Special Education  
and Student Services**

**Joe Spencer, Community Member**

**Peter Hoyt, School Committee Member**

**Nicholas Wheeler, City Councilor**

**Joan Liporto, Director of Finance  
and Operations**

**Marisa Batista, CFO**

**Ann Marie Casey, Chief of Staff to the Mayor**

**Elizabeth McAndrews, Superintendent of  
Schools**

**T**he Amesbury Elementary School (AES) Building Committee was formed to oversee and move forward the planning and building process for the new Amesbury Elementary School, slated to open the Fall of 2023. It was created in accordance with the Massachusetts School Building Authority's (MSBA) 963 CMR 2: School Building Grant Program regulations.

## FY23 HIGHLIGHTS

Major site work was complete connecting Cashman Elementary School to Shay Memorial School with improved circulation, landscaping, and drainage infrastructure.

The School Building Committee continued its monthly meetings to monitor expenses and construction progress at the new school. During the year the committee approved 8 change orders as a result of both owner and construction driven changes proving charges and credits to the budget. The project remains under budget.

In July of 2022 major site modifications were under way to update the CES entrance, exit, and circulation. The grading and connection were built between CES and Shay Memorial to establish a campus environment and the porous pavement was installed in the new parking lot in the spring. As the weather cleared the playgrounds were installed along with final landscaping and the last of the sidewalks.

While activity outside followed the weather, interior work moved quickly from stud framing to flooring, tile work, and furniture delivery throughout the year.

# AMESBURY ELEMENTARY SCHOOL BUILDING COMMITTEE

## NEW SGT. JORDAN SHAY MEMORIAL LOWER ELEMENTARY SCHOOL PROGRESS



Documents related to the new school project can be found on the city website here:

<https://bit.ly/3UMGV52>

# CITY CLERK



OFFICE OF THE CITY CLERK  
AMMANDA HAGGSTROM,  
CITY CLERK

62 FRIEND STREET, FIRST FLOOR  
(978) 388-8100  
CLERK@AMESBURYMA.GOV



The Office of the City Clerk maintains vital records, issues business certificates, dog licenses, conducts the annual street list census, and along with the Board of Registrars conducts all state and local elections. The City Clerk is also Clerk to the City Council and the Parking Clerk.

FY23

HIGHLIGHTS

We've been collaborating with the city's Head of Archives to improve access to select City Clerk records providing preservation level housing and digitization. Documents being digitized date as early as 1885 and will be available on the library's website. This work is funded by the Amesbury Public Library Charitable Trust.

338 Business Licenses Approved

|                            |     |
|----------------------------|-----|
| Automatic Amusements       | 3   |
| Pool/Bowling               | 2   |
| Sunday Jukebox             | 3   |
| Inn Holder                 | 3   |
| Dine, Dance, Entertainment | 7   |
| Junk Dealer                | 6   |
| Auto                       | 11  |
| Common Victualler          | 63  |
| Hawker & Peddler           | 24  |
| DBA                        | 192 |
| Raffles                    | 8   |
| Storage                    | 19  |

DECEMBER WAS THE MONTH THAT SAW MOST BABIES BORN AND OCTOBER WAS THE MOST POPULAR MONTH FOR MARRIAGES.



JAMES AND ROSE WERE THE MOST POPULAR FIRST NAMES FOR BABIES BORN IN FY23



## DID YOU KNOW?

The City Clerk's role is one of the two oldest public servant professions, along with the tax collector. The city clerk's role and responsibilities date back to before biblical times. Historical records show that the city clerk's role and responsibilities continued in ancient Greece, France and England.

# FY24

## GOALS

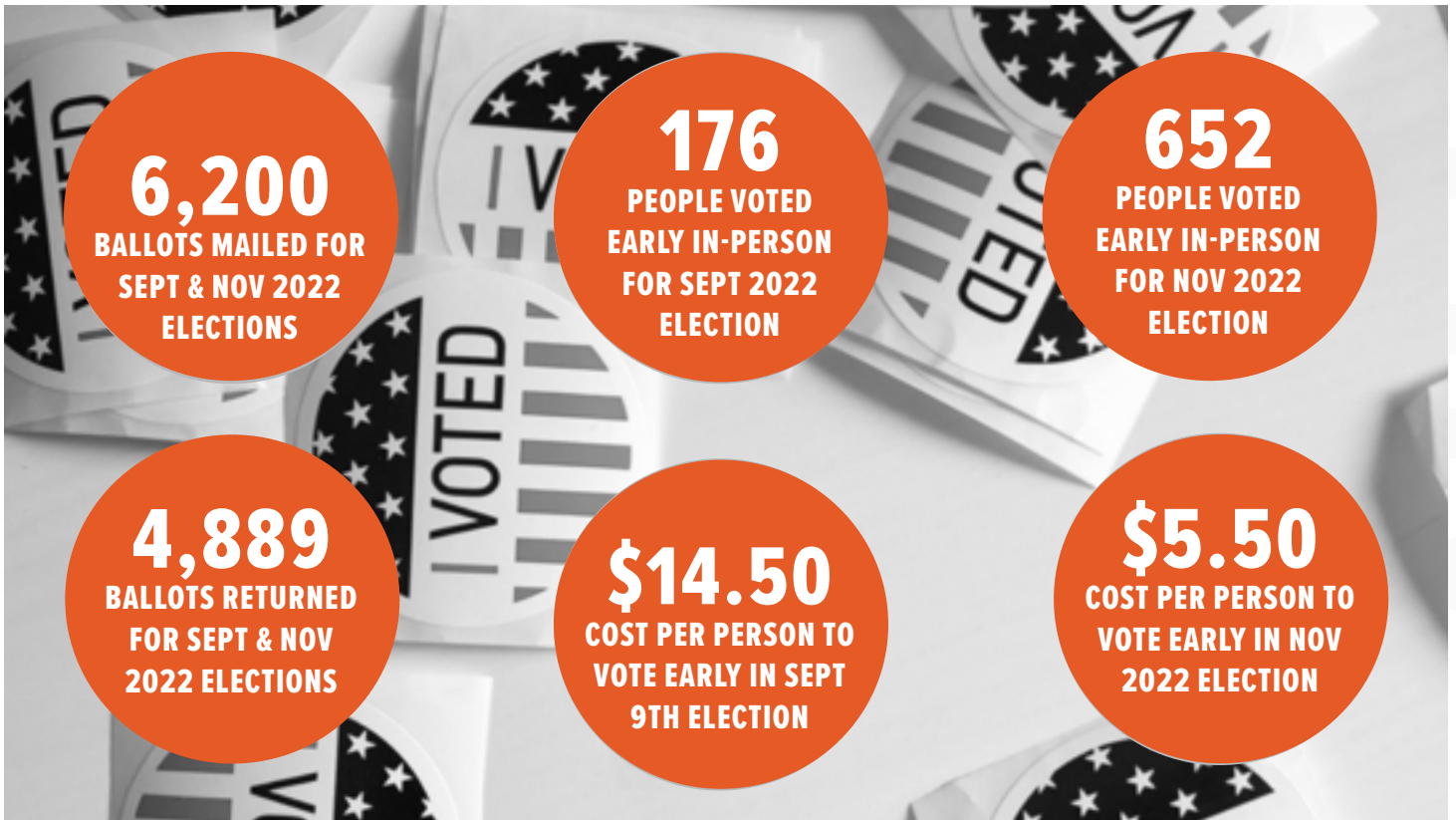
- Assess the current business licensing practices and collaborate with other departments/agencies to streamline the process.
- Train office and seasonal staff on new Poll Pad devices and technology to ensure a smooth transition in protocols and efficient logistics for elections to maximize the investment made in the system.

# BOARD OF REGISTRARS

## REGISTRARS

Jacqueline Brisebois  
Patricia Harry  
Normand W. Pare

**A**mesbury's Board of Registrars, election workers, and members of the Clerk's Office work to conduct and administer transparent, fair, and safe elections for all.



## DID YOU KNOW?

The City Clerk was able to secure \$12,269.26 in reimbursement money for the two FY23 State elections. This amount doesn't cover election day staff or expenses and is strictly related to voting by mail and early voting costs incurred.

- **41 election workers were appointed.**
- **In-person early voting was the least popular method of voting in FY23, with day of election voting being the most popular, compared to FY21 when voting by mail was the most popular method of voting.**
- **There was a 56% voter turn out for the November 2022 Election (7,638 voters).**
- **There was a 23% voter turn out for the September 2022 Election (3,096 voters).**

# CITY COUNCIL

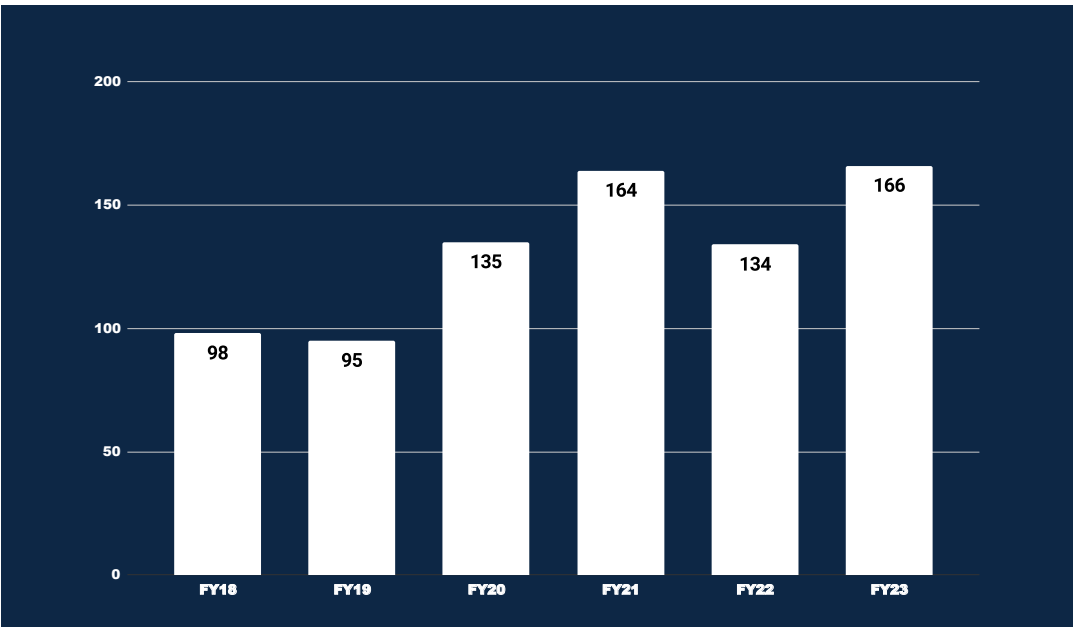
## COUNCIL MEMBERS

- Nicholas Wheeler, President, District 4
- Adrienne Lennon, Vice President, At Large
- Jonathan Hickok, District 1
- Anthony S. Rinaldi, District 2
- Roger Deschenes, District 3
- Peter Frey, District 5
- Michael Hogg, District 6
- Scott Mandeville, At Large
- Steve Stanganelli, At Large

Amesbury’s City Council serves as the legislative branch and main link between the residents, business owners and stakeholders of Amesbury to our municipal government.



### BILLS READ - YEAR TO YEAR COMPARISON



166

BILLS READ  
IN FY23

Council bills can be found on the city’s website here:  
<https://bit.ly/3fvyZEY>

# CITY COUNCIL

## DID YOU KNOW?

The Council budget pays for items like:

- The city's Annual Audit
- City Council members monthly stipends/Clerk's Office staff wages for meetings.
- General Code (our e-code) to digitalize and codify the city's ordinances online.
- Newspaper publishing fees for public hearings

## CITY COUNCIL HELD 28 MEETINGS IN FY23



**“The City Council, supported by the City Clerk and her team are proud to serve as liaison between the voter and City Hall. This year, we have been happy to see citizens attend council meetings regularly for the first time in many years. It has been rewarding to build relationships with these individuals, who come to be informed and to inform the council and clerk of the will of the people. The Council is grateful for this opportunity to serve.”**

**- Councilor Adrienne Lennon**

## **ORDINANCE & ADMINISTRATION SUBCOMMITTEE**

### COMMITTEE MEMBERS

**Peter Frey, District 5, Chair**

**Adrienne Lennon, At Large**

**Anthony S. Rinaldi, District 2**

**Attorney Bethany Raffa**

**Attorney Leonard Johnson**

---

A committee on ordinances and administration, to which may be referred by a simple majority vote of the full city council every matter which in the form of adoption is categorized an “ordinance” or the effect of which is of more than temporary significance, all matters the effect of which would be to alter the administrative structure of the city government and which shall have general oversight of the department of the City Clerk.

## **BUDGET & FINANCE SUBCOMMITTEE**

### COMMITTEE MEMBERS

**Jonathan Hickok, District 1, Chair**

**Roger Deschenes, District 3**

**Steven J. Stanganelli, At Large**

---

A committee on budget and finance, to which may be referred by a simple majority vote of the full City Council every matter which would involve an expenditure by the city.

## **PLANNING & DEVELOPMENT SUBCOMMITTEE**

### COMMITTEE MEMBERS

**Scott Mandeville, At Large, Chair**

**Michael Hogg, District 6**

**Nicholas Wheeler, District 5**

---

A committee on planning and development, to which may be referred by a simple majority vote of the full City Council all matters which affect land use, planning, zoning and other development of the City.



FINANCE

# OFFICE OF ADMINISTRATION & FINANCE

MARISA BATISTA,  
CHIEF FINANCIAL OFFICER



62 FRIEND STREET, SECOND FLOOR

(978) 388-5477

FINANCE@AMESBURYMA.GOV

The Administration & Finance department is responsible for the maintenance of all financial records to ensure compliance with federal, state and local laws. This includes recording all city revenues and expenditures, and oversight of all departmental appropriations.

## FY23 HIGHLIGHTS

Submitted year-end reports with the State Department of Revenue for the certification of Free Cash.

- Year-end reports submitted: Treasurer's Year-End Report, Cash Reconciliation Report, Outstanding Receivables, Statement of Indebtedness and Snow and Ice Data Sheet.
- Free Cash was certified on 10/12/2022 in the amount of \$4,695,302. At the end of fiscal year 2023, the Free Cash balance was \$2,572,832.

Prepared/assisted with the Tax Rate Recapitulation submission and tax rate was approved on 12/05/2022 at \$16.34.

Prepared and submitted the Schedule A report; approved on 1/27/2023.

Fiscal year 2022 financial statements audit was completed by Melanson with an unmodified opinion (this opinion is issued once auditors obtain sufficient and appropriate audit evidence of the financial statements due to their testing).

Fiscal year 2023 financial statements are being audited by Marcum LLP (Melanson has merged into Marcum LLP).

Acquired a Capital Asset software and converted existing files to new software in order to track capital asset additions, disposals and depreciation for financial statement purposes.

Reviewed general ledger for fund/account permanent deficits and requested free cash transfer for 8 funds and 6 liability account deficits. The Administration & Finance office's intention is to continue this project of "cleaning up" the general ledger and reconciling/closing old funds.

**619**

**FULL-TIME &  
PART-TIME  
EMPLOYEES**

**16,376**

**PAYCHECKS  
PROCESSED**

**7,688**

**ACCOUNTS PAYABLE  
CHECKS ISSUED**



## **DID YOU KNOW?**

The Chief Financial Officer oversees the activities of the following departments: **Assessor, Treasurer/Collector, Human Resources and Information Technology.**

# **FY24**

## **G O A L S**

- **Improve and streamline procurement processes and policies and provide training to staff in all departments.**
- **Engage in detailed revenue forecasting in a new interdepartmental format to improve long term budget planning.**
- **HR staff will devote attention to the employee experience for current and potential employees by improving the availability of information related to city policies and benefits, conducting a salary study to inform compensation decisions, establishing a committee to review insurance offerings, streamlining and automating accrual tracking and fostering a positive workplace culture enhancing employee engagement.**

# RETIREMENT BOARD

## BOARD MEMBERS

**Donna M. Cornoni, Chairperson**

**Craig J. Bailey**

**Shaunna Ring**

**David Van Dam**

**Marisa Batista, Ex-Officio**

The Amesbury Municipal Contributory Retirement System was established in 1936 and is one of 104 contributory retirement systems for public employees within the Commonwealth of Massachusetts. The retirement system covers all city employees and certain school employees working more than 20 hours per week.

The Amesbury Retirement Board provides a comprehensive annual report regarding the financial condition of the system, including a full and correct exhibit of all assets, liabilities, income and disbursements, of any changes in fund balances, and of the conditions and affairs of the system.

The Amesbury Municipal Contributory Retirement System is independently audited once a year and audited every three years by the Public Employee Retirement Administration Commission of the Commonwealth of Massachusetts. To date the System is 60.9% funded and is expected to be fully funded by 2035.

**300**  
ACTIVE MEMBERS AS  
OF 7/1/23

**270**  
RETIRED,  
BENEFICIARY AND  
SURVIVOR MEMBERS  
AS OF 7/1/23

# HEALTHCARE TRUST COMMISSION

## COMMISSION MEMBERS

**Anne Bryant**

**Anne Ferguson**

**Joan MacPherson**

**Deborah Smith**

**\$5,560.51** in expenditures went to help paying residents medical bills and general office supplies in FY23.

The Health Care Trust Commission (HCTC) works to improve accessibility to health care services for Amesbury residents who do not have sufficient means or medical insurance, and oversees the allocation of trust funds for payment. The Trust is funded by the proceeds of the sale of the old Amesbury Hospital where the interest is expended.

# ASSESSOR



# OFFICE OF THE ASSESSOR

## DIANA CASWELL, CHIEF ASSESSOR

62 FRIEND STREET, FIRST FLOOR

(978) 388-8102

ASSESSOR@AMESBURYMA.GOV



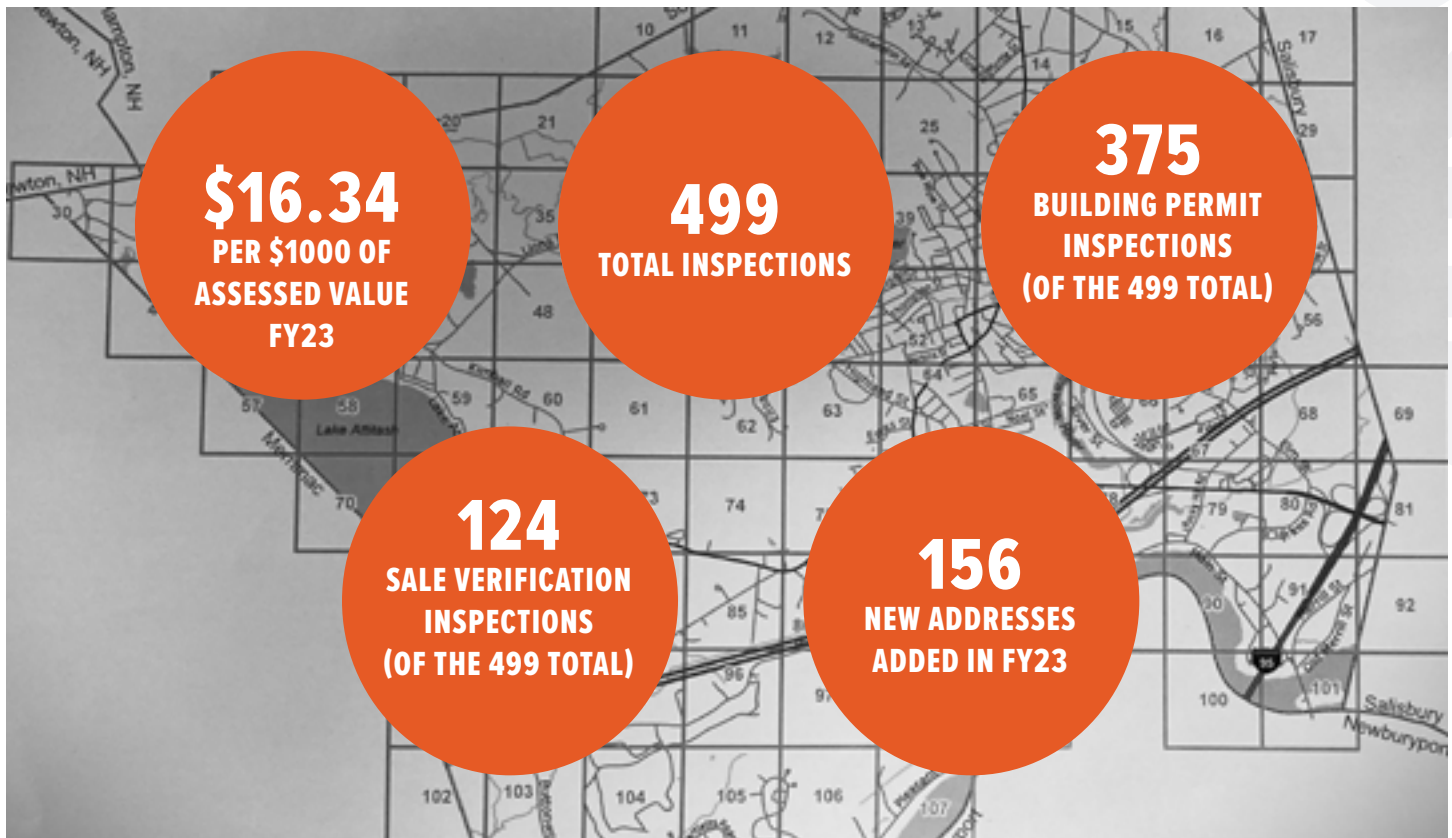
### FY23

#### HIGHLIGHTS

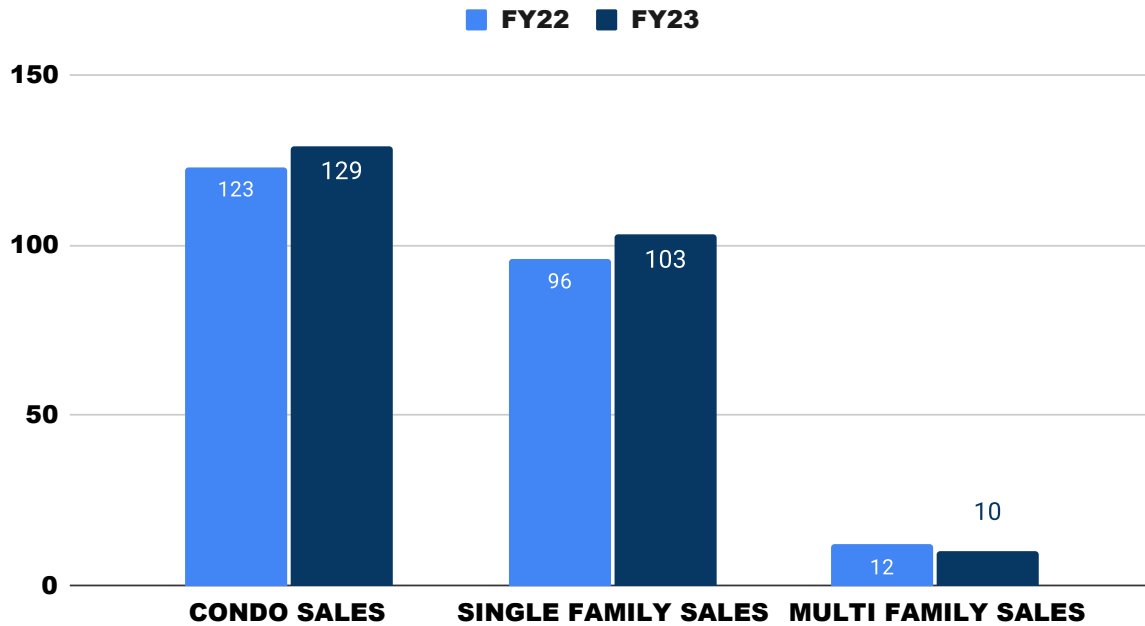
The CAMA government system was upgraded. Our CAMA system maintains property record cards which detail the characteristics of land and buildings. Our staff attended training sessions to understand and learn new features.

We added the feature for residents to have the capability of requesting abutters list directly through our website.

The Office of the Assessor is responsible for the fair and accurate listing and assessment of all real estate and personal property for taxation purposes, in accordance with state statutes and regulations. They assist taxpayers in determining eligibility for statutory property tax exemptions and in understanding the basis for all property tax assessments.



## HOME SALES FY22 VS. FY23



### DID YOU KNOW?

Massachusetts State Law outlines that the assessor's office attempt to inspect properties that haven't been inspected in the last 9 years. The law also requires inspections on homes if a building permit was issued or if a property was recently sold.

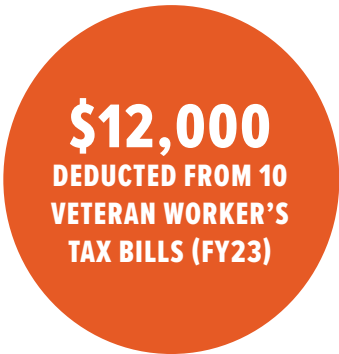
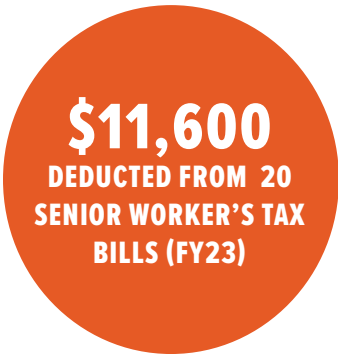
## FY24

### GOALS

- Strive to provide tax recapitulation information to administration and city councilor as early as possible/earlier than 2022.
- Engage in detailed revenue forecasting in a new interdepartmental format to improve the process of planning for and capturing new growth.

# DID YOU KNOW?

Amesbury homeowners, 60 or older and veterans, can work 100 hours between January and October to earn money off property taxes. Applications are available in December and need to be submitted to the Council on Aging in early 2024. For information on requirements, and how to apply, visit the city website: [www.amesburyma.gov/323/Council-on-Aging](http://www.amesburyma.gov/323/Council-on-Aging)



## TAX EXEMPTIONS FY23

|                                  | # OF EXCEPTIONS GRANTED | TAX DOLLARS ABATED | STATE REIMBURSEMENT |
|----------------------------------|-------------------------|--------------------|---------------------|
| 37A Blind                        | 11                      | \$6,000.00         | \$962.50            |
| 41C Elderly                      | 25                      | \$14,491.00        |                     |
| 41A Deferred Taxes               | 3                       | \$20,871.09        |                     |
| 22 Veteran                       | 64                      | 43,517.47          | \$14,400.00         |
| 17D Surviving Spouse             | 25                      | \$9,482.00         | \$6,300.00          |
| 22D Surviving Spouse             | 7                       | \$51,032.60        | \$51,032.60         |
| 22E Veterans & Surviving Spouses | 24                      | \$19,800.00        | \$19,800.00         |

## BOARD OF ASSESSORS

### BOARD MEMBERS

**Bradford W. Swanson, M.A.A., Chair**  
**Michelle A. Branciforte, M.A.A.**  
**Mary T. Marino, M.A.A.**

The mission of the Board of Assessors is to value real and personal property in accordance with the laws of the Commonwealth of Massachusetts, administer exemption, abatement and excise programs and assist taxpayers, as well as other departments in a fiscally responsible manner.



# TREASURER

# OFFICE OF THE COLLECTOR/TREASURER

DONNA CORNONI,  
COLLECTOR/TREASURER

62 FRIEND STREET, FIRST FLOOR

(978) 388-8105

TREASURER@AMESBURYMA.GOV



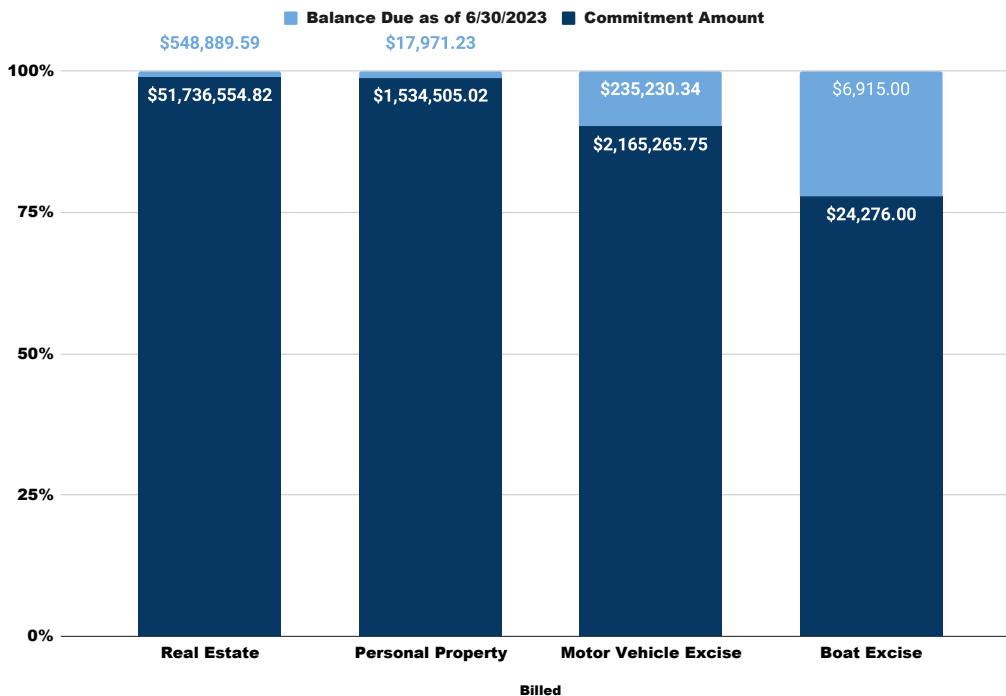
## FY23 HIGHLIGHTS

In FY23 we worked on increasing our Treasurer/Collector fees on Motor Vehicle, Real Estate and Personal property demands from \$5.00 to \$15.00. We also increased the Municipal Lien certificate fees from \$25.00 to \$50.00 per parcel as of 5/31/2023. The last time fees were increased was in the 1980's.

The Treasurer/Collector's office remains dedicated to collecting above 96% of the Real Estate, Personal Property and Motor Vehicle Excise taxes due each fiscal year. They continue our regular collections process to ensure delinquencies are managed timely and with fairness to all taxpayers.

The Treasurer/Collector's goal is to continue to provide excellent customer service to the taxpayers while protecting the interests of the city through diligent collection of all taxes due.

## BALANCE AND COMMITMENT FY23





## DID YOU KNOW?

The Treasurer/Collectors office has three employees with over 87 years of combined service to the city of Amesbury.

# FY24

GOALS

- Collaborate with other departments to provide property owners with seamless transition in billing for water and sewer and related liens with no interruption in service.

# INFORMATION TECHNOLOGY



# OFFICE OF INFORMATION TECHNOLOGY

STEVE HARE, IT DIRECTOR

62 FRIEND STREET, SECOND FLOOR

(978) 388-8131

IT@AMESBURYMA.GOV



The Office of Information Technology manages the city and School networks, software and systems which allow city and school staff and teachers to service the residents, and students of Amesbury. This office also manages and handles all things related to cybersecurity and keeping our network safe.

## FY23

### HIGHLIGHTS

The IT department hired a new director of IT – Stephen Hare, in September of 2022.

IT also restructured our department to include 1 junior engineer, 1 mid-level engineer, and 1 senior engineer.

The city's physical server hardware has been reduced by 90% in the 2023 fiscal year.

IT completed its portion of the new Shay Memorial Elementary school deploying 450 iPads for students, new Chromebooks for every teacher, 40 Promethean smart screen displays, and over 60 new VoIP phones

The Amesbury Police department network infrastructure was completely overhauled with new Cat 6 Cabling, new Server Room with adequate cooling, servers, and an enhanced firewall, and new computer hardware and copiers.

Five new enterprise class Hypervisor servers were installed and replaced all of the aging server infrastructure in the environment. This drastically reduces power needs, and increases flexibility and redundancy in the environment.

We signed a contract with Cisco Duo and are in the process of implementing multi-factor authentication for all municipal employees.

IT merged the municipal Active Directory environment with Azure AD reducing the number of logins and complexity for employees.

Redesigned and deployed a new network infrastructure through the whole school system.

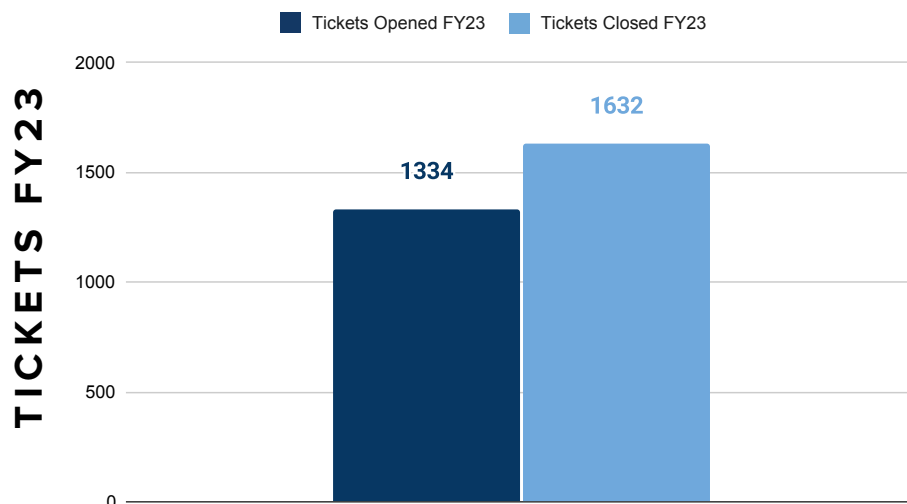
Updated municipal backup plan to utilize both on-site immutable and offsite storage completing the industry standard NIST recommended 3-2-1 backup methodology.



## TICKETING SYSTEM

The IT Department utilizes a ticketing system to better handle support requests. This ticketing system includes tools for asset scanning, software scanning & deployment, knowledge base, alongside help desk. Tickets can range across all IT categories including network, devices, email, phones, printers, cameras, etc.

In fiscal year 2023 there were 1221 tickets opened and 1632 tickets closed. This means we were able to reduce the open ticket count by over 400 tickets.





**“My team may be small, but we love the city and work well together. I have absolute faith in every one of my team members, and I know that together there’s nothing technical we can’t solve!”**  
**-Steve Hare, Director of IT, city of Amesbury**

# FY24

## GOALS

- Implement best practices and new technologies for improved network security, including multi-factor authentication, separating school and city networks, and replacing old infrastructure.
- Improve user experience within our technology environment by modernizing our communications infrastructure and streamlining user requirements.
- Reduce reliance on outsourcing and vendors to reduce costs.
- Complete the rollout of an entirely new network and environment at the new SGT Jordan Shay Memorial Lower Elementary School.

## DID YOU KNOW?

There are over 3500 devices on the city and school networks that are supported and maintained by the IT department.

# FIRE RESCUE & EMERGENCY MANAGEMENT



# AMESBURY FIRE RESCUE & EMERGENCY MANAGEMENT

JAMES NOLAN, CHIEF

17 SCHOOL STREET

(978) 388-1333 / EMERGENCY:911

FIRE@AMESBURYMA.GOV



**A**mesbury Fire & Rescue is a multi-services department. They perform firefighting, EMS, rescue, haz-mat, fire prevention, inspections, public education, and other services. The department follows state and federal codes and regulations in all aspects of the duties performed, and train to the highest standards available to them.

## FY23

### HIGHLIGHTS

This was a year of transition for our department with the retirement of Chief Berkenbush, and the appointment of Chief James Nolan. We are grateful to retired Chief Bill Shute for his service and expertise in guiding the department during our transition.

At the very end of Fiscal Year 2023 we were able to roll a brand-new ladder truck/quint into the firehouse – Ladder 4. This was the result of Fire Department staff successfully acquiring an Assistance for Firefighters Grant (AFG) from FEMA in 2021. The grant was for \$947,619.05, requiring a \$289,999.95 matching funds investment. The purchasing process began in 2021 and was impacted by supply chain and workforce shortages. After hard work, negotiations, and creative problem solving the truck was secured and delivered 18 months earlier than expected and put into service to protect the residents, businesses, and visitors of Amesbury.

In May of 2023, Region III EMS hosted an awards ceremony where eight members of the Fire Department received awards. Four members of Group 2 received an award for their actions performed at the Merrimac River Rescue in May of 2022. Additionally, 4 members received longevity awards: 2 for 30 years of service and 2 for 35 years of service in the EMS field.

**4813**  
TOTAL RUNS IN  
FY23

**77**  
FIRES

**2274**  
EMS RESPONSES

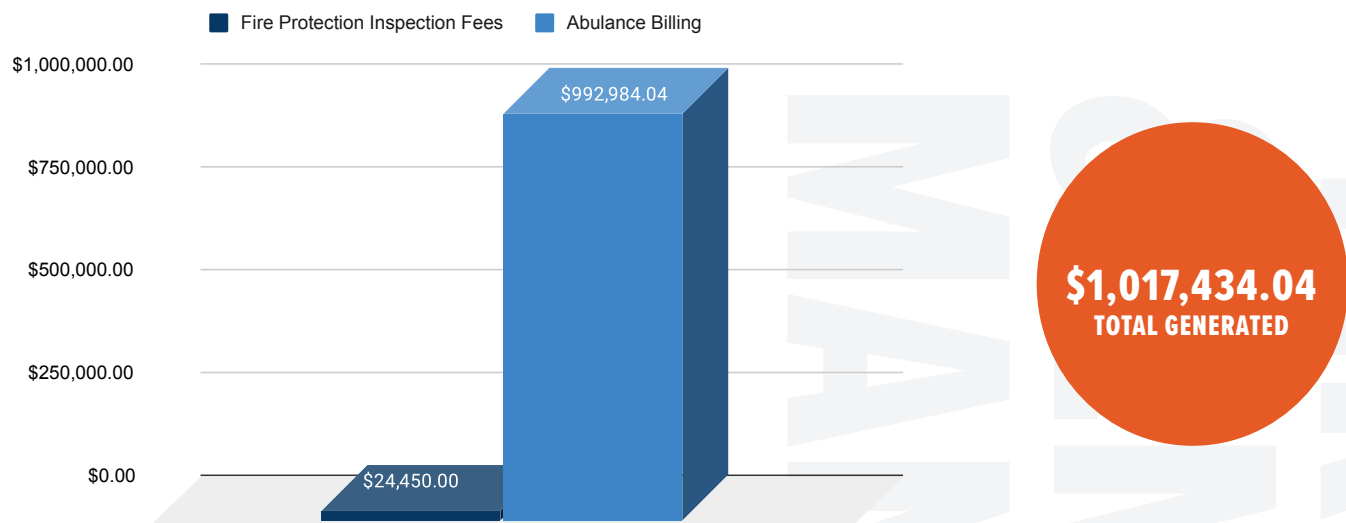
**15**  
RESCUES

**403**  
FIRE PREVENTION  
INSPECTIONS

**200**  
MOTOR VEHICLE  
CRASHES



## FUNDS GENERATED IN FY23



## DID YOU KNOW?

The new ladder truck was named after M.D.F. Steere who was a prominent business owner in Amesbury in the mid to late 1800s. He also had started a ladder company for the fire department. The ladder company was named MDF Steere Ladder 4. The room that houses the Amesbury Fire Department Museum is also named the “Steere Room”. The National Museum of American History has an MDF Steere Ladder 4 Amesbury helmet on display. This helmet is from the mid-1800s. In the Amesbury Fire Department Museum collection is a helmet front, in white and black, from the MDF Steere ladder company.

## FY24

### GOALS

- Establish a Community Risk Reduction Program through community involvement including SAFE, Senior SAFE, High School Internship, civic groups, and fire prevention.
- Ensure accurate and timely grant reconciliations for federal and state grant programs and engage in ongoing budget forecasting for the conclusion of any grants.



POLICE

# AMESBURY POLICE DEPARTMENT

## CRAIG BAILEY, CHIEF

19 SCHOOL STREET

(978) 388-1212 / EMERGENCY: 911

POLICE@AMESBURYMA.GOV



### MISSION

TO ENCOURAGE COMMUNITY CONFIDENCE THROUGH TRUST, INSPIRATION AND EMPATHY

## FY23

### HIGHLIGHTS

Command staff was restructured to streamline communication issues. By having a more structured Chain of Command, we lessened the burden on the Deputy Chief and spread the additional duties and responsibilities between the two Lieutenants.

In FY23 we saw the creation of an Administrative Schedule which included our two SRO's, one day shift officer and the Sergeant in Charge of Detectives.

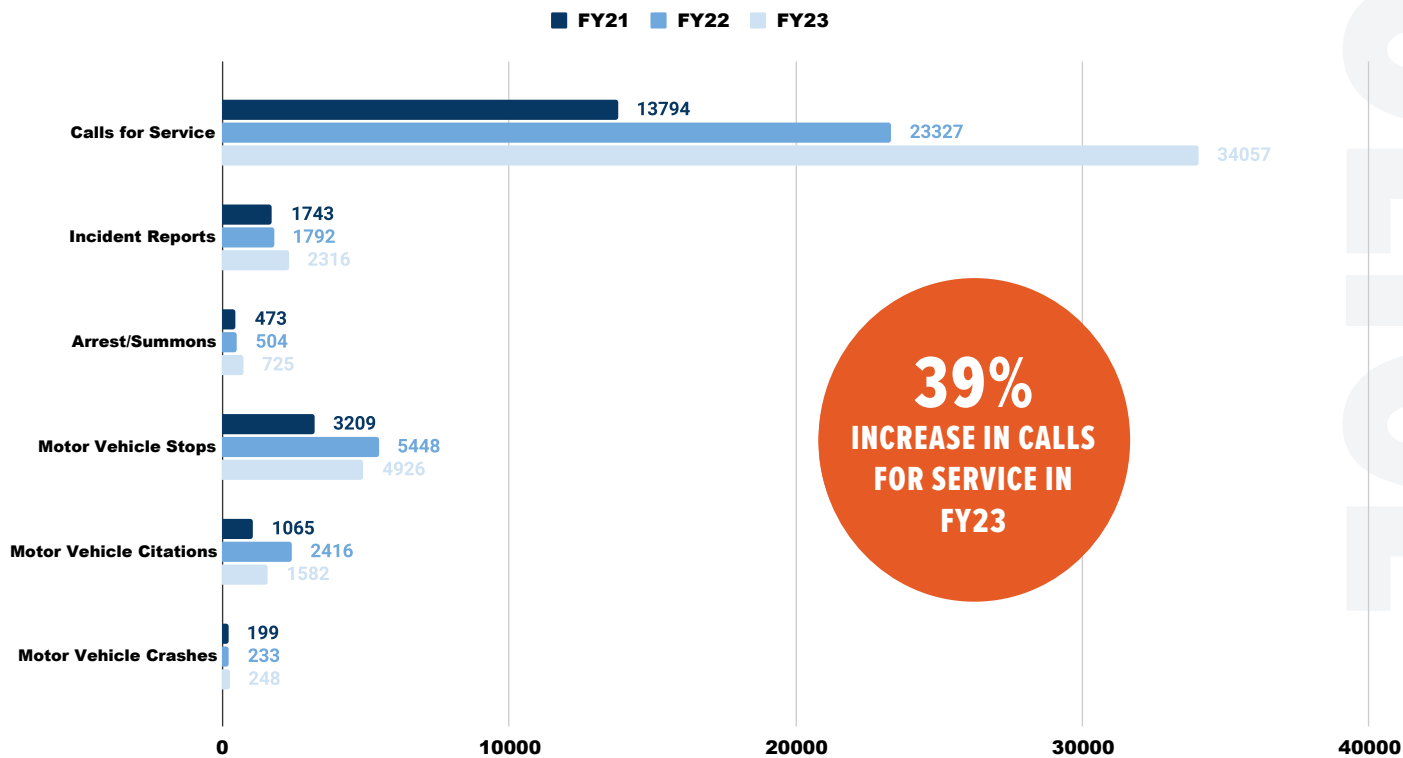
We purchased 20 new portable radios to improve communication with the North Shore Regional 911.

We purchased the Harbormaster Boat for \$10,000 as a step towards building our Harbormaster Program in alignment with increased activity on the Merrimack River.

Coming out of Covid-19 pandemic, police activity was reevaluated and proactive police activities which include traffic enforcement, parking enforcement, community contact events, and the monitoring of school activities through our School Resource Officers were addressed. Proactive patrol also includes getting officers more involved with the community. Events such as Coffee with a Cop, Santa Motorcycle Ride, Fill a Cruiser, National Night Out and Breakfast with the Chiefs to name a few are geared towards keeping the police department in touch with the community they serve. y being connected and more informed our enforcement increased and our results are evident in our statistical reporting.



### CALLS FOR SERVICE IN FY23



### DID YOU KNOW?

As early as the Civil War (1861-1865) the name of John O. Currier appears prominent in the small group of members in whose hands was entrusted the enforcement of law and order in the village of Amesbury Mills. In 1872 George Dennis Smith was cited as being the first police officer, in charge of “Police Matters” while Michael J. Connors was known as the keeper of the lock up in 1877. In 1878 John O. Currier became Amesbury’s first Police Chief.



This year Officer Tony Lesage retired after serving the city of Amesbury as a police officer for over 40 years. Officer Lesage is recognized for being the longest serving police officer in the city's history.



# FY24

## GOALS

- Implement and monitor the use of a department wide body camera and vehicle camera system.
- Train a new Accreditation Manager (New Lieutenant) that will work on transitioning APD from the 5<sup>th</sup> edition standards to Massachusetts Police Accreditation Commission 6<sup>th</sup> edition standards. Compliance must be met by June of 2025.
- Work closer with the Schools and Amesbury School Support & Empowerment Team (ASSET) as we perfect Standard Response Protocols (SRP) through scheduled drills and after-action reports developed from real world events.
- Develop a cohesive and specific Harbor Management Plan which will combine the efforts of both the Harbormaster and the Lakes and Waterways Commission.
- Concentrate on professional development and maintaining organizational excellence, despite changes in senior level positions.

# TRAFFIC & TRANSPORTATION COMMITTEE

## BOARD MEMBERS

**Owen Corcoran, Chair**

**Robert Desmarais, Director of Public Works**

**Christopher Falcos**

**Jonathan Hickok, City Councilor**

**Christine Miller**

**James Nolan, Deputy Fire Chief/  
Fire Prevention Officer**

**Lauren Tirone, Police Sergeant**

The Traffic & Transportation Committee reviews issues related to traffic patterns, parking, and other transportation related items, reviews and approves traffic related signage requests, and works with the Police Department on traffic management planning.



## FY23

### HIGHLIGHTS

FY 2023 saw the Traffic and Transportation Commission (TTC) meet for the final time, as City Council leadership, the Administration, and the TTC came together to formulate new processes and procedures for how residents can submit traffic and safety concerns to the city. Through collaboration and in-depth discussion, council bill 2022-181 was introduced in December 2022. This bill aimed to split the majority of the TTC's duties and responsibilities between the Planning and Development Subcommittee and the Technical Review Committee, giving residents the ability to submit their concerns directly to the city department or committee that could more effectively handle their request. With this new process, traffic and safety requests can be handled in a more streamlined and transparent manner, giving residents clearer expectations when they submit a request.

In April of this year, City Council unanimously voted to approve bill 2022-181, which, along with establishing new processes and procedures, disbanded the Traffic and Transportation Commission. As we move toward a new year, we are confident that this new system will give residents a better and more effective means to address their concerns with the city and will lead to more collaborative efforts to affect positive change in the future.

To report traffic concerns, visit: [www.amesburyma.gov/644/Traffic-and-Transportation-Concerns](http://www.amesburyma.gov/644/Traffic-and-Transportation-Concerns).

# PUBLIC WORKS

AMESBURY DPW



# PUBLIC WORKS

ROB DESMARAIS, DIRECTOR

39 SOUTH HUNT ROAD

(978) 388-8166

DPW@AMESBURYMA.GOV



The mission of Amesbury Public Works is to support and enhance the quality of life for residents, businesses and visitors by providing services to manage and upgrade the city's infrastructure in the most efficient manner, and provide design, construction and maintenance solutions for buildings, roads, traffic and drainage systems, trees, parks and cemeteries, sanitary sewers, water production and distribution, snow and ice management and solid waste and recycling collection, in order to maximize benefits and convenience to public.

## FY23 HIGHLIGHTS

Joeseeph Buckley was hired as DPW Director in April of 2023 to replace interim DPW Director, Peter Manor, following the resignation of longtime Director Rob Desmarais.

Work continued on Lake Gardner Beach improvements, including new sidewalks, parking lot paving and striping, hydroseeding, beach grading, security cameras, and the installation of a sail shade structure.

Water treatment plant staff made repairs and improvements to many of the 28 pump stations throughout the city, including new controls and pump repairs.

A new 5 year contract with G.Mello was signed in June of 2023, initiating a switch to a new automated trash pick up system.

## DID YOU KNOW?

The wastewater division operates and maintains the Amesbury water pollution abatement facility and over 55 miles of gravity and force mains located throughout the city.

**1662.8**  
TOTAL TONS  
RECYCLED

**576.3**  
MILLION GALLONS  
OF WASTEWATER  
TREATED

**4641.33**  
SOLID WASTE  
TONNAGE

**462,784,025**  
GALLONS OF WATER  
PUMPED TO THE  
CITY

**20"**  
OF APPROXIMATE  
SNOWFALL



# FY24

## GOALS

- Continue to make measurable improvements to public assets including both proactive maintenance and reactive maintenance for distressed assets that have been identified as operating in a state of disrepair.
- Establish new positions, descriptions, and procedures to gain sufficient staffing and materials to assist in making an efficient and productive department.
- Make progress on engineering, design, and construction for needed capital improvements to old and failing infrastructure.
- Provide cross training between management positions and create succession plans.

# CEMETERY ADVISORY COMMISSION

## COMMISSION MEMBERS

Jane Snow, Chair

Todd McGrath

### FY23

#### HIGHLIGHTS

Throughout FY23, the Commission has continued to care for our three cemeteries both physically and administratively. They monitor the grounds, working in conjunction with the city's Public Works Department, and they remain committed to documenting our lots and assisting the city and public as needed.

This Commission has a wealth of institutional knowledge and will be working with new software to compile this extensive information into an application with public interface throughout FY24.

The Cemetery Advisory Commission advises the Director of the Public Works in the maintenance and administration of the city's cemeteries, advocates for the preservation and improvement of city cemeteries, and identifies grants and other funds for the benefit of the cemeteries upkeep.



# LAKES & WATERWAYS COMMISSION

## COMMISSION MEMBERS

**Thomas Murphy, Assistant Chair (Clarks Pond)**

**Arthur O'Dea, Secretary**

**Cindy Roberts, Member (Lake Attitash)**

**Matt Chapin, Member (Merrimac River)**

**Bernadette Lucas, Associate Member (Lake Gardner)**

**Thomas Volper, Associate Member (Lake Gardner)**

**Kate Mallory, Associate Member (Powow River)**

**Mike Ebert, Conservation Commission**

**APD Chief Craig Bailey, Harbormaster Representative**

## FY23

### H I G H L I G H T S

Representatives of Comprehensive Environmental Inc. (CEI) met with the Commission to discuss the \$75,000 604b grant the city has received to develop watershed management plans for some of Amesbury's waterbodies. The Commission supplied documentation of previous studies of Lake Gardner, Lake Attitash, the Powow River, and the Back River (Clarks Pond). CEI has been preparing a statement of the evaluation criteria for the projects. The Commission has offered to accompany CEI personnel on field inspections. The Commission has also been coordinating with DPW on the grant during the absence of a director and a city engineer.

Throughout the year the Commission followed the progress of projects initiated by the Lake Attitash Association to control invasive weeds and the runoff that feeds them, and the DPW project involving Lake Gardner beach.

We recommended to the Mayor's Office that the city once again remind landscaping companies operating in Amesbury of the need to follow the requirements of 330 CMR § 31.00, including: 1) the requirement to test soil prior to the application of fertilizer containing phosphorus; and 2) the setback requirements for the application of fertilizer near surface waters used for public water supplies. These notices were sent successfully.

The city received ARPA funds in order to creating a management plan for open spaces and requested Commission participation. A member of the Commission joined the committee formed to address the planning. The Commission reviewed the draft report and made suggestions and recommendations.

The Commission wrote a letter of support for the West Newbury Climate Change Resiliency Committee which was seeking a Municipal Vulnerability Preparedness grant to evaluate vulnerabilities and potential solutions regarding Merrimack River flooding and sea level rise at River Road and its environs.

A letter was sent to the Mayor, the City Council, and other officials expressing concern about the proposed solar farm on the Vynorious' parcel 45-4 proposed by Syncarpha Capital LLC, a NY investment company. The letter outlined the concerns raised by the Commission, specifically that the potential for stormwater run-off from the property will likely impact both Meadowbrook Pond and Lake Attitash, and that if the city approves the solar farm it must make certain that it retains enough control to protect the water supply and to have recourse when problems arise.

# COMMUNITY & ECONOMIC DEVELOPMENT



# COMMUNITY & ECONOMIC DEVELOPMENT

ANGELA CLEVELAND, DIRECTOR

39 SOUTH HUNT ROAD

(978) 388-8110

OCED@AMESBURYMA.GOV



The Office of Community and Economic Development (OCED) works to foster economic vitality, to preserve and enhance neighborhoods, quality of life and the environment, and to promote equity and opportunity for all residents of Amesbury.

## FY23

### HIGHLIGHTS

After nearly 15 years of employment with the city, Conservation Agent, John Lopez departed in October 2022 for a new position in Rockport, MA. During the transition to a full-time replacement, Michelle Greene was a contracted Agent until March 2023, when Kassandra Pearl started as the city's Conservation Agent.

In 2022, the department onboarded a new Community Development and Housing Manager, Adam Krans. We also brought on board a new Housing Rehab Specialist, Brett Nelson. In April, the OCED Director, Angela Cleavland departed to work as a Senior Planner in Stratford County NH. She was replaced by Nicholas Cracknell, a local resident and previous City Planner in Amesbury, who has been working for nearly 12 years as a City Planner in Portsmouth, NH.

I AMesbury 2030 held a Housing Summit on March 29, 2023 where over 70 participants offered their opinions and recommendations about affordable housing in Amesbury. The summit included a keynote presentation by Mark Melnik, Director of Economic and Public Policy Research at the UMass Donahue Institute.

Through a Community Planning Grant, the OCED worked with Dodson and Associates to develop the Merrimack River District Planning Study. The Study was commissioned to explore scenario planning to evaluate the community benefits of future land use, transportation, infrastructure, and the built environment for new high-density housing developments related to the MBTA Communities Program.

## DEVELOPMENT PROJECTS - FY23

- Approval and a TIF for Global Property Developers (Munters) for a 432,000 SF building at 14 South Hunt Road. Construction is expected to commence in the fall of 2023.
- Approval for a 16,000 SF mixed-use building at 39 Hillside Drive that's expected to break ground in the fall of 2023.
- Completion of a 5-unit historic restoration and infill project at the former convent at Saint Joseph's Church, 5 Sparhawk Street.
- Completion of a 12-unit historic restoration and infill project at the former Methodist Church at 142 Main Street in downtown Amesbury.
- Approval of a 10-unit multi-family housing project at 130 Market Street. Construction commenced in August of 2023.

11

Boards, Commissions,  
Committees and  
Task Forces

26

Conservation Commission  
reviewed and approved  
applications for notices of intent,  
certificates of compliance,  
and requests for determination  
of applicability

36

Planning Board  
reviewed and approved  
applications for site  
plans, special permits  
and signs



# MIMAP

**MIMAP is a tool that any resident or business can use to learn about the natural and man-made resources on and around your property!**

**VISIT MIMAP HERE**

**<https://bit.ly/3E5aI34>**

## FY24

### G O A L S

- **Advocate for adoption of amendments to the Zoning Ordinance that both promote higher density housing developments and carefully add new opportunities for smaller infill housing units within Amesbury's established neighborhoods while ensuring that all new housing developments "fit-in" with the surrounding character and context and leverage these investments to upgrade existing infrastructure or improve areas where current infrastructure and services support potential development.**
- **Work closely with the Amesbury Chamber of Commerce to facilitate and promote economic development projects that broaden the tax base and improve neighborhoods and public facilities through collaboration and context-sensitive building and site design.**
- **Work with the Open Space Natural Resources and Trails Committee to promulgate stewardship and land management plans for municipal parks and open spaces as well as explore opportunities for addressing local needs for active and passive recreational fields. Additionally, we will continue our partnership with the Energy Committee and the Merrimack Valley Planning Commission to promote the Aggregation program and other energy alternatives as well as the need for climate resiliency and hazard mitigation.**

# ECONOMIC INCENTIVES COMMITTEE

## COMMITTEE MEMBERS

**Angela Cleveland, Director of Community & Economic Development, Chair**

**Marisa Batista, Chief Financial Officer**

**Jonathan Hickok, City Councilor**

**Robert LaPlante, Planning Board Member**

**Todd Laramie, Chief Assessor**

**Barbara Lorenc, Chamber of Commerce Representative**

**Anthony S. Rinaldi, City Councilor**

The Amesbury Economic Incentives Committee is an advisory board appointed by the Mayor and City Council whose mission is to foster opportunities for economic development in Amesbury. The Committee achieves this mission primarily by overseeing the process for providing economic incentives for development in the city of Amesbury as outlined in the city of Amesbury Economic Incentive Guidelines. This could involve several meetings with local business owners, local property owners, and public/private entities who uphold the economic development goals for the city.

## FY23

### HIGHLIGHTS

In March of 2023 a Tax Increment Financing (TIF) proposal was approved by City Council to encourage the Munters Corporation to develop a new 400,000+ square foot headquarters at 24 South Hunt Road. The proposal was co-sponsored by Mayor Cassandra Gove and City Councilor, Anthony Rinaldi. The agreement went through extensive review by the Economic Incentives Committee, Mayor's Office, and Massachusetts Office of Business Development (MOBD).

## CURRENT TIFS

### Munters

24 South Hunt Road

2025 is year 1 of a 15 year TIF

### DesignWerkes

2 Industrial Way

2023 is year 7 of a 15 year TIF

### Archgrove Hospitality (Hampton Inn)

284 Elm Street

2023 is year 8 of a 10 year TIF

## DID YOU KNOW?

Tax Increment Financing (TIF) is a public financing method that is used as a subsidy for redevelopment, infrastructure, and other community improvement projects. The original intent of a TIF is to stimulate private investment in areas that need economic revitalization. Examples of projects in Amesbury that have been funded through TIF programs include DesignWerkes, Hampton Inn, and Munters.

# OPEN SPACE, NATURAL RESOURCES, AND TRAILS COMMITTEE

## COMMITTEE MEMBERS

**Jonathan Sherwood, Chair**

**Richard Hucksam, Vice Chair**

**Vanessa Johnson-Hall, Secretary**

**Roger Deschenes, City Councilor**

**Peter Frey, City Councilor**

**Pascal Rettig, Planning Board Representative**

**Stephen Thiel, Conservation  
Commission Representative**



## FY23

### H I G H L I G H T S

In February 2023, Kassandra Pearl started as the city's new Conservation Agent. She provides staff support to the Open Space Committee.

Funded by a grant from the Department of Conservation and Recreation, the Committee coordinated efforts with Mass Audubon Society to establish a Land Management Principles and Policies document to help provide guidance on management strategies for Amesbury Conservation Land. This project will be complete in FY24.

The committee coordinated with the Merrimack Valley Planning Commission to update the city's Open Space and Recreation Plan.

Contracted with the Mass Audubon's Ecological Extension Services to develop an ecological stewardship plan for Woodsom Farm and the abutting Amesbury Forest property. The purpose of the study is to preserve open space and provide for active and passive recreational uses that promote the quality of life for Amesbury residents while protecting the natural environment.

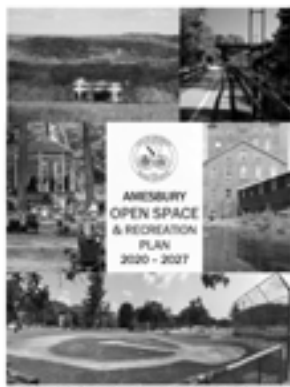
Open Space, Natural Resources, and Trails Committee (OSNRTC) worked with the Conservation Commission to evaluate a proposed new trail in the Powow Hill Conservation Area.

OSNRTC updated the 2020-2027 Open Space and Recreation Plan with detailed data regarding conservation, agricultural and recreational parcels in the city.

## DID YOU KNOW?

Amesbury has approximately 120 publicly owned acres protected with Conservation Restrictions and about 864 acres (in 84 parcels) protected in perpetuity under 'Article 97' protection for conservation, passive, and active recreation purposes. Most of these parcels are under the care and custody of the Conservation Commission, with some under the care and custody of the Office of the Mayor.

As of October 2022, 103 parcels totaling 1354.08 acres of land in Amesbury were enrolled in a Chapter 61 tax program as private agricultural, recreational, or forestry land:



To read the updated Amesbury Open Space and Recreation plan, visit: <https://shorturl.at/iklV9>

# ENERGY COMMITTEE

## COMMITTEE MEMBERS

**Anthony S. Rinaldi, Chair/City Councilor**

**Mike Brown, Vice Chair**

**Angela Cleveland, OCED Director**

**Michael Hogg, City Councilor**

**Barbara Lorenc**

**Nate Mallard**

**Nancy Maynes**

**Dr. Bill Messner**



**16,062.82**  
KWH USED  
IN FY23

# FY23

## HIGHLIGHTS

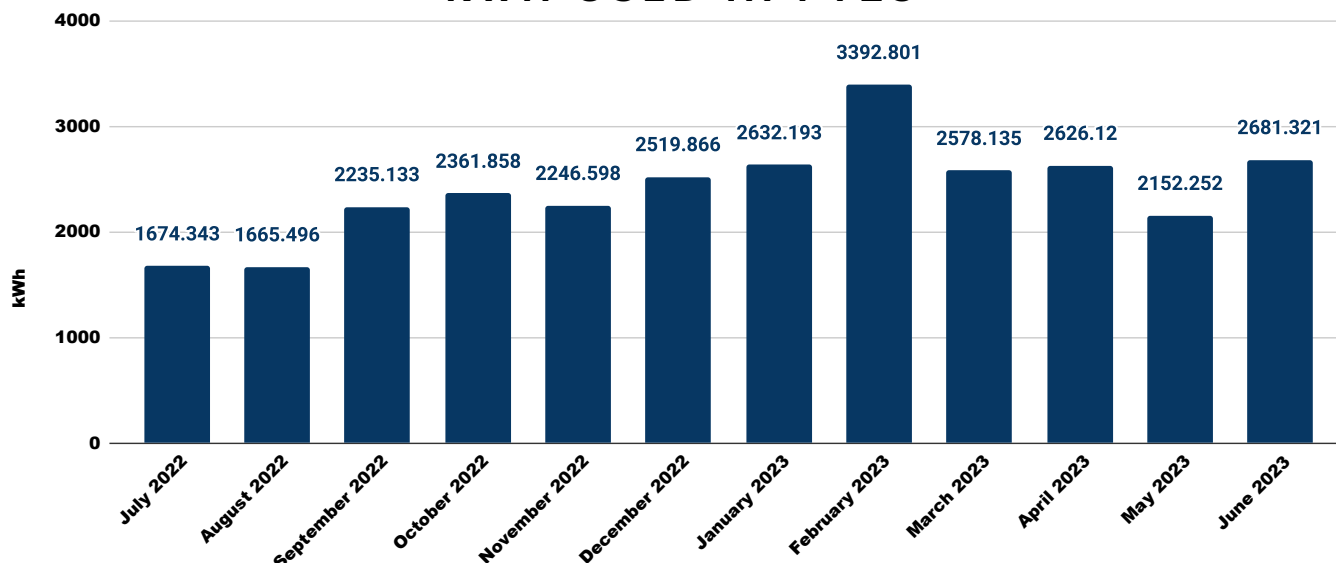
The Massachusetts Department of Public Utilities continues to review Amesbury Municipal Power Aggregation Plan. The Energy Committee and City Administration are using every means possible to get this plan approved and released.

The Committee identified a contractor and worked with the Amesbury School Department to convert the lighting at the Amesbury Middle and High Schools to energy efficient LED lighting.

The Committee worked with the Merrimack Valley Planning Commission to finalize a Green House Gas Inventory for the city. The inventory will lead to moving the city to better decisions in energy efficient purchasing.

The Committee continues to monitor eight EV Charging Stations in three locations in the downtown. Sponsorship continues to be solicited for new stations.

## KWH USED IN FY23



# AMESBURY HOUSING TRUST

## COMMITTEE MEMBERS

**Margaret Hoffman, Chair**

**Kerry Hamel-Pope, Vice Chair**

**Nancy Frick**

**Kassandra Gove, Mayor**

**Andrew LaFleur**

**Katelynn Lemieux**

**Steve Stanganelli, City Councilor**

**Kathy Troiano**

The Amesbury Housing Trust will focus solely on affordable housing development and preservation. It will not be a policymaker, but will implement the recommendations of the Mayor and the City Council. Ideas will continue to be generated by the Amesbury Housing Authority, the Planning Board and other housing advocacy groups.

## FY23

### HIGHLIGHTS

Instituted a rental assistance program for the first time. This program is currently assisting 12 low- to moderate-income families in Amesbury with up to \$1,000 in rental assistance each month. Funding is still available, and applications are still being accepted.

Developed and instituted new strategies to increase public awareness of programs available to assist local residents. This effort culminated in the city's first ever Housing Summit in March of 2023. This summit brought together affordable housing experts, local developers, and stakeholders to both educate and seek input from the community on Amesbury's housing goals and strategies moving forward. The program was hosted in partnership with I AMesbury 2030.

Compiled and submitted its largest CDBG Grant application ever. The application totaled just over \$1.3 million dollars. It included funding for 10 housing rehab projects, 5 social service projects, as well as accessibility upgrades, recreation upgrades, and assistance for the Amesbury Housing Authority. Grant awards will be announced in FY24.

## DID YOU KNOW?

The housing rehabilitation program provides up to \$35,000 per unit to eligible residents in the form of a 15-year interest free, deferred payment loan program to fund home repairs and upgrades. This can include things such as new roofs, windows, major mechanical system replacement or repair, as well as accessibility upgrades to allow for elderly residents to more easily age in place.

To learn more visit:

[www.amesburyma.gov/250/Amesbury-Housing-Rehabilitation-Program-](http://www.amesburyma.gov/250/Amesbury-Housing-Rehabilitation-Program-)

# PLANNING BOARD

## BOARD MEMBERS

**Pascal Rettig, Chair**

**David Frick, Vice Chair**

**Robert Laplante**

**Scott Kelley**

**Keith Ratner**

**Lorri Krebs**

**Joel Nice**

The Amesbury Planning Board seeks to balance the challenges of new growth on existing neighborhoods with the need to create more housing and economic opportunities in the community. It operates within the framework of local and state regulations and the Board seeks to promote zoning regulations that encourage neighborhood revitalization by reuse of historic buildings, urban infill development supporting traditionally styled buildings, the preservation of natural resources, and promoting recreational opportunities for all age groups

## FY23

### HIGHLIGHTS

Using the Inclusionary Zoning Ordinance, the Planning Board received \$50,000 for the Amesbury Housing Trust as part of the renovations to the Convent at St. Joseph's Church.

At more than 400,000+ square feet, the Munters project at 24 South Hunt Road was a very complex and demanding projects to design and permit. The board and staff are dedicated to the careful management of the construction process over the next two years.

The successful repurposing of the Methodist Church at 142 Main Street into 12 residential dwelling units and 5-units in the former Convent at St. Joseph's church were positive examples of what the Planning Board could achieve with a thoughtful and creative approach to historic preservation.

PERMIT FILING  
CAN BE FOUND HERE:

<https://bit.ly/3SqIKDc>



# AMESBURY CONSERVATION COMMISSION

## COMMITTEE MEMBERS

**Timothy Broadrick, Chair**

**Jim Babbin, Vice-Chair**

**Michael Ebert**

**Evin Guvendiren**

**Michael Jewell**

The Amesbury Conservation Commission is responsible for the protection and sustainable development of the city's natural resources through the implementation of wetlands regulations and stormwater standards on proposed projects. The volunteer commission serves as the local issuing authority for the Massachusetts Department of Environmental Protection – Wetlands Division.

## FY23

### HIGHLIGHTS

Successfully operated the new online permitting system and improved integration and collaboration with other city departments in initial review of applications. These improvements allow applicants to obtain permits in a timely manner while undergoing a comprehensive review. Tracking and reporting of the permit process is more transparent for the general public.

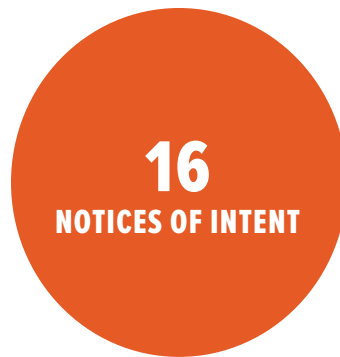
Provided technical assistance to the Open Space, Natural Resources and Trails Committee on an ongoing basis to ensure a seamless approach to managing conservation land and natural resources.

Coordinated efforts with Mass Audubon Society to create a Land Management Principles and Policies document to help provide guidance on management strategies for Amesbury Conservation Land.

Ensured local wetland resources were protected under the permitting review process to construct a new 400,000+ square foot facility for the Munter's headquarters in Amesbury on South Hunt Road.

Continued oversight of the Lake Gardner Beach improvements and the Amesbury Elementary School on Lion's Mouth Road to ensure the projects remain in compliance with the approved plans.

Coordinated efforts with municipal entities including Police and Fire Departments, Office of the Harbormaster, Planning Board, Department of Public Works, Open Space and Natural Resources and Trails Committee, and the Office of Inspectional Services to increase efficiency in the permitting process.



## **DID YOU KNOW?**

**Given most wetland resources are protected under the local or state wetland protection regulations it is always prudent to check with the Conservation Agent if you are planning to do any work that may disturb land or water resource area to determine whether approval is required from the Commission.**



# INTERNATIONAL INSPECTION SERVICES

# INSPECTIONAL SERVICES

## VINNIE TIRONE, DIRECTOR

39 SOUTH HUNT ROAD

(978) 388-8129

INSPECTIONS@AMESBURYMA.GOV



In accordance with 780CMR State Board of Building Regulations and Standards, Inspectional Services performs annual inspections of public buildings, churches, in-law apartments, and multi-unit dwellings. The Inspectional Services Department (ISD) is also responsible for making zoning determinations, enforcing the zoning by-laws, health violations, along with staffing the Zoning Board of Appeals, the Board of Health and the Historical Commission.

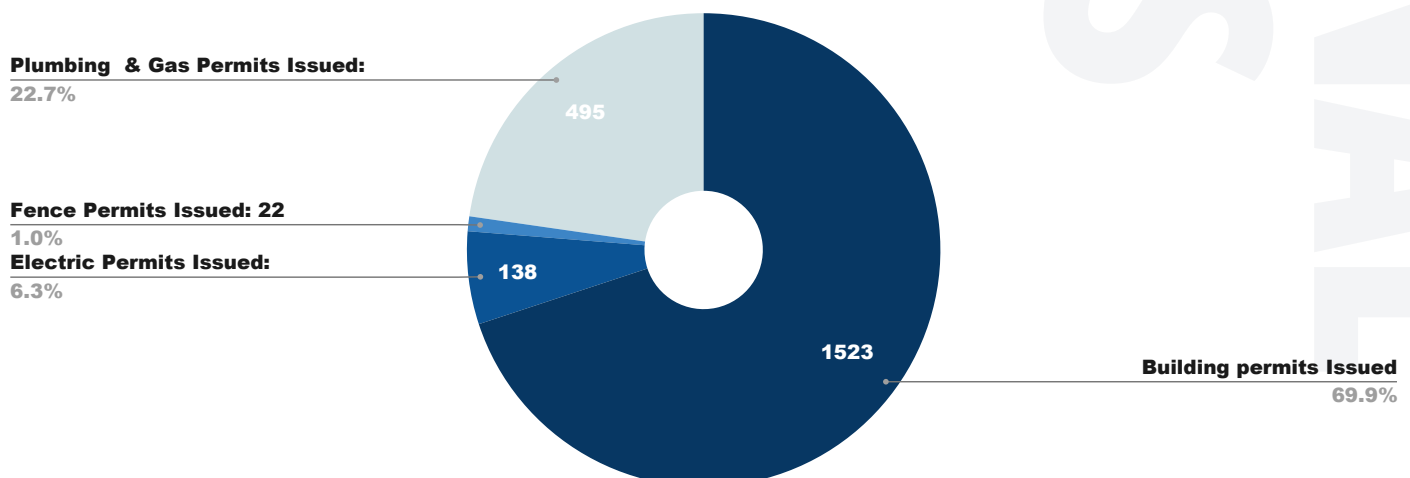
## FY23

### HIGHLIGHTS

The Office of Inspectional Services completed our second year of online permitting, which tremendously lightens the burden of the applicant.

Our Provisional Local Inspector successfully completed the 3 exams required to become fully credentialed by the International Code Council. Congratulations Jim Wilson!

## PERMITS ISSUED FY23



**1,834**

**TOTAL PERMITS  
ISSUED**

**\$409,705**

**FEES COLLECTED**

**85**

**HOURS OF  
CONTINUING  
EDUCATION**

**156**

**BUILDING IDENTIFIER  
DOOR HANGERS  
DELIVERED**

**198**

**SIDEWALK  
OBSTRUCTION DOOR  
HANGERS  
DELIVERED**

**49**

**AFTER-HOUR  
EMERGENCY CALLS  
RESPONDED TO**

**DID  
YOU  
KNOW?**

Building permits, inspections, certificate of occupancy, demolition permits, electrical and gas permits, fence permits, sign permits, and more can all be processed online.

Visit OpenGov online at: <https://amesburyma.portal.opengov.com/>

**FY24**

**G O A L S**

- **Coordinate with other departments on the development and implementation of any ordinance relative to accessory dwelling units as it relates to building codes and zoning to ensure health, safety, and compliance are achievable and enforceable.**
- **Improve access to basic tools and equipment for all inspectors to support efficient and accurate inspections.**
- **Increase awareness of Americans with Disabilities Act requirements and strategies for an inclusive built environment among all staff with specialized training options.**

# HEALTH INSPECTIONS

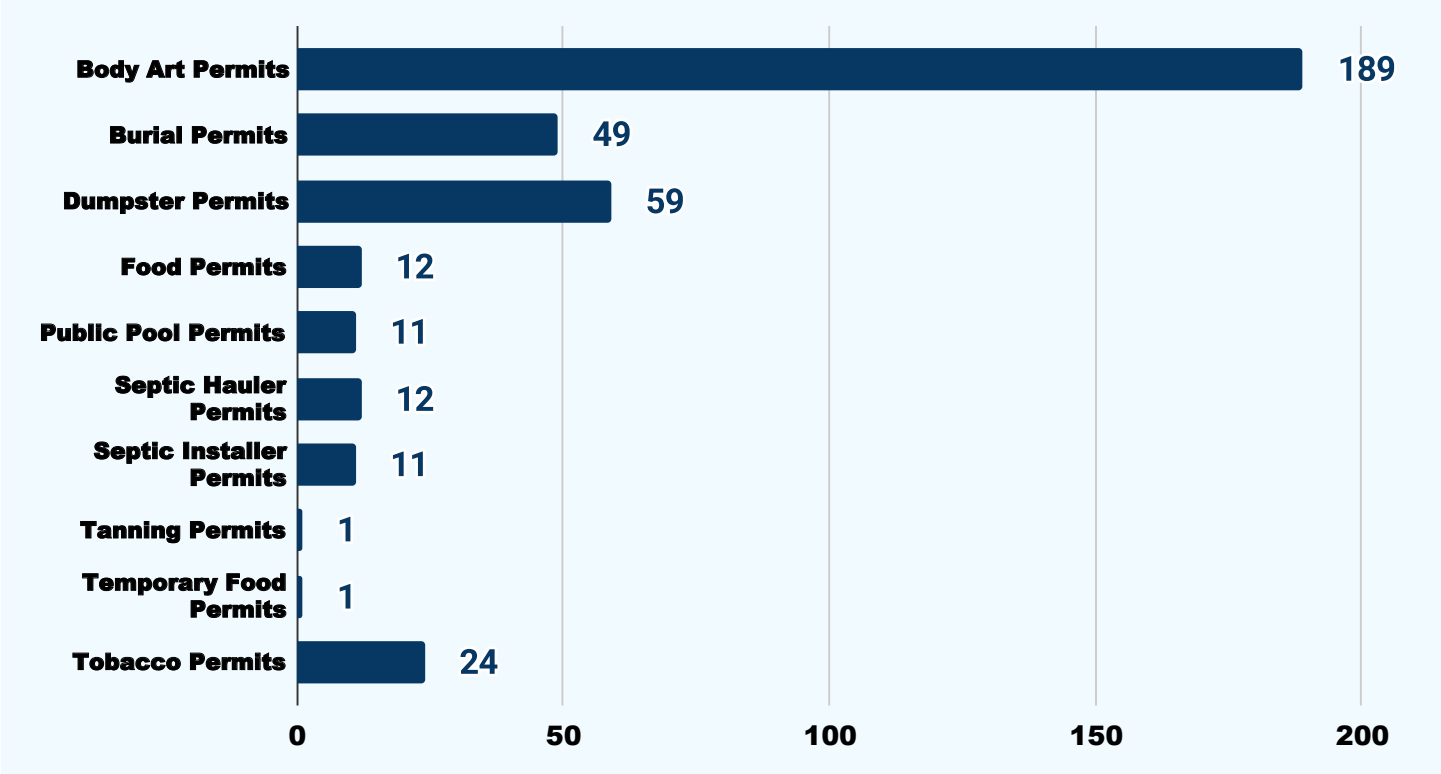
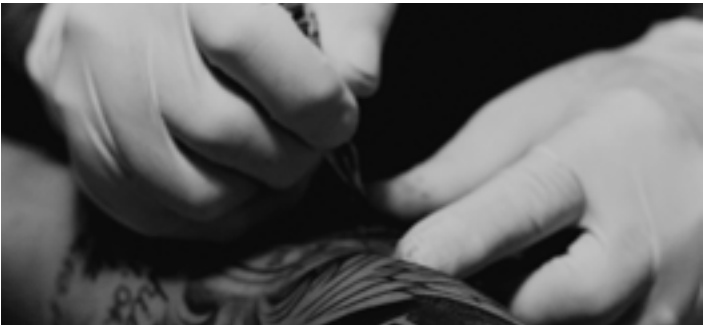
39 SOUTH HUNT ROAD

(978) 388-8159

HEALTH@AMESBURYMA.GOV



Inspections for food businesses primarily include bi-annual inspections, while most retail businesses requiring one inspection per year. Most full food establishments require additional inspections to fully comply with Code. The Health Inspector also investigates all housing complaints which lead to enforcement orders and sometimes move to Housing Court. Septic replacement / repair / installation also falls under this department, in addition to handling broader type services such as mosquito mitigation, beach water testing, and other activities as needed.



**\$37,383**  
IN FEES  
COLLECTED

**27**  
HOURS OF  
CONTINUING  
EDUCATION

**44**  
COMPLAINTS  
RECEIVED

# FY24

## GOALS

- Actively participate in the first phase of the Public Health Excellence Grant program to support accurate discovery of our community needs for public health programming and resources.
- Work collaboratively with the Board of Health as they update their bylaws and support associated work relative to fee updates.
- Improve workflow for documentation and accountability of violations, particularly related to landlord/tenant disputes.
- Enhance general informational pages on the city website to proactively address frequently asked questions, improve compliance, and reduce call for service.

## BOARD OF HEALTH BOARD MEMBERS

**Ann McKay, Chair**

**Robin Beeley, Vice Chair**

**Dan McQueen**

The primary roll of the Board of Health (BOH) is to prevent illness, injury, and premature death; to ensure access to high quality public health and health care services; and to promote wellness and health equity for all people within our jurisdiction.

The BOH oversees the activities of the Health Inspector, including food establishment permits and inspections, housing complaints, tobacco control and more.

# FY23

## HIGHLIGHTS

Board of Health Chair, Matthew Steinel, left the Board after approximately 10 years.

Worked to obtain and successfully receive a new desktop computer that was donated from a 3A Regional Coalition Grant.

BOH was awarded a grant for public health excellence in the amount of \$143K.

# ZONING BOARD OF APPEALS

## BOARD MEMBERS

**Sharon McDermot, Chair**

**Donna Collins, Vice Chair**

**David Haraske**

**Michael McCarthy**

**Charles Basler**

# FY23

## HIGHLIGHTS

**Charles Basler became a member. Mr. Bassler has an extensive background in law enforcement.**

The ZBA is a quasi-judicial board. They hear and decide on requests for variances, appeals of the decisions of the Zoning Agent, requests to alter, modify or extend nonconforming uses and structures, and requests for special permits and findings as set forth in the Amesbury Zoning Bylaws.

**11**

**SPECIAL PERMIT  
REQUESTS**

**4**

**VARIANCE REQUESTS**

**14**

**APPROVALS**

# HISTORICAL COMMISSION

## COMMISSION MEMBERS

**Joseph Finn, Chair**

**Chris Akelian**

**Richard Joltes**

**Stephen Klomps**

**Jay S. Williamson**

The Historical Commission's purpose is to preserve and protect significant buildings or structures in the city which constitute or reflect distinctive features of the architectural, cultural, political, economic or social history of Amesbury. The Commission's primary responsibility is to review applications for demolition of buildings in the city to determine their significance



# COMMUNITY COUNCIL ON AGING

# COUNCIL ON AGING

## DOREEN ARNFIELD

### DIRECTOR

68 ELM STREET

(978) 388-8138

COA@AMESBURYMA.GOV



The Council on Aging (COA) provides essential services to the older adults in our community such as social services, food delivery assistance, transportation and more..

## FY23

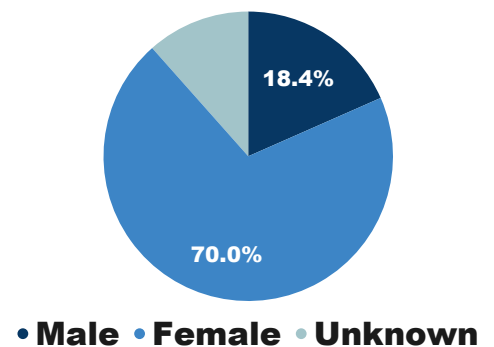
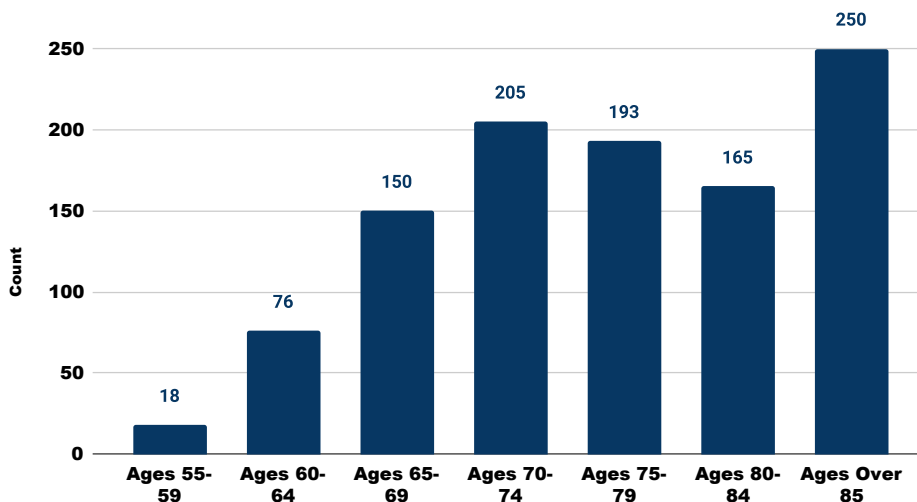
### HIGHLIGHTS

COA van ridership has steadily increased in FY23 to average 88 riders/month. About \$2000 from the COA Misc. Grants fund has been spent on fuel and repairs.

The COA team worked on creating and distributing over 6000 Needs Assessments to Amesbury residents 55 and older. The data will be used to determine future programming.

Planning and details for new paint and furniture in 1<sup>st</sup> floor library and 2<sup>nd</sup> floor game room using a grant. The 2<sup>nd</sup> floor game room will be renamed and still used for seniors but also will be reserved for other city departments as a meeting space.

## FY23 COA PARTICIPANTS AGE RANGE + DEMOGRAPHIC





**300**  
DAYS OPEN IN FY23

**13,000+**  
PEOPLE UTILIZED THE  
COUNCIL ON  
AGING

**8654**  
VOLUNTEER HOURS  
EQUILIVANT TO  
\$255,000

**12,088**  
HOME DELIVERED  
MEALS

**837**  
HOT LUNCHES  
SERVED

**111**  
PEOPLE SERVED  
BY ELDER MENTAL  
HEALTH OUTREACH  
TEAM

## COA SERVICES

| Services On-Site                                                                                                                                                                                                                            | Appts/Calls/Occurrences |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| AARP Tax Prep                                                                                                                                                                                                                               | 212                     |
| Call/Registration/Info                                                                                                                                                                                                                      | 7172                    |
| Food (Grab and Go, Health Fair, Congregate)                                                                                                                                                                                                 | 893                     |
| Home Consultation                                                                                                                                                                                                                           | 108                     |
| Notary and Legal Services                                                                                                                                                                                                                   | 6                       |
| Office Consultation                                                                                                                                                                                                                         | 251                     |
| Outreach                                                                                                                                                                                                                                    | 661                     |
| Phone Consultation                                                                                                                                                                                                                          | 616                     |
| SHINE - Serving Health Information Needs for Everyone                                                                                                                                                                                       | 54                      |
| Social/Physical/Educational - (Legal Clinic, Exercise classes, movies, Mah Jong, Bridge, Cards, Bingo, Video Golf Breakfast with the Chiefs, Tech Support, Trivia, Arts and Crafts classes, End of Life Planning, regional town activities) | 5288                    |
| Support Groups                                                                                                                                                                                                                              | 473                     |
| Transportation                                                                                                                                                                                                                              | 1651                    |



# FY24

## GOALS

- Provide programming and services based on the results of the 2023 Needs Assessment and make those results available to the public with the assistance of the city Communications Director.
- Optimize existing space for the enjoyment of older adults and for efficient delivery of services.
- Increase community awareness and involvement in the Age Friendly Amesbury initiative by enhancing Amesbury's accessibility to services, data, and recommendations.

# COUNCIL ON AGING BOARD OF DIRECTORS

## BOARD MEMBERS

**Arthur Levine, Chair**

**M. Lea Cabeen, Vice Chair**

**Susan Ballard**

**Lee Ford, Secretary**

**Sarah Kearney, Treasurer**

**Alison Kolozsvary**

**Frankie Lallemand**

**Kligger Thomas**

**Jon Younger**

The Council on Aging is governed by a Board of Directors. The Board is comprised of 11 citizens from Amesbury who advocate for Amesbury's older adults to ensure their health, economic, cultural and social needs are met and encourage maximum independence to improve their quality of life. The board meets regularly on the second Thursday of every month.

## FY23

### HIGHLIGHTS

Mary Lee Ford resigned from the COA Board in June 2023 after serving for 16 years. She continues to serve as President of the Friends of the Council on Aging, an non-profit organization who funds most of COA programming. Lee's involvement very much correlates to why the FCOA is so successful. Her involvement in the community is impressive and the COA Director was fortunate to have her as an advisor.





# VETERAN SERVICES

# VETERAN SERVICES

KEVIN HUNT  
DIRECTOR

68 ELM STREET

(978) 388-8136

VETERANS@CITYOFNEWBURYPORT.COM



The Amesbury Veteran Services Office is part of a regional program comprised of Amesbury, Newburyport, Salisbury and Merrimac. Jeremiah Murphy, Veteran Services Officer and Richard Yardé, Office Assistant, help people in the Amesbury office.

## FY23

### HIGHLIGHTS

The Veteran Services Office sponsored a VA Town Hall meeting at the Costello Center to educate veterans on the PACT ACT and their benefits. The PACT ACT which addresses toxic exposures to veterans became effective January 1st. The ACT made many more veterans eligible for disability compensation and the Veteran Services Office experienced a significant increase in assisting veterans file disability claims.

The Veteran Services Office modernized our claim process with VA Claims software which enables our staff to streamline the claims process, reduces the time to file a claim and allows the claim to be uploaded electronically reducing mailing and printing costs.

Participated in multiple collaboratives to provide the best services and outreach to Amesbury veterans and their families. Those collaboratives include the Massachusetts Veteran Service Officer Association, Social Services Collaborative, Age & Dementia Task Force, Merrimack Valley Veterans' Collaborative, VA Financial Wellness Roundtable, Amesbury Providers and the North Shore Veterans' Collaborative.

In 2023 we participated in food distribution programs reaching well over fifty veterans in Amesbury alone. The Veteran Services Office also assists in providing a monthly luncheon at the Hungry Traveler Restaurant for veterans over the age of eighty. Attendance at this monthly event can exceed 40 local veterans and their guests.

**2500**

**FLAGS PLACED ON  
VETERAN GRAVES ON  
MEMEORIAL DAY**

**\$299,000**

**PROVIDED TO AMESBURY  
VETERANS THROUGH  
STATE CHAPTER 115**

**6%**

**AMESBURY VETERANS  
LOST IN FY23**

## **DID YOU KNOW?**

Chapter 115 provides financial assistance to Amesbury veterans and their dependents whose incomes fall below 200% of the federal poverty level. In addition to providing supplementary income to clients who qualify for assistance with housing and fuel costs, the Chapter 115 program also provides reimbursement for medical insurance premiums such as Medicare Part B and D, as well as co-pays for doctors, hospitals, prescriptions and various medical expenses not covered by health insurance. Seventy-five percent of all Chapter 115 money is reimbursed to the city of Amesbury by the Commonwealth through the Executive Office of Veteran Services. If you have a question, please give Veteran services a call at 978-388-8136.

# **FY24**

## **G O A L S**

- **Expand existing outreach through local agencies to increase the number of Veterans and Dependents receiving benefits.**
- **Determine procedures with new staff to streamline the Chapter 115 process to ensure that clients and the city are receiving the appropriate reimbursement.**
- **Collaborate with the City Clerk's Office to establish a system of communication for the purpose of informing the family members of deceased Veterans of any available benefits they might be eligible for.**
- **Conduct a Veteran/beneficiary satisfaction survey to identify areas of improvement for our local Veteran Services Office.**

# TRUSTEES OF WAR MEMORIALS

## TRUSTEE MEMBERS

**Tom Champion**

**James DeMars**

**Bob Evans, Veteran**

**Kassandra Gove, Mayor**

**Ski Iworsky, Veteran of a War**

**Paul Jancewicz, Veteran of a War**



### THE TRUSTEES INVITE YOU TO VISIT OUR LOCAL MEMORIALS:

Civil War Soldiers Monument (1874) Spanish - American War Memorial (1915)

Thorton Square - WWI (1919)

G.A.R. - E.P. Wallace Post 122 (1926) - Civil War

Amesbury Dough Boy (1929)

Landry Memorial Stadium (1938)

Rocky Hill Honor Roll - WWII (1943)

Summer Goldsmith Park & Highlands Honor Roll (1946) - WWII

Polish-American Soldiers Memorial (1948) - WWII

Franco-American Soldiers Memorial (1948) - WWII

Amesbury Servicemen Memorial Honor Roll - (1966-67)  
- WWII, Korea & Vietnam War at William B. Justin Memorial Park

Sgt. Jordan Shay Flagpole (2013) - Iraq

# FY23

## HIGHLIGHTS

Information on memorial locations was compiled and added to the city website. A special thank you to Amesbury resident, Scott Winters, for volunteering to photograph each site.



Visit the city website to read more about each war memorial:

<https://shorturl.at/fkll3>



# RECREATION

# RECREATION DEPARTMENT

## KATHY CROWLEY, DIRECTOR

68 ELM STREET

(978) 388-8137

RECREATION@AMESBURYMA.GOV



The main goal of the Recreation Department is to provide social, physical, recreational, educational and cultural programs and opportunities to Amesbury at an affordable cost. The staff members are dedicated to the youth they serve, and work very hard to make sure their programs are safe and fun.

# FY23

## HIGHLIGHTS

Recreation continued ongoing work with PACT (Partnership for Amesbury Children and Teens) to decrease substance abuse with specific programs identified for the middle school age group (therapeutic art program, cooking, Cider Hill Farms program etc., and diversity, equality, and inclusion training).

Program numbers, event numbers, program revenues, and numbers of permits all continue to increase. Programs and events are continuously added to provide recreational opportunities for the community and many programs fill up quickly.

Supported and engaged youth in our community through new, diverse programs such as Wild World Safari, Lego Robotics Engineering and Ninja Warrior to name a few. In addition, monthly special events were held at Camp Kent (full moon hikes, wildlife tracking, DIY holiday centerpieces, snow shoeing, and more).



**\$8,150**  
GRANTS RECEIVED

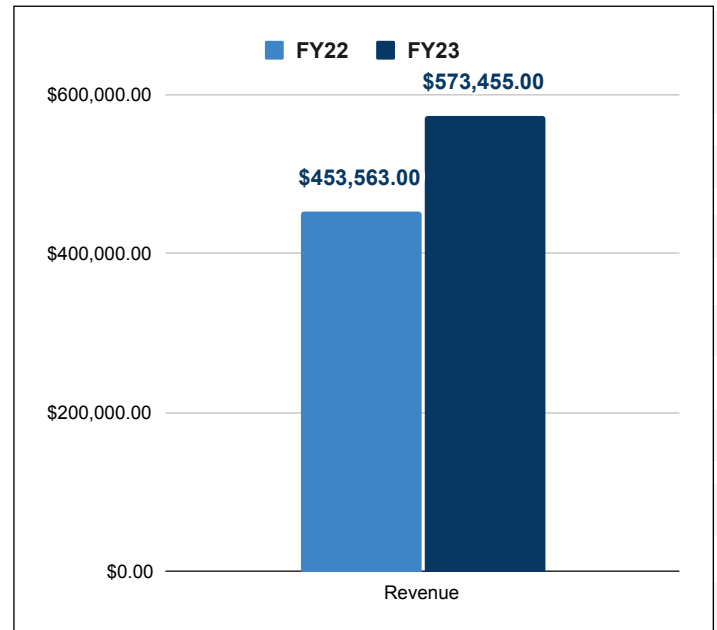
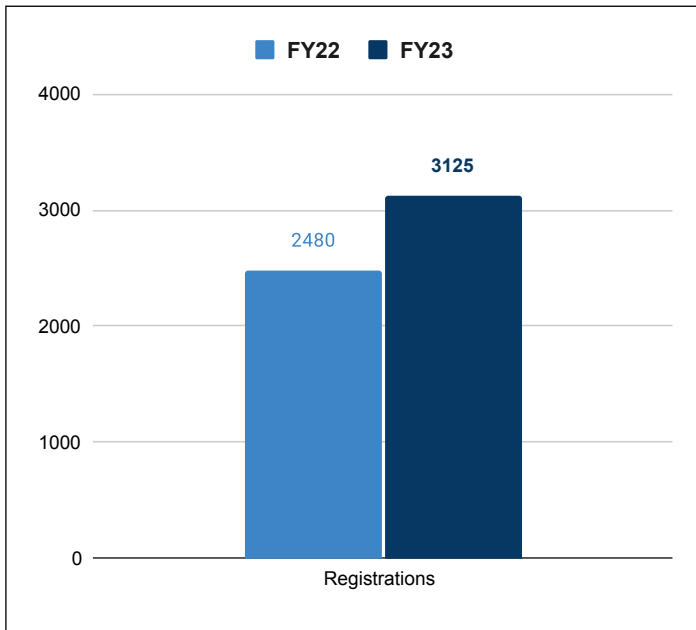
**\$2,759**  
IN DONATIONS

**\$8,662**  
PERMIT FEES  
COLLECTED

**\$2,400**  
KAYAK RACK  
RENTAL INCOME

**\$28,000**  
GIVEN IN FINANCIAL  
AID FOR  
PROGRAMS

## REVENUE & REGISTRATIONS FY22 VS FY23



**13%**  
INCREASE IN  
PROGRAM REVENUE

**13%**  
INCREASE IN PERMIT  
FEE REVENUE

## PARKS AND RECREATION ISSUED PERMITS FOR USE OF CITY OWNED FACILITIES:

| Facility             | Reservations | Hours       | Funds Raised      |
|----------------------|--------------|-------------|-------------------|
| Al Capp Amphitheater | 10           | 77.50       | \$75.00           |
| Collins Street Park  | 6            | 967.00      | \$0.00            |
| Downtown             | 14           | 578.00      | \$0.00            |
| Heritage Park        | 11           | 104.50      | \$575.00          |
| Lake Gardner         | 17           | 34.75       | \$1,037.50        |
| Other                | 21           | 220.50      | \$0.00            |
| Town Park            | 67           | 2,130.75    | \$3,800.00        |
| Training Field       | 13           | 321.00      | \$0.00            |
| Woodsom Farm Park    | 23           | 822.00      | \$3,175.00        |
| <b>Total</b>         | <b>182</b>   | <b>5256</b> | <b>\$8,662.50</b> |

**DID  
YOU  
KNOW?**

The revenue generated by the Recreation Department covers all department expenses including 3 full time salaries, thus using zero taxpayer dollars.



# FY24

G O A L S

- Conduct a community wide survey and participant feedback opportunities to identify community needs and desires for future services and program planning.
- Create a 3-year plan for expanded programming and marketing.
- Collaborate with other departments and stakeholder on the implementation of online permitting for special events and improvement of public space use and fee policies and implementation.





# LIBRARY

# AMESBURY PUBLIC LIBRARY

AIMIE WESTPHAL, DIRECTOR

149 MAIN STREET

(978) 388-8148

REFERENCE@AMESBURLIBRARY.ORG



The Amesbury Public Library is a member of the Merrimack Valley Library Consortium (MVLC). It provides safe space for lifelong exploration and learning, public understanding, freedom of expression, experiencing beauty, and wonder through the best possible resources, facilities, and services for our community.

## FY23

### HIGHLIGHTS

Professional development days for staff were re-introduced.

Implemented a 3-month review process for new staff.

Initiated flexible scheduling practices to allow staff to attend training during work hours.

Finished strategic planning process from FY22 and published new plan which starts in FY24.

Reviewed Library Policies with an eye to creating more accessibility.

Worked with city IT on networking project to greatly improve WiFi and stabilize IT infrastructure.

An ARSL grant was used to purchase all new public computers replacing machines that were up to ten years old.

Identified funding and created Trustee sub-committee to launch Facility Master Plan project.

Working to preserve and maintain the Library as a historic building, staff successfully sought additional funding opportunities, receiving roughly \$97,000 in grants and in-kind donations

## DID YOU KNOW?

Alice Follansbee served as Librarian for over 25 years beginning in 1895. Follansbee oversaw the move of the library from its former location on Friend Street to our current building in 1900 – 1901 and she died during her tenure as Librarian. As a member of the Amesbury Improvement Association and the Elizabeth Whittier Club she contributed broadly to the civic and educational fabric of the community.



# 24,716

## VISITORS TO THE LIBRARY

**4,258**

PEOPLE ATTENDED  
PROGRAMS

**7,989**

LIBRARY  
CARDHOLDERS

**117,478**

PHYSICAL ITEMS  
CHECKED OUT

**18,009**

ITEMS DOWNLOAD  
OR STREAMED

**576**

NEW CARDS  
REGISTERED

**364,353**

MINUTES READ  
DURING SUMMER  
READING

**6,939**

NEW ITEMS ADDED TO  
THE COLLECTION

**2,749**

LIBRARY COMPUTER  
USERS



**346**

PARTICIPANTS IN  
SUMMER READING  
PROGRAM

**514**

MUSEUM PASSES  
USED

**256**

PROGRAMS OFFERED  
(ONLINE &  
IN-PERSON)

**2,307**

KITS DISTRIBUTED

## FY23 PROJECTS

**Flooring Installation:** Main level carpet roughly 10 years old, had many major rips and stains. Public restroom floors peeling up and buckling. State Aid funds used to install new carpet throughout main and lower levels, and new laminate laid in public restrooms and staff break room.

**Climate Control Project:** Silverfish discovered in vault storage for local history collection in July 2022. These pests feed on paper and glue, posing a high risk to collections. Capital funds were moved and combined with Amesbury Charitable Trust funds to support the installation of climate control in the vault and records room where all local history collection materials are stored.

**Facility Master Plan:** The library has many facility issues that need to be address in order to retain this important historic structure. Capital funds were moved and combined with Library Trustee Trust funds to fund a Facilities Master Plan to provide a priority list of short-, mid-, and long-term facilities projects in a phased plan. Work began on scoping this project in FY23 and will continue into FY24.

**National Register Listing:** Application process for the library building to be listed on the National Register. This is made possible by an in-kind donation from Heritage Preservation who is writing the application on our behalf.

**Network Infrastructure Project:** Network equipment past end of life and WiFi not reaching many areas of building. State Aid and grant funds used to purchase new equipment and re-cable the building. Project is ongoing to scheduled to be completed in FY24.

## FY24 GOALS

- Establish the Library as a center for learning, enrichment, and joy by improving access to collections and programs, fostering interest in local history and culture, and facilitating civic education and understanding utilizing a robust assortment of technology tools.
- Increase awareness of the Library's value through feedback loop that include varied viewpoints and diverse voices to create programs that meet the needs and interests of our community.
- Invest in our team in ways that support an internal culture of learning, collegiality and service to support operational and financial sustainability.
- Activate our community of support through improved communication and alignment with the Trustees and Friends of the Library.
- Ensure our building and facilities meet our community's needs by developing a holistic and sustainable approach to building management.

# LIBRARY BOARD OF TRUSTEES

**Anne Campbell, Chair**

**Laurie Cameron, Vice Chair**

**Pam Gilday, Secretary**

**Gail Browne**

**Jessica Ducrow**

**Audrey Proctor**

**Brenda Rich**

**Delia Rinaldi**

**Bethany Sullivan**

The Board consists of 9 members and advises the Library Director and approves the library budget. The Board has the duty to determine the rules and regulations governing library operations and services. Board Members sit on subcommittees, including: Preservation, Finance, Long Range Planning, Director Review, and ad hoc committees as needed.

## FY23

### HIGHLIGHTS

In FY23, the Library Board of Trustees focused on supporting the completion of the Library's long-range plan for FY24 - FY26 and approving the final plan and the Library's Vision and Mission statements. Throughout the year, the Library Board worked on a few building/preservation projects including new flooring throughout the Library and the installation of a climate control solution for local history collection storage on the lower level. The Library Board also voted to recommend that the Mayor hire Aimie Westphal as the Amesbury Public Library Director after the completion of her one-year contract.



### VISION:

The Amesbury Public Library fosters connection in the community through learning, inclusivity, respect, responsible stewardship, kindness, and joy.

### MISSION:

The Amesbury Public Library, under the authority of its Board of Trustees, provides safe space for lifelong exploration and learning, public understanding, freedom of expression, experiencing beauty, and wonder through the best possible resources, facilities, and services for our community.



# SCHOOLS

# AMESBURY PUBLIC SCHOOLS

ELIZABETH MCANDREWS,  
SUPERINTENDENT

5 HIGHLAND STREET

(978) 388-0507

SCHOOLS@AMESBURYMA.GOV



## FY23

### HIGHLIGHTS

Amesbury Elementary School saw its last group of students this year. As part of the reconfiguration process, the SGT Jordan Shay Memorial Lower Elementary School will house Pre K to Grade 2 students. Cashman Elementary will now house Grades 3-5, and Amesbury Middle School will house students in grades 6-8.

Settled contract negotiations with the Teachers/Nurses Unit, the Paraprofessional Unit, and the MPFT (Multi Purpose Facility Technician) Unit prior to the summer of 2023.

Completed a District Strategy based on the findings from last year's Entry Plan Findings Report.

Completed Shay Memorial and all associated logistics and transfers that are part of the grade reconfiguration.

Continued to build a transparent, zero-based budget.

Continued to re-establish and grow relationships with our students to create a greater sense of belonging and inclusivity.



This year it was decided to retire the Indian as our identifier. After an inclusive process that involved community and student input, it was decided that we would now be the Amesbury Redhawks. This identifier will apply to ALL schools in the district as a way to unite the district.

# AMESBURY PUBLIC SCHOOLS





# CLASS OF 2023

**69**  
TOTAL FOUR  
YEAR COLLEGE

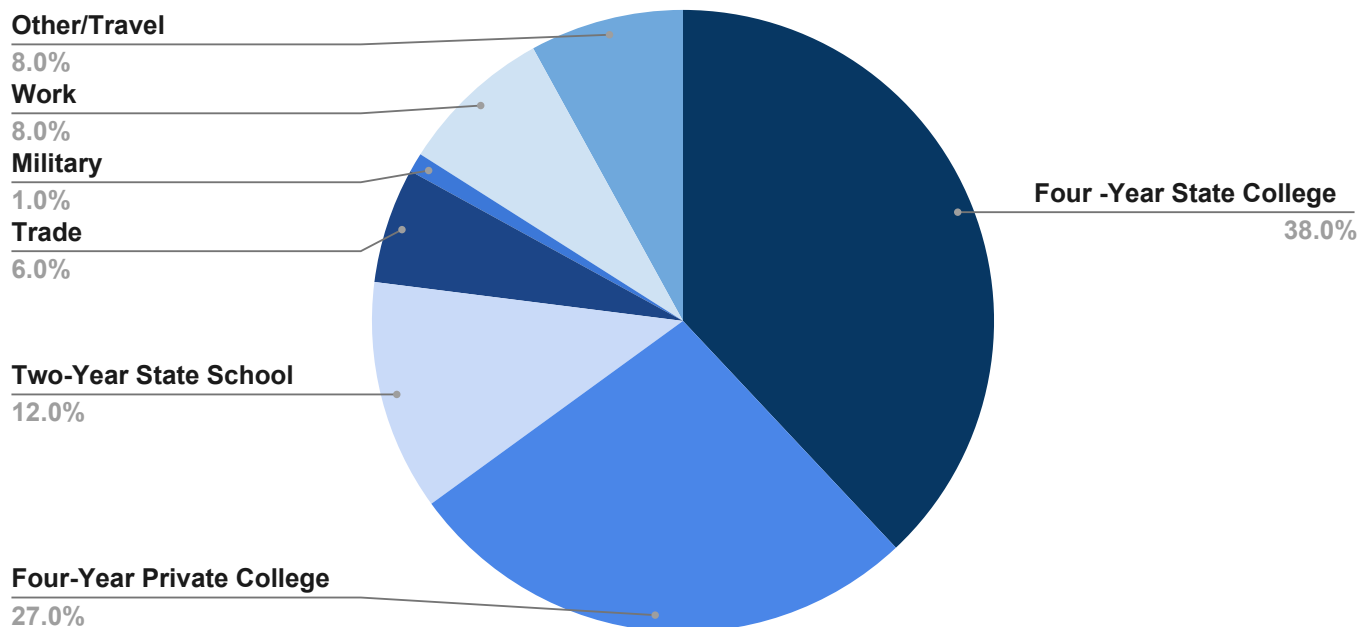
**19**  
TOTAL TWO YEAR  
COLLEGE

**6**  
TRADE SCHOOL

**1**  
MILITARY

**12**  
WORK

**8**  
OTHER/TRAVEL



**Amesbury Innovation High School = 3 Graduates**

**Amesbury High School = 106 Graduates**

## STATE CHAMPIONS

Football - CAL Champs

Ice Hockey - CAL Champs

Boys Indoor Track - CAL Champs / MSTCA State Relay Champs

Girls Indoor Track - CAL Champs

Softball - CAL Champs

Boys Outdoor Track - CAL Champs / MSTCA State Relay Champs / MIAA State D6 Champs

Girls Outdoor Track - CAL Champs



**Amesbury Public Schools District Strategy**  
January 2023 - June 2026

| Vision                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| In the Amesbury Public Schools, we strive to prepare every student with the skills to think, act, learn, and lead in a way that will make a positive impact on our interconnected world.                                                                                                                                                                  |                                                                                                                                                                   |
| Mission Statement                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                   |
| In the Amesbury Public Schools, we are unconditionally committed to...<br>The growth of <i>every child</i> . By creating a safe, supportive, and inclusive environment that provides dynamic learning experiences, the highest quality staff, and a vitally involved community, every child experiences success.                                          |                                                                                                                                                                   |
| Equity Vision                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                   |
| In the Amesbury Public Schools, we are committed to valuing the unique characteristics and perspectives of each member of our community. By considering our differences as strengths, we are dedicated to building a culture where students, staff, and community partners feel empowered and supported as they connect with and contribute to the world. |                                                                                                                                                                   |
| Core Beliefs                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                   |
| <b>Communication</b>                                                                                                                                                                                                                                                                                                                                      | Respectfully communicating with all community members in a timely, clear, and honest way                                                                          |
| <b>Academic Excellence</b>                                                                                                                                                                                                                                                                                                                                | Conscientiously pursuing excellence in our teaching and learning to provide diverse learning opportunities                                                        |
| <b>Relationships</b>                                                                                                                                                                                                                                                                                                                                      | Intentionally building caring connections to enhance engagement, collaboration, and belonging in the Amesbury community.                                          |
| <b>Equity and Inclusion</b>                                                                                                                                                                                                                                                                                                                               | Actively cultivating an equitable and inclusive environment where each individual is able to work and learn in an atmosphere of respect, dignity, and acceptance. |
| Theory of Action                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                   |
| IF we ensure a safe, equitable environment where academic excellence is encouraged and maintained through dynamic learning experiences and IF we provide educators with opportunities to enhance their pedagogy and provide them with the tools to support the demands of a rapidly changing and                                                          |                                                                                                                                                                   |

interconnected world, **THEN** our students will have success on any pathway they choose to pursue.

| Amesbury Public Schools - District Strategy Overview                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategic Objectives                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| <b>Enhancing Teaching and Learning</b><br><br>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum. | <b>Promote Continuous Development of High Quality Educators</b><br><br>Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice. | <b>Progressive Learning and Work Environment that is Safe and Accessible</b><br><br>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset. |
| Strategic Initiatives - January 2023 through June 2023                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| <b>1.1</b> Complete a curriculum inventory for all content areas and all courses/content areas in all grade levels                                                                                                                                                                     | <b>2.1</b> Re-establish the Professional Development Council (PDC) ensuring maximum representation of diverse roles.                                                                                                                                                   | <b>3.1</b> Provide professional development on Restorative Practices in the classroom                                                                                                                                                                                     |
| <b>1.2</b> Develop a curriculum review cycle.                                                                                                                                                                                                                                          | <b>2.2</b> Develop a draft Professional Development (PD) calendar for School Year 2023-2024                                                                                                                                                                            | <b>3.2</b> Examine and create a visual representation of the district's organizational structure and job responsibilities.                                                                                                                                                |
| <b>1.3</b> Complete visual representation (flow chart) for MTSS (Multi-Tiered System of Supports) for Literacy, Math, and SEL.                                                                                                                                                         |                                                                                                                                                                                                                                                                        | <b>3.3</b> Create a District Maintenance Plan and update the Capital Projects Plan                                                                                                                                                                                        |
| <b>1.4</b> Provide opportunities for parents/guardians and school personnel to understand the MTSS (Multi-Tiered System                                                                                                                                                                |                                                                                                                                                                                                                                                                        | <b>3.4</b> Create a Central Registration process                                                                                                                                                                                                                          |

|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| of Supports) in Literacy, Math, and SEL.                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        | <b>3.5</b> Create a district-wide Technology Planning Committee                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        | <b>3.6</b> Create Program descriptions for all specialized programs for students with disabilities                                                                                                                                                                        |
| <b>Strategic Initiatives - July 2023 through June 2024</b>                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| <b>Enhancing Teaching and Learning</b><br><br>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum. | <b>Promote Continuous Development of High Quality Educators</b><br><br>Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice. | <b>Progressive Learning and Work Environment that is Safe and Accessible</b><br><br>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset. |
| <b>1.5</b> Begin curriculum alignment, revision, additions incorporating choices and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion, and belonging for our students                                                                   | <b>2.3</b> Build the capacity of staff by utilizing their expertise in designing and delivering professional development opportunities.                                                                                                                                | <b>3.7</b> Develop a 5 Year Technology Plan that incorporates a purchase and replacement policy.                                                                                                                                                                          |
| <b>1.6</b> Utilize professional development opportunities to strengthen and focus Tier I Instruction so that all students can access the curriculum and experience optimal success.                                                                                                    | <b>2.4</b> Implement professional development opportunities that support Tier 1 instruction including, but not limited to: the use of inquiry and skills based learning, Universal Design for Learning, scaffolding, and the use of formative assessments and data.    | <b>3.8</b> Create a full on-boarding and separation of service for all staff members including requisite training.                                                                                                                                                        |
| <b>1.7</b> Create and implement data teams for                                                                                                                                                                                                                                         | <b>2.5</b> Utilize the PDC to review and revise the                                                                                                                                                                                                                    | <b>3.9</b> Create job descriptions and                                                                                                                                                                                                                                    |

|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| each building, grade level and/or content area.                                                                                                                                                                                                                                        | District Curriculum Accommodation Plan (DCAP) to ensure that the professional development that is offered is meeting the teachers' needs to implement the DCAP in the classroom.                                                                                       | responsibilities for all positions in the district and ensure ADA compliance                                                                                                                                                                                              |
| 2.8 Create Tier 2 interventions at AMS and AHS                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                        | 3.10 Revise organizational structure to reflect the needs of the district                                                                                                                                                                                                 |
| 2.9 Pilot K-5 Math Program (Summer time to select pilots)                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                        | 3.11 Utilize the work from the MTSS SEL team to support the needs of the staff and students                                                                                                                                                                               |
|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        | 3.12 Create a district marketing and promotion plan with the assistance of an outside communication specialist.                                                                                                                                                           |
| Strategic Initiatives - July 2024 through June 2025                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| <b>Enhancing Teaching and Learning</b><br><br>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum. | <b>Promote Continuous Development of High Quality Educators</b><br><br>Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice. | <b>Progressive Learning and Work Environment that is Safe and Accessible</b><br><br>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset. |
| 1.10 Continue curriculum alignment, revision, additions while incorporating choice and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion and belonging for our students.                                                                 | 2.6 Develop a system wide process for conducting peer observations within and between buildings                                                                                                                                                                        | 3.13 Create opportunities and/or experiences designed to build relationships between the school and families.                                                                                                                                                             |

|                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.11 Refine Tier 2 interventions at AMS and AHS based on data collected.                                                                                                                                                                                                               | 2.7 Create content or team based teacher leadership positions at AMS, CES, and Shay to support content areas.                                                                                                                                                          | 3.14 Redesign the district website to provide important, relevant information to families in multiple languages                                                                                                                                                           |
| 1.12 Incorporate digital citizenship into each grade/course                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                        | 3.15 Implement the 5 Year Technology Plan                                                                                                                                                                                                                                 |
| 1.13 Revisit and provide professional development about the enhanced use of technology in the classroom to support and challenge all learners                                                                                                                                          |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| 1.14 Implement K-5 Math Program                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| Strategic Initiatives - July 2025 through June 2026                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                           |
| <b>Enhancing Teaching and Learning</b><br><br>Ensure that every student is challenged academically through differentiated and advanced learning opportunities, the implementation of high quality instructional practices, and an inclusive, demanding, and research based curriculum. | <b>Promote Continuous Development of High Quality Educators</b><br><br>Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice. | <b>Progressive Learning and Work Environment that is Safe and Accessible</b><br><br>Create an environment that provides physical and psychological safety for children and adults. An environment that is accessible to all stakeholders and promotes a positive mindset. |
| 1.15 Continue curriculum alignment, revision, additions while incorporating choice and culturally responsive teaching practices to increase the amount of diversity, equity, inclusion and belonging for our students.                                                                 | 2.8 Implement a system wide process for conducting peer observations within and between buildings                                                                                                                                                                      | 3.16 Create opportunities for community members and community leaders to share life experiences to support learning and success.                                                                                                                                          |
| 1.16 Provide a centralized location for all written curricula and make a version of the district's curriculum available to all                                                                                                                                                         | 2.9 Create a catalog of professional development opportunities after school hours provided by and for teachers in the district.                                                                                                                                        |                                                                                                                                                                                                                                                                           |

|                                                                                                  |                                                    |  |
|--------------------------------------------------------------------------------------------------|----------------------------------------------------|--|
| stakeholders                                                                                     |                                                    |  |
| 1.17 Utilize community partners for opportunities to authentically apply learning at all levels. | 2.10 Implement catalog of professional development |  |
| 1.18 Implement the Curriculum Review Cycle                                                       |                                                    |  |

66

Over the last two years, our district has worked collaboratively to build a vision for our schools. Alongside our tremendously committed staff, I am eager to see the impact of our hard work and focus in terms of creating a nurturing, inclusive, and appropriately challenging learning environment.

ELIZABETH MCANDREWS,  
SUPERINTENDENT

# GRANTS

During FY23, the grants we received were ones to which we are entitled each year.

| Grant                                                | Type    | FY18             | FY19               | FY20               | FY21                    | FY22               | FY23               |
|------------------------------------------------------|---------|------------------|--------------------|--------------------|-------------------------|--------------------|--------------------|
| 140 Title IIA                                        | Federal | \$61,156         | \$57,216           | \$53,138           | \$51,632                | \$45,488           | \$52,665           |
| 240 IDEA Entitlement                                 | Federal | \$612,443        | \$610,157          | \$601,954          | \$616,414               | \$612,057          | \$614,053          |
| 305 Title I                                          | Federal | \$260,305        | \$252,661          | \$264,458          | \$260,938               | \$257,793          | \$333,579          |
| 309 Title IV                                         | Federal | \$5,782          | \$18,713           | \$17,021           | \$19,261                | \$17,751           | \$18,449           |
| 262 Early Childhood                                  | Federal |                  | \$19,595           | \$19,928           | \$20,049                | \$20,064           | \$20,791           |
| 302 American Rescue Plan Homeless Children and Youth | Federal |                  |                    |                    |                         | \$9,081            |                    |
| Special Education Circuit Breaker                    | State   |                  | \$991,834          | \$1,330,231        | \$1,545,733             | \$1,435,576        | TBD                |
| CRVF                                                 | Federal |                  |                    |                    | \$443,700               |                    |                    |
| RLT Essentials                                       | Federal |                  |                    |                    | \$33,674                |                    |                    |
| CARES Act - from City                                | Federal |                  |                    |                    | \$319,798 and \$517,980 |                    |                    |
| Coronavirus Prevention                               | State   |                  |                    |                    | \$89,050                |                    |                    |
| 113 ESSER I                                          | Federal |                  |                    |                    | \$217,534               |                    |                    |
| 115 ESSER II                                         | Federal |                  |                    |                    | \$835,787               |                    |                    |
| 119 ESSER III                                        | Federal |                  |                    |                    |                         | \$1,927,437        | Continued          |
| 252 American Rescue                                  | Federal |                  |                    |                    |                         | \$107,380          |                    |
| 264 American Rescue                                  | Federal |                  |                    |                    |                         | \$9,551            |                    |
| Comprehensive Health                                 | State   |                  |                    |                    |                         |                    | \$40,000           |
| Early Literacy                                       | State   |                  |                    |                    |                         |                    | \$82,900           |
| <b>Total</b>                                         |         | <b>\$939,686</b> | <b>\$1,950,176</b> | <b>\$2,286,730</b> | <b>\$4,971,550</b>      | <b>\$4,442,178</b> | <b>\$1,162,437</b> |

# SCHOOL COMMITTEE

## COMMITTEE MEMBERS

### Members of the School Committee:

**Chair: Mayor Cassandra Gove**

**Vice Chair: Kate Currie**

**Peter Hoyt (Resigned 11/21/22)**

**Abigail Jurist Levy**

**Greg Noyes (Appointed 1/10/23)**

**Gaye Smith**

**Mel Webster**

**Maryann Welch**

### SUBCOMMITTEES / AD HOC COMMITTEES

Budget and Finance

Buildings and Grounds

Policy

Teaching and Learning

Personnel

The School Committee met twice monthly with additional special meetings in order to set goals and district policies, and oversee the district's budget, all with the ultimate purpose of supporting and advancing student learning and success. The challenges of rising costs and supply and inventory shortages made meeting the acute needs of our buildings and grounds extremely difficult.

The Committee worked throughout the year to negotiate new contracts for our teachers and nurses; paraprofessionals; and multi-purpose facilities technicians. Those negotiations successfully concluded at the end of June. Although educating Amesbury's students has returned to pre-pandemic practices, the Committee continued to recognize the supports needed to enable students to recover academically, socially, and emotionally.

## FY23

### H I G H L I G H T S

We developed greater engagement, communication, and collaboration within and across school-based and district administrative teams in the budgeting process, arriving at budget plans that reflected school needs and align closely to district goals.

The Teaching and Learning subcommittee held seven meetings with the Director of Teaching, Learning, and Equity; and the Superintendent to review issues that impact student achievement. Information gathered was brought to the full Committee on topics including professional development, interventions, grants and their allocations, Title IX, upcoming math program pilots, and developments related to the district's Multi-Tiered System of Supports. MCAS data was reviewed in January and DIBELS Fall and Winter data for K-2 was reviewed in March. Throughout these meetings and the full Committee's discussions of teaching and learning in Amesbury, the need to continue to focus on the supports needed to promote students' learning recovery from the impact of COVID.

# FY23

## H I G H L I G H T S

The Committee attended to much-needed maintenance and repairs of our school buildings. At Amesbury Middle School, the water heater was replaced, the roof repaired, the boiler and the freezer were replaced. At Amesbury High School, the fire alarm system was repaired and upgraded and the baseball field was designed. A study was conducted to ensure ongoing compliance with handicapped accessibility codes at Amesbury Middle School and Cashman Elementary School. Minor repairs were identified and addressed. All of the repairs detailed above totaled \$325,827; Amesbury's school choice funds were used to cover almost 90% of the total.

At Amesbury High School and Amesbury Middle School LED lighting upgrades were made at no cost, using our solar credits through the Guardian Energy Project. This project represents a commitment to lower energy costs via more sustainable means.

Community concerns regarding the allotment of time for lunch/recess were addressed and schedules were adjusted accordingly.

The School Committee engaged in a successful contract negotiation process with the three bargaining units: Teachers and nurses, paraprofessionals, and multi-purpose facilities technicians. The first meeting of the negotiating team was held on October 6 and the process concluded on June 22 with agreements on all three, three-year contracts. In total, 73 sessions were held, including meetings of the negotiating team alone, the full Committee, workshops, hearings, and meetings joint with AFT Amesbury.

A committee with representation from stakeholders including Amesbury Public School alumni, current students, teachers, administrators, parents, and others was created to steer the creation of a new mascot for the Amesbury Public Schools. In a series of meetings conducted over several months, using input that was sought from the broader community in a variety of ways, the committee identified the message a new mascot should convey and proposed two possible names that would embody that vision. The overwhelmingly popular result of that process is the Amesbury Red Hawks.

The Committee rotated meeting sites to highlight a feature or experience at representative buildings of each level of learning. We visited Amesbury Middle School and Cashman Elementary School for live meetings. Other schools presented highlights at our regular meetings.

A "spotlight" was awarded for the team implementing the Early Literacy Grant. Plans were put in place to increase awareness of and access to the Spotlight recognition program.

# FINANCIAL REPORTS

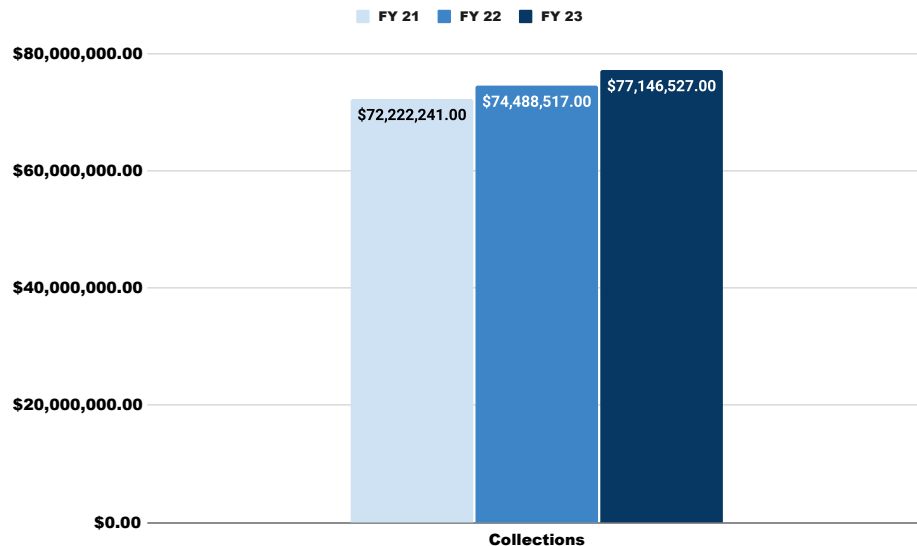


# REVENUE REPORT - FY23

UNAUDITED

## YEAR TO YEAR COMPARISON

| Revenue Source                               | 6/30/2021           | 6/30/2022           | 6/30/2023           | FY 22 to 23 Change |
|----------------------------------------------|---------------------|---------------------|---------------------|--------------------|
| Real Estate & Pers Property                  | \$48,114,793        | \$50,061,500        | \$52,517,415        | \$2,455,915        |
| Motor Vehicle Excise                         | \$2,306,578         | \$2,230,161         | \$2,284,589         | \$54,429           |
| Cannabis Excise                              | \$626,910           | \$414,808           | \$352,156           | \$(62,652)         |
| Opioid Settlement                            |                     |                     | \$114,124           | \$114,124          |
| Local Option Community Impact Fee            |                     |                     | \$102               | \$102              |
| Other Excise (Hotel, Meals, Boat)            | \$409,891           | \$702,168           | \$829,259           | \$127,090          |
| Penalties & Interest                         | \$194,843           | \$225,797           | \$246,141           | \$20,344           |
| PILOT                                        | \$12,586            | \$12,774            | \$12,855            | \$81               |
| Sewer Enterprise Fund                        | \$2,933,927         | \$2,877,366         | \$2,695,329         | \$(182,037)        |
| Water Enterprise Fund                        | \$4,142,174         | \$3,970,497         | \$4,117,622         | \$147,124          |
| Cable Public Access Fund                     | \$259,779           | \$357,841           | \$386,961           | \$29,120           |
| Ambulance                                    | \$679,989           | \$911,845           | \$992,984           | \$81,139           |
| Youth Revolving                              | \$216,849           | \$447,249           | \$611,224           | \$163,975          |
| Fees                                         | \$163,617           | \$145,911           | \$128,244           | \$(17,666)         |
| Departmental Revenue                         | \$21,542            | \$17,098            | \$14,962            | \$(2,136)          |
| Rentals                                      | \$37,932            | \$94,128            | \$78,147            | \$(15,981)         |
| License & Permits                            | \$708,065           | \$699,187           | \$644,580           | \$(54,607)         |
| Fines & Forefits                             | \$44,528            | \$62,079            | \$51,392            | \$(10,687)         |
| Investment Income                            | \$59,630            | \$42,196            | \$461,490           | \$419,294          |
| **Comm of MA Cherry Sheet                    | \$11,874,599        | \$12,143,240        | \$12,441,419        | \$298,179          |
| ***Cherry Sheet Charges & Assessments        | \$(2,919,669)       | \$(3,470,605)       | \$(3,750,074)       | \$(279,469)        |
| *Misc Revenue                                | \$92,208            | \$294,887           | \$145,671           | \$(149,216)        |
| Medicaid Reimbursement                       | \$64,553            |                     | \$65,309            | \$65,309           |
| Tax Liens Redeemed                           | \$323,065           | \$436,871           | \$405,219           | \$(31,652)         |
| Other GF Rev - Trnsf From Sp Rev & Free Cash | \$1,853,852         | \$1,811,576         | \$1,299,408         | \$(512,168)        |
| <b>Total</b>                                 | <b>\$72,222,241</b> | <b>\$74,488,571</b> | <b>\$77,146,527</b> | <b>\$2,657,956</b> |



# REVENUE REPORT - FY23

UNAUDITED

## COLLECTIONS AS A PERCENT OF BUDGET

| Revenue Source                               | FY 23 Estimated     | FY 23 Actual        | Variance           | % Collected   |
|----------------------------------------------|---------------------|---------------------|--------------------|---------------|
| Real Estate & Pers Property                  | \$52,464,375        | \$52,517,415        | \$53,040           | 100.1%        |
| Motor Vehicle Excise                         | \$2,350,000         | \$2,284,589         | \$(65,411)         | 97.2%         |
| Other Excise (Hotel, Meals, Boat)            | \$549,000           | \$829,259           | \$280,259          | 151.0%        |
| Cannabis Excise                              | \$550,000           | \$352,156           | \$(197,844)        | 64.0%         |
| Local Option Community Impact Fee            |                     | \$102               | \$102              | 0%            |
| Opioid Settlement                            |                     | \$114,124           | \$114,124          | 0%            |
| Penalties & Interest                         | \$180,000           | \$246,141           | \$66,141           | 136.7%        |
| PILOT                                        | \$12,000            | \$12,855            | \$855              | 107.1%        |
| Fees                                         | \$135,500           | \$128,244           | \$(7,256)          | 94.6%         |
| Departmental Revenue                         | \$20,000            | \$14,962            | \$(5,038)          | 74.8%         |
| License & Permits                            | \$600,000           | \$644,580           | \$44,580           | 107.4%        |
| Fines & Forfeits                             | \$45,000            | \$51,392            | \$6,392            | 114.2%        |
| Investments                                  | \$45,000            | \$461,490           | \$416,490          | 1025.5%       |
| Medicaid Reimbursement                       | \$64,000            | \$65,309            | \$1,309            | 102.0%        |
| Rentals                                      |                     | \$78,147            | \$78,147           | 0%            |
| *Misc Revenue                                | \$4,500             | \$145,671           | \$141,171          | 3237.1%       |
| Tax Liens Redeemed                           |                     | \$405,219           | \$405,219          | 0%            |
| Comm of MA Cherry Sheet                      | \$13,010,209        | \$12,441,419        | \$(568,790)        | 95.6%         |
| ***Cherry Sheet Charges & Assessments        | \$(3,776,077)       | \$(3,750,074)       | \$26,003           | 99.3%         |
| Sewer Enterprise Fund                        | \$2,700,000         | \$2,695,329         | \$(4,671)          | 99.8%         |
| Water Enterprise Fund                        | \$4,010,000         | \$4,117,622         | \$107,622          | 102.7%        |
| Cable Public Access Fund                     | \$300,000           | \$386,961           | \$86,961           | 129.0%        |
| Youth Revolving                              | \$250,000           | \$611,224           | \$361,224          | 244.5%        |
| Ambulance                                    | \$650,000           | \$992,984           | \$342,984          | 152.8%        |
| Other GF Rev - Trnsf From Sp Rev & Free Cash | \$1,299,408         | \$1,299,408         | \$0                | 100.8%        |
| <b>Total</b>                                 | <b>\$75,462,915</b> | <b>\$77,146,527</b> | <b>\$1,683,612</b> | <b>102.2%</b> |
| <i>Estimated General Fund Revenue</i>        | <i>\$71,328,992</i> | <i>\$72,092,481</i> | <i>\$847,210</i>   | <i>101.1%</i> |
| <i>Estimated Local Receipts</i>              | <i>\$4,555,000</i>  | <i>\$5,314,794</i>  | <i>\$957,741</i>   | <i>116.7%</i> |

# EXPENSE REPORT - FY23

UNAUDITED

| City Department                   | Budget (YTD) | Expended (YTD) | Encumbered | Unexpended (YTD) | % Expended |
|-----------------------------------|--------------|----------------|------------|------------------|------------|
| Council Salaries                  | \$45,243     | \$39,673       |            | \$5,570          | 87.69%     |
| Council Expenses                  | \$92,595     | \$89,580       |            | \$3,015          | 96.7%      |
| Mayor Salaries                    | \$305,637    | \$303,905      |            | \$1,732          | 99.4%      |
| Mayor Expenses                    | \$12,090     | \$11,184       | \$862      | \$44             | 92.5%      |
| Administration & Finance Salaries | \$360,375    | \$325,641      |            | \$34,733         | 90.4%      |
| Administration & Finance Expenses | \$13,658     | \$7,802        | \$5,250    | \$606            | 57.1%      |
| Assessors Salaries                | \$207,327    | \$175,801      |            | \$31,526         | 84.8%      |
| Assessors Expenses                | \$43,170     | \$25,596       |            | \$17,573         | 59.3%      |
| Treasurer/Collector Salaries      | \$211,500    | \$208,124      |            | \$3,376          | 98.4%      |
| Treasurer/Collector Expenses      | \$37,200     | \$35,970       |            | \$1,230          | 96.7%      |
| Legal                             | \$150,000    | \$104,703      |            | \$45,297         | 69.8%      |
| MIS Salaries                      | \$346,800    | \$299,833      |            | \$46,967         | 86.5%      |
| MIS Expenses                      | \$504,646    | \$400,103      | \$615      | \$103,929        | 79.3%      |
| Central Supplies                  | \$64,335     | \$60,396       |            | \$3,939          | 93.9%      |
| Clerk Salaries                    | \$193,078    | \$183,282      |            | \$9,796          | 94.9%      |
| Clerk Expenses                    | \$5,275      | \$3,839        |            | \$1,436          | 72.8%      |
| Elections                         | \$55,617     | \$43,300       |            | \$12,317         | 77.9%      |
| Conservation Commission           | \$59,603     | \$41,347       |            | \$18,255         | 69.4%      |
| Planning Board                    | \$5,525      | \$2,646        | \$1,260    | \$1,619          | 47.9%      |
| Zoning Appeals Board              | \$525        | \$265          | \$180      | \$80             | 50.5%      |
| Community/Economic Dvlp. Salaries | \$312,779    | \$267,337      |            | \$45,442         | 85.5%      |
| Community/Economic Dvlp. Expenses | \$5,200      | \$3,974        |            | \$1,226          | 76.4%      |
| Other Assessments                 | \$7,718      | \$6,718        |            | \$1,000          | 87.0%      |
| Municipal Buildings               | \$190,800    | \$133,785      | \$40,241   | \$16,774         | 70.1%      |
| Police Salaries                   | \$4,345,133  | \$4,329,569    |            | \$15,565         | 99.6%      |
| Police Expenses                   | \$499,195    | \$452,008      | \$18,147   | \$29,040         | 90.5%      |
| Fire Salaries                     | \$3,817,667  | \$3,811,009    |            | \$6,658          | 99.8%      |
| Fire Expenses                     | \$425,949    | \$376,758      | \$18,311   | \$30,881         | 88.5%      |
| Building Inspection Salaries      | \$322,535    | \$319,298      |            | \$3,237          | 99.0%      |
| Building Inspection Expenses      | \$27,426     | \$25,940       |            | \$1,486          | 94.6%      |
| Weights & Measures                | \$4,500      | \$4,500        |            |                  | 100.0%     |
| Harbormaster                      | \$32,500     | \$20,272       |            | \$12,228         | 62.4%      |
| School Department                 | \$35,032,129 | \$34,984,146   | \$47,983   |                  | 99.9%      |
| Regional School Assessment        | \$2,311,691  | \$2,149,376    |            | \$162,315        | 93.0%      |
| DPW Salaries                      | \$958,760    | \$765,396      |            | \$193,364        | 79.8%      |
| DPW Expenses                      | \$890,849    | \$767,571      | \$31,147   | \$92,130         | 86.2%      |
| Snow & Ice                        | \$698,002    | \$698,002      |            |                  | 100.0%     |

# EXPENSE REPORT - FY23

UNAUDITED

| City Department                      | Budget (YTD)        | Expended (YTD)      | Encumbered       | Unexpended (YTD)   | % Expended   |
|--------------------------------------|---------------------|---------------------|------------------|--------------------|--------------|
| Street Lighting                      | \$173,000           | \$142,183           | \$31,074         | \$(257)            | 82.2%        |
| Refuse Collection & Disposal         | \$1,470,000         | \$1,434,567         |                  | \$35,433           | 97.6%        |
| Health Inspection Salaries           | \$95,000            | \$57,623            |                  | \$37,377           | 60.7%        |
| Health Inspection Expenses           | \$13,424            | \$11,175            | \$50             | \$2,199            | 83.2%        |
| Council on Aging Salaries            | \$172,443           | \$138,013           |                  | \$34,429           | 80.0%        |
| Council on Aging Expenses            | \$4,700             | \$3,807             |                  | \$893              | 81.0%        |
| Youth Services Salaries              | \$374,819           | \$346,851           |                  | \$27,968           | 92.5%        |
| Youth Services Expenses              | \$42,070            | \$37,691            | \$823            | \$3,556            | 89.6%        |
| Veterans Salaries                    | \$4,800             | \$4,800             |                  |                    | 100.0%       |
| Veterans Expenses                    | \$373,071           | \$336,499           |                  | \$36,572           | 90.2%        |
| Library Salaries                     | \$664,006           | \$616,998           |                  | \$47,008           | 92.9%        |
| Library Expenses                     | \$232,465           | \$222,389           | \$7,636          | \$2,441            | 95.7%        |
| Debt Service                         | \$3,851,693         | \$3,819,192         |                  | \$32,501           | 99.2%        |
| State Assessment                     | \$3,795,822         | \$3,750,074         |                  | \$45,748           | 98.8%        |
| Employee Benefits                    | \$7,075,210         | \$6,760,580         | \$27,965         | \$286,665          | 95.6%        |
| Liability Insurance                  | \$400,167           | \$282,801           | \$78,490         | \$38,876           | 70.7%        |
| Transfers                            | \$854,716           | \$854,716           |                  | \$0                | 100.0%       |
| <b>TOTAL GENERAL FUND</b>            | <b>\$72,194,437</b> | <b>\$70,298,607</b> | <b>\$310,032</b> | <b>\$1,585,798</b> | <b>97.4%</b> |
| Water Department Salaries            | \$1,257,517         | \$1,204,981         |                  | \$52,536           | 95.8%        |
| Water Department Expenses            | \$4,140,130         | \$3,569,424         | \$251,579        | \$319,128          | 86.2%        |
| Total Water Department Expenses      | \$5,397,647         | \$4,774,404         | \$251,579        | \$371,664          | 88.5%        |
| Water Department Revenue             | \$4,010,000         | \$4,117,622         |                  | \$107,622          | 102.7%       |
| <b>Net Profit (Loss) YTD - Water</b> |                     | <b>\$(656,783)</b>  |                  |                    |              |
| Sewer Department Salaries            | \$780,036           | \$755,233           |                  | \$24,803           | 96.8%        |
| Sewer Department Expenses            | \$2,560,205         | \$2,240,245         | \$215,665        | \$104,295          | 87.5%        |
| Total Sewer Department Expenses      | \$3,340,240         | \$2,995,477         | \$215,665        | \$129,098          | 89.7%        |
| Sewer Department Revenue             | \$2,700,000         | \$2,695,329         |                  | \$(4,671)          | 99.8%        |
| <b>Net Profit (Loss) YTD - Sewer</b> |                     | <b>\$(300,148)</b>  |                  |                    |              |

# COMBINED BALANCE SHEET - FY23

UNAUDITED

|                                                  | Governmental Fund Types |                        |                       | Proprietary Fund Types | Fiduciary Types       | Account Groups         | Totals                 |
|--------------------------------------------------|-------------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|------------------------|
|                                                  | General                 | Special Revenue        | Capital Projects      | Enterprise             | Trust and Agency      | Long-Term Debt         | Memorandum Only        |
| <b>ASSETS</b>                                    |                         |                        |                       |                        |                       |                        |                        |
| Cash and cash equivalents                        | \$11,309,519.68         | \$11,634,060.42        | \$7,340,960.00        | \$2,459,303.76         | \$4,000,639.92        |                        | \$36,744,483.78        |
| <b>Receivables:</b>                              |                         |                        |                       |                        |                       |                        |                        |
| Personal property taxes                          | \$109,273.83            |                        |                       |                        |                       |                        | \$109,273.83           |
| Real estate taxes                                | \$768,905.08            |                        |                       |                        |                       |                        | \$768,905.08           |
| Allowance for abatements and exemptions          | \$(789,990.23)          |                        |                       |                        |                       |                        | \$(789,990.23)         |
| Tax liens                                        | \$2,221,201.66          |                        |                       |                        |                       |                        | \$2,221,201.66         |
| Deferred taxes                                   | \$95,247.68             |                        |                       |                        |                       |                        | \$95,247.68            |
| Motor vehicle excise                             | \$463,592.39            |                        |                       |                        |                       |                        | \$463,592.39           |
| Other excises                                    | \$51,121.00             |                        |                       |                        |                       |                        | \$51,121.00            |
| User fees                                        |                         |                        |                       | \$426,895.22           |                       |                        | \$426,895.22           |
| Other receivables                                |                         | \$320,695.00           |                       |                        |                       |                        | \$320,695.00           |
| Foreclosures/<br>Possessions                     | \$1,073,901.15          |                        |                       |                        |                       |                        | \$1,073,901.15         |
| <b>Amounts to be provided - payment of bonds</b> |                         |                        |                       |                        |                       | \$50,631,369.39        | \$50,631,369.39        |
| <b>Total Assets</b>                              | <b>\$15,302,772.24</b>  | <b>\$11,954,755.42</b> | <b>\$7,340,960.00</b> | <b>\$2,886,198.98</b>  | <b>\$4,000,639.92</b> | <b>\$50,631,369.39</b> | <b>\$92,116,695.95</b> |

# COMBINED BALANCE SHEET - FY23

UNAUDITED

|                                    | Governmental Fund Types |                     |                       | Proprietary Fund Types | Fiduciary Types  | Account Groups         | Totals                 |
|------------------------------------|-------------------------|---------------------|-----------------------|------------------------|------------------|------------------------|------------------------|
|                                    | General                 | Special Revenue     | Capital Projects      | Enterprise             | Trust and Agency | Long-Term Debt         | Memorandum Only        |
| <b>LIABILITIES AND FUND EQUITY</b> |                         |                     |                       |                        |                  |                        |                        |
| <i>Liabilities:</i>                |                         |                     |                       |                        |                  |                        |                        |
| Warrants payable                   | \$733,765.99            | \$362,597.70        | \$938,472.96          | \$149,599.91           | \$209.12         |                        | \$2,184,645.68         |
| Accrued payroll                    | \$2,169,676.65          | \$272,759.45        |                       | \$41,819.13            |                  |                        | \$2,484,255.23         |
| Withholdings                       | \$287,541.13            |                     |                       |                        |                  |                        | \$287,541.13           |
| <i>Deferred revenue:</i>           |                         |                     |                       |                        |                  |                        |                        |
| Real and personal property taxes   | \$88,188.68             |                     |                       |                        |                  |                        | \$88,188.68            |
| Tax liens                          | \$2,221,201.66          |                     |                       |                        |                  |                        | \$2,221,201.66         |
| Deferred taxes                     | \$95,247.68             |                     |                       |                        |                  |                        | \$95,247.68            |
| Foreclosures/<br>Possessions       | \$1,073,901.15          |                     |                       |                        |                  |                        | \$1,073,901.15         |
| Motor vehicle excise               | \$463,592.39            |                     |                       |                        |                  |                        | \$463,592.39           |
| Other excises                      | \$51,121.00             |                     |                       |                        |                  |                        | \$51,121.00            |
| User fees                          |                         |                     |                       | \$426,895.22           |                  |                        | \$426,895.22           |
| Other receivables                  |                         | \$320,695.00        |                       |                        |                  |                        | \$320,695.00           |
| Notes Payable                      |                         |                     | \$6,047,316.00        |                        |                  |                        | \$6,047,316.00         |
| Bonds payable                      |                         |                     |                       |                        |                  | \$50,631,369.39        | \$50,631,369.39        |
| <b>Total Liabilities</b>           | <b>\$7,184,236.33</b>   | <b>\$956,052.15</b> | <b>\$6,985,788.96</b> | <b>\$618,314.26</b>    | <b>\$209.12</b>  | <b>\$50,631,369.39</b> | <b>\$66,375,970.21</b> |

# COMBINED BALANCE SHEET - FY23

UNAUDITED

|                                          | Governmental Fund Types |                        |                       | Proprietary Fund Types | Fiduciary Types       | Account Groups         | Totals                 |
|------------------------------------------|-------------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|------------------------|
|                                          | General                 | Special Revenue        | Capital Projects      | Enterprise             | Trust and Agency      | Long-Term Debt         | Memorandum Only        |
| <b>Fund Equity:</b>                      |                         |                        |                       |                        |                       |                        |                        |
| Reserved for encumbrances                | \$313,609.45            |                        |                       | \$350,334.60           |                       |                        | \$663,944.05           |
| Reserved for expenditures                | \$758,500.00            | \$1,406,857.00         |                       | \$206,746.00           |                       |                        | \$2,372,103.00         |
| Reserved for Continuing Appropriations   | \$165,898.65            |                        |                       | \$116,908.87           |                       |                        | \$282,807.52           |
| Undesignated fund balance                | \$6,880,527.81          | \$9,591,846.27         | \$355,171.04          |                        | \$4,000,430.80        |                        | \$20,827,975.92        |
| Unreserved retained earnings             |                         |                        |                       | \$1,593,895.25         |                       |                        | \$1,593,895.25         |
| Total Fund Equity                        | \$8,118,535.91          | \$10,998,703.27        | \$355,171.04          | \$2,267,884.72         | \$4,000,430.80        |                        | \$25,740,725.74        |
|                                          |                         |                        |                       |                        |                       |                        |                        |
| <b>Total Liabilities and Fund Equity</b> | <b>\$15,302,772.24</b>  | <b>\$11,954,755.42</b> | <b>\$7,340,960.00</b> | <b>\$2,886,198.98</b>  | <b>\$4,000,639.92</b> | <b>\$50,631,369.39</b> | <b>\$92,116,695.95</b> |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number | Fund Name                                | Accounts Receivable | Deferred Revenue | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------|------------------------------------------|---------------------|------------------|------------------------|-------------------------|-----------------------------|
| 2012        | CDBG BLOCK GRANT FY20                    |                     |                  | \$(80,541.08)          | \$73,247.98             | \$(7,293.10)                |
| 2015        | HOUSING REHAB                            |                     |                  | \$220,964.59           |                         |                             |
| 2016        | CDBG MISCELLANEOUS                       |                     |                  | \$23,875.73            |                         |                             |
| 2019        | CDBG BLOCK GRANT FY21                    |                     |                  | \$(89,312.38)          | \$89,312.38             |                             |
| 2021        | POLICE SEIZED FUNDS                      |                     |                  | \$46,437.63            |                         |                             |
| 2215        | FEDERAL FIRE TRAINING GRANT              |                     |                  | \$9,393.00             |                         |                             |
| 2216        | MUNICIPAL ROAD SAFETY GRANT              |                     |                  | \$(5,993.19)           | \$5,993.19              |                             |
| 2219        | SAFER & SCHOOLS & COMMUNITIES            |                     |                  | \$3,890.00             |                         |                             |
| 2220        | CHILD PASSENGER SAFETY                   |                     |                  | \$763.76               |                         |                             |
| 2222        | FY22 BODY WORN CAMERAS (BWC)             |                     |                  | \$(45,966.00)          | \$45,966.00             |                             |
| 2223        | FY20 ASSIST TO FIREFIGHTERS GRANT        |                     |                  | \$(710,714.24)         | \$710,714.29            |                             |
| 2224        | FY21 ASSIST TO FIREFIGHTERS (FEMA) GRANT |                     |                  | \$0.25                 |                         |                             |
| 2225        | JEANNE GEIGER VAWA GRANT                 |                     |                  | \$(376.40)             | \$696.76                |                             |
| 2300        | HEALTH DEPT GRANTS                       |                     |                  | \$751.35               |                         |                             |
| 2419        | FIRE SAFER GRANT                         |                     |                  | \$(322,399.42)         |                         | \$(322,399.42)              |
| 2420        | FIRE SAFE GRANT                          |                     |                  | \$12,573.14            |                         |                             |
| 2421        | FIREFIGHTER SAFETY EQUIPMENT GRANT       |                     |                  | \$1,862.00             |                         |                             |
| 2424        | FY23 FIREFIGHTER SAFETY EQUIPMENT GRANT  |                     |                  | \$(10,800.00)          |                         | \$(10,800.00)               |
| 2425        | SAFE HOUSE MAINT                         |                     |                  | \$1,764.00             |                         |                             |
| 2429        | MEMA                                     |                     |                  | \$30,301.20            |                         |                             |
| 2431        | FIRE PUBLIC SAFETY GRANT - COVID         |                     |                  | \$0.69                 |                         |                             |
| 2452        | COA FORMULA GRANT                        |                     |                  | \$62.64                |                         |                             |
| 2453        | EARLY VOTING                             |                     |                  | \$4,255.49             |                         |                             |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number | Fund Name                                   | Accounts Receivable | Deferred Revenue | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------|---------------------------------------------|---------------------|------------------|------------------------|-------------------------|-----------------------------|
| 2456        | COA CLINICAL GRANT                          |                     |                  | \$(45,620.59)          |                         | \$(45,620.59)               |
| 2458        | LAKE GARDNER REC IMP EARMARK GRANT          |                     |                  | \$4,467.18             |                         |                             |
| 2460        | CULTURAL COUNCIL                            |                     |                  | \$11,078.27            |                         |                             |
| 2461        | LIBRARY STATE AID                           |                     |                  | \$28,561.80            |                         |                             |
| 2463        | FY23 LIBRARY CULTURAL SECTOR RECOVERY GRANT |                     |                  | \$67,340.00            |                         |                             |
| 2470        | 350TH ANNIVERSARY COMMITTEE                 |                     |                  | \$6,105.11             |                         |                             |
| 2475        | EARMARK OPEN SPACE AND NATURAL RESOURCES    |                     |                  | \$70,750.00            |                         |                             |
| 2476        | FY23 COMMUNITY ONE STOP HOUSING CHOICE      |                     |                  | \$(23,804.80)          | \$23,804.80             | \$(0.00)                    |
| 2480        | FEASIBILITY STUDY REPURPOSE AES             |                     |                  | \$(40,000.00)          | \$40,000.00             |                             |
| 2481        | ATHLETIC FIELD IMPROVEMENT EARMARK          |                     |                  | \$100,000.00           |                         |                             |
| 2522        | BULLET PROOF VEST                           |                     |                  | \$12,619.27            |                         |                             |
| 2552        | OCED COASTAL TRAILS FUND                    |                     |                  | \$5,978.63             |                         |                             |
| 2554        | COA MISC GRANTS                             |                     |                  | \$15,192.75            |                         |                             |
| 2560        | AES ESCROW FOR PAVEMENT MAINT               |                     |                  | \$25,000.00            |                         |                             |
| 2561        | EVENT & MAINT DONATIONS                     |                     |                  | \$4,044.66             |                         |                             |
| 2719        | LEPC POOLED CASH                            |                     |                  | \$10,482.92            |                         |                             |
| 2720        | EMERGENCY MNGT DONATIONS                    |                     |                  | \$539.77               |                         |                             |
| 2724        | POLICE HOMELAND SECURITY                    |                     |                  | \$1,246.47             |                         |                             |
| 2728        | FIRE SAFE DONATIONS                         |                     |                  | \$2,928.13             |                         |                             |
| 2729        | GIFTS & DONATIONS GENERAL                   |                     |                  | \$2,549.74             |                         |                             |
| 2751        | VETERANS DONATIONS                          |                     |                  | \$1,015.33             |                         |                             |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number | Fund Name                                  | Accounts Receivable | Deferred Revenue | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------|--------------------------------------------|---------------------|------------------|------------------------|-------------------------|-----------------------------|
| 2752        | COA DONATIONS/ GIFT                        |                     |                  | \$23,324.22            |                         |                             |
| 2753        | COVID GIFTS & DONATIONS                    |                     |                  | \$695.16               |                         |                             |
| 2754        | MAPC GIFTS & DONATIONS                     |                     |                  | \$3,549.79             |                         |                             |
| 2755        | YOUTH DONATIONS                            |                     |                  | \$80,406.35            |                         |                             |
| 2761        | LIBRARY DONATIONS                          |                     |                  | \$1,779.12             |                         |                             |
| 2763        | QUALITY OF LIFE                            |                     |                  | \$75.00                |                         |                             |
| 2765        | AHS SOLAR PANELS                           |                     |                  | \$6,250.00             |                         |                             |
| 2771        | AMESBURY LIBRARY CHARITABLE FUND DONATIONS |                     |                  | \$39,628.70            |                         |                             |
| 2772        | CONSERVATION COMMISSION DONATIONS          |                     |                  | \$3,265.86             |                         |                             |
| 3113        | ESSER FY21                                 |                     |                  | \$71.76                |                         |                             |
| 3115        | ESSER II                                   |                     |                  | \$41,177.42            |                         |                             |
| 3119        | ESSER III                                  |                     |                  | \$1,281,765.66         |                         |                             |
| 3140        | TITLE IIA                                  |                     |                  | \$1,888.76             |                         |                             |
| 3240        | SPED IDEA                                  |                     |                  | \$68,938.24            |                         |                             |
| 3240        | SPED IDEA ALLOCATION                       |                     |                  | \$(47,233.82)          |                         | \$(47,233.82)               |
| 3262        | EARLY CHILDHOOD                            |                     |                  | \$3,925.81             |                         |                             |
| 3274        | SPED PROGRAM IMPROVEMENTS                  |                     |                  | \$312.40               |                         |                             |
| 3305        | TITLE I                                    |                     |                  | \$(4,784.81)           |                         | \$(4,784.81)                |
| 3309        | TITLE IV                                   |                     |                  | \$13,543.53            |                         |                             |
| 3400        | SCHOOL LUNCH                               |                     |                  | \$319,837.33           |                         |                             |
| 3401        | ENHANCED SCHOOL HEALTH                     |                     |                  | \$1,119.33             |                         |                             |
| 3460        | INSIT FOR SAVE CHARITABLE FOUNDATION       |                     |                  | \$704.10               |                         |                             |
| 3510        | ATHLETIC REVOLVING                         |                     |                  | \$43,583.69            |                         |                             |
| 3734        | EARLY GRADES LITERACY GRANT                |                     |                  | \$1,093.37             |                         |                             |
| 3800        | SCHOOL CHOICE                              |                     |                  | \$873,811.26           |                         |                             |
| 3810        | SCHOOL TUITION                             |                     |                  | \$(8,857.42)           | \$56,269.81             |                             |
| 3811        | INNOVATION HS                              |                     |                  | \$(10,061.62)          |                         | \$(10,061.62)               |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number | Fund Name                                  | Accounts Receivable | Deferred Revenue | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------|--------------------------------------------|---------------------|------------------|------------------------|-------------------------|-----------------------------|
| 3812        | NON RESIDENT TUITION REVOLVING             |                     |                  | \$8,575.00             |                         |                             |
| 3815        | PRESCHOOL TUITION                          |                     |                  | \$(312.54)             | \$6,407.50              |                             |
| 3820        | CIRCUIT BREAKER                            |                     |                  | \$1,271,234.11         |                         |                             |
| 3840        | LOST BOOK                                  |                     |                  | \$4,628.80             |                         |                             |
| 3850        | BUILDING USE                               |                     |                  | \$16,032.48            |                         |                             |
| 3855        | SCHOOL TRANSPORTATION                      |                     |                  | \$(186.68)             | \$21,575.09             |                             |
| 3860        | EXTRACURRICULAR                            |                     |                  | \$32,430.16            |                         |                             |
| 3870        | VENDING MACHINES                           |                     |                  | \$15,203.45            |                         |                             |
| 3880        | SCHOOL INSURANCE                           |                     |                  | \$3,307.57             |                         |                             |
| 3890        | ADULT EDUCATION                            |                     |                  | \$10,473.77            |                         |                             |
| 3910        | SCHOOL DONATIONS                           |                     |                  | \$122,848.81           |                         |                             |
| 3915        | PROJECT LEAD THE WAY GRANT                 |                     |                  | \$23,855.28            |                         |                             |
| 4120        | AMBULANCE                                  | \$262,611.00        | \$262,611.00     | \$1,155,254.39         |                         |                             |
| 4121        | AMBULANCE MEDICARE RECEIPTS                |                     |                  | \$133,313.83           |                         |                             |
| 4140        | SALE OF CEMETERY LOTS                      |                     |                  | \$32,130.00            |                         |                             |
| 4150        | WATERWAYS IMPROVEMENT                      |                     |                  | \$3,344.33             |                         |                             |
| 4170        | PLANNING BOARD ESCROW                      |                     |                  | \$1,310,269.84         |                         |                             |
| 4172        | CONSERVATION COMMISSION                    |                     |                  | \$113,601.13           |                         |                             |
| 4174        | WETLANDS PROTECTION REVOLVING FUND         |                     |                  | \$2,048.76             |                         |                             |
| 4190        | INSURANCE PROCEEDS                         |                     |                  | \$26,262.90            |                         |                             |
| 4191        | POND HILL SETTLEMENT                       |                     |                  | \$10,000.00            |                         |                             |
| 4192        | CELLS & CRUISERS INSURANCE PROCEEDS        |                     |                  | \$6,810.44             |                         |                             |
| 4193        | RECEIPTS RESERVED FOR REAL ESTATE PROCEEDS |                     |                  | \$263,235.93           |                         |                             |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number | Fund Name                                      | Accounts Receivable | Deferred Revenue | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------|------------------------------------------------|---------------------|------------------|------------------------|-------------------------|-----------------------------|
| 4194        | RECEIPTS RESERVED FOR APP RIDESHARE            |                     |                  | \$9,651.70             |                         |                             |
| 4195        | RECEIPTS RESERVED FOR BOND PREMIUM             |                     |                  | \$1,409.22             |                         |                             |
| 4196        | RESERVE FOR K-9                                |                     |                  | \$67,172.04            |                         |                             |
| 4199        | RECEIPTS RESERVED FOR APP AFFORDABLE HOUSING   |                     |                  | \$55.13                |                         |                             |
| 4250        | LIBRARY TRUST                                  |                     |                  | \$3,035.89             |                         |                             |
| 4321        | AHS STUDENT ACTIVITY                           |                     |                  | \$70,724.54            |                         |                             |
| 4322        | AMS STUDENT ACTIVITY                           |                     |                  | \$24,399.01            |                         |                             |
| 4323        | CES STUDENT ACTIVITY                           |                     |                  | \$9,863.66             |                         |                             |
| 4324        | AES STUDENT ACTIVITY                           |                     |                  | \$9,163.78             |                         |                             |
| 4740        | COA                                            |                     |                  | \$19,465.71            |                         |                             |
| 4745        | GREENLEAF SUPPORTIVE DAY PROGRAM               |                     |                  | \$22,881.86            |                         |                             |
| 4750        | WOODSOM FARM REC FIELD                         |                     |                  | \$20,880.11            |                         |                             |
| 4755        | ELECTRIC VEHICLE (EV) CHARGE STATION REVOLVING |                     |                  | \$6,041.44             |                         |                             |
| 4760        | YOUTH REVOLVING                                |                     |                  | \$749,847.86           |                         |                             |
| 4761        | DRUG FREE COMMUNITIES GRANT                    |                     |                  | \$(23,047.53)          |                         | \$(23,047.53)               |
| 4901        | MA CASUALTY TRAILER                            |                     |                  | \$7,771.61             |                         |                             |
| 4903        | POLICE DETAIL                                  | \$54,724.00         | \$54,724.00      | \$(53,827.75)          | \$52,770.00             | \$(1,057.75)                |
| 4904        | FIRE DETAIL                                    | \$3,360.00          | \$3,360.00       | \$(3,360.00)           | \$6,480.00              |                             |
| 4906        | ARPA COVID-19                                  |                     |                  | \$3,403,481.43         |                         |                             |
| 5335        | WASTE REDUCTION ENFORCE                        |                     |                  | \$387.12               |                         |                             |
| 5336        | FY21 604B WATER QUALITY GRANT                  |                     |                  | \$(7,478.50)           | \$8,656.20              |                             |
| 5337        | WINTER RECOVERY ASSISTANCE PROGRAM (WRAP)      |                     |                  | \$100,832.35           |                         |                             |

# SPECIAL REVENUE FUND BALANCE DETAIL - FY23

UNAUDITED

| Fund Number                               | Fund Name                                           | Accounts Receivable | Deferred Revenue    | Fund Balance 6/30/2023 | Receipts thru 8/31/2023 | Remaining Deficit 6/30/2023 |
|-------------------------------------------|-----------------------------------------------------|---------------------|---------------------|------------------------|-------------------------|-----------------------------|
| 5338                                      | FY23 SHARED STREETS - POINT SHORE PROJECT DOT GRANT |                     |                     | \$(11,375.00)          |                         | \$(11,375.00)               |
| 5339                                      | FY23 MUNICIPAL SMALL BRIDGE PHASE I DOT GRANT       |                     |                     | \$(17,660.00)          |                         | \$(17,660.00)               |
| 5341                                      | CARRIAGETOWN CONNECTOR GRANT                        |                     |                     | \$(134,400.00)         | \$134,400.00            |                             |
| 5461                                      | MVP GRANT                                           |                     |                     | \$8,500.00             |                         |                             |
| 5462                                      | GREEN COMMUNITY                                     |                     |                     | \$23,623.82            |                         |                             |
| 5475                                      | TECHNOLOGY ROADMAP                                  |                     |                     | \$2,154.36             |                         |                             |
| 5476                                      | COMMUNITY COMPACT                                   |                     |                     | \$7,798.39             |                         |                             |
| 7201                                      | CULTURAL COUNCIL                                    |                     |                     | \$23,146.82            |                         |                             |
| 7215                                      | WORKING ON WELLNESS                                 |                     |                     | \$125.64               |                         |                             |
| 8041                                      | DCR FY 22 LAKE GARDNER EARMARK                      |                     |                     | \$2,000.21             |                         |                             |
| <b>Total Special Revenue Fund Balance</b> |                                                     | <b>\$320,695.00</b> | <b>\$320,695.00</b> | <b>\$10,998,703.27</b> | <b>\$1,276,294.00</b>   | <b>\$(501,333.64)</b>       |

# CAPITAL PROJECT FUND BALANCE DETAIL - FY23

UNAUDITED

| FUND NUMBER                                | FUND NAME                                      | FUND BALANCE        | RECEIPTS THRU       | BAN'S                 | REMAINING DEFICIT    |
|--------------------------------------------|------------------------------------------------|---------------------|---------------------|-----------------------|----------------------|
| 8002                                       | WATER SYS IMPRV                                | \$16,293.56         |                     |                       |                      |
| 8003                                       | PUB SAFETY BLDG                                | \$3,327.00          |                     |                       |                      |
| 8004                                       | CHAPTER 90                                     | \$(52,399.76)       |                     |                       | \$(52,399.76)        |
| 8009                                       | STREETS & SIDEWALKS                            |                     |                     |                       |                      |
| 2766                                       | L ATTITASH CYANOBACTERIA                       | \$42,537.93         |                     |                       |                      |
| 5110                                       | SCHOOL TECHNOLOGY UPGRADE                      | \$7,271.90          |                     |                       |                      |
| 5410                                       | AMESBURY ELEMENTARY                            | \$(4,639,664.98)    | \$802,447.00        | \$6,047,316.00        |                      |
| 8012                                       | RESTORATION OF MONUMENTS                       | \$16,620.15         |                     |                       |                      |
| 8019                                       | OUTDOOR REC.                                   | \$1,558.62          |                     |                       |                      |
| 8020                                       | CAPITAL FUND - GENERAL (QUALITY OF LIFE)       | \$32,699.28         |                     |                       |                      |
| 8025                                       | MA WORKS WATER ST                              |                     |                     |                       |                      |
| 8026                                       | MVRTA BUILDOUT                                 | \$62,701.96         |                     |                       |                      |
| 8027                                       | WHITEHALL RD LAND PURCHASE                     | \$5,000.00          |                     |                       |                      |
| 8028                                       | EEA RIVERWALK                                  | \$80,616.69         |                     |                       |                      |
| 8029                                       | 40R PLANNING PROJECTS                          |                     |                     |                       |                      |
| 8030                                       | ENERGY PROJECTS                                | \$171.25            |                     |                       |                      |
| 8033                                       | CEMETERY CAPITAL                               | \$3,090.16          |                     |                       |                      |
| 8035                                       | SOUTH HUNT PHASE I & II                        |                     |                     |                       |                      |
| 8036                                       | ATHLETIC FIELDS                                | \$15,047.42         |                     |                       |                      |
| 8040                                       | FY22 CITYWIDE CAPITAL                          | \$2,763,939.25      |                     |                       |                      |
| 8042                                       | WATER QUALITY IN THE MERRIMACK RIVER WATERSHED | \$32,500.00         |                     |                       |                      |
| 8050                                       | RT 110 SEWER PUMPING STATION                   | \$885,792.32        |                     |                       |                      |
| 8060                                       | NEWTON ROAD WEIR                               | \$1,078,068.29      |                     |                       |                      |
| <b>Total Capital Projects Fund Balance</b> |                                                | <b>\$355,171.04</b> | <b>\$802,447.00</b> | <b>\$6,047,316.00</b> | <b>\$(52,399.76)</b> |

# ENTERPRISE BALANCE SHEET - FY23

UNAUDITED

|                                    |                                        |                                          | WATER<br>6/30/2023    | SEWER<br>6/30/2023    | CABLE<br>6/30/2023  | TOTALS<br>6/30/2023   |
|------------------------------------|----------------------------------------|------------------------------------------|-----------------------|-----------------------|---------------------|-----------------------|
|                                    |                                        |                                          | Enterprise Fund       | Enterprise Fund       | Enterprise Fund     | (Memorandum Only)     |
|                                    |                                        |                                          |                       |                       |                     |                       |
| <b>ASSETS</b>                      |                                        |                                          |                       |                       |                     |                       |
| Cash and cash equivalents          |                                        |                                          | \$937,361.44          | \$1,215,524.78        | \$306,417.54        | \$2,459,303.76        |
| Receivables:                       |                                        |                                          |                       |                       |                     |                       |
|                                    | User Fees                              |                                          | \$285,411.84          | \$141,483.38          |                     | \$426,895.22          |
|                                    |                                        | Total Assets                             | \$1,222,773.28        | \$1,357,008.16        | \$306,417.54        | \$2,886,198.98        |
|                                    |                                        |                                          |                       |                       |                     |                       |
| <b>LIABILITIES AND FUND EQUITY</b> |                                        |                                          |                       |                       |                     |                       |
| Liabilities:                       |                                        |                                          |                       |                       |                     |                       |
|                                    | Warrants payable                       |                                          | \$76,232.00           | \$73,367.91           |                     | \$149,599.91          |
|                                    | Accrued payroll and withholdings       |                                          | \$26,279.31           | \$15,539.82           |                     | \$41,819.13           |
|                                    | Deferred revenue:                      |                                          |                       |                       |                     |                       |
|                                    |                                        | User Charges                             | \$285,411.84          | \$141,483.38          |                     | \$426,895.22          |
|                                    |                                        | Total Liabilities                        | \$387,923.15          | \$230,391.11          |                     | \$618,314.26          |
|                                    |                                        |                                          |                       |                       |                     |                       |
| Fund Equity:                       |                                        |                                          |                       |                       |                     |                       |
|                                    | Reserved for encumbrances              |                                          | \$134,669.72          | \$215,664.88          |                     | \$350,334.60          |
|                                    | Reserved for expenditures              |                                          | \$206,746.00          |                       |                     | \$206,746.00          |
|                                    | Reserved for continuing appropriations |                                          | \$116,908.87          |                       |                     | \$116,908.87          |
|                                    | Unreserved retained earnings           |                                          | \$376,525.54          | \$910,952.17          | \$306,417.54        | \$1,593,895.25        |
|                                    |                                        | Total Fund Equity                        | \$834,850.13          | \$1,126,617.05        | \$306,417.54        | \$2,267,884.72        |
|                                    |                                        |                                          |                       |                       |                     |                       |
|                                    |                                        | <b>Total Liabilities and Fund Equity</b> | <b>\$1,222,773.28</b> | <b>\$1,357,008.16</b> | <b>\$306,417.54</b> | <b>\$2,886,198.98</b> |

# TRUST FUND BALANCE DETAILS - FY23

UNAUDITED

| FUND NUMBER                                    | FUND NAME                     | FUND BALANCE<br>6/30/2023 |
|------------------------------------------------|-------------------------------|---------------------------|
| Fund Number                                    | Fund Name                     | Fund Balance              |
| 2020                                           | DEVELOPMENT IMPROVEMENT FUND  | \$196,724.01              |
| 7100                                           | HEALTH CARE TRUST             | \$653,737.97              |
| 7101                                           | LIBRARY TRUST                 | \$258,229.71              |
| 7102                                           | LIBRARY RESTRICTED            | \$49,815.82               |
| 7103                                           | AHS 50TH ANNIVERSARY          | \$188,000.21              |
| 7104                                           | SCHOLARSHIP                   | \$740,737.40              |
| 7105                                           | MT PROSPECT CEMETERY          | \$119,075.52              |
| 7106                                           | UNION CEMETERY                | \$170,096.97              |
| 7107                                           | OLD CORNER CEMETERY           | \$3,214.34                |
| 7108                                           | MISC TRUST FUNDS              | \$13,223.90               |
| 7203                                           | SCHOLARSHIP                   | \$136,539.77              |
| 7204                                           | POND HILL SINKING FUND        | \$55,462.87               |
| 7205                                           | HEALTH CARE INTEREST          | \$159,044.93              |
| 7206                                           | LIBRARY INTEREST              | \$81,645.49               |
| 7207                                           | LIBRARY RESTRICTED INTEREST   | \$27,671.28               |
| 7208                                           | AHS 50TH ANNIVERSARY INTEREST | \$59,224.61               |
| 7209                                           | MISC TRUST INTEREST           | \$41,410.55               |
| 7210                                           | MT PROSPECT INTEREST          | \$5,972.30                |
| 7211                                           | UNION CEMETERY INTEREST       | \$4,867.27                |
| 7213                                           | OLD CORNER CEMETERY INTEREST  | \$369.91                  |
| 7225                                           | AFFORDABLE HOUSING TRUST      | \$140,232.78              |
| 7300                                           | STABILIZATION FUND            | \$593,655.75              |
| 7301                                           | SMART GROWTH STABILIZATION    | \$198,055.96              |
| 7500                                           | OPEB TRUST FUND               | \$103,421.48              |
| <b>Total Expendable Trust<br/>Fund Balance</b> |                               | <b>\$4,000,430.80</b>     |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME   | FIRST NAME    | DEPARTMENT NAME     | POSITION                                 | TOTAL FY 23 WAGES |
|-----------|-------------|---------------|---------------------|------------------------------------------|-------------------|
| 111       | Frey        | Peter         | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Hickok      | Jonathan      | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Hogg        | Michael       | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Lennon      | Adrienne      | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Mandeville  | Scott         | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Rinaldi     | Anthony       | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Stanganelli | Steven        | Municipal Council   | Councilor                                | \$3,666.63        |
| 111       | Wheeler     | Nicholas      | Municipal Council   | Councilor                                | \$4,583.26        |
| 115       | Caira       | Kevin         | Retirement Payroll  | Retirement Board Director                | \$102,592.32      |
| 115       | Kitchin     | Bonnijo       | Retirement Payroll  | Retirement Board                         | \$1,750.00        |
| 115       | Van Dam     | David         | Retirement Payroll  | Retirement Board                         | \$3,000.00        |
| 115       | Veilleux    | Marie L       | Retirement Payroll  | Retirement Board Admin Assistant         | \$19,520.00       |
| 121       | Campbell    | Aubrie        | Mayor               | Executive Assistant                      | \$31,489.02       |
| 121       | Casey       | Ann Marie     | Mayor               | Chief of Staff                           | \$84,234.89       |
| 121       | Donohue     | William       | Mayor               | Communications Director                  | \$56,174.83       |
| 121       | Froton      | Sharon        | Mayor               | Executive Assistant                      | \$21,814.50       |
| 121       | Gove        | Kassandra     | Mayor               | Mayor                                    | \$110,241.77      |
| 134       | Batista     | Marisa        | Admin & Finance     | CFO                                      | \$130,029.24      |
| 134       | Doucette    | Elizabeth     | Admin & Finance     | Assistant Accountant                     | \$66,725.39       |
| 134       | Ring        | Shaunna       | Admin & Finance     | Purchasing Agent / Insurance Coordinator | \$73,956.29       |
| 134       | Worrall     | Heather       | Admin & Finance     | Human Resources Director                 | \$75,903.88       |
| 141       | Caswell     | Diana         | Assessor            | Chief Assessor                           | \$78,305.45       |
| 141       | Collins     | Bruce         | Assessor            | Assistant Assessor                       | \$27,224.96       |
| 141       | Connolly    | Shawn         | Assessor            | Data Collector                           | \$32,803.07       |
| 141       | Hall        | Crystal       | Assessor            | Assessor Per Diem                        | \$3,787.50        |
| 141       | Laramie     | Todd          | Assessor            | Chief Assessor                           | \$20,668.41       |
| 141       | Poshpeck    | Laurie        | Assessor            | Data Collector                           | \$12,992.00       |
| 145       | Cornoni     | Donna M       | Collector/Treasurer | Treasurer                                | \$90,617.77       |
| 145       | Foley       | Barbara       | Collector/Treasurer | Head Clerk                               | \$51,126.72       |
| 145       | Hawkins     | Kathryn A     | Collector/Treasurer | Asst. Coll/Treasurer                     | \$69,129.60       |
| 155       | Cloutier    | Paul          | MIS                 | IT Support Specialist                    | \$55,457.25       |
| 155       | Cornoni     | Nicholas      | MIS                 | Senior IT Support Specialist             | \$69,119.29       |
| 155       | Hare        | Stephen       | MIS                 | IT Director                              | \$92,374.96       |
| 155       | Moisan      | Jessica       | MIS                 | IT Support Specialist                    | \$64,838.93       |
| 155       | Njigua      | Samwel        | MIS                 | Junior IT Support Specialist             | \$7,102.55        |
| 155       | Saia        | Deborah       | MIS                 | O365 Administrator                       | \$9,869.84        |
| 161       | Cornoni     | Katherine     | Town Clerk          | Administrative Assistant                 | \$1,691.40        |
| 161       | Haggstrom   | Amanda        | Town Clerk          | City Clerk                               | \$75,578.87       |
| 161       | Labatte     | Margaret Anne | Town Clerk          | Registrar's Agent                        | \$16,181.27       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME         | FIRST NAME | DEPARTMENT NAME | POSITION                 | TOTAL FY 23 WAGES |
|-----------|-------------------|------------|-----------------|--------------------------|-------------------|
| 161       | Looney            | Jasmine    | Town Clerk      | Administrative Assistant | \$36,899.53       |
| 161       | Smith             | Jennifer   | Town Clerk      | Assistant City Clerk     | \$63,820.60       |
| 162       | Arsenault-Shaheen | Frances    | Elections       | Election Worker          | \$455.63          |
| 162       | Blake             | Cheryl     | Elections       | Election Worker          | \$1,221.75        |
| 162       | Brisebois         | Jackie     | Elections       | Election Worker          | \$400.00          |
| 162       | Bryant            | Anne       | Elections       | Election Worker          | \$178.25          |
| 162       | Cardillo          | Stephanie  | Elections       | Election Worker          | \$1,235.25        |
| 162       | Comeau            | Cheryl     | Elections       | Election Worker          | \$272.75          |
| 162       | Cramer            | Lauren     | Elections       | Election Worker          | \$87.75           |
| 162       | Croteau           | Joanne     | Elections       | Election Worker          | \$637.88          |
| 162       | Frick             | Nancy      | Elections       | Election Worker          | \$425.25          |
| 162       | Gaudet            | Robert E   | Elections       | Election Worker          | \$101.25          |
| 162       | Gaudet            | Catherine  | Elections       | Election Worker          | \$101.25          |
| 162       | Gaudreau          | Helena     | Elections       | Election Worker          | \$121.50          |
| 162       | Gilday            | Pamela     | Elections       | Election Worker          | \$432.00          |
| 162       | Hanshaw           | Gale       | Elections       | Election Worker          | \$279.50          |
| 162       | Harry             | Patricia   | Elections       | Election Worker          | \$400.00          |
| 162       | Holt              | Nancy      | Elections       | Election Worker          | \$209.25          |
| 162       | Joyce             | Maryellen  | Elections       | Election Worker          | \$209.25          |
| 162       | Kardos            | Nicole     | Elections       | Election Worker          | \$213.50          |
| 162       | Kenny             | Patricia   | Elections       | Election Worker          | \$560.25          |
| 162       | Kligerman-Thomas  | D          | Elections       | Election Worker          | \$432.00          |
| 162       | La Bella          | Charles    | Elections       | Election Worker          | \$324.00          |
| 162       | Labatte           | Edward     | Elections       | Election Worker          | \$695.25          |
| 162       | Leblanc           | Claudette  | Elections       | Election Worker          | \$749.25          |
| 162       | Lucas             | Bernadette | Elections       | Election Worker          | \$108.00          |
| 162       | Marino            | Melissa    | Elections       | Election Worker          | \$70.25           |
| 162       | McConologue       | Arthur     | Elections       | Election Worker          | \$492.75          |
| 162       | Meador            | Joan       | Elections       | Election Worker          | \$141.75          |
| 162       | Mongeau           | Paul       | Elections       | Election Worker          | \$141.75          |
| 162       | Neal              | Ralph      | Elections       | Election Worker          | \$209.25          |
| 162       | Nowland           | Kebbi      | Elections       | Election Worker          | \$114.75          |
| 162       | Parady            | Karen      | Elections       | Election Worker          | \$171.50          |
| 162       | Pare              | Normand W  | Elections       | Election Worker          | \$400.00          |
| 162       | Pare              | Beverly    | Elections       | Election Worker          | \$189.00          |
| 162       | Pelletier-Gannett | Kathi      | Elections       | Election Worker          | \$245.75          |
| 162       | Perkins           | Tammi      | Elections       | Election Worker          | \$229.50          |
| 162       | Perron            | Maureen    | Elections       | Election Worker          | \$438.75          |
| 162       | Reily             | Mary       | Elections       | Election Worker          | \$209.25          |
| 162       | Richards          | Kathryn    | Elections       | Election Worker          | \$695.25          |
| 162       | Richards          | Earl       | Elections       | Election Worker          | \$749.25          |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME    | FIRST NAME | DEPARTMENT NAME         | POSITION                                    | TOTAL FY 23 WAGES |
|-----------|--------------|------------|-------------------------|---------------------------------------------|-------------------|
| 162       | Sadowski     | Karen      | Elections               | Election Worker                             | \$702.00          |
| 162       | Shaheen      | John       | Elections               | Election Worker                             | \$482.63          |
| 162       | Shirshac     | Mary Ellen | Elections               | Election Worker                             | \$411.75          |
| 162       | Sullivan     | Henry      | Elections               | Election Worker                             | \$958.50          |
| 162       | Taylor       | Clarissa   | Elections               | Election Worker                             | \$216.00          |
| 162       | Trezise      | Robert     | Elections               | Election Worker                             | \$1,012.50        |
| 162       | Vitale       | Elizabeth  | Elections               | Election Worker                             | \$209.25          |
| 162       | Zaino        | Robert     | Elections               | Election Worker                             | \$405.00          |
| 162       | Zaino        | Elaine     | Elections               | Election Worker                             | \$418.50          |
| 171       | Lopez        | John       | Conservation Commission | Conservation Agent                          | \$17,529.65       |
| 171       | Pearl        | Kassandra  | Conservation Commission | Conservation Agent                          | \$21,595.35       |
| 182       | Baptiste     | Joan       | Comm & Econ Development | Admin. Assistant                            | \$61,653.97       |
| 182       | Becotte      | Shauna     | Comm & Econ Development | Housing Manager                             | \$7,790.00        |
| 182       | Charneski    | Nickolaus  | Comm & Econ Development | Housing Rehab Specialist                    | \$5,163.75        |
| 182       | Cleveland    | Angela     | Comm & Econ Development | Community and Economic Development Director | \$90,327.63       |
| 182       | Frey         | Rebecca    | Comm & Econ Development | Community Development Coordinator           | \$45,298.05       |
| 182       | Howard       | Drew       | Comm & Econ Development | LEED Intern                                 | \$3,512.00        |
| 182       | Jain         | Nipun      | Comm & Econ Development | Town Planner                                | \$90,427.89       |
| 182       | Krans        | Adam       | Comm & Econ Development | Housing Manager                             | \$57,330.00       |
| 182       | Nelson       | Brett      | Comm & Econ Development | Housing Rehab Specialist                    | \$13,244.26       |
| 182       | Snide        | Heather    | Comm & Econ Development | Community Development Coordinator           | \$200.00          |
| 182       | Straker      | Dorian     | Comm & Econ Development | Leed Intern                                 | \$608.00          |
| 182       | Yeames       | Susan R.   | Comm & Econ Development | CBDG Bookkeeper                             | \$11,036.25       |
| 210       | Arseneau     | Kyle       | Police                  | Patrol Officer                              | \$90,999.28       |
| 210       | Bailey       | Craig      | Police                  | Chief of Police                             | \$184,347.46      |
| 210       | Basque       | Nathan     | Police                  | Patrol Officer                              | \$102,229.04      |
| 210       | Blatchford   | Lauren     | Police                  | Lieutenant                                  | \$163,811.08      |
| 210       | Borkowski    | Megan      | Police                  | Public Safety Clerk                         | \$19,115.56       |
| 210       | Bower        | Danielle   | Police                  | Patrol Officer                              | \$36,634.64       |
| 210       | Burr         | Jeffrey    | Police                  | Custodian                                   | \$26,210.88       |
| 210       | Burrell      | Troy       | Police                  | Patrol Officer                              | \$109,190.85      |
| 210       | Caruso       | Francesca  | Police                  | Public Safety Clerk                         | \$63,005.27       |
| 210       | Cavanaugh    | George T   | Police                  | Special Patrol Officer                      | \$570.00          |
| 210       | Champagne Jr | Denis      | Police                  | Sergeant                                    | \$144,271.18      |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME  | FIRST NAME | DEPARTMENT NAME | POSITION                   | TOTAL FY 23 WAGES |
|-----------|------------|------------|-----------------|----------------------------|-------------------|
| 210       | Chaput     | Glenn A    | Police          | Special Patrol Officer     | \$13,383.75       |
| 210       | Chatigny   | Robert L   | Police          | Special Patrol Officer     | \$23,663.25       |
| 210       | Chatigny   | Albert R   | Police          | Special Patrol Officer     | \$34,375.38       |
| 210       | Clark      | David      | Police          | Patrol Officer             | \$99,575.93       |
| 210       | Coker      | Barry      | Police          | Patrol Officer             | \$154,848.29      |
| 210       | Cunningham | Matthew    | Police          | Sergeant                   | \$138,927.28      |
| 210       | Dangelo    | Michael    | Police          | Special Patrol Officer     | \$1,636.00        |
| 210       | Davis      | Teagan     | Police          | Patrol Officer             | \$103,312.78      |
| 210       | Devaney    | Ryan       | Police          | Patrol Officer             | \$84,575.80       |
| 210       | Donovan    | Kevin      | Police          | Deputy Police Chief        | \$155,105.43      |
| 210       | Dunning    | Mitchell   | Police          | Public Safety Clerk        | \$67,492.91       |
| 210       | Dzwonek    | Kyle       | Police          | Patrol Officer             | \$103,335.94      |
| 210       | Guilmette  | Ronald     | Police          | Patrol Officer             | \$107,020.99      |
| 210       | Hanshaw    | Thomas G   | Police          | Special Patrol Officer     | \$44,364.75       |
| 210       | Ivancic    | Adam       | Police          | Patrol Officer             | \$67,809.78       |
| 210       | Kilgour    | Laura      | Police          | Communications Coordinator | \$76,065.43       |
| 210       | Landry     | Raymond    | Police          | Sergeant                   | \$161,461.79      |
| 210       | LaPointe   | Samuel     | Police          | Public Safety Clerk        | \$31,296.66       |
| 210       | Leary      | Sean       | Police          | Sergeant                   | \$156,357.57      |
| 210       | Leary      | Liam       | Police          | Patrol Officer             | \$111,615.28      |
| 210       | Lesage     | Carl A     | Police          | Reserve Officer            | \$1,250.00        |
| 210       | Lesage     | Craig      | Police          | Detective                  | \$110,451.03      |
| 210       | Marlar     | Samuel     | Police          | Patrol Officer             | \$83,238.98       |
| 210       | Merrow     | Peter      | Police          | Patrol Officer             | \$75,816.89       |
| 210       | Moody      | Neil       | Police          | Patrol Officer             | \$118,937.08      |
| 210       | Morrill    | Jonathan   | Police          | Patrol Officer             | \$106,694.45      |
| 210       | Mulrenin   | Kevin      | Police          | Lieutenant                 | \$159,208.35      |
| 210       | Nichols    | Thomas     | Police          | Patrol Officer             | \$119,570.91      |
| 210       | Nicolaisen | Janet L    | Police          | Administrative Assistant   | \$85,264.99       |
| 210       | Noyes      | David      | Police          | Sergeant                   | \$83,741.58       |
| 210       | O'Brien    | Shawn      | Police          | Patrol Officer             | \$120,841.22      |
| 210       | Pare       | Abigail    | Police          | Patrol Officer             | \$1,128.00        |
| 210       | Pare       | David S    | Police          | Special Patrol Officer     | \$8,687.50        |
| 210       | Peters     | Scott      | Police          | Patrol Officer             | \$126,823.83      |
| 210       | Pressley   | Noah       | Police          | Patrol Officer             | \$97,737.56       |
| 210       | Purvis     | Michael    | Police          | Sergeant                   | \$133,083.53      |
| 210       | Reed       | Steven     | Police          | Detective                  | \$157,946.59      |
| 210       | Sciacca    | Charles    | Police          | Sergeant                   | \$154,422.12      |
| 210       | Shenouda   | Kirolus    | Police          | Patrol Officer             | \$84,011.66       |
| 210       | Thurlow    | Roger E    | Police          | Special Patrol Officer     | \$14,594.50       |
| 210       | Tremblay   | Travis     | Police          | Patrol Officer             | \$6,443.13        |
| 210       | Ward       | Sean       | Police          | Patrol Officer             | \$99,523.58       |
| 210       | Worthen    | Sherrie    | Police          | Public Safety Clerk        | \$71,993.96       |
| 210       | Wright     | Gary B     | Police          | Special Patrol Officer     | \$32,307.25       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME  | FIRST NAME  | DEPARTMENT NAME | POSITION                     | TOTAL FY 23 WAGES |
|-----------|------------|-------------|-----------------|------------------------------|-------------------|
| 220       | Albrecht   | Corey       | Fire            | Firefighters                 | \$86,408.95       |
| 220       | Allen      | Stephen     | Fire            | Firefighters                 | \$93,962.92       |
| 220       | Allender   | Christopher | Fire            | Firefighters                 | \$145,735.01      |
| 220       | Balletto   | Taylor      | Fire            | Firefighters                 | \$85,864.15       |
| 220       | Bateman Jr | James       | Fire            | Fire Lieutenants             | \$113,942.14      |
| 220       | Bean       | Jeremy      | Fire            | Fire Lieutenants             | \$129,633.96      |
| 220       | Bernier    | Paul        | Fire            | Firefighters                 | \$3,439.08        |
| 220       | Bruno      | Mark        | Fire            | Firefighters                 | \$136,856.98      |
| 220       | Calderwood | Todd        | Fire            | Fire Lieutenants             | \$96,459.93       |
| 220       | Carpentier | David       | Fire            | Firefighters                 | \$137,873.22      |
| 220       | Casey      | Ryan        | Fire            | Firefighters                 | \$96,987.48       |
| 220       | Clark      | Jamie       | Fire            | Firefighters                 | \$72,070.57       |
| 220       | Condelli   | Darcie      | Fire            | Fire Lieutenants             | \$120,574.95      |
| 220       | Conley     | Paul        | Fire            | Firefighters                 | \$44,831.01       |
| 220       | Durocher   | Christopher | Fire            | Firefighters                 | \$94,731.57       |
| 220       | Haggett    | Tara        | Fire            | Administrative Assistant     | \$68,981.28       |
| 220       | Haynes     | Timothy     | Fire            | Firefighters                 | \$144,913.91      |
| 220       | Hrubes     | Jason       | Fire            | Firefighters                 | \$83,952.60       |
| 220       | Janeliunas | Peter       | Fire            | Firefighters                 | \$74,015.18       |
| 220       | Johnson    | Cassandra   | Fire            | Firefighters                 | \$56,215.16       |
| 220       | Kane       | Justin      | Fire            | Firefighters                 | \$96,686.94       |
| 220       | Kane       | Sean        | Fire            | Firefighters                 | \$84,533.35       |
| 220       | Kane       | Bryan       | Fire            | Firefighters                 | \$10,908.13       |
| 220       | Kane Jr.   | John        | Fire            | Fire Lieutenants             | \$159,669.63      |
| 220       | Kelleher   | Peter       | Fire            | Firefighters                 | \$47,417.84       |
| 220       | Knott      | Patrick     | Fire            | Firefighters                 | \$97,632.12       |
| 220       | Lesage     | Christopher | Fire            | Firefighters                 | \$139,690.46      |
| 220       | Marchand   | Alyssa      | Fire            | Firefighters                 | \$52,211.81       |
| 220       | Mason      | Steven      | Fire            | Firefighters                 | \$85,664.37       |
| 220       | Mather     | David       | Fire            | Deputy                       | \$166,279.88      |
| 220       | Meyers     | Nicholas    | Fire            | Firefighters                 | \$61,095.12       |
| 220       | Miller     | Luca        | Fire            | Firefighters                 | \$5,599.13        |
| 220       | Murray     | Nicole      | Fire            | Firefighters                 | \$68,726.04       |
| 220       | Nolan      | James       | Fire            | Fire Lieutenants             | \$171,788.00      |
| 220       | O'Loughlin | Peter       | Fire            | Firefighters                 | \$82,743.22       |
| 220       | Olson      | David       | Fire            | EMS                          | \$2,979.08        |
| 220       | Petrillo   | Justin      | Fire            | Firefighters                 | \$108,262.00      |
| 220       | Poussard   | Taylor      | Fire            | Firefighters                 | \$106,219.36      |
| 220       | Putnam     | Nicholas    | Fire            | Firefighters                 | \$97,493.31       |
| 220       | Rizzo      | Carl        | Fire            | Firefighters                 | \$89,876.65       |
| 220       | Rogers     | Tyler       | Fire            | Firefighters                 | \$13,087.74       |
| 220       | Serino     | Robert      | Fire            | Firefighters                 | \$154,968.27      |
| 220       | Sevigny    | Shane       | Fire            | Firefighters                 | \$80,631.41       |
| 220       | Shute      | William     | Fire            | Chief Administrative Officer | \$59,814.80       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME     | FIRST NAME | DEPARTMENT NAME | POSITION                           | TOTAL FY 23 WAGES |
|-----------|---------------|------------|-----------------|------------------------------------|-------------------|
| 220       | Sweeney       | Michael    | Fire            | Firefighters                       | \$91,519.91       |
| 220       | York          | Ryan       | Fire            | Firefighters                       | \$93,469.44       |
| 241       | Burdick       | Brett      | Inspection      | Plumb/Gas Insp.                    | \$31,070.40       |
| 241       | Donahue       | Daniel     | Inspection      | Electrical Inspector               | \$33,120.53       |
| 241       | Downs         | Gerry      | Inspection      | Asst. Plumb. Insp.                 | \$1,000.00        |
| 241       | Ketchen       | Deborah    | Inspection      | Health Inspector                   | \$39,442.05       |
| 241       | Kirk          | Ronald J.  | Inspection      | Asst. Elect. Insp.                 | \$1,126.14        |
| 241       | Lickteig      | Donna M    | Inspection      | Administrative Assistant           | \$70,339.50       |
| 241       | Tirone        | Vincenzo   | Inspection      | Inspectional Service Director      | \$92,664.84       |
| 241       | Wilson        | James      | Inspection      | Building Inspector                 | \$88,492.22       |
| 295       | Bailey        | Jackson    | Harbormaster    | Harbormaster                       | \$6,000.00        |
| 300       | Veader        | Kenneth    | Schools         | 1:1 Health Aide                    | \$29,603.00       |
| 300       | Berube        | Joy        | Schools         | Accounts Payable Coordinator       | \$7,410.20        |
| 300       | St John       | Sarah      | Schools         | Accounts Payable Coordinator       | \$59,999.94       |
| 300       | Dobbs         | Rachael    | Schools         | Adjustment Counselor               | \$83,917.20       |
| 300       | Hoyt          | Megan      | Schools         | Adjustment Counselor               | \$75,554.44       |
| 300       | Paul          | Clancey    | Schools         | Adjustment Counselor               | \$69,781.90       |
| 300       | Sullivan      | Cara       | Schools         | Adjustment Counselor               | \$66,834.30       |
| 300       | Berube        | Laura      | Schools         | APS Building Substitute            | \$27,363.96       |
| 300       | Zarrillo      | Alyssa     | Schools         | APS Nurse Assistant                | \$30,800.00       |
| 300       | Denio         | Adam D     | Schools         | Assistant Principal                | \$107,362.58      |
| 300       | Gearin        | Glen       | Schools         | Assistant Principal                | \$122,500.02      |
| 300       | Lingley       | Alina      | Schools         | Assistant Principal                | \$107,468.77      |
| 300       | Stryhalaleck  | Jessica    | Schools         | Assistant Principal                | \$102,352.38      |
| 300       | Munroe        | Russell J  | Schools         | AV Director                        | \$78,048.10       |
| 300       | Langlois      | Kerri      | Schools         | BCBA                               | \$67,999.88       |
| 300       | McConville    | Melissa    | Schools         | BCBA                               | \$71,484.14       |
| 300       | Stenson       | Allison    | Schools         | BCBA                               | \$74,091.30       |
| 300       | Nadeau        | Helen M    | Schools         | Business Office Assistant          | \$3,075.00        |
| 300       | Babine        | Carol A    | Schools         | Café Worker                        | \$29,146.67       |
| 300       | Hewey         | Deborah S  | Schools         | Cashman Specialist Teachers Salary | \$83,903.67       |
| 300       | Bissaillon    | Ernest J   | Schools         | Coach                              | \$17,756.00       |
| 300       | Borden Keenan | Sebastian  | Schools         | Coach                              | \$2,103.00        |
| 300       | Brierley      | Joel       | Schools         | Coach                              | \$5,880.00        |
| 300       | Burrell       | Troy       | Schools         | Coach                              | \$2,250.00        |
| 300       | Comeau        | Thomas M   | Schools         | Coach                              | \$6,454.00        |
| 300       | Conlin        | James      | Schools         | Coach                              | \$1,413.00        |
| 300       | Costa         | Stephen    | Schools         | Coach                              | \$6,154.00        |
| 300       | Cotrupi       | Stephen    | Schools         | Coach                              | \$2,250.00        |
| 300       | Creegan Jr    | Paul       | Schools         | Coach                              | \$3,966.00        |
| 300       | Curtis-Pare   | Tracey     | Schools         | Coach                              | \$4,239.00        |
| 300       | DeLong        | Jeffrey    | Schools         | Coach                              | \$2,300.00        |
| 300       | Doherty       | Kerriann   | Schools         | Coach                              | \$6,154.00        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME     | FIRST NAME       | DEPARTMENT NAME | POSITION                           | TOTAL FY 23 WAGES |
|-----------|---------------|------------------|-----------------|------------------------------------|-------------------|
| 300       | Donovan       | Kevin            | Schools         | Coach                              | \$3,500.00        |
| 300       | Dube          | Joseph           | Schools         | Coach                              | \$1,000.00        |
| 300       | Fiers         | Abigail          | Schools         | Coach                              | \$2,445.00        |
| 300       | Gadsby        | Nicole           | Schools         | Coach                              | \$2,700.00        |
| 300       | Hallinan      | Sean             | Schools         | Coach                              | \$3,966.00        |
| 300       | Hart          | Daniel           | Schools         | Coach                              | \$2,160.00        |
| 300       | LaForte       | Clayton          | Schools         | Coach                              | \$3,500.00        |
| 300       | Lull          | Christopher      | Schools         | Coach                              | \$3,966.00        |
| 300       | Marcotte      | Daniel           | Schools         | Coach                              | \$1,413.00        |
| 300       | McQueen       | Colin            | Schools         | Coach                              | \$8,116.00        |
| 300       | Motsis        | Travis           | Schools         | Coach                              | \$1,413.00        |
| 300       | Rodman        | Colin            | Schools         | Coach                              | \$2,130.00        |
| 300       | Walton        | Keith J          | Schools         | Coach                              | \$8,567.00        |
| 300       | Waters        | Jacqueline M     | Schools         | Coach                              | \$500.00          |
| 300       | White         | George           | Schools         | Coach                              | \$5,880.00        |
| 300       | Barretto      | Margaret         | Schools         | COTA                               | \$37,142.56       |
| 300       | Pizzotti      | Nancy            | Schools         | Crossing Guards                    | \$2,283.01        |
| 300       | Ringuette     | Jayne E Lickteig | Schools         | Crossing Guards                    | \$3,111.55        |
| 300       | Vincent       | Rosemary         | Schools         | Crossing Guards                    | \$4,377.34        |
| 300       | Walsh         | John             | Schools         | Crossing Guards                    | \$13,858.97       |
| 300       | Jacques       | Lyn              | Schools         | Curriculum Coordinator             | \$140,305.04      |
| 300       | Adam          | Jeffrey          | Schools         | Custodian                          | \$37,025.45       |
| 300       | Chase         | Tyler            | Schools         | Custodian                          | \$56,839.66       |
| 300       | Chase Jr.     | Leary            | Schools         | Custodian                          | \$58,449.90       |
| 300       | DeNuzzio      | Michael          | Schools         | Custodian                          | \$58,428.92       |
| 300       | Fetters       | Michael C        | Schools         | Custodian                          | \$36,387.00       |
| 300       | Foley         | Shawn            | Schools         | Custodian                          | \$70,871.67       |
| 300       | Hook          | Jared            | Schools         | Custodian                          | \$40,863.87       |
| 300       | Papa          | Richard          | Schools         | Custodian                          | \$61,452.17       |
| 300       | Proulx        | David J          | Schools         | Custodian                          | \$27,360.33       |
| 300       | Tanzella      | Michael J        | Schools         | Custodian                          | \$56,383.48       |
| 300       | Tanzella      | Michael J        | Schools         | Custodian                          | \$50,763.61       |
| 300       | Taylor        | Avery            | Schools         | Custodian                          | \$20,754.42       |
| 300       | Liporto       | Joan             | Schools         | Director of Finance and Operations | \$139,990.23      |
| 300       | Cole          | Holly            | Schools         | Dyslexia Specialist                | \$79,763.28       |
| 300       | Bennett       | Matthew          | Schools         | Facilities Director                | \$95,742.92       |
| 300       | Bailey        | Caitlin E        | Schools         | Guidance Counselor                 | \$86,210.92       |
| 300       | Bishop-Jarman | Edna A           | Schools         | Guidance Counselor                 | \$92,961.14       |
| 300       | Coen          | Kerri            | Schools         | Guidance Counselor                 | \$65,132.30       |
| 300       | Exner         | MaryBeth         | Schools         | Guidance Counselor                 | \$10,000.00       |
| 300       | Jarvis        | Matthew          | Schools         | Guidance Counselor                 | \$63,629.36       |
| 300       | Moody         | Jessica L        | Schools         | Guidance Counselor                 | \$92,799.46       |
| 300       | Noseworthy    | Bethany L        | Schools         | Guidance Counselor                 | \$95,838.08       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME        | FIRST NAME  | DEPARTMENT NAME | POSITION               | TOTAL FY 23 WAGES |
|-----------|------------------|-------------|-----------------|------------------------|-------------------|
| 300       | Saurman          | Susan M     | Schools         | Guidance Counselor     | \$96,411.92       |
| 300       | Scott            | Kathleen A  | Schools         | Guidance Counselor     | \$94,062.83       |
| 300       | Sydow            | Matthew     | Schools         | Guidance Counselor     | \$73,622.68       |
| 300       | Lang             | Susan J     | Schools         | IT                     | \$66,462.50       |
| 300       | Shaffer          | Patricia    | Schools         | IT                     | \$6,000.00        |
| 300       | Byman            | Lori        | Schools         | Librarian              | \$86,325.81       |
| 300       | Crissinger       | Margaret    | Schools         | Librarian              | \$30,428.44       |
| 300       | Estabrook        | Lisa        | Schools         | Librarian              | \$93,611.76       |
| 300       | MacIntire        | Jennifer    | Schools         | Librarian              | \$70,765.54       |
| 300       | Moore            | Sara        | Schools         | Library Assistant      | \$31,130.57       |
| 300       | Fredette         | Norman A    | Schools         | Maintenance            | \$111,651.45      |
| 300       | Levesque         | Kevin       | Schools         | Maintenance            | \$38,321.31       |
| 300       | Green            | Lori        | Schools         | Occupational Therapist | \$45,568.95       |
| 300       | Moyer Ratigan    | Robin       | Schools         | Occupational Therapist | \$78,803.28       |
| 300       | Aitken           | Kathleen    | Schools         | Paraprofessional       | \$33,103.73       |
| 300       | Aprahamian       | Ashley      | Schools         | Paraprofessional       | \$31,824.92       |
| 300       | Bailey           | Raybecca    | Schools         | Paraprofessional       | \$31,727.36       |
| 300       | Beal             | Jordan      | Schools         | Paraprofessional       | \$6,700.93        |
| 300       | Blair            | Candice     | Schools         | Paraprofessional       | \$1,612.50        |
| 300       | Blanchard        | Patricia A  | Schools         | Paraprofessional       | \$33,162.36       |
| 300       | Blinderman       | Jonathan    | Schools         | Paraprofessional       | \$18,334.50       |
| 300       | Boehl            | Ruth        | Schools         | Paraprofessional       | \$35,252.04       |
| 300       | Calvani          | Sarah       | Schools         | Paraprofessional       | \$3,371.76        |
| 300       | Castine          | Colette C   | Schools         | Paraprofessional       | \$34,773.23       |
| 300       | Chambers         | Linda E     | Schools         | Paraprofessional       | \$28,665.10       |
| 300       | Chmielewski      | Emily       | Schools         | Paraprofessional       | \$17,647.76       |
| 300       | Clancey          | Violeta P   | Schools         | Paraprofessional       | \$20,119.36       |
| 300       | Clark            | Emily       | Schools         | Paraprofessional       | \$27,643.55       |
| 300       | Corbiey          | Mary        | Schools         | Paraprofessional       | \$18,520.99       |
| 300       | Cote             | Shari A     | Schools         | Paraprofessional       | \$37,370.74       |
| 300       | Crosby           | Janet       | Schools         | Paraprofessional       | \$36,148.66       |
| 300       | Crowley          | Maureen     | Schools         | Paraprofessional       | \$34,489.52       |
| 300       | D'Amico          | Haley       | Schools         | Paraprofessional       | \$17,268.36       |
| 300       | Davis            | Elisabeth R | Schools         | Paraprofessional       | \$36,948.73       |
| 300       | Deegan           | Andrea J    | Schools         | Paraprofessional       | \$31,836.48       |
| 300       | Demotses         | Kristine    | Schools         | Paraprofessional       | \$1,754.40        |
| 300       | DePolo           | Maryann     | Schools         | Paraprofessional       | \$30,660.41       |
| 300       | DeRosa           | Virginia    | Schools         | Paraprofessional       | \$27,996.54       |
| 300       | DiBurro          | Tara        | Schools         | Paraprofessional       | \$31,734.37       |
| 300       | Dobson           | Sean        | Schools         | Paraprofessional       | \$37,695.88       |
| 300       | Dower            | Destiny     | Schools         | Paraprofessional       | \$13,608.07       |
| 300       | Driscoll         | Laura       | Schools         | Paraprofessional       | \$25,932.96       |
| 300       | Eaton            | Debra A     | Schools         | Paraprofessional       | \$22,194.79       |
| 300       | Fernald-Waterman | Allison     | Schools         | Paraprofessional       | \$33,261.98       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME    | FIRST NAME | DEPARTMENT NAME | POSITION         | TOTAL FY 23 WAGES |
|-----------|--------------|------------|-----------------|------------------|-------------------|
| 300       | Florent      | Chrystal   | Schools         | Paraprofessional | \$36,108.69       |
| 300       | Froncki      | Pia        | Schools         | Paraprofessional | \$32,011.92       |
| 300       | Fusco        | Gail       | Schools         | Paraprofessional | \$19,997.30       |
| 300       | Gilleo       | Megan      | Schools         | Paraprofessional | \$33,970.51       |
| 300       | Greene       | Rosemary   | Schools         | Paraprofessional | \$38,161.08       |
| 300       | Griffin      | Michelle   | Schools         | Paraprofessional | \$36,090.55       |
| 300       | Gustison     | Robert     | Schools         | Paraprofessional | \$29,234.37       |
| 300       | Healey       | Michael    | Schools         | Paraprofessional | \$34,489.53       |
| 300       | Howard       | Mariellen  | Schools         | Paraprofessional | \$30,353.04       |
| 300       | Kane         | Caitlyn    | Schools         | Paraprofessional | \$2,892.24        |
| 300       | Kelly        | Kymberly   | Schools         | Paraprofessional | \$27,554.32       |
| 300       | Kenney       | Eryn       | Schools         | Paraprofessional | \$33,495.53       |
| 300       | Kenney       | Brenna     | Schools         | Paraprofessional | \$29,437.24       |
| 300       | LaCasse      | Skyla      | Schools         | Paraprofessional | \$13,002.14       |
| 300       | LaCava       | Scott A    | Schools         | Paraprofessional | \$31,905.68       |
| 300       | Laflamme     | Andrea     | Schools         | Paraprofessional | \$10,713.94       |
| 300       | Lasonde      | Andrew     | Schools         | Paraprofessional | \$34,627.03       |
| 300       | Levesque     | Sara       | Schools         | Paraprofessional | \$22,598.88       |
| 300       | Lyons Manson | Barbara    | Schools         | Paraprofessional | \$26,731.32       |
| 300       | Manclark     | Christine  | Schools         | Paraprofessional | \$28,444.05       |
| 300       | Mansfield    | Deanna     | Schools         | Paraprofessional | \$15,950.40       |
| 300       | Marshall     | Kathleen   | Schools         | Paraprofessional | \$2,953.62        |
| 300       | Marshall     | Nancy J    | Schools         | Paraprofessional | \$32,162.36       |
| 300       | McDonough    | Desiree    | Schools         | Paraprofessional | \$34,658.19       |
| 300       | McNally      | Kathleen   | Schools         | Paraprofessional | \$33,426.98       |
| 300       | Merrow       | Aaron      | Schools         | Paraprofessional | \$31,836.48       |
| 300       | Merz         | Daniel R   | Schools         | Paraprofessional | \$37,279.70       |
| 300       | Mojica       | Daniel     | Schools         | Paraprofessional | \$6,066.90        |
| 300       | Moloney      | Erin       | Schools         | Paraprofessional | \$3,552.66        |
| 300       | Morris       | Sarah      | Schools         | Paraprofessional | \$23,672.31       |
| 300       | Morrison     | Cathy A    | Schools         | Paraprofessional | \$21,951.66       |
| 300       | Nelson       | Kristin    | Schools         | Paraprofessional | \$17,569.07       |
| 300       | O'Dowd       | Peter      | Schools         | Paraprofessional | \$17,348.54       |
| 300       | Parker       | Karin A    | Schools         | Paraprofessional | \$32,219.24       |
| 300       | Peicott      | Shelly     | Schools         | Paraprofessional | \$20,049.29       |
| 300       | Peixoto      | Melissa    | Schools         | Paraprofessional | \$39,390.76       |
| 300       | Pelletier    | Dawn       | Schools         | Paraprofessional | \$31,690.34       |
| 300       | Pratt        | Karen L    | Schools         | Paraprofessional | \$35,242.59       |
| 300       | Pratt        | Brittany   | Schools         | Paraprofessional | \$31,434.77       |
| 300       | Primack      | Marianne   | Schools         | Paraprofessional | \$2,325.00        |
| 300       | Protopapas   | Sandra     | Schools         | Paraprofessional | \$29,846.04       |
| 300       | Pugh Jr.     | Ralph      | Schools         | Paraprofessional | \$27,552.50       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME      | FIRST NAME  | DEPARTMENT NAME | POSITION                     | TOTAL FY 23 WAGES |
|-----------|----------------|-------------|-----------------|------------------------------|-------------------|
| 300       | Queenan        | Lynn        | Schools         | Paraprofessional             | \$35,816.13       |
| 300       | Ratner         | Andrea L    | Schools         | Paraprofessional             | \$36,179.70       |
| 300       | Richards       | Kate        | Schools         | Paraprofessional             | \$37,578.55       |
| 300       | Rinaldi        | Zachary     | Schools         | Paraprofessional             | \$19,680.81       |
| 300       | Romano         | Melissa     | Schools         | Paraprofessional             | \$36,355.82       |
| 300       | Schalck        | Becky L     | Schools         | Paraprofessional             | \$37,279.70       |
| 300       | Seidel         | Tara        | Schools         | Paraprofessional             | \$26,029.12       |
| 300       | Sentochnik     | Zoe         | Schools         | Paraprofessional             | \$33,172.80       |
| 300       | Shepard        | Kimberly A  | Schools         | Paraprofessional             | \$20,393.68       |
| 300       | Smith          | Amy         | Schools         | Paraprofessional             | \$4,137.20        |
| 300       | Snay           | Lauren L    | Schools         | Paraprofessional             | \$35,678.05       |
| 300       | Socha          | Sidney      | Schools         | Paraprofessional             | \$4,948.06        |
| 300       | Spaulding      | Ann A       | Schools         | Paraprofessional             | \$24,424.20       |
| 300       | Spielvogel     | Laurie      | Schools         | Paraprofessional             | \$13,166.72       |
| 300       | Storck         | Dawn        | Schools         | Paraprofessional             | \$27,923.66       |
| 300       | Taber          | Rena        | Schools         | Paraprofessional             | \$35,059.38       |
| 300       | Terry          | Priscilla A | Schools         | Paraprofessional             | \$2,809.16        |
| 300       | Thayer         | Kimberley   | Schools         | Paraprofessional             | \$24,029.88       |
| 300       | Von Protz      | Lia         | Schools         | Paraprofessional             | \$23,864.82       |
| 300       | Wallace        | Jean        | Schools         | Paraprofessional             | \$14,327.64       |
| 300       | Wilkinson      | Susan       | Schools         | Paraprofessional             | \$33,542.59       |
| 300       | Willett        | Geralyn     | Schools         | Paraprofessional             | \$28,188.90       |
| 300       | MacLean        | Candace     | Schools         | Payroll Coordinator          | \$82,098.48       |
| 300       | Hart           | Melinda E   | Schools         | Physical Therapist           | \$79,888.38       |
| 300       | Woodman        | Meaghan     | Schools         | Physical Therapist Assistant | \$22,497.38       |
| 300       | Haas           | Jarred      | Schools         | Principal                    | \$109,612.01      |
| 300       | Maguire        | Eryn K      | Schools         | Principal                    | \$104,999.96      |
| 300       | Mascia- Fayles | Karina      | Schools         | Principal                    | \$112,592.48      |
| 300       | Montanari      | James       | Schools         | Principal                    | \$122,188.82      |
| 300       | Ricci          | Danielle    | Schools         | Principal                    | \$124,999.94      |
| 300       | Rinkhaus       | Rebecca     | Schools         | School Lunch Monitor         | \$5,110.00        |
| 300       | Tiplady        | Elyssa      | Schools         | School Lunch Monitor         | \$7,191.00        |
| 300       | Ford           | Kieran      | Schools         | School Nurse                 | \$7,761.05        |
| 300       | Greene         | Carol J     | Schools         | School Nurse                 | \$89,254.82       |
| 300       | Omohundro      | Jody        | Schools         | School Nurse                 | \$70,027.90       |
| 300       | Quadros        | Nicole      | Schools         | School Nurse                 | \$65,268.84       |
| 300       | Shorter        | Elisabeth   | Schools         | School Nurse                 | \$60,252.06       |
| 300       | Tierney        | Kristin     | Schools         | School Nurse                 | \$82,304.56       |
| 300       | Hirschfeld     | Devin       | Schools         | School Pyschologist          | \$80,583.98       |
| 300       | Lashure        | Melissa     | Schools         | School Pyschologist          | \$94,049.80       |
| 300       | Lynch          | Linda       | Schools         | School Secretary             | \$53,073.56       |
| 300       | Machado        | Jennifer    | Schools         | School Secretary             | \$50,655.46       |
| 300       | Morrill        | Kathleen A  | Schools         | School Secretary             | \$5,625.00        |
| 300       | Myszkowski     | Karen       | Schools         | School Secretary             | \$57,296.36       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME  | FIRST NAME     | DEPARTMENT NAME | POSITION              | TOTAL FY 23 WAGES |
|-----------|------------|----------------|-----------------|-----------------------|-------------------|
| 300       | Nadeau     | Anne M         | Schools         | School Secretary      | \$57,442.58       |
| 300       | Perry      | Eva            | Schools         | School Secretary      | \$48,062.46       |
| 300       | Pouliot    | Julie          | Schools         | School Secretary      | \$48,602.28       |
| 300       | Reader     | Juliana        | Schools         | School Secretary      | \$24,237.99       |
| 300       | Rochon     | Lisa M         | Schools         | School Secretary      | \$53,198.34       |
| 300       | Ward       | Robin T        | Schools         | School Secretary      | \$24,620.49       |
| 300       | Bixby      | Farah          | Schools         | School Year Secretary | \$39,606.50       |
| 300       | Crisham    | Alexandra      | Schools         | School Year Secretary | \$11,871.96       |
| 300       | Macey      | Shelley        | Schools         | School Year Secretary | \$8,033.69        |
| 300       | Moscato    | Brittany       | Schools         | School Year Secretary | \$34,987.17       |
| 300       | Shirshac   | Mary Ellen     | Schools         | School Year Secretary | \$1,318.43        |
| 300       | Wile       | Lisa           | Schools         | School Year Secretary | \$39,755.82       |
| 300       | Bartlett   | Carol L        | Schools         | Secretary             | \$64,419.48       |
| 300       | Foley      | Gwendolyn      | Schools         | Secretary             | \$46,186.74       |
| 300       | Smith      | Victoria       | Schools         | SLPA                  | \$43,680.00       |
| 300       | Lincoln    | Ellen          | Schools         | Social Worker         | \$84,638.32       |
| 300       | Catarius   | Lynn           | Schools         | SpEd Director         | \$133,397.03      |
| 300       | Hartshorn  | Julie          | Schools         | SpEd Secretary        | \$44,422.98       |
| 300       | Ouellet    | Wanda L        | Schools         | SpEd Secretary        | \$58,744.62       |
| 300       | Bailin     | Lauretta       | Schools         | SpEd Teacher          | \$94,813.38       |
| 300       | Bonura     | Carol          | Schools         | SpEd Teacher          | \$59,544.24       |
| 300       | Brown      | Gregg M        | Schools         | SpEd Teacher          | \$101,103.08      |
| 300       | Burnett    | Karen          | Schools         | SpEd Teacher          | \$65,381.61       |
| 300       | Caputo     | Samantha       | Schools         | SpEd Teacher          | \$68,619.75       |
| 300       | Donadoni   | Beth A         | Schools         | SpEd Teacher          | \$85,620.06       |
| 300       | Dumas      | Samantha       | Schools         | SpEd Teacher          | \$69,509.28       |
| 300       | Edic       | Susan K Curtin | Schools         | SpEd Teacher          | \$95,588.22       |
| 300       | Elfiki     | Jacqueline Ann | Schools         | SpEd Teacher          | \$84,840.06       |
| 300       | Fedechko   | Kelsey         | Schools         | SpEd Teacher          | \$78,109.28       |
| 300       | Firmes     | Elissa         | Schools         | SpEd Teacher          | \$91,549.38       |
| 300       | Foustoukos | Lindsay        | Schools         | SpEd Teacher          | \$24,709.50       |
| 300       | Gately     | Katherine      | Schools         | SpEd Teacher          | \$98,489.38       |
| 300       | Geary      | Jane           | Schools         | SpEd Teacher          | \$63,189.36       |
| 300       | Gobeil     | Anna           | Schools         | SpEd Teacher          | \$63,189.36       |
| 300       | Graham     | Megan          | Schools         | SpEd Teacher          | \$57,181.74       |
| 300       | Greenbaum  | Gayle A        | Schools         | SpEd Teacher          | \$96,918.22       |
| 300       | Greenberg  | Nikki          | Schools         | SpEd Teacher          | \$76,638.34       |
| 300       | Jackson    | Catherine D    | Schools         | SpEd Teacher          | \$22,821.09       |
| 300       | Klucznik   | Lori           | Schools         | SpEd Teacher          | \$94,260.80       |
| 300       | Lare       | Erin           | Schools         | SpEd Teacher          | \$80,917.20       |
| 300       | Loveland   | Nicole         | Schools         | SpEd Teacher          | \$85,023.01       |
| 300       | Luz        | Rebecca        | Schools         | SpEd Teacher          | \$67,763.98       |
| 300       | Luz        | Sarah          | Schools         | SpEd Teacher          | \$73,083.04       |
| 300       | Lynch      | Christina      | Schools         | SpEd Teacher          | \$68,776.98       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME  | FIRST NAME | DEPARTMENT NAME | POSITION                    | TOTAL FY 23 WAGES |
|-----------|------------|------------|-----------------|-----------------------------|-------------------|
| 300       | Mamakos    | Cathryn    | Schools         | SpEd Teacher                | \$86,034.92       |
| 300       | Melanson   | Evan       | Schools         | SpEd Teacher                | \$69,326.90       |
| 300       | Morel      | Maria      | Schools         | SpEd Teacher                | \$52,165.15       |
| 300       | Oliver     | Ashley     | Schools         | SpEd Teacher                | \$71,912.66       |
| 300       | Opolski    | Ian        | Schools         | SpEd Teacher                | \$88,599.22       |
| 300       | Ouellet    | Janelle    | Schools         | SpEd Teacher                | \$91,549.50       |
| 300       | Pellizzaro | Melissa    | Schools         | SpEd Teacher                | \$78,971.60       |
| 300       | Pritchett  | Rae        | Schools         | SpEd Teacher                | \$96,949.28       |
| 300       | Robicheau  | Kristan D  | Schools         | SpEd Teacher                | \$64,321.98       |
| 300       | Scholl     | Larissa    | Schools         | SpEd Teacher                | \$81,138.30       |
| 300       | Smith      | Abbey      | Schools         | SpEd Teacher                | \$65,013.00       |
| 300       | Steer      | Katelyn    | Schools         | SpEd Teacher                | \$44,159.28       |
| 300       | Stone      | Kelly      | Schools         | SpEd Teacher                | \$67,134.30       |
| 300       | Stuart     | Devon      | Schools         | SpEd Teacher                | \$55,661.96       |
| 300       | Tedeschi   | Jennifer   | Schools         | SpEd Teacher                | \$83,017.20       |
| 300       | Thibodeau  | Adam R     | Schools         | SpEd Teacher                | \$105,535.46      |
| 300       | Tingle     | Maryrose   | Schools         | SpEd Teacher                | \$87,036.82       |
| 300       | Walsh      | Allison    | Schools         | SpEd Teacher                | \$41,737.06       |
| 300       | Watson     | Katherine  | Schools         | SpEd Teacher                | \$73,669.44       |
| 300       | Wise       | Nicole     | Schools         | SpEd Teacher                | \$56,283.39       |
| 300       | Wright III | Charles    | Schools         | SpEd Teacher                | \$56,408.10       |
| 300       | DeSavio    | Bruce N    | Schools         | Sped Van Drivers            | \$20,463.75       |
| 300       | Dupra      | Shari      | Schools         | Sped Van Drivers            | \$22,768.15       |
| 300       | Goldsmith  | Deborah    | Schools         | Sped Van Drivers            | \$8,861.39        |
| 300       | Grindrod   | Robin      | Schools         | Sped Van Drivers            | \$14,575.00       |
| 300       | Knight     | Linda      | Schools         | Sped Van Drivers            | \$18,133.12       |
| 300       | Lassik     | Nicole     | Schools         | Sped Van Drivers            | \$19,161.14       |
| 300       | Leveille   | Daniel     | Schools         | Sped Van Drivers            | \$14,155.20       |
| 300       | Manson     | Kenneth    | Schools         | Sped Van Drivers            | \$14,332.69       |
| 300       | Mazzaglia  | Tina       | Schools         | Sped Van Drivers            | \$21,169.14       |
| 300       | Mullin     | Paul       | Schools         | Sped Van Drivers            | \$17,308.45       |
| 300       | Ouellet    | Andre      | Schools         | Sped Van Drivers            | \$15,004.45       |
| 300       | Pouliot    | Michele    | Schools         | Sped Van Drivers            | \$13,883.17       |
| 300       | Ravgiala   | Michelle   | Schools         | Sped Van Drivers            | \$117.24          |
| 300       | Regan      | Terence    | Schools         | Sped Van Drivers            | \$13,778.00       |
| 300       | Collins    | Kristen R  | Schools         | Speech Pathologist          | \$82,933.90       |
| 300       | Blanchet   | Shannon    | Schools         | Speech Therapist            | \$73,140.48       |
| 300       | Dignard    | Erin       | Schools         | Speech/Language Assistant   | \$2,280.00        |
| 300       | Ashburner  | Jillian    | Schools         | Speech/Language Pathologist | \$69,310.78       |
| 300       | Kane       | Jordan     | Schools         | Speech/Language Pathologist | \$62,910.75       |
| 300       | Glaubitz   | Charles W  | Schools         | Substitute- Long Term       | \$24,307.54       |
| 300       | Albert     | Mary       | Schools         | Substitutes                 | \$1,750.00        |
| 300       | Alexander  | Rebecca    | Schools         | Substitutes                 | \$2,792.50        |
| 300       | Beaupre    | Kassandra  | Schools         | Substitutes                 | \$6,392.86        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME       | FIRST NAME    | DEPARTMENT NAME | POSITION    | TOTAL FY 23 WAGES |
|-----------|-----------------|---------------|-----------------|-------------|-------------------|
| 300       | Bilodeau        | Mary          | Schools         | Substitutes | \$1,062.50        |
| 300       | Biscoe          | Elizabeth     | Schools         | Substitutes | \$2,500.00        |
| 300       | Bornstein       | Judith        | Schools         | Substitutes | \$2,687.50        |
| 300       | Boston          | Mina          | Schools         | Substitutes | \$1,250.00        |
| 300       | Brown           | Scott         | Schools         | Substitutes | \$5,750.00        |
| 300       | Canarie-McGrath | Lori          | Schools         | Substitutes | \$7,062.50        |
| 300       | Casey           | Kim           | Schools         | Substitutes | \$125.00          |
| 300       | Cerretani       | Brenna        | Schools         | Substitutes | \$90.00           |
| 300       | Chamberlain     | Amanda        | Schools         | Substitutes | \$14,123.26       |
| 300       | Chappie         | Rosemarie     | Schools         | Substitutes | \$1,000.00        |
| 300       | Circe           | Mary          | Schools         | Substitutes | \$437.50          |
| 300       | Clark           | Joan          | Schools         | Substitutes | \$1,687.50        |
| 300       | Cohn            | Diane L Stowe | Schools         | Substitutes | \$375.00          |
| 300       | Costello        | Eleanor       | Schools         | Substitutes | \$1,062.50        |
| 300       | Cronin          | Ceara         | Schools         | Substitutes | \$187.50          |
| 300       | D'Agnese        | Caren         | Schools         | Substitutes | \$10,125.00       |
| 300       | Davey           | Liam          | Schools         | Substitutes | \$5,718.75        |
| 300       | Davis           | Abigail       | Schools         | Substitutes | \$3,937.50        |
| 300       | Foster          | Timothy       | Schools         | Substitutes | \$11,562.50       |
| 300       | Francoeur       | Kaylin        | Schools         | Substitutes | \$2,750.00        |
| 300       | Gately          | Liam          | Schools         | Substitutes | \$4,007.61        |
| 300       | Giles           | Susan         | Schools         | Substitutes | \$462.50          |
| 300       | Gilleo          | Timothy       | Schools         | Substitutes | \$62.50           |
| 300       | Girouard        | Natalie       | Schools         | Substitutes | \$7,000.00        |
| 300       | Glickman        | Gwynneth      | Schools         | Substitutes | \$375.00          |
| 300       | Goodwin         | Charles       | Schools         | Substitutes | \$5,977.22        |
| 300       | Graham          | Emma          | Schools         | Substitutes | \$687.50          |
| 300       | Gustison        | Jan           | Schools         | Substitutes | \$125.00          |
| 300       | Hall            | Melinda       | Schools         | Substitutes | \$375.00          |
| 300       | Hamilton-Evans  | Zakiya        | Schools         | Substitutes | \$6,812.50        |
| 300       | Hardy           | Lila          | Schools         | Substitutes | \$125.00          |
| 300       | Harris          | Jessica       | Schools         | Substitutes | \$1,625.00        |
| 300       | Holt            | Jessica       | Schools         | Substitutes | \$62.50           |
| 300       | Jancewicz       | Deborah J     | Schools         | Substitutes | \$805.00          |
| 300       | Kelleher        | Brooke        | Schools         | Substitutes | \$3,125.00        |
| 300       | Kezer           | Lynn          | Schools         | Substitutes | \$1,187.50        |
| 300       | Lamb            | Scott         | Schools         | Substitutes | \$7,500.00        |
| 300       | Lannon          | Juliet H      | Schools         | Substitutes | \$6,250.00        |
| 300       | Lowell          | Shannon       | Schools         | Substitutes | \$4,562.50        |
| 300       | MacKinnon       | Renee T       | Schools         | Substitutes | \$375.00          |
| 300       | Malo            | Bonnie        | Schools         | Substitutes | \$875.00          |
| 300       | Mangiameli      | Maria         | Schools         | Substitutes | \$590.63          |
| 300       | Maynes          | Nancy         | Schools         | Substitutes | \$1,187.50        |
| 300       | McCartney       | Marianne      | Schools         | Substitutes | \$3,750.00        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME   | FIRST NAME  | DEPARTMENT NAME | POSITION                          | TOTAL FY 23 WAGES |
|-----------|-------------|-------------|-----------------|-----------------------------------|-------------------|
| 300       | McKinnon    | Hannah      | Schools         | Substitutes                       | \$3,837.50        |
| 300       | Meninno     | Julie       | Schools         | Substitutes                       | \$125.00          |
| 300       | Merrill     | Jody        | Schools         | Substitutes                       | \$1,000.00        |
| 300       | Mitchell    | Matthew     | Schools         | Substitutes                       | \$1,750.00        |
| 300       | Mitchell    | Meghan      | Schools         | Substitutes                       | \$1,250.00        |
| 300       | Montanari   | Madelyn     | Schools         | Substitutes                       | \$500.00          |
| 300       | Mudge       | Deborah     | Schools         | Substitutes                       | \$11,595.00       |
| 300       | Mueller     | Marianne    | Schools         | Substitutes                       | \$1,125.00        |
| 300       | Naughton    | Alexander   | Schools         | Substitutes                       | \$14,875.00       |
| 300       | Neville     | Sebastian   | Schools         | Substitutes                       | \$1,147.50        |
| 300       | O'Hala      | Susan L     | Schools         | Substitutes                       | \$875.00          |
| 300       | Parent      | Elizabeth   | Schools         | Substitutes                       | \$2,562.50        |
| 300       | Pavao       | ToniAnn     | Schools         | Substitutes                       | \$5,875.00        |
| 300       | Pelletier   | Kayla       | Schools         | Substitutes                       | \$750.00          |
| 300       | Pritchard   | John        | Schools         | Substitutes                       | \$187.50          |
| 300       | Purington   | Troy        | Schools         | Substitutes                       | \$2,562.50        |
| 300       | Ratner      | Evi         | Schools         | Substitutes                       | \$1,691.25        |
| 300       | Rice        | Gail        | Schools         | Substitutes                       | \$250.00          |
| 300       | Richard     | Juliet      | Schools         | Substitutes                       | \$46,216.02       |
| 300       | Rierson     | Ginger      | Schools         | Substitutes                       | \$17,906.25       |
| 300       | Routhier    | Christina C | Schools         | Substitutes                       | \$2,434.16        |
| 300       | Sanford     | Melissa     | Schools         | Substitutes                       | \$1,250.00        |
| 300       | Sayers      | John        | Schools         | Substitutes                       | \$2,062.50        |
| 300       | Sheats      | Jennifer    | Schools         | Substitutes                       | \$6,750.00        |
| 300       | Shoemaker   | Jessica     | Schools         | Substitutes                       | \$6,250.00        |
| 300       | Skan        | Melissa     | Schools         | Substitutes                       | \$1,937.50        |
| 300       | Smith       | Donald      | Schools         | Substitutes                       | \$750.00          |
| 300       | Socha       | Laurie      | Schools         | Substitutes                       | \$4,662.50        |
| 300       | Stellmach   | Marcia L    | Schools         | Substitutes                       | \$7,375.00        |
| 300       | Stuart      | Nicholas    | Schools         | Substitutes                       | \$6,000.00        |
| 300       | Taylor      | Elsie       | Schools         | Substitutes                       | \$1,368.13        |
| 300       | Tryon       | Evangelia   | Schools         | Substitutes                       | \$8,312.50        |
| 300       | Tryon       | Emilia      | Schools         | Substitutes                       | \$812.50          |
| 300       | Vachon      | Jack        | Schools         | Substitutes                       | \$4,800.00        |
| 300       | Vachon      | Renee       | Schools         | Substitutes                       | \$5,858.75        |
| 300       | Veader      | Sarah       | Schools         | Substitutes                       | \$1,262.50        |
| 300       | Winslow     | Susan       | Schools         | Substitutes                       | \$1,056.25        |
| 300       | Wright      | Rochelle    | Schools         | Substitutes                       | \$11,812.50       |
| 300       | McAllister  | Abby        | Schools         | Substitute                        | \$4,962.62        |
| 300       | Bartholomew | Kathryn     | Schools         | Summer School<br>Paraprofessional | \$393.75          |
| 300       | D'Urso      | Iris        | Schools         | Summer School<br>Paraprofessional | \$1,903.50        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME       | FIRST NAME  | DEPARTMENT NAME | POSITION                 | TOTAL FY 23 WAGES |
|-----------|-----------------|-------------|-----------------|--------------------------|-------------------|
| 300       | McAndrews       | Elizabeth S | Schools         | Superintendent           | \$185,815.88      |
| 300       | Grayton         | Daniel      | Schools         | Superintendent Assistant | \$71,710.98       |
| 300       | Abramson        | Hope J      | Schools         | Teacher                  | \$96,988.08       |
| 300       | Alley           | Lindsey     | Schools         | Teacher                  | \$89,784.21       |
| 300       | Alley           | Luke        | Schools         | Teacher                  | \$84,592.38       |
| 300       | Armstrong       | Kathleen E  | Schools         | Teacher                  | \$94,519.46       |
| 300       | Bastien         | Steven R    | Schools         | Teacher                  | \$102,813.30      |
| 300       | Beaudoin        | Kathy R     | Schools         | Teacher                  | \$90,000.30       |
| 300       | Bent            | Derek M     | Schools         | Teacher                  | \$89,140.76       |
| 300       | Bettencourt     | Alice P     | Schools         | Teacher                  | \$83,213.38       |
| 300       | Bilodeau        | Kristen     | Schools         | Teacher                  | \$91,549.38       |
| 300       | Bolduc-Kelleher | Susan       | Schools         | Teacher                  | \$90,385.26       |
| 300       | Boles           | Jonathan    | Schools         | Teacher                  | \$65,755.90       |
| 300       | Bostic          | Kara        | Schools         | Teacher                  | \$78,638.30       |
| 300       | Bragg           | Samuel A    | Schools         | Teacher                  | \$96,248.22       |
| 300       | Brandwein       | Jared       | Schools         | Teacher                  | \$83,360.84       |
| 300       | Brannelly       | Karen C     | Schools         | Teacher                  | \$87,470.90       |
| 300       | Brockmyre       | Jean C      | Schools         | Teacher                  | \$96,621.14       |
| 300       | Buckley         | Sarah       | Schools         | Teacher                  | \$63,180.96       |
| 300       | Burke           | Judith      | Schools         | Teacher                  | \$9,225.00        |
| 300       | Burrell         | Emicel R    | Schools         | Teacher                  | \$99,649.44       |
| 300       | Butler          | Megan       | Schools         | Teacher                  | \$80,138.30       |
| 300       | Byrne           | Kerin       | Schools         | Teacher                  | \$81,167.20       |
| 300       | Campbell        | Bri-Shannon | Schools         | Teacher                  | \$76,908.34       |
| 300       | Caruso          | Kelly M     | Schools         | Teacher                  | \$92,799.46       |
| 300       | Casali          | Laurel B    | Schools         | Teacher                  | \$90,010.30       |
| 300       | Casto           | Mark J      | Schools         | Teacher                  | \$98,241.14       |
| 300       | Cavalier        | Beth A      | Schools         | Teacher                  | \$101,578.08      |
| 300       | Cawley          | Brian       | Schools         | Teacher                  | \$61,616.76       |
| 300       | Centric         | Sarah B     | Schools         | Teacher                  | \$92,799.46       |
| 300       | Comeau          | Kristen     | Schools         | Teacher                  | \$94,369.46       |
| 300       | Connell Lovett  | Courtney E  | Schools         | Teacher                  | \$95,753.22       |
| 300       | Cook            | Gregory     | Schools         | Teacher                  | \$80,604.42       |
| 300       | Costello        | Joseph S    | Schools         | Teacher                  | \$87,440.76       |
| 300       | Costello        | Tia         | Schools         | Teacher                  | \$94,214.46       |
| 300       | Crain           | Leah        | Schools         | Teacher                  | \$47,513.16       |
| 300       | Crannell        | Emily       | Schools         | Teacher                  | \$74,226.40       |
| 300       | Curry           | Marianne R  | Schools         | Teacher                  | \$85,939.92       |
| 300       | Daileanes       | Jennifer L  | Schools         | Teacher                  | \$92,025.30       |
| 300       | Dennin          | Conor       | Schools         | Teacher                  | \$69,908.76       |
| 300       | DeNuzzio        | Christine   | Schools         | Teacher                  | \$86,454.26       |
| 300       | Dodier          | Joanna      | Schools         | Teacher                  | \$86,997.22       |
| 300       | Donais          | Jennifer    | Schools         | Teacher                  | \$98,917.28       |
| 300       | Dower           | Maryanne    | Schools         | Teacher                  | \$125.00          |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME   | FIRST NAME  | DEPARTMENT NAME | POSITION | TOTAL FY 23 WAGES |
|-----------|-------------|-------------|-----------------|----------|-------------------|
| 300       | Dupere      | Lisa A      | Schools         | Teacher  | \$91,775.30       |
| 300       | Egan        | Lauren      | Schools         | Teacher  | \$93,499.38       |
| 300       | Elliott     | Ellen       | Schools         | Teacher  | \$94,799.52       |
| 300       | Elliott     | Meghan      | Schools         | Teacher  | \$66,358.00       |
| 300       | Fijalkowski | Daniel B    | Schools         | Teacher  | \$102,500.70      |
| 300       | Fijalkowski | Stacey M    | Schools         | Teacher  | \$85,595.83       |
| 300       | Firmes      | James R     | Schools         | Teacher  | \$95,838.08       |
| 300       | Fitzgerald  | Kristin M   | Schools         | Teacher  | \$95,838.08       |
| 300       | Flaherty    | Edward J    | Schools         | Teacher  | \$90,975.20       |
| 300       | Flaherty    | Patrick J   | Schools         | Teacher  | \$84,975.90       |
| 300       | Foley       | Patrick     | Schools         | Teacher  | \$73,919.44       |
| 300       | Fowler      | Katherine   | Schools         | Teacher  | \$83,435.84       |
| 300       | Froncki     | Stanley S   | Schools         | Teacher  | \$95,588.22       |
| 300       | Fuller      | Ann M       | Schools         | Teacher  | \$87,440.76       |
| 300       | Furlong     | Margaret T  | Schools         | Teacher  | \$28,829.20       |
| 300       | Galante     | James       | Schools         | Teacher  | \$81,622.20       |
| 300       | Gaudreau    | James       | Schools         | Teacher  | \$27,167.88       |
| 300       | Ghezzi      | Jennifer    | Schools         | Teacher  | \$80,353.38       |
| 300       | Gilbert     | Kathleen S  | Schools         | Teacher  | \$96,283.08       |
| 300       | Gonthier    | Susan J     | Schools         | Teacher  | \$94,619.44       |
| 300       | Goodwin     | Andrew      | Schools         | Teacher  | \$76,572.54       |
| 300       | Graff       | Mary Ellen  | Schools         | Teacher  | \$92,244.46       |
| 300       | Greenfield  | Karen L     | Schools         | Teacher  | \$84,939.92       |
| 300       | Harney      | Sheila M    | Schools         | Teacher  | \$96,636.96       |
| 300       | Hawrylcw    | Jennifer    | Schools         | Teacher  | \$71,005.54       |
| 300       | Hildt       | Michael     | Schools         | Teacher  | \$83,538.30       |
| 300       | Hill        | Catherine A | Schools         | Teacher  | \$97,818.08       |
| 300       | Jackson     | Ryan        | Schools         | Teacher  | \$83,586.06       |
| 300       | Jancewicz   | Paul J      | Schools         | Teacher  | \$10,080.00       |
| 300       | Johnston    | Kevin       | Schools         | Teacher  | \$72,644.00       |
| 300       | Johnston    | Kaitlin     | Schools         | Teacher  | \$92,756.28       |
| 300       | Kermelewicz | Julie K     | Schools         | Teacher  | \$81,815.38       |
| 300       | Kezer       | Jonathan    | Schools         | Teacher  | \$61,366.76       |
| 300       | Kezer       | Rachel      | Schools         | Teacher  | \$70,371.90       |
| 300       | Kimball     | Johanna H   | Schools         | Teacher  | \$86,210.92       |
| 300       | Kimball     | Susan J     | Schools         | Teacher  | \$97,438.08       |
| 300       | Kolman      | India       | Schools         | Teacher  | \$91,361.76       |
| 300       | Kraunelis   | Dawn        | Schools         | Teacher  | \$92,059.38       |
| 300       | Ladd        | Jessica     | Schools         | Teacher  | \$65,353.22       |
| 300       | Lavalley    | Ashley      | Schools         | Teacher  | \$82,527.28       |
| 300       | Leary       | Barbara     | Schools         | Teacher  | \$93,150.26       |
| 300       | Leary       | Christine M | Schools         | Teacher  | \$87,440.76       |
| 300       | Little      | Emily       | Schools         | Teacher  | \$93,919.46       |
| 300       | Long        | Lauren      | Schools         | Teacher  | \$53,470.12       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME     | FIRST NAME  | DEPARTMENT NAME | POSITION | TOTAL FY 23 WAGES |
|-----------|---------------|-------------|-----------------|----------|-------------------|
| 300       | Macaulay      | Allison S   | Schools         | Teacher  | \$82,667.26       |
| 300       | Maloney-Perez | Christopher | Schools         | Teacher  | \$68,266.86       |
| 300       | Marshall      | Shayna      | Schools         | Teacher  | \$80,248.38       |
| 300       | McAllister    | Lauri A     | Schools         | Teacher  | \$97,323.08       |
| 300       | McBrien       | Bruce A     | Schools         | Teacher  | \$91,825.30       |
| 300       | McGlynn       | Amber       | Schools         | Teacher  | \$75,576.64       |
| 300       | McGonagle     | Dara E      | Schools         | Teacher  | \$83,457.28       |
| 300       | McKenzie      | Ashley      | Schools         | Teacher  | \$78,638.30       |
| 300       | Melendez      | Nilsa       | Schools         | Teacher  | \$66,834.30       |
| 300       | Meyer         | Susanne     | Schools         | Teacher  | \$97,280.30       |
| 300       | Miller        | David       | Schools         | Teacher  | \$68,533.84       |
| 300       | Mirandi       | Laura E     | Schools         | Teacher  | \$90,810.20       |
| 300       | Mitchell      | Amy M       | Schools         | Teacher  | \$97,197.30       |
| 300       | Mitchell      | Mary L      | Schools         | Teacher  | \$82,975.04       |
| 300       | Moore         | Courtney    | Schools         | Teacher  | \$64,405.90       |
| 300       | Murphy        | Abigail     | Schools         | Teacher  | \$62,533.36       |
| 300       | Nash          | Sharon A    | Schools         | Teacher  | \$94,877.69       |
| 300       | Naughton      | Diane       | Schools         | Teacher  | \$16,513.41       |
| 300       | Olsen         | Thomas      | Schools         | Teacher  | \$42,271.33       |
| 300       | Olsen         | Amelia      | Schools         | Teacher  | \$53,918.22       |
| 300       | Olsen         | Susan       | Schools         | Teacher  | \$10,000.00       |
| 300       | O'Mullane     | Moire       | Schools         | Teacher  | \$80,985.69       |
| 300       | O'Neill       | Julie       | Schools         | Teacher  | \$80,917.20       |
| 300       | O'Neill       | Carol       | Schools         | Teacher  | \$81,768.38       |
| 300       | Osborn        | Ashley      | Schools         | Teacher  | \$78,638.30       |
| 300       | Osgood        | Timothy     | Schools         | Teacher  | \$86,792.20       |
| 300       | Pelletier     | Sarah J     | Schools         | Teacher  | \$95,838.08       |
| 300       | Peterson      | Elizabeth M | Schools         | Teacher  | \$92,799.46       |
| 300       | Purington     | Tiffany     | Schools         | Teacher  | \$88,590.84       |
| 300       | Queenan       | James J     | Schools         | Teacher  | \$98,888.08       |
| 300       | Ramos         | Sara        | Schools         | Teacher  | \$62,562.76       |
| 300       | Reese         | Rebecca M   | Schools         | Teacher  | \$93,941.14       |
| 300       | Regis         | Jessica     | Schools         | Teacher  | \$85,743.38       |
| 300       | Richmond      | Cynthia C   | Schools         | Teacher  | \$91,946.14       |
| 300       | Rideout       | Ashley      | Schools         | Teacher  | \$75,948.34       |
| 300       | Rinaldi       | Mark E      | Schools         | Teacher  | \$84,919.34       |
| 300       | Ripley        | Cara        | Schools         | Teacher  | \$85,347.54       |
| 300       | Rivers-Blake  | April G     | Schools         | Teacher  | \$85,232.28       |
| 300       | Rolfe         | Kiana       | Schools         | Teacher  | \$62,866.76       |
| 300       | Ruggiero      | Krista      | Schools         | Teacher  | \$35,357.74       |
| 300       | Santosuoso    | Katlyn      | Schools         | Teacher  | \$80,038.34       |
| 300       | Schalck       | Hannah      | Schools         | Teacher  | \$58,529.46       |
| 300       | Sconce        | Kaitlin     | Schools         | Teacher  | \$92,438.32       |
| 300       | Smith         | Frank       | Schools         | Teacher  | \$78,803.30       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME       | FIRST NAME | DEPARTMENT NAME | POSITION                    | TOTAL FY 23 WAGES |
|-----------|-----------------|------------|-----------------|-----------------------------|-------------------|
| 300       | Smith           | Brian      | Schools         | Teacher                     | \$10,000.00       |
| 300       | Spencer Roberts | Sarah      | Schools         | Teacher                     | \$80,053.30       |
| 300       | Sullivan        | Collin     | Schools         | Teacher                     | \$75,578.30       |
| 300       | Sullivan        | Kelly E    | Schools         | Teacher                     | \$87,083.52       |
| 300       | Swansen         | Daniel     | Schools         | Teacher                     | \$68,208.84       |
| 300       | Sweeney         | Amanda     | Schools         | Teacher                     | \$74,932.34       |
| 300       | Tanzella        | Alli M     | Schools         | Teacher                     | \$86,534.22       |
| 300       | Thibodeau       | Amanda J   | Schools         | Teacher                     | \$93,207.28       |
| 300       | Vachon          | Deirdre    | Schools         | Teacher                     | \$101,473.08      |
| 300       | Walsh           | Kristen S  | Schools         | Teacher                     | \$100,753.08      |
| 300       | Wesolowski      | Michael A  | Schools         | Teacher                     | \$86,289.92       |
| 300       | Whitney         | Debra D    | Schools         | Teacher                     | \$94,659.40       |
| 300       | Wilson          | MaryAnne   | Schools         | Teacher                     | \$79,251.06       |
| 300       | Woodbury        | Alyson     | Schools         | Teacher                     | \$77,848.34       |
| 300       | Wormell         | Erin       | Schools         | Teacher                     | \$72,455.24       |
| 300       | Yeoman          | Madison    | Schools         | Teacher                     | \$66,359.36       |
| 300       | Young Cignetti  | Tricia A   | Schools         | Teacher                     | \$82,354.48       |
| 300       | Zollner         | Elizabeth  | Schools         | Teacher                     | \$72,469.44       |
| 300       | Acosta          | Nichole    | Schools         | Teaching Fellow             | \$34,413.07       |
| 300       | Berard          | Michael    | Schools         | Teaching Fellow             | \$34,013.20       |
| 300       | Merrill         | Arianna    | Schools         | Teaching Fellow             | \$34,013.07       |
| 300       | Fedorchak       | Lawrence W | Schools         | Transportation Coordinator  | \$42,657.45       |
| 422       | Brindle         | Benjamin   | DPW             | Assistant Mechanic          | \$55,026.36       |
| 422       | Buckley         | Joseph     | DPW             | Public Works Director       | \$18,373.65       |
| 422       | Conrad III      | Eldon      | DPW             | Skilled Maintenance Laborer | \$49,353.20       |
| 422       | Cyr             | Geoffrey   | DPW             | Facilities Superintendent   | \$91,850.97       |
| 422       | Desmarais       | Robert     | DPW             | Public Works Director       | \$82,861.41       |
| 422       | Dostie          | Raymond    | DPW             | Laborer                     | \$16,704.30       |
| 422       | Faucher         | Michelle   | DPW             | Skilled Maintenance Laborer | \$18,991.58       |
| 422       | Ford            | Elissa     | DPW             | Administrative Assistant    | \$54,142.97       |
| 422       | Fowler Jr.      | David      | DPW             | Skilled Maintenance Laborer | \$43,671.48       |
| 422       | Hamel           | Jacob      | DPW             | DPW Seasonal                | \$5,453.00        |
| 422       | Hedberg         | Martin     | DPW             | Mechanic Foreman            | \$76,107.44       |
| 422       | Hughes          | Robert     | DPW             | Foreman - Highway           | \$91,296.98       |
| 422       | Hughes          | David      | DPW             | DPW Seasonal                | \$7,785.00        |
| 422       | Kimball         | Neal       | DPW             | Bricklayer Mason            | \$75,832.78       |
| 422       | Lucier          | Michael    | DPW             | Assistant Foreman           | \$107,685.49      |
| 422       | Mainville       | Mary       | DPW             | Administrative Assistant    | \$66,625.86       |
| 422       | Manor           | Peter      | DPW             | City Engineer               | \$81,330.49       |
| 422       | McCarthy        | Kenneth    | DPW             | Skilled Maintenance Laborer | \$60,868.43       |
| 422       | McGrath         | Todd       | DPW             | DPW Seasonal                | \$2,100.00        |
| 422       | Mulligan        | Eugene J.  | DPW             | Engineering Assistant       | \$13,701.87       |
| 422       | Provencal       | Richard    | DPW             | Bricklayer / Mason          | \$74,724.90       |
| 422       | Sheehan         | Timothy    | DPW             | Facilities Seasonal         | \$5,320.00        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME       | FIRST NAME | DEPARTMENT NAME          | POSITION                  | TOTAL FY 23 WAGES |
|-----------|-----------------|------------|--------------------------|---------------------------|-------------------|
| 422       | Sills           | Anne V.    | DPW                      | Receptionist              | \$16,612.64       |
| 440       | Field           | Gary M     | Sewer                    | Chief Operator            | \$116,938.85      |
| 440       | Field           | Marc       | Sewer                    | Operator I WWTP           | \$132,768.37      |
| 440       | Klein           | Paul       | Sewer                    | Repairman                 | \$65,196.71       |
| 440       | Leblanc         | Brian J    | Sewer                    | Assistant Chief Operator  | \$156,108.88      |
| 440       | Mambuca         | Sage       | Sewer                    | WWTP Collection Tech II   | \$54,802.20       |
| 440       | Rodrigues       | Stanley    | Sewer                    | Laborer                   | \$52,238.28       |
| 450       | Bailey          | Jackson    | Water                    | DPW Seasonal              | \$5,280.00        |
| 450       | Benevento       | Jarrod     | Water                    | WTP Operator I            | \$69,038.26       |
| 450       | Collins         | Keegan     | Water                    | Operator II               | \$36,152.19       |
| 450       | LeBlanc         | Justin     | Water                    | Pipe Layer Operator       | \$88,064.43       |
| 450       | Lickteig        | William J  | Water                    | WTP Operator I            | \$106,105.90      |
| 450       | Mason           | Jeffrey R  | Water                    | Water Systems Manager     | \$107,132.92      |
| 450       | Mitchell        | Jamie      | Water                    | Pipe Layer Operator       | \$84,983.27       |
| 450       | Moore           | Michael F  | Water                    | Foreman                   | \$93,371.99       |
| 450       | Ricci           | Ryan       | Water                    | WTP Operator I            | \$91,270.50       |
| 450       | Rogers          | Thomas S   | Water                    | Assistant Chief Operator  | \$128,884.06      |
| 450       | Toleos          | Denise M   | Water                    | Receptionist              | \$11,907.50       |
| 450       | White           | Barry      | Water                    | Meter Repairman           | \$70,954.05       |
| 450       | Wilson          | Barry J    | Water                    | Assistant Chief Operator  | \$137,704.96      |
| 450       | Worcester III   | William    | Water                    | WTP Operator I            | \$80,819.82       |
| 452       | Suggs           | Andrew     | COA Formula Grant        | Program Coordinator       | \$47,455.95       |
| 510       | Maher           | Steven     | Regional Health Services | Animal Control            | \$2,675.00        |
| 541       | Arnfield        | Doreen     | Council on Aging         | Council on Aging Director | \$91,226.11       |
| 541       | Danahy          | Timothy    | Council on Aging         | Van Driver                | \$16,018.35       |
| 541       | MacDougall      | Kaylyn     | Council on Aging         | Outreach Coordinator      | \$11,664.00       |
| 541       | Marrs           | Nancy      | Council on Aging         | Outreach Coordinator      | \$6,192.00        |
| 541       | Scott           | Donna      | Council on Aging         | Administrative Assistant  | \$35,771.13       |
| 541       | Simonds         | Kathleen   | Council on Aging         | Van Driver                | \$576.00          |
| 542       | Amor            | Christine  | Youth Services           | Youth Services Seasonal   | \$4,321.00        |
| 542       | Aprahamian      | Ashley     | Youth Services           | Youth Services Seasonal   | \$6,115.50        |
| 542       | Ayotte          | Benjamin   | Youth Services           | Youth Services Seasonal   | \$2,809.50        |
| 542       | Bailin          | Lauretta   | Youth Services           | Youth Services Seasonal   | \$3,906.00        |
| 542       | Bazirgan        | Nicholas   | Youth Services           | Youth Services Seasonal   | \$1,195.00        |
| 542       | Bull            | Alan       | Youth Services           | Youth Services Seasonal   | \$338.75          |
| 542       | Canarie-Mcgrath | Lori       | Youth Services           | Youth Services Seasonal   | \$7,184.50        |
| 542       | Cote            | Sarah      | Youth Services           | Youth Services Seasonal   | \$3,217.50        |
| 542       | Crowley         | Kathleen   | Youth Services           | Recreation Director       | \$91,218.40       |
| 542       | deKanter        | Emilie     | Youth Services           | Youth Services Seasonal   | \$1,162.50        |
| 542       | DePolo          | MaryAnn    | Youth Services           | Youth Services Seasonal   | \$6,075.00        |
| 542       | Doucette        | Cheryl     | Youth Services           | Youth Services Seasonal   | \$2,668.00        |
| 542       | Flaherty        | Patrick    | Youth Services           | Youth Services Seasonal   | \$5,877.00        |
| 542       | Forrest         | Jack       | Youth Services           | Youth Services Seasonal   | \$3,384.00        |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME  | FIRST NAME | DEPARTMENT NAME    | POSITION                         | TOTAL FY 23 WAGES |
|-----------|------------|------------|--------------------|----------------------------------|-------------------|
| 542       | Foss       | Jacqueline | Youth Services     | Youth Services Seasonal          | \$812.50          |
| 542       | Froncki    | Pia        | Youth Services     | Youth Services Seasonal          | \$2,990.30        |
| 542       | Gross      | Liam       | Youth Services     | Youth Services Seasonal          | \$4,684.75        |
| 542       | Haseltine  | Coco       | Youth Services     | Youth Services Seasonal          | \$3,402.26        |
| 542       | Hood       | Brianna    | Youth Services     | Youth Services Seasonal          | \$3,449.01        |
| 542       | Hopkinson  | Liora      | Youth Services     | Youth Services Seasonal          | \$3,057.64        |
| 542       | Kula       | Kasey      | Youth Services     | Youth Services Seasonal          | \$4,875.81        |
| 542       | MacCall    | Kaitlin    | Youth Services     | Youth Services Seasonal          | \$1,625.00        |
| 542       | Manclark   | Christine  | Youth Services     | Youth Services Seasonal          | \$1,050.00        |
| 542       | McQueen    | Colin      | Youth Services     | Youth Services Seasonal          | \$350.00          |
| 542       | Mento      | Samantha   | Youth Services     | Administrative Assistant         | \$43,899.45       |
| 542       | Morin      | Jaclyn     | Youth Services     | Youth Services Seasonal          | \$300.00          |
| 542       | Murphy     | Michael    | Youth Services     | Youth Services Seasonal          | \$3,450.38        |
| 542       | Muse       | Kerry L.   | Youth Services     | Youth Services Seasonal          | \$10,393.75       |
| 542       | O'Shea     | Jack       | Youth Services     | Youth Services Seasonal          | \$3,852.00        |
| 542       | Olsen      | James      | Youth Services     | Assistant Director Recreation    | \$60,005.40       |
| 542       | Pugliares  | Cameron    | Youth Services     | Youth Services Seasonal          | \$6,368.75        |
| 542       | Redding    | Julie      | Youth Services     | Youth Services Seasonal          | \$4,252.00        |
| 542       | Richard    | Juliet     | Youth Services     | Youth Services Seasonal          | \$641.75          |
| 542       | Richards   | Kate       | Youth Services     | Youth Services Seasonal          | \$6,718.75        |
| 542       | Rochon     | Lisa       | Youth Services     | Youth Services Seasonal          | \$1,791.00        |
| 542       | Socha      | Sidney     | Youth Services     | Youth Services Seasonal          | \$52.00           |
| 542       | Strangman  | Kathleen   | Youth Services     | Youth Services Seasonal          | \$3,226.50        |
| 542       | Stuart     | Nicholas   | Youth Services     | Youth Services Seasonal          | \$16,970.00       |
| 542       | Thibodeau  | Adam       | Youth Services     | Youth Services Seasonal          | \$875.00          |
| 542       | Tomkiewicz | Avalynn    | Youth Services     | Youth Services Seasonal          | \$9,848.00        |
| 542       | Ziebarth   | Carol      | Youth Services     | Youth Services Seasonal          | \$7,684.50        |
| 543       | Acevedo    | Miesha     | DFC Grant          | DFC Grant Assistant              | \$11,435.00       |
| 543       | Brooks     | Kaeleigh   | DFC Grant          | DFC Grant Coordinator            | \$21,655.77       |
| 543       | McKora     | Kelly      | DFC Grant          | DFC Grant Coordinator            | \$32,574.36       |
| 565       | Chapper    | Cynthia    | COA Clinical Grant | EMHOT Case Worker                | \$30,168.64       |
| 565       | Hutchinson | Courtney   | COA Clinical Grant | Assistant Director/EMHOT Program | \$74,190.71       |
| 610       | Beane      | Makenzie   | Library            | Library Page                     | \$2,658.00        |
| 610       | Blouin     | Jodie      | Library            | Librarian                        | \$32,068.77       |
| 610       | Brown      | Jennifer   | Library            | Per Diem Substitute              | \$317.06          |
| 610       | Burton     | Elizabeth  | Library            | Reference Librarian              | \$46,337.79       |
| 610       | Caira      | Amy        | Library            | Library Assistant - Youth Svcs   | \$630.42          |
| 610       | Cormier    | Elizabeth  | Library            | Circulation Assistant            | \$7,156.80        |
| 610       | Dombrowski | Clare      | Library            | Head of Youth Svcs               | \$83,094.22       |

## GROSS WAGES - FY23

| DEPT CODE | LAST NAME | FIRST NAME  | DEPARTMENT NAME | POSITION                      | TOTAL FY 23 WAGES      |
|-----------|-----------|-------------|-----------------|-------------------------------|------------------------|
| 610       | Espieffs  | Peter       | Library         | Library Assistant             | \$18,699.37            |
| 610       | Fountain  | Jessica     | Library         | Head Circ. Services           | \$27,410.30            |
| 610       | Harty     | Nathalie A. | Library         | Per Diem Substitute           | \$68.93                |
| 610       | Hebert    | Tracie      | Library         | Administrative Assistant      | \$7,362.30             |
| 610       | Jones     | Elizabeth   | Library         | Circulation Assistant         | \$8,591.85             |
| 610       | Lacey     | Kathleen    | Library         | Per Diem Substitute           | \$145.10               |
| 610       | McBrien   | Rebecca     | Library         | Youth Services Assistant      | \$48,709.98            |
| 610       | Mitchell  | Dylan       | Library         | Library Page                  | \$1,268.25             |
| 610       | Montano   | Ashley      | Library         | Youth Services Assistant      | \$32,552.47            |
| 610       | Moulton   | Alice       | Library         | Library Page                  | \$4,286.63             |
| 610       | Peerson   | Susan       | Library         | Library Circulation Assistant | \$6,917.40             |
| 610       | Petersen  | Meghan      | Library         | Archivist                     | \$89,620.02            |
| 610       | Poirier   | Michelle    | Library         | Per Diem Substitute           | \$658.80               |
| 610       | Reed      | Skylis      | Library         | Reference Librarian           | \$56,364.47            |
| 610       | Smith     | Stephanie   | Library         | Assistant Library Director    | \$57,268.91            |
| 610       | Toomey    | Jillian     | Library         | Librarian                     | \$882.24               |
| 610       | Westphal  | Aimie       | Library         | Library Director              | \$84,373.41            |
|           |           |             |                 | <b>Total Gross Wages</b>      | <b>\$40,639,800.47</b> |

Please note that FY23 was a 52.2-week year. The additional 0.2 weeks equals approximately 1.4 days more than a full 52-week year. The 0.2 is used in payroll calculations to account for the additional time and provide an accurate and equitable compensation for employees.

# GRANTS & DONATIONS



# GRANTS + DONATIONS

Every year city staff research and apply for grants to support our annual budget and/or pay for specific projects and initiatives with grant funds. This list includes grants applied for during FY23 although funding may not be received until FY24. Please refer to the Legend below for status clarification.

**Received** - All funding has been received.

**Partially Received** - A portion of funding has been received (common for reimbursable grants/earmarks).

**Third Party** - Vendors are paid directly by grantees.

**In-kind** - This applies to donations of goods, services, or time.

**Awarded** - Funding has not been received yet.

**Pending** - The city has not received notification of application decision.

**Denied** - The city was denied funding

| Date Applied | Department                                         | Grant Organization/ Program                                                                                                                                 | Amount       | Status                           |
|--------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------------------------|
| Jul-22       | DPW                                                | Massachusetts Department of Transportation / Winter Recovery-Assistance Program (WRAP)                                                                      | \$238,460.21 | Partially Received / In Progress |
| Jul-22       | Mayor                                              | Commonwealth of Massachusetts / FY23 Legislative Earmark / AES Feasibility Study                                                                            | \$40,000.00  | Received / Complete              |
| Jul-22       | Mayor                                              | Commonwealth of Massachusetts/ FY23 Legislative Earmark / Improvements to rectangular athletic fields                                                       | \$100,000.00 | Received / In Progress           |
| Jul-22       | Mayor                                              | Commonwealth of Massachusetts / ARPA Earmark / Open Space Management Consultant                                                                             | \$75,000.00  | Received / In Progress           |
| Jul-22       | COA                                                | Massachusetts Association of Council on Aging / Elder Mental Health Outreach Team (EMHOT)                                                                   | \$133,000.00 | Partially Received / In Progress |
| Jul-22       | COA                                                | Executive Office of Elder Affairs (EOEA) / FY23 Formula Grant                                                                                               | \$54,660.00  | Partially Received / In Progress |
| Sep-22       | Police                                             | Executive Office of Public Safety and Security, Office of Grants and Research / FFY 2023 Municipal Road Safety Grant Program (MRS)                          | \$29,999.28  | Partially Received / In Progress |
| Sep-22       | Partnership of Amesbury Community and Teens (PACT) | United States Department of Health and Human Services (HHS) Centers for Disease Control and Prevention (CDCP) / Drug Free Communities Support Program Grant | \$125,000.00 | Partially Received / In Progress |
| Oct-22       | OCED                                               | Mass Housing Partnership / 3A/TA                                                                                                                            | \$13,060.00  | Third Party / In Progress        |
| Oct-22       | Fire Department                                    | Executive Office of Public Safety and Security and the Department of Fire Services (DFS) / FY 23 Firefighter Safety Equipment Grant Program                 | \$18,953.00  | Received / Complete              |
| Oct-22       | Public Works/ Fire                                 | MIIA / Risk Management Grants                                                                                                                               | \$6,035.00   | Third Party / Complete           |
| Oct-22       | Fire Department                                    | MIIA / Risk Management Grants                                                                                                                               | \$1,015.56   | Third Party / Complete           |
| Oct-22       | Library                                            | MIIA / Risk Management Grants                                                                                                                               | \$173.89     | Third Party / Complete           |
| Nov-22       | Library                                            | Association for Rural & Small Libraries / Sustainable & Resilient New England Libraries Grant                                                               | \$8,200.00   | Received / Complete              |

# GRANTS + DONATIONS

| Date Applied | Department                 | Grant Organization/ Program                                                                                                    | Amount                | Status                           |
|--------------|----------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------------------|
| Dec-22       | Library                    | Massachusetts Cultural Council / Cultural Sector Recovery Grant for Organizations                                              | \$73,940.00           | Received / In Progress           |
| Dec-22       | Amesbury Police Department | Jeanne Geiger Crisis Center / Violence Against Woman Act (VAWA) Services, Training, Officers, Prosecutors (STOP) Formula Grant | \$4,826.88            | Third Party / In Progress        |
| Jan-23       | Cultural Council           | Massachusetts Cultural Council / Local Grant program                                                                           | \$12,200.00           | Received / In progress           |
| Jan-23       | Fire                       | Department of Fire Services / S.A.F.E (Student Awareness of Fire Education)                                                    | \$4,439.00            | Partially Received / In Progress |
| Jan-23       | Fire                       | Department of Fire Services / Senior SAFE Program                                                                              | \$2,219.00            | Partially Received / In Progress |
| Mar-23       | Mayor's Office             | Department of Public Health / Public Health Excellence Grant for Shared Services                                               | \$143,105.00          | Awarded/ In progress             |
| Mar-23       | OCED                       | Executive Offices of Housing & Livable Communities / FY 2022/2023 CDBG Grant                                                   | \$1,300,000           | Denied                           |
| Mar-23       | Fire/ EOC                  | Massachusetts Emergency Management Agency (MEMA) / SAFEGRANT                                                                   | \$4,600.00            | Received / In progress           |
| Apr-23       | DPW/OCED/ Mayor's Office   | Congressman Moulton's Office / Community Project Funding                                                                       | \$959,752.00          | Pending                          |
| May-23       | Recreation                 | Ryan Johnston Mem. Foundation / Athletic scholarships and sports equipment                                                     | \$2,000.00            | Received / Complete              |
| Jun-23       | Recreation                 | Mass Cultural Council / Festivals and Projects Grant / Kids Day at the Park                                                    | \$2,500.00            | Received / Complete              |
|              |                            | <b>Total:</b>                                                                                                                  | <b>\$2,045,914.37</b> |                                  |



CITY OF AMESBURY

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