



FY23

ANNUAL REPORT
JULY 1, 2022 TO JUNE 30, 2023

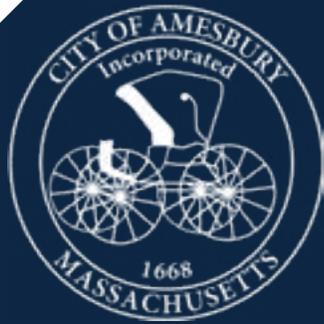


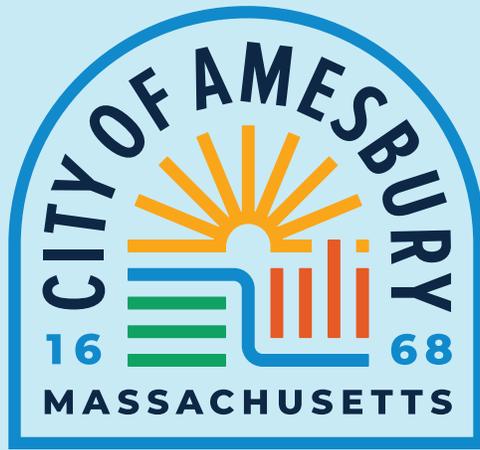
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MAKE HISTORY HERE

IN MEMORY

Losing 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



www.instagram.com/cityofamesbury



www.twitter.com/cityofamesbury



<https://bitly.com/AmesburyYouTube>



Sign Up For Newsletters

www.amesburyma.gov/217/Stay-Connected



Emergency Voice / Text Messages

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.

FY23

HIGHLIGHTS

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

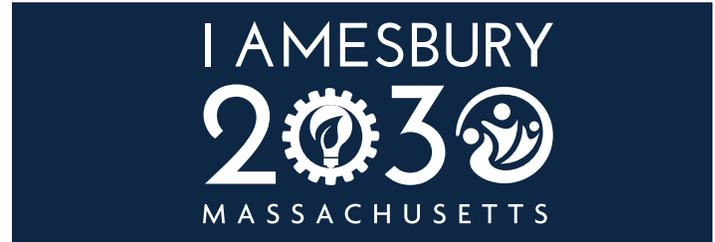
Peter Frey

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:

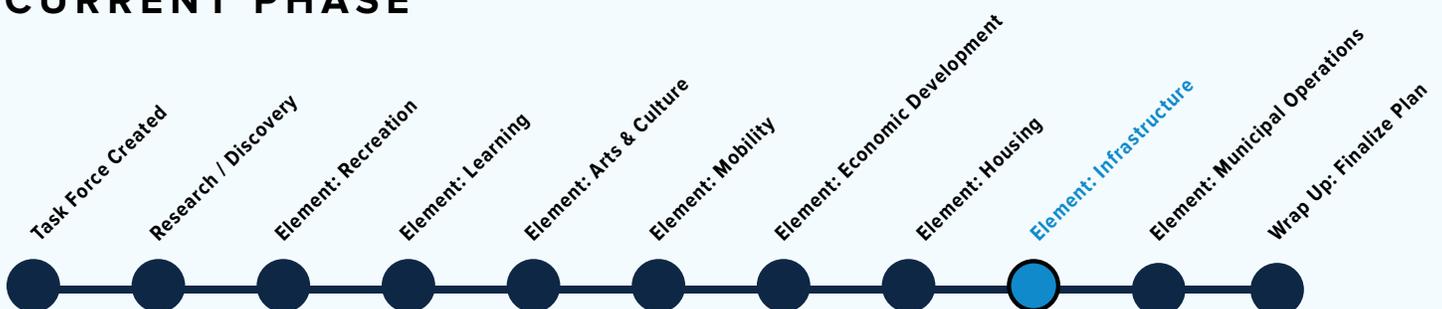
- Open Space and Recreation
- Learning and Education
- Arts and Culture
- Mobility
- Economic Development
- Infrastructure
- Housing
- Municipal Operations

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



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

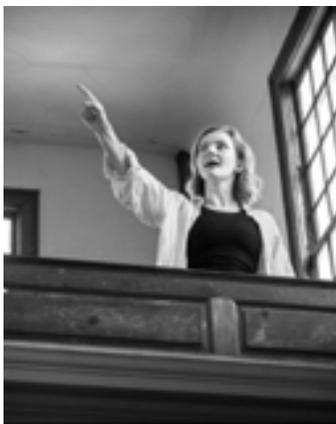
Ann Johnson

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 26th 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

Matthew Bennett, Director of Facilities

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

Peter Hoyt, School Committee Member

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

**Elizabeth McAndrews, Superintendent of
Schools**

Bruce McBrien, Teacher

James Montanari, School Principal

Joe Spencer, Community Member

Nicholas Wheeler, City Councilor

Marisa Batista, CFO

Ann Marie Casey, Chief of Staff to the Mayor

The 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>

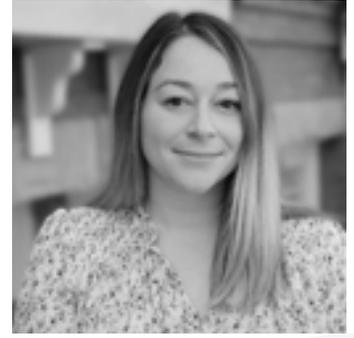


CITY CLERK

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



1,243
DOGS LICENSED

1,210
BIRTH, DEATH, &
MARRIAGE LICENSES
TYPED AND
ISSUED

604
MEETING AGENDAS
POSTED

95
PUBLIC RECORDS
REQUESTS FILED &
REPONDED TO

77
NOTARY PUBLIC
OATHS BEFORE THE
CLERK & ASSISTANT
CLERK

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

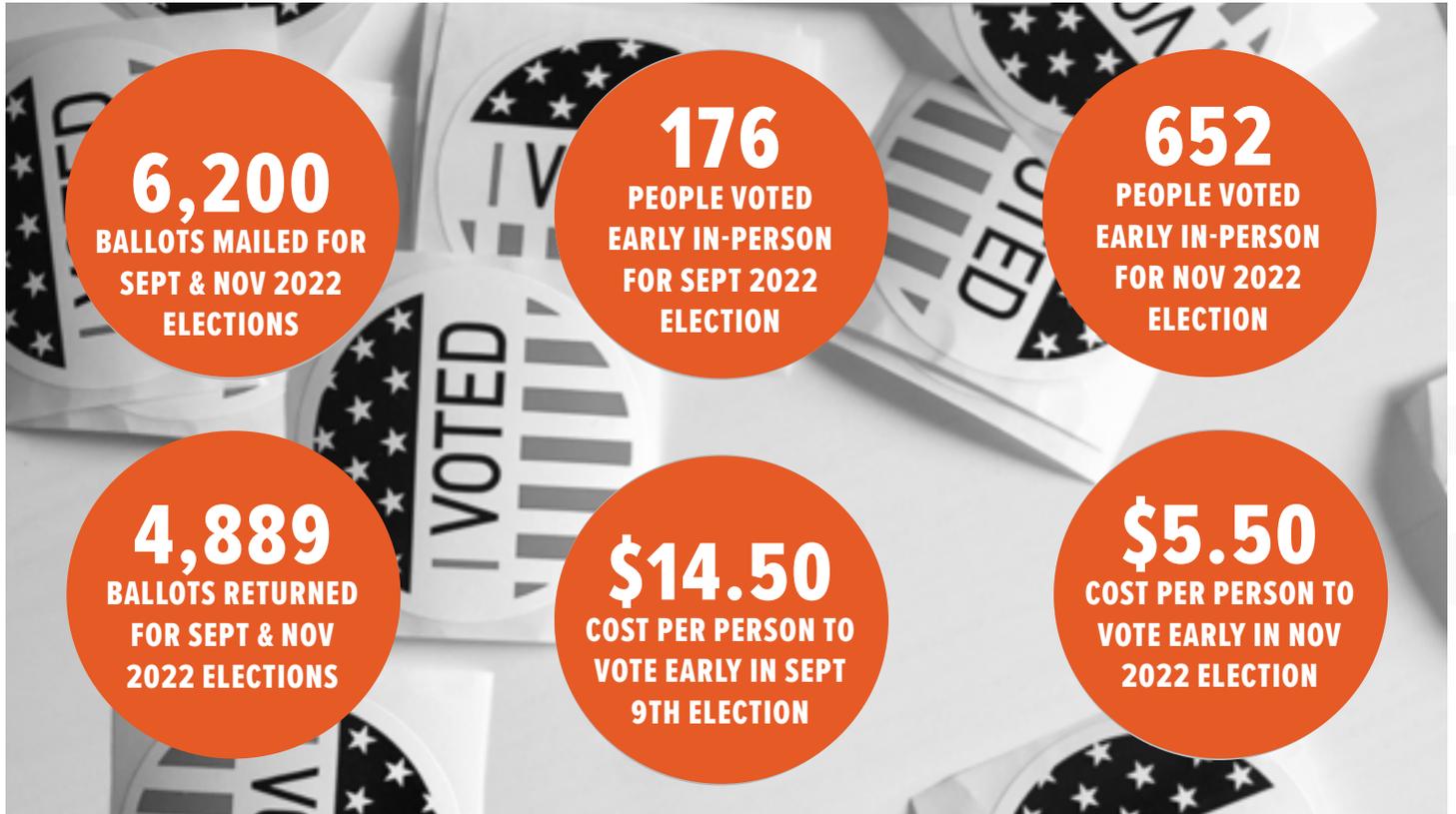
REGISTRARS

Jacqueline Brisebois

Patricia Harry

Normand W. Pare

Amesbury'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

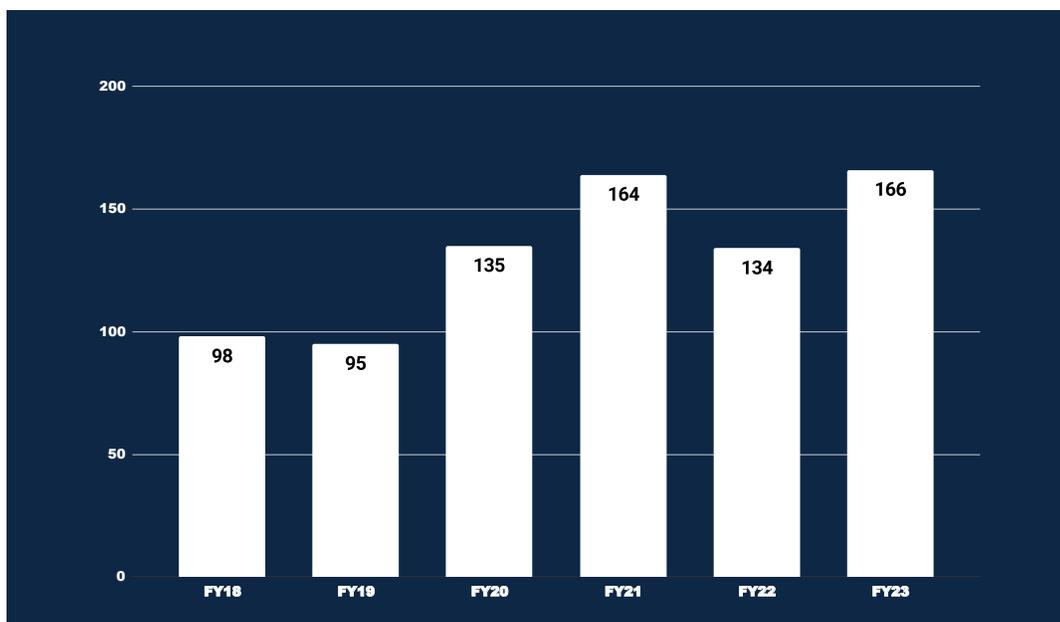
COUNCIL MEMBERS

- 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.



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



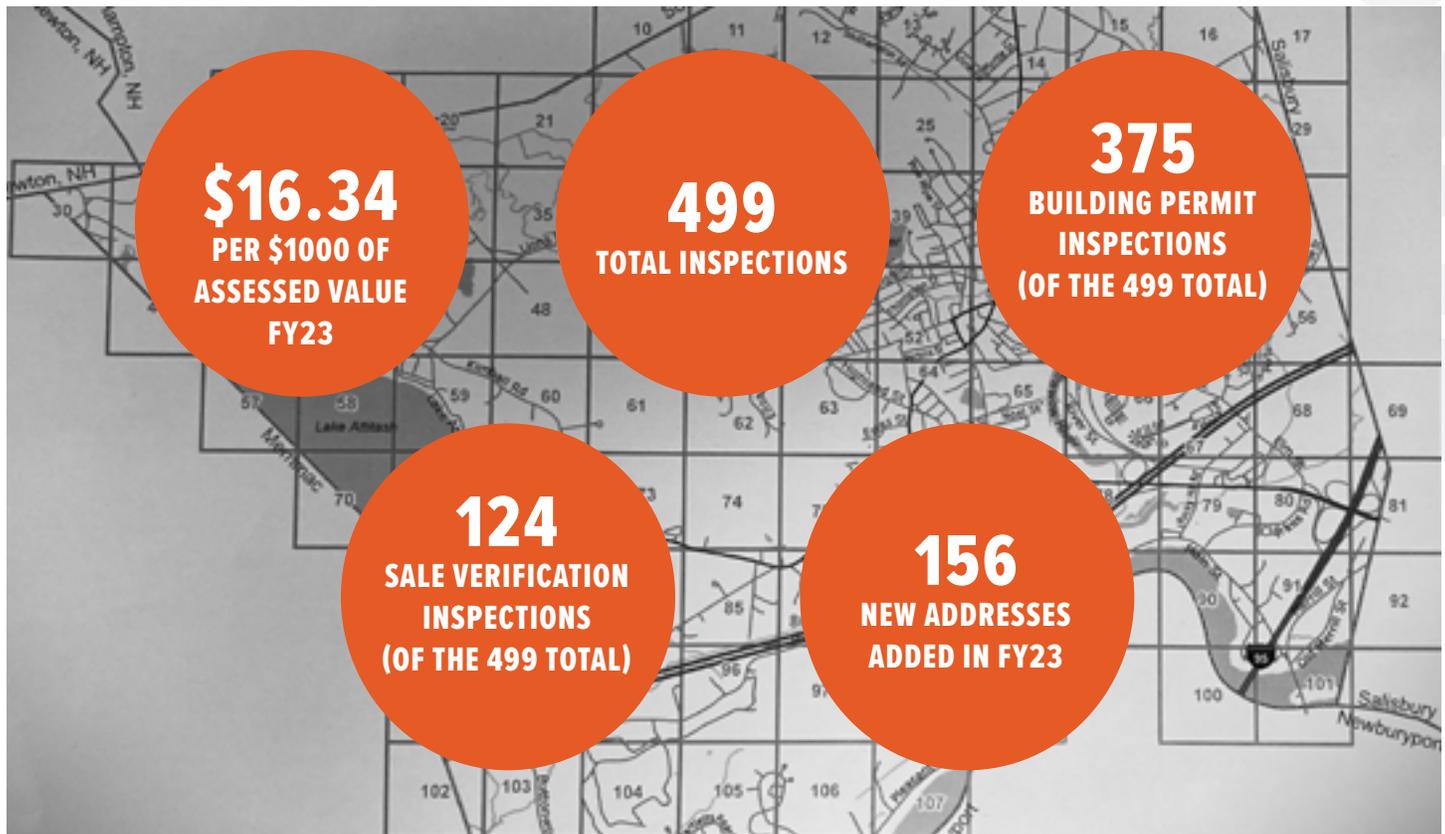
FY23

HIGHLIGHTS

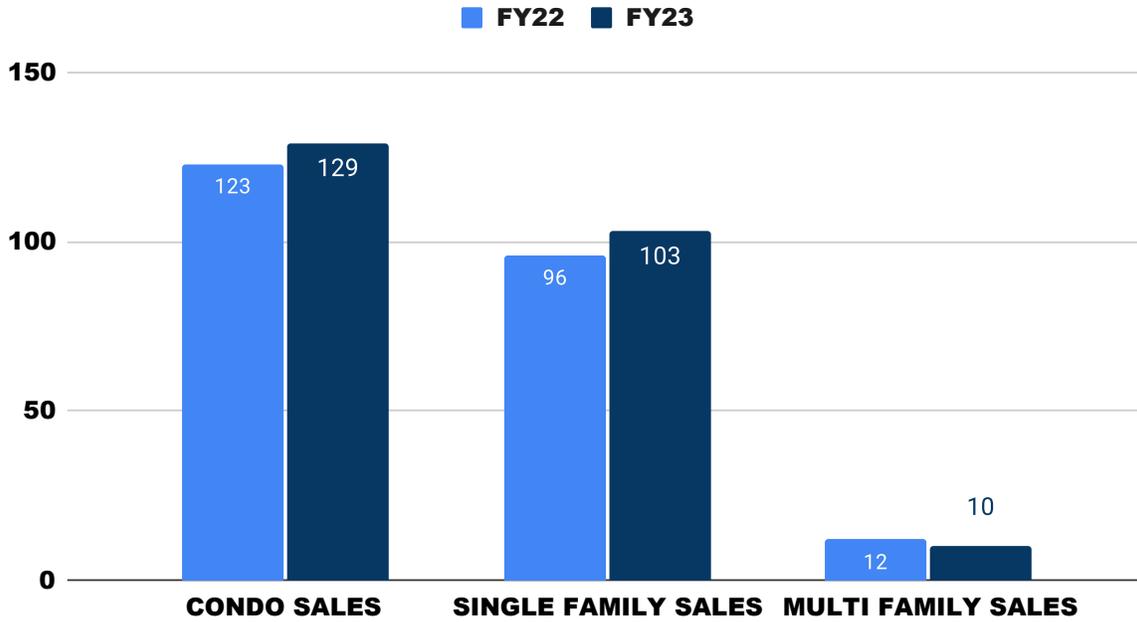
The CAMA government system was upgraded. Our CAMA system maintains property record cards which detail the characteristics of land and buildings. Our staff attended training sessions to understand and learn new features.

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

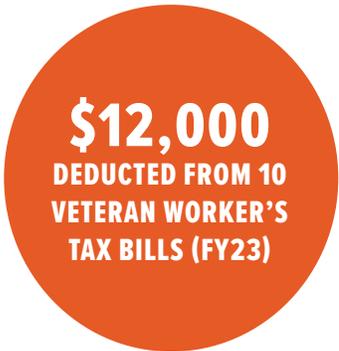
GOALS

- 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



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

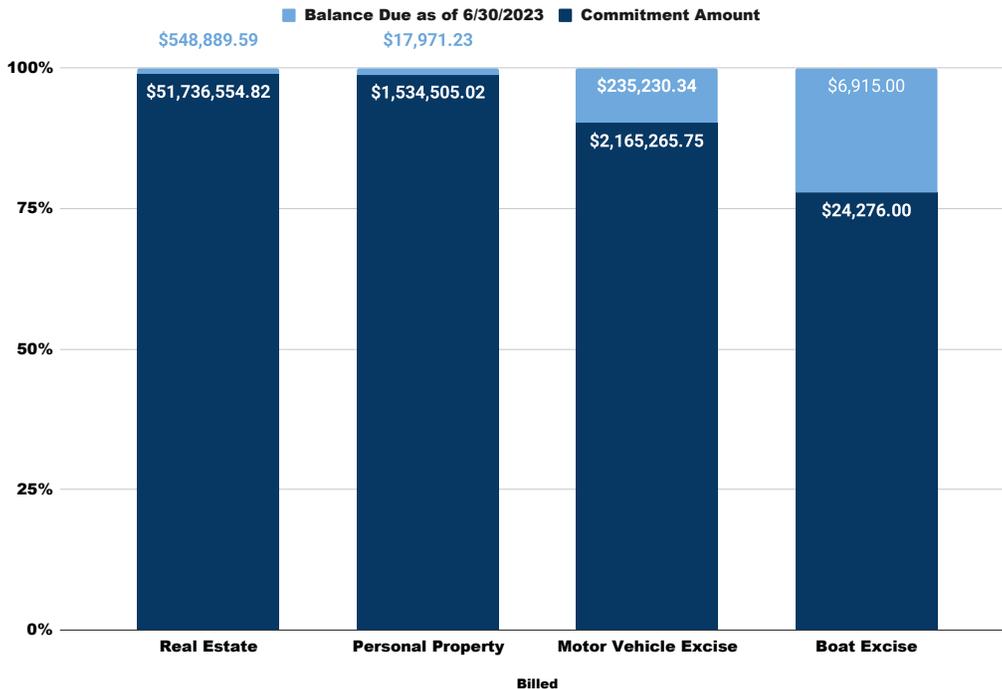
HIGHLIGHTS

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.



1871
CHROMEBOOKS
SUPPORTED IN
SCHOOLS

718
CITY EMPLOYEES
SUPPORTED BY IT

1817
STUDENTS
SUPPORTED BY IT

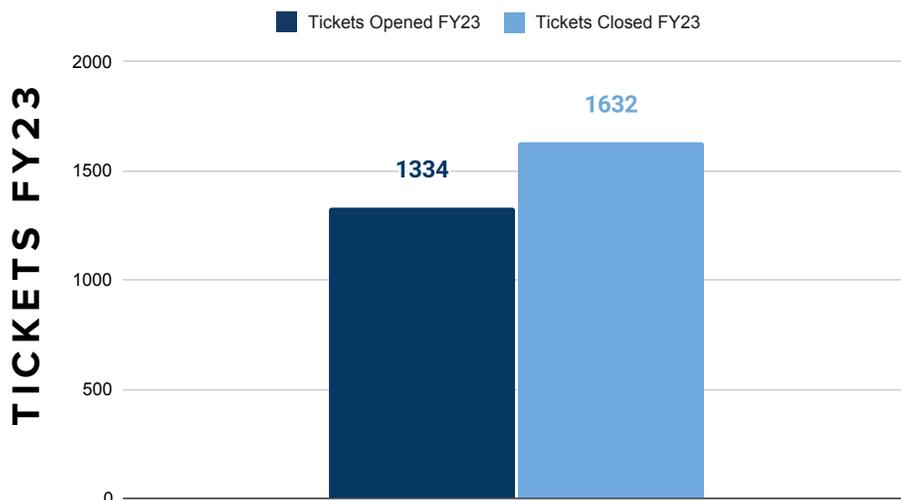
3
MAC LABS IN
SCHOOLS / 24
DEVICES IN EACH

1
AHS WINDOWS LAB /
24 MACHINES

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



Amesbury 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

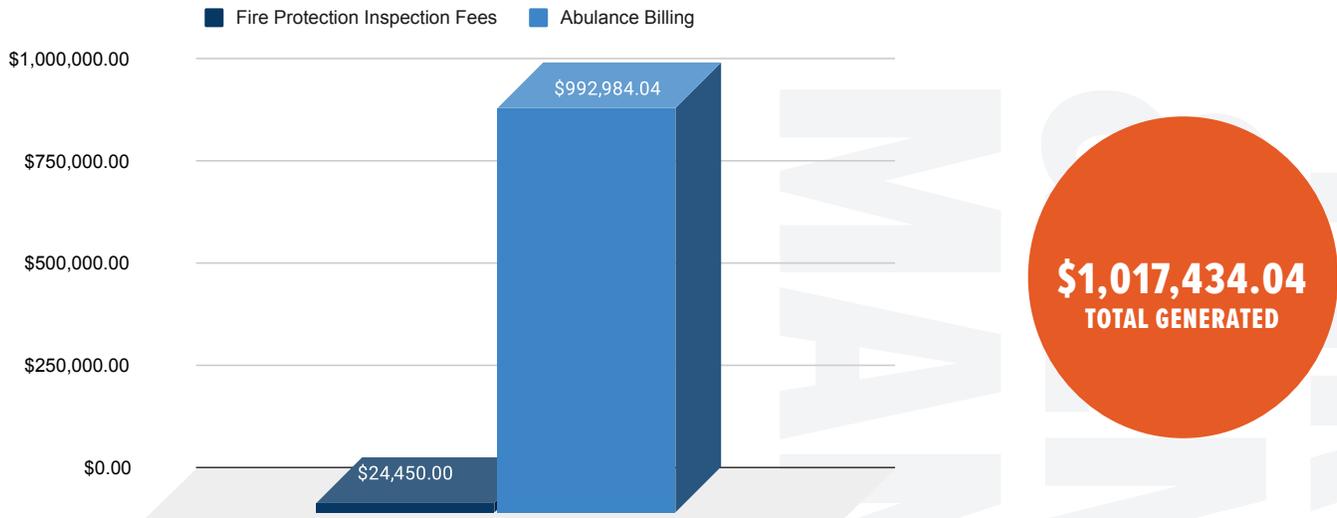
15
RESCUES

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.

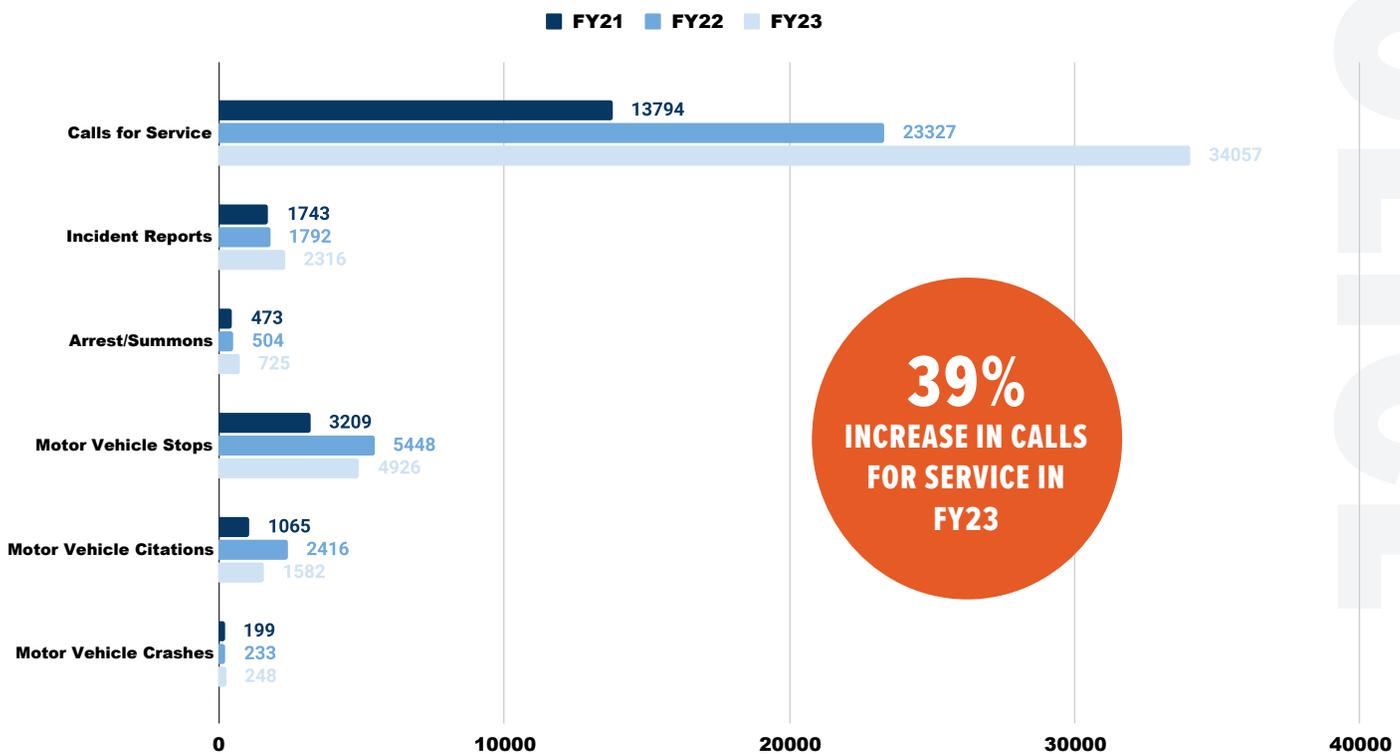
We purchased 20 new portable radios to improve communication with the North Shore Regional 911.

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 5th edition standards to Massachusetts Police Accreditation Commission 6th 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 Sargeant

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.



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

Joseph 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

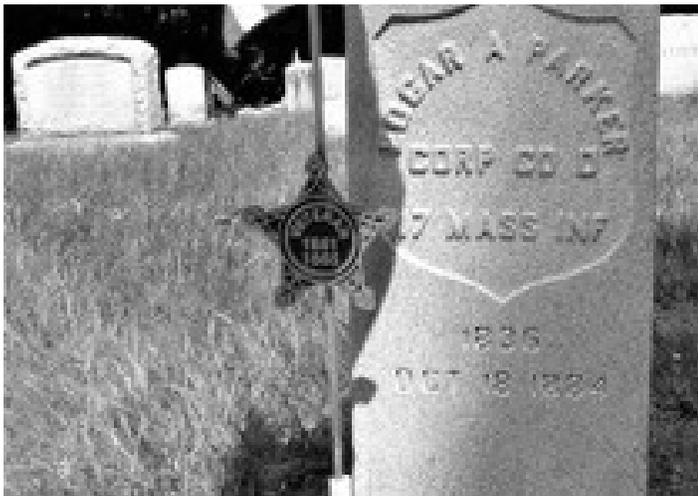
FY23

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

HIGHLIGHTS

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

HIGHLIGHTS

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.

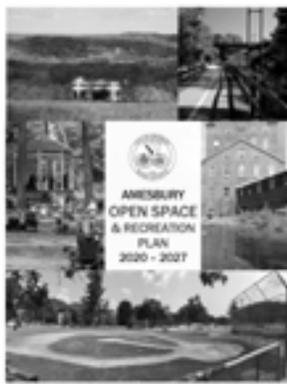
Open Space, Natural Resources, and Trails Committee (OSNRTC) worked with the Conservation Commission to evaluate a proposed new trail in the Powow Hill Conservation Area.

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/ikIV9>

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

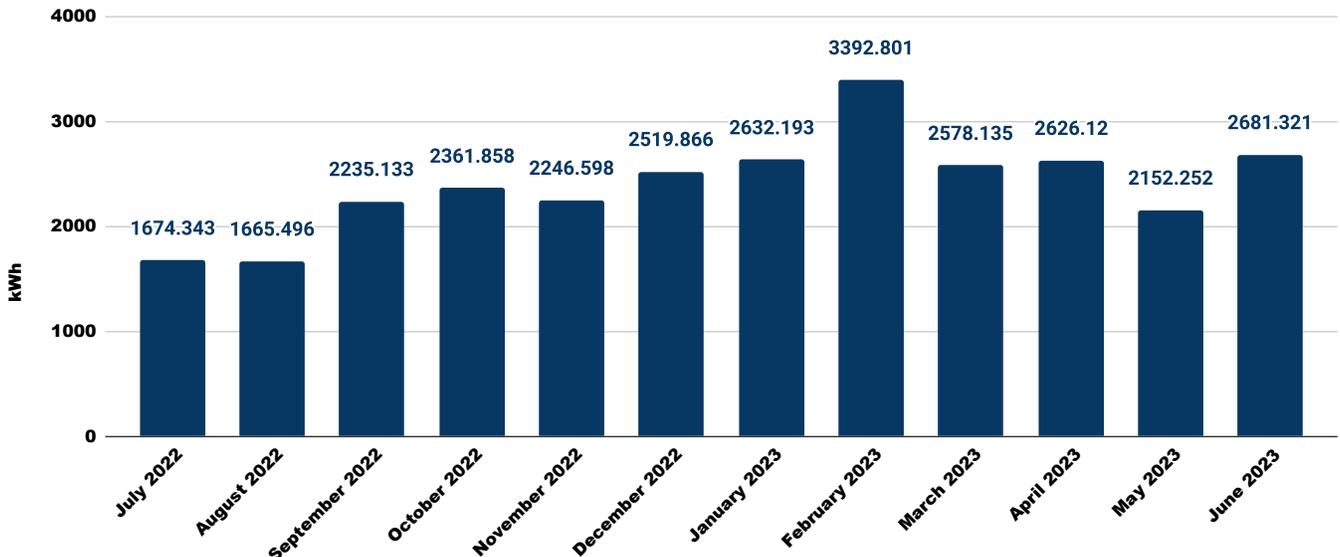
The Massachusetts Department of Public Utilities continues to review Amesbury Municipal Power Aggregation Plan. The Energy Committee and City Administration are using every means possible to get this plan approved and released.

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 it's 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-

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

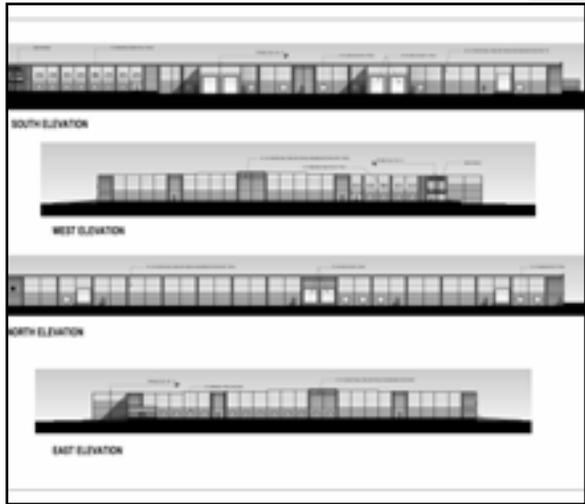
Using the Inclusionary Zoning Ordinance, the Planning Board received \$50,000 for the Amesbury Housing Trust as part of the renovations to the Convent at St. Joseph's Church.

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.

32
CONSERVATION
PERMITS

16
NOTICES OF INTENT

10
REQUESTS FOR
DETERMINATION OF
APPLICABILITY

6
REQUESTS FOR
CERTIFICATE OF
COMPLIANCE



**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.

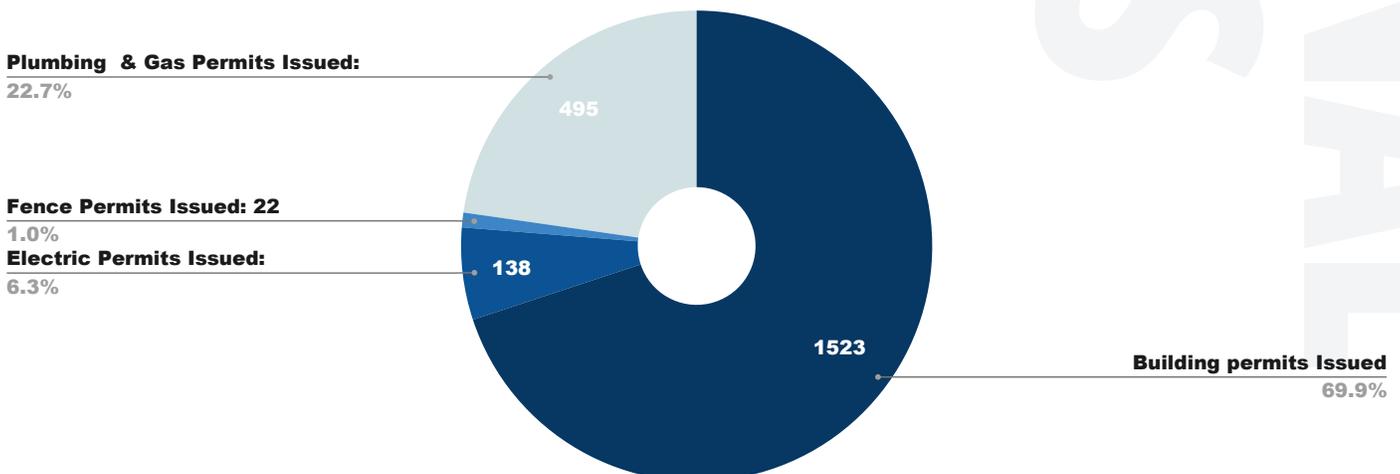
FY23

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





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

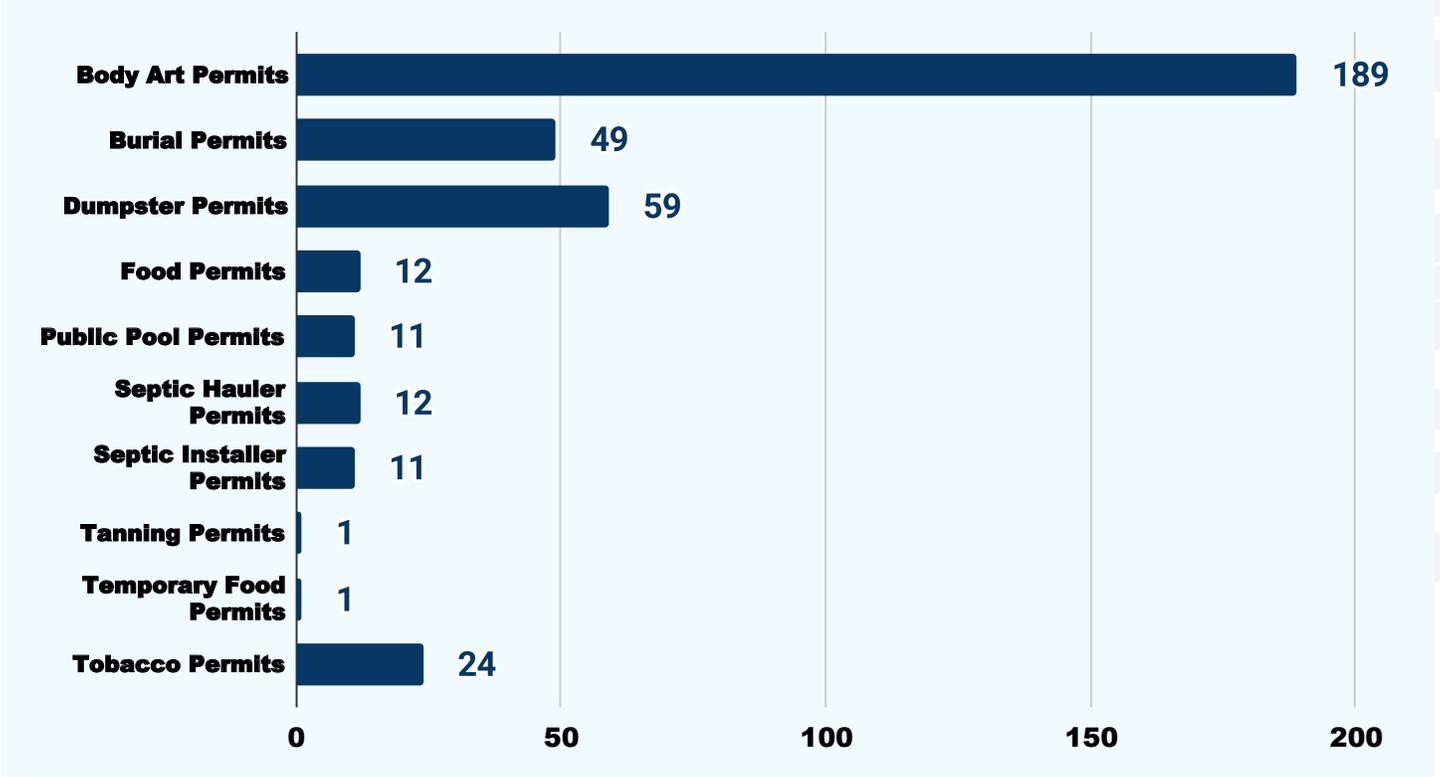
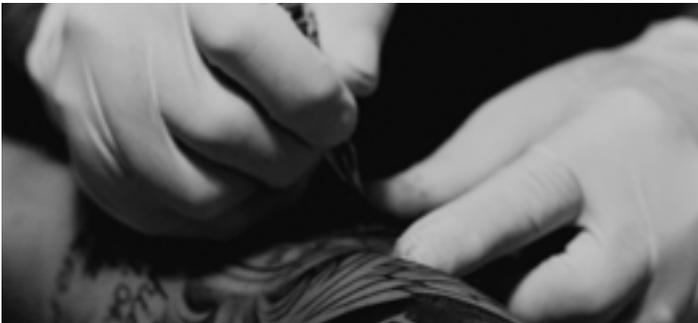
39 SOUTH HUNT ROAD

(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
H I G H L I G H T S

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.



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



AGING COUNCIL

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

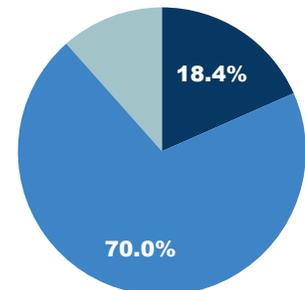
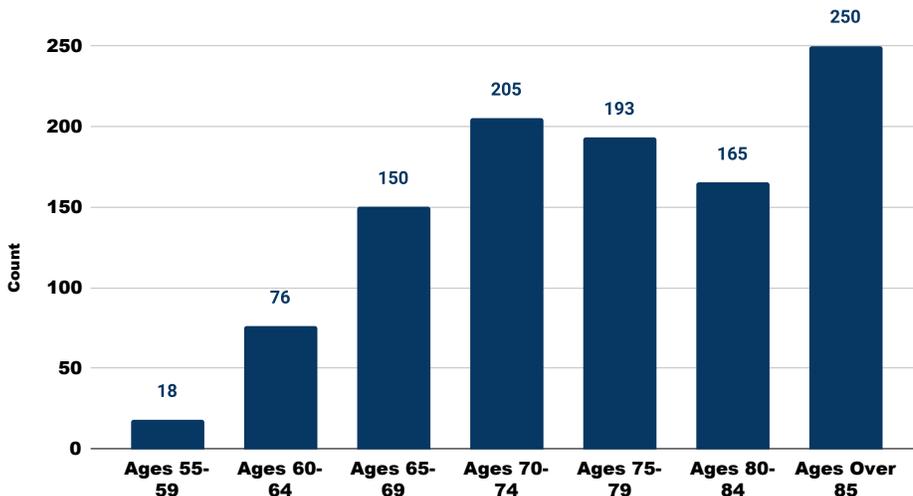
HIGHLIGHTS

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 1st floor library and 2nd floor game room using a grant. The 2nd 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



• Male • Female • Unknown



300
DAYS OPEN IN FY23

13,000+
PEOPLE UTILIZED THE
COUNCIL ON
AGING

8654
VOLUNTEER HOURS
EQUIVANT 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

Kliggie 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

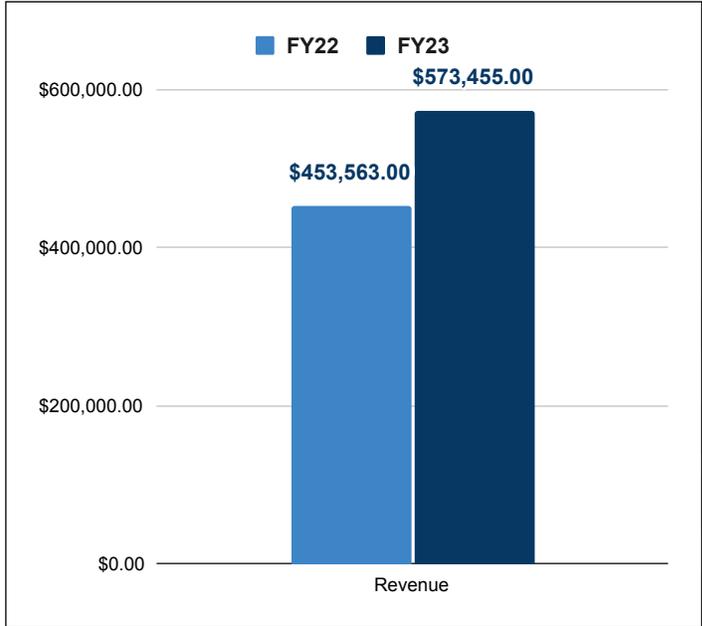
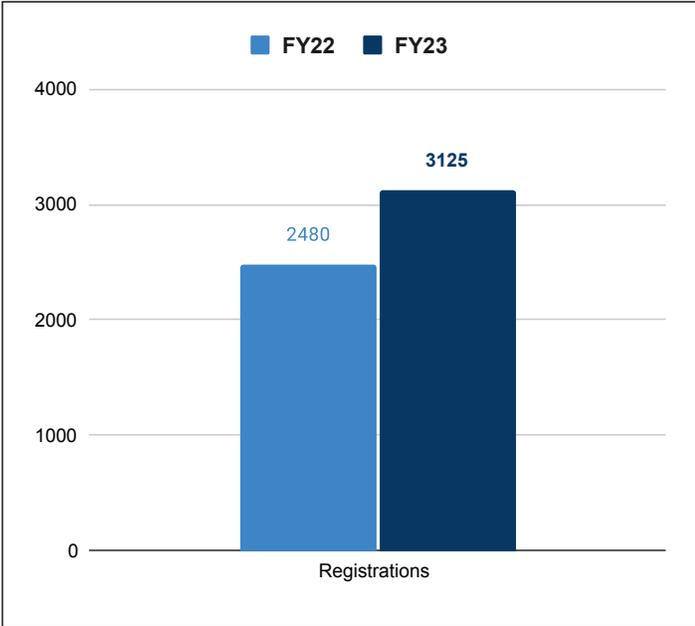
\$2,759
IN DONATIONS

\$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
Total	182	5256	\$8,662.50

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

GOALS

- 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@AMESBURYLIBRARY.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

G O A L S

- **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

H I G H L I G H T S

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.

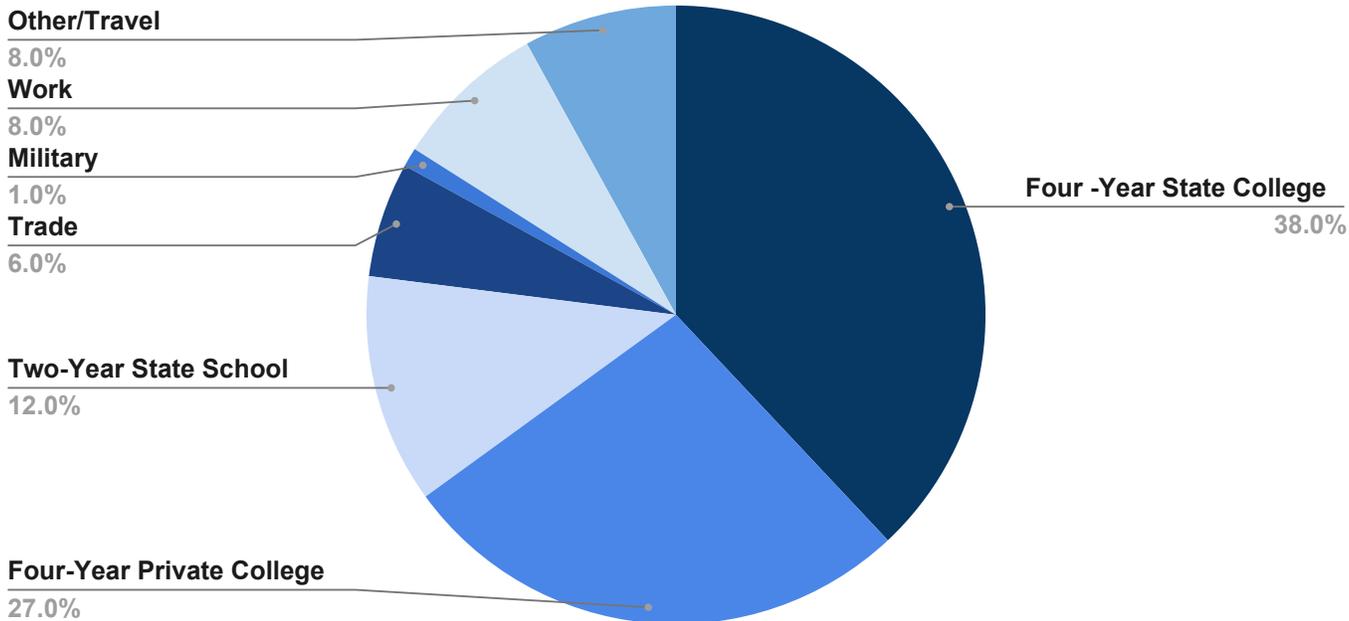
Continued to re-establish and grow relationships with our students to create a greater sense of belonging and inclusivity.



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





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... 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	
Communication	Respectfully communicating with all community members in a timely, clear, and honest way
Academic Excellence	Conscientiously pursuing excellence in our teaching and learning to provide diverse learning opportunities
Relationships	Intentionally building caring connections to enhance engagement, collaboration, and belonging in the Amesbury community.
Equity and Inclusion	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		
Enhancing Teaching and Learning 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.	Promote Continuous Development of High Quality Educators Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.	Progressive Learning and Work Environment that is Safe and Accessible 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		
1.1 Complete a curriculum inventory for all content areas and all courses/content areas in all grade levels	2.1 Re-establish the Professional Development Council (PDC) ensuring maximum representation of diverse roles.	3.1 Provide professional development on Restorative Practices in the classroom
1.2 Develop a curriculum review cycle.	2.2 Develop a draft Professional Development (PD) calendar for School Year 2023-2024	3.2 Examine and create a visual representation of the district's organizational structure and job responsibilities.
1.3 Complete visual representation (flow chart) for MTSS (Multi-Tiered System of Supports) for Literacy, Math, and SEL.		3.3 Create a District Maintenance Plan and update the Capital Projects Plan
1.4 Provide opportunities for parents/guardians and school personnel to understand the MTSS (Multi-Tiered System		3.4 Create a Central Registration process

of Supports) in Literacy, Math, and SEL.		
		3.5 Create a district-wide Technology Planning Committee
		3.6 Create Program descriptions for all specialized programs for students with disabilities

Strategic Initiatives - July 2023 through June 2024

Enhancing Teaching and Learning	Promote Continuous Development of High Quality Educators	Progressive Learning and Work Environment that is Safe and Accessible
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.	Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.	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.
1.5 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	2.3 Build the capacity of staff by utilizing their expertise in designing and delivering professional development opportunities.	3.7 Develop a 5 Year Technology Plan that incorporates a purchase and replacement policy.
1.6 Utilize professional development opportunities to strengthen and focus Tier I Instruction so that all students can access the curriculum and experience optimal success.	2.4 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.	3.8 Create a full on-boarding and separation of service for all staff members including requisite training.
1.7 Create and implement data teams for	2.5 Utilize the PDC to review and revise the	3.9 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

Enhancing Teaching and Learning	Promote Continuous Development of High Quality Educators	Progressive Learning and Work Environment that is Safe and Accessible
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.	Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.	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		
Enhancing Teaching and Learning 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.	Promote Continuous Development of High Quality Educators Enhance the Professional Learning Community by providing rich professional development that ensures everyone's focus on high expectations and continuous improvement for professional practice.	Progressive Learning and Work Environment that is Safe and Accessible 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		



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
Total		\$939,686	\$1,950,176	\$2,286,730	\$4,971,550	\$4,442,178	\$1,162,437

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

HIGHLIGHTS

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

HIGHLIGHTS

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.



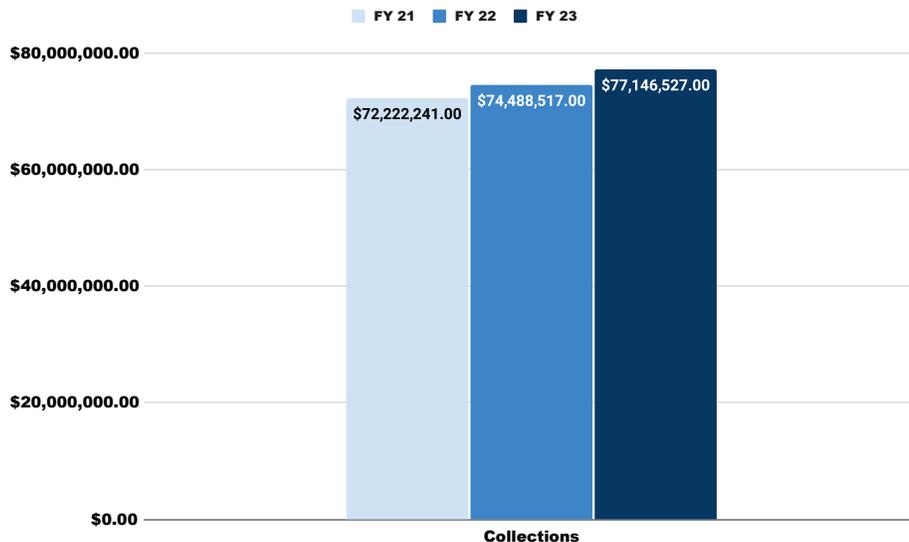
FINANCIAL REPORTS

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)
Total	\$72,222,241	\$74,488,571	\$77,146,527	\$2,657,956



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%
Total	\$75,462,915	\$77,146,527	\$1,683,612	102.2%
<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%
TOTAL GENERAL FUND	\$72,194,437	\$70,298,607	\$310,032	\$1,585,798	97.4%
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%
Net Profit (Loss) YTD - Water		\$(656,783)			
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%
Net Profit (Loss) YTD - Sewer		\$(300,148)			

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
ASSETS							
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
Receivables:							
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/ Possessions	\$1,073,901.15						\$1,073,901.15
Amounts to be provided - payment of bonds						\$50,631,369.39	\$50,631,369.39
Total Assets	\$15,302,772.24	\$11,954,755.42	\$7,340,960.00	\$2,886,198.98	\$4,000,639.92	\$50,631,369.39	\$92,116,695.95

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
LIABILITIES AND FUND EQUITY							
<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/ 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
Total Liabilities	\$7,184,236.33	\$956,052.15	\$6,985,788.96	\$618,314.26	\$209.12	\$50,631,369.39	\$66,375,970.21

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
Fund Equity:							
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
Total Liabilities and Fund Equity	\$15,302,772.24	\$11,954,755.42	\$7,340,960.00	\$2,886,198.98	\$4,000,639.92	\$50,631,369.39	\$92,116,695.95

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		
Total Special Revenue Fund Balance		\$320,695.00	\$320,695.00	\$10,998,703.27	\$1,276,294.00	\$(501,333.64)

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			
Total Capital Projects Fund Balance		\$355,171.04	\$802,447.00	\$6,047,316.00	\$(52,399.76)

ENTERPRISE BALANCE SHEET - FY23

UNAUDITED

			WATER 6/30/2023	SEWER 6/30/2023	CABLE 6/30/2023	TOTALS 6/30/2023
			Enterprise Fund	Enterprise Fund	Enterprise Fund	(Memorandum Only)
ASSETS						
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
LIABILITIES AND FUND EQUITY						
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
		Total Liabilities and Fund Equity	\$1,222,773.28	\$1,357,008.16	\$306,417.54	\$2,886,198.98

TRUST FUND BALANCE DETAILS - FY23

UNAUDITED

FUND NUMBER	FUND NAME	FUND BALANCE 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
Total Expendable Trust Fund Balance		\$4,000,430.80

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	Meader	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 Prutz	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	Skane	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 Paraprofessional	\$393.75
300	D'Urso	Iris	Schools	Summer School 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	Santosuosso	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

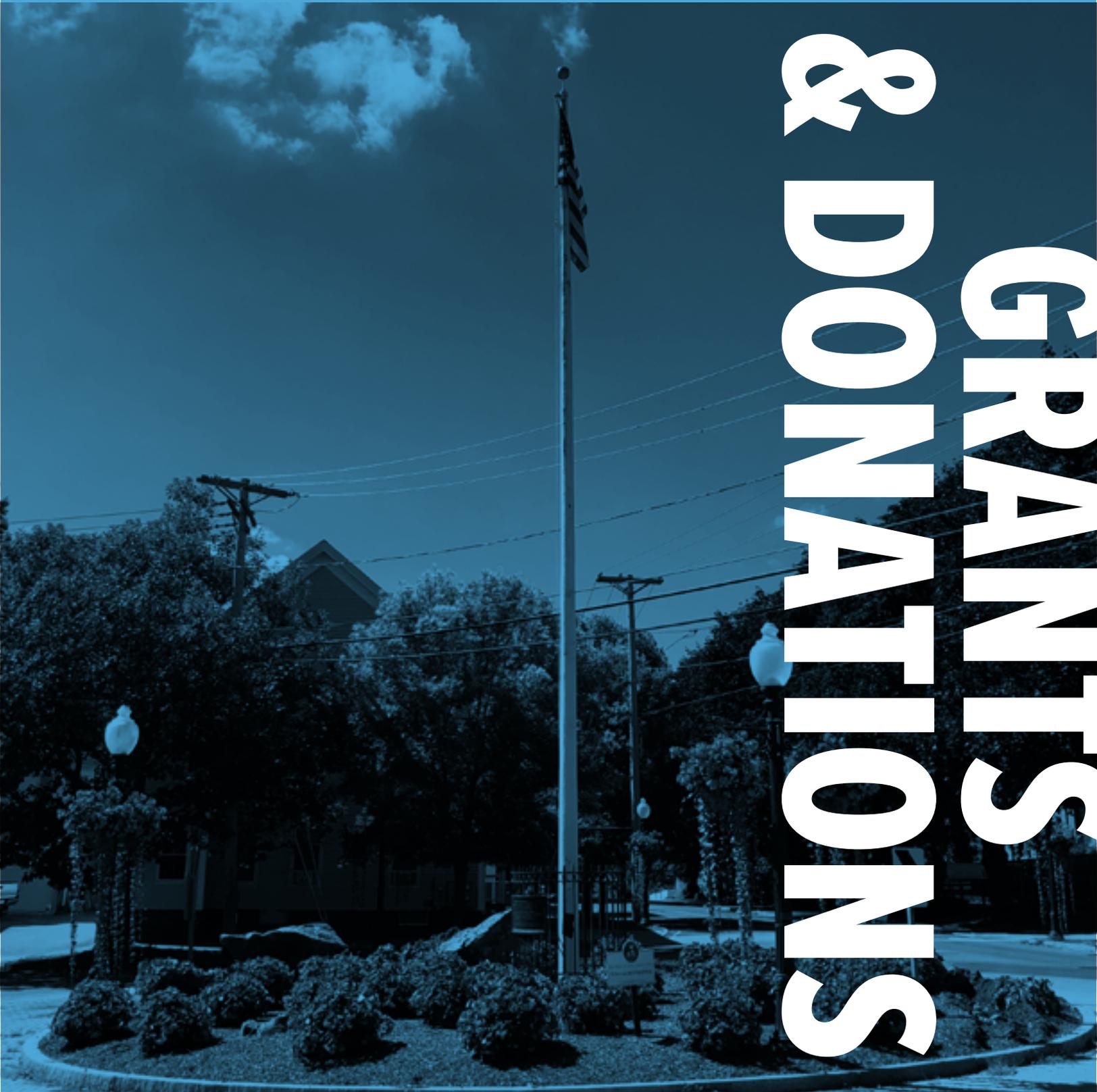
GROSS WAGES - FY23

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	Espiefs	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
				Total Gross Wages	\$40,639,800.47

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
		Total:	\$2,045,914.37	



CITY OF AMESBURY

01913

